

Changes to Deschutes County Employee Benefit Plan for 2016/17 Plan Year
Changes effective 8/1/2016

Plan Section	New as of 8/1/2016	Reason for Change
Health Plan Document	All limitations on treatment for Transgender individuals need to be removed by January 1, 2017.	Recommendation is to update plan document at first renewal prior to January 1, 2017.
Covered Charges- Lactation Support	Add Lactation Support and Counseling within the Breast pump benefit in the Covered Charges section. These charges will be payable subject to the Preventive Care Benefits (at the Preferred Provider benefit level for both Preferred and Non-Preferred Providers.) The time limitation period for obtaining the breast pump must be removed from the Breast Pump benefit.	Updates required by the U.S. Federal Preventive Services Task Force.
Schedule of Benefits – Preventative Care Services and Exclusions List	Benefits for Obesity Interventions will now have a 26 visit maximum. Revise the Obesity Exclusion in the Plan Exclusion section to align with this new benefit.	Updates required by the U.S. Federal Preventive Services Task Force.
Schedule of Benefits – Preventative Care Services	Update the Nutritional Education benefit to allow for new mandated benefit of Obesity Interventions (for adults ages 18 years and older and with a BMI (body mass index) of 30 kg/m ² or greater).	Updates required by the U.S. Federal Preventive Services Task Force.
Schedule of Benefits – Participating Providers	The Plan will Utilize First Choice as the Participating Provider Organization (PPO)	Improved provider access for plan members and increase savings for the plan.
Pharmacy Benefit	Update list of Preventive Care Drugs with No Cost Share. The plan document will be updated with a link to the list of US Preventive Service Task Force recommended medications as this will keep the plan document current when changes are made to the list off plan year.	U.S. Preventive Service Task Force medication list has been updated.
Dental Benefit	Update the covered charges description. The current description is very specific and may not represent actual billing processes currently being used.	Best practice to stay current in dental field.
Health Plan Document	Remove BridgeHealth and Healthcare Bluebook services. The County reviewed the results from the 2 year pilot program and has determined the services are not a good business decision for the County as they did not impact utilization of the members.	The services did not meet the expectations of the County.