

## Board Installs New Leadership

The Benefit Board elected new leadership at its Dec. 18, 2001, meeting. The Board named John Santa M.D. to serve as chair and Diane Lovell to serve as vice chair.

Santa is the administrator of the State's Office of Health Policy and Research. He served as PEBB's vice chair for the last two years and also chaired the Plan Design Subcommittee. A physician who specializes in internal medicine, Santa's career includes work in the hospital, health insurance, government and health policy arenas.

Lovell is a representative for the American Federation of State, County and Municipal Employees (AFSCME), which includes 5,000 state employees in Oregon. A former member of the State Employees' Benefit Board, she chaired PEBB's Wellness

Subcommittee from its creation and now chairs the Board's Plan Design Subcommittee. Lovell has worked in labor representation for 20 years and coordinates health policy for Oregon AFSCME. She also serves as vice chair on the Health Resources Commission.

During PEBB's formation, the Board agreed to rotate the chair position between represented and management members. Chuck Mendenhall held the position from PEBB's inception. Mendenhall is human resources manager for the Oregon Public Employees Union and chaired the Bargaining Unit Benefits Board for 17 years. At the Dec. 18 meeting, Governor John Kitzhaber commended Mendenhall and presented a plaque in honor of his service to the State, employees and their families.

## 2002 Board Priorities

During December and January, the Benefit Board established its working priorities for 2002. Among almost a dozen issues, are the following:

- Plan Design for 2003. In addition to developing its purchasing strategy for proposals and/or renewals, the Board will explore new and expanded strategic partnerships with vendors, carriers and other stakeholders. The Board will also consider regional issues with a focus on improving competition, quality and access throughout the state.
- Wellness Program. The Board will develop implementation and communications plans for the new PEBB Wellness Program and will roll out program components throughout the year.
- Self-Insurance. The Board will establish a task force to analyze opportunities for self-insurance.

### Public Employees' Benefit Board

775 Court Street NE  
 Salem, OR 97301-3802

Telephone: (503) 373-1102  
 Toll-Free: (800) 788-0520  
 Website: <http://pebb.das.state.or.us>  
 E-mail: [inquiries.pebb@state.or.us](mailto:inquiries.pebb@state.or.us)  
 Fax: (503) 373-1654

### *Inside this issue*

New Wellness Program .....	2-3
PEBB Resources .....	3
Health Center Update .....	4-5
COBRA Offers Continuation Coverage .....	5
Standard Funds Update .....	6

# New Wellness Program Rolls Out



Completing an intensive two-year effort, the PEBB Wellness Subcommittee presented its program recommendations to the Board on Dec. 18, 2001. The Board unanimously approved the recommendations.

The subcommittee developed the program through a collaborative process that included

- Agency and employee representation
- Statewide focus groups
- Market research
- Program evaluation.

PEBB's Wellness Program goals are to:

- Make services available statewide.
- Improve member health.
- Enhance members' quality of life.
- Establish PEBB's Health, Education and Wellness Center as the hub of a comprehensive, statewide program.

The following components of the new program will roll out to members throughout the year.

## Disease Management

For those who suffer from chronic diseases, focused attention to their medical issues can help maintain their health, decrease the number and cost of complications, and improve the quality of their lives. This focused attention, called disease management, often involves teams of caregivers, regular monitoring and education in self-management.

PEBB's initial disease management program will focus on the following health issues:

- Cardiovascular disease, including congestive heart disease
- Diabetes
- Maternity management
- Asthma.

The program will begin with proactive communications and

outreach to individuals who would benefit from participation in a disease management initiative. It will coordinate activities among the Health, Education and Wellness Center, PEBB carriers, specialized disease management providers and community resources.

## Health Risk Assessment

Working with WellMed, lead vendor for the wellness program, PEBB will roll out an online health risk assessment tool.

HealthQuotient™ will allow members to create a secure, confidential health assessment profile online. PEBB will also conduct 10 wellness "road shows" around the state to promote the tool and provide one-on-one guidance on HealthQuotient.

## Fitness Services

The PEBB Health, Education and Wellness Center will research and negotiate opportunities and resources for member participation in health and fitness clubs and organizations around the state. Information about these offerings will be compiled into a database and communicated to all PEBB members.

