



**Commonwealth of Massachusetts
Group Insurance Commission**

*Your
Benefits
Connection*

2021 PUBLIC INFORMATION SESSIONS FOR THE BENEFIT PLAN YEAR JULY 1, 2021 – JUNE 30, 2022



Group Insurance Commission



@MassGIC

Attendance at a Public Information Session is not required in order to participate in Annual Enrollment.

Agenda*

- Group Insurance Commission (GIC) 101
- Premium Rate Development
- Plan Design
 - No increases to cost sharing (copays, deductibles)
 - No changes by GIC to retiree plan
- Upcoming Health Benefit Procurement
- Questions and Comments

*Please note that this session is being recorded.

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PUBLIC Q&A

The GIC seeks member feedback across all topics with a specific interest in:

- Premium Rates
- Plan Design
- Engagement Strategy

Please submit questions at any time during the webinar via the Q&A function or submit general comment to gic.info@mass.gov.



If you have specific questions related to your personal benefits and coverage, please visit mass.gov/forms/contact-the-gic or call 617-727-2310 and a member of our team will assist you.

GIC 101

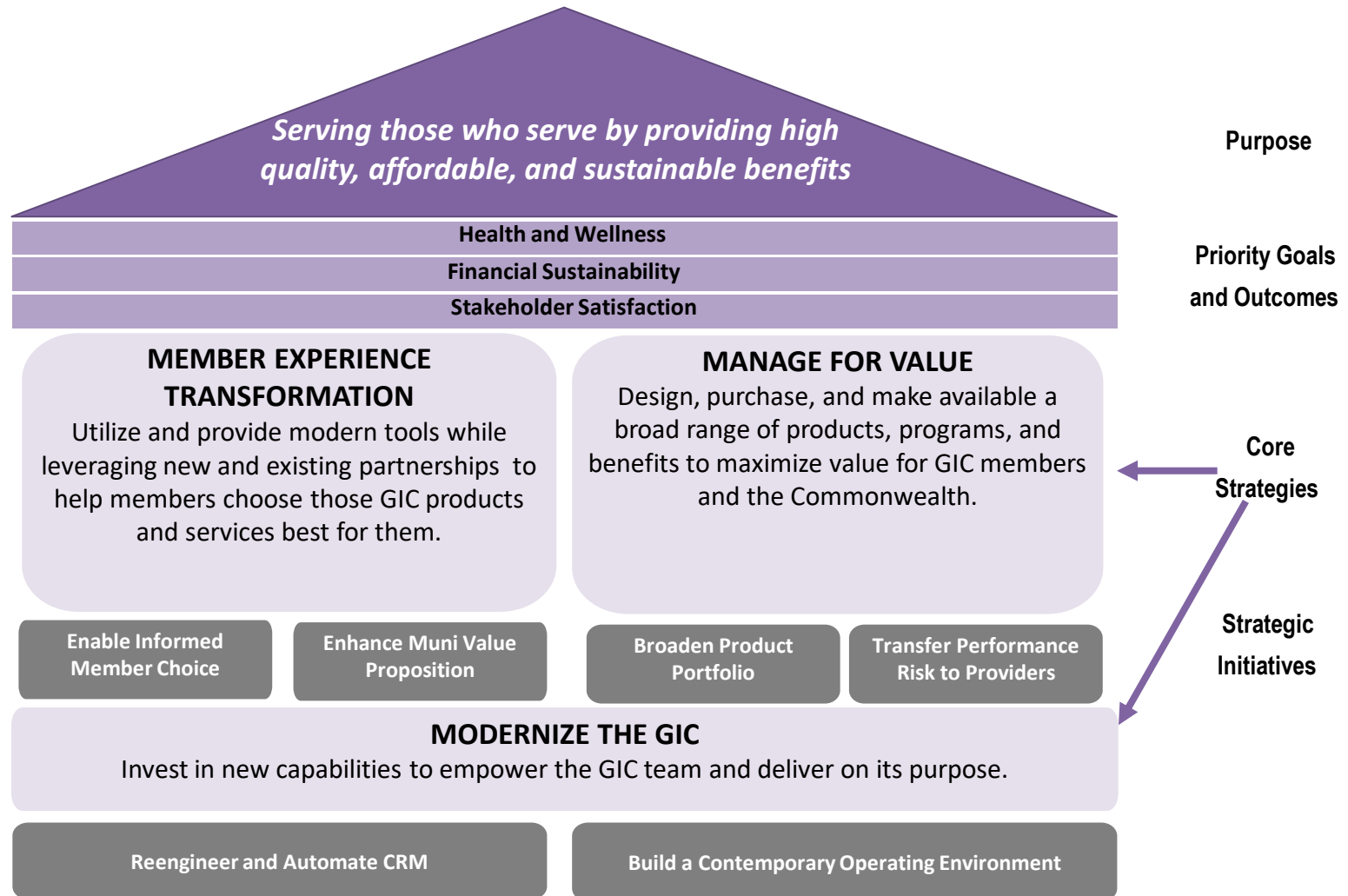
GIC 101: Commission Members

| | |
|---|---|
| Valerie Sullivan (Public Member), Chair | Bobbi Kaplan (NAGE), Vice Chair |
| Michael Heffernan, Secretary of Administration & Finance | Gary Anderson, Commissioner of Insurance |
| Elizabeth Chabot (NAGE) | Adam Chapdelaine (Mass Municipal Association) |
| Edward Tobey Choate (Public Member) | Christine Clinard (Public Member) |
