

**MINUTES OF THE
CAPE COD MUNICIPAL HEALTH GROUP**

Board Meeting

Wednesday, February 2, 2022 10:00 AM

Virtual Meeting by Remote Participation

MEETING MINUTES

A meeting of the Board of the Cape Cod Municipal Health Group (“CCMHG”) was held on Wednesday, February 2, 2022 at 10:00 AM. The following people attended the meeting:

Board Members and Alternates Present:

Noreen Mavro-Flanders, Board Chair	Dukes County
A. Francis (“Skip”) Finnell, Steering Committee Chair	Dennis-Yarmouth RSD
Erin Orcutt, Board Vice-Chair	Cape Cod Regional Technical School
Debra Blanchette	Town of Barnstable
Justyna Marczak	Barnstable County
Nancy Cushing	Barnstable County
Richard Buffington	Barnstable Fire District
Robert Howard	Bourne Recreation Authority
Jennifer Kelson	Bourne Water District
Lisa Vitale	Town of Brewster
T K Menesale	Buzzards Bay Water District
Paul Hilton	Cape Cod Collaborative
Beth Deck	Cape Cod Collaborative
Krystal Abrams	COMM Fire
Jill Goldsmith	Town of Chatham
Raymond Pirrone	Cotuit Fire District
Deborah Heemsoth	Town of Dennis
Sheryl McMahon	Dennis Water District
Susan Laak	Town of Eastham
Denise Coleman	Town of Falmouth
Amy Bullock	Town of Harwich
Verna Lafleur	Hyannis Fire
Tracy Scalia	Town of Mashpee
Leanne Gray	Mashpee Water District
Michael MacMillan	Monomoy RSD
Susan Wallen	Nauset RSD
Maureen Fruci	North Sagamore Water District
Elise Zarcaro	Town of Provincetown
Jared Aponte	Town of Provincetown
Alex Lessin	Town of Truro
Raymond Pirrone	West Barnstable Fire District
Robert Whritenour	Town of Yarmouth
Kathy Logue	Dukes County

Guests Present:

Rich Bienvenue, CPA
Deanna Desroches
Triva Emery
Brian LaValley
Sarah O'Reilly
Scott Walker
Dawn Barnes
Brian Callow
Barbara Howard
Bob Kademian, RPh
Bernard Edwards
Julie Scansaroli
Bill Hickey
Nina Conroy
Fred Winer
Caitlin Marron
Patty Joyce
Chris Collins
Jim Riley
Wayne Orchard
Lorenzo Amaya
Carol Cormier
Joseph Anderson
Karen Quinlivan

CCMHG Treasurer
CCMHG Wellness Consultant, Mainland
CCMHG Wellness Consultant, Vineyard
Town of Eastham
Town of Yarmouth
Town of Orleans
Town of Chilmark
Rockland Trust Investments
Rockland Trust Investments
PBIRx
Blue Cross Blue Shield of MA (BCBSMA)
Blue Cross Blue Shield of MA (BCBSMA)
Harvard Pilgrim Health Care (HPHC)
Delta Dental Plan of MA
Tufts – Retiree Plans
EyeMed
Abacus Health Solutions
CanaRx
CanaRx
MyTelemedicine
MyTelemedicine
Gallagher Benefit Services, Inc. (GBS)
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Erin Orcutt, Board Vice-Chair, called the meeting to order at 10:07 AM. She said that the meeting was being recorded and asked if there were any objections. There were none.

