

**Owning Your Own Health Committee  
Minutes – Approved  
December 13, 2017  
Legislature Chambers**

Present: Ted Schiele, Beverly Chin, Emily Mallar, Kathy Servoss, Debby Kelley, Jim Bower, Jackie Kippola, Sharon Bowman (arrived at 3:14 p.m.), Leslie Moskowitz

Excused: Olivia Hersey

Absent: Tammy Morse

Guests: Don Barber, Executive Director; Beth Miller, Excellus; William Shang, local Physician

**Call to Order**

Mr. Schiele, Chair, called the meeting to order at 3:03 p.m.

**Changes to the Agenda**

There were no changes to the agenda.

**Approval of November 8, 2017 Minutes**

It was MOVED by Ms. Chin, seconded by Ms. Kelley, and unanimously adopted by voice vote by members present, to approve the minutes of November 8, 2017 as corrected. MINUTES APPROVED.

**Executive Director's Report**

Report on Work of Other Committees

Mr. Barber reported the Joint Committee on Plan Structure and Design will meet on January 4th and will have a presentation by members of CAP, Excellus, and ProAct on opioids and how they are responding to the epidemic in the community. They will talk about what is occurring and explore ways benefit plans could be helpful in this struggle. Anyone interested is invited to attend. The Audit and Finance Committee will meet next week to appoint a Stop Loss carrier for 2018 and discuss the retention level for the Catastrophic Claims Reserve.

Mr. Barber reported the December newsletter is out. The Website Committee was given the authority by the Board of Directors to contract with Discover eGov to work on the new website. This Committee and others will be engaged to provide feedback as the website develops.

News from Board of Directors

Mr. Barber reported the Board approved a 4% increase in rates for 2018 which is 10-15% below what the private sector is seeing. The Board also approved the continuation of Excellus as the Medical Claims Administrator for three years. There are several municipalities that have expressed interest in joining the Consortium in 2019, including the Village of Lansing.

Ms. Bowman arrived at this time.

Mr. Prashaw will provide the Committee with a report on flu clinics at the next meeting. Mr. Barber said approximately 220 individuals received a vaccination through the Consortium's flu clinics. As of the end of October there were 101 Consortium subscribers using CanaRX and another 500 who are eligible. On a quarterly basis, letters will be sent to subscribers with a qualifying prescription alerting them that this option is available at no cost.

### **Blue4U Update**

Ms. Miller said there are now 21 municipal groups in the Consortium that have the Blue4U Program available. She hopes thought can be given to offering an incentive that would help move people to the program. It was noted that although it is offered in a large number of municipalities, there are many subscribers, particularly in the City of Ithaca and Tompkins County, who do not have the program available to them. Ms. Miller said this is a great program to market to municipalities that are considering joining the Consortium. Mr. Barber spoke of the lack of resources at the benefit clerk level that are available to market wellness programs to members.

The Committee reviewed two resolutions drafted by Mr. Barber, a resolution recommending an RFP for a Wellness Consultant and a resolution for the Board of Directors to authorize the issuance of an RFP.

During discussion of the scope of work Ms. Kippola said she would like to see language added that would exclude any company that responds to the RFP from selling the Consortium products. During discussion of the duties this person and specifically on the word “develop” in number two, it was noted that any qualifications or expertise that was felt the individual should have would be outlined in the RFP. Mr. Barber said the Consortium has a certain role and can do general wellness programs such as the Blue4U program or flu clinics, but worksite wellness has to be tailored to each municipal employer. Although they could help a worksite move a wellness program forward he doesn’t envision this position directing any program that is at a worksite but would support any program adopted by the Consortium. Mr. Schiele doesn’t think the word “develop” is necessary as he thinks the person needs to focus on the communications aspect. He said the most important part of getting wellness programs done is that people work together and then make the programs sustainable.

There were a variety of suggestions offered of areas this person could work on including the Blue4U program, promoting members having a primary care provider, sharing information about resources in the community, grant writing, and looking at where utilization could be addressed by working with Excellus and ProAct.

Mr. Barber said the Board of Directors will not meet again until March and suggested that in the meantime work could be done on qualifications, the scope of work, and other things to be included in an RFP. Mr. Schiele questioned how this would move forward if the Board of Directors will not meet until March and Mr. Barber said an option could be to poll the Board electronically and followed up with a formal action at the March meeting. If there was support work could begin on this prior to that meeting.