## Health Screenings

PEBB's medical carriers cover the costs of three specific health screenings that are recommended at certain ages – sigmoidoscopy for detection of colon cancer, mammography for detection of breast cancer, and blood PSA testing for detection of prostate cancer. PEBB will work with the carriers to promote these screenings to members.

Other screenings can help members identify their risks for chronic and acute illnesses. These include screenings for total cholesterol, body weight, glucose and blood pressure. PEBB will utilize the initial wellness "road shows" as a pilot program in offering these screenings to PEBB members.

## Health Education

PEBB will integrate current and new health education initiatives through its Health, Education and Wellness Center. Program components will focus on

- Chronic diseases
- Men's and women's health issues
- Depression
- Nutrition and weight management
- Stress management
- Exercise.

The center will catalog its own education offerings along with those provided through PEBB medical carriers, agencies, communities, hospitals and other regional healthcare resources. PEBB will promote these statewide offerings through the Wellness Center,

PEBB publications, and a new quarterly newsletter mailed to employees' homes.

## Web-Based Education Tool

Through WellMed, PEBB will provide an online health education tool for PEBB members. This Web tool will be designed as a health system navigator, guiding members to appropriate resources from PEBB, the medical carriers, and other PEBB vendors and service providers. It will also serve as a health education resource, providing access to a wealth of health and wellness information.

## Health Resource Information

PEBB will provide health resource information through its carriers, providers and Health, Education and Wellness Center staff for employees statewide.

PEBB's contract with CareWise for 24-hour nurseline services ended at the close of 2001. The Board elected not to renew the CareWise contract and to concentrate efforts and resources on the new wellness program.

## PEBB Resources

Access PEBB, insurance companies and other benefit resources using the contact information below. The insurance company Web sites include provider directories. You can also link to insurance company Web sites from the PEBB Web site.

### Public Employees' Benefit Board (PEBB)

(503) 373-1102, (800) 788-0520  
<http://pebb.das.state.or.us>  
[inquiries.pebb@state.or.us](mailto:inquiries.pebb@state.or.us)

### Associated Administrators, Inc. (Dependent Care FSA)

(800) 334-4340  
(503) 220-3805

### BestChoice Administrators

(800) 556-3137  
(503) 765-3581

### Health, Education and Wellness Center

(800) 701-1333  
(503) 362-1111  
[pebbhealth@wellmed.com](mailto:pebbhealth@wellmed.com)

### Cascade East Health Plan (medical)

(866) 577-CEHP (2347) toll-free  
[www.cehp.org](http://www.cehp.org)

### Kaiser Permanente (medical & dental)

(800) 813-2000  
[www.kp.org/nw](http://www.kp.org/nw)

### Nationwide Insurance (auto)

(888) 628-4663 media code 8425  
(888) 662-8446 (TDD)

### ODS Health Plans (dental)

(800) 452-1058  
[www.odshp.com/pebb/](http://www.odshp.com/pebb/)

### Regence BlueCross BlueShield of Oregon (medical)

(800) 826-9813  
(503) 220-3849  
[www.or.regence.com/pebb](http://www.or.regence.com/pebb)

### The Standard Insurance Company (life & disability)

(800) 242-1888  
[www.standard.com](http://www.standard.com)

### Unum (long-term care)

(800) 227-4165  
[www.unum-ecs.com/pebb](http://www.unum-ecs.com/pebb)

### VSP (vision)

(800) 877-7195  
[www.vsp.com](http://www.vsp.com)

### Willamette Dental Insurance (dental)

(800) 460-7644  
[www.denkor.com](http://www.denkor.com)

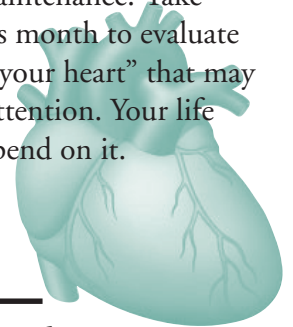
# PEBB Health Center Update

775 Court St. NE • Salem, OR 97301  
(800) 701-1333 • (503) 362-1111 • pebbhealth@wellmed.com

The heart is more than a symbol for love and valentines; it's the organ on which our lives depend. It keeps our lungs breathing, our kidneys filtering, our nerves conducting, our brain computing. Night and day, month to month, year to year, decade to decade. No rest periods, no vacations, and no time off. If it stops, we stop.

