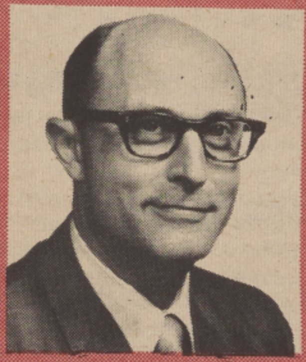
State Employes' Benefit Board

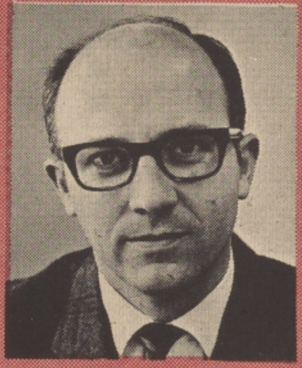

JACK A. DANLEY

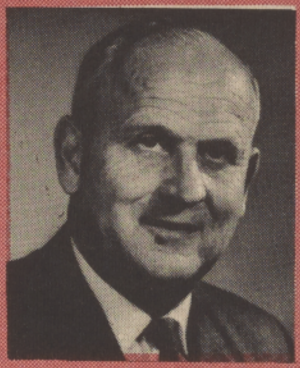

GUY FRAZIER


WILLIAM P. HOLTSCLAW


CARL R. HOBSON


WILLIAM G. HUGHES


M. KEITH PUTNAM


LEANDER QUIRING

Work Begun On Employe Health Insurance Program; $10 Monthly Contribution Due

The complicated job of developing a medical-hospital group insurance program for 32,000 Oregon state employes has begun. When the insurance goes into effect next July 1, the state will begin its contribution of $10 a month toward each employe's premium.

Responsibility for preparing specifications for the group insurance and obtaining bids from insurance carriers is vested in Oregon's new State Employes' Benefit Board and its newly hired insurance manager, Ralph O. Bolt.

Gov. Tom McCall recently named five members to the board. They are Guy Frazier, director of personnel for Tektronix, Beaverton; William P. Holtsclaw, area director for the Department of Forestry's Eastern Oregon District, Prineville; Jack A. Danley, payroll supervisor for Oregon State University, Corvallis; Carl R. Hobson, assistant personnel director for the Highway Division, Salem; and M. Keith Putnam, assistant administrator for the Public Welfare Division.

Danley is a member of OSEA's Board of Directors as director of insurance. He is a member of Corvallis Chapter 29. Holtsclaw is a former member of the board. He served as director of public relations and is a member of Forestry Chapter 25. Hobson belongs to Salem Chapter 1.

In addition, William G. Hughes, administrator of the Personnel Division, and Leander Quiring, director of the Department of General Services, are, by law, members of the board.

The law also says one member of the Senate, appointed by the President, and one member of the House, appointed by the Speaker, shall serve as advisory members without a vote. So far neither appointment has been made.

The board is directed by law to "design benefits, devise specifications, analyze carrier responses to advertisements for bids and decide on the award of contracts."

It must contract for four types of health benefit plans to offer state employes. The state's contribution can be applied only to a plan offered by the board. The four types of plans are:

- One that provides basic medical-hospital benefits as its primary feature.
- One that provides major-medical benefits as its primary feature.
- One that provides both basic benefits and major-medical benefits.
- One that provides group hospital-medical-surgical benefits through a comprehensive group practice plan in its service area.

The law says each type of health plan offered by the board shall "provide options under which an eligible employe may arrange coverage for his family members."

It also gives the board authority to approve more than one insurance carrier for each type of plan, but says that "the number of carriers shall be held to a minimum number consistent with adequate service to eligible employes and their family members."

The new board has held two meetings. It is organized and has adopted a time schedule for developing benefits, devising specifications, calling for bids and awarding contracts.

Six major insurance companies have so far expressed interest in the state's new insurance program. They include Blue Cross of Oregon, Equitable Life, Kaiser Health Plan, Metropolitan Life, New York Life and Occidental Life.

The law authorizing a state contribution of $10 a month for each employe was passed by the 1971 Legislature. It closely parallels the recommendations made by an Ad Hoc Citizens' Committee, sponsored by OSEA, which conducted a study of state employe fringe benefits last year.

For years, in session after session of the Oregon Legislature, the Association sponsored and supported bills calling for a state contribution for employe health insurance. However, little headway toward gaining the fringe benefit was made until the 1969 General Council passed a resolution directing OSEA to establish a Citizens' Committee to study all of the state's benefits.

"The greatest disparity between state employes and their counterparts in industry and other governmental jurisdictions is the lack of a health insurance contribution," the committee said in its report to Gov. McCall.

The report said the 1971 Legislature should appropriate funds to provide a $10 per month medical-hospital-surgical insurance contribution for every state employe. "Such a contribution represents less than 1½ per cent of the state's total payroll, and would place Oregon in a more competitive position with competing employment."

Gov. McCall appointed a task force to study and make recommendations for implementation of the committee's report, and later submitted a bill to the legislature based on the report and task force recommendations.

Ralph Bolt Named Insurance Manager

Ralph O. Bolt has been named manager of the new state employe medical-hospital group insurance program and executive secretary to the State Employes' Benefit Board.


RALPH O. BOLT

He has an extensive background in both personnel and employe benefits management and insurance.

Bolt's new job includes preparing specifications for basic and major-medical group insurance plans for state employes.

In addition, he is responsible for obtaining and analyzing bids for the group plans, negotiating with insurance carriers on contract modifications, analyzing claims data and explaining the insurance program to state agencies, employes and employe organizations.

He also is responsible for providing such administrative services to the board as establishing a records system, handling correspondence and arranging its meetings.

Prior to starting his new job, Bolt was employe benefits manager for Weyerhaeuser Company in Cosmopolis, Washington. He also worked for Weyerhaeuser in Hot Springs, Arkansas, and North Bend, Oregon.

He has seven years of experience in life and hospitalization insurance as an agent and office manager. He also worked seven years for the Evans Products Company in personnel management.

Bolt, 46, is a graduate of Willamette University in Salem.