Ms. Orcutt asked for a roll call of Board members present who will be voting. The following voting members were present:

Debra Blanchette	Barnstable	Justina Marczak	Barnstable County
Richard Buffington	Barnstable Fire District	Robert Howard	Bourne Rec Auth
Jennifer Kelson	Bourne Water District	Lisa Vitale	Brewster
Paul Hilton	Cape Cod Collaborative	Erin Orcutt	Cape Cod Regional Tech
Krystal Abrahms	COMM Fire	Jill Goldsmith	Chatham
Raymond Pirrone	Cotuit Fire	Deborah Heemsoth	Town of Dennis
Sheryl McMahon	Dennis Water District	Skip Finnell	Dennis-Yarmouth RSD
Susan Laak	Eastham	Denise Coleman	Falmouth
Amy Bullock	Harwich	Tracy Scalia	Mashpee
Leanne Gray	Mashpee Water District	Michael MacMillan	Monomoy RSD
Susan Wallen	Nauset RSD	Maureen Fruci	North Sagamore Water
John Kelly	Town Od Orleans	Elise Zarcaro	Provincetown
Alex Lessin	Town of Truro	Raymond Pirrone	West Barnstable Fire
Robert Whritenour	Yarmouth	Kathy Logue	Dukes County

Approval of the minutes of the October 20, 2021 Board meeting minutes:

Skip Finnell motioned to accept the minutes of the October 20, 2021 Board meeting with correction for the meeting date on the minutes.

Motion

Kathy Logue seconded the motion. There was a roll call vote.

Debra Blanchette	yes	Justina Marczak	yes
Richard Buffington	no response	Robert Howard	no response
Jennifer Kelson	abstain	Lisa Vitale	yes
Paul Hilton	yes	Erin Orcutt	yes
Krystal Abrahms	yes	Jill Goldsmith	yes
Raymond Pirrone	yes	Deborah Heemsoth	abstain
Sheryl McMahon	no response	Skip Finnell	yes
Susan Laak	yes	Denise Coleman	yes
Amy Bullock	yes	Tracy Scalia	yes
Leanne Gray	yes	Michael MacMillan	yes
Susan Wallen	yes	Maureen Fruci	no response
John Kelly	abstain	Elise Zarcaro	yes
Alex Lessin	yes	Raymond Pirrone	yes
Robert Whritenour	yes	Kathy Logue	yes

The motion passed by majority vote.

Investment Committee Report and Investment Manager's Report:

Debra Blanchette, Investment Subcommittee Chair, said that the committee will be meeting in the near future to review the past plan of quarterly adding \$3.4M to the investment portfolio at Rockland Trust based on the fund balance after the December Premium Holiday. There was nothing else new to report. She introduced Brian Callow and Barbara Howard from Rockland Trust to provide the Investment Report.

Brian Callow, said that rather than go over all information in detail, he would provide a brief overview of current market conditions and quarterly performance. Mr. Callow reviewed the Return Seeking Account target allocation and portfolio allocation as of 12/31/2021. He pointed out the previous transfer in FY19 of over \$3M and \$1M in FY20 to the Return Seeking Account from the Capital Preservation Fund. An additional \$6.8M was added in FY21 in two \$3.4M deposits. The portfolio allocation is within compliance with a goal of maintaining strength. The portfolio complies with the Investment Policy. Fiscal year/quarter to date returns were 4.56%. One year returns were 12.11%. Earnings growth was positive in 2021. Unemployment was back down and labor demand is increasing. The returns show positive results for the period.

Treasurer's report:

Treasurer Richard Bienvenue, CPA reviewed the financial reports of December 31, 2021 (unaudited figures). The group started the year with \$59M in fund balance. The return for the first six months of the year is pretty much break-even with a total fund balance of \$60.5M. December Premium holiday decreased the reserve by approximately \$13M. FY22 Fund Balance expected results show the fund balance declining through claims and rates this year that did not cover projected costs in order to intentionally draw down excess fund balance. The Trust Fund has \$47M in cash and the total investment balance is \$27M. Working capital requirements of 8-12% are \$17.5M. Evaluation will be done in the next several months to determine if it makes sense to continue the transfer of \$3.4M to the Return Seeking Fund depending on approved rates.

