

Minuteman Nashoba Health Group

Board Meeting

May 28, 2014 at 10:30 AM

Bolton Public Library
Bolton, MA

Meeting Minutes

Board and Alternate Members Present:

Donna Madden, Chair	Town of Bolton
Margaret Dennehy, Vice Chair	Town of Boxborough
Anthony Logalbo, Treasurer	Town of Concord
Debbie Nutter	Town of Pepperell
Pam Landry	Town of Stow
Kerry Colburn-Dion	Town of Tyngsborough
Lorraine Leonard	Town of Harvard
Melisa Doig	Town of Groton
Bev Beno	CASE Collaborative
Patrick McIntyre	Town of Clinton
Larry Barton	Town of Carlisle
Nancy Haines	North Middlesex RSD

Guests Present:

Marcy Morrison	MNHG Wellness Consultant
Donna Bouchard	Narragansett RSD
Marge Merrill	North Middlesex RSD
Lisa Gabree	Town of Ayer
Jason Fortin	Fallon Health
Karen Gagliastre	Fallon Health
Jenna Carter	Fallon Health
Erin Hayes	Tufts Health Plan
Marisa Fusco	Tufts Health Plan
Fred Winer	Tufts Senior Plans
Dave Kieser	Harvard Pilgrim Health Care
Linda Loiselle	The Abacus Group
Carol Cormier	Group Benefits Strategies
Karen Carpenter	Group Benefits Strategies

Donna Madden, Chair, called the meeting to order at 10:32 AM.

Donna Madden said that Margaret Dennehy is retiring and read a proclamation acknowledging and thanking Ms. Dennehy's contributions to the success of the MNHG over many years.

Approval of the minutes of February 6, 2014:

Lorraine Leonard moved approval of the Board minutes of February 6, 2014.

Motion

Melisa Doig seconded the motion. The motion passed by unanimous vote.

Nominating Committee Report:

Tony Logalbo, representing the Nominating Committee comprised of John Flaherty, Patrick McIntyre and himself, said that the Committee recommends Patrick McIntyre to fill the Vice Chair position vacancy.

Larry Barton motioned to approve the nomination of Patrick McIntyre for the Vice Chair position once he is appointed as a Board member by his new employer, the Town of Boxborough.

Motion

Margaret Dennehy seconded the motion. The motion passed by unanimous vote.

Mr. Logalbo said there is a Steering Committee vacancy and asked if there was anyone who wanted to volunteer or make a nomination. He said nominations would be considered at the next Board meeting.

Treasurer's Report:

Treasurer Tony Logalbo reviewed the Balance Sheet of April 30, 2014 (unaudited figures) and said the Uncommitted Fund Balance was \$11.4 million. He said the Fund Balance is \$7 million over the target amount. He said that the Board voted to use \$2.5M of fund balance to supplement the FY15 health plan rates.

Approval of annual stipend to Town of Concord for Treasurer's services:

Donna Madden said that the Town of Concord receives a stipend from MNHG for the work done in regards to the Treasurer's services. She said that the proposed increase for FY14 services is \$500, for a total of \$9,500.

Larry Barton made a motion to approve the FY14 stipend to Town of Concord for Treasurer's services in the amount of \$9,500.

Motion

Melisa Doig seconded the motion. The motion passed by a unanimous vote.

Group Benefits Strategies Reports:

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Funding Rate Analysis - Carol Cormier reviewed the Funding Rate Analysis with data through April 2014. She said that on a composite basis the expense-to-funding ratio was 90.4% resulting in an excess of funding over expenses of \$3,451,241.

Stop Loss Reports – Karen Carpenter said that for the CY13 policy period there were 6 claimants that exceeded the \$275K specific deductible with claims totaling \$3,583,216. She said that excess claims were \$1,708,216 and that the group must pay the first \$450K of that. She said that reimbursements of \$1,111,102 have been received and \$147,114 in reimbursements are due.

Ms. Carpenter said that for the CY14 policy period there were 2 claimants on the report of 50% with claims totaling \$524,941. She said there were no claimants reaching the stop loss deductible through April 2014.

MA Municipal Reinsurance Arrangement (MMRA) update – Carol Cormier said that the MMRA will be effective on July 1, 2014 and said that MNHG is one of the three founders. She said WSHG, CCMHG and MNHG will all have the same specific deductible of \$300K, no lasers and no aggregating specific deductible. She said all participants will pay the same rates.

Donna Madden said that MNHG will be responsible to pay the first \$300K of each member's claims. She said that MNHG will be reimbursed for claims above that amount up to \$800K from the reinsurance pool and then above \$800K from Berkley Insurance. Ms. Madden said that it is exciting to be part of a new pooling arrangement for stop loss similar to how the MNHG JPG works.

Reports from The Abacus Group – Linda Loiselle reviewed the report from the Abacus Group on *the Good Health Gateway Diabetes Rewards Program*®. She said that MNHG was exceeding goals with 31% of identified diabetics enrolled in the program and 52% of those compliant with the five guidelines of care. She said this compares favorably to other municipal groups. Ms. Loiselle reviewed the program promotions and member outreach that was performed.

Linda Loiselle reviewed the *My Medication Advisor*® year-end financial report for CY13 and said that the group had net savings of \$213, 443 for those programs. She said employees saved \$47,058 in waived copays. Ms. Loiselle said that the projections were lowered due to the anticipation of the elimination of the drug Lipitor. She said; however, that Lipitor is still available since it is still sold at a lower cost outside of the U.S. than its generic counterparts.

