

# MINUTEMAN NASHOBA HEALTH GROUP

## Board Meeting

Groton Public Library  
Groton, Massachusetts

Meeting Minutes

Tuesday, December 9, 2008 at 10:15 a.m.

### Primary & Alternate Board Members Present:

Gerald Martin, Chair  
Anthony Logalbo  
Denis Callahan  
Melisa Doig  
Donna Madden  
Margaret Dennehy  
John Flaherty  
Michael Hartnett  
Teresa Watts  
M. Lawrence Barton  
Lorraine Leonard  
Kathleen Wylie  
Patrick McIntyre  
Valerie Jenkins  
Pamela Landry

North Middlesex Regional School District  
Treasurer, MNHG  
Town of Ayer  
Town of Ayer  
Town of Bolton  
Town of Boxborough  
Concord-Carlisle Regional School District  
Town of Pepperell  
CASE Collaborative  
Town of Carlisle  
Town of Harvard  
Narragansett RSD  
Town of Clinton  
Town of Groton  
Town of Stow

### Guests Present:

Lisa Herget  
Maggie Downey

Bill Hickey  
Fred Winer  
Robert Cannon  
Carol Cormier  
Karen Carpenter

Town of Pepperell  
Chair, Cape Cod Municipal Health Group  
Wellness Committee  
Harvard Pilgrim Health Care (HPHC)  
Tufts Health Plan (THP)  
Fallon Community Health Plan  
Group Benefits Strategies (GBS)  
Group Benefits Strategies (GBS)

Chair Jerry Martin called the meeting to order at 10:20 a.m.

### Approval of the minutes of the October 1, 2008 Board meeting:

Larry Barton moved to approve the minutes of the October 1, 2008 Board meeting.

Michael Hartnett seconded the motion. The motion passed by unanimous approval.

Motion
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### Wellness Programs:

Jerry Martin introduced Maggie Downey, Chair of the Cape Cod Municipal Health Group (CCMHG) Wellness Committee to the Board. Mr. Martin said that Ms. Downey was invited to speak to the Board about the CCMHG Wellness Programs and to explain how their wellness committee and programs evolved.

Maggie Downey said that CCMHG was the first municipal joint purchase group in Massachusetts and that it became operational in 1987. Ms. Downey said that there are 52 governmental units on Cape Cod and Martha's Vineyard with over 20 thousand members. She said that the health claims total over \$100M each year and over \$3M in dental claims.

Ms. Downey said that CCMHG's wellness objective is part of their Mission Statement and suggested to the MNHG Board that they do the same once the wellness programs are in place. She said wellness programs keep the members healthy and at the same time also help to keep health care costs down.

Maggie Downey said that there were originally two wellness committee members which grew to five members after a few years.

Ms. Downey said Heart Ventures was the first wellness program that CCMHG chose. Ms. Downey said that the program targeted members at-risk of cardiovascular disease and was very well received. She said that it worked well for the start of their programs and since the wellness committee members were also Steering Committee members, the available time was very limited. Ms. Downey said that they purchased Heart Ventures as a package which meant that everything was organized and performed by Heart Ventures. Ms. Downey said that the program yielded great results and had a huge impact on the participants.

Ms. Downey said that the CCMHG wellness programs also included the Coronary Health Improvement Program (CHIP) that they ran for 2 years. She mentioned that this program was an excellent program but proved to be too rigorous a regime and the vegan lifestyle was not a good fit for CCMHG.

Ms. Downey said this year they have partnered with their local hospital and found a local cardiologist and county nutritionist and modified the CHIP program into what they named Health Improvement Plan (HIP). She said the basics are eating less and moving more and that the program is easy for the participants to adapt to. Ms. Downey suggested that MNHG contact their local hospital(s) for support.

Maggie Downey said that she asked the health plan representatives to run a report on the health claims to identify the cost drivers. She said that for CCMHG the top three cost drivers were lack of exercise, smoking and ??

Ms. Downey said that myMedicationAdvisor® (MMA) can also help to identify members that are high-risk for cardiovascular disease through a report on the medications prescribed. Ms. Downey said that the CCMHG Steering Committee approved using additional funds from the MMA escrow account to offer a cardiovascular wellness program which includes sign up screenings, twelve once-a-week classes and follow-up screenings. She said that the incentive to participants is \$400 for completing the program.

Ms. Downey said that CCMHG also promotes the traditional health plan benefits such as health club and weight loss reimbursement programs. In addition, she said that the CCMHG wellness programs include a walking program, employee wellness fairs, preventative screenings for employees and a smoking cessation program named "Kick Butts".

