Board Retreat Planning

Aug. 16, 2016

Kathy Loretz, PEBB Director

Executive Summary

The Nov. 15, 2016, board meeting will be replaced by a board retreat. The retreat agenda will be centered on developing a 4-5 year strategic plan.

In preparation for the retreat, staff has compiled a preliminary list of discussion items that could be used as tactics to reach the goals of the strategic plan. Staff contacted medical and dental carriers, Public Health Division, OHA Health Policy and Analytics, PEBB Member Advisory Committee and Mercer for ideas. Additional ideas from the plans and Mercer will be added as they are received.

Preliminary results from both the Behavioral Risk Factor Surveillance Survey for State and School Employees (BSSE) and the plan metrics will be available at the retreat to help guide decisions.

Staff Request

Staff is requesting the board discuss the attached items and add or remove items to the list. Staff and consultants will research the resulting list for presentation at the retreat. PMAC suggested ideas be grouped according to the Triple Aim. Suggestions gathered to date are listed below:

Improved Health

Item	Recommended By	Notes
Chronic Disease prevention/management	PMAC	PEBB offers chronic disease management through all carriers: Diabetes Prevention, Amada, carrier care management
Culture of Health – worksite/environmental supports	PMAC	PMAC Executive Order request has gone to the governor for review. If it is signed, PEBB will hire a statewide wellness coordinator to work with agencies to promote health
Update HEM	PMAC	Board has asked PMAC to provide input on improvements
Wellness vendor	Staff	Single vendor could handle health assessments, Weight Watchers, Healthy Team Healthy U, mindfulness/resiliency training
Mental Health: • Access • Prevention • Early Detection	Staff	Expansion of access through telehealth, coordination with physical health, screening and early detection, pregnancy related issues
Prevent/reduce tobacco use through incentives, availability of cessation benefits, tobacco-free worksites	PMAC / State Health Improvement Plan (SHIP)	All plans offer nicotine replacement and phone counseling services
Low increase in obesity through incentives, number of hospitals meeting baby-friendly standards, coverage for weight management & chronic disease self-management, adopt/implement standards for food and beverages sold at public/private worksites	PMAC / State Health Improvement Plan (SHIP)	Currently fully cover Weight Watchers and Healthy Team Healthy U
Improve oral health through incentives, early preventive care for children, oral health in chronic disease prevention and management models, dental coverage and treatment plan designs	PMAC / State Health Improvement Plan (SHIP)	Preventive care covered at 100%, have asked dental plans to put forward ideas
Reduce harms associated with alcohol/substance abuse through incentives, reducing high risk prescribing, increase number of health systems that adopt screening/prescribing guidelines, providing evidence-based alternative pain management therapies, offer full	PMAC / State Health Improvement Plan (SHIP)	

spectrum of in and outpatient substance abuse coverage		
Prevent deaths from suicide through incentives, universal screening for individuals at risk of suicide, reduce access to lethal means of suicide, ensure training for health professionals	PMAC / State Health Improvement Plan (SHIP)	Wrap in with mental health
Improve immunization rates through incentives, strategies for providers to increase deliver of on-time immunizations, increase flu vaccination rates for health care workers	PMAC / State Health Improvement Plan (SHIP)	
Protect populations from communicable disease through incentives, annual chlamydia screening, expedited partner therapies, improve hospital capacity to detect and prevent health care-associated infections, educate clinicians about foodborne disease assessment and prevention	PMAC / State Health Improvement Plan (SHIP)/HPA	

Improved Care

Item	Recommended By	Notes
Promote coordinated and team based care	PMAC/HPA	Included in the RFP
Improve member engagement	PMAC	
Decision support tools	Staff	
Primary Care Support	HPA	
Telehealth – Medical and Behavioral Health	Staff	

Lower Cost

Item	Recommended By	Notes
Pharmaceuticals	PMAC/HPA	
Revisit Additional Cost Tier	PEBB Staff	
Increase Deductible to $350, reduce to $250 if enroll in HEM	Staff	No effect on members, cleaner from ADA position
Increase specialist coinsurance in PEBB Statewide Plan	Staff	
Increase out of network deductible, coinsurance, out of pocket	Staff	
Pool retirees separately	Staff	
Remove coverage for domestic partners	Staff	
Increase spouse surcharge to $100	Staff	
Alternative Payment Methodologies	HPA	