



Janet T. Mills
Governor

**STATE OF MAINE
STATE EMPLOYEE HEALTH COMMISSION
61 State House Station
Augusta, ME 04333-0061**

Jonathan French
Labor Co-Chair

Heather Perreault
Management Co-Chair

STATE EMPLOYEE HEALTH COMMISSION MEETING

Thursday, February 16th, 2023 @ 8:30am

Microsoft Teams Meeting

Deering Building

90 Blossom Ln.

Conference Room #101

Augusta, ME 04330

Commission Members in Attendance: Olivia Alford, Lois Baxter, Claire Bell, Cecile Champagne-Thompson, Lynn Clark, Jonathan French, Kelly John, Rebekah Koroski, Peter Marcellino, Lew Miller, Robert Omiecinski, Heather Perreault, Angela Porter, Shonna Poulin-Gutierrez, Nicole Dyer Pugliese, Joanne Rawlings-Sekunda, Kim Vigue & Frank Wiltuck
(Total = 18)

Commission Members Absent: Laurie Doucette, Diane Bailey

Vacant Seat(s): 4

Others Present: Nathan Morse, Roberta Dupont, Paige Lamarre, Emma-Lee St.Germain, Joan Hanscom, Devon French- Employee Health & Wellness; Breena Bissell – Bureau of Human Resources/DAFS; Kevin Fenton – Aetna; Jennifer Weber, Becky Craigue, Stefanie Pike, Stephanie Washburn, Jon Edwards, – Anthem Blue Cross and Blue Shield; Connor Huggins & Libby Arbour – MCD Global Health; Lisa Nolan & Trevor Putnoky – Healthcare Purchasers Alliance; Aja Tufts-Godbout & Judy Paslaski – MedImpact; Amy Deschaines, Ken Ralff & Ed Pierce – Lockton; Alan Parks – Gallagher Benefit Insurance Services; Marie Bridges – Northeast Delta Dental; Cindy Walsh – Humana; Kevin Dionne; Nicole Dyer

Agenda Item	Discussion	Action/Next Steps
I. Call Meeting to Order (8:59am)	Jonathan French called the meeting to order.	
II. Introductions		
III. Review & Approval of Minutes (January 19th, 2023)		<i>Angela Porter</i> made motion to accept the January 19th, 2023, minutes; <i>Peter Marcellino</i> seconded the motion. Motion passed.
IV. Recurring Monthly Business		



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**a. Employee Health and
Wellness Highlights – Shonna
Poulin-Gutierrez**

Information contained in written report; highlights and discussion noted below:

Medical Highlights:

- Anthem Top 5 In-Network Facility Providers: Anthem’s top 5 in-network facility providers by paid amount include Maine Medical Center, MaineGeneral Medical Center, Northern Light, Central Maine Medical Center, Brigham and Women’s Hospital.
- Anthem Non-High-Cost Top 5 Health Condition Categories: The top 5 non-health condition categories and paid claims are as follows:
 - Health Status: \$15.4M
 - Musculoskeletal System: \$10.2M
 - Ill-Defined Conditions: \$9.4M
 - Digestive System: \$9.0M
 - Behavioral Health: \$7.3M
- Aetna Medicare Advantage Top 5 Providers: The top 5 providers for Aetna Medicare Advantage are MaineGeneral Medical Center, Maine Medical Center, Northern Light, Central Maine Medical Center, and Penobscot Bat Medical Center.
- Aetna Medicare Top 5 Diagnosis Categories and Claims Paid: The top 5 Diagnosis categories and paid claims are as follows:
 - Cardiac: \$13M
 - Oncologic: \$11.7M
 - Musculoskeletal: \$9.3M
 - Neurologic: \$6.4M
 - Digestive: \$5.8M

Dental Highlights:

- Top 5 Services and Claims Paid: The top 5 services and claims paid are as follows:
 - Diagnostic & Preventative: \$3.7M



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- Basic Restorative and Endodontics: \$1.5M
- Major Restorative: \$600K
- Periodontics: \$256K
- Oral Surgery: \$290K

Pharmacy Highlights:

- KPI Summary – State of Maine 2022 Q4: Prescription drug count decrease slightly from 2021 at 69,464 to 2022 at 69,116. Despite the decrease there was an increase total cost from \$15M to \$17.6M with generic substitution use increasing from 74.2% in 2021 to 77.3% in 2022. Plan paid, per member per month increased in 2022 to \$213.64 from \$181.90 in 2021.

