

DRAFT

MINUTES

February 17, 2021

Group Insurance Board

State of Wisconsin



Location:

The Board meeting was held via teleconference.

BOARD MEMBERS PRESENT:

Herschel Day, Chair
Nathan Houdek, Vice-Chair
Nancy Thompson, Secretary
Harper Donahue
Malika Evanco

Dan Fields
Walter Jackson
Katy Lounsbury
Brian Pahnke
Bob Wimmer

PARTICIPATING EMPLOYEE TRUST FUNDS (ETF) STAFF:

Office of the Secretary

Bob Conlin, Secretary
John Voelker, Deputy Secretary
Lisa Gurley, Board Liaison

Office of Strategic Health Policy

Eileen Mallow, Brian Stamm,
Rachel Carabell, Luis Caracas,
Arlene Larson, Tom Rasmussen,
Jessica Rossner, Tricia Sieg,
Xiong Vang, Renee Walk,
Douglas Wendt, Korbey White,
Wade Whitmus

Benefits Services Bureau:

Jim Guidry

Bureau of Budget, Contract

Administration and Procurement:

Joanne Klaas

OTHERS PRESENT

Employee Trust Funds:

Monica Anderson, Sara Brockman,
Oladipo Fadiran, Liz Doss-Anderson,
Diana Felsman, Tim Harris, Dan Hayes,
Molly Heisterkamp, Pam Henning,
Michelle Hoehne, Patrick Hughes,
Tarna Hunter, Bruce Johnson,
Kadi Mbanefo, Mark Lamkins,
David Nispel, Mary Richardson,
Kim Richmond, Yikchau Sze,
Tim Steiner, Sarat Tadi, Kathy Weinkes,
Cheryllynn Wilkins, Amanda Williams,
Ramona Yee, Kathryn Young

Navitus:

Ryan Olson

Network Health:

Elizabeth Benz, Vanessa Cagal,
Hannah Neylon

Others (Unidentified)

68 individuals connected via telephone

Public:

Melanie Zuehls

Quartz:

Kara Gullickson, Linsey Tennyson

Securian:

Kjirsten Elsner, Jody White

Board	Mtg Date	Item #
GIB	5.12.21	2A

Ethics Commission:

David Buerger

Dean Health Plan

Penny Bound

Delta Dental:

Megan Wohlfeil

HealthChoice:

Bob Pearson, Gary Praznik

Milliman:

Paul Correia, Dan Skwire

Segal:

Ken Vieira

UW System

Brianne Jobke, Erin Schoonmaker

WEA Trust:

Greg Cieslewicz, Dawn Witek

WebMD:

Emily Rathjen, Erin Seaverson

Mr. Day, Chair, called the meeting of the Group Insurance Board (Board) to order at 8:30 a.m.

ANNOUNCEMENTS

Ms. Mallow provided information regarding the logistics of today's virtual meeting. She also provided the following updates:

- John Voelker has been appointed as the Secretary of the Department of Employee Trust Funds (ETF), succeeding Mr. Conlin, effective April 5, 2021.
- ETF received interest from a health plan to join the Group Health Insurance Program next year; additional information will be provided as it is made available.
- ETF is requesting that if Board members have interest in a rate setting refresher to reach out to Eileen so that we can add a refresher aspect to the May meeting.
- Regarding board re-appointments, ETF has been communicating with the Governor's Office to appoint board member seats that are expiring May 1, 2021. She noted Board members will continue to serve in their capacity until they are replaced or re-appointed to the Board.
- Dean Health Plan's contract with Marshfield Clinic in Beaver Dam ends at the end of this month. This will affect 750 – 1000 members.

CONSIDERATION OF OPEN AND CLOSED MINUTES OF THE NOVEMBER 18, 2020 MEETING

MOTION: Ms. Thompson moved to approve the Open and Closed minutes of the November 18, 2020 meeting as submitted by the Board Liaison with a proposed revision on page 9 of the Open Session minutes to indicate Ms. Lounsbury rejoined the meeting during closed session. Mr. Jackson seconded the motion, which passed unanimously on a voice vote.

