

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
January 19, 2011**

**Visit the MAC website at [ct.gov/MAC](http://ct.gov/MAC)**

Peter Bucknall, MAC Chair, called the meeting to order at 9:05 a.m. Peter thanked those in attendance for their participation, especially in light of the road conditions. Peter welcomed and introduced the guest speaker, Scott Anderson, Assistant Director of the Healthcare Policy and Benefits Services Division of the Office of the State Comptroller.

**Guest Presentation**

Scott Anderson thanked MAC for the invitation to speak to the group. Dr. Thomas Woodruff, the Division Director, was originally scheduled to speak, but was unavoidably called away to a Retirement Services meeting. Dr. Woodruff sent his regrets that he could not speak at today's MAC meeting.

Mr. Anderson spoke about the healthcare and dental insurance benefits available to current and retired state employees and their dependents. He described the Comptroller's authority to procure group medical insurance for state employees, retirees, members of the General Assembly, probate court employees, non-state public employees, and others.

Mr. Anderson also spoke about the Healthcare Cost Containment Committee (HCCC). The HCCC meets monthly, and is comprised of representatives of both labor and management. Representatives are from the Department of Insurance, Office of Labor Relations, and the Office of Policy and Management, and Office of the State Comptroller (OSC). The committee is staffed by the OSC. The HCCC is charged with overseeing plan design, cost, employee wellness, plan effectiveness, etc. It also reviews and discusses monthly premiums, claims and administrative data to ensure the plan is operating as expected. The committee also discusses areas of concern and ideas for improving the health of state employees and retirees. The HCCC works with doctors, hospitals and insurers, and assists the Comptroller during the Request for Proposals/bidding process.

Mr. Anderson described the various plan options and what each type of plan offers to members. He emphasized that, while all plans and carriers offer the same basic services, it is important for members to verify with carriers whether their specific providers are in the network. He briefly spoke about the different dental plans as well.

The state is self-insured. As such, the state is at risk for the full amount of claims. Carriers are paid a "per member per month" administrative fee for each employee and retiree (there are no fees for dependents). Mr. Anderson explained the behavioral economics of the plan, and how the state embraces a value-based design – paying doctors and hospitals for results instead of fee-based services. He also emphasized the need for better communication between patients and their Primary Care Providers (PCP) in the event the patient sees a specialist on their own without a referral from their PCP. For example, if a patient sees a cardiologist, the PCP needs to know this so the total health of the patient is taken into consideration.

Some of the other responsibilities that fall on patients are management of chronic conditions, compliance with maintenance prescriptions, and preventive screenings. Employer responsibilities include periodic analyses of the plans to identify problem areas, meaningful communication with employees and providers, implementation of programs to increase awareness and more effective treatments, and effective wellness initiatives based on plan experience.

With regard to the prescription program, 300,000 prescriptions are filled every month, and the estimated current monthly cost to the state is 30 million dollars. When the change to the prescription plan was made in 2008, the estimated savings in that first year was 20 million dollars. As a result of the SEBAC Agreement, generic drug utilization has increased by 7% and the current annual savings is 30 million dollars. The state also provides a prescription plan for Medicare eligible retirees, and the expected reimbursement from the federal government for 2010 is 26 million dollars.

As a result of the federal health reform act, some of the expected changes are the Early Retirement Reinsurance Program, which will provide an estimated reimbursement to Connecticut from the federal government 30 million dollars. The act also increases the dependent age to 26. Dependents are not eligible to be on their parents' insurance if they have their own insurance from another source, such as an employer.

Mr. Anderson spoke about the work of the Sustinet board, which recently released a plan that calls for more collaboration between OSC, Department of Social Services, and other state agencies involved in healthcare. He ended his presentation with some information on provider contact numbers and websites, then took a few questions about specific plans.

Peter thanked Mr. Anderson for speaking, especially on short notice. Peter then announced a 5 to 10 minute break.

After the break, Peter convened the business portion of the meeting.

### **Approval of Minutes**

The minutes of the December 15, 2010 meeting were approved unanimously, as submitted.

### **Treasurer's Report**

In the absence of Claudia Helgott, Treasurer, Peter reported that the balance in the treasury was \$2,835.57 as of December 31, 2010. Two disbursements were made from the treasury in December 2010. These were for expressions of sympathy to Elise Kremer and Wanda Seldon, both of whom had recently lost their mothers. The Treasurer's report was accepted.