So what have you done for your heart lately? Do you know which foods it favors? What fun activity keeps it strong? (*It is a muscle, you know.*) Do you know how to minimize its workload? (*You don't like being overworked do you?*) Is it getting enough rest and relaxation every day?

Or do you just take your heart for granted, expecting it to operate at optimum performance without any care or maintenance? Take some time this month to evaluate the "places in your heart" that may need special attention. Your life might just depend on it.



## Programs at the PEBB Health Center

*Pre-registration is required for all classes. Feel free to bring your lunch to any of the noon-hour sessions.*

### Cultivating Health

**Date:** Wed., Feb. 6-March 13  
**Time:** Noon-1 p.m.  
**Instructor:** Cindy Stegner, RN  
**Class Fee:** \$15 for materials

You can participate in this weight management program in a classroom setting or as a self-help program on your own. The materials fee is the same. The major components of this program are assessing your readiness to make lifestyle changes, proven methods and tools to make those changes, and additional resources to keep you going in the right direction when the classes are over. The program philosophy is based on making healthy choices that are right for you when it comes to eating, physical activity and weight management. *Call the Health Center to arrange to have your body mass index measured some-time before the class starting date.*

### Women and Heart Disease

**Date:** Tues, Feb. 12  
**Time:** Noon-1 p.m.  
**Instructors:** Debbie Dufour, FNP, and Liz Marik, FNP

More than 10 million women have some cardiovascular problem. By age 45, heart disease affects one woman in nine. By age 65, that ratio becomes one in three. And although heart disease is more prevalent among men, it is more deadly for women. Find out what risk factors affect only women and what you can do to minimize your chances of heart disease.

### Men and Heart Disease

**Date:** Thurs., Feb. 14  
**Time:** Noon-1 p.m.  
**Instructor:** Megan Osborn, ANP

Heart disease is more prevalent among men than women. Do you know if you are at risk for heart disease? Do you know how to prevent heart disease? Learn which risk factors are modifiable and what you can do personally to minimize your chance of developing this life-threatening disease.

### Difficult People

**Date:** Thurs., Feb. 21  
**Time:** Noon-1 p.m.  
**Presenter:** Jack Wills

We often come into contact with "difficult people" who seem to constantly express themselves in angry ways. The differences between anger and hostility will be described, as will techniques for coping with angry and hostile people. One's own anger and hostility will also be examined.

### Stress Management

**Date:** Thurs., Feb. 21  
**Time:** Noon-1 p.m.  
**Instructor:** Megan Osborn, ANP

Work, home life, social and financial responsibilities, extended family issues. Is life in general stressful? Learn how to identify triggers and prevent stress in your daily life.

*(Continued on page 5)*

## Programs at the PEBB Health Center *(continued)*

### The Fibromyalgia Survivor Course

**Date:** Pending

**Time:** 5:30 - 7:00 p.m.

**Instructor:** PEBB Health Center staff

**Fee for Materials:** \$30

This six-week course was developed by Mark J. Pellegrino, MD (a fibromyalgia survivor) and Christine Marschinke, RN, BSN. It is designed to help those with fibromyalgia to be more knowledgeable and self-sufficient. Class materials include Dr. Pellegrino's books: *The Fibromyalgia Survivor*; *Fibromyalgia: Managing The Pain, 2<sup>nd</sup> Ed.*; and *The Participant's Manual*. We need at least 10 paid participants before we can offer this class. Please call and let us know if you are interested.

*For registration or questions pertaining to any of these programs or classes, please call the PEBB Health Center at (800) 701-1333 or (503) 362-1111. Send e-mail to [pebbhealth@wellmed.com](mailto:pebbhealth@wellmed.com)*

*Congratulations to all PEBB members who participated in the Weigh the Same Game this holiday season. Special kudos to all 32 participants at the Lane County Courthouse. Together they actually lost 61.25 pounds during the holidays. Other agencies that experienced the same positive results were the Office of Energy and the Treasury Department in Salem. Additional participants included staff at the Department of Justice in Tigard, Eastern Oregon Psychiatric Center in Pendleton, the Division of Environmental Quality in Medford and the Marion County Health Department Family Planning and Prenatal Office.*

## COBRA Offers Continuation Coverage

COBRA stands for the Consolidated Omnibus Budget Reconciliation Act, which established employee rights to continue coverage in a group health plan. This federal law requires employers to offer continued participation to members when they lose eligibility.