GROUP INSURANCE BOARD ELECTION OF OFFICERS

The Board Chair asked for nominations for the Vice-Chair and Secretary of the Group Insurance Board. The motion below indicates the only nomination for these seats.

MOTION: Mr. Fields moved to nominate Nathan Houdek as Vice-Chair and Nancy Thompson as Secretary of the Group Insurance Board. Mr. Jackson seconded the motion, which passed unanimously on a voice vote.

Mr. Day, Chair, transferred the Chair role to Mr. Houdek, Vice-Chair, for the Board Chair of the Group Insurance Board nominations and vote. Following the vote, the Chair role was transferred back to Mr. Day. The motion below indicates the only nomination for this seat.

MOTION: Mr. Fields moved to nominate Herschel Day as Chair of the Group Insurance Board. Mr. Jackson seconded the motion, which passed unanimously on a voice vote.

LEGISLATIVE AUDIT BUREAU REPORT ON THE GROUP HEALTH INSURANCE PROGRAM (GHIP)

Ms. Mallow referred the Board to the Legislative Audit Bureau's report on the GHIP (Ref. GIB | 2.17.21 | 3) and stated ETF and the Board received the report on Friday and will bring a more detailed review of the audit report to the Board in May.

BOARD MEMBER TRAINING AND EDUCATION

Ethics Training

Mr. Buerger, Staff Counsel of the Wisconsin Ethics Commission, provided background information on the Ethics Commission and stated they are responsible for administering Wisconsin Statutes Chapter 11: Campaign Finance, Subchapter III, Chapter 13: Lobbying and Subchapter III, and Chapter 19: Code of Ethics. He highlighted the importance of Wisconsin's finance, lobbying and ethics laws, as well as the prohibited practices under each chapter.

COVID-19 UPDATE

Ms. Walk referred the Board to the COVID-19 update memo (Ref. GIB | 2.17.21 | 5) and provided an overview of:

- Legislative and regulatory updates:
 - Federal: Consolidated Appropriations Act of 2021.
 - State: AB1 and Executive Orders.
- Vaccines and treatments.
- Health, quality, and cost impacts.

Mr. Day asked if ETF has discussed whether the GHIP could include vaccination for COVID-19 as an activity that would count towards wellness activities.

Ms. Heisterkamp stated due to supply and demand of the vaccination and the higher-than-previous-year-participation statistics of the Well Wisconsin Program, ETF doesn't recommend the Board adjust the program design at this time. She offered to do further analysis and bring additional information back to the Board at a future meeting.

Ms. Evanco asked how ETF will address the disparities of availability and information regarding vaccinations to various member groups of the GHIP as well as the types of outreach ETF plans to provide to encourage members to receive vaccinations.

Ms. Walk stated ETF has just begun outreach efforts to provide information and access to vaccinations and will bring additional information back to the Board at a future meeting.

Mr. White provided a list of the various organizations that ETF reached out to last week to aid in the outreach of this effort.

BOARD STRATEGIC INITIATIVES UPDATES

ER Survey Analysis

Ms. Heisterkamp referred the Board to the Emergency Room Survey Analysis memo (Ref. GIB | 2.17.21 | 6A) and provided an introduction overview to the member survey, which included:

- The purpose of the survey.
- When the survey was implemented.
- Response rate of 35% collected from more than 15,000 members.
- Statistical comparisons for five different demographic views:
 - If the member has dependent children.
 - If the member is an active employee or retiree.
 - If the member lives in or outside of Dane County.
 - The member's gender.
 - The age of the member within age brackets.

Ms. Carabell provided information on:

- Emergency room and urgent care statistics.
- Telehealth and nurse line statistics.
- Primary care provider services findings.