| Tamara P. Davis (Public Member) | Kevin Drake (Council 93, AFSCME, AFL-CIO) |
| Jane Edmonds (Retiree Member) | Joseph Gentile (Public Safety Member) |
| Eileen P. McAnneny (Public Member) | Patricia Jennings (Public Member) |
| Melissa Murphy-Rodrigues (Mass Municipal Association) | Anna Sinaiko (Health Economist) |
| | Timothy D. Sullivan (Massachusetts Teachers Association) |

GIC Mission

GIC will provide its members with sustainable, effectively-administered high quality and affordable benefits, and use its influence to drive improved health for members and higher value health care delivery in the Commonwealth.

GIC 101: Purpose, Goals and Core Strategies



GIC AT-A-GLANCE*



462,000

Total members



110,000

Medicare subscribers



The GIC is the **single largest purchaser** of health insurance in the Commonwealth!

The GIC has four long-term objectives:



Provide access to high-quality, affordable benefit options to employees, retirees and dependents



Limit the financial cost to the state and others (of fulfilling benefit obligations) to sustain growth rates



Use the GIC's purchasing power to innovate and otherwise favorably influence the Massachusetts health care market



Evolve GIC's existing business and operational environment to meet business demands and security standards



17 Commissioners

Appointed by the Governor
(including representatives from labor, retirees, business community and academia)

918

State, Regional, Municipal and Quasi-Public Member Agencies
(including Housing/Redevelopment Authorities, MWRA, MassPort, MBTA, etc.)



