

HEALTH INSURANCE COMMITTEE "HIC" MEETING

MINUTES

Date: Tuesday, June 13, 2023

Start Time: 2:03 P.M.

End Time: 3:58 P.M.

Agency: Department of Human Resources

Facilitator: Quinton M. Herbert, JD, DHR Director

Recorder: Kellie Holdridge, Executive Assistant

Location: Microsoft Teams

Total Attendees: 30

ATTENDEES

DEPARTMENT OF HUMAN RESOURCES

- | | | |
|------------|-----------|--|
| 1. Quinton | Herbert | Director & Chief Human Capital Officer |
| 2. Kellie | Holdridge | Executive Assistant |
| 3. Michael | Tate | Assistant Deputy Director, Operations |
| 4. Rajesh | Gulhar | Chief, Employee Benefits |
| 5. Lisa | Handy | Senior Benefits Manager |
| 6. Taylor | Dampeer | Wellness Program Manager |
| 7. Julie | Colucci | HR Administrative Officer |

DEPARTMENT OF FINANCE

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|------------|----------|-----------------------------------|
| 1. Michael | Moiseyev | Director |
| 2. Robert | Cename | Deputy Finance Director |
| 3. Yoanna | Moisides | Senior Program Assessment Analyst |

OFFICE OF THE LABOR COMMISSIONER

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| 1. Deborah | Moore-Carter | Labor Commissioner |
| 2. Veronica P. | Jones | Deputy Labor Commissioner |
| 3. Yvette | Brown | Director of Labor and Employee Relations |

UNIONS

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|-----------------|--------------|---|
| 1. Elliot | Cohen | State Trustee, Fraternal Order of Police, Lodge #3 |
| 2. Matthew | Coster | President, IAF, Local 734 |
| 3. Joshua | Fannon | President, Baltimore Fire Officers Association, Local 964 |
| 4. Domonique | Graham | President, AFSCME, Local 2202 |
| 5. Michael | Guye | |
| 6. Stuart | Katzenberg | AFSCME, Local 44 |
| 7. Michael | Mancuso | President, Fraternal Order of Police, Lodge #3 |
| 8. Tom | Nosek | Fire |
| 9. Antoinette | Ryan-Johnson | President, City Union of Baltimore |
| 10. Christopher | Ryon, Esq. | Union Counsel |
| 11. Wendy | Smith | President, AFSCME, Council 67 & Local 558 |

[ATTENDEES CONTINUED NEXT PAGE]

CONTRACTORS

- | | | |
|-----------|----------|-------------------------------------|
| 1. Randy | Hart | |
| 2. George | Bognar | Segal, Pharmacy Benefits Consultant |
| 3. Kyra | Poplaski | Segal, Health Consultant |
| 4. Stuart | Wohl | Segal |

GUESTS

- | | |
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| 1. Laura | Albans |
| 2. Pam | Shaw |

MINUTES

CALL TO ORDER

Director Quinton M. Herbert, JD, convened the HEALTH INSURANCE COMMITTEE “HIC” MEETING at 2:03 P.M. Eastern Time on Tuesday, June 13, 2023.

Welcome and Message from the Director

Director Herbert welcomed everyone to the HEALTH INSURANCE COMMITTEE “HIC” MEETING, thanked them for attending, and requested attendee introductions. He then provided an overview for the meeting discussion.

Meeting Discussion

TOPIC (1): WELLNESS PROGRAM UPDATES AND NEXT STEPS

PRESENTER: TAYLOR DAMPEER, WELLNESS MANAGER, DHR EMPLOYEE BENEFITS

Taylor Dampeer opened this discussion by describing the mission, audience, and objective of the Wellness Program. Taylor presented a brief overview of the program’s current and upcoming 2023 offerings for active employees and retirees.

Taylor explained the Nutrition program and how the on-staff nutritionist organizes requested health seminars and private consultations (i.e., weight loss, Type 2 diabetes, maintaining new lifestyles). Meeting attendees were then given insight into how this program continued to support Active Employees and Retirees during the COVID-19 pandemic, with a current average of 10-15 sessions per week while continuing to comply with HIPPA laws. There was further mention of third-party carriers offering medical and smoking cessation seminars and programs. Materials are disseminated during events and programs.

The discussion continued with a description of “bonus challenges”, where the Comptroller’s Office, ERS, and the Council President’s Office have requested Wellness’s services.

Taylor also outlined the holistic approach that will focus on a person as a whole and not limit an experience to one point of concern.

Taylor shared that there will be a Wellness Fair on September 13, 2023, for active employees and retirees.

The conversation ended with a series of questions regarding incentives and outreach to retirees.

TOPIC (2): CITY OF BALTIMORE 2022 ANNUAL PROVIDER REPORTS/DASHBOARD REPORT

PRESENTER: KYRA E. POPLASKI, HEALTH CONSULTANT, SEGAL CONSULTING

Kyra Poplaski began with the 2022 Financial Dashboard Report, which included a high-level of historical background information and costs to see how the City benefit plans have performed since 2018.

