

## **HCAC MEETING SUMMARY**

**November 21, 2019**

### **New Co- Chair**

Since AJ Summel is no longer the OEA president, a new co-chair must be assigned. A distribution of the policy and guidelines was at the sign in table and members reviewed the information. Discussion took place to vote on the new co-chair and who should be nominated. AJ explained how in previous years the process was completed and after further review the policy, all 4 union presidents should meet or discuss through email and decide on the new co-chair by the February meeting. Stacey Luce will send out an email explaining the process and request that a new co-chair be assigned by the February 20, 2020 meeting.

### **Health Plan Reporting:**

#### **Medical**

Dave Barchet from Findley presented monthly financial and utilization reviews to the committee members through October 2019. He provided an update on medical/pharmacy claims cost and large claims summary to date, starting with the plan year of 7/1/2019.

Dave updated the committee on the Medical/pharmacy RFP status. The deadline to submit questions was 11/1/19, with answers to question to be submitted by 11/4/19. As of the meeting, Cigna was the only carrier that declined to quote at the time of the meeting. Proposals were due by 3pm November 21.

Karen Chapman provided an email to Dave Barchet regarding the requested information from the HCAC October meeting. The first request was to change bitewing x-rays from two times per year to once a year which would provide a potential savings of .68%. The second request was to change full mouth x-rays from once every three years to once every five months. This would provide a potential cost savings of .41%. The third request was to add posterior fillings (white fillings on back teeth) would be an increase of 1.88% to the plan. The rates were based on fully insured rates for each of these plan provisions.

The committee requested that a dental hygienist from the health and human services ask to present to the committee about the pro and cons of the above requests. Nicollette Powe will ask the college to have someone come speak and make arrangements with Stacey Luce. The committee stated that more information is needed about the above request before a final recommendation is made to the Administration.

## Medical Mutual of Ohio:

Stephanie Mueller was asked to review and to discuss MMO's Coordination of Benefits process. The process is as follows:

1. MMO will send out a COB letter for the member to respond within 30 days.
2. Another follow up letter will be sent if the first letter is not responded providing additional letter 30 days to respond to COB.
3. A third letter is sent if the first two are not responded within another 30 days.
4. A fourth and final letter is sent to the member provided 45 days to respond.

During this time all claims are pending payment. If after the fourth and final letter no response is submitted, all claims will be denied. Explanation of Benefits will be sent to treating physician denying the claims.

Stacey Luce explained that YSU requires annual re-certification of Coordination of Benefits for employees who has a spouse listed on the medical coverage as primary. Currently we are in the process of receiving these forms and updating MMO with spouse's status.

A questions was asked by a committee member at the last meeting regarding prescription drugs and coordination of benefits. The member asked about the coverage management for primary and secondary plans when it comes to pharmacy. The response is if a claim submission processed through a member's primary coverage and the MMO benefit requires a Prior Authorization, the MMO claim would reject as needing a Prior Authorization. The member could then obtain the Prior Authorization via MMO and have the COB claim reprocessed to apply the portion being submitted minus any applicable copayment through MMO.

If the medication requires a Prior Authorization through the primary and MMO, the member must have their prescriber process a Prior Authorization for each plan, due to there being no guarantee of the two plans having the same clinical criteria to determine coverage allowances.

Stephanie notified the group that no new medical cards will be mailed out this year since there were no plan changes.

Maureen Drabison asked Stephanie to explain the teleservice through the Cleveland Clinic, which is a virtual office visit. To participate, the employee is required to down the app along with input credit card information. Employees will be linked with a provider at the Cleveland Clinic. The employee will be required to input benefits information or may be billed an upfront fee of \$49.

**Wellness:**

Carrie Clyde, Wellness Coordinator for YSU, presented information for the 2019 Health Screenings. This a total of 284 Health Screens were given and 197 flu shots. The year she added the option for employees to take a physician form to the employee's personal physician to complete and submit to MMO. This option allowed employees more flexibility and still offered the ability to receive incentive points.

Carrie is currently developing the 2020 incentive program and it should be complete and available by the end of the year.

After careful review of budget constraints specifically surrounding the implementation of a new portal vendor and the possibility of an IUC RFP for a wellness portal, the current contract with Cerner will be extended for one more year. There is currently an one year extension available.

The IUC RFP with Impact solutions offered a 30% increase to the current contract that we are offering our benefits eligible employees. Our current contract included 6 counseling sessions. After further negotiations, Impact reduced its fee however to maintain our current cost YSU decided to reduce counseling sessions form 6 sessions to 5 sessions. All other service will remain the same.

**New Business:**

Joy spoke to the group about the summer camp options available to employee for 2020. This year payroll deduction will be offered starting with 12/9/19 paycheck.

Other services available through payroll deduction at the rec center include locker rental and personal training.

Alumni membership will now have total access to rec center and there will be a Cap to non-student members for 2020.

Joy also asked to discuss the amount of meetings and the time of meetings if they can ever be changed. In previous month's meeting time have been changed to accommodate faculty schedules. The committee member would only need to make a request, then an email would be sent out to determine if the committee agrees with the time change. If majority agrees, the time will be changes, if not the time stays the same. There was not decision to a reduction to the meetings.

The meeting adjourned at 3:15pm.