STATE EMPLOYEE HEALTH COMMISSION MEETING

**Thursday, March 28, 2019 @ 8:30am**

**Maine State Library Studio, Augusta**

Commission members in attendance: Lois Baxter, Kurt Caswell, Cecile Champagne-Thompson, Laurie Doucette, Darcey Emery, Jonathan French, Amy MacMillan, Peter Marcellino, Carrie Margrave, Mara McGowen, Lew Miller, Karen O’Connor, Robert Omiecinski, Holly Pomelow, Will Towers, Kim Vigue

(total = 16)

Commission members absent: Diane Bailey, Derek Chase, Eric Cioppa, Sandra Doyon, Becky Greene, Terry James, Kelly John,

Vacant seat(s): One

Others present: Joanne Rawlings-Sekunda – Maine Bureau of Insurance (Eric Cioppa’s designee); Heather Albert, Roberta Leonard, Shonna Poulin-Gutierrez, Joel Hill – Employee Health & Benefits; Burr Duryee, Heidi Giroux – USI; Lisa Lagios - Anthem Blue Cross and Blue Shield; Ellen Fallon (via phone) - Grand Rounds

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| Agenda Item | Discussion | Action/Next Steps |
| I. Call Meeting to Order (8:31 am) | Jonathan French called the meeting to order. |  |
| II. Introductions |  |  |
| III. Review & Approval of Minutes (March 14, 2019) |  | Lois Baxter made motion to accept the amended minutes; Robert Omiecinski seconded; no abstentions. Motion passed.  |
| IVa. UPDATES-MONTHLY |
| a.i. State of Maine Health Plan (medical update)*Anthem Blue Cross & Blue Shield - Lisa Lagios* | Information contained in written report; highlights and discussion noted below:* Not applicable at this time.
 | Jean Wood will be looking into getting data for “never events” through possible quality reporting. **This item remains pending from the October 2018 meeting.** Lisa Lagios will follow up with Jean Wood next month (April)Bill Whitmore will provide more information on Targeted Health Conditions at next month’s meeting. **This item is outstanding from the March 14th, 2019 meeting.** |
| a.ii. Medicare Advantage Plan*Aetna –* Sabrina DeGuzman-Simmons. Louise McCleery | Information contained in written report; highlights and discussion noted below: * Not applicable at this time.
 | Joe Bataguas and Sabrina Simmons will provide more information regarding the increase in pharmacy at the October meeting. **This item is outstanding from the September 2018 meeting.** Sabrina DeGuzman-Simmons will check into.Sabrina Simmons to provide additional information regarding the high-cost claimants. **This item is outstanding from the August 2018 meeting.** Sabrina DeGuzman-Simmons will check into.Joe Bataguas stated will look into offering a survey to members post Health risk assessment. **This item is outstanding from the November 2018 meeting.** Joe Bataguas will check his notes on this matter.Sabrina Simmons will look into why office visits are decreasing. **This item is outstanding from January 2019.** Sabrina DeGuzman-Simmons will check into, March 14, 2019.Joanne Rawlings-Sekunda does Aetna do a cap survey? Sabrina responded yes with an internal vendor. Will provide information next month. **This item is outstanding from the March 14th, 2019 meeting.**Holly Pomelow asked what were the questions asked in the survey. Sabrina will provide. **This item is outstanding from the March 14th, 2019 meeting.**Jonathan French asked what is the STAR ratings average score? Louise will provide the metric. **This item is outstanding from the March 14th, 2019 meeting.** |
| a.iii. Plan Experience Summary (active health & dental)*USI - Burr Duryee* | Burr Duryee handed out the standard monthly reports: Policy Period Monthly Claims Report – Medical/Rx/Behavioral, Enrollment, Fixed Costs & Expected Claim Calculation and two dental Policy Period Monthly Claims Reports (current period and year end). Discussion highlights below:* Not applicable at this time.
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| a.iv. Executive Summary*Employee Health & Benefits –*  | The Executive Summary report was provided to the Commission via e-mail prior to the meeting. Discussion highlights below: * Not applicable at this time.
 | Lois Baxter asked if members are allowed to switch back from the Medicare Advantage Plan. **This item is outstanding from the March 14th, 2019 meeting.** Kurt’s response No, once a retiree is in the MA Plan they cannot return to Anthem Plan.  |
| IVb. UPDATES – BIANNUAL |
| b.i. Dental Plan*Northeast Delta Dental – Marie Bridges, Courtney Morin**(Provided in February & September)* | Formal report not due this month. | Marie Bridges will send the Dental Action Report to Kurt. **This item is outstanding from the September 2018 meeting.**Johnathan French asked do we know how many people are eligible for the HOW program? Courtney responded they do not have those numbers at this time Marie will provide. **This item is outstanding from the February 2019 meeting.** |
| b.ii. Living Resources Program – *ComPsych – Jim O’Connor**(Provided in April & October)* | Formal report not due this month.  |  |
| b.iii. State of Maine Health Plan *Express Scripts, Inc. - Sue Wolf and Brian**(Provided in March & August)* | Formal report not due this month. | Amy MacMillan asked if ESI is forecasting on Maine’s rising age population. Susan will look into. **This item is outstanding from the March 14th, 2019 meeting.** |
| *IVc. UPDATES – ANNUAL* |
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| c.i. WellStarME *Medical Care Development – Erica Brown**(Provided in August)* | Formal report not due this month. |  |
| c.ii. Expert Medical Opinion*Grand Rounds – Kerryanne Shuler**(Provided in September)* | Formal report not due this month. | Kerryanne Shuler will ask her analytics team to provide more info/details regarding the savings methodology. **This item is outstanding from the October 2018 meeting.** |
|  | ***V. Other Business*** |  |
| *V.i. Other Business Plan Design Discussion – Dental Plan**ii. Workday Standardization – Exit Rules* *Employee Health & Benefits Kurt Caswell* | The Dental Plan Design was provided to the Commission via e-mail prior to the meeting. Discussion highlights below:* Agenda and Review Sheet: – Standard 3 1- year contract ends with Northeast Delta Dental June30, 2019. There are 3 one-year extensions available. Current Plan Deficit fund is $395,000. Projected Plan Deficit at end of year to be $775,000. Need to have a 13% increase to the plan to eliminate the deficit. Preventative services are not subject to the deductible.
* Budget Increase Allowance: 9% for FY20 and 2% for FY21.
* Option 15: Adding $50/$150 deductible. Eliminating all orthodontia. Reduce coverage for posterior composites to 70/60/50.
* Option 16: Reducing out of network coverage 90/50/0/0. Adding $25/$75 deductible. Reduce coverage for posterior composites to 80/70/60.
* Shonna Poulin-Gutierrez asked if there is evidence of other States Dental plans save money because participants are forced to stay in network. Burr Duryee responded yes.
* Option 17 (Plan design came up with): Reducing out of network coverage to 90/50/0/0. Adding $25/$75 deductible. Eliminate Adult orthodontia. Reduce coverage for posterior composites to 80/70/60. Lew Miller asked what is considered adult age. Kurt Caswell replied 19+. The State of Maine will grandfather existing participants.
* Option 18: Adding $50/$150 deductible. Eliminate adult orthodontia. Reduce coverage for posterior composites to 80/70/60.
* Burr Duryee provided numbers on how many individuals ages 19+ utilize orthodontia coverage 2016 – 119, 2017 – 129 & 2018 -148.
* Kim Vigue asked if it would be a lower impact for employees pay more deductible then to change their dentist. Burr Duryee replied that majority of dental plans have a $50 per year deductible and $150 for family coverage. The removal of co-insurance for major services rec’d from a non-participating DDS could encourage out of network providers to come into network.

