President’s Corner by: Robin Marquart, PHR, SHRM-CP

The saying goes, “April showers bring May Flowers!” However; I find that April brings a STORM of PROJECTS, all in preparation for the upcoming busy summer season. In the summer, time to work on projects is minuet due to personal vacations, increased onboarding, and an increase in business volume. What’s an HR professional to do? Only two months to tackle four months of work…YIKES! Ever been in this pickle?

Lucky for you and me, as National SHRM members we have wealth of resources at our fingertips. I use the SHRM.org website on a weekly basis! It helps me find answers to puzzling questions, provides tool kits for HR related projects, and challenges me to think outside the box with new ideas. If you haven’t checked it out lately, here are some highlights of what you can find:

**HR ANSWERS** – helps you get easy access to HR questions without having to scour the internet

**Ask an HR Advisor** – here you can call, e-mail or chat live with a certified HR professional within SHRM’s staff to tackle a question or get ideas on how to locate services or information.

**Express Requests** – available 24/7 this is a self-help resource to help you locate answers within the website and the wealth of research and tools SHRM provides you.

There is so much more to be found on the SHRM website!! I encourage you to check it out and use all of the amazing tools that it provides to you and your business team.

Let’s chat at the upcoming MCSHRM meeting on April 18th or at the Professional Development Seminar on April 30th. I’d love to hear how you are using the SHRM website and share best practices. Until then, stay dry from the rain & enjoy the beautiful flowers that are headed our way!
Programs by: Ericka Carmona-Vega, SPHR

Maryland and Federal PPACA (Patient Protection and Affordable Care Act) Legislation

Date: April 15, 2015, 6:00pm – 8:30pm
Location: Gaithersburg Hilton, 620 Perry Parkway, Gaithersburg, MD 20877
Price: $35.00 Chapter Members, $45.00 Nonmembers, $55.00 Walk-ins

About the Program:
Up to date Maryland and Federal PPACA (Patient Protection and Affordable Care Act) Legislation. There will be Q&A during the presentation with SHRM (Society for Human Resource Management) gifts for the correct answers.

About the Speakers:
Alan started his financial services career in 1981 as a Certified Financial Planner with a series 7 and 24 Securities Principal License. He transitioned to employee benefits in 1988 to work with company owners on their employee benefits. Alan is licensed in health, life, long term care, and property and casualty insurance. He has owned and operated his own company since 1981. He has real life experience running a business. IB&A consistently delivers HR expertise to drive better outcomes for our clients, helping them manage costs, drive participant outcomes and satisfaction, reduce risk and improve compliance.

Alan is the current MAHU (Maryland Association of Health Underwriters) President, and the past president of the Greater Washington National Association of Health Underwriters (GWAHU). He is a lifetime member of the Leading Producers Round Table of NAHU. He currently serves on the Joint Legislative Task Force in Maryland, a group of health agents that work with their association’s lobbyist, and meet with legislators in Annapolis to assist them in the creation of laws that affect the cost of health insurance in the state of Maryland. Alan is a member of the Maryland and DC Health Insurance Exchange Advisory Committees.

Jennifer Spiegel Berman handles a broad range of employee benefits and executive compensation matters, including tax-qualified retirement plans, executive compensation arrangements, cafeteria plans, and health and welfare benefit plans. Jennifer regularly counsels clients regarding ongoing employee benefit compliance issues and assists clients in developing and implementing compliance programs.

Jennifer also advises covered entities and business associates on HIPAA and HITECH compliance matters, including developing and updating privacy and security policies, business associate agreements and notification of breach protocols.

Jennifer routinely negotiates service contracts and drafts employee benefit plans, summary plan descriptions and employee communications. Additionally, she reviews client benefit programs for compliance with the Internal Revenue Code, ERISA, HIPAA, COBRA, ACA, wellness plan rules and other applicable statutes.

Jennifer has become a leader in analyzing health care reform developments and frequently serves as a speaker and commentator on a wide variety of health care reform and employee benefits issues.

Jennifer has been named a 2014 Maryland Rising Star in the area of Employee Benefits/ERISA by Super Lawyers. No more than 2.5 percent of Maryland attorneys receive this honor each year, following an extensive peer review and evaluation process. Before joining Holder Law Group LLC, Jennifer practiced at Venable LLP as part of their Employee Benefits and Executive Compensation practice group. Jennifer graduated cum laude from the University of Pennsylvania Law School in 2006, where she was Editor-in-Chief of the University of Pennsylvania Journal of Labor and Employment Law. Jennifer also completed her undergraduate studies at the University of Pennsylvania, graduating magna cum laude with a Bachelor of Arts in Political Science. Jennifer is admitted to practice in Maryland and Washington, D.C.
Programs—Continued

For more information and to register, please visit our website at http://mcshrm.shrm.org/ and click on the meetings and events tab.

