

“We appreciate all the work of our colleagues at CIS, and especially the work of the Employee Benefits Team as they try to help us navigate the new waters of Healthcare Reform.”

Comment from 2010 Member Survey



cis benefits
www.cisbenefits.org

CIS Benefits Certain Benefits in Uncertain Times





Astoria ChildCenter

In the midst of uncertainty about healthcare reform, one thing is for sure: CIS Benefits is continuing to draw on more than 50 years of service to CIS members to provide needed plans and services. And, CIS Benefits continues to evolve, offering members greater value in the 'new normal' environment.

The NEW Healthy Benefits

When Healthy Benefits began in 2002 it was an innovative program and way ahead of its time. Today, prevention and health maintenance are common in the workplace and CIS Benefits has continued its evolution. Healthy Benefits now includes a wider range of services, programs, and resources. Here's a look at what is new or enhanced:

- The Health Status Questionnaire has been replaced with Regence & Kaiser general health assessments. Completion of an assessment is required for wellness

programs where financial reimbursement or incentives are offered. And, there is still an incentive gift: \$100 VISA gift cards randomly awarded to 100 participants who complete the assessment.

- Easy access to **myRegence.com** (Regence BlueCross BlueShield of Oregon) and **kp.org** (Kaiser Permanente) to manage your benefits (status of claims, explanation of benefit reports, and more) and search a wealth of health and wellness information.
- Regence members can earn \$25 REWARDS gift cards by accumulating points at myRegence.com for doing healthy activities, taking advantage of preventive medical exams, reviewing benefits information and much more.
- Health coaching from both Regence and Kaiser; the offerings vary between the two.
- Worksite screenings offering results counseling and information, available every 2–3 years.
- Worksite wellness grants tied to effective best practices. Examples include top management support for wellness, conducting employee interest surveys, developing a wellness committee, developing policies that support a healthy workplace and more.
- Employee Assistance through Reliant Behavioral Health (RBH), offering phone, in-person, and eAccess Online counseling services; onsite interventions specific to employer group needs; life balance services such as legal services, will preparation, and identify theft; access to **www.MyRBH.com** for personal wellness programs, parenting guidance, and interactive tools.
- Quit for Life tobacco cessation program for participants 18 and over.
- Healthy eating & weight management programs are available. For employees who participate in qualifying programs, (community, hospital or Weight Watchers for example) CIS will reimburse 70%, up to specific limitations.

More Benefits of CIS Benefits

Healthcare Reform Expertise

While the list of “unknowns” is huge when it comes to healthcare reform, CIS members need not worry. CIS Benefits works to understand the complexities of federal and state reform issues and then shares that information with members in an easy-to-understand fashion.

Reduced Costs

Because of the strength of the reserves built up over the years by its members, CIS Benefits was able to become self-insured for its largest medical and dental plans, dramatically stabilizing costs.

In the first year alone of medical self insurance members realized an 8% annual increase as opposed to the 12% industry trend. In 2011–12, the average medical rate increase for CIS-member cities is 4.5%, and for CIS-member counties just 10%, again versus a 12% industry trend.



Lincoln County VA Hospital

Alternative Plans

For many employers, one way to reduce ongoing benefit costs is to adapt and reshape the type of plans that are offered. CIS' range of benefit plans has grown to include high deductible health plans (HDHPs) with health savings accounts (HSAs) and Voluntary Employees' Beneficiary Association (VEBA) options that have given a number of cities and counties a chance to slow the growth of healthcare costs. CIS introduced a Value-Based Copay plan that focuses on lowering costs and improving health outcomes. Members that wish to change plans receive onsite support from CIS Benefits staff to explain new plan designs and answer employee questions.

Trusted Partners

CIS reaches out on behalf of its members to get the best coverage at the best rates. Partners currently include:

- Regence BlueCross BlueShield of Oregon medical*
- Kaiser Permanente medical, vision and dental
- Vision Service Plan (Regence members only)
- ODS Dental*
- Willamette Dental
- ASI Flex (Healthcare and Dependent Care Flexible Spending Accounts)
- The Hartford – Life and Long Term Disability
- Prudential – Long Term Care

*Administrative services to CIS' self-insured plan. Regence also reinsures CIS' medical plan.

Value-Added Services for Members

CIS Benefits provides a full array of additional resources and assistance that make it easy for members to manage and administer their employee benefits. These services have become even more important as staff reductions at the local level take place.

- Online enrollment and administration of premiums
- COBRA administration
- Direct billing services and administration for retirees
- Ongoing assistance with compliance with state and federal healthcare reform and other changes in the law
- Benefit options education for management team, benefit committees, labor groups, etc.
- Training and wellness support materials
- Administration of healthcare and dependent care flexible spending accounts.

Interested in CIS Benefits?

Visit cisoregon.org and click on the Benefits tab to review rules, plans and rates or contact Carolyn Van Dyke, Benefits Director at cvandyke@cisoregon.org or 503-763-3820.



Employees of Union County



cis benefits
www.cisbenefits.org

It's all about **TRUST.**

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