

**Minuteman Nashoba Health Group
Steering Committee Meeting**

Bolton Public Library
Bolton, Massachusetts

Meeting Minutes

Tuesday, September 22, 2015 at 1:30 PM

Steering Committee Members Present:

Donna Madden, Chair	Town of Bolton
Patrick McIntyre, Vice Chair	Town of Clinton
Tony Logalbo, Treasurer	Town of Concord
Melisa Doig	Town of Groton
Kerry Colburn- Dion	Town of Tyngsborough
Bev Beno	CASE Collaborative
Lorraine Leonard	Town of Harvard
Larry Barton	Town of Carlisle

Guests Present:

Bill Hickey	Harvard Pilgrim Health Care (HPHC)
Jason Fortin	Fallon Health (FH)
Robert Cannon	Fallon Health (FH)
Erin Hayes	Tufts Health Plan (THP)
Fred Winer	Tufts Health Plan (THP)
Carol Cormier	Group Benefits Strategies (GBS)
Karen Carpenter	Group Benefits Strategies (GBS)

Chair, Donna Madden, called the meeting to order at 1:32 p.m.

Approval of the minutes of the February 3, 2015 meeting:

Patrick McIntyre said the last page of the minutes reflected an end time of “p.m.”. He said it should be “a.m.”

Patrick McIntyre moved to approve the Steering Committee minutes of the February 3, 2015 meeting as amended.

Motion

Lorraine Leonard seconded the motion. The motion passed by unanimous vote.

Treasurer’s Report:

Treasurer Tony Logalbo reviewed the Balance Sheet of August 31, 2015 (unaudited figures) and said the Uncommitted Fund Balance was \$8.78 million. He said the Fund Balance target was \$4.8 million.

Group Benefits Strategies Reports:

Funding Rate Analysis - Carol Cormier reviewed the Funding Rate Analysis (FRA) with data through year-end May 2015. She said that on a composite basis the expense-to-funding ratio was 101.2% resulting in a year-end shortfall of \$444,273. She said that the HPHC EPO and Tufts EPO plans were underfunded, but said the Fallon EPO gains offset the HP EPO loss. Ms. Cormier reviewed the FRA with data through July 2015 and said the expense-to-funding ratio

was 105.1% resulting in a shortfall of \$324,643. She said that the Tufts EPO plan was underfunded but noted that two months do not indicate a trend.

MNHG Enrollments - Carol Cormier reviewed the MNHG health plan enrollments as of September 17, 2015 and said that 99.6% of members are enrolled in the active employee HMO plans. She noted that the Tufts Medicare Supplement Plan has the largest retiree plan enrollments with 925 members out of 1,321.

Stop Loss Reports – Karen Carpenter said that for the FY15 policy period, there was one claimant that exceeded the \$300K specific deductible with excess claims totaling \$89,878. She said that \$44,806 has been paid to the Group and \$45,072 is the outstanding amount owed to the Group. Ms. Carpenter said that there were 10 claimants on the report of 50% with claims totaling \$1,981,366.

New service from GBS: Carol Cormier said that employers from all the joint purchase groups often request member rosters from GBS's Enrollment and Billing Dept. She said the number of requests is growing and that GBS is going to automate the process by providing employers access to their own downloadable monthly member rosters and invoice data in Excel format through a secure web portal. She said employers will be able to create historical records of their enrollment data. She said that there will be an annual fee of \$150 per unit, but that if MNHG purchases the service for all of the member employers, the annual fee per employer would be \$130. She said that GBS would no longer provide the reports on an *ad hoc* basis.

After discussion, Patrick McIntyre motioned to approve MNHG purchasing the roster service for all member units from GBS at the rate of \$130 per employer for FY16.

Kerry Colburn-Dion seconded the motion. The motion passed by a unanimous vote.

Motion

Wellness Committee Report:

Donna Madden said that Marcy Morrison, the Wellness Consultant, will report at the Board Meeting, but said she wanted to give an update on what has been happening with Wellness at MNHG. Ms. Madden said that an 8-week weight loss program is going to begin on September 28th. She said that members can sign up and attend via a conference call once per week. She said if they miss the conference call, they can re-play the course at any time at their convenience. Ms. Madden said that Ms. Morrison is looking at conducting a Smoking Cessation program in the fall that will be open to all MNHG employees.

Jason Fortin said that Fallon Health is doing on-site smoking cessation programs and said there is no minimum participation requirement for the conference call type of program. He said only the on-site program has that requirement. He said it is free to Fallon members and \$150 for non-Fallon members.

Ms. Madden said Ms. Morrison will give additional details at the Board Meeting.

Beverly Beno joined the meeting.

CY16 Senior Plan Rates:

Carol Cormier reviewed the senior plan rates for CY16 and asked the health plan representatives to speak about their renewals.

Fallon Health – Bob Cannon said that Fallon Health (FH) is reviewing its health plans and how they are rated. He said the plans are going to be rated by plan design and utilization. Mr. Cannon said the rate for CY16 is increasing to \$322, up from \$299 in CY15. He said the Emergency Room co-pay will increase to \$75 and the prescription drug co-pays will increase to \$10/\$30/\$65 for retail and \$20/\$60/\$162.50 effective January 1. Mr. Cannon said the CMS catastrophic levels will also increase.