GBS Reports:

Carol Cormier reviewed the *FY22 Funding Rate Analysis (FRA) report* with data through December 31, 2021 (paid claims basis). The composite expense-to-funding ratio was 115.10%. All the plans with the exception of the Medex and Medicare Enhanced and the Harvard Pilgrim HSA were underfunded. This was anticipated because of the Premium Holiday in December. The estimated Funding Deficit was \$9,578,007 for the six months. Dental expense-to-funding ratio was 93.4%.

Karen Quinlivan reviewed the *Reinsurance reports*. She said the FY21 policy period through December 2021 had 25 claimants with total claims in excess of the \$300K specific deductible of \$4,351,474.57. Total reimbursements of \$4,373,469 have been received to date with an outstanding overpayment credit balance of \$22,995. She said that there are 61 claimants on the 50% Report with claims totaling \$11,980,996. For the FY22 period through December there was one claimant with total claims in excess of the \$400K specific deductible of \$600,143. Total reimbursements of \$0 have been received to date with an outstanding reimbursement balance due of \$200,143. She said that there are 19 claimants on the 50% Report with claims totaling \$4,804,254.

Wellness Reports:

Martha's Vineyard (MV) Wellness Report – Triva Emery, Vineyard wellness consultant, said weekly programming is going well. There has been good participation in the morning walks on Tuesday, Wednesday and Thursday. The Wednesday Walk the Chop has been increasing each week with 12 participants last week. Mental Health Mondays just wrapped up. There will be a pause for February, and in March and April the focus will be on compassionate communications. Mindful Movement is going strong. There were 23, mostly retired members participating. The Winter Nutrition program had 92 members register for ten shares which include freshly harvested produce and local eggs. There have been some things that have been paused due to the weather. There is a Learn to Run program for a mature audience who want to gradually learn to run. There have been 14 members registered. Participation in the virtual fitness programs has been good and in person classes hopefully can begin again in March.

Mainland Wellness Report – Deanna Desroches, Mainland wellness consultant, said the January edition of *Your Health Matters* newsletter is published. Couch to 5K hybrid program is planning a program in Harwich starting in March. Registration will begin on March 7th. Sunday Morning Walks will begin on March 5th in Yarmouth or Dennis on the rail trail. There are currently 749 members on the wellness portal. There were 113 members that completed health assessments and will receive \$25 gift cards. There are strength and weight training programs going on right now. There are 20 members at each session on Monday night and Saturday morning. There is a Financial Wellness series that is going to be year-long. The first session filled immediately, and a second session was added which also filled. An emotional detox series will be planned. Winter Warrior and Maintain Don't Gain have wrapped up and some winter safety workshops are planned.

Steering Committee Report:

Skip Finnell said that everything that the Steering Committee has been talking about is on the Board agenda. The Steering Committee received the FY21 audit report. This year was the first time that CCMHG received a so-called clean opinion report from the auditors. They did not find any concerns with any of the groups internal controls. Carol Cormier will be updating on the RFP for Expert Medical Advice Services next.

Update on RFP for Expert Medical Advice and Billing Negotiation Services:

Carol Cormier said that at the last meeting the Board approved bringing on Pinnacle Care which gives expert medical advice and bill negotiation services. Following the meeting there were some questions from one of the Board members who felt that the contract should have been put out for bid under Chapter 30B. Legal counsel was contacted, and they concluded that with an abundance of caution, they recommended that the group do a 30B RFP. That was a large project but was done and made available on January 18th. There were three requests for the RFP, and the due date for proposals is February 17th. There will then have to be an evaluation of any proposals.

Abacus report on Diabetes Care Rewards Program:

Patty Joyce presented a report of the Diabetes Care Rewards program through December 31, 2021. There are currently 240 members enrolled with 46% adherent and 59% annual adherence. There were 688 medications obtained with \$15,327 in estimated waived copays and estimated savings to CCMHG of \$65,370. There have

been \$62,000 in rebates with an additional \$49,000 that was just mailed. Outreach is ongoing with both inbound and outbound calls as well as a texting platform that has been working well. There have been registration incentives and quarterly flyers to reach non-registered members. On demand webinars have proven to be a great success as well. Ms. Joyce provided the promotional schedule for the upcoming year and offered assistance for open enrollment if any group needs information.

