

## West Suburban Health Group

### Board Meeting

Tuesday, October 1, 2013 at 3:00 PM  
Natick Community Senior Center  
Natick, Massachusetts

### Meeting Minutes

#### Board Members Present:

Marc Waldman, Board Chair	Town of Wellesley
Pete Hoagland, Steering Committee Chair	Town of Sherborn
Michael Boynton	Town of Walpole
Dan Morgado	Town of Shrewsbury
Gerard Lane	Town of Dover
John Senchyshyn	Town of Wayland
Betty Dennis	Town of Needham
Martha White	Town of Natick
Mary Bousquet	Town of Holliston
Karen Jelloe	Town of Wrentham
Mary Beth Bernard	Town of Westwood
Christine Tague	Dover Sherborn RSD
Kirsteen Leveillee	So. Middlesex RSD
Maria Rosado	ACCEPT Collaborative
Rose Bragdon	The Education Collaborative

#### Guests in Attendance:

Linda Clark	Town of Natick
Donna Lemoyne	Town of Wayland
Tricia Schmitt	Dover Sherborn RSD
Bill Hickey	Harvard Pilgrim Health Care
Fred Winer	Tufts Health Plan
Erin Hayes	Tufts Health Plan
Rob Anderson	Fallon Community Health Plan
Carol Cormier	Group Benefits Strategies
Karen Carpenter	Group Benefits Strategies

Chair, Marc Waldman, called the meeting to order at 3:00 PM

#### Approval of the Minutes of September 10, 2013:

Michael Boynton moved approval of the September 10, 2013 minutes as written.

John Senchyshyn seconded the motion. The motion passed by a unanimous vote.

Motion

#### Senior Plan Rates and plan design options for CY14:

Carol Cormier said that the Board approved the rates for the BCBC Medex 2, Tufts Medicare Preferred HMO and Tufts Medicare Supplement Plan w/PDP and Fallon Senior Plan at the last meeting. She said that the HPHC Medicare Enhance and BCBS Managed Blue plan rates need to be reviewed and approved. Ms. Cormier said that Board had previously approved changing Medex, Medicare Enhance, and Managed Blue for Seniors to Medicare Part D plans, also known as Employer Group Waiver Plans (EGWPs).

Ms. Cormier reviewed the HPHC Medicare Enhance *status quo* rate and the Medicare Enhance with Medicare Part D plan rate. She compared the rates and said that a change to a Part D plan creates a -13.1% rate reduction. She said that the savings is \$49.14 per contract.

Ms. Cormier said that the BCBS Managed Blue for Seniors rate decreased by -9.6% due to changing the prescription coinsurance with co-pays and incorporating Part D.

Michael Boynton moved to approve the proposed HPHC Medicare Enhance rate of \$328.33 and the BCBS Managed Blue plan rate of \$363.41 for January 1, 2014 – December 31, 2014.

Motion
--------

Mary Beth Bernard seconded the motion. The motion passed by unanimous vote.

Carol Cormier said effective January 1, 2014, retirees enrolled in Medex will receive 2 ID cards, one for Medex 2 that covers medical services and one for prescription coverage. Ms. Cormier said that new enrollees will need to fill out both medical and prescription drug plan enrollment forms. She said that those currently enrolled in the Medex plan, will be automatically moved to the Medex 2 plan. She said that Medex 2 members will no longer be eligible for the myMedicationAdvisor® (MMA) and Diabetes Rewards programs because the prescription coverage will be fully insured.

Martha White joined the meeting.

Ms. Cormier said that the retirees enrolled in the HPHC Medicare Enhance plan with Medicare Part D will also receive 2 ID cards. She said that new enrollees will only need to fill out one enrollment form and HPHC will enroll the member in the Coventry First Health Part D plan. She said those currently enrolled will be automatically moved to the new plan.

Ms. Cormier said that she sent a sample letter to the employers that could be used to notify their retirees of the changes. She said that the Abacus Group will also send a letter to those utilizing the MMA and/or Diabetes Rewards programs. She said that Abacus wants to be sure that the retirees receive the employer letters first.

