

Required Enrollment Deadline Approaches

OEBB's 2016 Open Enrollment began August 15th and all members are required to log in and make new medical, dental and vision elections for the 2016-17 plan year.

Ready to enroll? Just go to the OEBB website (oregon.gov/OHA/OEBB) and click the big "Enroll Now" button to get to the MyOEBB enrollment system. It's that easy!

The deadline to make these elections is September 15th unless otherwise specified by your employer. Some employers do have earlier deadlines, so be sure to confirm the date that applies to you.

Forgot your MyOEBB username or password? No problem! Just click "I Forgot" and follow the instructions to reset them.

Want to learn more about your benefit options? See the "Three New Tools" article on Page 4.

Ready to enroll?
Click "Enroll Now" on
the OEBB website:
oregon.gov/OHA/OEBB

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Pioneer Award Winner: Kim Searcy Portland Community College

On June 7, 2016, OEBB presented Kim Searcy with our first Pioneer Award, honoring her excellence in member service and benefits administration. As Benefits Specialist at Portland Community College, Kim has created outstanding open enrollment materials and new hire information packets, helping her members understand their benefits options and make informed enrollment decisions. Kim has also been an outstanding partner with OEBB staff, working collaboratively to quickly resolve member issues and develop process improvements. Congratulations, Kim! We at OEBB and PCC recognize and appreciate all your hard work and dedication!



Board Chair Nancy MacMorris-Adix (left) presents the first OEBB Pioneer Award to Kim Searcy of Portland Community College

Nominate your own benefits Pioneer by sending an email to: oebb.benefits@oregon.gov

Diabetes Prevention Available October 1st

Virtual Lifestyle Management® (VLM) is an internet-based program designed by researchers at the University of Pittsburgh to help you prevent diabetes, by integrating healthy habits into your daily life at your own pace with the support and guidance of a health coach, online tracking tools and weekly internet-based lessons.

Starting October 1, 2016, this program will be available at NO COST to all OEGB members and dependents age 18 or older who are enrolled in an OEGB medical plan and are determined to be prediabetic by the program's qualification survey.

Learn more about VLM at: <https://oebb.vlmservice.com>



Fitness Rewards Program Under Review

Board to consider changes following IRS and DOJ guidance



OEGB recently received guidance regarding wellness program rewards which could bring about changes to the Fitness Rewards program.

The IRS concluded that all cash incentives or rewards paid to employees for participation in an employer-sponsored wellness program are considered a payment of wages subject to employment taxes. Subsequent advice from the Department of Justice indicated that Oregon PERS taxes must also be applied to cash incentives or rewards.

This could create administrative challenges for the program as well as employers because a member's cash reimbursement through Fitness Rewards would need to be included in each participating employee's W-2 and reported to PERS.

The OEGB Board will be discussing the Fitness Rewards program and possible solutions to ensure compliance with IRS regulations at their next Board meeting, which is currently scheduled for October 4, 2016. Until this meeting is held, the impact upon the program remains unknown.

In the meantime, OEGB has stopped processing any new registration forms for the program. Employers and members already participating in Fitness Rewards have been sent direct communications from OEGB notifying them of the situation. Further information will be communicated as it becomes available.

If you have any questions, please call OEGB Member Services at (888) 469-6322 or send an email to: oebb.benefits@oregon.gov

Healthy Futures & Health Assessments

If you choose to participate in OEBB's Healthy Futures program for 2016-17, a new health assessment is required between Aug. 15 - Oct. 15, 2016.

Even if you completed a health assessment recently, if it was before August 15, 2016, and you want to lower your deductible for 2016-17, you need to complete another one. It's an annual requirement for the Healthy Futures incentive and only assessments completed between Aug. 15 - Oct. 15, 2016 will count!

Do you cover a spouse/domestic partner on your medical plan?

If so, participating in Healthy Futures means you AND your spouse/partner will each:

- Complete an individual health assessment on your medical carrier's website between Aug. 15, 2016 and Oct. 15, 2016, and
- Take two healthy actions before Aug. 15, 2017

And, you agree to log in to the MyOEBB system during next year's Open Enrollment, and report the two actions you each took.