Kyra reviewed the Active Employee 2022 Health Plan Performance Summaries for Aetna HMO, CareFirst PPO, and Kaiser HMO, and sighting decreases and increases in membership, PMPM claims, inpatient days, high claims, claim costs, ER visits, and Urgent Care visits. Caremark CVS Prescription Drug Plan also saw decreases and increases in membership, PMPM claims, plan cost, script cost, member cost, generic fill rate, specialty percentage cost, and specialty plan costs.

Next, Kyra reviewed the Retiree 2022 Health Plan Performance Summary for CareFirst PPO (Non-Medicare), Kaiser HMO (Non-Medicare), and Caremark CVS Prescription Drug Plan (Non-Medicare). These plans also experienced decreases and increases to membership, PMPM cost, total plan cost, script cost, member percentage costs, generic fill rate, specialty percentage of drugs, and specialty PMPM cost.

TOPIC (3): Rx COVERAGE FOR WEIGHT LOSS (i.e., DIABETES DRUGS SUCH AS OZEMPIC)

PRESENTER: GEORGE BOGNAR, HEALTH CONSULTANT, SEGAL CONSULTING

George Bognar presented an overview of a class of diabetes prescription drugs that have recently shown treatment opportunities for obesity and weight loss. This class of drugs is known as glycogen, much like peptides or GLP. They have been very effective in reducing blood sugar for diabetes and are proving to assist with weight loss. George spoke to the GLP-1 agonists class, noting that Pharma is in the process of developing additional diabetes medications.

After providing a brief history of GLP-1 medications, George explained that plan spending on GLP-1s has been climbing since the 2018 plan year and how the costs of GLP-1 medications compare to the more affordable Metformin. The City's GLP-1 utilization (Trulicity and Ozempic with the highest plan payments), top twenty-five drugs by plan cost (Trulicity and Ozempic with the highest script counts), and utilization concerns were reviewed. George noted that CVS estimates this PA will impact approximately 185 members.

This topic ended with a series of questions surrounding concerns for those currently diagnosed as diabetic and receiving diabetic medications and the surplus in cost for those prescribed the medication solely for weight loss results.

TOPIC (4): PRESENTATION OF 2024 HEALTH PREMIUMS/EQUIVALENT RATES

PRESENTER: KYRA E. POPLASKI, HEALTH CONSULTANT, SEGAL CONSULTING
MARK NOONAN, ACTUARY, SEGAL CONSULTING

Kyra Poplaski returned to the conversation to present the 2024 Healthcare Rates. Kyra provided an overview of the 2024 Projection Executive Summary, with an in-depth review of Medical, Prescription Drug, Life/AD&D, Dental, and Vision plan totals costs.

Kyra briefed the committee on the Underwriting Methodology used to determine market trends. Active and <65 aged Retiree High Claim History, Self-Insured Trends and Increases, and Self-Insured Rate Change History were reviewed. Kyra spoke about the medical and prescription Self-Insured Rate Change History projections and actuals between 2020 and 2024, and the Executive Summary for the 2024 Financial Projections. Medical and Prescription Drug plans for Actives and Non-Medicare Retirees are projected to increase.

TOPIC (5): 2022 HEALTH PLAN SETTLEMENTS (PREMIUM STABILIZATION FUND)

PRESENTER: ROBERT CENNAME, DEPUTY FINANCE DIRECTOR

Robert Cenname informed the committee that the Department of Finance is not yet ready to share data for the 2022 Health Plan Settlements as it is still working to collect data. Robert indicated that his office would be ready to share this data, by plan, at the next meeting when the final decisions for rates will be discussed.

Robert noted that over the past few fiscal years, the Actives Health Reserve available resources continue to decline each year; however, the Retiree Health Reserves have experienced gains. Robert anticipates this trend will also be seen with the calendar year 2022 data and will be prepared to present actuals at the next meeting.

TOPIC (6): VOLUNTARY LONG-TERM CARE (LTC) INSURANCE POLICY

PRESENTER: RANDY HART, UNIONS' HEALTH CONSULTANT

Randy Hart left the meeting at 3:31 p.m. and will discuss this topic during the meeting to be scheduled in July 2023.

Director Herbert noted that there is a need for a Voluntary Long-term Care or Long-Term Care Insurance Policy presentation. Rajesh Gulhar acknowledged that Randy Hart would make this presentation but needs to align with him on his thoughts for Long-Term Care and then he can work with MetLife as they do provide this product. Director Herbert requested to have MetLife representatives attend the next HIC meeting with a presentation on their Long-Term Care product, which will be an additional employee payroll deduction as it will be an optional benefit.

Pamela Shaw mentioned that there will also need to be clarification on how the Voluntary Long-Term Care benefit would be paid when an Active Employee transitions to a Retiree. Director Herbert advised that there would need to be discussions with ERS.

Pamela also requested additional discussions regarding dental insurance for Retirees.

ADJOURN

There being no further business, the HEALTH INSURANCE COMMITTEE "HIC" MEETING adjourned at 3:58 P.M. Eastern Time on Tuesday, June 13, 2023, and will reconvene during the third-fourth week in July 2023 once availability is determined.

Respectfully submitted,



Kellie Holdridge
Executive Assistant