Mr. Rasmussen provided an overview of limitations experienced during the survey collection and analysis period. He stated the survey was an effective way to collect member feedback and input with a high response rate— coupling findings with claims data is useful in understanding education opportunities. Additionally, ongoing evaluation and communication efforts are underway and will continue to evolve.

Ms. Evanco departed at 9:57 a.m.

Mental Health Parity Report

Mr. Caracas referred the Board to the Mental Health Parity Report memo (Ref. GIB | 2.17.21 | 6B) and discussed mental health and Substance Use Disorder (SUD) statistics. He also provided information on federal and state legal landscape surrounding Mental Health Parity.

Ms. Walk discussed:

- Rate comparison per 1,000 members from 2018 to 2019 for members with diagnosed mental health disorders.
- Impacts to the Group Health Insurance Program.
- Other factors to consider including barriers to treatment, stigma, co-occurring conditions, and trauma.
- Provider shortages and utilization.
- Mental health and SUD episodes by provider type from 2019.
- Uniform benefit coverage.
- Areas for opportunity.

Wisconsin Public Employers Report

Ms. Larson referred the Board to the Wisconsin Public Employers (WPE) Report memo (Ref. GIB | 2.17.21 | 6C) and provided an overview of the following:

- Board's strategic initiative background.
- Current policies are working well.
- ETF recommending additional member education and outreach.
- Current state of the WPE from 2016-2019 regarding membership.
- Enhanced employer engagement strategies.
- Topics explored regarding policy including communication, tiering, State Maintenance Plan placement and underwriting and surcharges.
- Renewal timing and preliminary information sharing.
- Benefit alternatives explored:
 - Three-year standard participation exclusion.
 - Multi-year rates for budget stability.
 - Gain sharing with health plans.
 - Subdividing the pool.
 - Issuing an RFP for one or two nationwide vendors.
 - Combining state and WPE risk pools.

She stated that ETF recommends enhanced employer engagement via education and outreach and investigating the value of an early estimate of renewal increases and benefit alternatives.

The Board took a break from 10:43 a.m. until 10:53 a.m.

Ms. Evanco re-joined the meeting at 10:53 a.m.

HEALTH INSURANCE PROGRAMS

2021 Open Enrollment Results

Mr. Wendt referred the Board to the 2021 Open Enrollment Results memo (Ref. GIB | 2.17.21 | 7A) and discussed health program totals for the state and local membership. He provided an update on enrollment increases from 2020 to 2021 and highlighted:

- Addition of new local employers.
- Medicare enrollment increases.
- Statistics for Local Annuitant Health Plan, Local State Maintenance Plan, and High Deductible Health Plan.
- Supplemental dental plan expansion offerings for locals in 2020 and supplemental vision and Securian Accident Plan starting in 2021.
- Enrollment changes by health plan.
- 2020-2021 health insurance vendor enrollment comparisons.

Establishment of Open Enrollment Period for 2022

Mr. White referred the Board to the Establishment of Open Enrollment Period for 2022 (Ref. GIB | 2.17.21 | 7B) and stated the proposed open enrollment period of September 27 – October 22, 2021 is consistent with past years, beginning on the Monday of week 39 of the calendar year. He mentioned ETF considered required retiree benefit processing timelines, key payroll center feedback, potential new program administrators, and current internal ETF projects when deciding on the proposed open enrollment period dates.

MOTION: Ms. Lounsbury moved to approve September 27 – October 22, 2021, as the open enrollment period for plan year 2022. Mr. Pahnke seconded the motion, which passed unanimously on a voice vote.

Annual Project Plan Performance Statistics

Mr. Whitmus referred the Board to the Annual Project Plan Performance Statistics memo (Ref. GIB | 2.17.21 | 7C) and provided an overview of the Its Your Choice (IYC) project scope and impact, the 2018 IYC project restructure, purpose of the metrics used, project activities, year-over-year trends and project outcome metrics.

