**STATE EMPLOYEE HEALTH COMMISSION MEETING**

**Thursday, October 12, 2017 @ 8:30am**

**Central Maine Commerce Center, Augusta**

Commission members in attendance: Bret Achorn, Diane Bailey, Lois Baxter, Robert Omiecinski, Laurie Doucette, Jonathan French, Becky Greene, Wanita Page, Joyce Oreskovich, Cecile Champagne-Thompson, Amy MacMillan, Sandra Doyon, Chris Brawn, Kim Vigue, Ellen Hughes, Karen O’Connor, Kelly John, Terry James, Nickole Wesley

(total = 19)

Commission members absent: Eric Cioppa, Carrie Margrave, Lew Miller, Will Towers, Derek Chase

Others present: Kurt Caswell, Shonna Poulin-Gutierrez, Linsey Gervais– Employee Health & Benefits; Sabrina Simmons, Joe Bataguas, David Norton – Aetna; Amy Deschaines, Burr Duryee– USI; Jodi Collins, Bill Whitmore– Anthem Blue Cross and Blue Shield; Thomas Record – State of Maine, Bureau of Insurance; Bryan Hammons, Sue Wolf- Express Scripts; Alan Parks- Alliant Employee Benefits; Laura Robert- Sun Life Financial; Jim O’Connor- ComPsych Living Resources