For more information about Sponsorship and Speaking opportunities...
Contact Ericka Carmona-Vega at ecarmona-vega@4-H.org
~or~
Go to the "Meeting and Events" page on the MCSHRM website and click the “Sponsorship Information” link.

<table>
<thead>
<tr>
<th>Special thanks to our Executive Sponsors...</th>
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<tbody>
<tr>
<td><img src="image1" alt="THE CAPITAL GROUP" /></td>
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<td><img src="image2" alt="IB&amp;A" /></td>
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<td><img src="image3" alt="THE INSURANCE EXCHANGE" /></td>
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<td><img src="image4" alt="jackson lewis" /></td>
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<td><img src="image5" alt="Lafayette FEDERAL CREDIT UNION" /></td>
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All we do is work.

Special Interest Networking Group by: Karin Inwood, SHRM-CP, PHR

Join the Benefits SING at Coastal Flats on April 9th!

Are you a Benefits Specialist, HR Manager, HR Generalist, or an HR Professional with an interest in learning more about Benefits? If so, bring your knowledge to share and questions to be answered by the members of the Benefits SING and the SING leader, Alan Schulman.

The next meeting of the MCSHRM Benefits SING will be held at Coastal Flats (135 Crown Park Avenue, Gaithersburg, MD 20878) on the evening of Thursday, April 9th from 6-7 p.m. There will be a few tables set aside for MCSHRM at the restaurant. Food and drinks will be at the expense of individual members.

If possible, please email Alan (alan@insbenefits.com) or me (karin.inwood@gmail.com) to RSVP, so that ample space can be reserved. Walk-ins are ok as well.

Interested in starting a SING?

MCSHRM members are encouraged to contact me, Karin Inwood, for more information if they have an interest in starting a Special Interest Networking Group focused on Compensation, Employee Relations, HRIS, International, Recruiting, Strategic, or Talent Management. I look forward to hearing from the membership!
**Trends in Health Insurance Costs**

Healthcare reform regulations, increasing costs, and more competition are driving employers and their health plans to focus more on opportunities to reduce cost trends. For example, the country experienced a 3.0% growth in per capita gross (allowed) medical and pharmacy costs from 2012 to 2013. Truven Health Analytics anticipates those costs in 2014 and 2015 will increase by 4% to 5% or more. By taking a data-driven approach, payers can manage costs and, ultimately, make their benefit programs sustainable in the context of healthcare reform. They can also maximize opportunities to improve population health and productivity and optimize the delivery of care.

**MEDICAL AND PHARMACY OUT-OF-POCKET COSTS**

Combined medical and pharmacy out-of-pocket costs increased by 5.7% from $6,955 per member per year in 2012 to $7,344 in 2013. Medical out-of-pocket costs for 2013 increased by 8.6% to $990 PMPY, while pharmacy out-of-pocket costs of $1,104 reflected a 4% annual decrease compared to 2012. The increase in pharmacy costs reflects a continuing shift to generic drugs, which typically have the lowest copay/copia in most pharmacy benefit plans.

**SPECIALTY PHARMACY**

Specialty pharmacy continues to be a growing and significant component of a typical prescription drug benefit program. Such drugs are used for therapies for autoimmune disorders, multiple sclerosis, cancer, and pulmonary hypertension. Overall, specialty drugs increased from $210 to $236 per member per year, or 21.3% of all pharmaceuticals’ (percentage of allowable amount) in 2012 to $236, or 23.3% in 2013.

**ABOUT THE DATA**

The information in this Fact File is based on the October 2014 Truven Health Analytics annual U.S. Healthcare Benchmarks and Trends report. The report is created using Truven’s MarketScan® Database and claims experience of 200 clients representing $4.3 trillion covered lives and covering the full spectrum of industry types, health plans, and pharmacy benefit managers. To download the report, visit: http://announcements.thridustry.com/20141017.html or call (847) 260-7000.
## Trends in Medical and Pharmacy Claims Costs

U.S. employers experienced average trends of 4.6% annually in the PMPY allowed amount for medical and pharmacy claims costs from 2007 through December 2013. Truven Health expects continued increases of 4.7% and 5.4% in 2014 and 2015, respectively. At this rate, these costs will have increased by $1,550, or nearly 45%, over the course of nine years.

