

**West Suburban Health Group
Steering Committee Meeting**

Thursday, September 18, 2014 at 9:30 AM

Natick Senior Community Center
Natick, MA

Meeting Minutes

Steering Committee Members in Attendance:

Marc Waldman, Board Chair	Town of Wellesley
Dan Morgado	Town of Shrewsbury
John Senchyshyn	Town of Wayland
Betty Dennis	Town of Needham

Guests in Attendance:

Ruth Hohenschau	WSHG Treasurer
Kirsteen Leveillee	So. Middlesex RSD
Jerry Lane	Town of Dover
Donna Lemoyne	Town of Wayland
Marianne Davis	Town of Natick
Suzanne Donahue	Blue Cross Blue Shield
Fred Winer	Tufts Health Plan
Erin Hayes	Tufts Health Plan
Joe Joyce	Tufts Health Plan
Bob Cannon	Fallon Health
Patrick Flaherty	Fallon Health
Joe Anderson	Fallon Health
Carol Cormier	Group Benefits Strategies
Karen Carpenter	Group Benefits Strategies

Board Chair, Marc Waldman called the meeting to order at 9:08 AM. He said that Pete Hoagland, former Steering Committee Chair, has retired. He noted that Michael Boynton is no longer a member of the WSHG. He said this leaves two vacancies on the Steering Committee.

Treasurer's Report:

Ruth Hohenschau distributed the Treasurer's year-end report through June 30, 2014 (unaudited figures) and compared figures with the FY13 year-end report. Ms. Hohenschau said there was an almost \$8M net loss year to date, which is \$3.1M greater than the FY13 loss. Ms. Hohenschau noted that \$5.9M of the fund balance was

anticipated to be utilized towards the FY15 health plan expenses. She said that \$626K was received from the Retiree Drug Subsidy and proceeds of \$706K from reinsurance reimbursements.

Dan Morgado joined the meeting.

Steering Committee (SC) vacancies and appointment of SC Chair:

Marc Waldman said that there are two SC vacancies and possibly a third forthcoming. Mr. Waldman said that he would like to take action to move himself to a non-voting SC member, which would leave a fourth vacancy. He said that four Board members have expressed interest in becoming committee members: Martha White, Town of Natick , Kirsteen Leveillee, South Middlesex Regional VTHS, James Johnson, Town of Walpole, and Jerry Lane, Town of Dover, and.

Dan Morgado made a motion to fill two vacancies and nominated Martha White, Town of Natick and Kirsteen Leveillee, South Middlesex Regional VTHS and to vote to fill the two conditional vacancies with Jerry Lane, Town of Dover and James Johnson, Town of Walpole.

Motion

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

Marc Waldman asked for a nomination for the SC Chair position.

Betty Dennis nominated John Senchyshyn for SC Chair and Dan Morgado as the SC Alternate Chair.

John Senchyshyn said he was unable to devote the time necessary to become the SC Chairperson at this time.

Betty Dennis made moved to nominate Dan Morgado as SC Chair and John Senchyshyn as the SC Alternate Chair.

Motion

Marc Waldman seconded the motion. The motion passed by a unanimous vote.

Approval of the minutes of the May 21, 2014 meeting:

Betty Dennis said that page 4, paragraph 5, next to last sentence should read 18.75, not “18.45”.

John Senchyshyn moved to approve the minutes of the May 21, 2014 Steering Committee as amended.

Motion

Betty Dennis seconded the motion. The motion passed by a unanimous vote.

Wellness Committee Report:

Program funding and FY15 budget -Marc Waldman said that the Wellness Committee worked hard over the summer. He said that they put out an RFP in search of a Wellness Coordinator for WSHG and will be making a recommendation to the Board. Mr. Waldman said they will also be making a recommendation regarding wellness program funding and unit stipends.

He said that Ruth Hohenschau put together a 3-year wellness budget vs. spend report, and he said that the budget was constant while the spending was under budget for all three years. Mr. Waldman said he is recommending maintaining the FY14 budget and stipend allowance amounts for FY15 until the Wellness Coordinator is up to speed. He said the budget and stipends would be revisited at that time.

Dan Morgado made a motion to set the FY15 wellness budget and stipends the same as they were in FY14 and to revisit once the coordinator and programs are implemented.

Motion

John Senchyshyn seconded the motion.

Marianne Davis, Wellness Committee Chair, distributed the Wellness Committee's FY15 wellness goals that they propose to recommend to the Board.

Ms. Davis said that she would review the program goals and Kirsteen Leveillee will present the Wellness Coordinator RFP information and recommendation. She said that she and Kirsteen Leveillee are speaking on behalf of the entire WSHG Wellness Committee to include Sue Colton and Paula Brady.

Ms. Davis said the Committee members first educated themselves with the health plan wellness offerings. She said they then reviewed the claims and utilization data to see what types of wellness programs would benefit the members of WSHG the most. Ms. Davis said that they reviewed the data from HPHC since the enrollment counts were higher with that health plan. She said the goals are (1) hire a Wellness Coordinator, (2) encourage members to complete the health plan health risk assessments and encourage member participation in the existing health plan fitness and wellness programs, as well as creating new programs to meet member's needs, (3) facilitate the appointment of a Wellness Liaison for each WSHG unit, and (4) develop a preliminary start-up budget recommendation.

Ms. Davis noted that two areas of concern that resulted from the Committee's research were low colonoscopy services and communication to employees about all the wellness programs and initiatives that are currently available.

