

**West Suburban Health Group
Board Meeting**

Wednesday, February 21, 2018 at 1:00 PM

Natick Community Senior Center,
Natick, MA

Meeting Minutes

Board and Alternate Board Members in Attendance:

Marc Waldman, Board Chair	Town of Wellesley
Jim Kern	Town of Dedham
Mary Bousquet	Town of Holliston
Karen Jelloe	Town of Wrentham
William Chenard	Town of Natick
Nan Balmer	Town of Wayland
Christopher Coleman	Town of Needham
Jerry Lane	Town of Dover
Dave Ramsay	Town of Dover
Kevin Mizikar	Town of Shrewsbury
Andrew Keough	Dover Sherborn RSD
Dawn Fattore	Dover Sherborn RSD

Guests in Attendance:

Ruth Hohenschau	WSHG Treasurer
Anne Costello	WSHG Asst. Treasurer
Linda Loiselle	Abacus Health Solutions
Paul Redmond	Town of Shrewsbury
Linda Clark	Town of Natick
Marianne Davis	Natick Public Schools
William Hickey	Harvard Pilgrim Health Care (HPHC)
Mike Breen	Blue Cross Blue Shield (BCBS)
Jonathan Payson	Blue Cross Blue Shield (BCBS)
Fred Winer	Tufts Health Plan – Senior plans
Erin Hayes	Tufts Health Plan
Julia LeBrun	Fallon Health
Carol Cormier	Group Benefits Strategies (GBS)
Karen Carpenter	Group Benefits Strategies (GBS)

Board Chair Marc Waldman called the Board meeting to order at 1:10 PM.

Approval of the minutes of the October 5, 2017 meeting:

Mary Bousquet moved to approve the minutes of the October 5, 2017 meeting.

Motion

Jim Kern seconded the motion. The motion passed by a unanimous vote.

Treasurer's Report:

Treasurer, Ruth Hohenschau, distributed and reviewed the financial reports through January 1, 2018 (unaudited figures). She said the Fund Balance increased \$4.78 million from July 1st of FY18 through January 2018 and that the Fund Balance at the end of January was \$5.75 million. Ms. Hohenschau said that the Total Claims and Premiums Net of Reimbursements was \$65,689,552 million at the end of January and that the Member Assessments over Claims and Premiums was \$8.44 million.

Ms. Cormier said that the Fund Balance policy would put the Fund Balance target amount close to \$10 million.

Ms. Hohenschau said the FY17 audit report has been distributed.

Jim Kern made a motion to accept the Treasurer's report.

Motion

Karen Jelloe seconded the motion. The motion passed by unanimous vote.

Steering Committee Vacancies:

Mark Waldman said there are 3 Steering Committee vacancies due to the departures of Martha White, John Senchynshyn, and Dan Morgado.

Jim Kern said Nan Balmer, Town of Wayland, Bill Chenard, Town of Natick, and Kevin Mizikar, Town of Shrewsbury responded with interest in serving on the Committee. He asked if there was anyone else interested.

There were no other nominations.

Jim Kern made a motion to elect Nan Balmer, Bill Chenard, and Kevin Mizikar to the Steering Committee.

Motion

Christopher Coleman seconded the motion. The motion passed by a unanimous vote.

GBS Reports:

Funding Rate Analysis (FRA) – Carol Cormier reviewed the FRA summary with data through December 2017. She said the expense-to-funding ratio across all plans on a *paid claims* basis was 87.5%. She said the report included over \$2.1 million in reinsurance reimbursements.

Reinsurance reports –

Karen Carpenter reviewed the *FY18 policy period* reinsurance report with claims paid through January. She said that 2 members incurred claims over \$300,000 totaling \$1,672,367 with claims above the \$300,000 (“excess claims”) totaling \$1,072,367. She said WSHG is owed a total of \$1,072,367 in reimbursements.

Ms. Carpenter reviewed the *FY17 policy period* reinsurance report with claims paid through January. She said that 12 members incurred claims over \$300,000 totaling \$6,177,825 with claims above the \$300,000 (“excess claims”) totaling \$2,577,825. She said WSHG has received \$2,581,775 in reimbursements and was over-reimbursed in the amount of \$3,950.

International prescription purchasing program/ CanaRx – Carol Cormier reviewed the first quarter reports for each of the health plans. She said the total savings across all of the plans was estimated at \$237,767. She said she asked CanaRx to provide a composite report going forward.

Abacus on Diabetes Rewards Program and Enhancements:

Linda Loiselle distributed materials about the Diabetes Rewards Program enhancements and reviewed the total spend report for each of the carriers through the end of January. She said the total purchases through the Diabetes program for all of the health plans was \$70,423.88.

Ms. Loiselle said the enhancements to the current program are expected to increase participation, provide enhanced clinical support and allow for better tracking of blood glucose levels. She said the program enhancements include a new remote blood glucose monitor named Accu-Chek® Guide. Ms. Loiselle said the new meter is Bluetooth-enabled, and it can track ongoing testing results. She said members who choose to receive the Accu-Chek® -Guide meter will also receive test strips at \$0 copay, as well as access to a certified diabetes nurse educator and clinical pharmacist support.