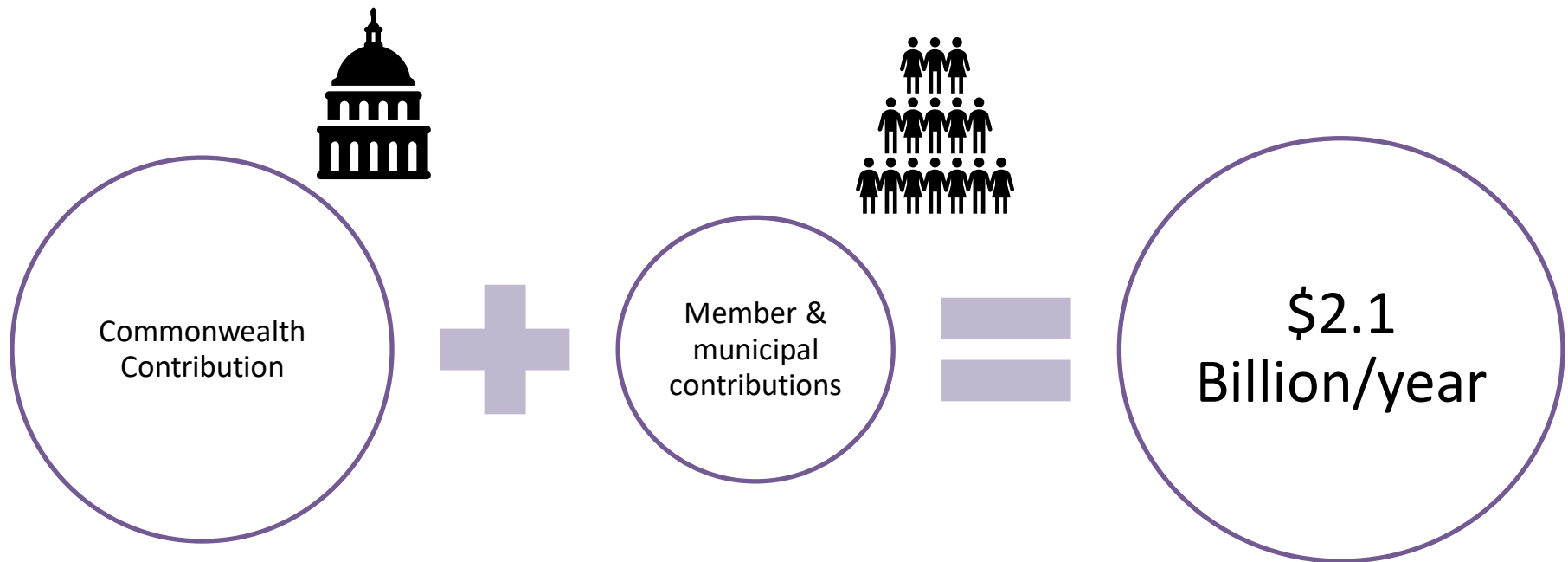
Budget:
\$2.1 billion

* Unless otherwise stated, data in this report is current as of June 2019.

GIC 101: What the GIC Offers

- Health
- Dental and vision
- Life insurance
- Long-term disability
- Health care and dependent care flexible spending accounts
- Employee Assistance Program

GIC 101: How the GIC Is Funded



GIC 101: How GIC Health Benefits Are Financed



GIC members receive services, and health care providers send claims to insurance companies



Insurance companies and Pharmacy Benefit Managers pay health care providers, and bill GIC weekly



GIC reimburses insurance companies for actual costs



Our Challenges

Cost/Value



Complexity



Choice



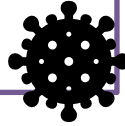
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Disparities



