**STATE EMPLOYEE HEALTH COMMISSION MEETING**

**Thursday, May 12, 2016 @ 8:30am**

**Maine State Library, Augusta**

Commission members in attendance: Bret Achorn (via phone), Diane Bailey, Lois Baxter, Sandra Doyon, Laurie Doucette, Jonathan French, Becky Greene, Claire Hassler, Ellen Hughes, Terry James, Kelly John, Jim Leonard, Carrie Margrave, Lew Miller, Robert Omiecinski, Joyce Oreskovich, Wanita Page, Nickole Wesley (total = 18)

Commission members absent: Chris Brawn, Lauren Carrier, Eric Cioppa, Brian Crockett, Karen O’Connor, Sam Teel

Others present: Cecile Champagne-Thompson (via phone) – Maine Turnpike Authority; Kurt Caswell, Shonna Poulin-Gutierrez, Heather Albert – Employee Health & Benefits; Susan Avery, Sabrina DeGuzman-Simmons, Louise McCleery – Aetna; Amy Deschaines – USI; Bill Whitmore – Anthem; Marie Bridges, Frank Boucher – Northeast Delta Dental

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| Agenda Item | Discussion | Action/Next Steps |
| I. Call to Order (8:35am) | Wanita Page called the meeting to order |  |
| II. Introductions |  |  |
| III. Review & Approval of Minutes (April 14, 2016) |  | Lois Baxter made motion to accept the minutes as written; Robert Omiecinski seconded. Motion passed. |
| *IVa. UPDATES- MONTHLY* |
| a.i. Aetna Monthly Report – Point of Service Plan *Susan Avery* | Information contained in written report; highlights noted below:* Hospital admissions have increase while the length of stay and surgeries have decreased
* Catastrophic claimants account for 30% of total medical spend
* Office visits have also increased
* Enhanced case management reviews readmissions and emergency room utilization
* Bret Achorn suggested the Commission consider a strategy to increase the low screening rates identified on page 4. Wanita Page noted that colonoscopies are every 10 years (for many) therefore the data is not available (with Aetna). Susan Avery reminded the Commission of the screening reminder member mailings. Louise McCleery stated that if a gap in care is identified the Accountable Care Organizations are notified by Aetna and receive the information to then contact their attributed patients.
* Joyce Oreskovich mentioned the recent press regarding preventable deaths and medical errors. Amy Deschaines responded that there may be an opportunity to address this issue through the ACO contracts. Louise McCleery noted the importance of encouraging advocacy for your own care. Family is often the best resource/advocate. Joyce would like to keep an eye on this issue. Jim Leonard the possibility of including incentives in ACO contracts for safer practices. In addition, look at what other plans are doing; what strategies are they implementing to address this complex issue. As a plan sponsor, what leverage do we have?
 | Susan to take a look at the readmission rates. Jim would like to see avoidable vs. unavoidable readmissions.  |
| a.ii. Aetna Monthly Report – Medicare Advantage Plan*Sabrina DeGuzman-Simmons* | Information contained in written report; highlights noted below:* In 2015 there were 54 members identified for the Compassionate Care program. Of those, 23 elected hospice; there are still 31 in the program.
* The disease management program has a 39.4% identification rate and a 98% engagement rate
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| a.iii. Accountable Care Organizations/Disease Management*Louise McCleery* | Highlights below:* Current initiatives include preparing for June tiering discussion and working on reporting (to identify ACO’s vs. non-ACOs). The reporting is evolving and will reflect the two populations.
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| a.iv. Plan Experience Summary*Amy Deschaines, USI* | Rolling 12 Months report for the Point of Service Plan. Highlights include:* Loss ratio is 101.5% which is slightly lower than last month. It is leveling off after the two spikes in October and December of 2015. Running closer to budget.
* Amy Deschaines informed the Commission that there was a calculation error on the admin fee in last month’s report; that has been corrected.
* Shonna Poulin-Gutierrez asked if the behavioral health claims includes prescriptions. Amy confirmed they are not.
 | Amy will forward the report electronically. |
| a.v. Executive Summary Discussion*Employee Health & Benefits* | Information contained in written Executive Summary report. No questions or concerns were raised.  |  |
| *IVb. UPDATES - BIANNUAL* |
| b.i. Dental Plan Report*Marie Bridges, Frank Boucher* | Several reports and materials handed out: Cost experience report, claim utilization, network utilization AND Health Through Oral Wellness (“HOW”). Discussion highlights include:* Frank Boucher provided an overview of the plan and funding. The account is a risk-retention account (similar to self-funding).
* Claims paid for current fiscal year total $5.7M. Current loss of $58k which is applied to stabilization fund.
* Frank noted a seasonality trend in claims experience. Since the annual maximum resets every January 1st, we see more claims during the first months of the year.
* Marie Bridges reviewed the types of claims over 3 year period
* The preventive/diagnostic claims represent 53% of the total spend in 2015.
* Marie Bridges also reviewed the network utilization report. There are current 212 dentists in the State of Maine custom network and 330 premier providers. Diane Bailey asked about access for the custom network. Marie stated that 94% of our members had access to at least 2 dentists within 25 miles.
* Marie Bridges reviewed the health report comparing the State of Maine plan to national benchmarks
* Diane Bailey asked if Delta Dental does any form of member outreach to those in the ‘serious’ or ‘no visits’ categories. Marie Bridges stated they are able to assist with such a campaign and have created postcards, etc.
* Jim Leonard asked about a possible data-sharing arrangement with the ACOs. Certain agreements would need to be in place for NEDD to share the data with Aetna who could then pass along to the ACOs.
* Marie Bridges reviewed the HOW program. Of the 380 that registered 298 were approved for additional benefits. The patient score and benefits are immediately available. Joyce Oreskovich asked if the dentists are accepting of this new program. Marie stated that dentists serve on the board and 63% of the dentists are using this. The software program is free to the dentists. Lois Baxter asked if the members of the MSEA dental program have access to the HOW program. Per Marie, yes they do. Kurt Caswell asked if it could be required for those dentists in the State of Maine custom network to take part of this program. NEDD is exploring a variety of ways to educate the dentists about the program.
* The program was cost-neutral in pilot program. Officially rolled out 1/1/2015 at no cost.
* Bret Achorn asked about the low fluoride numbers on page 7 of the report (30% below peers). The coverage is once in a 12-month period to age 19. Cause is unknown. Jonathan French noted that fluoride in the water may be the reason. Frank Boucher noted that fluoride and sealants in NEDD’s 3 states is typically lower than the national average.
 | Marie Bridges will provide an updated access report.Marie Bridges will follow up about the potential requirement for those dentists in the State of Maine custom network to participate in the HOW program. |
| b.ii. Employee Assistance Program Report*(Provided in October and April)**Jim O’Connor* | No formal report due this month.Bret Achorn requested to provide feedback. He stated that a member called the Living Resources Program and was referred to a provider that never called him back. After waiting for a couple of weeks, the member requested a second referral. Bret asked if ComPsych follows up on these referrals they provide. Bret also asked several employees if they were familiar with the Living Resources Program; they were not. Bret suggested we improve awareness.  | Heather Albert will send LRP brochures and wallet cards to Bret. |
| V. Other Business |  |  |
| 1. Health Premium Credit Updates

