

**Town of West Boylston IAC
Minutes of November 30, 2011:**

Members

Marcia Cairns
Jack McCormick (absent)
Judy Van Hoven
Barbara Deschenes
Paula Menendez
Cande Kristoff (absent)
Mike Coveney
Pat Fanning
Jim Bartlett

EBS Foran: Ken Lombardi & Joy Layden

Meeting minutes from October 16, 2011 distributed and approved for recording.

Motion to Accept Minutes from previous Meeting, all favored & approved.

Ken Lombardi noted:

- 1 Person attended the Senior Fair. Rates are the same or lower with no benefit changes. Part B rate is down as of 1/1/ \$99.90 / month. Some are going up \$3.00 per month.
- Sara Gruhin from EBS Foran is now on-site at the Town from 9-12 handling some of Shirley's insurance responsibilities. A memo had already been sent out by Leon notifying folks.
- Updated claims through August 2011 were provided, trend has gone down from 34% to 26.3%. Large claims are shrinking slightly, hopefully this will have a favorable impact on Underwriting. We will need one more month of experience before we send out the RFP. Premium vs. Claims report was distributed. There was some discussion about the timing of an RFP.
- Section 21a – Study was provided on a general analysis last month, reviewed again this month, the current plan was compared to the GIC Navigator style plans. Executive summary only, HPHC gave a decrement for the Navigator-like plan. Reviewed covered services on the spreadsheet were presented on a side-by-side comparison.

Physician tiers are ranked by Cost and/or Quality.

Q: Someone asked if this was a Mass statewide ranking or a carrier-specific ranking?.

A: Under the GIC methodology, believe there may be a lawsuit pending. The rankings are carrier specific. We need to make sure we understand how the new plans work in case this is the direction we go in.

In-Patient differential \$300 or \$700 based on ranking/tier. Gave example St. V's vs. UMass. \$300 + deductible. Comment made: if someone is having a heart attack the ambulance will take to UMASS. The higher co-pays are for planned admissions folks should discuss with Dr. in advance where to admit. The Boston Hospitals will have higher copays. These plans introduce additional facility copays. Note: CAT, PET, MRI diagnostic there is a copay, therapeutic there is not. (Therapeutic is long-term cancer treatment).

Reviewed decreased rates. The RFP will show rates for Current Plan, as well as HPHC Navigator-Like plans, as this is what needs to be reported.

Q: How serious are the Selectmen going to be reviewing the savings?

A: It was discussed that there are three ways to change benefits, if nothing changes they will operate under 150E and IAC. Another way, all unions band together under S19 of 32B. Or, if they adopt S21a the Board issues a proposal to change to HPHC Nav-style and the 25% savings gets re-distributed.

Q: To Whom?

A: To the employees and members impacted. Example, with HRA, if hospitalized several times. Board issues proposals through Leon – IAC reviews to reach agreement. If no agreement – move to PEC. It was suggested to Leon at last meeting that the Town review a TO DO list and requested a menu of options to request changes in plan design from HPHC at renewal time. Example, \$15 to \$20 OV, or Split Copay, etc. If we move to a different plan would Board tolerate that instead of moving to S21a and having to give 25% of savings back. The 25% savings is a 1-time event. There always isn't agreement on how to distribute the 25% savings. If a proposal is made, the vote needs 51% to make the savings program changes.

It was suggested that this is the year the Town needs to adopt a formal HRA plan. We will steer toward tweaking plan towards additional savings (Marcia did before – examples Rx copay & ER copay change but they decided against Rx copay as they wanted folks to take meds.) Comment: Police officer - on Mail Order Delivery – Bio Scripts – His Dr. said faxes required are behind the times – HIPAA issues. Ken – Fallon has West Boylston on their radar. We will start releasing plan design and census data, but hold off on claims until we have more experience available.

(Comment: Dental horrible, Altus had previously looked at.)

Q: What if Selectmen vote in S21a? Can we turn down Navigator Style plan?

A: Ken, yes. As long as meaningful change in contribution shifts over time. Marcia gave the example that the \$100 Copay to ER saved 2%!

Ken commented that he doesn't ever recall making a suggestion for change to Board of Selectmen as directed by the IAC and the Board not approving the recommendation.

The meeting ended with a discussion on whether or not the membership is ready for a deductible yet – example blood work. A deductible involves education in terms of paying bills/not paying bills, facility copays and EOBs, it's not always easy to understand.

NEXT MEETING: DECEMBER 20TH AT 3:30

We will have:

1. Updated claims through September
2. Draft of RFP to review menu of options/plan changes
3. Decrements

-They asked us to send information before meeting if available.