



MINUTES OF THE CAPE COD MUNICIPAL HEALTH GROUP

Board Meeting

Wednesday, February 11th, 2026, 10:00 AM

Barnstable County Offices
Mary Pat Flynn Conference Room
3195 Main St. Barnstable, MA 02630

MEETING MINUTES

A meeting of the Board of the Cape Cod Municipal Health Group (“CCMHG”) was held on Wednesday, February 11th, 2026, at 10:00 AM at Barnstable County Offices, Barnstable, MA. The following people attended the meeting:

Board Members and Alternates Present:

Michael Macmillan, Board Chair
Gareth Markwell
Justyna Marczak
Susy Holmes
Richard Buffington
Robert Howard
Kristen Noel
Lisa Vitale
Jean Garvey
R Patrick Murphy
Michele Gallucci
Erin Orcutt
Linda Landry
Molly Stevens
Jill Goldsmith
Raymond Pirrone
Sheryl McMahon
Susan Gilson
Susan McKinney
Jennifer Mince
Laurie Barr
Susan lumping
TK Menesale
Christine Young
Leanne Gray

Susan Wallen
Monomoy RSD
Town of Barnstable
Barnstable County
Barnstable County Retirement
Barnstable Fire
Bourne Rec Authority
Bourne Water District
Town of Brewster
Buzzards Bay Water
Cape Cod Collaborative
Cape Cod Lighthouse Charter
Cape Cod Reg Tech
Cape Cod RTA
COMM Fire
Town of Chatham
Cotuit Fire District
Dennis Water District
DYRSD
Town of Dennis
Town of Harwich
Town of Eastham
Town of Falmouth
Hyannis Fire
Town of Mashpee
Mashpee Water



Susan Wallen
Maureen Fruci
Denise Beausang
Alex Lessin
Katie Buckley
Teresa Johnson
Christine Ezersky
Wendy Saunders
Raymond Pirrone
Jared Aponte
Bob Whritenour
Kathy Logue
Beth Kaeka

Nauset RSD
North Sagamore Water
Town of Orleans
Town of Truro
Town of Provincetown
Sandwich Water
Wellfleet
Veterans Services
West Barnstable Fire
Wellfleet
Town of Yarmouth
Dukes County
Dukes County

Guests Present:

Rich Bienvenue, CPA
Deanna Desroches
Triva Emery
Cindy Richards
Caitlin Gelatt
Sarah O'Reilly
Elaine Graves
Janette Andrews
Juliet Mulinare
Kevin Long
Paige Eppolito
Tara Monrow
Nadia Rife
Nadia Hakimi
Kevin Wilkinson
Brenda Evans
Sarah Beal
Cameron Scott
Lisa Steele
Kimberly Newman
Angelique McGibbon
Tom Guerino
Rachel Tynan
Bob Kademian, RPh
Marc Shapiro
Angela Medeiros
Caroline Burnham
Cheryl Begnal
Lauren McCallum
Sarah McCormick

MHG Treasurer
CCMHG Wellness Consultant, Mainland
CCMHG Wellness Consultant, Vineyard
Nauset RSD
Town of Truro
Town of Yarmouth
Dukes County Retirement
Vineyard Land Bank
Dukes County
Mashpee Fire
Town of Dennis
Town of Yarmouth
Town of Edgartown
Town of Provincetown
Barnstable
Barnstable
Barnstable
Eastham
Town of Chatham
Town of Orleans
Town of Harwich
Wellfleet
Barnstable
PBIRx
PBIRx
PBIRx
Blue Cross Blue Shield of MA (BCBSMA)
Tufts Health Plan
Harvard Pilgrim Health Care (HPHC)
Delta Dental

Caitlin Marron
 Patty Joyce
 Jill Gallant Shaw
 Jim Riley
 Joe Anderson
 Patrick Flattery
 Jess Clifford
 Karen Quinlivan

Eye Med
 Abacus Health Solutions
 Abacus Health Solutions
 CanaRx
 Gallagher Benefit Services, Inc. (GBS)
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Michael MacMillan, Board Chair, called the meeting to order at 10:12 AM.

He thanked the attendees for their participation. There was a recent outreach to member units to increase participation, and everyone was gracious in their response. The attendance today reflects it as there was record attendance. Since the meeting is hybrid, there will be an attempt to combine some votes to speed roll call voting.

At the Steering Committee level there was agreement to continue officers with Steering Chair Erin Orcutt and Vice Chair Michael MacMillan. Remaining members are Deb Watson, Laurie Barr, Susan Wallen, TK Menesale, Justyna Marczak, Bob Whritenour, and alternates are Kathy Logue and Megan Downey, Beth Kaeka and Gareth Markwell.

Bob Whritenour nominated Michael MacMillan to be the Board Chair, and it was seconded and approved for recommendation by the Steering Committee.