As a member of an employer-sponsored group health plan, you are eligible for continuation coverage if your employer terminates your employment or reduces your hours. Your spouse or domestic partner and dependent children are also eligible.

Coverage is also available to

- A deceased employee's spouse or domestic partner and dependent children
- Spouses or domestic partners and dependent children who lose coverage through the employee's divorce, legal separation or termination of domestic partnership
- Dependent children who lose coverage when they exceed the eligibility age limit.

Participants must pay their own premium and an administrative fee. Coverage typically continues for 18 months. In some cases, it may extend for 29 or 36 months.

PEBB's medical plans are also "portable." In lieu of COBRA continuation or after continuation

coverage ends, eligible individuals may "port" their participation by enrolling in an individual plan provided by the same insurance carrier. In these cases, coverage may differ from the group plan and may exclude certain conditions or services.

The PEBB Eligibility Handbook has detailed information and describes other continuation opportunities. If you have specific questions, talk with a PEBB Benefits Counselor at (503) 373-1102 (Salem) or (800) 788-0520 (outside Salem).

## Read the News

PEBB insurance carriers distributed 2002 member handbooks and amendments during December and January. PEBB also distributed the VSP vision plan member brochure with the December newsletter. Read these materials to familiarize yourself with plan changes or differences for 2002.

## Standard Funds Update

The Standard Life Insurance Company issues the policies for PEBB's life and disability insurance programs. In 1999, Standard demutualized – it changed from a mutual life insurance company owned by policyholders to a stock life insurance company owned by stockholders. In the process, it paid policyholders for the value of their ownership interests.

As a policyholder, PEBB received a check for about \$19.5 million. The Board was unsure of its legal obligations and authority to use or distribute the funds. The check was deposited in a special Oregon State Treasury account until the legal questions could be resolved. Two employees and Oregon Health & Science University (OHSU) made claims for shares of the funds.

The Board contacted the Attorney General's office for advice. In early 2000, PEBB filed an interpleader action\* in Marion County Circuit Court, asking the court to decide the legal issues. PEBB also asked that the case be a class action. That way, all claims could be decided in one forum.

The Court did not accept PEBB's interpleader request. As a result, the State is now defending itself against the claims made by the employees and OHSU. It has asked the court to rule on the issue based on undisputed facts and Oregon law.

The State has also indicated that it would participate in mediation on the dispute. Neither a hearing nor a mediation session has yet been scheduled.

This newsletter and PEBB's Web site (<http://pebb.das.state.or.us>) will carry additional updates as more information becomes available.

*\* An interpleader action is a civil action initiated by a party who has possession of money or property that is claimed by two or more other parties. The claimants plead their claims in court together. The initiation of an interpleader action and deposit of money or property with the Court may absolve a party of liability that could accrue if the property or money was given to an improper claimant.*

*[www.txnd.uscourts.gov/Handbook/III\\_SpecificAction.htm](http://www.txnd.uscourts.gov/Handbook/III_SpecificAction.htm)*

## PEBB Public Meeting Schedule for February 2002

The **Public Employees' Benefit Board** will meet on Feb. 19, 2002, from 2 to 4 p.m. in Hearing Room 357 of the State Capitol Building.

The **Board's Plan Design Committee** will meet on Feb. 5, 2002, from 9 a.m. to noon in Suite B of the Public Service Building located at 255 Capitol Street NE in Salem, and on Feb. 19, 2002, from 9 a.m. to noon in Conference Room A of the Executive Building located at 155 Cottage Street NE in Salem.

The **Board's Operations Committee** will meet on Feb. 12, 2002, from 10 a.m. to noon in the PEBB conference room located at 775 Court St NE in Salem.

*PEBB public meetings are wheelchair accessible. If special accommodations are necessary, please contact Becky Johnson at (503) 378-6296 within 48 hours or as soon as possible before the meeting.*

## PEBB Mission

To provide a high quality plan of health and other benefits that are affordable to both the employee and the state.