

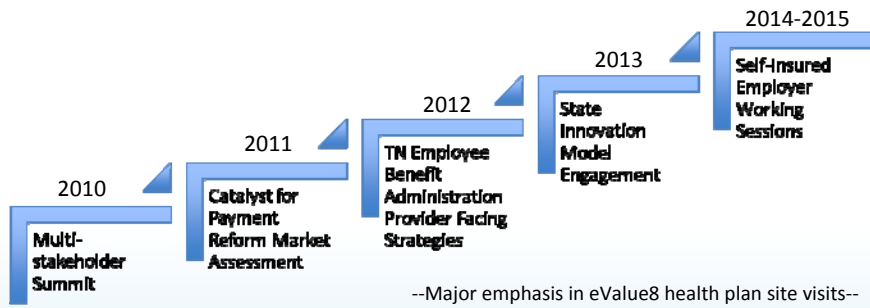


Engaging Employers in New Payment Models

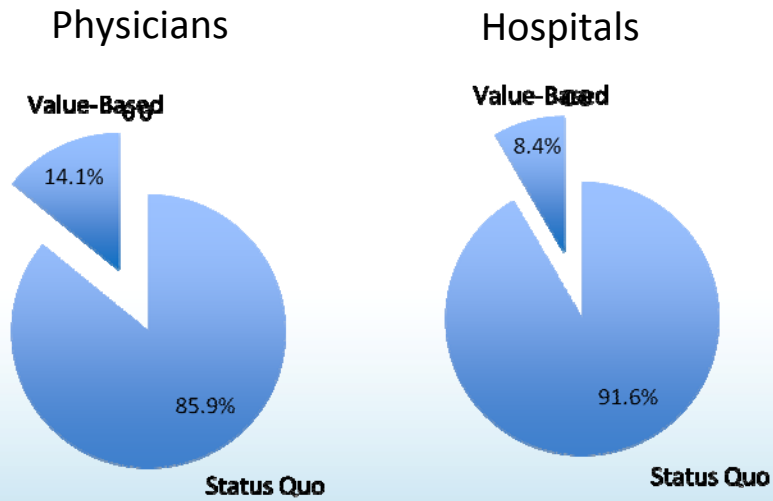
Cristie Upshaw Travis
CEO, Memphis Business Group on Health
June 4, 2015

- Non-profit coalition of employers sharing solutions and providing tools to manage the cost and quality of health benefits in an ever-changing environment
- Members with 350,000+ covered lives in Memphis and Tennessee
- Our work focuses on:
 - Creating a culture of health at the worksite
 - Aligning health benefit programs with overall goals for employee and family health
 - Setting strong purchaser expectations for safe, high quality, cost effective, affordable health care services through the leverage of employers as clients and purchasers

Our New Payment Model Journey



The Current Situation



- State Innovation Model
 - TennCare payment model
- TN Employee Benefit Administration
 - Carrier-based, ASO model
 - Carriers will build platforms other employers can ride on
- Recruit other public/private employers to align with state



- It takes time to build basic understanding
 - Consistently review basic principles
 - Knowledge, understanding builds over time
- It takes something concrete to get movement toward action
 - Theory alone has not moved our employers
 - The state's RFP, contract language, timeline provides a framework and a draft to react to and be revised as necessary

- It competes for attention with other priorities
 - ACA compliance
 - Employee-facing strategies, e.g., high deductible health plans, wellness, worksite clinics
- It is critical to involve the decision-makers
 - Differs from employer-to-employer
 - Timing on taking it up the ladder

- Approaches to bonus/penalty allocation and payment
- Selection of quality metrics
- Alignment with other benefit strategies
- Reporting and evaluation capabilities
- Internal administrative/contractual requirements



Contact Information

Cristie Upshaw Travis
Chief Executive Officer
Memphis Business Group on Health
Ctravis@memphisbusinessgroup.org
767-9585 x224
www.memphisbusinessgroup.org