Wellness Highlights:

- 2023 Health Premium Credit Program as of 1/06/2023: There were 1,384 self-entered flu shots, and 316 participants entering “My Numbers.” There were 1,578 members entering in a dental visit as well as 480 entering in a “Well-Being” visit. There was a total of 4,044 member completing the wellness questionnaire and 3,763 members completing the Preventative Health Resource Video and quiz.
- Health Navigation Appointments as of 11/03/2022: There are 55 remaining Health Navigation events remaining with 37 dates completed. There are 202 participants to date who have completed an appointment and an additional 92 scheduled. Health Navigation Appointments have been scheduled though April 2023 and there are 419 appointments available.
- Pumpspotting: This one-year pilot came to an end as of December 2022. Employees utilizing the program were granted access until January 31st, 2023.
- January 1st, 2023, Building Healthy Families Program Launch: Anthem app/web-based program with digital tools and resources such as:
 - Health coaching via chat or phone



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- Library with thousands of educational articles and videos
- Maternity nurse & lactation support access
- and more

Communication Highlights:

- Statewide Emails and Home Mailers: Statewide emails included an FSA Open Enrollment Announcement, Pumpspotting ending, and a Building Healthy Families launch, Employee Health and Wellness Check Up Series promotion and a Cervical Cancer Awareness Month Promotion. A home mailer was sent to all State of Maine employees to announce the 2023 FSA Program Enrollment.
- Health and Wellness Check-Up Series: Employee Health and Wellness held their third quarterly live “Health and Wellness Check Up Series” on January 18th and had 120+ employees who joined to learn about the 2023 Health Premium Credit Program and Carrum Health.
- Constant Contact: There were 7 Constant Contacts sent out between 11/2022 and 1/2023 to State of Maine Employees with the Livongo Promotion and Building Healthy Families both above book of business.

Contract Highlights:

- Vision Implementation: Vision implementation planning has begun for 7/1/2023.

b. Committee Updates

Information contained in written report; highlights and discussion noted below:

Financial Update – *Frank Wiltuck*

January:

- Operating Statement: The revenues over expenditures show the results of the premium holidays totals \$58.6M.
- Balance Sheet: The balance sheets show \$7.3M in liabilities and \$151.8M in equity and total assets of \$159.2M.
- Reserve Calculation: Required reserves show the 2.5 months of average expenses as \$53.1M and the required reserve balance as \$67.3M.



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Legislative Committee – *Joanne Rawlings-Sekunda*

- Legislative Committee Updates: Legislative bills are already in motion. Last week there were 3 bills heard, L.D.111, L.D.112, and L.D.121. We have opposed all three due to the added cost to the plan. There were 100 new bills were released yesterday. Next week there will be no hearings or public sessions.

Plan Design – *Jonathan French*

- Plan Design Update: The committee will continue to meet and will have more information and something more concrete to share with the commission.

V. QUARTERLY PLAN UPDATES

a. Plan Experience Summary – Active Medical and Dental: Lockton – Amy Deschaines

Highlights and discussion noted below:

- Health Insurance Admin Payments July 22’ through June 23’: The administrative fees are fluid numbers and there may be adjustments, retros, adjustments to the admin fees, and may move around a bit from month to month. Total health insurance admin payments from July 2022 through June 2023 at \$6.8M.
- Experience Detail – Self-Funded Medical Through December 22’: The current plan year period for self-funded medical through December 2022, capturing medical and prescription drug claims, the pharmacy rebate amount is currently \$2.9M and a check was issued for this in the month of December. The pharmacy contract is coming closer to a resolution. Lockton is currently ironing out all the last details. Once there is a signature on that, there is around \$11M in rebates that due to be refunded. The loss ratio is currently 1.24% to budget which is a decrease from the previous months report.
- Experience Detail – Self-Funded Medical Through December 22’ with Health Premium Holiday: As of December 2022, there was a deficit of \$84K that has been collected due to the premium holiday.



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- Experience Detail – Self-Funded Dental Through December 22': We currently have a surplus under the dental plan of \$484K, and running at 88% of the dental budget, a -1.7% decrease from the previous month.

