

PUBLIC EMPLOYEES'
PEBB
 BENEFIT BOARD

January 2004

It's Time To Check Your Benefits

Benefits are a valuable part of your total compensation from the state. So even if you made no benefit changes for 2004, you should review your elections in January to make sure they're correct.

The quickest way to do that is to go over the deductions shown on your first pay stub or pay statement for the year. It will show the deductions taken for each of your 2004 benefits. You can find a legend of the codes used to identify the benefit deductions on the State

Controller's Division Web site at <http://scd.das.state.or.us/osps/resources/refdeductions.htm>.

Members paid through the Oregon State Payroll System will see their deductions on their January pay stub. These members will also receive a benefits confirmation letter from PEBB in February. Oregon University System employees will see their 2004 deductions on their Dec. 31, 2003, pay statement.

If you discover an error, contact your agency as soon as possible.

What's the Evidence?

The Benefit Board's Vision for 2007 refers to the practice of evidence-based medicine. This new term can use further explanation.

The majority of people think their doctors base treatment decisions on the latest scientific evidence. But, that's not always the case.

In this era of information explosion, even the best doctors don't always have time to analyze the latest studies and adjust their practice. So, they often make decisions based on what they learned in medical school, or what they heard at an industry-sponsored lecture or from representatives of vendors who sponsor new drugs or technologies.

Looking at the evidence

In the last 10 years, independent research groups have begun to conduct evidence-based studies. Their goal is to help doctors and healthcare consumers make better treatment decisions.

Some of these studies analyze hundreds of similar studies on the same topic. A "meta-analysis"

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STATE OF OREGON OREGON STATE PAYROLL SYSTEM											
EMPLOYEE INFORMATION		EMPLOYER INFORMATION		EMPLOYEE INFORMATION		EMPLOYER INFORMATION		EMPLOYEE CONTRIBUTION		EMPLOYER CONTRIBUTION	
EMPLOYEE NAME	EMPLOYEE NO.	EMPLOYER NAME	EMPLOYER NO.	CLASSIFICATION	PERIOD ENDING	CHECK DATE	WAGE NUMBER	EMPLOYEE CONTRIBUTION	EMPLOYER CONTRIBUTION	YTD	CURRENT
EARNINGS			DEDUCTIONS			EMPLOYEE CONTRIBUTION			EMPLOYER CONTRIBUTION		
HOURES	RATE	AMOUNT	VENDOR	DESCRIPTION	CURRENT	YTD	CURRENT	YTD	CURRENT	YTD	CURRENT
PLAN TO DATE INFORMATION											
TAX DEFER INCOME		OTHER TAXABLE INCOME		TRANSFERABLE INCOME		FED TAX WITHHELD		STATE TAX WITHHELD		SOC. SEC. WITHHELD	
NUMBER		CURRENT		YTD		NUMBER		CURRENT		YTD	

Sample Oregon State Payroll System pay stub. Look under the **Deductions** heading to check **vendor** and **description** information. Look under **Employee Contribution** and **Employer Contribution** to check for correct amounts.

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PEBB Health Center Update

775 Court St. NE • Salem, OR 97301

(800) 701-1333 • www.pebbhealth.org • (503) 362-1111 • pebbhealth@oregonwellness.com

The PEBB Health Center can help you keep those self-improvement promises you made on New Year's Eve. The center holds health and wellness classes, seminars, screenings and training throughout the year. If you can't attend, call for informative handouts.

Staff can also introduce you to The State of Health online at www.wellmed.com/stateofhealth.

In this ad-free, private Web site, you'll find:

- Assessments to help you measure your health risks
- Condition Centers to help you manage chronic conditions
- Trackers to help you meet your wellness goals.

PEBB members have access to the Health Center's quality care and resources regardless of health status

or geographic location. If you have any health-related questions or issues, you can confidentially consult with a nurse practitioner by calling (800) 701-1333 or (503) 362-1111 in Salem. Or send e-mail to pebbhealth@oregonwellness.com.

These health professionals can help you meet your health goals in 2004.

Programs at the PEBB Health Center

Registration is required for all programs. Handouts may be available if you are unable to attend. Feel free to bring your lunch to any of these noon-hour classes. To register, call (503) 362-1111 or (800) 701-1333. Or e-mail to pebbhealth@oregonwellness.com. Check the Web site at www.pebbhealth.org for updated class or lending library information. *(Please follow your agency rules on use of the Internet at work.)*

Smoking Cessation

Presenter: Carolyn Buel, ANP

Date: Tues., January 13

Time: Noon-1 p.m.

It's time to quit. This program will help you evaluate your readiness to quit, choose appropriate over-the-counter or prescription options, and tap into educational resources that support your decision.

Let's Get Acquainted

Presenter: Liz Marik, FNP

Date: Wed., Jan. 14, & second Wednesday of each month

Time: Noon-1 p.m.

This is the first of 12 once-a month get-togethers for those who aim toward fitness and healthy lifestyles in 2004. It's a team activity with support and encouragement.

Cultivating Health

Presenter: Carole Kment, Health Educator

Dates: Thurs., Jan. 15, 22, 29; Feb. 5, 12

Time: Noon-1 p.m.

Class Fee: \$15.00 for materials

You can do this weight management program in class or on your own. You'll assess your readiness to make lifestyle changes, learn methods and tools to make those changes, and gain resources to keep you going in the right direction.

Stressed! Who, Me?

Presenter: Jack Wills, MS, EAP Counselor

Date: Wed., Jan. 21

Time: Noon-1 p.m.

Manage stress is a challenge. Stress affects physical health, emotional well-being and personal productivity. Learn the effects of stress as well as techniques to reduce stress.