Approval of the minutes of October 15, nomination of Beth Kaeka as Vineyard

Motion

Steering Representative, and nomination of Elaine Graves as Steering alternate:

TK Menesale motioned to accept the minutes of October 15, 2025.

Kathy Logue seconded.

Bob Whritenour motioned to accept the nomination of Beth Kaeka to the Steering Committee.

Justyna Marczak seconded.

Bob Whritenour motioned to accept Elaine Graves as alternate to the Steering Committee.

Justyna Marczak seconded the motion. There was a roll call for all three motions.

Gareth Markwell	Yes all
Justyna Marczak	Yes all
Susy Holmes	Yes all
Richard Buffington	no response
Bob Howard	Yes all
Kristen Noel	Yes all
Lisa Vitale	Yes all



Jean Garvey	Abstain, yes 2
R Patrick Murphy	Yes all
Michele Gallucci	Yes all
Erin Orcutt	Yes all
Linda Landry	Yes all
Molly Stevens	Yes all
Jill Goldsmith	Yes all
Ray Pirrone	Yes all
Susan McKinney	Yes all
Sheryl McMahon	Yes all
Susan Gilson	Yes all
Laurie Barr	Yes all
Susan Lumping	Yes all
Jennifer Mince	Yes all
TK Menesale	Yes all
Christine Young	Yes all
Leanne Gray	Yes all
Michael MacMillan	Yes all
Susan Wallen	Yes all
Maureen Fruci	Abstain, yes 21
Denise Beausang	Yes all
Katie Buckley	Yes all
Teresa Johnson	Yes all
Alex Lessin	Yes all
Wendy Saunders	Yes all
Christine Ezersky	Yes all
Ray Pirrone	Yes all
Robert Whritenour	Yes all
Kathy Logue	Yes all
Beth Kaeka	Yes all

All three motions carried by majority vote.

Wellness Reports:

Triva Emery, Vineyard Wellness Consultant, was unable to be present but her report was in the packet for review.

Deanna Desroches, Mainland Wellness Consultant, presented her report. A retirement planning workshop will be held on Monday with about 40 to 50 people attending. Morning walks just wrapped and there has been success with older adult strength training. A monthly book club and sleep support group are being looked at. The wellness portal has 223 members actively on the platform. Thirty-seven have completed health assessments. Pilates and Zumba will be ongoing throughout November. The retiree benefits health fair will be held at the Compact on

November 6th. Many programs on stress reduction are in place. The incentive cards were distributed electronically to units and members.

Treasurers Report:

Treasurer Richard Bienvenue, CPA, presented his financial reports of December 31, 2025 (unaudited figures). Net income through December is \$4.2 million but \$2.1 million is investment income. The group is almost at a break even through six months. There is a negative MMRA adjustment that needs to be made in the amount of \$2 million. The second half of the plan year is expected to be a costlier period for the group. Total claims costs should be around \$170 million. The fund balance position at the end of the year should be in the area of 20 to 25%. The Steering Committee has a recommendation to use fund balance to subsidize rates. For every \$1 million used that represents about ½ percent. The recommendation would bring the fund balance down to 20% at the end of the fiscal year so that is deemed appropriate. A draw down of fund balance below the 20% level will definitely result in further draw down and that is a decision the group will have to make.

The dental fund has experienced a draw down because of enhancements and increased claims, but it still has a significant balance of \$ 7 million.

GBS Reports:

Joseph Anderson reviewed the FY26 Funding Rate Analysis (FRA) report with data through December 31, 2025 (paid claims basis). The composite expense-to-funding ratio was 97.7% with a surplus of \$ 2,158,571. This was mainly reflective of the prescription drug rebate from Blue Cross. Dental is running at 105% with a deficit of \$168,585.

Karen Quinlivan reviewed the stop loss for the FY25 policy period through December 31, 2025. There were 19 claimants with total claims in excess of the \$400K specific deductible of \$4,408,528.31. Total reimbursements of \$708,798.18 have been received to date, with an amount due of \$3,699,730.13. She said there are 65 claimants on the 50% report with claims totaling \$17,514,004.85. For the FY26 period through December, there were 4 members with total claims in excess of the \$400K specific deductible of 463,440.15. There have been no reimbursements received. There were 11 members at 50% with total updated paid claims of 4,002,522.53.

PBIRX Report:

Marc Shapiro from PBIRx began with a discussion on GLP1 medications. Carriers are excluding them from their formularies as of 07/01/2026. Overall drug utilization for the first four months of the current year saw an increase in utilization of 17% compared to last year. Weight loss drugs were the driver in the trend. From October of 2024 to November of 2025, costs were \$7 million. That is a 162% increase from the prior period. There were 8,775 claims with 1,121 unique utilizers. Of the current PBIRx municipal clients, 63% exclude weight loss drugs and those that do are currently in discussion on future coverage. MIIA has excluded coverage and the GIC is voting tomorrow with the likelihood of exclusion.

