

Minuteman Nashoba Health Group

Board Meeting

Monday, May 10,, 2021 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
Mike Perrone	Case Collaborative
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
Brad Brightman	Town of Stow
Donna Kunst	Town of Stow

Guests Present:

Marcy Morrison	MNHG Wellness Consultant
Stephanie Oliver	Town of Concord
Alexis Teixeira	Town of Clinton
Rajon Hudson	Town of Boxborough
Sue Shillue	Cook and Company
Patricia Joyce	Abacus Health Solutions
Lisa Despres	Tufts Health Plan
Rae Felts	Tufts Health Plan
Fred Winer	Tufts Health Plan Senior Products
Julia Lebrun	Fallon Health
Patrick Flattery	Fallon Health
Bill Hickey	Harvard Pilgrim Health Care
Chris Collins	CanaRx
Jim Riley	CanaRx
Carol Cormier	Gallagher Benefit Services, Inc., (GBS)
Joseph Anderson	Gallagher Benefit Services, Inc., (GBS)
Karen Quinlivan	Gallagher Benefit Services Inc., (GBS)

The Chair, Melisa Doig, called the meeting to order at 10:03 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, Board Chair	Town of Groton
Kevin Johnston	Town of Ayer
Nick Federico	Town of Boxborough
Mike Perrone	Case Collaborative
John Kittredge	Town of Clinton
Ian Rhames, Treasurer	Concord Carlisle RSD
Kerry Lafleur	Town of Concord
Marie Sobalvarro	Town of Harvard
Kaylin Carpenter	Narragansett RSD
Ann Marie Tucciarone-Mahan	North Middlesex RSD
Debbie Nutter	Town of Pepperell
Donna Kunst	Town of Stow

Approval of the minutes of April 13, 2021:

Kevin Johnston moved approval of the Board minutes of April 13, 2021.

Motion

Marie Sobalvarro seconded the motion.

There was a roll call vote on the motion:

Melisa Doig	Yes
Kevin Johnston	Yes
Nick Federico	Yes
Mike Perrone	Yes
John Kittredge	Yes
Ian Rhames, Treasurer	Yes
Kerry Lafleur	Yes
Marie Sobalvarro	Yes
Kaylin Carpenter	Yes
Ann Marie Tucciarone-Mahan	Yes
Debbie Nutter	Yes
Donna Kunst	Yes

The motion passed by unanimous vote.

Treasurer’s Report:

Treasurer Ian Rhames reviewed the MNHG’s financial status as of March 31, 2021 (unaudited figures). He said that fund balance went down slightly in March due to increased claim activity. It looks to be temporary because April was a light claims month. Fund Balance has stabilized over the last few months with a slight decline because of fewer member towns. . Net revenue YTD is just under \$1M. Mr. Rhames said the Fund Balance (equity) was \$8.5M, which is well above target of \$5.4M. The audit as of May leaves on the books IBNR money for anticipated claims. This year the formula does not match up with reality due to Covid-19. The Fund Balance will be quite a bit higher because of reduced claims. The audit is complete. The change in net assets for FY20 was \$5.3M. The management letter spoke about a significant deficiency that has

appeared for a number of years and appears on most other groups. The group size does not warrant hiring another person other than the Treasurer to review financial transactions. The letter also referenced the need for documenting policies and procedures relating to financial operations in case of turnover. The final comment was that for several years, MNHG has paid more into the MMRA pool than they have used for paid claims. That trend can reverse easily but was noted.

Debbie Nutter motioned to accept the FY20 audit as presented and recommended by the Steering Committee.

Motion

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

Melisa Doig	Yes
Kevin Johnston	Yes
Nick Federico	Yes
Mike Perrone	Yes
John Kittredge	Yes
Ian Rhames, Treasurer	Yes
Kerry Lafleur	Yes
Marie Sobalvarro	Yes
Kaylin Carpenter	Yes
Ann Marie Tucciarone-Mahan	Yes
Debbie Nutter	Yes
Donna Kunst	Yes

The motion passed by unanimous vote.

GBS reports:

Funding Rate Analysis (FRA) report – Joseph Anderson reviewed the FY21 FRA with data through March 31., 2021. He said the expense-to-funding ratio on a paid claims basis was 93.5% with a surplus of funding over major expenses of over \$2.3M. 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 March. She said that there were 6 claimants with updated total paid claims of \$2,816,060. The amount exceeding the specific deductible of \$300,000 was \$1,016,061. Total reimbursements of \$1,015,969 left an outstanding reimbursement amount due of \$91.85. Ms. Quinlivan said that the 50% Report for the same period had 10 claimants with updated total paid claims of \$2,065,622. The same reports for the FY21 policy period had 2 claimants in excess with total updated paid claims of \$1,078,113. The amount exceeding the specific deductible was \$478,113. No reimbursements have been received to date, and the outstanding reimbursement amount due is \$478,113. There were 11 claimants on the 50% Report with updated total paid claims of \$2,207,178.

