

**MINUTES OF THE
CAPE COD MUNICIPAL HEALTH GROUP**

STEERING COMMITTEE

Wednesday, June 30, 2010, 9:00 AM
Town of Sandwich Municipal Office Building
Sandwich, MA

MEETING MINUTES

A meeting of the Steering Committee of the Cape Cod Municipal Health Group (“CCMHG”) was held on Wednesday, June 30, 2010 at the Town of Sandwich Municipal Office Bldg., 16 Jan Sebastian Drive, Sandwich, MA. The following people attended the meeting:

Committee Members Present:

Bob Whritenour, Chair	Town of Falmouth
Noreen Mavro-Flanders	County of Dukes County
Dave Withrow	Town of Orleans
Marie Buckner	Town of Sandwich
A. Francis (“Skip”) Finnell	Dennis-Yarmouth RSD
Gerry Panuczak	Town of Chatham
Maggie Downey	Barnstable County
Sue Milne	Town of Yarmouth

Guests Present:

Richard Bienvenue, CPA	CCMHG Treasurer
Joanne Ford	Cape Cod RTA
Beverly Haley	Dennis-Yarmouth RSD
Deanna Desroches	CCMHG Wellness Coordinator
Judie Jardin	CCMHG Wellness Coordinator MV
Suzanne Donahue	Blue Cross Blue Shield of MA (BCBS)
Bill Hickey	Harvard Pilgrim Health Care (HPHC)
Toni Russo	Harvard Pilgrim Health Care (HPHC)
Leigh Curtis	Harvard Pilgrim Health Care (HPHC)
Fred Winer	Tufts Health Plan (THP)
Nina Conroy	Delta Dental of MA
Carol Cormier	Group Benefits Strategies (GBS)
Karen Carpenter	Group Benefits Strategies (GBS)

Robert Whritenour, Chair, called the meeting to order at 9:00 a.m.

Presentation by Harvard Pilgrim Health Care (HPHC)– Wellness programs:

Bill Hickey distributed the HPHC “Launching the Power of Health Engagement” presentation to the Committee. Mr. Hickey introduced Leigh Curtis, from HPHC Employer Health Department and Toni Russo, from the HPHC Marketing and Sales Department.

Mr. Hickey said that HPHC believes strongly in the power of wellness and said that their approach to wellness is both targeted and integrated. Mr. Hickey said that HPHC provides tools to the employer and to the employees. He said that there is a wide variety of tools and programs that are tailored to meet the needs of a diversified membership. He said that several of the programs are free of charge and said that HPHC can help with packaging a program.

Mr. Hickey said that instead of viewing health as a cost driver, that health should be looked at as a performance driver. He said investing in health will help to control expenses in the long term. Mr. Hickey said that HPHC can help with the tools necessary to engage the CCMHG employees and to build a culture of wellness.

Leigh Curtis said that HPHC offers free consultations to determine what type of customized workplace program would work best for the group. She said that the recommendations are based on utilization, demographics and culture.

Ms. Curtis said that for employees, HPHC has a new on-line program called “My Way to BetterSM” which starts with a short questionnaire that asks questions in a fun new way. Ms. Curtis said that the site provides recommendations to the member based on their attitudes and preferences and engages the user to think about their lifestyle choices.

Ms. Curtis said that Turn-key Toolkits are also offered, such as Walking, Mindfulness and Build your Own and said that there are on-line modules that are free of charge. Ms. Curtis said that lectures are available at a fee but said that you do not need to be a HPHC member to attend.

Ms. Curtis reviewed an example of one employer’s “roadmap” or journey through their customized wellness program. She said that a person would need to be an HPHC member in order to complete the Health Risk Assessment (HRA).

Bob Whritenour asked about the “coach” that was described on the roadmap and asked if it was a real person.

Ms. Curtis said that Toni Russo would be speaking to that later in the presentation.