*Kurt Caswell* | Highlights below:* Kurt Caswell reviewed the current program requirements
* Of the 11,000 employee subscribers, there were 7,300 completers or 66% (last year’s completion rate was 61%)
* Shonna Poulin-Gutierrez noted the positive member feedback regarding the on-site health screenings
* Jim Leonard raised the question - could the screenings account for the increase in office visits noted on the Aetna POS monthly report
* Kelly John asked about the validity of the self-reported data
* Wanita Page mentioned the importance of encouraging the physicians to use plain language (for test results)
* Jonathan French asked how the data collected will be utilized. Kurt and Shonna ensured that they are working on a strategy. We need meaningful data for establish a starting point. Member awareness is important. Kurt Caswell stated it would be ideal to get the information over to the ACO’s however data sharing presents challenges.
* Carrie Margrave informed the Commission about a program called “my chart.org” which she found very easy to read. She would recommend this program for those using MaineHealth providers.
* Kelly John asked about the ability for new employees to participate in the Health Credit Premium Program. Per Kurt Caswell, Legislative change would be required.
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| 1. Stop Loss Education

*Amy Deschaines* | Information contained in handouts provided. Discussion highlights below:* USI is currently working with Employee Health & Benefits on the medical and Rx administration RFP. The stop loss insurance, which provides protection against catastrophic claims, will be part of the RFP. Wanita Page and Kurt Caswell clarified that there will be one RFP but different bidders can respond to different parts (medical/pharmacy/stop loss).
* The current stop loss deductible is set at $500,000 or approximately 2.5% of claims. The deductible limit varies based on claims analysis. The deductible resets with the plan year (July 1st).
* There are two types of stop loss coverage: specific (aka “individual”) & aggregate. The State of Maine has a specific stop loss policy and it is currently with Aetna.
* Items for consideration – carve out the stop loss to a separate, standalone company and/or change deductible limit. USI will perform an analysis for the State’s plan.
* Kurt Caswell asked about the value of aggregate stop loss
* Joyce Oreskovich asked Amy Deschaines to explain the “no new laser at renewal.” Per Amy, this is done when the deductible is increased on one individual.
 | USI will be performing an analysis of the State’s plan in order to assess the appropriate stop loss deductible limit. In addition, they will explore the value of aggregate stop loss. |
| VI. Adjourn Meeting (10:16am) | Wanita Page and Joyce Oreskovich confirmed the June meeting will be held at the normal time and will focus primarily on tiering. | Lois Baxter made a motion to adjourn the meeting; Sandi Doyon seconded. Motion passed and meeting adjourned. |

*Upcoming Meeting Dates:*

* *July 14, 2016 (Kaplan)*
* *August 11, 2016 (Kaplan)*