![Trends in Medical and Pharmacy Claims Costs](image)

**Inpatient and Outpatient Costs**

Inpatient admissions decreased between 2012 and 2013 by 3.1% to 52.1 admissions per 1,000 members, while the average net pay per admission increased by 4.1% to $37,720. As the average length of stay remained almost flat, the cost increase was being driven by a combination of price increases and a change in the mix of types of admissions. Continued increases in outpatient utilization were expected and, in many cases, may have helped to reduce overall expenses. Outpatient utilization of services increased to 24,777 services per 1,000 members in 2013, or 1.6% over 2012.

<table>
<thead>
<tr>
<th>Inpatient Services</th>
<th>2012</th>
<th>2013</th>
<th>% Change</th>
<th>Outpatient Services</th>
<th>2012</th>
<th>2013</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net pay PMPY, inpatient acute</td>
<td>$16,732</td>
<td>$17,420</td>
<td>+4.1%</td>
<td>Net pay PMPY, outpatient medical</td>
<td>$25,122</td>
<td>$26,608</td>
<td>+6.4%</td>
</tr>
<tr>
<td>Net pay per admission</td>
<td>$199</td>
<td>$207</td>
<td>+4.9%</td>
<td>Net pay per outpatient medical service</td>
<td>$103</td>
<td>$105</td>
<td>+1.9%</td>
</tr>
<tr>
<td>Admissions per 1,000</td>
<td>53.7</td>
<td>52.1</td>
<td>-3.1%</td>
<td>Outpatient services per 1,000</td>
<td>29,319</td>
<td>29,777</td>
<td>+1.6%</td>
</tr>
</tbody>
</table>

**Preventive Screening Compliance**

Employers have focused significant efforts through wellness and disease management programs to encourage employers to obtain evidence-based preventive screening measures for common cancers and chronic conditions. This table highlights compliance rates using National Quality Foundation metrics and 2013 MarketScan data.

<table>
<thead>
<tr>
<th>Preventive Screening</th>
<th>25th</th>
<th>Percent Compliance, by Quartile</th>
<th>50th</th>
<th>75th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asthma drug management rate</td>
<td>88.5%</td>
<td>91.0%</td>
<td>93.1%</td>
<td></td>
</tr>
<tr>
<td>Breast cancer screen</td>
<td>64.7%</td>
<td>68.5%</td>
<td>71.7%</td>
<td></td>
</tr>
<tr>
<td>Cervical cancer screen</td>
<td>63.6%</td>
<td>68.9%</td>
<td>72.6%</td>
<td></td>
</tr>
<tr>
<td>Colorectal cancer screen</td>
<td>30.6%</td>
<td>33.0%</td>
<td>35.8%</td>
<td></td>
</tr>
<tr>
<td>Coronary artery disease lipid test</td>
<td>71.0%</td>
<td>79.2%</td>
<td>85.5%</td>
<td></td>
</tr>
<tr>
<td>Diabetes eye exam</td>
<td>26.4%</td>
<td>30.2%</td>
<td>35.7%</td>
<td></td>
</tr>
<tr>
<td>Diabetes HbA1c test</td>
<td>77.4%</td>
<td>82.1%</td>
<td>86.5%</td>
<td></td>
</tr>
<tr>
<td>Diabetes lipid test</td>
<td>69.2%</td>
<td>75.1%</td>
<td>78.7%</td>
<td></td>
</tr>
</tbody>
</table>

**Source:** Truven Health, U.S. Healthcare Benchmarks and Trends, October 2014.

Membership Update by: Vivie Yen, PHR

Is your MCSHRM membership active for 2015?

All MCSHRM memberships expire on December 31 of each year. Please be sure to join and/or renew online prior to our next meeting so that you can continue to enjoy the $10 registration discount for meetings. Inactive MCSHRM members and guests must pay “Nonmember” rates. Membership is $60 per annum for Professional Members and $30 per annum for students. Please visit this page on the

MCSHRM site for more information on membership: http://mcshrm.shrm.org/joinnow

Please feel free to contact me with any questions about the status of your membership and membership benefits at yen-viv08@gmail.com

Welcome New Members!

We are happy to announce the following new members
Please Introduce yourself to them at our next chapter Meeting

Sandra Hinman
Patrick Cheng
Jo Spellman
Yulia Sayegh
Tiffany Cacoilo

Andrea Brown
Jessica Gardiner
Sandra Colangelo
Henrena Brunson

Free Education Opportunity!

TPSU is hosting a half day training program at the University of Maryland Baltimore County. Industry Professionals will be presenting a 401(k) fiduciary Program covering topics such as: fiduciary liability, improvement of plan outcomes, effective plan management, comprehending key regulations, and more!

