LEOFF I DISABILITY BOARD

Meeting Minutes

Regularly Scheduled Meeting: In Person & Remote Attendance

Thursday, April 14, 2022 @12:15-1:45pm

MEMBERS PRESENT:

Lenny Greenstein, Council Member & Chair
Michael Steadman, Council Member
Bob Cecil, Police Representative
Sean Smith, Member-At-Large
Ed Sorger, Police Representative
John (last name omitted for privacy reasons), LEOFF I Member

STAFF PRESENT:

Mary Ann Hardie, Human Resources Director
Jennifer Schaefer, Human Resources Specialist | LEOFF I HR Liaison
Leialani Jensen, Acting Human Resources Director

MEMBERS PRESENT:

John (last name omitted for privacy reasons)

CALL TO ORDER:

Chair Lenny Greenstein welcomed everyone to the April 14, 2022 **Specially called LEOFF I Disability Board**. The meeting was called to order at 12:18pm. Chair Greenstein asked if role call was necessary at the beginning of every meeting. HR Director Hardy confirmed that a formal role call was best practice.

Chair Greenstein asked the attendees to introduce themselves and asked if there was a preference for name [and or title]. Those in attendance introduced themselves. Council Member Steadman joined via public link and was present for the meeting.

APPROVAL OF AGENDA ITEMS:

Chair Greenstein called for approval and/or additions to the agenda. Police Representative Ed Sorger moved to approve the agenda; Member-At-Large Sean Smith seconded the motion. The motion passed unanimously. Police Representative Sorger asked if a quorum was present, Director Hardy confirmed that a quorum was present.

APPROVAL OF MEETING MINUTES FROM March 10, 2022:

Chair Greenstein asked if everyone had a chance to review the meeting minutes from March 10, 2022 and requested if any changes should be made. Member-At-Large Smith moved to approve the meeting minutes; Police Representative Sorger seconded. The motion passed unanimously.

REVIEW COMPARABLE JURISDICTIONS POLICIES AND PROCEDURES FOR DENTAL:

HR Liaison Jennifer Schaefer confirmed that the board received the comparable jurisdictions verbiage sent via email and asked if they had a chance to review the materials, the board confirmed. HR Liaison Schaefer presented the document and asked if the board saw any verbiage that they would like to incorporate. Police Representative Sorger asked if there was a group coverage available to jurisdictions similar to what there is for medical. HR Liaison Schaefer deferred to HR Director Mary Ann Hardie, who confirmed that there isn't an option that we could offer. But recommended offering a dental reimbursement plan. Chair Greenstein confirmed that there is not really good dental care options, typical coverage is $1,500 max annually. Police Representative Sorger asked Director Hardie how the process was handled in Edmonds. Director Hardie noted that Police Representative Bob Cecil joined the meeting. Director Hardie shared that the process in Edmonds; the member would go to the dentist, pay for the services and then they would submit the bill to the City for reimbursement. This helps avoid the administrative burden of setting up vendor's for each provider up to the limit set by the board in Policy. Chair Greenstein advised having a cap on dental. Member-At-Large Smith noted that this approach would allow the member to select a dentist of their choosing and removes the barrier of trying to find a dentist that accepts a specific coverage. Chair Greenstein mentioned that it also allows the member to negotiate fees with the dentist as a cash patient. Acting Director Leialani Jensen brought it to the boards attention that Olympia has a provision about providing multiple quotes for specialty services and asked the board would like additional steps in place. Police Representative Cecil let the board know that he called in and was present for the entire meeting, and urged the board to establish an annual cap of at least $4,000 and mentioned that he agreed with allowing the members to select their own dentist. Police Representative Sorger, asked if a member elects to have dental coverage would they be reimbursed for the cost of the plan. Chair Greenstein mentioned that Olympia allows reimbursement as part of the cap, and asked what cap is reasonable. Police Representative Sorger moved to establish a $3,000 cap to include premiums for dental plans. Member John (last name omitted for privacy reasons) noted for the record that an abscess tooth should be covered under medical coverage because it can cause death. Police Representative Cecil noted that situations over the cap can be reviewed on a case-by-case basis by the board. Acting Director Jensen noted that the Tumwater has language that addresses additional reimbursement as medical expenses, and noted that our intention was to review sample language in order to amend existing policies. Chair Greeinstein asked if motions were necessary for updates to language. Acting Director Jensen noted that motions were not needed at this time. Police Representative Sorger confirmed that the final draft could be approved once completed. HR Director Hardie addressed that the state policies are not up to date, and that HR does not have the capacity to review all policies throughout the state, so we opted for local comparable jurisdictions. Chair Greenstein voiced that he felt like we had enough information to make informed updates and asked if the board agreed. Police Representative Sorger noted that he asked the WASLEA secretary about potential updates, and they did not have the resources to make updates. The last updates were 2017. Member-At-Large Smith appreciated the information and felt like it gave the board a median to go by and enough information to make an informed decision and thanked HR for providing the additional information.