Toni Russo said that there are approximately 50 questions to complete for the HRA and that it takes about twenty minutes to complete. Ms. Russo said that once the survey is completed the member will receive a member profile with an overall wellness score. Ms. Russo said that the profile tells the member what he or she is doing well and also what she could be doing better. Ms. Russo said that trigger emails will be sent to the member if a significant disease is disclosed. Ms. Russo said that there is a box to check off if a member chooses not to receive a call from a health coach.

Maggie Downey asked Ms. Russo if the HPHC coaches can be given information about the CCMHG wellness programs available. Ms. Downey said that the coaches could let the members know about the CCMHG programs as an option for help.

Ms. Russo said that she would look into the possibility of linking the CCMHG programs with the programs offered by HPHC through the CCMHG website.

Ms. Russo said that the health coaches are required to be certified and have nurse care backgrounds. She said that the coaches follow up with the members periodically and said that participation reports are available if the group would like to incentivize the program.

Rich Bienvenue joined the meeting at this time.

Bill Hickey distributed a sample aggregate summary report and said that this type of report would be run once per year and said that there is no fee for the on-line HRAs. Mr. Hickey said that an implementation guide is included in the presentation folder. Mr. Hickey said that communication and incentives work very well when asking people to fill out the HRA. Mr. Hickey said that passwords will be available instantly after September 1, 2010 and said that it is currently a seven-day wait.

Wellness Committee Report:

Maggie Downey distributed and reviewed the proposed FY11 Wellness Programs and Budget. Regarding the Health Improvement Project (HIP), Ms. Downey said that Dr. Flaherty increased his expense budget by 15% and said that there is a 30-participant minimum for the program. Ms. Downey said that CCMHG is billed for 30 people even if fewer people participate. She said that Dr. Flaherty is in attendance at most every HIP class.

Bob Whritenour said that when he participated in the program he was pleasantly surprised at how involved Dr. Flaherty is with the program.

Maggie Downey said that after work hours seem to work the best for the two-hour sessions.

Dave Withrow asked for a report on FY10's programs and budget.

Ms. Downey said that there was \$222K budgeted for the programs for FY10 and said that not all of that was used.

Ms. Downey noted that there are three HIP programs on the FY11 budget and said that there was only one HIP program on last year's budget.

Ms. Downey asked the health plan Account Executives if they would be able to provide nameless statistics on the medical expenses provided for those who participated in the HIP program. Ms. Downey said that it would be interesting to see if there was a reduction in their medical expenses from one year to the next.

Ms. Downey said that the Wellness Committee is going to start a quarterly newsletter in the fall that will be electronic.

Ms. Downey said that the Smoking Cessation program incentives are \$50 for each monthly test that is nicotine free up to a maximum of \$500 per year per participant.

Sue Milne asked if employees that are not enrolled in a CCMHG health plan would be eligible to participate in the programs this year. She said that those employees are saving the group premium dollars by enrolling in their spouse's health plans.

Maggie Downey said that she would need to defer the question to either the CCMHG Steering Committee or Board to answer.

Ms. Cormier said that a decision could be made by each employer if they wanted to pay for non-members to attend. She said the employers are beneficiaries of the program.

Maggie Downey said that the Diabetes Rewards Program costs are not included in the Wellness Budget for FY11. Ms. Downey said that the decision to move forward with that program was separate from the FY10 Wellness Budget. Ms. Downey said that the Committee met with the Abacus Group. Ms. Downey said that the Abacus Group would be doing a targeted outreach in July to try to increase participation.

Joanne Ford said that one barrier that she finds is getting the physician to complete and send the forms in. Ms. Ford said that diabetes is a disease that is not as obvious to others as some diseases that can be seen physically. Ms. Ford said that it is an excellent program and said she is very grateful that it is offered by the CCMHG.

Carol Cormier suggested that Ms. Ford may want to write a testimonial that could be added to the wellness newsletter that will be coming out in the fall. Ms. Cormier also said that it might be a good idea to add a link to the newsletter onto the CCMHG website.