Marc Waldman said in addition to promoting the Diabetes program, he would also like all of the employers to work on promoting the CanaRx program with their employees.

Carol Cormier said there was an initial delay of getting the data over to CanaRx. She said WSHG can expect to receive the first quarter report on the savings and utilization in March. Ms. Cormier said buying from CanaRx direct is one of the GBS initiatives of the High Performance Health Plans (HHP). She said GBS is looking at programs to enhance the health plan benefits while lowering costs.

Jim Kern made a motion to accept the Diabetes enhanced program as described.

Motion

Christopher Coleman seconded the motion. The motion passed by a unanimous vote.

Steering Committee Report:

Jim Kern said the settlement with the Town of Sherborn has been finalized. He said WSHG received \$87,500 towards the town's one month of claims run-out. Mr. Kern said the settlement was made, and WSHG released the town without setting a precedent should there be future issues.

Marc Waldman noted there were two participating governmental units that looked at other options and gave a notice to WSHG. He said he was happy to say that the members chose to stay with WSHG, but wanted them to know the group appreciated the notice and efforts made by both units.

Wellness Committee Report:

Marianne Davis, Chair of the Wellness Committee, gave a brief overview of the programs offered including the Fall Walking Challenge, the Maintain Don't Gain, the Spring Fitness Challenge, and the De-stressing programs. She asked that Wellness become part of the WSHG culture. Ms. Davis said those at the top can help to encourage participation by participating themselves. She said it's fun and competitive. Ms. Davis said to contact Michele Craemer for ideas about what

types of programs to implement. She said each unit has a \$6,000 wellness stipend to use for such things as standing desks, fitness equipment and wellness related activities.

Discussion and possible vote on HSA administration:

Marc Waldman said the Steering Committee spoke about the administration of the HSA plans and looked at the pros and cons of utilizing the health plan carrier's preferred HSA providers. He said Health Equity is the preferred provider that all of the WSHG health plans contract with. Mr. Waldman said by utilizing the preferred provider, the members will have their HSA plan integrated with their carrier and claims.

Christopher Coleman said the Town of Needham was about to procure an administrator, but after speaking to the carriers, the town now thinks the best option is to go with Health Equity.

Christopher Coleman made a motion to require all of the WSHG governmental units to utilize Health Equity as their HSA Administrator to be able to be fully integrated for fiscal year 2019.

Jim Kern seconded the motion. The motion passed by a unanimous vote.

Motion

Mark Waldman said the Board can explore other options after FY19, if necessary.

FY19 Rate projections – vote:

Marc Waldman said the Steering Committee reviewed a full rating packet prepared by GBS, including carrier and GBS claims projections and rate proposals at the February 8th meeting. He asked Ms. Cormier to add the Steering Committee's recommendation to the Board Meeting packets.

Carol Cormier reviewed the rating information packet. She said the four carriers and GBS do independent rate projections. She said the CanaRx and Diabetes claims and fees have recently been added to the proposed rates, along with the carrier administrative fees, GBS fees, and reinsurance premiums. Ms. Cormier said she looks at two years of claims history and pools out the claims over \$300,000, the claims eligible for reimbursement. She said, this year she added a claims adjustment factor to expected claims because of the plan design changes.

Marc Waldman said the Committee wanted to keep the rates below the current funding of \$111 million.

Jim Kern made a motion to approve the Scenario E-2, the Steering Committee recommendation.

Bill Chenard seconded the motion.

Motion

Carol Cormier noted the expected annual funding is \$841,812 less than the current annual funding because of the plan design changes.

A vote was taken on the motion, and the motion passed by unanimous vote.

Kim Kern said at the last Steering Committee, there was a discussion about having a meeting for new members to learn about WSHG and be able to ask questions.

Meetings for Managers and Unions:

Carol Cormier said she has the dates of available webinar meetings from Health Equity. She said the webinars will include housekeeping items and a question and answer session. She said the following webinar dates are available and noted they are all the same webinar:

March 2nd at 3 pm, March 5th at 3:30 pm, and March 6th at 4 pm.

Ms. Cormier said the members of the Minuteman Nashoba Health Group (MNHG) will be invited to participate in the same webinars and said Stacie Jackson is the Health Equity contact person. She said Bill Hickey also does an excellent easy-to-understand general HSA presentation.

The Board agreed that each governmental unit would conduct its own employee educational session.

Marc Waldman said those members changing to the Benchmark plans will also need an educational session on that change. He asked that anyone willing to open their meetings to other units should contact Carol Cormier.

There was a discussion about the employer contributions to the employee's HSA accounts. It was noted that a higher first year contribution will incentivize more employees to enroll.

Carol Cormier said the amount of contribution and when the contributions are made are both bargainable issues.

Health Plan reports:

Fred Winer, *Tufts Senior plans*, said all Medicare ID cards will be replaced. He said CMS is replacing the social security numbers with random numbers beginning in April. Mr. Winer said the transition will take approximately 18 months to complete.

Other Business:

There was no other business.

Karen Jelloe made a motion to adjourn.

Motion

Mary Bousquet seconded the motion. The motion passed by unanimous vote.

Marc Waldman adjourned the meeting at 3:25 PM.

*Prepared by Karen Carpenter
Group Benefits Strategies*