



20/20 Vision in 2020:
Your Future's Our Mission

Hindsight Insight Foresight Oversight

CIS

1

2019 Accomplishments

- Maintained stable rates
- Grew financially stronger
- Provided skills training
- Hosted third public safety conference
- Controlled litigation costs
- Unveiled new learning management system
- Produced employment law podcasts
- Worked with correction facilities
- Conducted cyber risk reviews
- Created new enrollment system
- Developed a strategic plan

CIS

2


2020-2025 STRATEGIC GOALS

- Focus on you through tailored coverages and services
- Foster financial security and strength
- Promote innovative and proactive risk management


CIS

3


New Staff




Carol Drouet
Senior Property
Claims Consultant




Tila Maceira-Klever
Learning and
Development Manager




Mike Beyrouthy
Deputy Benefits
Director




Lauren Nweze
Litigation Attorney



Joe Arnold
Internal Support
Specialist



4



Home About Help & Support Contact Go to CISOregon.org

Welcome to CIS Benefits.

Believe in easy, worry-free benefits enrollment.

Returning User Login

Email Address

Password

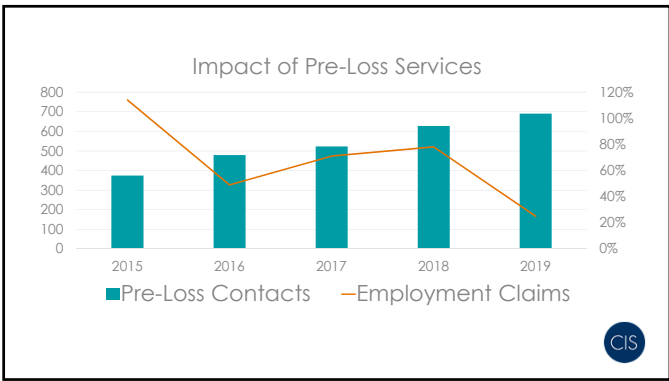
Login

[Forgot password?](#)

New User Registration

Register Now

5



6



7

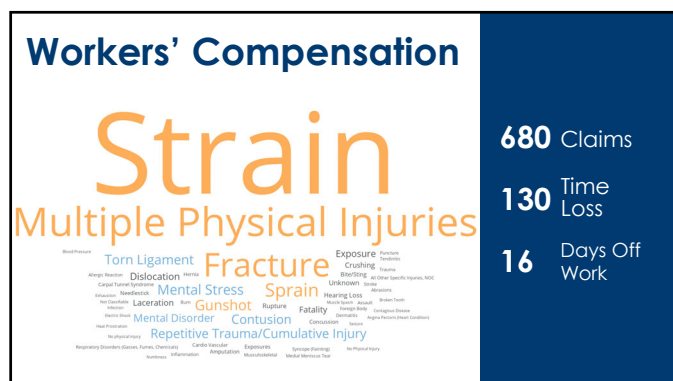


8



9

[illegible]

[illegible][illegible]

Average Pool Rate Adjustments



Each members rates will vary



Exposure changes such as number of police officers, new buildings or infrastructure, budget changes, staffing changes, etc.

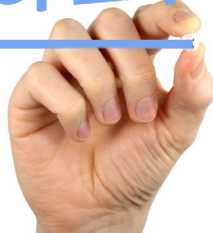


Claims experience: members with more claims over the last four years will pay more than members with less claims



16

BUDGET



17

Liability

- Overall rate increase is 3.24%
- I would budget 5%
- Higher if bad claims over last 4 years
- Higher if adding police or a large increase in budgets



18

Property

- Overall rate increase is 13.48%
- I would budget 15%
- Higher if added new buildings or had a recent appraisal



19

Workers' Comp.

- No rate change
- I would budget the same amount as your personal services budget is increasing
- Higher if bad losses, lower if good losses



20

Reminder

- Claims experience is on the CIS website
- Optional deductibles are also on the CIS website
- Questions about claims or deductible, contact Trent
- Questions about rates, contact me



21

2020 will be another challenging year for CIS Benefits



citycounty insurance services
cisorgon.org



22

What's Happening

- New enhanced BeyondWell lifestyle program through Regence
 - For both Regence and Kaiser members
- Rollout of new enrollment system
- Introduction of new voluntary benefits
- Plan design changes effective 1/1/21
- Communication plan for all of the above



23

BeyondWell

- BeyondWell allows CIS to use claims data to drive utilization
 - Preventive exams
- BeyondWell includes other CIS partners
 - Delta Dental, Willamette Dental, Kaiser medical/dental
- BeyondWell is customized to individual users
 - Completion of Health Assessment
 - Claims Data (Regence members)



24

New Enrollment System

- Rollout is 4/1
- Challenging year working through the problems with the current system while building the new one
- Thank you to the employers who participated in our system build work groups
- New system is user friendly for both employers and employees



25

Voluntary Benefits

- Benefit Advisory Committee (BAC) discussions resulted in CIS adding voluntary benefits
- Final decisions have not been made, but looking at:
 - Critical illness, Accident Insurance, Hospital Indemnity
 - Identity Theft Protection
 - Trauma Plan



26

Plan Design Changes

- Regence Copay Plan Rx Copays
- Regence HDHP plans deductible & Out-of-Pocket Maximums
- VSP-A
- Willamette Dental



27

Communication Plan

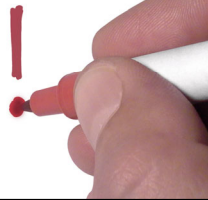
- Very important that employees are in the know of what's happening in 2020-21
- Communications with employees throughout the year
 - Starts with a mailing to the homes in March



28

Rate Changes for 2021

**Important:
These numbers
don't apply to
experience-
rated groups!**



29

2021 Medical "Not to Exceed": **CITIES**

Regence
VSP

Kaiser

Groups < 100

5.5%*
0%

All Groups

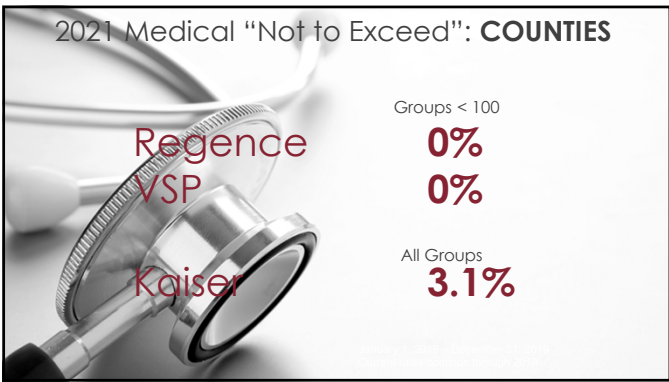
3.4%

*Applies to employers remaining on current plans; groups moving to new plans will have lower increases

30



31




32



33


Life/AD&D "Not to Exceed": ALL MEMBERS



Basic Life:	0%
AD&D:	0%
Stat. Life:	0%

34

Supplemental Life "Not to Exceed":
ALL MEMBERS



Employee Life	0%
Spouse Life	0%
Vol. Dep. Life	0%

35

Disability "Not to Exceed": ALL MEMBERS

Disability:

Long-Term	0%
Short-Term	0%



36



20/20 Vision in 2020:
Your Future's Our Mission

Hindsight

Insight

Foresight

Oversight

CIS

37