### **Committee Reports**

Credentials. In the absence of Ellen Carter, MAC Credential Chair, there was no credentials report. Peter read aloud from the By-Laws the list of agencies that are due to hold elections for terms commencing in odd-numbered years. He will follow up with a letter to the respective agency heads and human resources administrators.

## Old Business

Speakers and Logistics. Chris Beloff confirmed that Dr. Vishnu Khade has committed to speaking at the March 16, 2011 monthly meeting. Chris asked the membership if they would like a presentation on "Water Wars" which was suggested by Dr. Khade. After some discussion, it was decided that a broader topic of "Sustainable Communities" would be of more interest to the membership and other state managers. It was also noted that Peggy Zabawar is confirmed for the May 18, 2011 meeting and will speak about workplace violence and threat assessment.

Web Site. Chris Beloff reported that a copy of Scott Anderson's presentation would be available on the MAC website as soon as Scott sends it to him. He had nothing further to report.

Communications Committee. Tom Crafa indicated that he had nothing to report.

Orientation Committee. In Dave Lynn's absence, there was no report.

Salary Compression Workgroup. In Dave Lynn's absence, Peter touched briefly on the subject of salary compression. He noted that a meeting request will be made to Department of Administrative Services and Office of Policy and Management. The intent would be to discuss the concerns of MAC and also to present the topic of salary compression. The data compiled by the workgroup needs to be organized so that it can be used in that meeting. Peter will contact Dave to discuss this matter.

Legislative Committee. Peter reported on various bills of general interest to state managers. A list follows:

***Proposed Bill No. 87, AN ACT CONCERNING THE PREVENTION OF CONVICTED FELONS FROM RECEIVING STATE SOCIAL SERVICE BENEFITS***

***Statement of Purpose:*** To require that persons receiving state aid are law abiding citizens.

<http://www.cga.ct.gov/2011/TOB/S/2011SB-00087-R00-SB.htm>

***Proposed Bill No. 114, AN ACT CONCERNING APPROVAL OR REJECTION OF COLLECTIVE BARGAINING AGREEMENTS BY THE GENERAL ASSEMBLY***

***Statement of Purpose:*** To require state employee collective bargaining agreements to be voted upon by the legislature before they become effective.

<http://www.cga.ct.gov/2011/TOB/S/2011SB-00114-R00-SB.htm>

***Proposed Bill No. 115, AN ACT CONCERNING A DEFINED CONTRIBUTION RETIREMENT PLAN FOR STATE EMPLOYEES***

***Statement of Purpose:*** To change the state employee retirement plan from a defined benefit plan to a defined contribution plan for newly-hired employees.

<http://www.cga.ct.gov/2011/TOB/s/pdf/2011SB-00115-R00-SB.pdf>

***Proposed Bill No. 116, AN ACT PROHIBITING RECEIPT OF STATE RETIREMENT INCOME DURING TIMES OF REEMPLOYMENT WITH THE STATE***

***Statement of Purpose:*** To prohibit the receipt of pension and salary payments from the state at the same time.

<http://www.cga.ct.gov/2011/TOB/S/2011SB-00116-R00-SB.htm>

***Proposed Bill No. 177, AN ACT CONCERNING COPAYMENTS UNDER THE STATE EMPLOYEES' HEALTH INSURANCE PLAN***

***Statement of Purpose:*** To reduce the cost of providing state benefits by increasing copayments for all employees and officials.

<http://www.cga.ct.gov/2011/tob/s/2011SB-00177-R00-SB.htm>

***Proposed Bill No. 178, AN ACT CONCERNING ANNUAL COST-OF-LIVING ALLOWANCES FOR STATE EMPLOYEES***

***Statement of Purpose:*** To postpone cost-of-living allowances for state employees during fiscal years when the state runs a deficit until such time as the state attains a surplus.

<http://www.cga.ct.gov/2011/tob/s/2011SB-00178-R00-SB.htm>

***Proposed Bill No. 179, AN ACT REDUCING THE SALARIES OF ALL STATE EMPLOYEES AND ELECTED STATE OFFICIALS***

***Statement of Purpose:*** To reduce the salaries of state employees and elected state officials by ten per cent for two years.