MyTelemedicine report and proposals:

Carol Cormier said that the group has been receiving services from MyTelemedicine for almost 4 years. This is a service where the member pays no copays for virtual telemedicine visits with licensed physicians. The CCMHG pays monthly fees to MyTelemedicine for this service. MyTelemedicine has put forth several proposals for additional services. One is for Psychology and Psychiatrist help, the other is for pet care. The Steering Committee decided that pet care is outside of the scope of focus for the Group. The other programs have copays of \$210 for an initial evaluation and \$100 after that so there was a financial consideration to be made. Utilization reports showed that utilization has been declining. In January there were only 11 consultations. The Steering Committee decided that they wanted to have an evaluation of the program and give MyTelemedicine an opportunity to increase communications to the benefit offices and to the members who benefit from the service before adding any new programs in hopes of increasing utilization. The CCMHG pays \$12,400 per month for the program. Telemedicine programs from the carriers have increased due to the pandemic and appear to be here to stay.

Kathy Logue said that mental health services are an area that the group can focus on but not necessarily from this angle. It is a challenge on the Cape. Perhaps directly subsidizing members who can't find providers taking insurance.

Noreen Mavro-Flanders, TK Menesale, Verna Lafleur and joined the meeting at this time.

Active employee plan and dental rates for FY23:

Carol Cormier said that every year we get projections from the carriers and then GBS does its own calculations. GBS then prepares exhibits for the Steering Committee and Board to review. The biggest component of rates is the amount to cover claims cost, then there are the fixed costs like health plan administration fees, reinsurance premiums, and GBS fees for central benefits administration. There are some additional claims fees for the Good Health Gateway Diabetes program and CanaRx. In most recent years those two expenses have not been built into the rates because the fund balance has been more than sufficient to fund those estimated costs of \$1.2M. For FY23 Blue Cross proposed an increasing administrative fees by 3%, Harvard Pilgrim increased by 2%, and Delta Dental held at the current fees. Reinsurance premiums were estimated to go up 12%. GBS used the higher reinsurance specific deductible of \$400,000 for calculations, and the carriers used the previous year's deductible of \$300,000 which makes quite a difference in the rate calculations.

Ms. Cormier said the Steering Committee compared the GBS and health plan projections and various other rating scenarios that GBS creates. She said the projections indicated a need for \$146,471,916 to cover costs of health and dental. Several health plan funding scenarios were developed for review.

Scenario A-1 - Lower of two projections for each health plan, 12.6% composite increase which is \$15.4M above current annual funding for health plans and with dental holding the current rates.

Scenario A-2 - Lower of two projections for each health plan, 12.6% composite increase, dental holding the rate. HPHC PPO adjusted to be 8% higher than the HPHC HMO Rates with \$17.6M above current annual funding.

Scenario B - A 6% composite increase on all plans which is \$8.4M above current annual funding, dental holding the rate

Scenario C- A 3% composite increase on all plans which is \$4.2M above current annual funding, dental holding rates.

Skip Finnell said that the Steering Committee tried to be as fair and realistic as possible understanding the need to draw down fund balance while at the same time keeping up with claims trend because rates will not go down in the future. The Steering Committee decided to recommend a 3% increase for health and a zero percent rate increase for dental.

Skip Finnell motioned to approve scenario C with a 3% composite rate increase for Health plans with a zero% increase for Dental.

Motion

Jill Goldsmith seconded the motion. There was discussion.

Paul Hilton, Cape Cod Collaborative, said that looking at the HSA plans, experience seems to be low and rates are increasing. Some employers are getting hit with substantial IRS penalties for not providing affordable plans. The cost of living is a barrier to employing people, but the cost of insurance is a barrier especially on the Upper Cape region.

Skip Finnell said that the Steering Committee decided that this would be an area of study for the upcoming year.

