

MEETING: SUPERINTENDENT'S INSURANCE ADVISORY COMMITTEE (SIAC)

June 23, 2021

1:00 – 3:00 p.m.

Location:
Training rooms 5 & 6

| | | | |
|------------------------------|---|-------------------------|-------------|
| Meeting called by: | Lisa Schmidt | Type of meeting: | Advisory |
| | | Minutes by: | Patty Snorf |
| SIAC Members present: | Amy Williams (BFT); Anthony Colucci (BFT); Kyle Savage (BFT); Nel Marshall (School Administration); Leslie Lawter (Local 1010); Judy Griffin (1010) Sharon McNichols (Retirees); Lisa Schmidt (Benefits); Chris McAlpine (Board); Shelia Gaylor (Board); Dominic Lauretta (Board); Katye Campbell (Board member-ex officio); Dr. Beth Thedy (Deputy Superintendent/CHRO - ex officio) | | |
| Absent: | Mike deVaux (Board); Cindy Lesinski (ex officio); Mark Langdorf (ex officio) | | |
| Guests: | Debbie Poole -via phone, Erik Toerge, Lauren Bifano, Amanda Ismaili, and Melisa Anchia (Lockton); Gabe Kramer and Natosha Bass (Marathon); Kristy Rodriguez (BPS); Bonnie Doss (BPS) | | |

MINUTES

Welcome and Introductions: Amy called the meeting to order, excited to be able to see everyone's face again as the mask mandate had been lifted earlier in the month.

Approval of the May SIAC Minutes: Amy asked if any discussion was needed on the last meeting's minutes. There was none. Chris made a motion to approve the minutes, Anthony seconded. The committee unanimously approved the minutes.

Marathon Health Data: Gabe Kramer and Natosha Bass presented.

- Marathon's goal is to manage people's health (chronic conditions) to save costs
- Marathon clinics provide primary care, lab, pharmacy and wellness programs
- They are adding Athena EMR which should make scheduling an appointment easier, it will allow for 20-minute appointments which will permit more patients to be seen in a day
- There is a new app for digital devices (cell phone, tablet), users should be re-directed to the new app if they go to the old one; also expanding virtual appointment opportunities
- Marathon has a 12-week diabetes program that has been very successful with BPS members
- They would like to improve *employee* engagement: spouse and dependent engagement is on the mark (BPS has 48% employee engagement score compared to 60% for other school districts)
- Marathon's annual health survey is emailed to all health plan members, 608 responses were received
- Health plan members seeking medical services out in the community can help save spend if they went to one of the Marathon clinics

Anthony visited Marathon's updated webpage on his laptop during the presentation. He shared that the website still states their COVID-19 scheduling policy; they do not want face-to-face appointments. Gabe said that should no longer be there and asked Natosha to request that statement be taken off the website. Gabe said the volume goal is currently 12-15 patients per day, but with the addition of Athena, they expect that to increase to 16-20 patients per day with 20-minute appointment slots.

Kyle likes the clinics' mission, however he does not believe it is cost effective due to they are underutilized. Gabe said that clinics are not being visited much on Saturdays, so maybe it would be better to move those hours to sometime during the week. In addition, providers (doctors) do not work every day of the week (Monday – Saturday).

Dr. Thedy asked for utilization numbers during the hours when a doctor is available. There are times when a nurse practitioner or physician's assistant only are available. Gabe will provide that information.

Melisa Anchia suggested making the biometric screenings at the clinics mandatory.

Dr. Thedy suggested that she or ET send out Marathon's annual survey, as she believes not all employees are receiving the email due to security measures that are in place.

Infolock Data: Infolock is the data analytics tool Lockton uses. Melisa Anchia presented.

- Including high-cost claimants, total PMPM spend (medical and pharmacy) increased to \$507.81, or 13.5%, from last calendar year.
- *Excluding* high-cost claimants, the percentage change in total plan paid PMPM is -6.2% (vs. 13.5% when included.)
- Emergency Room (ER) visits and Avoidable ER visits were both down, 15.3% and 11.1% respectively
- Those with chronic conditions make up 41.2% of the health plan membership compared to the Norm of 35%.
- Members with three or more chronic conditions cost 9.3 times more than members without a chronic condition

Marathon Clinics Review - Employer's objective is to better control the overall healthcare spend

- Utilization was down considerably in 2020 due to COVID-19
- 94% of clinic users are moderate to high risk
- Lockton recommends the renewal of the clinics, possibly offer premium incentives, continue to measure outcomes

Katye stated that she believed some of the specialty medication spend will decrease due to the SaveOnSP program that began April 1, and she asked that Lockton keep an eye on that. Melisa said that they would. Anthony asked Lockton, what is the best way to manage health spend? Would a partnership with urgent care centers better serve our employees? Lockton responded saying they are completing more analysis of the data provided by Marathon. Anthony would like to see reports of spend with the following scenarios; the wellness model that Marathon offers compared to an urgent care network.

Anthony is concerned with the volume of patients that can be and are seen at the Marathon clinics.

Lockton believes a wellness program aimed to improve the health of those with chronic conditions is the best way to save on spend.

Dr. Thedy agrees; she said we need to stick with the clinics, as a health-improvement model is beneficial for our employees. Communications to health plan membership needs to improve, along with scheduling and increasing the number of available appointments. She will keep monitoring the data, and if things don't improve, other actions can be considered.

Gabe suggested that on a low utilization day, the provider can be scheduled to be at one of our sites. Kyle believes that should be implemented by the start of the new school year.

Melisa stated that Marathon has extended their performance guarantee beyond the contracted three-year agreement, and that many other vendors of this sort don't even offer a performance guarantee. In addition, Lockton will analyze the medical claims data provided by Marathon.

Close (Comments/Suggestions):

Kyle asked for a timeline for the next 90 days out to 120 days with what will be done to improve utilization.

Melisa said she would work on that with Gabe.

Amy shared her experience with trying to schedule an appointment with SurgeryPlus. She said it took two weeks for a call back from them, and the list of providers she was given for ENTs were all located outside Brevard, closest being either Sebastian (one provider there, booked out four months) or in Ocala. She finds this unacceptable. Dr. Thedy said she would look further into this, first needing a bit more information from Amy.

Dominic suggested asking SurgeryPlus for a list of providers by type and location, not by name.

Chris said Parrish provided BPS with a surgical database; most likely has providers that can match the cost of some of those surgeries.

Bonnie reported that SurgeryPlus had received 200 calls from health plan members since the June 1 launch date of their program. Of those, 112 cases are open, and there are 6 pending cases. Dr. Thedy said this is a higher rate of interest than anticipated so early on with the program, and we should be patient and give SurgeryPlus a fair opportunity to respond.

Adjourned: The meeting adjourned at 3:41 p.m.

Upcoming SIAC Meeting: Wednesday, July 28, 2021, 1:00 - 3:00 p.m.