Mary Beth Bernard said that the Town of Westwood currently contributes to their retirees Medicare Part B premium, but said that they are reconsidering this practice, especially due to the reduction of the rates.

Marc Waldman said the Town of Wellesley also contributes to the Medicare Part B premiums.

Carol Cormier said that there is a 21-day letter that CMS requires be sent to retirees who are electronically transferred to a Medicare Part D plan. She said that Tufts Health Plan sent the letters when WSHG installed their Part D plan. Ms. Cormier said that BCBSMA requires the employer to send the letters. Ms. Cormier said HPHC has not made a determination at this time. She said following her discussions with Suzanne Donahue, Ms. Donahue said that BCBS will send the letters, but would need letterhead from each unit and will do a mail merge to add the members name and address on the letters.

There was a discussion about the BCBS 21-day letter and some of the language that did not seem to be applicable.

Dan Morgado left the meeting.

Carol Cormier said that she would like to have the letter revised and said that she would remind Ms. Donahue about her offer to do a Brain Shark presentation that could be distributed explaining the senior plan design changes.

**Discussion about Rating Tiers:**

Marc Waldman said that the Town of Wayland asked about adding a 2-person tier for early retirees.

John Senchyshyn said that the town is looking at ways to reduce their OPEB liability and wanted to research the possibility of adding a 2-person tier for early retirees. He said the cost of a 2-person plan may be lower than the family plan. He said the town is also looking at the richness of the retiree plans.

Marc Waldman said that the non-Medicare retirees are the most costly group to insure and said that adding another tier would be shifting the cost from OPEB to the operating costs.

Carol Cormier said that Tufts Health Plan is the only WSHG carrier that will consider adding another rate tier. She said it would be two individual plans. She said that she has a written narrative explaining why a two-person tier does not work in municipal groups that have had two rating tiers all along.

Michael Boynton suggested a review of the town's contribution rates as a way to cut costs. He said that OPEB is a failed policy since municipalities do not have the capability of making plan changes.

There was a discussion about the cost of medical services and ways to control the costs.

Carol Cormier said that one of her clients will waive the member co-pay when the member receives an MRI at a free standing facility rather than at a hospital setting. She said that the GIC has a mandatory prescription mail order program. Ms. Cormier said that BCBS has a direct mail order program available.

Bill Hickey said that HPHC offers programs that provide incentives when members receive high tech radiology services at free standing facilities.

Mary Bousquet asked if there was a target date or discussions regarding the possibility of moving members to the benchmark plans.

There was a brief discussion.

**Developing a WSHG website:**

Marc Waldman said that there was some interest in developing a WSHG website. He said that Carol Cormier sent an email with links to two other Joint Purchase Group websites as examples.

Kirsteen Leveillee said that she found the CCMHG website to be very informative and easy to navigate. She said that she favors developing a website.

Several Board members agreed with Ms. Leveillee.

Carol Cormier said that CCMHG revamped their old website and contracted with Colewebdev as their developer. She said that Colewebdev used the CCMHG model to develop the MNHG website.

Martha White made a motion to obtain a quote from Colewebdev that the Steering Committee could review.

Motion
--------

Michael Boynton seconded the motion. The motion passed by a unanimous vote.

**Prescription Benefits Services (PBS) Contract:**

Carol Cormier said that the PBS contract expired on September 30, 2013 and said that the new 3-year contract fees proposed by PBS have not increased. She said that the Business Associates Agreement (BAA) has been updated to include the new HIPAA laws.

John Senchyshyn left the meeting.

Jerry Lane made a motion to approve the PBS contract as presented.

Motion
--------

Michael Boynton seconded the motion. The motion passed by a unanimous vote.

**Health Plan Reports:**

Tufts Health Plan – Erin Hayes said that the updated Tufts Business Associates Agreement will be available soon.

**Other Business:**

Marc Waldman said that he will work with Carol Cormier to schedule a meeting to discuss the FY15 rates.

There was no other business.

Chair Marc Waldman adjourned the meeting at 4:10 PM.

*Prepared by Karen Carpenter,  
Group Benefits Strategies*