Medical Plan Design Update:* LD38 Hearing Aide Coverage Expansion: Possible small adjustment to the Health Plan premium increase from 3.84% to 4%. Effective date of January 1, 2020. $3,000. per ear.

WorkDay Standardization Update:* Entry and Exit Rules: Entry Rules - Currently employees enroll in the plan the first of the month after 30 days of employment. Adjusting to to allow employees to start coverage the 1st of the following hire date if the employee has completed enrollment in time. Exit Rules – WorkDay cannot accommodate ending coverage half month. Adjusting to end cover the last day of the month that the employee is terminated. Scope of the WorkDay system does not include ancillaries at this time.
 | Diane Bailey asked Anthem why there are not enough vision providers. Lisa Lagios responded Anthem is constantly recruiting new providers in the plan. Lisa Lagios will reach out for a list. **This item is outstanding from the November 2018 meeting.**Diane Bailey asking about the State budget. Burr Duryee responded that Kurt Caswell has not gotten exact numbers on this. Biannual what is not spent can be left over for next year. Diane would like to have this confirmed. **This item is outstanding from the November 2018 meeting. March 14, 2019**Amy MacMillan can Live Health On-Line send lab orders? Lisa will check, but they can call in prescriptions. **This item is outstanding from the March 14th, 2019 meeting.**Lois Baxter made motion to pass the recommendation for Dental Option 18; Will Towers seconded; 2 abstentions. Motion passed.Laurie Doucette made the motion to increase the Health plan of 4% if LD38 passes, Mara McGowen seconded; Motion withdrawn due to the effective date of this change would be July 1st, 2020. |
| VI. Meeting Recap | Jonathan French provided the meeting recap:* No meeting will take place in April 2019. Executive Summary from Employee Health & Benefits and financial statements from USI will be provided to the commission via email.
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| VII. Adjourn Meeting (9:37am) |  | Lois Baxter, made motion to adjourn the meeting; Louise Doucette seconded; no abstentions. Motion passed. |

*2019 meeting schedule available at* [www.maine.gov/bhr/oeh](http://www.maine.gov/bhr/oeh)