



2023–24 Plan Year: Renewal Summary

Overall Renewal Results

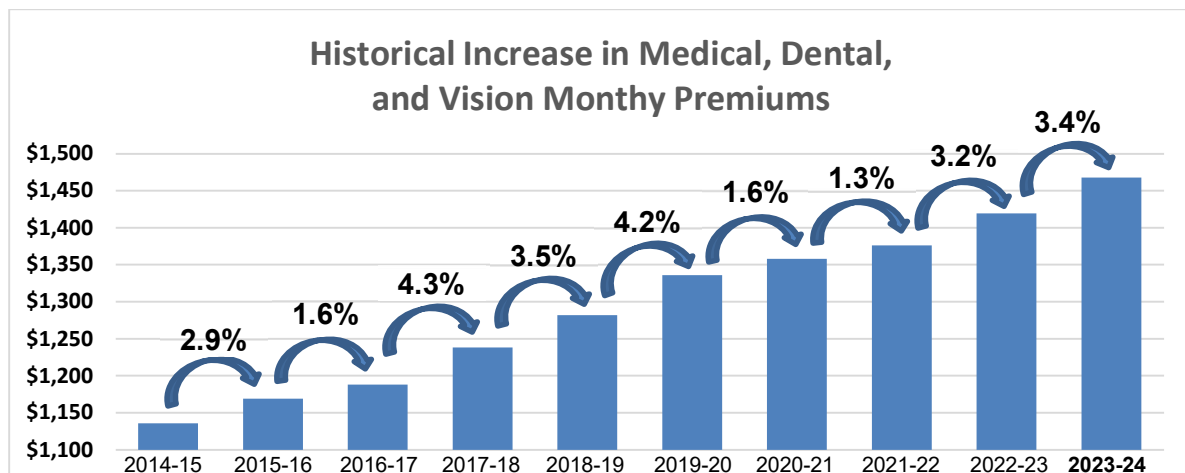
The Oregon Educators Benefit Board (OEBB) continues to provide high-quality and affordable medical, pharmacy, dental, vision, life insurance, and disability plans.

OEBB is pleased to share that for the 2023–24 plan year, the weighted average premium for medical, dental, and vision plans will increase by only 3.4%. **(Note: Entity-specific increases may differ based on plans offered, enrollment, and other factors.)**

This is an important achievement. It accomplishes both OEBB’s goal of affordability and the state’s mandate to limit the combined medical, dental, and vision premium increase to 3.4%. This requirement applies to premium costs *excluding* the impact of state and/or federal tax or fee changes. While changes to taxes or fees can have a big rate impact, there was no impact on the 2023–24 OEBB rates.

The 2023–24 plan year marks the fourth year in a row that OEBB has delivered renewal rate changes at or below—often significantly below—3.4%. To put this renewal increase in perspective, national premium increases for large groups are averaging 7.3% in 2023.

The following chart shows the year-over-year increase in combined medical, dental, and vision monthly premiums. The increases shown exclude the impact of state and/or federal tax or fee changes.



Each entity’s actual cost increase on Oct. 1, 2023, will depend on many factors, including:

- Plans offered
- The plans in which employees enroll
- How many employees enroll in benefits
- How many dependents are covered
- Employer contribution amounts

Based on an enrollment snapshot for each entity as of Dec. 2022, over 75% of entities would have a combined renewal increase of less than 3.4%. The other 25% range from 3.4 to 4.1%. Open Enrollment could change these results for the reasons mentioned above.

Renewal Results by Plan

The following chart shows the renewal increase for each plan. Dental and vision plan increases are lower than 3.4%, while the medical plan increases are slightly higher than 3.4%. When the dental and vision premiums are combined with the medical premium, the overall increase is 3.4%.

Health Care Plan	Cost Change
Medical Plans	
Moda Health	+ 3.64%
Kaiser Permanente	+ 4.60%
Dental Plans	
Moda Health/Delta Dental	+ 1.26%
Kaiser Permanente	- 3.00%
Willamette Dental Group	+ 0.85%
Vision Plans	
Moda Health	- 2.87%
Kaiser Permanente	+ 2.51%
VSP	- 12.00%
Combined Renewal Increase	+ 3.40%

2023–24 Medical, Dental, and Vision Plan Changes

Thanks to the OEGB Board’s decisions, OEGB was able to achieve a 3.4% increase with no benefit reductions.

