

Minuteman Nashoba Health Group

Board Meeting

Monday, December 7, 2020 at 10:00 AM
Virtual Meeting by Remote Participation

Meeting Minutes

Board and Alternate Members Present:

Melisa Doig, Chair	Town of Groton
Kevin Johnston, Vice Chair	Town of Ayer
Ian Rhames, Treasurer	Concord Carlisle RSD
Marie Sobalvarro	Town of Harvard
Nick Federico	Town of Boxborough
Brad Brightman	Town of Stow
Kaylin Carpenter	Narragansett RSD
Kerry Lafleur	Town of Concord
Ann Marie Tucciarone-Mahan	North Middlesex RSD
John Kittredge	Town of Clinton
Debbie Nutter	Town of Pepperell
Brandi Mahlert	Lincoln Sudbury RSD

Guests Present:

Marcy Morrison	MNHG Wellness Consultant
Andrew MacLean	Town of Pepperell
Malyssa Simard	Town of Concord
Stephanie Oliver	Town of Concord
Donna Kunst	Town of Stow
Barbara Tierney	Town of Ayer
Nancy Haines	North Middlesex RSD
Kirsteen Patterson	Lincoln Sudbury RSD
Patricia Joyce	Abacus Health Solutions
Lisa Despres	Tufts Health Plan
Rae Felts	Tufts Health Plan
Fred Winer	Tufts Health Plan Senior Products
Katelyn Glennon	Fallon Health
Patrick Flattery	Fallon Health
Bill Hickey	Harvard Pilgrim Health Care
Chris Collins	CanaRx
Carol Cormier	Gallagher Benefit Services, Inc., (GBS)
Karen Quinlivan	Gallagher Benefit Services, Inc., (GBS)
Joseph Anderson	Gallagher Benefit Services Inc., (GBS)

The Chair, Melisa Doig, called the meeting to order at 10:04 AM.

Ms. Doig reminded those present that the meeting was being recorded and asked if there were any objections. There were none. Roll call was taken with voting attendees listed as:

Melisa Doig, Chair	Town of Groton
Kevin Johnston	Town of Ayer
Nick Federico	Town of Boxborough
John Kittredge	Town of Clinton
Ian Rhames, Treasurer	Concord Carlisle RSD
Kerry Lafleur	Town of Concord
Marie Sobalvarro	Town of Harvard
Brandi Mahlert	Lincoln Sudbury RSD
Kaylin Carpenter	Narragansett RSD
Ann Marie Tucciarone-Mahan	North Middlesex RSD
Debbie Nutter	Town of Pepperell
Brad Brightman	Town of Stow

Approval of the minutes of October 15, 2020:

Debbie Nutter moved approval of the Board minutes of October 15, 2020.

Motion

Marie Sobalvarro seconded the motion.

There was a roll call vote on the motion:

Melisa Doig, Chair	Yes
Kevin Johnston	Yes
Nick Federico	Yes
John Kittredge	Yes
Ian Rhames, Treasurer	Yes
Kerry Lafleur	Yes
Marie Sobalvarro	Yes
Brandi Mahlert	Yes
Kaylin Carpenter	Yes
Ann Marie Tucciarone-Mahan	Yes
Debbie Nutter	Yes
Brad Brightman	Yes

The motion passed by unanimous vote.

Treasurer’s Report:

Treasurer Ian Rhames reviewed the MNHG’s financial status as of October 31, 2020 (unaudited figures). He said Fund Balance has stabilized over the last few months. Mr. Rhames said the Fund Balance (equity) was almost \$10.5 M, which is well above target of \$5.4M.

Steering Committee Report:

Melisa Doig said that there is an opening on the Steering Committee. She asked any interested to send an email expressing interest.

GBS reports:

GBS Proposed 3-Year agreement with MNHG:

Carol Cormier said that the GBS 3-Year agreement with MNHG has not changed much from prior agreements. She said GBS proposes a 0% increase to fees for the first year, 2% for the second, and 2% for the third year. Exhibit A has changed a bit because they are now standardized across joint purchase groups. It is exactly the same as the agreement just signed by the Cape Cod Municipal Health Group (CCMHG). Reports are the same as in the past. The agreement runs from 01/01/21 through 12/31/2023.

John Kittredge moved to approve the proposed GBS 3-Year Agreement between MNHG and GBS.

Motion

Marie Sobalvarro seconded the motion. There was a roll call vote.

Melisa Doig, Board Chair	yes
Kevin Johnston	yes
Nick Federico	yes
John Kittredge	yes
Ian Rhames	yes
Kerry Lafleur	yes
Marie Sobalvarro	yes
Brandi Mahlert	no response
Kaylin Carpenter	yes
Ann Marie Tucciarone-Mahan	yes
Debbie Nutter	yes
Brad Brightman	yes

The motion carried by majority vote.

Funding Rate Analysis (FRA) report – Carol Cormier reviewed the FY21 *FRA* with data through October 31, 2020. She said the expense-to-funding ratio on a paid claims basis was 81.53% with a surplus of funding over major expenses of over \$3.4M. Some of that is from reinsurance reimbursements received from claims from the prior policy year

Reinsurance reports – Karen Quinlivan reviewed reinsurance reports for the FY20 policy period with claims data through October. She said that there were 6 claimants with updated total paid claims of \$2,825,595. The amount exceeding the specific deductible of \$300,000 was \$1,025,595. Total reimbursements of \$949,432 left an outstanding reimbursement amount due of \$76,163. Ms. Quinlivan said that the 50% Report for the same period had 10 claimants with updated total paid claims of \$2,063,001. The same reports for the FY21 policy period had no claimants in excess and 3 claimants on the 50% Report with updated total paid claims of \$612,651.