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| Agenda Item | Discussion | Action/Next Steps |
| **I. Call to Order (8:32am)** | Wanita Page called the meeting to order |  |
| **II. Introductions** |  |  |
| **III. Review & Approval of Minutes** (September 14, 2017) |  | Lois Baxter made motion to accept the minutes; Laurie Doucette seconded; no abstentions. Motion passed.  |
| **IV. Other Business** |
| **a. Educational Session: HDHP/ HSA/ HRA/ FSA Discussion-** USI | Burr Duryee reviewed a Power Point presentation covering HSA/FSA/HRA comparisons. Highlights include:* Tax Advantage accounts: HSA, FSA, HRA
* HSA- Health Savings Account for high deductible health plans; tax-free for Qualified Medical Expenses (QME). Owned by the Individual and can be taken even if they leave the company. Anybody can contribute but only the employee and employer get the tax benefit. Can be pre or post tax contributions, IRS sets contribution amounts and funds can only be used on employee, spouse and claimed dependents.
* FSA- Flex Spending Account; contributions are front loaded by the employer and paid back by employee through pretax payroll deductions. Typically employees are the only contributors and any unused funds go back to the employer if employee leaves their job.
* HRA- Health Reimbursement Account; 100% employer funded so they can decide how the plan works (within IRS guidelines) unused funds go back to the employer if employee leaves their job.
* Bret Achorn asked if employers can decide what the monies are used for with a HRA which they can.
* Chris Brawn mentioned the SOM’s FSA is on a calendar year while the benefits plan runs on a fiscal year.
* Joyce Oreskovich asked what the IRS minimum deductible is for the HSA which is $1300.
* Rob Omiecinski asked if chiropractic and physical therapy are considered QME, Burr Duryee said that even though services may not be covered by your medical plan they can still be QME.
* Karen O’Connor asked if SOM had plans on expanding our current Health Savings programs to which Chris Brawn said we are exploring different avenues and will hopefully be able to support something in the future.
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| **b. Express Scripts Intro and Review-** *Bryan Hammons/ Sue Wolf* | Bryan Hammons and Sue Wolf presented a Power Point presentation to introduce Express Scripts and review the Rx plan. Discussion highlights below:* The presentation focused on the team, member resources and a benefit plan overview.
* Sue Wolf mentioned the transition from Aetna to Express Scripts went very smooth.
* ESI covers active employees and retirees that are under 65.
* Introduced a Tier 4 this year for specialty medications- they require members to get specialty prescriptions through Accredo which is a third party specialty pharmacy (only emergency situations are granted)
* A snapshot of the plan thus far was presented and compared to ESI’s current book of business.
* Amy MacMillan asked for clarification around the Peer Comparison, Sue Wolf said just for reference they included the rolling year for ESI’s entire book of business.
* Amy Deschaines mentioned that going forward we will obtain data from the Coalition and compare to similar members that ESI have rather than a total book of business. Also the grandfathered employees that are not Medicare eligible drive up the costs.
* Chris Brawn said that going from Aetna to ESI we gave a grace period for the formulary changes so should be seeing cost savings in the near future.
* SOM’s highest costs are inflammatory conditions and diabetes which are the same for their other customers.
* ESI offers a mobile app that gives the generic alternative to drugs
* Mail order is a huge cost savings to both members and the plan as a whole
* Amy MacMillan asked what ESI does to encourage Mail order, they send letters/emails, mobile app and website gives price comparisons to help encourage members.
* Bret Achorn asked if ESI could communicate to prescribers to encourage the mail order to which Sue said that is a great idea
* 86% of prescriptions are being filled in a retail pharmacy
* 36% of plan costs are driven by specialty drug costs
* 257 patients are on specialty drugs
* Accredo has specialty pharmacists that are trained in conditions to better serve the member
* ESI has exclusions on their formulary, which gives rebates that come back to the SOM
* Formulary is updated twice a year
* Out of 3791 drugs, 159 will be excluded
* ESI has a program to monitor participants after formulary changes to see if member is still trying to fill the drug and communicate alternatives with them and their provider, there are exceptions made and members are able to appeal the change.
* Amy Deschaines asked if members have to retry generic drugs if they already have before ESI which they don’t.
* Amy MacMillan asked if ESI’s care management and Anthem’s care management programs coincide, Sue Wolf mentioned that data integration is on the horizon
* 376 deaths from opioids last year in the SOM
* ESI introduced comprehensive solution to try to educate and lessen the risk of opioid abuse.
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| **Break 10:20- 10:34** |  |  |
| **Va. UPDATES-MONTHLY** |
| a.i. Anthem Implantation/ Claims Update- Jodi Collins | Information contained in written report; highlights and discussion noted below:* Jodi Collins provided paid medical claims for two months and compared it to Anthem’s benchmark.
* 99.6% of claims were paid within network
* 23 members had claims over $50K and are considered High Cost Claimants which accounted for 11.9% of the claims costs; 3 members had claims over $100K and accounted for 2.7% of claims costs.
* SOM average contract size which includes full membership is 1.8, lower than Benchmark which is 2.1.
* The subscriber consumes 64.4% of total plan costs.
* Lois Baxter asked how many High Cost Claimants are over the age of 65; Jodi Collins will find out and report back.
* Emergency Room facility paid out 7.2% of total medical plan paid amount.
* 50.9% of ER visits were potentially “low intensity” in the current period.
* Jonathan French suggested a breakdown of the ER locations to see if a walk-in facility was nearby. Jodi Collins with provide that information.
* Top five health condition categories accounted for 47.1% of claims paid for the total plan
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| a.ii. Aetna Medicare Advantage Plan- Sabrina DeGuzman-Simmons | Information contained in written report; highlights and discussion noted below:Sabrina DeGuzman-Simmons mentioned that Aetna is receiving several calls around a letter that was sent out to members from Walgreens letting them know that they are no longer in the preferred network; Aetna is working on communications to better clarify.Mailings are going out in early November to reminder members to get their Blood Pressure checked.Aetna is working to reverse the rising trend of opioid abuse with integrated pharmacy, behavioral health and medical programs. The programs connect health care providers and give members seamless access to the right support- mind and body- to fight addiction, while saving millions of dollars for the health care system.CMS is preparing a fraud prevention initiative that removes Social Security Numbers from Medicare cards. Extended out of network benefits for Harvey and Irma will extend through October 23rd.  |   |
| a.iii. Plan Experience Summary/ Budget Review-*USI* | Discussion highlights below:* Amy Deschaines provided a snapshot of Medical/Rx/Behavioral claims for the month of July and August in comparison to budget.
* July, Actual vs. Budget – 89.0%; August, Actual vs. Budget- 123.5%
* August shows a deficit which is contributed to the claims hold that Anthem had on medical claims.
* Amy Deschaines plans to look into High Cost Claimants and have a breakdown of actives vs. grandfathered retirees on active plan to see how it is comparing to budget once we have more claims data.
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| a.iv. Executive Summary Discussion-*Employee Health & Benefits* |  The Executive Summary report was provided to the Commission via e-mail prior to the meeting. Discussion highlights below:* Joyce Oreskovich mentioned that the Benefits Specialist in Employee Health and Benefits won the Department Teamwork Award at the DAFS Employee Recognition Day.
* Amy Deschaines mentioned that they are continuing to work with the Coalition on tiering.
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| **Vb. UPDATES – BIANNUAL** |
| b.i. Dental Plan Report-*(Provided in March and September) Marie Bridges of Northeast Delta Dental* | Formal report not due this month. |  |
| b.ii. Employee Assistance Program Report- Jim O’Connor*(Provided in October and April)* | Jim O’Connor presented handouts and a Power Point reviewing each component of the program (EAP, Family Source, Legal Connect, Financial Connect); discussion highlights below:Total Q3 utilization was 19% YTD.EAP counseling is the most requested service; 99% of EAP calls result in a community counseling referral.Majority of clients are employeesHR is referring ¼ of cases14 Formal Referrals in 2017, higher than 2016.9 DOT cases in 2017, up from 5 in 2016.Amy MacMillan asked for the follow through rates to which Jim said it’s about 70%84% of cases are resolved with the program and don’t require further treatmentLiving Resources is available to departments for Lunch & learn training, webinars, brochures |  |
|  | VI. Other Business |  |
|  | * Bret Achorn suggested that the commission budget for two members to attend the symposium each year.
* Bret Achorn resigned his seat on the Commission.
* Wanita Page had a request for materials to be sent out sooner.
* Cecile Thompson received calls from employees that Anthem sent out a postcard about Data Breach litigation, Jodi was unaware of the mailing and will look into it.
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| VII. Adjourn Meeting (11:40am) |  | Bret Achorn and Robert Omiecinski |

*2017 Meeting Schedule (invites to follow)*

* *November 9, 2017 (Central Maine Commerce Center, Champlain Room)*
* *December 14, 2017 (Central Maine Commerce Center, Champlain Room)*