

**Minuteman Nashoba Health Group**

**Board Meeting**

Monday, January 31, 2022 at 10:00 AM  
**Virtual Meeting by Remote Participation**

**Meeting Minutes**

**Board and Alternate Members Present:**

Melisa Doig, Chair	Town of Groton
Kevin Johnston	Town of Ayer
Kristen Noel	Town of Bolton
Ian Rhames	Concord Carlisle RSD
Kerry Lafleur	Town of Concord
Marie Sobalvarro	Town of Harvard
Kaylin Carpenter	Narragansett RSD
Ann Marie Tucciarone-Mahan	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
Malyssa Simard	Town of Concord
Arthur St. John	Concord Fire
Sue Shillue	Cook and Co, Ins.
Patricia Joyce	Abacus Health Solutions
Amy Bickford	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
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 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, Board Chair                      Town of Groton

Kevin Johnston	Town of Ayer
Kristen Noel	Town of Bolton
Ian Rhames	Concord Carlisle RSD
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Dolores Hamilton	Town of Stow

**Approval of the minutes of December 13, 2021:**

Ann Marie Tucciarone-Mahan moved approval of the Board minutes of December 13, 2021 as presented.

Motion
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Marie Sobalvarro seconded the motion.

There was a roll call vote on the motion:

Melisa Doig	Yes
Kevin Johnston	Yes
Kristen Noel	Yes
Ian Rhames	Yes
Kerry Lafleur	Yes
Marie Sobalvarro	Yes
Kaylin Carpenter	Yes
Ann Marie Tucciarone-Mahan	Yes
Andrew Maclean	Yes
Dolores Hamilton	Yes

The motion passed by unanimous vote.

**Treasurer’s Report:**

Treasurer Ian Rhames reviewed the MNHG’s financial status as of December 31, 2021 (unaudited figures). He said member premiums are down because of the departure of Lincoln Sudbury and Carlisle. Claims expense has increased this year. Net Revenue shows that last year the group was up \$2.2M but this year the group is down \$2.6M. Fund Balance has decreased since July and is just over at target of \$6M. When member units depart, the target fund balance takes a while to drop. It should start to drop in the next several months.

**GBS Reports:**

*Funding Rate Analysis (FRA) report* – Joseph Anderson reviewed the FY21 *FRA* with data through December 31, 2021. He said the expense-to-funding ratio on a paid claims basis was 108% with a deficit of funding to major expenses of \$1,870,643. November and December were high claims months. When you look at large claims, last year at this time there were 10 members with claims totaling over \$2,000,000. This year, the list is 29 members with claims totaling \$6,000,000. 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 December. She said that there were 4 claimants with updated total paid claims of \$2,168,987. The amount exceeding the specific deductible of \$300,000 was \$968,987. Total reimbursements of \$933,734 left an outstanding reimbursement amount due of \$35,253. There were 29 claimants on the 50% Report with updated total paid claims of \$6,085,000. The same reports for the FY22 had 1 claimant with updated total paid claims of \$425,098. The amount exceeding the specific deductible of \$300,000 was \$25,098. Total reimbursements of \$0 left an outstanding reimbursement amount due of \$25,098. There were 4 claimants on the 50% Report with updated total paid claims of \$1,056,788.90.

**Wellness program report:**

The Wellness Consultant, Marcy Morrison, provided her Wellness report. The Happy Healthy Holidays Challenge has just finished. There were 120 participants receiving information about how to stay healthy and stress free this holiday season. This is the 7<sup>th</sup> 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. The new program, Healthy-U in 2022 is beginning with lots of different themes. This month it's New Year resolutions. Next months will be a sleep program. The overall theme for the year will be stress management. Ms. Morrison is meeting with other Wellness Coordinators so that they can get together and have some buying power for programs that may interest all. She also said that she would be available for health fairs coming up.