OEGB will continue to offer the same medical, dental, and vision plan options through Moda Health, Kaiser Permanente, Delta Dental, Willamette Dental Group, and VSP for the 2023–24 plan year.

The Board reviewed and approved several enhancements to the benefit plans that will better serve our OEGB members. The common themes for these enhancements are leveraging technology to streamline care, expanding treatment options for common member conditions, and improving health equity. Here is a summary of the important changes:

<p>Moda Health Medical Plans</p>	<ul style="list-style-type: none"> • Members with type II diabetes will receive access to innovative diabetes treatment through a new partnership with Virta. The Virta program includes a dedicated care team, structured education, and a personalized approach to achieve proven results. • Members will have access to a new option for medical care interpreter services.
<p>Kaiser Permanente Medical Plans</p>	<ul style="list-style-type: none"> • Members will have access to an expanded suite of digital treatment options, including maternity care at home, remote patient monitoring, and KP@Home (hospital care at home). • Insulin costs will be capped at \$35 per 30-day supply, down from \$75.
<p>VSP Vision Plans</p>	<ul style="list-style-type: none"> • The frequency of eye exams, lenses, frames, and contacts will change to once per plan year rather than once every 12 months.

The OEGB Board also determined that HealthyYou through WebMD was not offering members enough value for the cost of the program. Therefore, this program will no longer be available as of Oct. 1, 2023.

Optional Benefits

OEBB will continue to offer income protection benefits that can help employees and their families prepare for life’s important moments.

Disability <i>The Standard</i>	Life AD&D <i>The Standard</i>	Other <i>Unum</i>
<ul style="list-style-type: none"> • Short-Term Disability (STD) • Long-Term Disability (LTD) 	<ul style="list-style-type: none"> • Basic Life Insurance • Basic AD&D Insurance • Optional Life Insurance • Optional Spouse Life Insurance • Optional Child Life Insurance • Optional AD&D Insurance 	<ul style="list-style-type: none"> • Long-Term Care Insurance

There will be no change in rates and benefit options for Life Insurance, AD&D Insurance, and Long-Term Care Insurance in 2023–24.

Disability Program Changes

With the introduction of Paid Leave Oregon—the new state paid leave program—OEBB carefully considered its disability plan offerings. The following changes will be effective for 2023–24 and are being implemented to align OEBB disability benefits with those of Paid Leave Oregon (or an equivalent legally compliant disability plan).

Short-Term Disability (STD)	<ul style="list-style-type: none"> • Current STD plans that pay benefits for 60 days will be discontinued. This benefit payment period is lower than what is available through Paid Leave Oregon. (Paid Leave Oregon generally pays benefits for up to 12 weeks.) • Several new STD plans will be added. These plans offer income replacement amounts of 60%, 66⅔%, or 70%, depending on the plan. • STD plan costs will be substantially reduced to account for smaller benefit payments. This is because Paid Leave Oregon will pay benefits to members first. OEBB’s STD plans pay benefits second. The STD plan’s benefit amount will be the difference between what’s received
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	from Paid Leave Oregon and the amount of the STD plan benefit (e.g., 60%, 66⅔%, or 70%).
Long-Term Disability (LTD)	<ul style="list-style-type: none"> • Current LTD plans with a 60-day waiting period will be discontinued. These plans are no longer needed because Paid Leave Oregon will pay STD benefits longer than 60 days. • The remaining LTD plan options will continue at current rates.

Note: Entities have the option to participate in the state’s Paid Leave Oregon program or an equivalent legally compliant disability plan.

QUESTIONS?

Reach out to Georgann Helmuth, Senior Account Executive for OEBC, with any questions about the changes and enhancements for 2023–24.

Email: Georgann.Helmuth@oha.oregon.gov
 Phone: 503-801-4777