REVIEW COMPARABLE JURISDICTIONS POLICIES AND PROCEDURES FOR LONG TERM CARE:

HR Liaison Schaefer shared that the same process was used to compare long term care and that this policy was more in depth and provided much more detail defining Long Term Care and providing guidelines. Police Representative Sorger asked if the goal was to review the comparable verbiage and provide suggestions for updates. HR Liaison Schaefer confirmed that we were exploring information for updates to the policies and procedures. Chair Greenstein asked who had reviewed and had comments regarding potential updates. Police Representative Sorger talked about an approach where there was an evaluation of the facilities in an area to determine cost on a case by case basis and asked Director Hardie about her past experience. Director Hardie mentioned that this was a controversial in Edmonds because of cost associated and confirmed that the existing coverage $3,000 plus inflation per month and said that there are typically requirements around what are the requirements about the daily living activities, requiring three (3) quotes from the area for semi private as opposed to private room, and that the facility is highly rated through Medicare and haven't had any issues with health inspections etc. Chair Greenstein asked for clarification regarding the coverage in Edmonds. HR Director Hardie, confirmed that Lacey had the foresight to purchase Long Term Care policy that included an inflation writer of 5% but capped at $6,000. Representative Sorger asked about the different policies that existing members have. Director Hardie requested that information, but hasn't received a response yet. Chair Greenstein noted that $6,000 is a good benefit. Member-At-Large Smith mentioned that some of the members may be veterans and elect to stay at the soldiers home as another option. Acting HR Director Jensen advised that we should pull information from Eastern Washington as well as we have members that live over there.

There was discussion around pricing and John (last name omitted for privacy reasons) shared that the RCW states that the LEOFF board must cover the cost. Chair Greenstein deferred to Director Hardie to comment. Director Hardie state for the record that the RCW points to the minimum standard of care, whereas the board determines what is medically necessity that will go above and beyond the minimum.

Chair Greenstein asked Acting Director Jensen if she had what was needed to further research prior to the next meeting. Acting Director Jensen confirmed that she had what was needed and advised the board to provide clear direction in the policy and include options for at home care if medically possible. She also requested that if a members did not have an opportunity to review the attachments prior to the meeting, to provide feedback via email prior to the next meeting. The board would also like to take into the consideration the members choice of at home care versus care at a facility.

HR Director Hardie noted for the record that Member-At-Large Smith departed the meeting at 1:05pm.

UNUM UPDATE:
Director Hardie established a contact and requested information, and hopes to have an update for the board by the next meeting.

Acting HR Direct Jensen noted for the record that Council Member Steadman joined the panel at 1:10pm. Council Member Steadman confirmed that he joined the meeting at the beginning through the public link and wasn't elevated to a panelist and noted that we still had a quorum. Chair Greenstein asked if Council Member Steadman had any additional feedback to contribute. Council Member Steadman shared that he was comfortable with the direction.

CO-CHAIR:
Director Hardie established a contact and requested information, and hopes to have an update for the board by the next meeting.

WASHINGTON STATE LEOFF EDUCATION ASSOCIATION (WASLEA):
HR Liaison Schaefer asked if there were board members would like to attend and requested that if there were additional board members that wanted to attend based on savings from the last two years. Chair Greenstein voiced support for additional members to attend if they want to. Chair Greenstein asked for motion. Police Representative Sorger moved to allow additional members to attend the WASLEA conference. Council Member Steadman seconded the motion. The motion passed unanimously.

CHAIR GREENSTEIN ADJOURNED THE MEETING @1:15PM