Wellness Coordinator recommendation- Kirsteen Leveillee distributed a summary of the Wellness Coordinator procurement process and the Committee's recommendation. She said that they followed the Chapter 30B procurement process in July and advertised in

various newspapers as well as on-line recruitment websites in August. Ms. Leveillee said that they did not receive any responses. She said after a review of the original RFP, the Committee determined that a decrease of the 30 estimated hours of work to 20 hours was necessary. Ms. Leveillee said that the process was repeated and produced 2 highly-qualified, responsive candidates. She said that after the completion of the interview process, the Wellness Committee is unanimous in its agreement to make a recommendation to the Board to hire Michele Bredice Craemer as an independent contractor. Ms. Leveillee listed Ms. Craemer's qualifications and recommended a contract rate of \$40 per hour, up to 20 hours per week, for 48 weeks to begin in September 2014.

Marc Waldman asked that a formal contract be drafted for review.

There was a discussion about the importance of designating wellness liaisons at each WSHG municipality.

Dan Morgado made a motion to approve the recommendation to hire Michele Bredice Craemer as the WSHG Wellness Coordinator as an independent contractor.

Motion

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

The Steering Committee thanked the Wellness Committee for its work.

Dan Morgado took over the meeting as the Steering Committee Chair.

Senior Plan Rates for CY15:

Carol Cormier reviewed the insured senior plan rates and asked the health plan representatives to speak about any CY15 plan changes.

Fred Winer said that Tufts Health Plan has applied to the Division of Insurance (DOI) to add hearing aid discounts to the Medicare Supplement Plan, similar to those on the Medicare Preferred HMO plan. He said they are waiting for an answer from DOI. Suzanne Donahue said there are no Managed Blue for Seniors or Medex plan benefit changes for CY15.

Bob Cannon said that the Fallon Senior Plan 3rd tier prescription co-pays will be increasing. He said the retail 3rd tier copay will increase by \$5 and the mail-order 3rd tier copay will increase by \$10. Mr. Cannon said the change will align with the GIC Fallon Senior Plan copays. He said the plan will continue to cover smoking cessation therapy, but said the nicotine therapy will be discontinued. Mr. Cannon said the retail cost of the nicotine therapy is reasonable. He noted that CMS increased the catastrophic coverage out-of-pocket drug cost threshold and said that once the member has reached \$4,700 in OOP drug costs, the copay will be \$2.65 for generic drugs and \$6.60 for all other drugs effective January 1, 2015.

John Senchyshyn asked Suzanne Donahue why the Managed Blue for Seniors premium increased 10.6%, much higher than the other plan increases.

Suzanne Donahue said that the enrollment in that plan is low and it is community rated. She also said that the prescription drug trend has increased.

Carol Cormier reviewed the BCBS Medex and HPHC Medicare Enhance CY15 rate projections and noted that the medical portion of the rate is self-funded, while the prescription portion, the Medicare Part D plan, is fully insured. She reviewed the administrative fees and said that BCBS held its administrative fee and HPHC decreased its fee by 5% for CY15.

Ms. Cormier said that the carrier projection for the Medex plan is \$333.44, a 7.0% increase. She said the GBS projection is \$351.06, a 12.7% increase.

Ms. Cormier said that the carrier projection for the Medicare Enhance plan is \$321.49, a decrease of -2.1%. She said the GBS projection is \$313.74, a decrease of -4.4%.

Carol Cormier reviewed the funding summary for Medex and Medicare Enhance and said that funding of \$10,416,210 is needed.

There was a discussion about the Medex and Medicare Enhance projections, and Dan Morgado asked for a recommendation.

John Senchyshyn made a motion to set the Medex rate at \$340, a 9.4% increase and to hold the Medicare Enhance rate of \$328.33.

Motion

Marc Waldman seconded the motion. The motion passed by a unanimous vote.

DOI letter on transgender services:

Referring to a DOI Bulletin of June 2014 Carol Cormier said that the DOI has concluded that excluding coverage for gender identity or gender dysphoria-related treatment will be considered prohibited sex discrimination because it would be a limitation of coverage based on the sex of the insured. She said that BCBS will add the coverage effective July 1, 2015, on plan anniversary. Carol Cormier recommended adding the coverage to all of WSHG's health plans effective July 1, 2015 based on the DOI determination.

Erin Hayes said that each health plan carrier covers this differently and said that they are awaiting the final regulations. She said some of the surgeries may be done outside of the plan area and suggested excluding travel expenses from the policy.

Bill Hickey said that HPHC will add comprehensive surgery and noted other services are already covered. He said there will be limited cost impact.

Fred Winer said that the Medicare plans are removing coverage restrictions.

Joe Anderson said that Fallon Health Plan will be covering the services similar to HPHC and agreed that there would be limited exposure.

Dan Morgado said he would like time to read additional information before making a decision and asked for this item to be added to the next Steering Committee agenda.

There was a discussion.

John Senchyshyn made a motion to acknowledge receipt of the DOI bulletin and will discuss and adopt regulations at the next Steering Committee and Board meetings.

Motion

Marc Waldman seconded the motion. The motion passed by a unanimous vote.

Other Business:

There was no other business

Marc Waldman moved to adjourn the meeting.

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

Dan Morgado adjourned the meeting at 10:15 AM.

*Prepared by Karen Carpenter
Group Benefits Strategies*