**b. State of Maine Health Plan –
Medical Update: Anthem –
Stefanie Pike & Becky
Craigie**

Highlights and discussion noted below:

- Financials and Demographics: Looking at membership and paid amount by relationship, this does not typically change from month to month or at all, with 56-57% of the membership being State of Maine employees, driving 67% of the overall cost. As of December 22', State of Maine is at \$14.7 in paid claims, which is down about 10% from November 22'.
- Enrollment: The total account membership is at 26k members with no big change in age or contract size.
- Total Population Health: In total population health, 42.5% of members were considered healthy as of December 22', with 44.8% Of the "critical" population, 99% were engaged.
- Medical Spend: The monthly medical spend as of December 2022 shows a decrease of -10% from November 2022. Total population claims came to \$14.7M with a per member per month total of \$570.95.
- Executive Summary: High-cost claimants, per member per month, are down 7.5% with non-high-cost claimants, per member per month, increasing 3.8%. Currently, chronic conditions (39.4%) and behavioral health claims (20.7%) are impacting members most. Wellness checks have slightly decreased from previous years with 71.3% of State of Maine employees visiting their primary care physician.
- Insights on Medical Trends: With the conditions driving the trend, there was a decrease per member per month, including injury or poisoning which is down \$3.82.
- Place of Service: From an "inpatient" perspective, there was an increase in the number of admits, how ever the cost per admit and the length of stay is down with an 18% reduction in per member per month costs. Of the outpatient claims, the top condition was Cancer. There was an uptick in emergency room visits of about %12, with the majority being dependents.
- Non-High-Cost Top 5 Health Condition Categories: The top 5 non-health condition categories and paid claims are as follows:
 - Health Status: \$15.4M

Jonathan French Asks: Is there a condition in the "all others" section that would stand out more than the others in terms of the per member per month?

Stefanie Pike Responds: I would have to look into that.



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- Musculoskeletal System: \$10.2M
- Ill-Defined Conditions: \$9.4M
- Digestive System: \$9.0M
- Behavioral Health: \$7.3M
- Chronic Lifestyle Conditions: 39% of members had a chronic condition between January 22' and December 22". The accounted for 62% of the total spend and 6% of members had 2 or more chronic conditions.
- High-Cost Claimants: High-cost claimants decreased -8% per member per month, which was driven by a 2% increase in the number of claimants per 1,000 and a -9% decrease in the cost per claimants. The total number of claimants was 651, only one more from the previous year.
- Behavioral Health: Behavioral health care is taking place in a professional outpatient setting, which is typically the lowest cost of care. The behavioral health spends for 2022 is up at 66% - from 55% the previous year. Telehealth visits have decreased from 55% in 2021 to 49% in 2022.
- Primary Care Providers: 73% of members had a primary care physician visit in 2022. Of that demographic, 69% were male and 77% were females.
- Preventative Care: There was a 1% increase in males (18+) in their wellness visits. Overall, male wellness visits are up 6% from two years prior. Breast cancers screenings are up from 2021, as well as colon cancer screenings.
- Engagement: The reasons we could not reach members was related to invalid phone numbers, or they did not answer the phone.
- Top In-Network Facility Providers: The top in-network facilities do not typically change from period to period both from an inpatient and outpatient perspective. Maine Medical Center is always top by cost in the inpatient setting and MaineGeneral is always top by cost in the outpatient setting.
- Top Emergency Department Providers by Paid Amount: MaineGeneral is always number one for the top emergency department providers by paid amount with 5,390 emergency room visits and a claims amount of \$12.5M.
- High-Level Administrative Fees and Claims: For a 6-month snapshot – admin fees for medical totaled \$409K with medical claims totaling \$13M. Health and wellness service and fees reached \$29k with state surcharges and fees at \$63K.

c. State of Maine Health Plan – Pharmacy Update:

Highlights and discussion noted below:



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MedImpact – Judy Paslaski & Aja Tufts-Godbout

Financial Overview:

- Performance Overview: In the 4th quarter of 2022 the total plan paid trend is up 17.3% with a total plan paid of \$6.8M and total cost of \$17.6M. The plan paid, per member per month \$213.64 with a total prescription count of 69,116. The primary reasons costs have increased is the drug mix, inflation, and volume.
- Specialty Overview: In the 4th quarter of 2022, 1% of the State of Maine population is driving 57% of expenditures. Specialty plan paid, per member per month totaled \$121.86. The benchmark for this is \$70.40.
- Specialty Trend, Utilization and Cost: Trend is primarily driven by drug mix. There were 17 more specialty utilizers, 162 more specialty scripts, and autoimmune account for close to half of specialty spend. The top 5 plan paid drugs make up \$26.7% of the total spend.
- KPI Summary-State of Maine: In the 4th quarter of 2022, plan paid is up from \$14.3M to \$16.8M and the retirees are driving utilization significantly. Retirees make up 8% of the total population and are responsible of r16% of plan paid. Membership utilization is down, yet higher utilization versus book of business.