Preliminary 2022 Program Agreement and Uniform Benefit Changes

Mr. White referred the Board to the Preliminary 2022 Program Agreement and Uniform Benefit Changes memo (Ref. GIB | 2.17.21 | 7D) and provided an overview of the Program Agreement restructure and completion. He stated ETF will bring a completed version of the updated agreement, as well as a crosswalk document to track where sections are relocated to the Board at its May meeting.

Ms. Walk discussed the Consolidated Appropriations Act of 2021, which introduced the No Surprises Act and transparency. She also discussed uniform benefit changes proposals, which included:

- General restructuring.
- Proposed benefit changes.
- Telehealth guidance.

Ms. Sieg provided an overview of the proposed pharmacy benefit changes, which included:

- Removing out-of-pocket limits (OOP) for level 1, 2 and 4 drugs.
- Removing only level 4 OOP.
- Move coverage of continuous glucose monitoring devices to pharmacy benefit.
- Implementing Navitus's Copay-Max program.
- Enacting Navitus's Copay True
- Executing Navitus's Medication Therapy Management program.
- Enrollment in pharmacogenomics program.
- Joining Navitus's texting program.

Ms. Sieg stated next steps include ETF reviewing changes with the Board's actuary and employers and bringing the final recommendations for 2022 changes to the May meeting.

WebMD Key 2020 Findings Presentation

Ms. Rathjen provided an overview of the WebMD Key 2020 Findings for Well Wisconsin and highlighted:

- Employee program participation.
- Overall risk prevalence.
- Risk stratification for weight management.
- 2020 group coaching participation and weight loss statistics.
- Participant satisfaction.
- Mental health healthy behaviors statistics.
- Risk change comparisons.
- 2021 program updates.

Ms. Seaverson stated the program had higher retention rates this year for members who participated in the weight-loss coaching and programs.

SUPPLEMENTAL PROGRAMS

Life Insurance Program Audit Results

Mr. Rasmussen referred the Board to the Life Insurance Program Audit Results memo (Ref. GIB | 2.17.21 | 8A) and provided background information on the audit. He stated no significant exceptions were identified and no recommendations were made by Wipfli,

LLC as a result of the audit. Audit procedures and results are reviewed with ETF's Office of Internal Audit and Division of Trust Finance to assure consistency with industry standards.

Mr. Rasmussen provided information regarding:

- Evidence of insurability.
- Claims testing.
- Eligibility and premium testing.
- Retirement processing.
- Disability premium waivers.
- Cancellation and termination processes.
- Premium billing and collecting.
- Administrative performance standards.
- Controls in place for the administration of the Group Life Insurance Program.

Mr. Jackson departed at 12:45 p.m.

ConnectYourCare Contract Extension

Mr. Vang referred the Board to the ConnectYourCare (CYC) Contract Extension memo (Ref. GIB | 2.17.21 | 8B) and discussed:

- Background of the ERA and HSA and Commuter Fringe Benefit Accounts programs.
- Contract terms.
- Partnership with CYC.
- Member survey results.
- Performance standards.
- 2020 participant enrollment.
- Administrative fees.
- FSA unsubstantiated claims.
- 2020 deliverables.

MOTION: Ms. Thompson moved to approve a two-year contract extension for the following ETF contracts: ETH0052 for Third-Party Administration of Health Savings Accounts, ETH0053 for the Third-Party Administration of Section 125 Cafeteria Plan and Employee Reimbursement Accounts and ETH0054 for Third-Party Administration of Commuter Fringe Benefit Accounts with ConnectYourCare, for the period of January 1, 2022, through December 31, 2023. Mr. Wimmer seconded the motion, which passed unanimously on a voice vote.

INCOME CONTINUATION INSURANCE EXPERIENCE STUDIES/LOSS RATIOS DISCUSSION

Mr. Guidry referred the Board to the Income Continuation Insurance Experience Studies and Loss Ratios memo (Ref. GIB | 2.17.21 | 9) and stated the areas reviewed included:

- Updated review from 2015.
- Claim termination and offset assumptions from the first report in April 2020.
- Loss ratios, participation, and claim incident rates from the current report completed in August 2020.
- Insights into premium adequacy, enrollment, and claim characteristics.