Learn more about Healthy Futures on the OEBB website: oregon.gov/OHA/OEBB/pages/Healthy-Futures.aspx

Meet Board Vice Chair Cherie Maas-Anderson

Cherie Maas-Anderson first joined the OEBB Board in April of 2013. Since then she has served on the Strategies on Evidence and Outcomes Workgroup (SEOW), the Healthy Futures Workgroup, and the Administrative Rules committee before taking her current position as OEBB Board Vice Chair.

As a native Oregonian with a background in finance and budget management, she enjoys analyzing the details of how various healthcare options can best serve OEBB members across the state. "I have a passion for advocating for individuals in large employee and healthcare systems. I was interested in seeing what was involved in healthcare

management from a statewide perspective, especially in this time of increasing healthcare costs and changing options."

As a member of Portland Community College's Joint Committee on Insured Benefits (JCIB) for over 17 years, Maas-Anderson helped create an eight-year plan that contributed to the college meeting their goal of covering benefits packages for employee only 100%, employee/spouse 85%, and family 75%. After raising two sons as a single mother, she appreciates the importance of fully-supported, consistent healthcare for families, and considers this one of the Board's biggest challenges. "It is difficult to meet individuals'



Cherie Maas-Anderson (far right) is Member Services Director for the Executive Women's Golf Association, shown above with her scramble team, the Rose City Birdies, competing in their EWGA Chapter Championship.

needs while trying to keep healthcare affordable. I can see the larger issues involved in healthcare management now."

Alongside her benefits administration work, Maas-Anderson also serves on the National Board for the American Association of Women in Community Colleges, and enjoys spending time with family and friends, cooking, fly fishing, golfing and participating in sprint triathlons.

Bringing a consumer's viewpoint to the Board's decision-making process, Cherie emphasizes that she is open to feedback and encourages communication from OEBB members. "I like to hear about what we're doing right and what we need to improve to serve our members." If you have thoughts you'd like to share with her or any of the OEBB Board members, please send an email to: oebb.board@oregon.gov.

Three New Tools to Help You Understand Your Benefits

1) Webinars

oregon.gov/OHA/OEBB/pages/2016-OE-Webinars.aspx

This Open Enrollment OEBB is offering online webinars to help members learn about their benefit options. Sessions continue through Sept. 14, so check out the schedule, register online, and tune in from the comfort of your computer. OEBB and carrier representatives are available at each session to answer your questions.



See #1 (left) - webinar schedule and registration

2) "On Demand" Presentations and Handouts

oregon.gov/OHA/OEBB/pages/2016-On-Demand.aspx

If you missed a webinar you were interested in, or if you want to review the material presented, all the presentations and slides from all the webinar sessions are available on the OEBB website, as well as additional handouts and tools provided by the carriers. View all our "on demand" resources 24/7 on the OEBB website.



See #3 (left) - "Types of Health Plans" video

3) Videos Explaining Benefits Topics

oregon.gov/OHA/OEBB/pages/videos.aspx

Wondering who to call about a specific question? Looking for some ground-level knowledge about insurance terms and how insurance works? Uncertain about whether an HSA or high-deductible health plan may be right for you? Trying to figure out what those three-letter acronyms (HMO, CCM, and PPO) mean, and which is best for you?

You're not alone ... these are common concerns all OEBB members face at one point or another, so we've created some short, engaging videos using actors and animation to help explain these concepts and get you on the road to choosing the best plans for you.



See #3 (left) - "Health Insurance 101" video



OEBB
(888) 469-6322

500 Summer St NE, E-88
Salem, OR 97301-1063

Email:
OEBB.Benefits@oregon.gov

Kaiser Permanente
(866) 223-2375

Moda Health
(866) 923-0409

Reliant Behavioral Health
(866) 750-1327

The Standard Insurance
(866) 756-8115

Unum
(800) 227-4165

Willamette Dental Group
(855) 433-6825