Covid



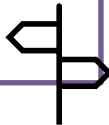
Consolidation/
Competition



Purchasing
Power



Consumer
Behavior

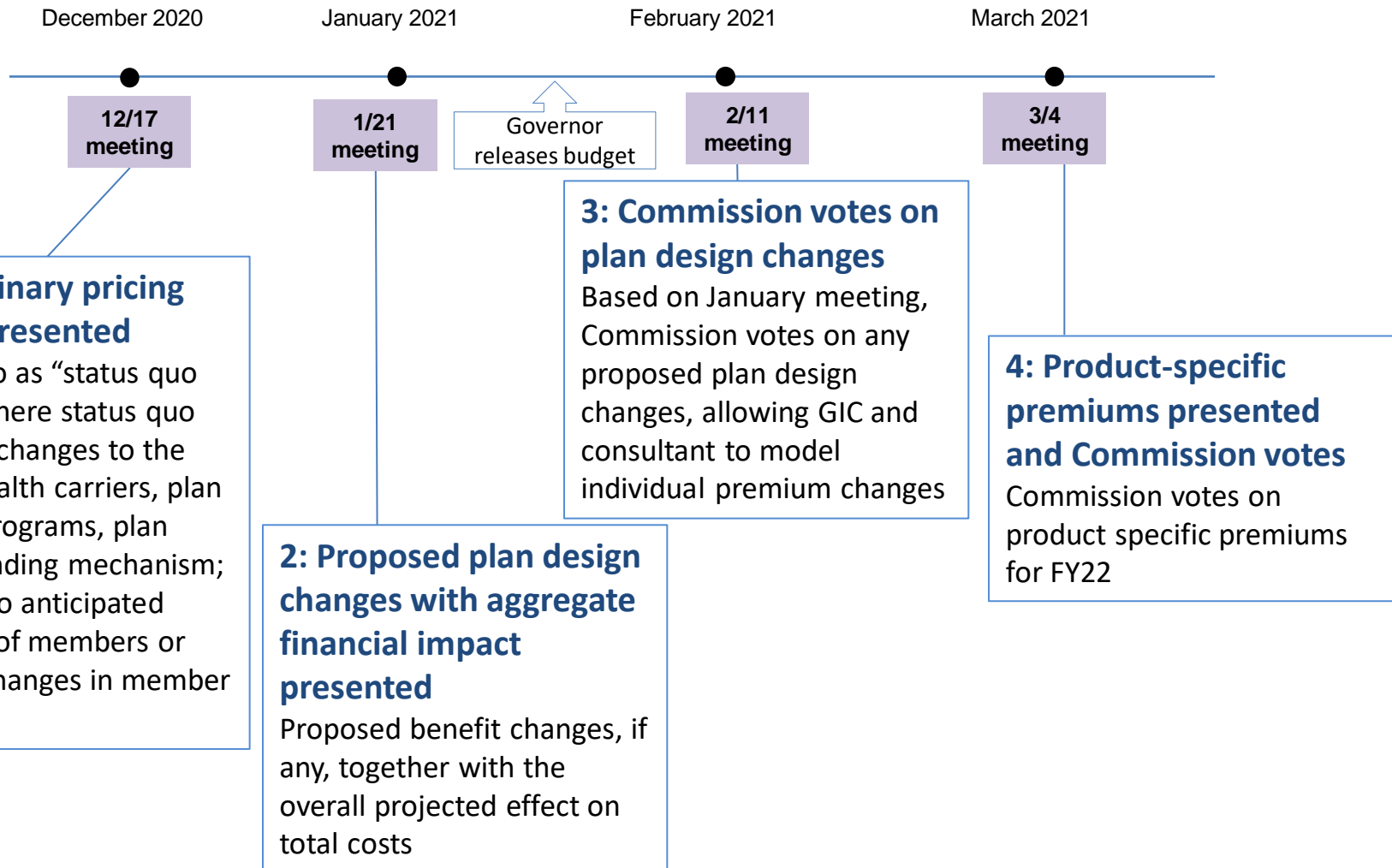


Behavioral
Health



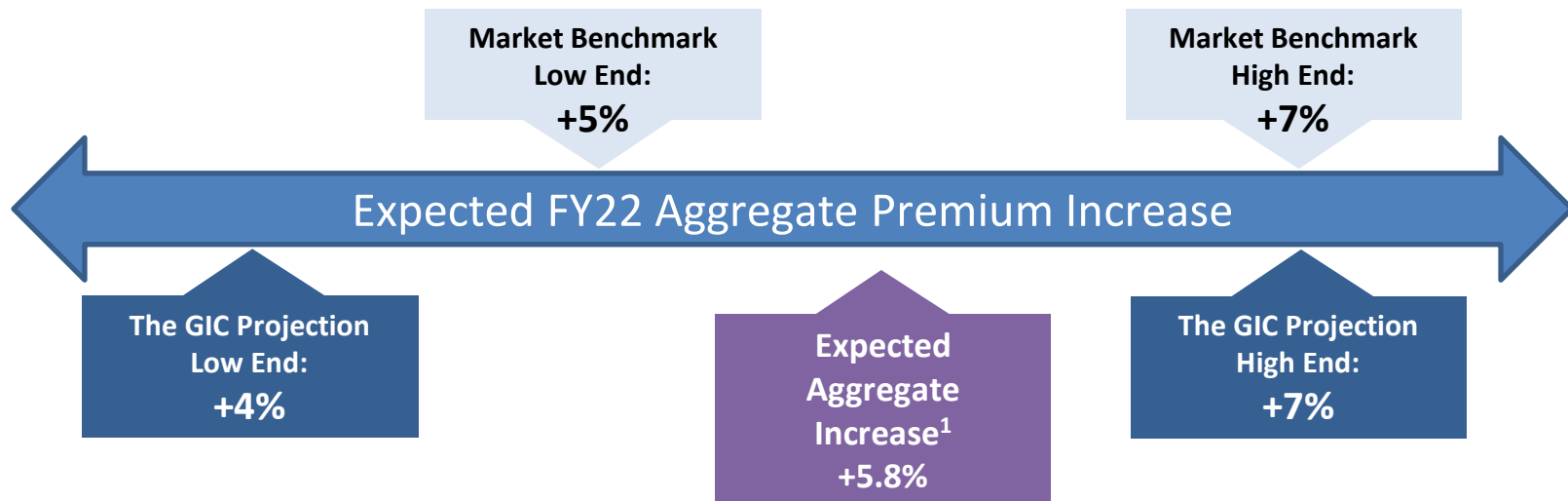
PREMIUM RATE DEVELOPMENT

How Health Plan Premiums Are Developed



Expected FY22 Premium Increase (assuming no plan design changes)

- “Preliminary” = Current health insurance plans, health plan options, programs, plan design, funding mechanism; no anticipated changes in plan enrollment or material changes in member behavior
- Expected aggregate increase reflects the average across all non-Medicare and Medicare plans. Specific plan increases may be outside the stated range.



Annual Enrollment

April 7th, 2021

through

May 5th, 2021



REVIEW OF PLAN DESIGN

Plan Design

- The GIC generally prefers not to make plan design changes mid-procurement as they tend to be disruptive to members, a concern only heightened in the context of the pandemic.
- GIC staff recommended to the GIC Commission that no changes be made to current plans that increase cost sharing for members.
- The GIC is proposing no changes to its Medicare supplement plans (though it is important to note that the federal government could make changes).

FY22 Plan Design

No changes proposed or recommended to health insurance companies or health plan products offered.

| Product type | Available through |
|-------------------------|---|
| National Indemnity Plan | UniCare |
| Broad Network | UniCare Harvard Pilgrim Tufts Fallon |
| Limited Network | UniCare Harvard Pilgrim Tufts Fallon |
| Regional Network | Allways Health New England |

Merger: Tufts Health Plan & Harvard Pilgrim Health Care

- **Rest assured that if you are currently covered under health insurance plans with either company, there will be no immediate change to your policy and you should continue using your current member ID card.**
- Members will be able to maintain enrollment, or newly enroll, in plans offered by either Harvard Pilgrim or Tufts in the next two annual enrollment periods.
- Members can find more information:
<https://www.healthplanholdingsinc.org/faqs/>

FY22 Proposed Plan Design Change

Three No-Cost Behavioral Health Telehealth Visits

- Current copay varies by plan; average copay = \$15
- Waive cost-share for first three behavioral health tele-visits/member/year
- This does not replace three similar visits offered by Mass4You's Employee Assistance Program

| Aggregate Cost | Impacted Members | Total Members |
|----------------|------------------|---------------|
| \$1,449,200 | 37,754 | 314,868 |

Note: Estimated savings and estimated impacted members are projected by health plans