Thursday, May 7, 2015
8:00AM - 2:00PM

For more information click here or visit our website mcshrm.org
I wanted to share the most recent update (as of last Thursday, March 19th) in regards to the proposed “Ambush Election Rule”.


The House voted Thursday to scrap a rule from the National Labor Relations Board (NLRB) that would speed up union elections.

A resolution doing away with what Republicans refer to as the “ambush election” rule passed the House in a 232-186 vote, sending the measure to President Obama’s desk. The White House has promised Obama will veto it.

The GOP turned to the Congressional Review Act to roll back the election rule, which they have denounced as an attempt to help labor unions surprise employers with organizing drives.

“This is like March Madness,” Rep. Phil Roe (R-Tenn.), one of the sponsors of the bill, told The Hill. “We expect referees to be fair in the games we play, but the NLRB is not fair.”

Under the seldom-used Congressional Review Act, lawmakers can block any regulation they disapprove of from going into effect.

Going forward, Republicans could use the process to target other controversial regulations from the Obama administration, Roe said.

Other Republicans have suggested they may use the Congressional Review Act to go after controversial regulations from the Environmental Protection Agency (EPA), such as a rule that critics say would put coal power plants out of business.

“I think you’ll see more of that,” Roe said.

This is just the second time in history both chambers of Congress have approved a disapproval resolution under the Congressional Review Act. In 2001, Republicans buried a controversial labor rule from the outgoing Clinton administration.

With President Obama still in office, Republicans likely won’t have much luck this time around.

While the Senate voted 53-46 to pass the resolution, that is 14 votes shy of the total needed to override Obama’s veto.

Despite the likely veto, top Republicans say it’s important to challenge President Obama’s labor policies in the court of public opinion.

To continue reading the rest of The Hill Online article by Tim Devaney, please click [here](http://thehill.com/regulation/labor/236290-congress-votes-to-roll-back-ambush-election-rule).

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**MCSHRM Diaper Drive Continues Through April!**

Join us in supporting the Montgomery County Family Justice Center in Rockville, MD! They are committed to helping individuals and families that find themselves in a situation of domestic violence in Montgomery County by partnering with local law enforcement, county agencies, and area businesses.

Here are the details: Every person who donates a pack of diapers at any event in February, March or April will be entered into a raffle for one free attendee at the Spring MCSHRM professional development conference to be held on April 30th 2015....winner to be drawn at the April 15th membership meeting.

For more information about the Family Justice Center, please visit [http://www.montgomerycountymd.gov/fjc/](http://www.montgomerycountymd.gov/fjc/)

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**Montgomery County SHRM**
Reach HR Professionals in Montgomery County

The MCSHRM web site and Newsletter is a very targeted and cost-effective way to reach Human Resource Managers and Decision-makers in Montgomery County, Maryland.

To post a job on the MCSHRM web site, please send the information listed below to Meredith Leader, Job Bank Coordinator at: mleader@5amsolutions.com

If you would like the job posting advertised in the newsletter please send a copy of the posting to Susan Bennett, Communication Chair at: sbennett638@gmail.com

There is no fee for current members of MC SHRM. There is a $25 fee per posting for non members. This fee provides a Job posting on the web site for one month, and you can place your ad in the next edition of the Chapter newsletter at no additional charge (see below for newsletter contact information).

<table>
<thead>
<tr>
<th>Job Title</th>
<th>How to Apply or Contact Information</th>
<th>Job Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brief description of the company (optional but encouraged)</td>
<td>Job Qualifications (both required and preferred)</td>
<td>Required Equal Opportunity Statement</td>
</tr>
</tbody>
</table>

If interested, please provide the following information:
Please be sure to indicate if you are a current member of Montgomery County SHRM. If you are not a member, you can pay by debit/credit card payment through PayPal on our website under the Career Center Tab. You can also send your check or money order of $25 made out to Montgomery County SHRM and sent to:

Montgomery County SHRM
Attention Treasurer (Web Job Posting Payment)
P.O. Box 633
Germantown, MD 20874

Don’t forget to check out the Job Postings on the MCSHRM website!

Jobs Available

The American Gastroenterological Association (AGA) seeks a Human Resources Generalist to support both the human resources and finance departments by managing administrative tasks and simple account reconciliations. Click here for more information and to apply.

The U.S. Pharmacopeial Convention (USP) Based in Rockville, MD, seeks a Vice President, Global Human Resources. The position provides leadership for the global Human Resources function, providing expert advice and counsel on all people and organizational matters affecting the strategic goals of USP. A primary focus will be to develop and implement an HR plan that will attract, develop and retain the breadth of talent necessary to drive the organization’s future success. For more information and to apply, click here.