Wellness Program report:

The Wellness Consultant, Marcy Morrison, reviewed the status of the Wellness programs. She said that things are starting to pick up. She said the Mindfulness/Meditation Program had 56 people participate in November and the program will be offered again in December. She has been working with carriers to make information available about resources for people having anxiety, depression or other behavioral health issues. Links will be provided on the Wellness

Facebook page. Onsite flu vaccine clinics were arranged with the help of Walgreens and CVS. The Maintain Don't Gain challenge is underway throughout the holiday season with helpful tips on how to maintain a healthy weight.

Discussion of Fund Balance and FY 22 rates:

Kevin Johnston said that a review by ad hoc committee was done to make sure that adequate language was in place to address the Fund Balance Policy in regards to excess fund balance. The MNHG has not been in this position for a number of years. Several years ago, the MNHG was below the target line for months into years. They wanted to make sure that they were taking a conservative approach given that there is a significant excess fund balance currently. The approach would hopefully avoid future rate spikes. There may be recommendations for additional language to be added to the policy at rate setting in February and a recommendation could be made to the Board at that time.

Ian Rhames said that the Group should keep in mind that it is above target and that can help the Group moving forward. There are several ways the fund balance can be used to help keep rates lower that can be discussed more at rate setting.

Carol Cormier said that this is a good approach in this period of uncertainty. The health plans are going to build a Covid-19 factor into rates given the fact that claims have been low due to elective procedures and routine care being put off.

Marie Sobalvarro said that entities are or may consider leaving MNHG based on comparable rates for those entities' claims profile. She said she did not favor premium holidays as a tool because they are difficult to administer.

Update on MMRA and OptiMed programs:

Carol Cormier said the Mass Municipal Reinsurance Arrangement (MMRA) is going to meet virtually on December 14, 2020. The impetus for that meeting is to discuss the loss of the two member groups within MNHG and how that will affect reinsurance rates. There will probably be discussion on the specific deductible and whether \$300,000 is the right amount for MNHG. Although MNHG is losing two member units, it is not the smallest joint purchase group. She said the Joint Purchase Agreement specifies that departing entities do not get to take any portion of the MNHG fund balance with them.

Regarding the OptiMed program, Ms. Cormier said that most of the employers have sent out the information to employees. OptiMed is not getting the level of participation that the MMRA would hope for yet. The feeling is that the pandemic is making people hesitant to make any changes.

Looking to the Future of MNHG:

Carol Cormier said that MNHG Board members have let her know of two governmental units that might be interested in joining the MNHG. They are not large units, however, so the problem is it is sometimes difficult to obtain claims data for small employer groups.

Melisa Doig suggested forming a sub-committee to work on the issue.

Health Plan and vendor reports:

Harvard Pilgrim- Bill Hickey provided current data relating to Covid-19 in the HPHC population of MNHG. He said that through November 19, 2020, there have been 20 confirmed positives, with one inpatient case. Total treatment and testing costs for the group were \$43,475. Total treatment costs for 15 positive members was \$3,338. Anticipated claims costs for the coming rating period are below what they were last year at 92-93%. Starting in January, those claims are expected to increase. Depending on when the vaccine is widely distributed, those dates are subject to change. Mr. Hickey said that the Harvard Pilgrim/Tufts merger is on track for the first quarter of 2021. It will have no impact on products or contracts.

Tufts – Lisa Despres provided the most recent data relating to Covid-19. There were 18 positive, 93 negative and 286 suspected cases as of November 30, 2020. Total Covid-related claims costs were approximately \$227K with inpatient claims of \$80K.

Fred Winer said that Tufts’ group in Retiree and group sales would be taking over for Medicare plans in regards to the merger. Open enrollment was very quiet this year. Changes were primarily made for people moving out of the area or aging in.

Fallon Health – Katelyn Glennon presented the most recent MNHG Covid-19 data. There were 28 positive members, two of which were inpatient. Total inpatient claims were \$21,227. There have been 762 tests performed with total costs of \$141,575. Total costs all together were approximately \$175,000.

Patrick Flattery said that Fallon Senior plan open enrollment changes have been small in number. He provided a contact number for questions and said all is going well.

Abacus Health Solutions- Patty Joyce said that they will be presenting the annual report at the next Board meeting. She said that during Covid-19, Abacus is still available and engaging with members to make sure that they are keeping up with activities under the program.

CanaRx- Chris Collins said that he would be willing to conduct and/or participate in Zoom meetings if any unit is interested in setting something up for employee education regarding the CanaRx program. There was an article recently in a national publication that referenced Canada not allowing bulk imports of medications into the United States. He said that does not affect CanaRx and is in fact, a protection. CanaRx uses Canadian pharmacies and the ruling protects those supplies.

Other Business:

Next meetings - Melisa Doig scheduled the next meetings:

- Steering Committee on Monday February 8, at 9:00 AM and
- Board meeting on February 12, at 10 AM.

There was no other business.

Kerry Lafleur motioned to adjourn the meeting.

Motion

Kevin Johnston seconded the motion.

There was a roll call vote on the motion:

Melisa Doig, Chair	Yes
Kevin Johnston	Yes
Nick Federico	Yes
John Kittredge	Yes
Ian Rhames, Treasurer	Yes
Kerry Lafleur	Yes
Marie Sobalvarro	Yes
Brandi Mahlert	No response
Kaylin Carpenter	No response
Ann Marie Tucciarone-Mahan	Yes
Debbie Nutter	Yes
Brad Brightman	Yes

The motion carried by majority vote.

Melisa Doig, Chair, adjourned the meeting at 10:53 AM.

*Prepared by Karen Quinlivan,
Gallagher Benefit Services, Inc.*