

HEALTH SERVICE SYSTEM
CITY & COUNTY OF SAN FRANCISCO

MEMORANDUM

DATE: March 3, 2016
TO: Randy Scott, President, and Members of the Health Service Board
FROM: Catherine Dodd, PhD, RN
Director, HSS
RE: Board Report - February 5 to March 3, 2016

HSS Personnel

- The graphic artist position is in final interview stage.
- The newly vacated 1210 position list was posted today.
- Contracts Manager position recruitment ongoing.
- Finance 1632 position recently vacated; interviews set up for next week.
- Research Assistant position will be vacant as of March 11.
- Health Education position newly vacated.
- 2 positions vacant per last year's budget for "attrition savings."
- Employee engagement vendor contract in process.

Operations

- All customer service levels were met in February – increase in calls compared to 2015 was due 1095 questions.
- By February 10th, 51,000 1095 forms were distributed to all active employees and City Plan enrolled retirees. This was a very successful implementation of this ACA requirement as there were no problems in creating and delivering the forms, and no reported errors.
- Go-live for Salesforce CRM was February 4th. Over 2200 member cases received by phone were logged and completed in the CRM.

Data Analytics:

- Submitted to the IRS first round of software testing required to be able to electronically file the 1094/1095
- Conducted annual HIPAA training for all HSS staff



Finance

- Finalized FY 2016-17 and FY 2017-18 budget request for the Healthcare Sustainability Fund (\$2.05) and the General Fund Administrative Budget for approval by the Health Service Board.
- Submitted internal control documents to the Controller's Office as part of the internal audit.
- Fully executed the contract for the Enterprise Content Management System.

Communications

- Participated in interviews for Graphic Artist.
- Worked on timeline for communications projects with Wellness and Operations.

Wellness

- Reports provided: 2015 Employee Assistance Program Executive Summary.
Highlights include:
 - Direct counseling and organizational wellness services increased in 2015
 - Work-related concerns continue to be the most common reason that employees seek EAP counseling services
 - Management consultations are the most common organizational wellness service
 - Expansion of the EAP to include a third counselor
- Staff coordinated the first ever Champion Appreciation Event to celebrate the work of the over 200 Champions across the City who work to bring wellness to the workplace.
- 84 employees have been recruited for the Getting in Balance Study (Diabetes Prevention Program). Recruitment will continue until June 2016.
- Two 1:10pm classes were added to the Wellness Center calendar to increase access to movement opportunities.
- Wellness Sponsors (DHR, Mayor, Controller, HSS, met to discuss citywide Employee Ergonomic program strategies.

Meetings/Presentations/Misc.

- Worked on Engagement Survey Contract.
- Worked on Contract for management team building.
- Participated in Wellness Champion celebration.
- Weekly AON meetings.
- Attended HSB Finance Committee meeting.

- Attended California Quality Collaborative meeting.
- Attended Statewide Committee on Reducing Overuse.
- Participated in HIPAA training.
- Completed Ethics and Sunshine training.
- Attended annual update on Women Firefighters Biomonitoring Collaborative initially convened in 2013 by HSS. Meeting included reps from: NIH, CA EPA, NIEHS, UCB, UCSF, Firefighters, Breast Cancer Fund, Commonwealth Biomonitoring project. 168 blood and urine samples from Firefighters and Office workers collected and initial analysis conducted. Training manual developed, website posted and U-tube video on safety developed. See URL: womenfirefighterstudy.com
- Drafted and submitted testimony on CMS proposed decrease reimbursement for EGWP. (Regs. promulgated Feb 19, notified by PBGH March 2, testimony due March 4, 2016) See attached.

Transparency

Supreme Court decision March 1: *Gobeille v. Liberty Mutual*. 6 – 2 ruling in favor of Liberty Mutual, upholding the judgment made by the Court of Appeals for the Second Circuit that ERISA takes precedence over State law.

The decision is a setback for the effort to achieve greater transparency in healthcare costs and quality.

In her dissent, Justice Ginsburg argued that Vermont's efforts to collect data on healthcare services do not "impermissibly intrude" on the control ERISA has over employee benefit plans. Justice Ginsberg stated that "[s]topping States from collecting claims data from self-insured employer healthcare plans hugely undermines the reporting regimes on which Vermont and other States depend to maintain and improve the quality, and hold down the cost, of health care services." Given that more than a dozen other States either have all-payer claims databases or have shown interest in developing them, this decision presents a significant impediment to States' abilities to monitor healthcare prices and outcomes.

The decision is a victory for insurers, particularly those who operate in multiple states. Justices supporting the Court's decision cited the potentially serious administrative problems – and with those, financial problems - that health plans would be subject to should they be forced to comply with a medley of different State regulations. Justice Kennedy, writing for the Court, also noted that the US Secretary of Labor, rather than the States, is authorized to collect data on benefit plans for research purposes.