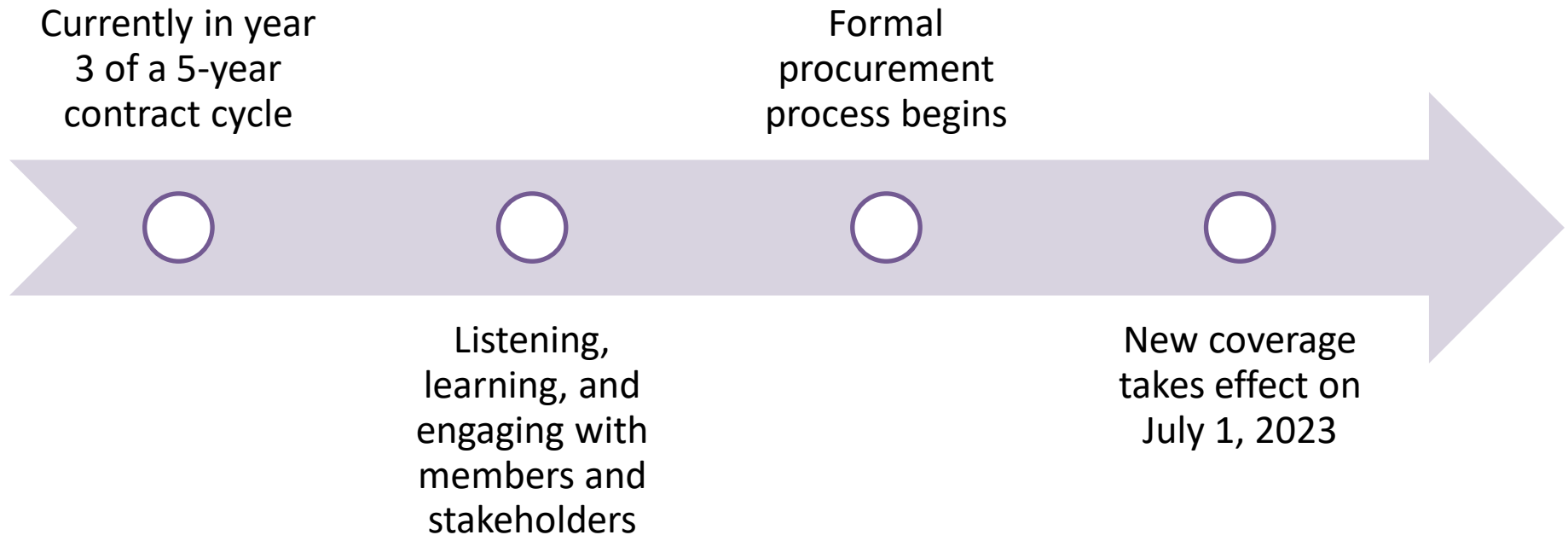
This plan design change would not increase cost for members.

HEALTH BENEFITS PROCUREMENT

What is Procurement?

- Procurement is the process that the Commonwealth typically uses to contract with private companies to perform state-related work.
- The process is strictly governed by Massachusetts law (M.G.L ch. 32A § 4) with an emphasis on ethics and transparency.
- Procurement is the process that the GIC uses to select health insurance plans and other types of insurance companies to provide coverage, for a period of time (e.g. 3 to 5 year contracts).

Health Benefit Procurement



Our Challenges

Cost/Value



Complexity



Choice



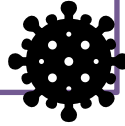
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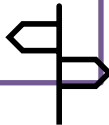
Consolidation/
Competition



Purchasing
Power



Consumer
Behavior



Behavioral
Health



Procurement Guiding Principles

We aim to design a health care program that

- Gives members easy-to-understand, meaningful, and affordable choices;
- Simplifies the experience and products for members;
- Stakeholders understand is the best possible solution; and
- Is anchored in the GIC mission



Mission: GIC will provide its members with sustainable, effectively-administered high quality and affordable benefits, and use its influence to drive improved health for members and higher value health care delivery in the Commonwealth



ENGAGEMENT

Engagement Is Key



Members

- Active
- Retired
- Dependents



Legislature

- Leadership
- Key members



Executive

- Administration & Finance
- Health & Human Services
- Others



Labor

- Leaders
- Commissioners
- Members



Policy

- Health Policy Commission
- Center for Health Information & Analysis
- Attorney General
- Trade Associations



Municipal

- Current GIC partners
- Prospective partners



Vendors

- Current vendors
- Prospective vendors

MORE INFORMATION

Do you have additional questions about retirement, the COVID19 Vaccine, the Tufts Health Plan and Harvard Pilgrim Health Care merger, or anything else?

Please visit us at www.mass.gov/group-insurance-commission.com for more information.



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