

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

Steering Committee Meeting
Wednesday, October 19, 2016, 9:00 AM
COMM Fire District, Centerville, MA

MEETING MINUTES

A meeting of the Steering Committee of the Cape Cod Municipal Health Group (“CCMHG”) was held on Wednesday, October 19, 2016 at 9:00 AM at the COMM Fire District, Centerville, MA. The following people attended:

Steering Committee Members Present:

Skip Finnell, Steering Committee Chair
Noreen Mavro-Flanders, Board Chair
Denise Coleman
Debra Blanchette
Erin Orcutt
Susan Wallen
John Kelly
Christopher Clark
Marie Buckner

Dennis-Yarmouth RSD
County of Dukes County
Town of Falmouth
Town of Barnstable
Cape Cod Technical High School
Nauset RSD
Town of Orleans
Town of Harwich
Town of Sandwich

Guests Present:

Rich Bienvenue
Myra Suchenicz
R.W. Henson
Judy Sprague
Verna LaFleur
Tara Way
Laura Scroggins
Ryan Gavin
Jeff Morassi
Valerie Saffron
Nancy Cushing
Rosemarie Costa
Giovanna Venditti
Denise LaValle
Rose Crosby
Jill Beaumont
Jody Hoffmann
Eric Diamond
Deb Heemsoth
Maureen Thomas
Susan Laak
Robert Howard
Gabrielle Pitcher
Bill Rowbottom
William Hickey
Fred Winer
Carol Cormier
Karen Carpenter

CCMHG Treasurer
Town of Orleans
COMM Fire District
COMM Fire District
Hyannis Fire Department
Town of Barnstable
Town of Barnstable
Falmouth Fire Department
MA Teachers Association
Falmouth Educators Association
Barnstable County
Veterans Services
Nauset RSD
Town of Mashpee
Upper Cape Tech High School
Upper Cape Tech High School
Town of Provincetown
Harwich Fire Department
Town of Dennis
Town of Truro
Barnstable Fire
Bourne Recreation Authority
Blue Cross Blue Shield of MA (BCBSMA)
Blue Cross Blue Shield of MA (BCBSMA)
Harvard Pilgrim Health Care (HPHC)
Tufts Health Plan
Group Benefits Strategies (GBS)
Group Benefits Strategies (GBS)

Skip Finnell, Steering Committee Chair, called the meeting to order at 9:04 AM.

Approval of minutes of the September 29, 2016 Steering Committee meeting:

Noreen Mavro-Flanders made a motion to approve the September 29, 2016 meeting minutes.

Susan Wallen seconded the motion. The motion passed by a unanimous vote.

Motion

Treasurer’s Update:

Rich Bienvenue said that he would give a full report at the Board Meeting, but noted that he has been working with Bill Fraher on the FY16 financial audit. He said a draft copy of the audit may be ready in November.

Review of Manager’s Meeting held on September 29, 2016:

Carol Cormier said that following the Manager’s Meeting held at Cape Cod Technical High School in Harwich, she received several comments from the attendees. She said some were regarding the High Deductible Plan’s Out-of-Pocket (OOP) maximums. She said that because the deductible and prescription drug costs are the only two items that are counted towards the OOP maximum, most thought the proposed maximums were set too high. Ms. Cormier asked the Steering Committee members if they would like to reconsider and lower the maximums to \$5,000 for Individual contracts and \$10,000 for Family contracts.

Ms. Cormier said the other comments from meeting attendees were regarding the fixed employer contribution amount of 50% of the deductible into the subscriber’s HSA account. She said that a contribution of “up to 50%” may be something to consider although she added that having too much variety in a group the size of CCMHG could present problems. Ms. Cormier said that contributing a different amount than 50% will affect the projected savings that were provided by the health plans although the concern would be about employers that might want to contribute more than 50%. She said the lower contribution would not be as much of a problem for estimating savings.

There was a discussion.

Christopher Clark said he would favor a reduction of the OOP maximums.

John Kelly said the Steering Committee voted to recommend a uniform 50% of the deductible to be deposited into the subscriber’s HSA accounts. He said it is in the best interest of both the members and the employers to keep it uniform.

Carol Cormier said that she is going to re-do the comparison chart of savings from the high deductible HSA-qualified plans that she distributed at a past meeting. She said that she hadn’t used the current OOP costs with the current plans but had added the deductible into the employee costs for the high deductible plans. She said the high deductible plans will appear more favorable to employees when they’re compared to a more realistic view of the current plan costs.

Christopher Clark said some of the town managers he spoke with said he didn’t think there would be enough of a savings and they may look at the GIC.

Carol Cormier said that even employers who contribute 50/50 to health insurance will save with the high deductible plans.

Christopher Clark said that easier to understand exhibits may be needed.

Marie Buckner said perhaps it was the change of copays to the current health plans that the manager speaking with Mr. Clark was referring to when he said there would not be enough of savings to warrant the change.

Christopher Clark said that it is important to make the changes in order to keep up with the design of the GIC so that CCMHG does not lose communities.

Bill Hickey said that lowering the OOP maximums to a \$5K/\$10K for the high deductible plans will be easier for the underwriters and will not change the financial impact.

Debra Blanchette made a motion to reconsider the OOP maximum recommendation vote taken at the September Steering Committee meeting.

Motion

Christopher Clark seconded the motion. The motion passed by a unanimous vote.

Debra Blanchette made a motion to recommend OOP maximums of \$5,000 for Individual contracts and \$10,000 for Family contracts to the Board.

Motion

Christopher Clark seconded the motion.

Carol Cormier said that the Family plan deductible is non-embedded and said that meant that all of the family members services are combined to meet the deductible, i.e. there is not a member deductible embedded in the family deductible.

A vote on Ms. Blanchette's motion was taken and passed unanimously.

Christopher Clark asked the health plans to provide utilization and cost examples for a healthy person, a person who has average medical services and an unhealthy person's services and to show how much of the deductible is met and the OOP maximum, too.

In response to a question, Mr. Hickey said that if only the healthiest employees enroll in the high deductible HSA qualified plan, it may drive up the costs of the other plans. However, he said that it is not typical that that would happen and noted that the Board sets its rates and can account for that, should it happen.

Carol Cormier said that if some employers offer only the HSA qualified high deductible plans, that would help with adverse selection across the entire group.

There was a discussion about the working aged members and Medicare Part A. It was noted that some members may want to defer Medicare Part A if they want to enroll into the HSA plan, since they will not be eligible otherwise.

John Kelly made a motion to recommend to the Board that CCMHG employers will be required to use the health plan preferred HSA administrators to administer the HSAs.

Motion

Christopher Clark seconded the motion. The motion passed with a majority vote and one abstention.

Status of data requests from Cape Cod Health Care:

Carol Cormier gave a brief description about the meeting with Christian Brown, Vice President, Cape Cod Healthcare. She said the health plans were asked to provide membership and utilization data to CCHC.

Bill Hickey said that HPHC is vetting the request.

Other Business:

Steering Committee Vacancy – Skip Finnell said the Steering Committee slate, Board Vice-Chair and Steering Committee Alternate vacancy will need to be recommended to the Board.

Noreen Mavro-Flanders made a motion to recommend to the Board the nomination of Marie Buckner as the Board Vice-Chair.

Motion

Christopher Clark seconded the motion. The motion passed by a unanimous vote.

There was no other business.

Christopher Clark made a motion to adjourn. Marie Buckner seconded the motion.

Motion

Steering Committee Chair, Skip Finnell adjourned the meeting at 10:00 AM.

*Prepared by Karen Carpenter
Group Benefits Strategies*