Noreen Mavro-Flanders made a motion to recommend to the Board to approve the FY Wellness Budget as proposed.

Motion

Dave Withrow seconded the motion. The motion was approved by unanimous vote.

Minutes of the May 26, 2010 meeting:

Dave Withrow said that on the second page, Craven should be spelled with a “C” not a “K”.

Noreen Mavro-Flanders motioned to approve the minutes of the May 26, 2010 meeting as amended.

Motion

Skip Finnell seconded the motion to approve the minutes as amended. The motion passed by unanimous vote.

Treasurer’s Report:

Rich Bienvenue, CPA, Treasurer, distributed and reviewed the financial reports through April 2010 (unaudited figures). He said the Unreserved Fund Balance at the beginning of FY10 was \$17.1 Million and has increased to \$21M at the end of April. Mr. Bienvenue said that the adjustment to the IBNR (Incurred but not reported) is reflected in this balance. Mr. Bienvenue said that the IBNR adjustment brought the calculation down to approximately 0.8 of an estimated average month of claims.

Early Retiree Reinsurance Program (ERRP) of the Affordable Care Act:

Carol Cormier said that the final ERRP application was released with changes yesterday. Ms. Cormier said that it appears that a separate application may need to be filed for each health plan carrier. Ms. Cormier said that some of her clients’ Employer Identification Numbers (EINs) have been inactive and they needed to apply for a new number. Ms. Cormier asked Rich Bienvenue if he would look into this for the CCMHG.

Mr. Bienvenue said that other financial information is reported under their old number but said that he would look into it and get back to Ms. Cormier in the afternoon.

Investment Committee Report:

Skip Finnell said that the next Investment Committee meeting is scheduled for July 13, 2010 and said that he did not have anything new to report at this time.

Meeting was subsequently changed to Sept. 14 .

GBS Reports:

Carol Cormier noted that the usual GBS reports were in the Steering Committee packet but noted that the paid claims were higher than the funding in May for the Harvard Pilgrim PPO and Network Blue plans.

Ms. Cormier said that she asked Suzanne Donahue to go back to BCBS to see if the Level Monthly Deposit (LMD) proposed could be lowered. Ms. Cormier said that BCBS lowered their proposal down to \$7,899,300. Ms. Cormier suggested that it be rounded to \$7.9M.

Noreen Mavro-Flanders made a motion to propose the BCBS LMD of \$7.9M.

Motion

Skip Finnell seconded the motion. The motion passed by unanimous vote.

Bill Hickey said that he would bring the HPHC proposed LMD to the July meeting.

Reinsurance quotations and selection of FY11 policy:

Carol Cormier reviewed the current CCMHG’s reinsurance policy and said that the current carrier, HM Insurance, sent in the lowest quote at a 3% increase at their current deductible and said that their quote was firm with no lasers. Ms. Cormier said that two of the quotes with a \$300K deductible were at a lower cost than the previous policy because of the higher deductible. Ms. Cormier said that following the opening of the quotes, the incumbent carrier came back with a revised quote at the \$300K deductible which made it the lowest quote. Ms. Cormier said that insurance products are exempted from the bidding law, Ch. 30B and that the RFQ stated this.

There was a discussion.

Skip Finnell made a motion to accept the stop loss insurance quote from the current carrier, HM Insurance Company and Stop Loss Insurance Brokers with a \$300K Deductible, \$500K Aggregating Specific Deductible (ASD), 12/24 policy at a rate of \$6.17 Individual and \$15.43 Family.

Motion

Dave Withrow seconded the motion. The motion was passed by unanimous vote.

CCMHG Strategic Plan:

Bob Whritenour said that a copy of the third revision to the proposed Strategic Plan was in the meeting packet and he said he would like to recommend to the Board that the Strategic Plan be adopted. Mr. Whritenour said that as discussed in the previous meeting, he would like to update the plan on an ongoing basis as the goals were met.