Ms. Downey said that employees of CCMHG who participate in preventative cancer screenings such as colonoscopies and mammograms use their sick time to get tested. She said when they show proof to their employer of the test date, their sick time is restored. Ms. Downey said that there was a gentleman who received the letter about the sick time restoration program and scheduled a colonoscopy. She said that his test revealed a precancerous condition that was treated, preventing the condition from turning into cancer. Ms. Downey said this gentleman said he would not have gone for the testing if he did not receive the letter.

Ms. Downey said preventing one cancer or one heart attack not only keeps the member healthy but also saves hundreds of thousands of dollars in health care costs.

Maggie Downey said that some of the challenges facing the wellness committee include the varied sizes of the governmental units. She said the cost of holding a benefit fair for a smaller unit may not seem beneficial. Ms. Downey said some units may not have the staff to take on the responsibilities. She also said that the seeing the results are not always instant and may be slow for the first year or two.

Ms. Downey said that some of the lessons learned by the CCMHG Wellness Committee are that incentives motivate participation. Ms. Downey said that there needs to be someone responsible for managing the program

such as a consultant or staff and that unit management buy-in is critical to the success of the programs. Ms. Downey said that programs offered on the clock are more successful than on employee time. She said that success stories need to be promoted and that results need to be quantified to show the preventions and savings.

The MNHG Board thanked Maggie Downey for her presentation.

**Nominating Committee Report and Election of officers and Steering Committee for 2009:**

Tony Logalbo reviewed the Report of the Nominating Committee and said that the Committee is recommending that no changes be made to the current officers and Steering Committee for 2009. Mr. Logalbo said everyone has done a great job.

.....made a motion to re-appoint Gerald Martin to serve a second year as Chair, Judy Belliveau to serve a second year as Vice Chair and Anthony Logalbo to continue as MNHG Treasurer for calendar year 2009 .

Motion

....seconded the motion. The motion was passed by unanimous vote.

.....made a motion to elect Donna Madden, Town of Bolton; Margaret Dennehy, Town of Boxborough; Larry Barton, Town of Carlisle; Tony Logalbo, Town of Concord; John Flaherty, Concord-Carlisle RSD; Valerie Jenkins, Town of Groton; Judy Belliveau, Lincoln-Sudbury RSD; Gerald Martin, North Middlesex RSD and Pauline Guilmette, Town of Tyngsborough to serve on the Steering Committee for calendar year 2009.

Motion

.....seconded the motion. The motion was passed by unanimous vote.

**Treasurer’s Report:**

Treasurer Tony Logalbo reviewed the financial statements of November 30, 2008 (unaudited figures). He reported an Uncommitted Fund Balance of \$4,519,562. He said the Fund Balance target was \$5,178,196.

**GBS Reports:**

Funding Rate Analysis by Plan - Carol Cormier reviewed the Funding Rate Analysis report through October 30, 2008. She said the composite expense-to-funding ratio was 0.942 on a paid basis. Ms. Cormier said that the Retiree Drug Subsidy payments to date were listed at the bottom of page five of the report.

Ms. Cormier said there was a issue with filing the application for the Retire Drug Subsidy and that it may result in a loss of approximately \$50K. Ms. Cormier said that an appeal was filed and denied, but also said MNHG was going to write a letter to the legislators to see if they would be able to intervene.

Level Monthly Quarterly Accounting Reconciliation for HPHC – Ms. Cormier said that for the first month of the second quarter the Group owed Harvard Pilgrim \$7,353.28. Ms. Cormier said that at the end of September the Group owed Harvard Pilgrim approximately \$211K.

myMedicationAdvisor (MMA) – Carol Cormier reviewed the MMA report and noted that the reports are run on a November through October time period. Ms. Cormier said the generic program is doing very well.

Stop Loss Reports – Karen Carpenter reviewed the report of excess claims for the CY08 policy period with claims paid through October 2008. She said that for this year there are four excess claimants with total paid claims of \$1,393,279. Ms. Carpenter said the Aggregating Specific Deductible of \$100K has been met. She said that a total of \$241,366 has been received to date and that the outstanding reimbursement total due the group is \$151,912. She said there were 5 claimants on the report of claims at 50%+ with a paid claims total of \$867,818.

Section 18A Legislative Update-

Carol Cormier said that Chapter 32B was recently amended by the addition of a new section, Section 18A and the amendment of the existing section, Section 18.

Ms. Cormier explained that Section 18A applies to those who retire after Section 18A is adopted. Ms. Cormier said that those who retire after their unit has adopted Section 18A are required to enroll in a Medicare Supplement plan offered by the governmental unit. Ms. Cormier said retirees who retired prior to their unit adopting Section 18A will not be required to transfer to a Medicare Supplement plan. Ms. Cormier said this is unlike Section 18 which requires all retirees to transfer to a Medicare Supplement plan once the unit has passed the section.

