

Labor Healthcare Meeting

March 11, 2014

Minutes

Present: Meeting Sign-In Sheet (attached)

Ed Marquez, Deputy Mayor began the meeting at 2:11 p.m., and said that the purpose of the meeting was to:

- Set up a process to communicate and discuss healthcare options.
- Allow for collaboration between labor unions and County management.
- Provide informational workshops and communicate results.
- Revise our present healthcare plan and realize savings.

Mr. Marquez mentioned that he and a few other participants, including Andy Madtes of AFSCME 199 had the opportunity to go to New York to review their model healthcare plan that is currently provided to hotel employees. He said that something similar to this plan may be what the Labor Healthcare Committee may want to consider as a County healthcare plan. He said that the NY plan provides:

- 2/3 less cost
- Costs are set for 10 years
- Strong wellness program
- Structured care for major illnesses
- Provides best of care at a lower cost

Mr. Marquez said that Commissioner Monestime was presently the only Committee member for the Labor Healthcare Committee, as he had been appointed by the Chair of the Board of County Commissioners (BCC). He asked each labor union to provide at least one committee member and an alternate. He also said that the meetings were open to the public. He then asked Commissioner Monestime to introduce himself and for everyone present to also provide an introduction.

Next, Paul Hebert, JD Area Vice President, Compliance, Gallagher Benefit Consulting Services, presented the Affordable Care Act (ACA) Informational Session.

<http://www.miamidade.gov/humanresources/library/mdc-hcr-info-presentation-3-11-14.pdf>

Next, Arleene Cuellar, Director of the Human Resources Department, presented a 2014 overview of Miami Dade County's healthcare information.

<http://www.miamidade.gov/humanresources/library/healthcare-overview-march-2014-gbs-rev4.pdf>

There was a discussion concerning utilization rates, but the actuary, Mr. Glen Volk, Area Vice President & Consulting Actuary, from Gallagher explained that the County did not have enough members to affect utilization rates with the hospitals. Mr. Marquez said that if the County and the School Board and the universities would be combined as an insured group, then they would be able to reduce the cost of services. Mr. Marquez said that one of the County's opportunities was to better utilize the services provided by Jackson Memorial Hospital.

Ms. Cuellar presented AvMed's implementing a "Select" Network, (pg. 14). Duane Fitch, Consultant for SEIU, wanted to see the agreements that AvMed has negotiated with providers.

A correction to the minutes was presented by Martha Baker on 4/9/2014 to emphasize that Mr. Fitch's comments also included the need to address cost savings and to identify where the dollars are being spent in the contracts.

AvMed indicated that aggregate information could be provided at a future meeting.

Questions raised throughout the presentations:

1. Has the County compared the costs of the County's plan to other large employers?
2. Provide benchmark data for both private/public entities and plan value comparison for same.
3. Comparison of pricing at Jackson vs. other facilities.
4. If all ER visits went to a Jackson Facility, what would be the cost savings (model past ER claims through Jackson)?
5. For the costs associated with emergency room visits, what would be the potential savings if the employee seeks attention at another primary care facility?
6. Average cost for various diagnoses at different place of services / appropriate place of service (i.e. if an ER claim went to an urgent care or PCP what is the difference in cost?)
7. Identify how many urgent care claims were referred to the ER (issue was raised that some of the urgent care facilities are sending members to an ER after the urgent care visit.)
8. Additional Utilization Data - at a minimum to Diagnostic / MRI/CAT scans/ Urgent Care claims and comparison to benchmark data.
9. Will AvMed's provider contract(s) be available for review?

10. Does AvMed's current ASO agreement have a guarantee discount?
11. Does AvMed anticipate better discounts to participating providers?
12. Requested a copy of the 2013 Medical RFP results November 5, 2013 Agenda Item 8 (F) (12).
<http://www.miamidade.gov/govaction/legistarfiles/Matters/Y2013/131774.pdf>
13. Interest in exploring wellness initiatives to general cost savings and a healthier workforce. Review plan designs to make them more wellness focused.

Ed Marquez concluded that Sunshine laws apply to the meetings held by the Labor Healthcare Committee. He asked for each labor union to recommend one person as a Committee member and one person as an alternate. The purpose of the group discussions was so that everyone is better informed.

The meeting was adjourned.