Debra Blanchette	yes	Justina Marczak	yes
Richard Buffington	no response	Robert Howard	yes
Jennifer Kelson	yes	Lisa Vitale	yes
T K Menesale	yes	Paul Hilton	yes
Erin Orcutt	yes	Krystal Abrahms	yes
Jill Goldsmith	yes	Raymond Pirrone	yes
Deborah Heemsoth	yes	Sheryl McMahon	yes
Skip Finnell	yes	Susan Laak	yes
Denise Coleman	yes	Amy Bullock	yes
Verna Lafleur	yes	Tracy Scalia	yes
Leanne Gray	yes	Michael MacMillan	yes
Susan Wallen	yes	Maureen Fruci	no response
John Kelly	yes	Elise Zarcaro	yes
Alex Lessin	yes	Raymond Pirrone	yes
Robert Whritenour	yes	Noreen Mavro-Flanders	yes
Kathy Logue	yes		

The motion passed by majority vote.

Debra Blanchette motioned to accept the Treasurer's Report.

Motion

Skip Finnell seconded the motion. There was a roll call vote.

Debra Blanchette	yes	Justina Marczak	yes
Richard Buffington	no response	Robert Howard	yes
Jennifer Kelson	no response	Lisa Vitale	yes
T K Menesale	yes	Paul Hilton	yes
Erin Orcutt	yes	Krystal Abrahms	yes
Jill Goldsmith	yes	Raymond Pirrone	yes
Deborah Heemsoth	yes	Sheryl McMahon	no response

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Skip Finnell	yes	Susan Laak	yes
Denise Coleman	yes	Amy Bullock	yes
Verna Lafleur	yes	Tracy Scalia	yes
Leanne Gray	yes	Michael MacMillan	yes
Susan Wallen	yes	Maureen Fruci	no response
John Kelly	yes	Elise Zarcaro	yes
Alex Lessin	yes	Raymond Pirrone	yes
Robert Whritenour	yes	Noreen Mavro-Flanders	yes
Kathy Logue	yes		

The motion carried by majority vote.

Health Plan/vendor reports:

Harvard Pilgrim - Bill Hickey provided a current Covid report. He reviewed Telehealth utilization and said that there were over 3,000 distinct members who had sick visits and 263 who had wellness visits. There were 12,282 behavioral health telehealth visits. Telehealth is working, and he sees this continuing forward.

Blue Cross – Bernard Edwards provided the most recent Covid report. He had nothing else to report.

Tufts - Fred Winer said that he encouraged everyone to get their free Covid test kits from the government.

CanaRx- Chris Collins said the new website for CanaRx is going live.

Other business:

There was no other business

Skip Finnell motioned to adjourn.

Motion

Kathy Logue seconded the motion. There was a roll call vote.

Debra Blanchette	yes	Justina Marczak	yes
Richard Buffington	no response	Robert Howard	yes
Jennifer Kelson	no response	Lisa Vitale	yes
T K Menesale	yes	Paul Hilton	yes
Erin Orcutt	yes	Krystal Abrahms	yes
Jill Goldsmith	yes	Raymond Pirrone	yes
Deborah Heemsoth	no response	Sheryl McMahon	yes
Skip Finnell	yes	Susan Laak	yes
Denise Coleman	yes	Amy Bullock	yes
Verna Lafleur	yes	Tracy Scalia	yes
Leanne Gray	yes	Michael MacMillan	no response
Susan Wallen	no response	Maureen Fruci	no response
John Kelly	yes	Elise Zarcaro	yes
Alex Lessin	yes	Raymond Pirrone	yes
Robert Whritenour	yes	Noreen Mavro-Flanders	yes
Kathy Logue	yes		

The Vice-Chair, Erin Orcutt adjourned the meeting at 12:03 PM.

Prepared by Karen Quinlivan

CCMHG Board meeting, 02/02/2022

Gallagher Benefit Services, Inc.