Mr. Correia provided statistics on:

- Loss ratio comparisons.
- Considerations taken into account when reviewing the experience studies and loss ratios.
- Incurred loss ratios from 2015 through 2019.
- Incurred loss ratios by employer group.
- Constant loss ratios from 2015 through 2019.
- ICI financial projection scenarios:
 - Valuation baseline as of December 31, 2019.
 - UW premium rate change in 2022 based on 75% total loss ratio (TLR).
 - UW premium rate change in 2022 based on 50% TLR and 10% increase in claims due to COVID-19 in 2020 and 2021.

Mr. Correia stated next steps include the 2021 state ICI program valuation, 2021-2023 budget process and insurance administration system.

OPERATIONAL UPDATES

Ms. Mallow referred the Board to the Operational Updates in the Board packet (Ref. GIB | 2.17.21 | 10A-10N) and provided an overview of the written memos. She asked if there were any questions from the Board regarding any of the materials in the reports; she offered that ETF staff were available if there were any questions.

FUTURE ITEMS FOR DISCUSSION

Ms. Mallow referred the Board to the Tentative May 2021 Agenda (Ref. GIB | 2.17.21 | 11) and highlighted items for the upcoming May meeting. She also asked the Board for feedback or suggestions for additional items to address at that meeting.

MOVE TO CLOSED SESSION

Mr. Day stated the Board would now meet in closed session to hear a presentation on the RFP process and selection regarding the Uniform Dental Benefits Contract and to deliberate the vendor recommendation on Intent to Award the contract.

MOTION: Mr. Fields moved to go into Closed Session pursuant to the exemptions contained in Wis. Stats. §19.85 (1) (e) to negotiate the investing of public funds or to conduct other specified public business, whenever competitive or bargaining reasons require a closed session. If a closed session is held, the Board may vote to reconvene in open session following the closed session. Ms. Thompson seconded the motion, which passed unanimously on the following roll call vote:

Aye: Day, Donahue, Evanco, Fields, Houdek, Lounsbury, Pahnke, Thompson, Wimmer

Nay: None

Absent: Jackson

The Board convened in closed session at 1:10 p.m.

The Board returned to open session at 1:59 p.m.

DISCUSSION AND VOTE ON BUSINESS DELIVERATED DURING CLOSED SESSION

Report on Closed Session Discussion

Mr. Day, Board Chair, announced during closed session the Board heard a presentation on the vendor selection process and vendor recommendations for the Uniform Dental Benefits contract from ETF staff and the evaluation committee and stated the recommendation would now be discussed and voted on by the Board.

Issuance of Letter of Intent to Award Contract for Uniform Dental Benefits Administration

MOTION: Mr. Fields moved to grant authority to the ETF Secretary to issue a letter of intent to award a contract to administer the State of Wisconsin Uniform Dental Benefit to Delta Dental of Wisconsin (Delta) for a period beginning January 1, 2022, through December 31, 2026, with two additional two-year extensions permitted; Additionally, in the event of failed or prolonged negotiations with Delta, the ETF Secretary would be allowed to issue a letter of intent to award the contract to Anthem Blue Cross and Blue Shield. Ms. Thompson seconded the motion, which passed unanimously on a voice vote.

Absent: Jackson

The Board thanked Mr. Conlin for his guidance with the Group Insurance Board throughout the years and they wished him all best in his future endeavors.

ADJOURNMENT

MOTION: Mr. Fields moved to adjourn the meeting. Mr. Houdek seconded the motion, which passed unanimously on a voice vote.

The meeting adjourned at 2:08 p.m.

Date Approved: _____

Signed: _____

Nancy Thompson, Secretary
Group Insurance Board