Wellness Programming – Marcy Morrison, MNHG Wellness Consultant:

Donna Madden said that Wellness Champions are needed and asked the Board members for their help in finding a person from each governmental unit. She said that the champion designated will be responsible to disseminate information regarding the

programs that will be implemented by the new Wellness Consultant. Ms. Madden introduced Marcy Morrison and said that she began working as MNHG Wellness Consultant in April. She said that Ms. Morrison will be reaching out to each unit individually.

Marcy Morrison gave a brief review of her prior experience and qualifications including work as a holistic health coach and fitness trainer. She said that she has worked with Merrill Lynch, Wells Fargo, and 80 municipalities in Florida. Ms. Morrison said that she was excited that she will be working with MNHG from the start of the implementation of their wellness initiative.

Ms. Morrison reviewed a presentation that she put together and explained how a person's lifestyle affects his or her overall health. She said that the US spends more annually on health care than any other country in the world, but ranks 33rd in the list of healthiest country. Ms. Morrison said that 70% is attributed to illnesses that are preventable. She said heart disease is the #1 leading cause of death in the US, and diabetes is the 6th leading cause which doubles the risk of heart disease. Ms. Morrison said that worksite wellness is becoming the first line of defense in improving the health of employees and reducing health care costs.

Ms. Morrison said that her goals for MNHG include educating employees on health care risks and promoting a culture of wellness. She said that it is important to get "buy in" from top management and for them to be enthusiastic about the programs. She said that the wellness champions are a big part of the process since they will be the voice and communicators of the programs. Ms. Morrison said she would like to kick off the wellness programs with a Health Risk Assessment (HRA) campaign. She said that HRA instructions from each health plan can be added to the MNHG website wellness page. Ms. Morrison said the wellness programs will include exercise and nutrition classes, on-site Yoga classes, tobacco cessation and Couch-to-5K programs. She said that the health plan wellness resources can be included.

There was a discussion about the budget and warrant process.

Donna Madden suggested starting with a budget of \$30,000 to include \$750 stipends for each unit's wellness champion.

Tony Logalbo said that the Steering Committee should meet to develop a process and guidelines.

Tony Logalbo made a motion to approve a \$30,000 wellness budget and the Steering Committee will develop the guidelines.

Bev Beno seconded the motion. The motion passed by a unanimous vote.

Motion

Fallon presentation on The Healthy Health Plan:

Jason Fortin distributed the Healthy Health Plan presentation and introduced Karen Gagliastre and Jenna Carter who would present.

Jenna Carter said that Fallon introduced the Healthy Health Plan last spring and said that the Health Risk Assessment is the first step of the program. She said that the program rewards its members to be healthy. Ms. Carter said that once the data is collected from the HRA, it is compiled into a composite non-confidential report for the employer that indicates where improvements need to be made. Ms. Carter noted that at least 50 members are needed to compile data. She said that \$50 is awarded to those who complete the HRA, which should be taken soon after the start of the plan year. Ms. Carter said that each member will receive a customized plan of what they need to do to begin working on becoming healthier. She said the members need to be at least 18 years of age and will receive a \$150 award once all of their tasks are completed.

Ms. Carter said that among the tasks that are required depending on the member's health risks are workshops, meal planners with shopping lists, exercise tutorials, and food and cardio logs. She said that members can opt in for one-on-one coaching if they are at higher risk.

Jason Fortin said that the cost is \$1.96 per health plan contract per month. He said that the rewards will be billed through the funding request invoice similar to the way it is done for the It Fits program.

Donna Madden thanked the representatives from Fallon for the presentation and said that Tufts Health Plan and Harvard Pilgrim Health Care will be presenting their wellness programs at the next Board meeting.

Health Plan Reports:

Fallon Health – Jason Fortin said that Beacon Health Strategies has merged with Beacon / Value Options. He said that the merger will benefit Fallon members with access to more providers throughout the country and the UK. Mr. Fortin said the new company will be headquartered in Boston and the merger is expected to be completed in fall of 2014.

Mr. Fortin said that very much like its competitors, Fallon's transparency tool will allow members to get real time estimates on low, average and high cost of services. He said they are working with a vendor that will be able to incorporate member specific benefits such as deductibles, split co-pays for Imaging services, etc.

Tufts Health Plan -Erin Hayes said that Tufts is covering adult hearing aids as well as pediatric hearing aids under the DME benefit with 20% coinsurance. She said that Tufts could change this arrangement if the MNHG wishes.

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Harvard Pilgrim Health Care – David Kieser introduced himself and said that he was filling in for Bill Hickey. He said that he did not have anything to report.

Tufts Senior Plans – Fred Winer said that he wanted to give a “heads up” that the Advantage Plan rates may increase in 2015 to account for the plan design changes brought about by the Affordable Care Act.

Other Business:

The next MNHG Steering Committee was scheduled on June 12, 2014 at 9:30 a.m., and the next MNHG Board meeting was scheduled on September 24, 2014 at 10:00 a.m. Both meetings to be held at the Bolton Public Library.

Melisa Doig moved to adjourn.

Larry Barton seconded the motion. The motion passed by unanimous vote.

Chair, Donna Madden, adjourned the meeting at 12:05 PM.

*Prepared by Karen Carpenter
Group Benefits Strategies*