<http://www.cga.ct.gov/2011/tob/s/2011SB-00179-R00-SB.htm>

***Proposed Bill No. 5023, AN ACT CONSOLIDATING THE LEGISLATIVE COMMISSIONS***

***Statement of Purpose:*** To help reduce the size of government by combining all of the existing legislative commissions into one commission.

<http://www.cga.ct.gov/2011/TOB/H/2011HB-05023-R00-HB.htm>

***Proposed Bill No. 5078, AN ACT INCREASING THE DELIVERY OF SOCIAL SERVICES BY QUALIFIED PRIVATE COMMUNITY-BASED PROVIDERS***

***Statement of Purpose:*** To increase efficiency in the delivery of state social services by transferring a portion of the responsibility for the delivery of such services to qualified private community-based providers.

<http://www.cga.ct.gov/2011/TOB/H/2011HB-05078-R00-HB.htm>

***Proposed Bill No. 5116, AN ACT CONCERNING STATE EMPLOYEE RETIREMENT BENEFITS***

***Statement of Purpose:*** To end abusive pension practices and reduce future state pension costs.

<http://www.cga.ct.gov/2011/TOB/H/2011HB-05116-R00-HB.htm>

***Proposed Bill No. 5174, AN ACT CONCERNING STATE EMPLOYEES AND TRAINING TO DEAL WITH WORKPLACE VIOLENCE***

***Statement of Purpose:*** To require all state employees to undergo training to deal with workplace violence.

<http://www.cga.ct.gov/2011/TOB/H/2011HB-05174-R00-HB.htm>

***Proposed Bill No. 5259, AA REQUIRING PUBLIC HEARINGS ON THE LOCATION OF GROUP HOMES***

***Statement of Purpose:*** To mandate public hearings regarding the location of group homes.

<http://www.cga.ct.gov/2011/TOB/H/2011HB-05259-R00-HB.htm>

Other Old Business. There was no other Old Business.

### **New Business**

Report of the Commission on Enhancing Agency Outcomes. This topic was briefly discussed. The concern was raised that erroneous information seemed to have been used by the commission when speaking about the state being top-heavy in management (for example, including bargaining unit supervisors in the statistics). The tenor of the discussion was that the coming days will be trying for all state employees and that the deficit mitigation will require sacrifice from everyone.

Managers Day 2011 Committee. Peter remarked that it is never too early to start planning for Managers Day, and asked for volunteers for the committee. The following individuals volunteered: Chris Beloff, Tom Crafa, Don Currey, Jadwiga Goclowski, and Elisa Nahas.

Other New Business. There was no other New Business.

### **Adjournment**

The business meeting was adjourned at 10:00 a.m.

The list of those in attendance at the January 19, 2011 meeting, the Treasurer's report, and a copy of Scott Anderson's PowerPoint presentation are attached and are hereby made a part of these minutes.

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The next meeting is scheduled for Wednesday, February 16, 2011 in Conference Room B at the Department of Transportation. There will be no guest speaker at the February meeting.

Respectfully submitted,

Elise Kremer  
MAC Secretary  
MAC Representative for the  
Department of Public Health

**MAC ATTENDANCE ROSTER**  
**January 19, 2011**

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Joann Bellamo	G
Children and Families	Debi Freund	R
Consumer Protection	Elisa Nahas	R
Correction	Donald Currey	R
Correction	John Bishop	G
Developmental Services	Jadwiga Goclowski	R
Education	Deb Paradis	R
Elections Enforcement	David Barry	R
Fire Protection and Control	Adam Piskura	G
Insurance	Mark Murphy	A
Insurance	Maura Welch	G
Mental Health and Addiction Services	Carl Shields	R
Mental Health and Addiction Services	Angela Levix	A
Pardons and Parole	Rasa Pakalnis	R
Public Safety	Michael Hofbauer	G
Public Utility Control	Peter O'Neil	R
Revenue Services	Thomas Crafa	R
Revenue Services	Penny Potter	G
Social Services	Peter Bucknall, Chair	R
Transportation	Ben Alejandro	G
Transportation	Lewis Cannon	G
Transportation	Daniel Foley	G
Transportation	Nancy Malinguaggio	G
Transportation	Doreen Rossi	G
Veterans' Affairs	Chris Beloff, Vice Chair	R