

Cape Cod Municipal Health Group

Strategic Plan 2010-2012

Cape Cod Municipal Health Group (CCMHG) will promote a Culture of Wellness throughout its membership believing that this approach, over time, will improve quality of life of employees and retirees, improve productivity, and lower health care cost increases.

CCMHG will help its members become prudent purchasers of health services.

Goal #1: Improve/maintain health status of members

- A. Get support and involvement from top Management for health risk reduction and general health promotion efforts. i.e. create a Culture of Wellness at the workplace in support of desired behavioral change
 - 1. Create rewards programs for units that participate in CCMHG wellness programs
 - (a) increase participation in CCMHG-sponsored wellness programs by at least 10% per year for next two years and develop tools to measure participation.*
 - 2. Conduct educational programs for managers to make the case for them to put efforts into Wellness programs and to give them tools to bargain for changes in benefits
 - (a) conduct one workshop per year for managers – inform about financial vehicles for helping to get acceptance for benefit design changes and present information about building health promotion into the workplace.*
 - (b) Increase active employee enrollments in Rate Saver plans by 20% or more over next 2 years.*
- B. Target members at risk (chronic diseases) for biggest ROI
 - 1. Identify CCMHG's greatest health risks and costs, and in partnership with vendors design and implement interventions to
 - (a) improve compliance with prescribed medical care and medications among diabetic population (measure by changes in medical and RX spend for diabetics pre and post program), and*
 - (b) lower behavioral risk, ex. smoking cessation, dietary adherence, increased activity*
- C. Develop and carry out programs to encourage and support the general employee population to adopt and maintain behaviors that promote good health such as smoking cessation, active lifestyle, good nutrition, stress reduction

1. educational programs
2. behavioral incentive and reward programs

Goal #2: Engage employees/members in making wise health care decisions

- A. Sensitize members to costs of care and understanding unnecessary and inappropriate uses of care
 1. with Vendors conduct Health Care Consumerism Workshops for employees & retirees
 2. Create and present exhibits and information showing employees' and employers' annual total costs of health plans and costs of health care visits, procedures, medications, etc.

Goal #3: Align plan design with wellness goals and prudent consumer goals

- A. Move employees to Rate Saver plans
 1. increase rate differential between Legacy and Rate Saver plans
 2. reduce routine office visit co-pays to zero for Rate Save plans only
- B. Consider other plan design changes...examples:
 1. waive co-pays for certain services to increase care compliance for those with chronic conditions, e.g. diabetes, or for preventive services like routine physical exams;
 2. increase co-pays to deter over-use of certain services such as ER for non-emergencies.
 3. high deductible plans (with HRA);
 4. introduce a more restrictive Rx formulary.
- C. Encourage elimination of traditional indemnity plans to better utilize health care dollars.

Goal #4: Strategic use of Fund Balance

- A. Use Fund Balance to create incentives for employers and employees to move to Rate Saver plans
- B. Use Fund Balance to provide incentives for wellness program participation

Goal #5: Promote or require adoption of Section 18 to move Medicare eligible retirees to Medicare plans

- A. Continue to inventory participating employers to determine those that have adopted Section 18 and continue to distribute findings to the Board.