Clinical Overview:

- Top Therapeutic Classes by Plan Paid Per Member Per Month: The top therapeutic classes by plan paid per member per month include inflammatory disease, diabetes, neoplastic disease, asthma and COPD, and dermatology – psoriasis/eczema.
- Top Therapeutic Classes by Plan Paid: The top drug classes include anti-inflammatory tumor necrosis factor inhibitor, monoclonal antibody-human interleukin inhibitor and Janus kinase inhibitors.
- Autoimmune Specialty – Utilizer Count: The utilizer count for Autoimmune diseases has increased from 3rd quarter at 244 to 4th quarter at 252. The top 3 autoimmune drugs are Stelara, Humira, and Embrel.
- Autoimmune Specialty – Plan Paid: Plan paid increased from quarter 3 at \$5.4M to quarter 4 at \$5.5M.
- Autoimmune Drug Classes 3Q21 and 4Q22: The top autoimmune drug classes in the 3rd quarter of 2022 include anti-inflammatory tumor necrosis factor inhibitor, monoclonal antibody-human interleukin inhibitor, antipsoriatic



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agents-systemic, Janus kinase inhibitors and anti-inflammatory phosphodiesterase -4(PDE4) inhibitors.

- Trend Drivers: Autoimmune Drug Class Summary 3Q21 vs 4Q22: The market share increased from 50% to 51.6% for anti-inflammatory tumor necrosis factor inhibitors as well as 13.4% to 14% for monoclonal antibody-human interleukin inhibitors. Antipsoriatic agents-systemic saw a market decrease from 16.6% to 15.4%.
- Diabetes – Top Therapeutic Classes: The top 3 drugs in the diabetes therapeutic classes include Trulicity, Humalog, and Jardiance.
- Glucagon-Like Peptide-1 (GLP-1) Utilizer Count: In quarter 4 of 2022 there was an increased utilizer count of glucagon-like peptide-1. In the 3rd quarter the total was 564, in quarter 4 it increased to 649. The top drug for diabetes was Bydureon, and for obesity the top drug was Wegovy.
- Glucagon-Like Peptide-1 (GLP-1) Plan Paid: In quarter 4 of 2021 there was an increased plan paid for glucagon-like peptide-1. Plan paid total for the 4th quarter of 2021 was \$1M.
- Top Drug Entities: The top 5 drug entities for the 4th quarter of 2022 with the percent of total plan paid are Stelara (10.1%), Humira(CF) Pen (7.4%), Trulicity (4.0%), Trikafta (2.8%) , and Ozempic (2.4%).
- Drug Price Increases: The top 5 drugs price increases with unit price percent change are Humira(CF) Pen (7.4%), Stelara (5.4%), Enbrel Sureclick (10%), Trulicity (4.9%), and Ozempic (5.2%).

d. Medicare Advantage Plan – Aetna – Kevin Fenton

Highlights and discussion noted below:

Medical Utilization:

- Member Demographics: As of the 4th quarter 2022, there were 9,048 members with an average age of 75.1, 49% of members being male and 51% of members being female.
- Performance Highlights: In the 4th quarter there was a decrease in inpatient admits per 1,000 pd 2.8% and an increase in office visits per 1,000 of 5.6%. Ambulatory surgeries increase to 6.8%.
- How Our Programs are Performing Cost-Wise: There was a 1.7% increase in ambulatory paid as well as an increase in total medical, pharmacy by 6.7%.
- Primary and Specialist Physician Office Visit Utilization – Plans A&B: As of the 4th quarter, 2022, the plan paid per visit for primary physicians was \$98 – an



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increase of 1.3%. For specialty physicians, the plan paid per visit decreased from \$94 to \$72, -8.9%.

- Telemedicine Plans A&B: Telemedicine visits paid amount decrease by -36.9% in the 4th quarter. The current paid amount is \$469.9K. The numbers of visits also decrease considerably from 8,000 visits to 5,311 visits. The top diagnosis group by visits was for depression.
- Top Diagnosis Categories: The top diagnosis categories with total paid are as follows – Cardiac (\$13.1M), Oncologic (\$11.7M), and Musculoskeletal (\$9.3M).
- Top Medical Catastrophic Claims: The top medical catastrophic claim with total medical paid is respiratory disorders (\$376K). Total inpatient paid was \$7.2M and total ambulatory paid was \$7.7M.
- Top Providers: Top 3 providers with number of claimants are MaineGeneral Medical Center (2,299), Maine Medical Center (714), and Northern Light Eastern Maine Medical Center (900).