Manufacturers Direct refers to a prescription drug purchasing model where medications are obtained directly from the manufacturer, bypassing intermediaries like pharmacies, PBM's and rebate structures. That is where these drugs are at their most competitive pricing. There are all different mechanisms for members to purchase



medications at a discounted price. For a maintenance dose it would cost a member about \$3,600 a year. The same drug purchased by the plan would be about \$10,000. That is net of rebates, so the cost is actually more.

Most plans are moving to exclude. If a rider were added to cover the drugs, the rates would go up significantly over the actual normal calculation. Coverage is not sustainable. Adding an HRA was looked at but is too complicated to implement in the short term. Lifestyle modification programs were looked at for transitional support along with an expanded wellness benefit if the drugs are not covered with a rider.

The recommendation is to not add GLP1 coverage by not opting for an additional rider and expand the wellness benefit.

Members of the pharmacy subcommittee spoke in regard to the decision. There is no doubt that these drugs work, but the responsibility lies to support the entire group and not just make sure there is a benefit for a percentage of the group. The subject will be monitored and worked on as the situation with GLP1 medication evolves. Again, it was stressed that the coverage in question is for weight loss only. Comorbidities such as heart disease or sleep apnea fall into this category because the underlying condition is being overweight. The only diagnosis that will still be covered is diabetes.

The Steering committee set aside \$1.5 million in the rate calculation to offer a transitional support program in the short term. Perhaps in the long term these drugs will come back on formulary as the landscape changes.

Steering Committee Report:

Erin Orcutt said the focus of the Steering Committee has been an advisory capacity to the Board. They meet once a month and each meeting can last anywhere from 2 to three hours. There has been much time and intensity given to this subject as well as making sure that the group gets the best medical coverage they can at the most affordable price. They rely on the expertise of the consultants so with that being said, this is a very fluid subject and there has been much discussion. The decision to remove GLP1 drugs from the formulary was made at the carrier level and the decision taken out of the group's hands. The focus has been on whether the group can afford a rider to add the coverage in. The rate recommendations today reflect a significant use of fund balance to keep standard rates in a range the group can be comfortable with. It does not include the capacity to absorb a 17.39% increase in rates to add GLP1 coverage in. The Steering Committee recommends not adding a rider. In the scenarios presented, the Steering Committee is recommending an 8% increase and that includes \$1.5 million in transitional support for GLP1 transition as well as using \$5.8 million in trust balance to subsidize rates. Without use of fund balance the rates would come in at 10.57%.

FY27 Active Rate Renewal:

Joe Anderson said the current funding is \$177 million. Without GLP1 medications the calculation came in at 10.6%. If the rider were added to cover them, the rate calculation would come in at 17.4%. The FY26 projected cost for GLP1 medication now is \$12 million. If it were covered in FY27 the projected cost would be \$24 million. Technically 35% of the population is medically qualified to receive these drugs. With the introduction of oral pills, the accessibility will be broader. The projected costs are reasonable.

The rates have foxed costs associated with them. Carrier administrative fees are included. BCBS increased 2.5% and HPHC held at 0% but the negotiated contract by PBIRx had an admin fee increase previously included.



Gallagher is holding their admin fee steady with no increase. Stop Loss insurance rates have to be included as well and the conservative rate increase of 25% is used for the calculation. Two years of claims experience it looked at as well as a trend for medical inflation. The trend that Blue Cross used was 11%. Projected claims and cost per contract are added together with fixed costs to arrive at rates.

Four different rating scenarios were presented that had composite rate increases ranging from the calculated 10.57% down to 8% at .5% intervals from 9.5%. The thought process is to have a measured draw down of the trust balance while not depleting the trust for use in subsequent years for the same purpose. The long-term viability of the group is the focus.

The rates added \$1.5 million for possible transitional support programs with coaching and an expansion of the wellness benefit.

Scenario 4 was the recommended rate increase of 8% with a total of \$5.8 million of the trust balance used to support that rate.

There were questions regarding the transitional support and what that would look like.

The Steering Committee and Pharmacy subcommittee are focused on that right now and will have a decision soon so communication can be rolled out in time for open enrollment.

There were questions regarding the projected use of fund balance in the past and actual performance not meeting that level.

Rich Bienvenue said that the performance depends on many factors. Claims experience, investments, contract negotiations, rebates and Stop loss all play a part in the financial picture. Trend is an indicator in where the group is going. Fund balance has been decreasing but investments have been good. As fund balance decreases there is less to be used for investment so a multi-year approach should be used so as to not create a cliff edge in the future.

Motion

Bob Whritenour motioned to approve option 4 with the 8% across the board increase and \$1.5 million in transitional assistance with no rider for GLP1 weight loss coverage.

