



Janet T. Mills
Governor

**STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061**

Jonathan French
Labor Co-Chair

Heather Perreault
Management Co-Chair

**STATE EMPLOYEE HEALTH COMMISSION MEETING
SPECIAL SESSION**

**Thursday, April 8th, 2021 @ 9:00am
Microsoft Teams Meeting**

Commission members in attendance: Diane Bailey, Lois Baxter, Cecile Champagne-Thompson, Laurie Doucette, Jonathan French, Thomas Lamontanaro, Peter Marcellino, Mara McGowen, Lew Miller, Heather Perreault, Angela Porter, Shonna Poulin-Gutierrez, Michelle Probert, Joanne Rawlings-Sekunda, Jeremy Roberts, James Russell, Kim Vigue, & Frank Wiltuck.
(total = 18)

Commission members absent: Peter Baker, Kelly John, Deidre Kinney, Carrie Margrave & Robert Omiecinski
Vacant seat(s): 1

Others present: Kurt Caswell & Roberta Leonard – Employee Health & Wellness; Breena Bissell – Bureau of Human Resources/DAFS; Sabrina DeGuzman-Simmons & Kevin Fenton – Aetna; Lisa Lagios & Jonathan Edwards- Anthem Blue Cross and Blue Shield; Amy Deschaines, Ken Ralff & Ed Pierce – Lockton; Peter Hayes & Trevor Putnoky – Healthcare Purchasers Alliance; Mark Saunders – Maine General; Deb Grindle – Maine Maritime Academy; Julie Elwell, Peter Fendler, Kristen King, Tim Strohm, Jim Strong & George Watts – HUB International

Agenda Item	Discussion	Action/Next Steps
I. Call Meeting to Order (9:04 am)	Jonathan French called the meeting to order.	
II. Introductions		
III. Plan Design- Review (Amy Deschaines)	<p>Information contained in written report; highlights and discussion noted below:</p> <ul style="list-style-type: none"> • <u>Grand Rounds 2nd Opinion Service (review):</u> Contract ended on 3/31/21 • <u>Northeast Delta Dental (review):</u> Rate hold for 7/1/21 and 3% increase to table of allowances. • <u>Self-Funded Medical Renewal Projection:</u> Overall, the projection is that medical/Rx claim costs will increase by 2.97% for FY22. Includes 2% claim margin for standard claim volatility and residual effects from COVID-19 (e.g. vaccine, treatment costs). Estimate that COVID-19 reduced medical claim spent by 10% in 2020 due to deferred/eliminated care. Renewal calculation factors in PBM contracting. 	<p>Lois Baxter made the motion to accept the recommendation of Plan Design to implement the LD2007 changes for primary care and behavioral health co-pays; Lewis Miller seconded the motion. No abstentions, motion passed.</p> <p>Lois Baxter made the motion to accept Plan Design recommendation to increase medical plan cost by 2.97% and instate a 2-month premium holiday; Angela Porter seconded the motion. No abstention, motion passed.</p>



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	<ul style="list-style-type: none"> • <u>Flat Funding</u>: Surplus funds holds significant dollars, Plan Design went over 2 options, increasing working rates or hold flat rates. Scott Bush an actuary at Lockton provided a projected impact. Concerns are if flat rates are implemented this year, in years to come the state will be behind in rates. Time to catch-up to even- out is unknown. Worst case scenario can take up to 10-years with massive premium hikes in the future to make whole. • <u>LD2007 Effect on State of Maine’s Plan Design</u>: First visit \$0, second & third visit \$20 (accumulates toward deductible) and all subsequent visits \$20. Estimated cost impact \$1.4M increase in medical cost. • Joanne Rawlings-Sekunda stated this is only one piece of LD2007. • Heather Perrault stated Plan Design considered massage therapy but realized there is significant research to be before implementing, such as adding perimeters on a dollar cap and/or maximum number of visits. Employee Health & Wellness will be leading the research. • Heather Perrault stated the surplus is about \$120/\$135M currently. • <u>Surplus -Premium Holiday</u>: 1-Month = \$20.6M; 2-Months = \$41.3M. The timing for when this will take place has not been determined yet. Heather Perrault stated this holiday is not only for employees, but for employers as well. Plan design will consider doing another premium holiday next year to help spend down the surplus if needed. • Thomas Lamontanaro asked if the premium holiday will have any impact on future flat rates. Heather Perreault stated the premium holiday is in place of flat rates. Premium holiday will benefit the members far more than a flat rate. 	<p>Shonna Poulin-Gutierrez from EHW has requested that suggestions for plan design be provided to EHW by November each year to allow adequate time for review, data research, and vetting evidence-based programs and strategic approaches.</p>
	REQUEST MOTION TO ADJOURN	
<p>IV. Adjourn Meeting (10:07 am am)</p>		<p>Frank Wiltuck motions to adjourn; Laurie Doucette seconded the motion. Meeting adjourned</p>

2021 meeting schedule available at www.maine.gov/bhr/oe