**FY23 Renewal Pricing- Timing and discussion:**

Joseph Anderson said that when the group last met it was looking to get an early calculation for December. When it became apparent how the year was starting out financially, the group felt it was prudent to have additional financial data in order to set rates for the upcoming fiscal year. The current calculation factors in all financial data through the end of December in terms of paid claims. When the carriers calculated renewals, they did so with data through the end of August or September. Aggregate claims trend that they used was about 7.39% with Fallon on the low end and Tufts on the high end. Having more claims trend provides more certainty on projecting but there remains a good deal of uncertainty on the future impact of Covid. As part of the exercise, there was a pre-renewal adjustment for Blue Cross coming in as the lowest priced option to replace Fallon at Fallon's rates adjusted up 3%.

The FY23 required funding calculation applied a 5% Covid factor and a 7.5% trend factor. The reinsurance specific deductible rose from \$300,000 to \$400,000 so there is added claims risk retention for the group. Anticipated annualized claims come to \$40,718,087.19. Required funding for CanaRx, carrier admin fees and Stop Loss then bring required funding to \$44,818,762.23. Compared to current funding, the calculated required increase would be 10.74%. Three rating scenarios were then displayed showing 8.25%, 8.5% and 9% composite rates increases and the resulting impact to Fund Balance. The Steering Committee recommended an increase of 8.5%. That would bring the Fund Balance to just under target of \$5.25M.

Kevin Johnston motioned that the Board approve the rate option recommended by the Steering Committee of 8.5%.

Motion
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Kerry Lafleur seconded the motion. There was a roll call vote.

Melisa Doig	Yes
Kevin Johnston	Yes
Kristen Noel	Yes
Ian Rhames	Yes
Kerry Lafleur	Yes
Marie Sobalvarro	Abstain
Kaylin Carpenter	Yes
Ann Marie Tucciarone-Mahan	Yes
Andrew Maclean	Yes
Dolores Hamilton	Yes

The motion passed by majority vote.

**Health Plan and vendor reports:**

*CanaRx*- Jim Riley reviewed current savings through December of \$ 177,000. In 2020 it was \$241,000 so there is a decrease of \$40,000. CanaRx is hoping that new branding that is being rolled out as well as the new website will help increase utilization along with other strategies planned to help increase savings.

*Harvard Pilgrim*- Bill Hickey reviewed the lasted Covid report information. There were 82 confirmed positive and \$184,944 in total treatment and testing costs. Total costs for testing was \$172,587 with the average cost per test of \$111.49. Telehealth has been steadily utilized and is expected to remain in place.

*Tufts* – Lisa Despres had no updates other than the organization is moving along with combining the two organizations.

Fred Winer said that the Med SUPP movement to self-insured is going well. It will take several months to get information to GBS but hopefully things will work out well for the group in terms of savings.

*Fallon Health* – Julia Lebrun had nothing new to report.

Patrick Flattery echoed what Julia said.

Joe Anderson brought up a couple additional items. GBS is in the process of getting utilization from MyTelemedicine, which costs MNHG \$50,000 a year. Bill Hickey pointed out the telemedicine through Harvard Pilgrim has increased both in utilization and accessibility post

Covid. This trend is similar to results seen at Fallon and Tufts as telemedicine has become more common with the carriers. My Telemedicine’s historical data needs to be updated. There has been sparse penetration and a cost benefit for the program seems advisable. Results can be presented at a future Board meeting for discussion. Regarding the Fallon transition, implementation meetings have begun with Blue Cross. A timeline is being drafted with key players in place and members can collect thoughts to ask questions of BCBS at the next meeting regarding the BCBS. Planning with all 3 carriers for this transition year should also be discussed

**Other Business:**

Next meetings - Melisa Doig announced the next scheduled meetings:

- Steering Committee on Monday March 7., 2022 at 9:00 A.M.
- Board meeting on Monday, March 7, 2022 at 10:00 A.M.

There was no other business.

Kevin Johnston motioned to adjourn the meeting.

Motion
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Marie Sobalvarro seconded the motion.

There was a roll call vote on the motion:

Melisa Doig	Yes
Kevin Johnston	Yes
Kristen Noel	Yes
Ian Rhames	Yes
Kerry Lafleur	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 10:57 AM.

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