Wellness Program report:

The Wellness Consultant, Marcy Morrison, reviewed the status of the Wellness programs. She said that online courses are going well. A new course, “Kick Your Sugar Habit” will launch tomorrow. The weight loss program is ongoing with approximately 168 people participating. The Tufts Spring into Summer Challenge will start next week with activity challenges for all employees and family members. Ms. Morrison is working on creating a Q and A with an assisted

living specialist to answer questions on caring for aging loved ones. She will send an email to see if there is interest in that type of program. It seems to be a leading cause of stress for employees returning to work after Covid. Mindful Mondays are ongoing on the first Monday of every month. The Facebook page is very active with engagement and small group coaching. Health recipes, exercise programs and coaching are giving people a quick win for the day.

Proposal to change plan year for active employee plans from “June 1 – May 31” to ‘July 1 – June 30’:

Joe Anderson provided a summary of the discussion had at the Steering Committee meeting. The Fallon announcement is spurred a discussion about what kind of things could be done to support the transition. One of the things that surfaced was the discussion of changing the plan year to a fiscal year. It is an outlier for the municipal market. Fallon agreed to do a 1 month renewal at the end of FY22 for the month of June. Harvard Pilgrim and Tufts would begin FY23 with a one month renewal and then an additional 12 month renewal starting on July 1, 2022. That would bring MNHG in line with the other members of the MMRA. It is the industry standard. Member impact to Fallon is minimal in that the deductible would carry over for the one month renewal on the benchmark plans. The town of Concord was against it due to a staffing hardship at fiscal year-end. The Steering Committee recommended adopting the change by majority vote.

John Kittredge motioned to approve the plan year change from June 1- May 31 to July 1-June 30 effective FY22 for Fallon with a one month renewal and FY23 for Harvard Pilgrim and Tufts.

Motion

Kevin Johnston seconded the motion. There was a roll call vote.

Melisa Doig	Yes
Kevin Johnston	Yes
Nick Federico	Yes
Mike Perrone	Yes
John Kittredge	Yes
Ian Rhames, Treasurer	Yes
Kerry Lafleur	No
Marie Sobalvarro	Yes
Kaylin Carpenter	Yes
Ann Marie Tucciarone-Mahan	Yes
Debbie Nutter	Yes
Donna Kunst	Yes

The motion passed by majority vote.

Planning for future changes to health insurance marketplace including the loss of Fallon and merger of Harvard Pilgrim and Tufts:

The Fallon announcement was some time ago and one of the things heard from some communities was a concern that the Fallon network would not be there to support member needs for the remainder of the FY22 plan year. Fallon issued a statement of confidence that providers have a vested interest to remain in the network for the full term of their contract. They are confident in their ability to support members. So far, open enrollment numbers indicate that only 20 migrations from Fallon to the higher cost plans have occurred. It will not be a budgetary

impact for this year. Gallagher has been meeting with all of the carriers. TPA's and parties that can bring strategies going forward for planning for FY23 and beyond. The goal will be to move as quickly as possible to shape the future world with prudence and careful discussion.

Health Plan and vendor reports:

Harvard Pilgrim- Bill Hickey provided an updated Covid report as of April 26th. There were 49 confirmed positive cases. Total treatment and testing costs were \$118,407. The vaccination rate had 278 members fully vaccinated and 126 pending their second dose.

Tufts – Lisa Despres provided the most recent claims data relating to Covid-19. There were 57 positive, 135 negative and 566 suspected cases within MNHG as of May 3, 2021. Total Covid related claims costs were approximately \$793K with inpatient claims of \$450K. Vaccine information showed 221 fully vaccinated and 94 partially vaccinated.

Fred Winer said he has been receiving calls from some groups and is happy to educate on plan differences. Hopefully some in person meetings can resume in the fall.

Fallon Health – Julia Lebrun had no updates from Fallon at the present time.

Abacus- Patty Joyce provided a Diabetes Rewards Program update. There are currently 84 members enrolled with 51% adherent in the program and a 64% annual adherence rate. There was an online private webinar titled “The ABC’s of Diabetes” on Wednesday April 28, 2021 at 12:00 P.M. The attendance was very good with 130 people that took part. Registrants also received a link to view the webinar and it will be provided on the Good Health Gateway YouTube page as well. There were \$5,759 in copay savings for members and an estimated savings for the group of \$25,486. Total promotion and outreach reached 472 members.

CanaRx- Chris Collins said that the group is in track to save \$248,000 through the program. Jim Riley has started to reach out to some of the benefit administrators and it is going well. With outreach hopefully the savings number can go higher.

Other Business:

Next meetings - Melisa Doig scheduled the next meetings:

- Steering Committee on Monday June 14, 2021 at 9:00 A.M.
- Board meeting on Monday, June 14, 2021 at 10 A.M.

There was no other business.

Ann Marie Tucciarone-Mahan motioned to adjourn the meeting.

Motion

John Kittredge seconded the motion.

There was a roll call vote on the motion:

Melisa Doig	Yes
Kevin Johnston	Yes
Nick Federico	Yes
Mike Perrone	Yes
John Kittredge	Yes
Ian Rhames, Treasurer	Yes
Kerry Lafleur	Yes
Marie Sobalvarro	Yes
Kaylin Carpenter	Yes
Ann Marie Tucciarone-Mahan	Yes
Debbie Nutter	Yes
Donna Kunst	Yes

The motion carried by majority vote.

Melisa Doig, Chair, adjourned the meeting at 10:50 AM.

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