Pharmacy Utilization:

- How Members Use Their Pharmacy Benefits: Plan members use their pharmacy benefits to fill scripts. There were 219,184 scripts filled in 2022, and 2,420 specialty scripts for the 9,049 total members.
- How Members Use Medication, by Type and Location Filled: The majority of members use generic brand scripts (88.4%) as well as prefer to fill those scripts at a retail pharmacy (96.7%).
- Top Prescription Drugs Filled: The top 3 prescription drugs filled were Eliquis with 766 members prescribed, Xarelto with 302 members prescribed and Trulicity injection, with 173 members prescribed.

Programs:

- Support Programs: Support programs include the meal home deliver program, hearing aid benefit, emergency medical alert system and over-the-counter benefit.
- Removing Barriers to Better Mental Health: There has been a 360% year-over-year increase in behavioral health visit volume among Medicare members. Traditional psychodynamic or cognitive therapies available through MDLIVE’s network of telehealth providers.



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- Fitness for Everyone: Beginning in January, as a SilverSneaker member, you can access Apple Fitness+ at no additional cost. There are currently 9,596 eligible members.
- State’s Value-Added Programs Annual Review: In the State’s value-added programs annual review we see for the full year of 2021 there were 567 unique members utilizing meals post inpatient stay – and as of mid-year 2022, there were 127. For the complete year of 2022 there were 46 members who utilized the non-emergency transportation benefit.

Healthy Rewards:

- 2022 Program Performance Highlights: In 2022 there were 9,474 eligible members, 3,180 members targeted, and 9% members self-attested for Aetna Healthy Rewards.
- Activity Breakdown: There were 762 members who self-attested to completing the rewards activation activity, 491 annual wellness visits, and 306 healthy home visits.

**e. State of Maine Dental Plan –
Northeast Delta Dental –
Marie Bridges**

Highlights and discussion noted below:

- Utilization Summary: For the period of 2/1/2022 to 1/31/2023 the total claims paid were \$6.9M – with an average enrollment of 13,111 and a total number of claims reaching 49,662. Total billed was \$7.6M. The top service provided was diagnostic and preventative with 53.96% claims paid, a 4.08% increase from last fiscal year.
- Network Utilization and Savings Report: Total submitted claims for State of Maine PPO came to \$7.2M – of that \$4.3 were allowed and \$2.9 claims paid. Total number of claims was 18,243. State of Maine PPO network discount summary shows a 39.44% discount from claims submitted.
- Oral Wellness and Utilization Summary: The top 3 services utilized through the State of Maine PPO plan were oral evaluations, at 59%, cleanings, at 62%, and periodontal maintenance, at 4%. Health through Oral Wellness clinical risk assessments show 8,367 members completing assessments, and 7,650 members qualifying.
- Oral Wellness Overview: In the State of Maine group, we had 8,404 low risk members, 2,369 high risk members, and 6,447 members with no care at all.



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	<p>Members in the 36-64 age group were most likely to have no care at all but were overall considered low risk.</p> <ul style="list-style-type: none"> • <u>Member Oral Health Trends</u>: 4,814 members were low risk for two years in a row, while 4,251 members had no care for two years in a row. • <u>Health through Oral Wellness Clinical Risk Assessment</u>: There were a total of 171 non-qualified risk assessments and 7,650 qualified as of January 2023. There were 13,453 members who had no Health through Oral Wellness assessment at all. Of those who had risk assessments done, 610 were low risk and 6,335 were high risk of which 5,309 are receiving enhanced benefits. • <u>Assessments, Risk and Severity</u>: Sinch 2020 there has been an increase in members participating in the Health through Oral Wellness assessments. Tooth decay scores remain steady while gum disease scores are declining in both risk and severity. 	
VI. EDUCATION		
a.	<p>Highlights and discussion noted below:</p> <ul style="list-style-type: none"> • No items brought to the commission. 	
VII. SEMI-ANNUAL UPDATES		
a.	<p>Highlights and discussion noted below:</p> <ul style="list-style-type: none"> • No items brought to the commission. 	
VIII. OTHER BUSINESS		
a. Open Discussion	<p>Information contained in written report; highlights and discussion noted below:</p> <ul style="list-style-type: none"> • No items brought to the commission. 	
IX. REQUEST MOTION TO ADJOURN		
b. X. Adjourn Meeting (12:26pm)		<p><i>Frank Wiltuck</i> made a motion to adjourn; <i>Lois Baxter</i> seconded the motion. Motion passed.</p>

2023 meeting schedule available at www.maine.gov/bhr/oe