MEETING SIGN-IN SHEET

Meeting Date: March 11, 2014
Place/Room: SPCC, Room 18-4

LABOR HEALTHCARE COMMITTEE
FACILITATOR: Arlene Cuellar, Director-Human Resources Department

	NAME	TITLE	ORGANIZATION or COMPANY	PHONE	E-MAIL
1	Michelle Nathman	Acct Mgr	Gallagher	598-1048	Michelle-nathman@ajg.com
2	Mark Regent	Actuarial Analyst	Gallagher		mark-regent@ajg.com
3	Glen Volk	VP of Actuarial	Gallagher		Glen.Volk@ajg.com
4	Paul Hebert	VP of Compliance	Gallagher		Paul-Hebert@ajg.com
5	Barbara Crowe	VP	Gallagher		Barbara_Crowe@ajg.com
6	Melanie McLean	HR Div Dir	MDade County	305-375-2535	melanied@MiamiDade.gov
7	Greg Blackman	Pres GSAF/OPER4100		305-477-9644	gblack@bellsonline.net
8	OTTO Castillo	" / OPER10100		" " " "	" " " "
9	Leda Silver	Sales Operation	ArMed	305-671-4749	Leda.Silver@armed.org
10	PAT Nelson	Res Head	ArMed	305-671-6168	patricia.nelson@armed.org
11	Dan Chang	Miami Herald		754-538-7143	dchang@miamiherald.com
12	Talia Feynman	Exec Director	JHS	786-466-5378	tfeynman@jhs.miami
13	Keith Connor	Sr. Project Analyst	OCA	X12333	kecc@mmuhub.com
14	Veria Prof. Paezientos	SVP / CHRO / Jackson	JHS	305-585-7123	MHUOT@JHS.MIAMI.DEG
15	MARY KNIGHT	CFO	JHS	305-585-7979	MARY.KNIGHT@jhs.miami.org
16	Ayzo Salazar	Op. Director OMB	M. A. de la	305-375-5145	ayzo@MiamiDade.gov

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	NAME	TITLE	ORGANIZATION or COMPANY	PHONE	E-MAIL
17	Loans Foster	Budget Coordinator	OCA	(305) 375-3612	loans.foster@miamidade.gov
18	Nichelle Kligman	Director of Labor: Empl. Rel.	JHS	954.549.4173	michelle.kligman@jacksonhealth.org
19	Andy Medtes	Administrator 199	AFSCME	786-213-3702	amedites@afscme.org
20	Mervis Gonzalez	Benefits Administrator	MDC-HR	(305) 375-4288	mgonzal@miamidade.gov
21	Viviane Dixon	President	AFSCME	786 295 1095	AFSCME 1300 1st St AFSCME Local 13
22	K Phillips	union lawyer	SEU	305 951 9603	Beesmith, Net.
23	Dawn Fitch	Fitch HealthCare	SEIU/AFSCME	680 253 8136	d.fitch@fitchhealthcare.com
24	Arlene Cuellar	HR Director	MDC		
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	NAME	TITLE	ORGANIZATION or COMPANY	PHONE	E-MAIL
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34	Sean McEachern	Comm. Member	Legis. Director	x 5385	
35	TERRY MURPHY	Pres.	Public Affairs Dept	305 322 6747	terrymurphy@afscme.com
36	Robyn Riggins		AFSCME 1303	786-446-3000 x 3308	rriggins@jhlman.com
37	MANUEL OTERO		AFSCME Local 121	305-343-4761	MANU1031@YAHOO.COM
38	Antonio M Linares	President	AFSCME Local 1542	305-705-5914	zeira1542@bellsouth.net
39	MARC ELLIOTT STRINGER	VP/Local 3292	AFSCME 3292	(3) 726-4501	local3292@aol.com
40	VINCE CASTRO	Dept Chief of Staff	Chamman form	3/375-3845	vcastro@mandalay.com
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	NAME	TITLE	ORGANIZATION OF COMPANY	PHONE	E-MAIL
49	Mishell Warner	Sec Treasurer	AFSCME 1363	786 347 7795	afscme.local 1363@bellsouth.net
50	Enrico Azoy	President	AFSCME 1212	786-261-6669	AFSCME1212@bellsouth.net
51	Martha Baker RN	President	SEIU 1991.0M	305-620-6555	Mwtkw@seiu1991.org
52	Edwin L. Montano	SEC. TREAS.	AFSCME 1542	786-376-3933	efain/542@att.net
53	JOEL HERNANDEZ	PRESIDENT	AFSCME 3292	305-725-7050	LOCAL3292@AOL.COM
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	NAME	TITLE	ORGANIZATION or COMPANY	PHONE	E-MAIL
65	Ed Marquez		Mayor's Office		
66	Commissioner Marshine		BCC		
67	Jennifer Moon		OMB		
68	Susana Ramirez		HR		
69	Michael Edwards		HR		
70	Karen Toledo		HR		
71	Eric Rodriguez		CAO		
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