

Minuteman Nashoba Health Group

Board Meeting

Monday, December 13, 2021 at 2:00 PM
Virtual Meeting by Remote Participation

Meeting Minutes

Board and Alternate Members Present:

Melisa Doig, Chair	Town of Groton
Kevin Johnston	Town of Ayer
Rajon Hudson	Town of Boxborough
Ian Rhames	Concord Carlisle RSD
Marie Sobalvarro	Town of Harvard
Kaylin Carpenter	Narragansett RSD
Ann Marie Tucciarone-Mahan	North Middlesex RSD
Nancy Haines	North Middlesex RSD
Andrew Maclean	Town of Pepperell
Dolores Hamilton	Town of Stow
Brad Brightman	Town of Stow

Guests Present:

Marcy Morrison	MNHG Wellness Consultant
Barbara Tierney	Town of Ayer
Stephanie Oliver	Town of Concord
Malyssa Simard	Town of Concord
Arthur St. John	Concord Fire
Sue Shillue	Cook and Co, Ins.
Patricia Joyce	Abacus Health Solutions
Lisa Despres	Tufts Health Plan
Rae Felts	Tufts Health Plan
Fred Winer	Tufts Health Plan
Julia Lebrun	Fallon Health
Patrick Flattery	Fallon Health
Bill Hickey	Harvard Pilgrim Health Care
Paul Lazar	Harvard Pilgrim Health Care
Jim Riley	CanaRx
Joseph Anderson	Gallagher Benefit Services, Inc., (GBS)
Karen Quinlivan	Gallagher Benefit Services Inc., (GBS)

The Chair, Melisa Doig, called the meeting to order at 2:01 PM.

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
Rajon Hudson	Town Of Boxborough
Ian Rhames	Concord Carlisle RSD
Marie Sobalvarro	Town of Harvard
Kaylin Carpenter	Narragansett RSD
Ann Marie Tucciarone-Mahan	North Middlesex RSD
Dolores Hamilton	Town of Stow

Approval of the minutes of November 15, 2021:

Ann Marie Tucciarone-Mahan moved approval of the Board minutes of November 15, 2021 as presented.

Motion

Kevin Johnston seconded the motion.

There was a roll call vote on the motion:

Melisa Doig	Yes
Kevin Johnston	Yes
Rajon Hudson	Yes
Ian Rhames	Yes
Marie Sobalvarro	Yes
Kaylin Carpenter	Yes
Ann Marie Tucciarone-Mahan	Yes
Dolores Hamilton	Yes

The motion passed by unanimous vote.

Treasurer’s Report:

Treasurer Ian Rhames reviewed the MNHG’s financial status as of October 31, 2021 (unaudited figures). He said member premiums are down \$2M because of the departure of Lincoln Sudbury and Carlisle. Claims expense has increased by \$2.3M this year. Net Revenue shows that last year the group was up \$2.2M but this year the group is down \$1.6M. Fund Balance has decreased since July but is still above target of \$5.4M at almost \$7M. When member units depart, the target fund balance takes a while to drop.

Andrew Maclean, a voting member from Pepperell joined the meeting at this time.

GBS Reports:

Funding Rate Analysis (FRA) report – Joseph Anderson reviewed the FY21 *FRA* with data through October 31, 2021. He said the expense-to-funding ratio on a paid claims basis was 104.4% with a deficit of funding to major expenses of \$726,562. It will be interesting to see if the trend continues.

Reinsurance reports – Karen Quinlivan reviewed reinsurance reports for the FY21 policy period with claims data through October. She said that there were 4 claimants with updated total paid claims of \$2,150,135. The amount exceeding the specific deductible of \$300,000 was \$950,135. Total reimbursements of \$933,734 left an outstanding reimbursement amount due of \$16,401. There were 29 claimants on the 50% Report with updated total paid claims of \$6,078,650. The same reports for the FY22 had 1 claimant on the 50% report with updated paid claims of \$264,092.

Wellness program report:

The Wellness Consultant, Marcy Morrison, provided her Wellness report. The Happy Healthy Holidays Challenge has started and runs through January 1, 2022. There are 120 participants receiving information about how to stay healthy and stress free this holiday season. This is the 7th year MNHG has run a holiday program. The private Facebook group for Weight Management is ongoing with numerous employees reaching out for small group health and wellness coaching. A new program, Healthy-U in 2022 will begin after the first of the year and run for approximately 6 months. There will be 2 three month programs for New Year's resolutions, healthy eating, weight management, stress management, exercise and financial wellness.

FY23 Renewal Pricing- Timing and discussion:

Joseph Anderson reviewed the Minuteman Nashoba Health Group Fund Balance Policy. The Trust Fund Balance previously was below target for a good measure of time. There was an effort to codify the Fund Balance Policy as a part of the renewal process. During Covid there was an increase in Fund Balance due to decreased claims activity. At this time the Fund Balance is in excess of target, but looking forward to pricing for FY23, the group needs to understand all the moving parts associated with pricing whether risk or policy. At the time that this meeting was set there was a desire to have the pricing exercise done early with a certain level of certainty early on. Some of those moving parts were established prior, when the trust was robust. When the Treasurers report through October was produced and the Net Revenue has declined \$1.6M since the beginning of the fiscal year, it does not seem to be prudent at this time to make a long range pricing decision without a few more months claims experience detail. Delaying pricing until January will allow the group to consider experience data through the month of December. Previous calculations that GBS performed were with data through October. The carrier calculations were with data through September. Every month of missing data represents pricing risk in a time of volatility. It is anticipated that some of the Trust may be placed at risk to make sure that the renewal comes in at fiscally manageable level. Trust Fund target is 1.5 times the average claims of the last 12 months. That comes to out to 12.75%. There may be a small amount of flexibility there. IBNR has 1.5 times the average of the last 4 months. That comes to 12.5% and other groups tend to be closer to 10%. All these factors can be considered when making decisions. Prior to the pandemic, the fund balance was actually below target from a historical perspective.

Health Plan and vendor reports:

CanRx- Jim Riley reviewed current savings through October of \$ 155,000 with the group on track for \$186,000 for the year. They are working on upgrading the website and should have more info after the first of the year.

Harvard Pilgrim- Bill Hickey had nothing to report.

Tufts – Lisa Despres had no updates other than the PBM change to Optum as of 01/01/2023.

Fred Winer asked units to remember to use the new group numbers for the Medicare Supplement plan and to make sure to use the current 2022 forms for open enrollment.

Fallon Health – Julia Lebrun said Fallon is changing PBM’s to Optum Rx as of 01/01/2022. All member will receive new ID cards beginning this week. Any with mail order have already received outreach. Members will need to use the new ID cards for prescriptions going forward. .

Patrick Flattery echoed what Julia said about ID cards.

Abacus- Patty Joyce had audio issues and could not be heard. Any updates will be sent via email to the group.

Other Business:

Next meetings - Melisa Doig announced the next scheduled meetings:

- Steering Committee on Monday January 19, 2021 at 11:00 A.M.
- Board meeting on Monday, January 31., 2021 at 10:00 A.M.

There was no other business.

Kevin Johnston motioned to adjourn the meeting.

Motion

Ian Rhames seconded the motion.

There was a roll call vote on the motion:

Melisa Doig	Yes
Kevin Johnston	Yes
Rajon Hudson	Yes
Ian Rhames	Yes
Marie Sobalvarro	Yes
Kaylin Carpenter	Yes
Ann Marie Tucciarone-Mahan	Yes
Dolores Hamilton	Yes

The motion passed by unanimous vote.

Melisa Doig, Chair, adjourned the meeting at 2:35 PM.

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