Mr. Cannon said FH also has an alternative benefit design with the addition of an In-patient co-pay of \$125 per admission and Skilled Nursing Facility co-pay of \$25 for the first 5 days. He said the plan premium would decrease by \$12 for this plan design.

Donna Madden asked Mr. Cannon to bring information about the alternative plan design to the Board Meeting for consideration.

Tufts Health Plan – Fred Winer distributed a presentation on the Tufts Senior plans and said that despite the pharmacy trend increase of 12%, the combination of good MNHG claims experience and Tufts deal with CVS, the Tufts Medicare Preferred HMO senior plan premium is only increasing \$5 to \$267 a month. He said the Tufts Medicare Preferred Supplement plan premium decreased to \$376 from \$381. Mr. Winer said that Tufts signed a new contract with Beth Israel Hospital which resulted in the addition of over 500 PCPs and 2,000 specialists to the network.

Mr. Winer said that new for 2016, the Tufts Medicare Preferred HMO plan has included acupuncture to its list of approved wellness services reimbursement allowance. He said other added discounts are available for Idiet, the “Safer at Home” personal response system, meals discounts at Independent Living Systems and Jenny Craig discounts on food. Mr. Winer said a new web portal for the senior plans will be available in a couple of weeks. He said it is user friendly and tested by senior members. Mr. Winer said that due to a re-branding at Tufts, all members will be receiving new ID card beginning with renewal dates of January 1, 2016.

Mr. Winer said there is a new senior dental option available for the Tufts Medicare HMO plan through Tufts, provided by Delta Dental. He said the cost of the benefit would add \$53 per month to the premium.

Harvard Pilgrim Health Care Level Monthly Deposit:

Carol Cormier said that HPHC is proposing a new LMD of \$1,093,000, a decrease from \$1,126,000 effective July 1, 2015.

Bev Beno made a motion to approve the new LMD of \$1,093,000.

Motion

Patrick McIntyre seconded the motion. The motion passed by a unanimous vote.

Update on the MA Municipal Reinsurance Arrangement (MMRA):

Carol Cormier said that the MMRA financial report with data through April 30, 2015 is in the packet. She said the new report with recent activity is due and said she will email it to the Board. Ms. Cormier said that the MMRA Board sent a letter to BCBS on September 7th regarding its fees

to the reinsurance brokers for claims reporting of the CCMHG and WSHG groups. She said a response has not been received yet.

Affordable Care Act Issues:

Carol Cormier referred to a Cadillac Tax exhibit she prepared for the meeting which gives an estimate of the tax implications to MNHG employers. She said she used a 7% estimated increase for each year and noted that FSA, HRAs, and HSAs count towards the tax. Ms. Cormier said that for employers who have primarily employees in high risk professions, such as Police and Fire, the thresholds for the tax are higher.

Ms. Cormier spoke about the possibility of adding a high deductible plan or replacing the current POS plan with it to address the ACA affordability issue.

Erin Hayes said that she looked at the members who are currently enrolled in the POS plan and said all reside within the service area. She said while speaking to members at the health fairs, she learned that members do not want to move out of the plan and lose the ability to go out of network to facilities such as the Cancer Center of the World.

Donna Madden said that she attended a MA Municipal Association meeting and said they suggested adopting a formal Lookback Period policy. She said she would send the presentation to Ms. Cormier for distribution to the Board.

Carol Cormier said if a self-only low cost plan not exceeding 9.5% of the lowest paid employee is not offered, employers may be surcharged if the employee seeks and obtains subsidized coverage through the Exchange.

Donna Madden said some employers feel that it would be less expensive to pay the penalty than to add a new plan.

Carol Cormier said that she would check the surcharge fee schedule.

There was a discussion about what each of the employers are doing to gather and prepare data for the ACA employer reporting requirement.

Health Plan Reports:

Harvard Pilgrim Health Care- Bill Hickey said HPHC is continuing to work diligently to be prepared to implement the ACA requirements, including system changes, reporting and governmental affairs. He said HPHC has expanded its provider network to include CT, ME, VT, NH and RI.

Fallon Health - Bob Cannon suggested that the employers re-certify the early retirees on active plans to be sure they or any of their dependents have not become Medicare eligible due to a disability, through a spouse's eligibility, or newly eligible for another reason.

Fallon Health- Jason Fortin said that effective October 1, 2015, Fallon's TotalCare program will be eliminated. He said there are no MNHG members impacted. He also noted that Patrick Hughes, President and CEO, will be retiring.

Tufts Health Plan - Erin Hayes said that the re-branding of Tufts Health Plan was due to the purchase of Lifespan Healthcare. She said new cards will need to be issued due to the vendor relationships and logo change.

Other Business:

There was no other business.

Tony Logalbo moved to adjourn.

Motion

Patrick McIntyre seconded the motion. The motion passed by unanimous vote.

Donna Madden adjourned the meeting at 2:47 PM.

*Prepared by Karen Carpenter
Group Benefits Strategies*