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

- Gareth Markwell Yes
- Justyna Marczak Yes
- Susy Holmes Yes
- Richard Buffington Yes
- Bob Howard Yes
- Kristen Noel Yes
- Lisa Vitale Yes
- Jean Garvey Yes
- R Patrick Murphy Yes



Michele Gallucci	Yes
Erin Orcutt	Yes
Linda Landry	Yes
Molly Stevens	Yes
Jill Goldsmith	Yes
Ray Pirrone	Yes
Susan McKinney	Yes
Sheryl McMahon	Yes
Susan Gilson	Yes
Laurie Barr	Yes
Susan Lumping	Yes
Jennifer Mince	Yes
TK Menesale	Yes
Christine Young	Yes
Leanne Gray	Yes
Michael MacMillan	Yes
Susan Wallen	Yes
Maureen Fruci	Yes
Denise Beausang	Yes
Katie Buckley	Yes
Teresa Johnson	Yes
Alex Lessin	Yes
Wendy Saunders	Yes
Christine Ezersky	Yes
Ray Pirrone	Yes
Robert Whritenour	Yes
Kathy Logue	Yes
Beth Kaeka	Yes

The motion passed by unanimous vote.

The dental rates were looked at next. The recommendation was to keep the rates steady with no increase. That would represent a \$1.1 million draw down of the surplus to decrease it in a systemic way. The design changes for last year can be reviewed over the coming year in terms of impact to see if more are needed.

Motion

T K Menesale motioned to approve a zero% increase to dental rates for FY27.

Susan Wallen seconded the motion. There was a roll call vote.

Gareth Markwell	Yes
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Justyna Marczak	Yes
Susy Holmes	Yes
Richard Buffington	Yes
Bob Howard	Yes
Kristen Noel	Yes
Lisa Vitale	Yes
Jean Garvey	Yes
R Patrick Murphy	Yes
Michele Gallucci	Yes
Erin Orcutt	Yes
Linda Landry	Yes
Molly Stevens	Yes
Jill Goldsmith	Yes
Ray Pirrone	Yes
Susan McKinney	Yes
Sheryl McMahon	Yes
Susan Gilson	Yes
Laurie Barr	Yes
Susan Lumping	Yes
Jennifer Mince	Yes
TK Menesale	Yes
Christine Young	Yes
Leanne Gray	Yes
Michael MacMillan	Yes
Susan Wallen	Yes
Maureen Fruci	Yes
Denise Beausang	Yes
Katie Buckley	Yes
Teresa Johnson	Yes
Alex Lessin	Yes
Wendy Saunders	Yes
Christine Ezersky	Yes
Ray Pirrone	Yes
Robert Whritenour	Yes
Kathy Logue	Yes
Beth Kaeka	Yes

The motion passed by unanimous vote.



Wellness Reports:

Deanna Desroches provided her report. The financial workshop at Cape Cod Five had over 55 register and 40 attended. It went to two hours when it was scheduled for one. The February wellness retreat was rescheduled to May 5th because of poor registration. Gallagher will be consulted to have a benefits administrator meeting as well.

Triva Emery presented the wellness report for the Vineyard. There are over 38 programs running weekly with 50% of them free to the budget. Mindfulness and fitness were the goals for the quarter. The group is focusing on provider spotlights. There was CanaRx and are working now with Lauren McCallum to push the HPHC Opia app that melds really well with the women’s health series that is going on in January through May. There have been two sessions so far with over 20 people in the room. The other goal is to reach younger members. There are younger families and parents and children gathering for movement.

Health Plan/Vendor Reports:

Blue Cross – Caroline Burnham said please reach out if units need materials for benefit fairs or if you need an HAS presentation.

Harvard Pilgrim - Lauren McCallum said like Carli, if anyone needs materials for open enrollment, please reach out.

Good Health Gateway- Patty Joyce said that if anyone needs information for events, they would be happy to provide as well as attend any fairs. She asked to be put on the agenda for next month’s meeting to present a dashboard report.

CanaRx- Jim Riley said that potential savings are still \$ 4.8 million but different mailing options are being explored. There have been 13 new members so that adds up to \$60,000 in savings.

Delta Dental - Sarah McCormick had nothing to add at this time. Always available for a Brain Boost if needed.

Other Business:

Next Steering and Board meetings were scheduled for April 16th, 2026, at 9:00 and 10:00 A.M, Steering on May 21st (virtual), and June 11th (virtual). Future dates for the upcoming year forward will be set then.

There was no other business.

Bob Whritenour motioned to adjourn.

Motion

Kathy Logue seconded the motion.

The Board Chair, Michael MacMillan, adjourned the meeting by unanimous consent at 12:15 PM.

*Minutes prepared by Karen Quinlivan
Gallagher Benefit Services, Inc.*