

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

**Steering Committee Meeting**  
Wednesday, February 27, 2019 at 9:00 AM  
Sandwich Town Hall, Sandwich, MA

**MEETING MINUTES**

A meeting of the Steering Committee of the Cape Cod Municipal Health Group (“CCMHG”) was held on Wednesday, February 27, 2019 at 9:00 AM at Sandwich Town Hall, Sandwich, MA.

The following people attended:

**Steering Committee Members Present:**

Skip Finnell, Committee Chair  
Noreen Mavro-Flanders, Board Chair  
Christopher Clark  
Susan Wallen  
Erin Orcutt  
Marie Buckner

Dennis Yarmouth RSD  
County of Dukes County  
Town of Harwich  
Nauset RSD  
Cape Cod Reg. Technical High School  
Town of Sandwich

**Guests Present:**

Richard Bienvenue, CPA  
David Sirowich  
Eric Diamond  
Gabrielle Pitcher  
Bill Rowbottom  
Carol Cormier

CCMHG Treasurer  
PBIRx  
Harwich Fire Dept.  
Blue Cross Blue Shield of MA (BCBSMA)  
Blue Cross Blue Shield of MA (BCBSMA)  
Gallagher Benefits Services (GBS)

Steering Committee Chair Skip Finnell called the meeting to order at 9:07 AM.

**Approval of minutes of the February 8, 2019 meeting:**

Noreen Mavro-Flanders moved approval of the February 8, 2019 Steering Committee meeting minutes.

Motion
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Chris Clark seconded the motion. The motion passed by majority vote with Erin Orcutt abstaining.

**Treasurer’s report:**

Treasurer Rich Bienvenue, CPA reviewed the financial reports through December 2018 (unaudited figures). He discussed the low BCBS IBNR figure for December.

There was a discussion about the calculation of the IBNR. Rich Bienvenue said he wasn’t sure if he should adjust the formula or stay with the current calculation. He said the formula is average claims for most recent four months times 0.9%. He said his inclination is to stay with the current calculation.

Chris Clark said since claims are running low, one would expect the IBNR to be low.

Skip Finnell said that the BCBS IBNR is the lowest in five years, and the HPHC’s IBNR is the highest IBNR in five years.

Rich Bienvenue said that the split between the carriers was simply his creation and not based on claims.

It was decided that Mr. Bienvenue should not break out the BCBS and HPHC IBNRs separately but report a combined figure.

Carol Cormier said she is working on determining the RDS distributions to the CCMHG employers and should finish that next week.

There was talk about a Premium Holiday next fiscal year and how much lead time that would require.

Carol Cormier said that she would get back to the Committee about this.

Susan Wallen noted that it will take time for the governmental entities to work out how they will handle payroll for the Premium Holiday.

Noreen Mavro-Flanders moved to accept the Treasurer's report.

Motion
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Chris Clark seconded the motion. The motion passed by unanimous vote.

Marie Buckner asked if there was any data showing whether people were not using or avoiding using the health care system, possibly because of the deductible.

Garbrielle Pitcher, BCBSMA, and Carol Cormier said they had not seen reports of this kind from the carriers.

Chris Clark said that the issue is at the high cost claims end reminding the Committee that, on average, about 5% of the covered population are responsible for 50% of claims.

Eric Diamond said that among the firefighters the workforce average age has dropped which could account for lower claims. He said that the younger people are interested in and using holistic approaches including alternative therapies.

The Committee acknowledged that the high deductible HSA-qualified plans were responsible for some of the claims reductions.

**Wellness Program reports:**

Noreen Mavro-Flanders noted that the Martha's Vineyard Wellness program report was included in the meeting packet.

There was no report from the Cape program. A quarterly newsletter had recently been distributed.

**Wellness Program Guide:**

Marie Buckner said that Deanna Desroches, mainland Wellness Coordinator, is not clear on what she is supposed to be doing regarding the program guide.

Skip Finnell said he will send an email to wellness coordinators on this topic and asked Ms. Cormier to re-send the Berkshire Health Group's Wellness Guide.

**Update on proposed pharmacy changes:**

David Sirowich, PBIRx, said things are moving forward with the Rx Carve-In program arrangements as discussed at the February 8<sup>th</sup> meeting. He said that the changes to the Rx Carve-In arrangements are expected to save more than 12% on pharmacy in FY20. He said he requested the final contract proposals from BCBS and HPHC, received the HPHC contract, and is waiting for the BCBS contract.

Garbrielle Pitcher, BCBSMA, said that she has the contract and that the hold-up had to do with language, i.e. language that appears in another client's contract, that had been inserted in the CCMHG contract by PBIRx. She said this is being reviewed now.

Mr. Sirowich said BCBS is preparing pharmacy reports on the HSA-qualified plans to see the possible impact of the new new proposal for FY20.

Mr. Sirowich said that he has requested the final reconciliation for FY18 Rx claims.

There was a discussion about the CanaRx program and the possibility of adding medications on the health plans' Preventive Drug Lists to the list of medications available through CanaRx.

Carol Cormier said she would be talking with people from CanaRx tomorrow on this topic.

#### **Dependent Eligibility Audit (DEA):**

Carol Cormier reviewed a memo about status of the Dependent Eligibility Audit sent by the audit firm, HMS.

Problems to date with the audit were discussed including HMS's sending incorrect information about documents required regarding divorce status, the fact that Town of Orleans teachers did not receive the initial audit letter, and that people insured through Cape Cod Reg. Technical High School also did not receive initial mailing letters.

Skip Finnell asked Ms. Cormier to follow up, perhaps surveying the benefits administrators to find out how widespread this problem might be. He said that HMS should provide a significant fee reduction from HMS because of the delays and problems with this audit.

#### **Other Business:**

*Meeting with Gallagher* - Skip Finnell asked Ms. Cormier about the status of the Committee's request to meet with representatives of Gallagher.

Carol Cormier said that Kate Sharry, Chris Nadeau, and possibly Pat Haraden are able to attend the April CCMHG Board meeting.

Skip Finnell said he wondered if it would be better to have the Gallagher representatives meet with the Steering Committee instead of with the Board, but that there might not be enough time prior to the Board meeting.

Committee members agreed with Mr. Finnell.

Skip Finnell asked Ms. Cormier to inquire about possible attendance by Gallagher on two other possible dates: March 19 at 1 PM and March 27 at 11 AM.

Eric Diamond suggested having the April 24<sup>th</sup> Steering Committee after the Board meeting instead of before the Board meeting.

Carol Cormier said she would ask Kate Sharry about these three alternative arrangements for meetings with Gallagher.

*Health Plan reports* – Bill Rowbottom, BCBSMA, said that he has been contacting the CCMHG units to find out which are offering the HSAQ plans in addition to the low deductible plans. He said this is in anticipation of the Open Enrollments and health fairs. He said he would send GBS the list of health fairs that he has to date in order to be posted on the website.

Mr. Rowbottom said that two benefits administrators have left suddenly, i.e. Jodie Hoffman from Provincetown and Kate Brewster from Monomoy RSD.

There was no other business.

Noreen Mavro-Flanders motioned to adjourn the meeting.

Motion
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Chris Clark seconded the motion. The motion passed by unanimous vote.

Skip Finnell adjourned the meeting at 10:30 AM.

*Prepared by Carol Cormier, MHA, LIA  
Gallagher Benefits Services*