

## Curriculum Vitae

### **Steven P. Schramm**

Worldwide Partner and Principal  
Mercer Government Human Services Consulting  
3131 East Camelback Road, Suite 300  
Phoenix, Arizona 85016  
602 522 6561



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#### Experience Summary

Steve consults with state employee plans, human services programs, and other agencies. His projects have included:

- leading the design and development of long-term health care purchasing strategies for Medicaid, Medicare, state and local employees/retirees, and uninsured populations;
- offering technical assistance and training to health care plans on issues such as cost containment strategies, reporting requirements, data utilization and analysis, administration, and operational/financial reviews;
- assessing contracted health plans to identify how they manage delivery and monitor quality of care to members;
- training and leading state personnel in successful negotiation techniques with managed care providers; and
- providing expert legislative testimony on the design and development of innovative health purchasing strategies.

#### Work Experience

*1988 to Present*    **Mercer Government Human Services Consulting**, Phoenix, Arizona

As a worldwide partner, he specializes in developing health care purchasing strategies for publicly-sponsored and commercial health and welfare programs for our public sector clients and employer clients, who rely on his help with reviewing approaches of purchasing efficient health care services.

#### *Experience includes*

- Providing expert testimony to interested parties on the design, development, completion and impact of managed care including legislative committees and publicly appointed health care councils

- Providing technical assistance and training to health care providers on health care system design and development. The assistance covered a variety of operational, financial, and
- actuarial issues such as cost-containment strategies, reporting requirements, data utilization and analysis, and program design and administration.
- Completing operational and financial reviews of Medicaid managed care contracted health plans to identify how they manage the delivery and monitor the quality of care to their members. The reviews we conducted on-site at the managed care organizations assessing their operational capabilities in five main areas; administration, medical management, operations, systems, and financial reporting.
- Designing and utilizing actuarially sound capitation rate-setting methodologies for a variety of health care providers serving publicly funded populations including designing risk-sharing programs to enhance the viability and marketability of managed care initiatives for health and welfare programs.
- Completing cost effectiveness chapters and financial analysis for the submission of 1115 and 1915 the Centers for Medicare and Medicaid Services (CMS) waivers for Medicaid expansion, and negotiating with CMS for Federal approval and funding for 1115 and 1915 waivers.
- Constructing economic models to study the impact of programmatic, financial, and legislative changes upon publicly sponsored health and welfare programs.
- Training and leading state personnel in successful negotiation techniques with managed care providers.
- Negotiating with prospective bidders over competitively bid capitation rates to be paid for commercial and Medicaid managed care programs on a statewide and local basis.

Before joining Mercer in 1988, Steve was a management consultant.

#### Representative Speeches

“Managing Risk in Behavioral Health Programs,” National Managed Health Care Congress, Disease Management Congress, 1997

“Health Care Access: A Dialogue — Health Care Coverage,” Arizona Health Care Forecast 2005, Crisis or Opportunity? St Luke’s Health Initiatives, Panel Presentation, 2005

“Self Insurance Implementation,” State and Local Government Benefits Association (SALGBA) — “Self Insurance Implementation” Panel Presentation 2005

### Selected Publications

State of Arizona, HRSA Statewide Planning Grant — Policy Papers. Schramm, et al

1. “*State Employee Health Plan Self-Funding Survey*,” January 2002
  2. “*Financial Impact of Recently Enacted Health Insurance Mandates*,” October 2001
  3. “*Elasticity of the Demand for Health Care Services*,” October 2001
  4. “*Health Insurance Administration Costs*,” October 2001 “*Review of Self-Insuring of Health Benefits*,” October 2001
  5. “*HealthCare Group: Moving Towards Accountability*,” August 2001
  6. “*Arizona Basic Health Benefit Plan: A Comprehensive Review*,” July 2001
  7. “*Faces of the Uninsured and State Strategies to Meet Their Needs: A Briefing Paper*,” July 2001
  8. “*Initiatives to Improve Access to Rural Health Care Services*,” July 2001
- “*Arizona CAN! Coverage and Access Now*,” St. Luke’s Health Initiatives, Arizona Health Futures, Winter 2004. Schramm, Peeler
  - “*The Impact of California’s Fiscal Crisis on Medi-Cal Health Plans*,” Medi-Cal Policy Institute, September 2003. McNeal, Easter, Goergen, Potter, Schramm

### Selected Legislative and Expert Witness Testimony

- Arizona Joint Legislative Budget Committee, 2001–2004 — Self Insurance of the State Employee Benefits Plan
- Arizona Statewide Health Care Insurance Plan Task Force, 2000–2003 — Statewide Health Care Reform
- Connecticut Legislative Budget Committee, 2005 — Behavioral Health Carve-Out Waiver
- Connecticut Legislative Oversight Committees of Cognizance, 1997–Present — Medicaid Managed Care Rate Renewals
- Connecticut Legislative Oversight Committees of Cognizance, 2003 — ConnPACE Waiver
- Connecticut Legislative Oversight Committees of Cognizance, 2004 — HIFA Waiver
- Connecticut Legislative Oversight Committees of Cognizance, 2004 — Transfer of Assets Waiver
- Maine Dirigo Working Group, 2005 — Savings Operations Payments
- Massachusetts Legislative Committee, 1993 — MassHealth 1115 Waiver
- Massachusetts Legislative Subcommittee, 2003 — Single Payer Feasibility Study
- Massachusetts, 1994 — The Centers for Medicare and Medicaid Services — MassHealth 1115 Waiver

- New York Legislature, 2003 — Health Care Marketplace Trends Oregon House  
Committee on Audit & Human Services Budget Reform, 2003 — Implications of Current  
Environment in Oregon and Nationally
- Tennessee Full House, 2000 — TennCare Funding
- Tennessee Full Senate, 2000 — TennCare Funding

Education and Professional Designations and Civic Involvement

1987                      Bachelor of Science in Economics with honors, Arizona State University

2001 – Present        Board of Trustees, Homeward Bound

2005                      Board of Directors, Homeward Bound