Carol Cormier explained that the amendment to the Section 18 exempts a retiree who has a dependent who is not enrolled or eligible to be enrolled in Medicare Part A from enrolling in a Medicare Supplement plan and allows him/her to continue coverage under the family plan until he/she is no longer has dependents that are only eligible for coverage under a family plan.

Rate Setting Meeting -

Carol Cormier suggested that the Board schedule a meeting to finalize setting the health plan rates for FY09.

The Board scheduled a Board Meeting for Wednesday, February 4, 2009 at 10:15 a.m. to be held at the Groton Public Library. A Steering Committee Meeting was scheduled for Wednesday, January 28, 2009 at 10:00 a.m. to be held at the Groton Town Hall.

**Reinsurance Procurement for CY09:**

Carol Cormier said that there were some last minute bid changes and suggested scheduling a Steering Committee meeting early next week to review the quotes. Ms. Cormier suggested to the Board to authorize the Steering Committee to review and select a quote. (Carol – while typing the minutes I see that the Board already authorized the SC to review and select a quote during the October 1 BD meeting)

Tony Logalbo made a motion to authorize the Steering Committee to review and select quotes and execute the reinsurance policy.

Motion

Donna Madden seconded the motion. The motion passed by unanimous approval.

**Fallon “It Fits” Benefit –**

Carol Cormier said that effective January 1, 2009 Fallon Health Plan would be increasing there fitness/weight watchers reimbursement benefit for their regular book of business from \$150 Ind/\$300 Fam to \$200 Ind/\$400 Fam. Ms. Cormier said that since MNHG is self-funded that Fallon Health Plan would not increase this benefit without their approval.

Larry Barton moved to increase the “It Fits” reimbursement benefit to \$200 Ind /\$400 Fam effective CY09.

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

Motion

**Health Plan Reports –**

Harvard Pilgrim Health Care (HPHC)-

Bill Hickey, Account Executive for Harvard Pilgrim Health Care said that HPHC members will be able to log into their website and look up medical procedures at different facilities and be able to compare them. Mr. Hickey distributed the “Your Health” fall 2008 HPHC informational magazine that is mailed to members of plans offered by HPHC.

Fallon Health Plan –

Bob Cannon, Manager, Medicare Group Sales for Fallon Community Health Plan said that Rob Anderson was doing well following his medical leave and would be returning to work in a couple of weeks.

Mr. Cannon said that the Medicare Secondary Payer reporting requirements is changing effective January 1, 2009. He said that the voluntary data sharing regarding Medicare eligible retirees will no longer be voluntary. Mr. Cannon said that the health plan administrator will need to obtain information from the plan sponsor and

participants to identify situations where the group health plan is or has been a primary plan to Medicare and submit the information to the Department of Health and Human Services.

Tufts Health Plan -

Fred Winer, Account Executive of Senior Products from Tufts said that the Open Enrollment for the retiree plans was going smooth.

Mr. Winer asked the members of the Board to notify the health plans of any upcoming Health Fairs that they would like health plan representatives to attend.

**Other Business:**

MNHG Joint Purchase Agreement Amendment:

Lorraine Leonard asked Carol Cormier about the status of amending the current Joint Purchase Agreement language requiring all governmental units to offer to employees all health plans sponsored by the Group. Ms. Leonard said that with the addition of the Rate Saver plans, the Board agreed to change the language to allow each governmental unit to choose the health plans they wish to offer so long as they offer at least one health plan from each health plan provider with which the Goup contracts.

Carol Cormier said she would send out a draft of the new language to the Board and add it to the next Board meeting agenda.

Possible Rate Saver Plan Design Flexibility:

Larry Barton asked about including language into the health plan document stating that the Rate Saver plan co-pays will change every 3 years. Mr. Barton said he was looking to add flexibility to allow future changes to the Rate Saver plan design.

Carol Cormier said that the union officials would need to be notified when a unit adds a Rate Saver plan to their health plan offerings. Ms. Cormier said that the contribution levels should be looked at .

Carol Cormier reminded the Board of the meeting with Lietenant Governor Murray and asked the Board to email her with questions they would like to ask the Governor. Ms. Cormier said that she would send the questions to the Governor in advance of the meeting.

The next Board meeting was scheduled for December 18, 2008 at 2:00 p.m..

Larry Barton made a motion to adjourn the meeting.

Motion
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Donna Madden seconded the motion. The motion passed by unanimous approval.

The meeting adjourned at 11:50 a.m.

*Prepared by Karen Carpenter  
Group Benefits Strategies*