

# Vermont Education Health Initiative (VEHI)

## Board of Director's Meeting Minutes

April 17, 2017

**Present:** Elizabeth Fitzgerald, Martha Gagner, Jeff Fannon, Nicole Mace, Tracy Wrend, Mark Hage, Laura Soares.

**Members of the Public:** Martha Allen, President VT-NEA, Allison Sylvester, Vice President VT-NEA

The meeting was called to order at 11:00 a.m., by Chair Tracy Wrend.

**Public Comment** - None

### **Approve Minutes of March 20, 2017 Meeting**

Martha Gagner made a motion, seconded by Nicole Mace, to approve the meeting minutes as presented. Motion passed.

### **Board Governance**

- a. Discuss Code of Ethics – see VSBA document as reference

Nicole Mace reviewed the VSBA Code and would like the Board to consider adopting a version specific to VEHI at a future meeting. The Board discussed the purpose and implications of adopting a code. The Board asked Tracy Wrend and Jeff Fannon to work together to modify the document for VEHI and bring to the next board meeting for consideration.

- b. Discuss Consensus Decision Making – information from VT-NEA

Jeff Fannon provided the VT-NEA proposal for a consensus model for making decisions. The Board discussed the purpose and implications of adopting the process. Jeff made a motion that the Board adopt the process as outlined in his 4-15-17 memo. There was no second.

### **Review Service Agreements**

- a. Develop framework for evaluation – report from VT-NEA

Jeff Fannon reviewed his 4-14-17 memo on evaluating the VT- NEA Service Agreement with VEHI. A discussion took place which included the Trust Administrators. VT-NEA has two main roles on behalf of VEHI, to assign a Trust Administrator to work in conjunction with the VSBIT Trust Administrator position, and employee education regarding the VEHI health and dental programs. Nicole indicated she needed confirmation that the approximately \$275,000

level of payment to the VT-NEA is appropriate for the scope of service received. Mark confirmed the VT-NEA retirement workshops are on behalf of VT-NEA, although he believes they indirectly benefit VEHI. Mark also confirmed that all of his member education work is done in conjunction with Laura and Bobby-Jo Salls. VEHI materials are developed jointly by Mark and Laura. Mark handles individual emails and phone calls from active employees and retirees regarding their benefits. The Board agreed to schedule another meeting between now and June 19<sup>th</sup> to discuss the allocation of funding to the two service agents, reviewing the evaluation framework and evidence provided by each organization.

### **Review and Accept 3/31 Quarterly Financials**

The Board accepted the financials on a motion by Martha Gagner, seconded by Nicole Mace.

### **Initial FY 18 Budget Discussions**

Laura Soares reviewed the draft of the FY 18 budget with the Board and highlighted the intent to bring the wellness staffing back to historical levels in light of the continuation of the health program. The Board gave conceptual approval to the budget. At the May meeting, the Board would like an overview of the return of investment (ROI) analytics using VEHI claims data and participation in the PATH program. A more in-depth presentation will be scheduled for a future meeting.

### **Update VSTRS RFP**

Mark provided an update to the Board. Last week VEHI received a couple of questions for further information on the pharmacy program, which we responded to. Finalist interviews were supposed to take place on the 14<sup>th</sup>; neither VEHI nor BCBSVT have been contacted.

### **Continue Discussion Future Rating Considerations**

Laura outlined the future rating consideration and VEHI's need to collect data from members to inform rating decisions. This includes employer contributions to HRAs, HSAs and buy-outs, matching against claims to see if there is any significant correlation.

In addition, VEHI will work with BCBSVT to analyze claims data for any indication under the new plans of delay or reduction in appropriate care such as screenings and PCP visits as well as any increase in emergency care or high cost cases, when compared to historical trends.

Mark and Laura will investigate the feasibility of developing a statistically valid method for surveying subscribers to understand how they are thinking and behaving with the new plan designs. The intent of VEHI is to take this into consideration in future plan design changes.

DFR will require VEHI to demonstrate necessity to set any rate increases outside of the actuarial level of confidence, which may prevent VEHI from applying a single rate of increase across all plans.

VEHI will consult with an independent actuary to provide the Trust Administrators with additional expertise in the rating process. Laura will contact other municipal health pools for recommendations.

**Program Updates** – Postponed until the next meeting.

**Adjournment**

There being no further business, the meeting adjourned at 2:10 p.m.

Respectfully submitted by: Laura Soares

Next Meeting:	May - TBD	
	June 19 <sup>th</sup>	11:00 – 2:00
	August 30 <sup>th</sup>	11:00 – 2:00