It was agreed to revise the final Resolved in the resolution from “ Resolved, that the Owning Your Own Health Committee recommends the Board of Directors *create* the position of Wellness Consultant to work approximately 40 hours per month to complete the scope of work described in the attached” to “Now Therefore Be It Resolved, that the Owning Your Own Health Committee recommends the Board of Directors authorize the release of an RFP for the position of Wellness Consultant to work approximately 40 hours per month to complete the scope of work described in the attached.” This would give an opportunity for the Board to choose whether to move forward after responses are received from the RFP.

### **OYOH Wellness Program Resolution**

It was MOVED by Ms. Servoss, seconded by Ms. Bowman, and unanimously adopted by voice vote by members present, to approve the following resolution and Scope of Work as amended.

It was agreed that Mr. Barber will share this with the Executive Committee along with the request that the Board of Directors be polled in advance of its March meeting.

Whereas, the Consortium Board of Directors adopted resolution 015-2014 urging all municipal partners to adopt a wellness policy for building a wellness culture, and

Whereas, the Consortium Board of Directors adopted its vision stating: "*The Consortium promotes a culture of preventive health care for the well-being of its members*", and

Whereas, personal and group wellness strategies, also known as preventive health care, has been documented to keep folks healthier longer thereby reducing health insurance claims and their cost and time in doctor's offices, as well as sick time and workers comp claims and expense, and

Whereas, Consortium utilization data has consistently shown that 20% of our population incurs 80% of our claims costs, and

Whereas, a 2012 American Heart Association report documented that for Americans 1 of 3 have heart disease, 1 in 3 has high cholesterol, 1 in 3 have high blood pressure, 1 in 3 have diabetes. And that report stated that early intervention for these chronic diseases reduces medical cost by 70% and for diabetes 90%, and

Whereas, a 2014 study by the Rand Corporation found that the focus of wellness or preventive health programs are either disease or lifestyle management programs or a combination. This study also found the Return on Investment for these programs was 380%, 50%, and for the combo 150% respectively. But that these returns are only realized when a significant portion of the risk pool are participating, and

Whereas, The Board adopted resolution 016-2015 making Excellus' Blue4U program the wellness benefit to all of the Consortium's metal plans. Membership in these plans is increasing each year, but only 4% participate in the Blue4U program, and

Whereas, the Blue4U program is a disease management program, and

Whereas, lifestyle management programs are typically good choices for municipal employers which tend to have long tenured employees and retirees, and

Whereas, review of 2016 Consortium utilization data discovered that 90% of our subscribers used their Health Insurance, 70% of our subscribers used some form of preventive health care, and 82% of our subscribers have Primary Care Physicians, and

Whereas, most of the Consortium partners don't have staff or resources to create worksite wellness programs or fully participate with existing Consortium wellness programs like Blue4U and flu clinics,

Now Therefore Be It Resolved, that the Owning Your Own Health Committee recommends the Board of Directors authorize the release of an RFP for the position of Wellness Consultant to work approximately 40 hours per month to complete the scope of work described in the attached.

### **Appendix A**

The Wellness Director shall perform the job duties as generally set forth herein and any others as the Board may, from time-to-time, deem necessary, including:

1. Plan, coordinate, direct and evaluate all Consortium wellness programs and operations to ensure the Consortium's vision of a culture of preventative health care are conducted efficiently and effectively and in accordance with the Board's direction.
2. Develop point of contact with each municipal partner and, at least semi-annually, make site visits and connection with subscribers.
3. Support municipal partners in developing wellness policy and implementing worksite wellness programs
4. Conduct outreach to all subscribers of wellness information and program opportunities and facilitate enrollment
5. Stay abreast of wellness initiatives locally, statewide and nationally. Share that information with municipal partners and recommend Consortium-wide wellness initiatives
6. Seek opportunities to collaborate with other employers in our area and our TPA's on wellness programs.
7. Attend and support all meetings of the Owning Your Own Health Committee
8. Provide Wellness content for Consortium website, newsletter, and other subscriber outreach material.

### **Next Meeting**

The Committee agreed to meet on the third Wednesday of each month at 3:00 p.m. The next meeting will be January 17<sup>th</sup>.

### **Next Agenda Items**

The following items will be included on the next agenda:

2018 meeting schedule;  
Resolution to recommend a Wellness Coordinator

### **Adjournment**

The meeting adjourned at 4:10 p.m.