

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

STEERING COMMITTEE

Wednesday, November 2, 2011, 9:00 AM
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, November 2, 2011 at the Sandwich Municipal Office Building, Sandwich, MA. The following people attended the meeting:

Committee Members Present:

A. Francis (“Skip”) Finnell, Chair	Dennis-Yarmouth RSD
Noreen Mavro-Flanders, Board Chair	County of Dukes County
Marie Buckner	Town of Sandwich
Debra Blanchette	Town of Barnstable
Gerry Panuczak	Town of Chatham
Maggie Downey	Barnstable County
Erin Orcutt	Cape Cod Regional Technical High School
Susan Milne	Town of Yarmouth

Guests Present:

Lisa Vitale	Town of Brewster
Jillian Douglass	Town of Brewster
Craig Mayen	Town of Sandwich
Hans Baumhauer	Nauset Regional School District
Suzanne Donahue	Blue Cross Blue Shield of MA (BCBS)
Bill Hickey	Harvard Pilgrim Health Care (HPHC)
Fred Winer	Tufts Health Plan (THP)
Carol Cormier	Group Benefits Strategies (GBS)
Karen Carpenter	Group Benefits Strategies (GBS)

Skip Finnell, Chair, called the meeting to order at 9:05 a.m.

Approval of the Minutes of the October 5, 2011 and October 21, 2011 meetings:

Noreen Mavro-Flanders motioned to approve the minutes of the October 5, 2011 and October 21, 2011 meetings.

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

Motion

Review options for Durable Medical Equipment (DME) benefit features:

Carol Cormier said that the current CCMHG BCBS DME benefit pays 100% and is capped at \$1,500 per calendar year. Ms. Cormier said that the HPHC DME current benefit pays 80% until the member has paid \$1,000, then the plan pays in full.

Suzanne Donahue said that BCBS is proposing removing the cap of \$1,500 and adding a 20% coinsurance after the deductible is paid. She said that the coinsurance will apply to the out-of-pocket maximum. Ms. Donahue said that Prosthetics has always had a 20% coinsurance with no cap.

Skip Finnell asked Ms. Donahue if she would send a list of the BCBS benefits that CCMHG provides which are greater than those offered by the GIC.

Ms. Donahue said that BCBS does not have any health plans with the GIC.

There was a discussion about videotaping Suzanne Donahue and Bill Hickey explaining the CCMHG benefits in segments, such as MRI's and Out-Patient Surgery.

Erin Orcutt said that if there is a minimum cost impact to the Group to change the DME benefit, why not keep the HPHC DME the same as it is currently. She said that changing the HPHC benefit would be a "take away".

Noreen Mavro-Flanders agreed and said that the BCBS and HPHC benefits do not need to match identically. She said that the members will pick the plan that will best fit their needs.

It was suggested creating several videos to explain how the deductible, copay and OOP maximums work with the most typical medical services.

Debra Blanchette made a motion to recommend the BCBS proposed DME changes to the Board as presented by Suzanne Donahue and to keep the HPHC DME plan design as is.

Motion

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

Treasurer's Report:

Treasurer, Rich Bienvenue, CPA, reviewed the financial statements through September 30, 2011 (unaudited figures). He said that the total operating cash was \$21.5M which was up almost \$2.2M from this time last year. He said that the Health Trust Fund Balance was \$22.25M on September 30. Mr. Bienvenue said that the fund was down as expected and noted that the Board approved a \$1.087M disbursement of the 2007 Retiree Drug Subsidy reimbursement to each unit. He reported assets at \$36.5M and liabilities of \$14.3M.

Skip Finnell asked the Committee if it was time to discuss the possibility of dispersing the 2006 and 2008 RDS to the units.

Rich Bienvenue recommended waiting a couple of months to begin disbursement discussions. He said that it would be wise to review the claims numbers after the next quarterly settleup.

Carol Cormier suggested reviewing the rate projections for FY13 prior to deciding whether or not to disperse additional RDS funds.

Rich Bienvenue said that he will have the financial reports through November at the January 11, 2012 Board meeting, but said that he will have the December projections.

The Committee agreed to make the RDS distribution decision by January 11th.

Municipal Health Reform and plan design changes for FY13:

Master Medical Medicare Carveout A plan – Carol Cormier said that there are now just 4 very elderly people on this plan, three through Cape Cod Technical High School and one through Town of Provincetown. She said that they may be able to be transferred to the PPO plan as had previously been suggested.

Clarification on deductible and out-of-pocket maximum- Carol Cormier said that she will revise the Definition sheet to add a coinsurance definition. She said that DME and Prosthetics will also be added.

Ms. Cormier said that she will add coinsurance under the OOP maximum. She said that the deductible is calculated on a plan year basis, while the plan benefits are calculated on a calendar year.

Suzanne Donahue said that the Committee asked for the deductible to be calculated by plan year, starting with July 1, 2012, so that members would not be responsible for the deductible from July 1 to December 31st and then have it start again on January 1.

Carol Cormier said that she would send the updated plan design charts to the Committee. She asked the health plans to review them closely for accuracy.

Bill Hickey noted that Physical Therapy is administered by BCBS and HPHC in different ways. He said that the BC Network Blue Plan has a 60 day benefit limit, BC Blue Care Elect has a 100 day benefit limit and the HPHC HMO and PPO provide 60 days per calendar year per episode. He said HPHC is changing this to 60 visits per calendar year for all of its business.

It was noted that the Chiropractic benefit should be listed on the BCBS Blue Care Elect PPO Benefit Summary.

Carol Cormier said that HPHC will not create the schedule of benefits until the plan design changes have been defined and voted on by the Board.

Suzanne Donahue said that she and Bill Rowbottom will be visiting Group Benefits Strategies to work with Ruth Lynch on the behind the scenes transactions required by the changes.

The Committee suggested holding two Benefit Administrator's meetings. One to discuss the plan design changes and definitions and a second meeting to go over the open enrollment process and procedures and wellness.

Suzanne Donahue said that she could create a "brainshark" presentation for each topic such as Deductibles, Out-of-Pocket Maximums and Coinsurance and Copays.

Other Business:

Lisa Vitale said that she received some mitigation plan ideas from other municipalities that she would send to Carol Cormier.

Gerry Panuczak said that the Town of Chatham received a grievance from the Fire District following the adoption of Sections 21,21 and 23.

Erin Orcutt said that the Cape Cod Regional Tech High School adopted Section 21.

Skip Finnell said that he and Carol Cormier were invited to be interviewed on a Cape Cod radio station regarding the legislation and how it will affect CCMHG.

The following Steering Committee meeting dates were also confirmed: Dec. 7 at 9 AM in Sandwich and January 11 at 9 AM in Sandwich.

Dec. 7th date was later changed to Dec. 9th

The Committee also confirmed meetings on January 18th at COMM Fire District Bldg in Osterville: (1) Steering Committee meeting at 8:30 AM and (2) Board meeting at 9:30 AM.

There was no other business.

Motion

Noreen Mavro-Flanders moved to adjourn.

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

Skip Finnell adjourned the meeting at 11:05 AM.

*Prepared by Karen Carpenter
Group Benefits Strategies*