Protect Your Eyesight

Presenter: Daniel Bishop, MD

Date: Tues., Jan. 27

Time: Noon-1 p.m.

You can protect your eyes and prevent eye damage. Learn about common eye problems and diseases, why routine eye exams are important and get eye health tips.

PEBB Health Center Update *(Continued from page 2)*

Diabetes Health Risks

Presenter: Carolyn Buel, ANP

Date: Tues., Feb. 10

Time: Noon-1:00pm

Learn what contributes to adult-onset, Type 2 diabetes and what can be done to prevent it. Learn about trends, facts and disease progression.

Physical Activity & You

Presenter: Liz Marik, FNP

Date: Wed., Feb. 11

Time: Noon-1 p.m.

In the second of this once-monthly series, learn how to up your physical activity throughout the day.

Is it Asthma or Bronchitis?

Presenter: Liz Marik, FNP

Date: Wed., Feb. 18

Time: Noon-1 p.m.

Wheezing, coughing, short of breath? Know the difference between asthma and bronchitis. Learn the best treatments during winter and beyond.

Heart Disease: Are You at Risk?

Presenter: Jeanine Olson, ANP

Date: Thurs., Feb. 19

Time: Noon-1 p.m.

Heart disease is still the America's number one killer. Are you at risk? Learn how to modify risk factors and minimize your chances of developing heart disease – especially if you have a family history of heart disease, high blood pressure or diabetes.

Preparing for Pregnancy

Presenter: Liz Marik, FNP

Date: Tues., Feb. 24

Time: Noon-1 p.m.

Learn what you can do on your own to make sure you have a healthy pregnancy and how to access resources in your medical plan. Dads-to-be are welcome, too.

The PEBB Health Center's lending library has materials related to these topics and more. Call or e-mail now for your library card. Search online at www.pebbhealth.org. *(Please follow your agency rules on use of the Internet at work.)*



January 2004 Public Meetings

The Public Employees' Benefit Board will meet Tuesday, January 20, from 2 to 4 p.m. in Hearing Room 50 of the Capitol building at 900 Court St NE, Salem.

The Board's Operations Subcommittee will meet Tuesday, January 13, from 9:30 to 11:30 a.m. in the PEBB Health Center conference room at 775 Court Street NE, Salem.

The Board's Plan Design Subcommittee will meet Tuesday, January 6, from 9 a.m. to noon in the Willamette Room in the Willamette Education Service District building at 2611 Pringle Road SE, Salem. The Subcommittee will also meet on Tuesday, January 20, from 9 a.m. to noon in Conference Room 350 of the Capitol building.

Meeting schedules are subject to change. Please check the PEBB Web site at <http://pebb.das.state.or.us> prior to attending a meeting.

To be placed on the list of those to be notified of schedule changes, please call Becky Johnson at (503) 378-6296. Meetings held at these locations are wheelchair accessible. If further accommodations are necessary, please contact Becky Johnson within 48 hours or as soon as possible before the meeting.

What's the Evidence?

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compares the studies' designs and results to see if evidence shows one treatment is better than others. If enough valid studies are available, the analysis produces evidence. And the evidence forms guidelines for doctors and consumers.

Oregon's Health Resources Commission conducted an analysis on drugs called statins. Doctors often prescribe statins to help bring down cholesterol.

Research by makers of statins shows the drugs work. Massive TV and print campaigns promote the

belief that one product is better than others. But the drug company studies don't show which drugs work better. They also don't compare the side effects of higher cost statins with lower-cost, generic forms of the drug. The commission's analysis did both.

The results showed statins to be equally effective in preventing heart attacks. And there were no differences in adverse effects related to race, age or gender. So now consumers and doctors can use this information to make decisions on drugs for treating high cholesterol based on the new

evidence. They can decide on a lower-cost statin with confidence.

Evidence can surprise

Sometimes the evidence occurs as the result of a single, large study. That's the case in a current study conducted by the National Institutes of Health (NIH) on hormone replacement therapy (HRT). Since the '70s, HRT has become a popular way to treat uncomfortable symptoms of menopause.

The NIH study included thousands of women taking a combination of hormones. The goal was to look for proof that long-term HRT could reduce heart disease and osteoporosis. But in 2002, the researchers concluded that long-term HRT has the potential to dramatically increase health risks for breast cancer, heart disease and stroke.

So, the scientists stopped the study. They also recommended that women taking the hormone combination "have a serious talk with their doctor to see if they should continue it." In this case, the evidence has changed doctors' practices.

Evidence-based vision

The Benefit Board is considering how to incorporate evidence-based medicine into the vision for PEBB in 2007. You can learn more about the vision on the PEBB Web site, in the section called "What's New." (Please follow your agency policy about use of the Internet at work.) This newsletter and other PEBB communications will include more details about the vision and how the Board plans to make it a reality.

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

PEBB Health Center

(800) 701-1333, (503) 362-1111
www.pebbhealth.org
pebbhealth@oregonwellness.com

Associated Administrators, Inc. (Dependent Care FSA)

(800) 334-4340
(503) 220-3805
www.aai-pca.com

BestChoice Administrators

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

Kaiser Permanente (medical & dental)

(800) 813-2000
www.kp.org/ehealth/nw/pebb

Nationwide Insurance (auto)

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

ODS Health Plans (dental)

(800) 452-1058
www.odshealthplan.com/pebb/

Regence BlueCross BlueShield of Oregon (medical)

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

The Standard Insurance Company (life & disability)

(800) 242-1888
www.standard.com

Unum (long-term care)

(800) 227-4165
www.unumprovident.com/enroll/pebb

VSP

(vision for Regence members)
(800) 877-7195
www.vsp.com

Willamette Dental Insurance (dental)

(800) 460-7644
www.willamettedental.com

PEBB Mission

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