Dave Withrow made a motion to recommend adoption of the Strategic Plan to the Board at the July meeting.

Motion

Gerry Panuczak seconded the motion. The motion was passed by unanimous vote.

Medco Settlement:

Carol Cormier said that the CCMHG received a check in the amount of \$13,681.95 as the result of a Medco class action settlement.

Mental Health Parity and Addition Equity Act of 2006:

Carol Cormier said that changes were made to the health plan benefits effective on July 1, 2010 to change all of the out-patient mental health service co-pays to be the same as for any other medical office visit or health service provided. Ms. Cormier said that the government is now defining parity by actuarial standards and that by these standards as defined having the same copays, visit limits, etc. does not mean that parity has been achieved.

Suzanne Donahue said that BCBS performed tests on all of their fully insured plans and are looking at charging a \$0 co-pay for all mental health out-patient visits to bring them into parity. Ms. Donahue said that they are not going to test for the self-insured accounts but believe they will fail the tests. Ms. Donahue said that BCBS has the tools available to complete the tests for the self-insured accounts and may be able to do the testing for a fee that has yet to be determined.

Carol Cormier said that BCBS notified insured clients that it will increase the rates of the effective September 1, 2010 and said that those increases were between 0.5% to 1.5%.

There was a discussion, and the Steering Committee agreed that at this time CCMHG should make no further changes beyond those changes that will be effective on July 1, 2010.

Subsequent to this meeting the federal government redefined the actuarial testing standards and it is now believed that the CCMHG's mental health benefits are in parity with the medical benefits.
CGC

Dependent eligibility for Dental plans and member appeal:

Carol Cormier said that a member called and said that they submitted and received approval by Delta Dental to have their dependent's wisdom teeth extracted. Ms. Cormier said that the member was under age 23 at the time of the decision, but due to some unforeseen events, they needed to change the date of the appointment to approximately one month after their child turned 23, not realizing that age 23 was the maximum age of dependent status for the dental plan. Ms. Cormier said that the Affordable Health Care Act does not include dental plans.

There was a discussion about setting a precedent and/or changing the dependent limits of the dental plan.

Skip Finnell made a motion to follow the current dependent eligibility rules of the Delta Dental plan and take no action at this time.

Motion

Gerry Panuczak seconded the motion. The motion was passed by unanimous vote.

Carol Cormier said that she would notify the member of the decision.

BCBS Contract Proposed Language Amendment:

Carol Cormier said that she spoke to Attorney David Lurie and he said that he could recommend another attorney that was more suited to this type of work.

Noreen Mavro-Flanders asked that this topic be added to the next Steering Committee meeting agenda.

Health Plan Reports:

Blue Cross Blue Shield (BCBS)-

Suzanne Donahue, Account Executive for BCBS, distributed information on the rising costs of health care and what members could do to help. Ms. Donahue said that she would forward the information to Karen Carpenter to be added to the CCMHG website.

Harvard Pilgrim Health Care (HPHC)-

Bill Hickey, Account Executive for HPHC, said that he had nothing to report.

Tufts Health Plan-

Fred Winer, Account Executive for Tufts Senior Products, said that there was nothing new to report.

Delta Dental –

Nina Conroy, Account Executive for Delta Dental, said that Delta has a new system platform and said that the claims will be available real time as of October 1, 2010. Ms. Conroy said that additional website security has been added and members will also be able to look at their invoices.

Other Business:

Noreen Mavro-Flanders distributed a copy of the County of Dukes County Trust Agreement that allows the government employers of that County to establish a pooled Other Post-Employment Benefits (OPEB) Trust Fund.

Skip Finnell motioned to adjourn the meeting.

Marie Buckner seconded the motion. The motion passed by unanimous vote.

Chair Bob Whritenour adjourned the meeting at 11:45 AM.

*Prepared by Karen Carpenter
Group Benefits Strategies*