

**MAYFLOWER MUNICIPAL HEALTH GROUP  
DRAFT MINUTES OF GENERAL MEETING  
March 3, 2022 10:00 A.M.  
Virtual**

**Attendance by Roll Call:**

Michael Levy, Chairman of General Board -Town of Bridgewater  
Ray Ledoux, Brockton Area Transit  
Linda Sacchetti, Brockton Area Transit  
Scott Alfonse, Greater New Bedford RRMD  
Jane Callahan, Greater Attleboro Taunton Regional Transit Authority  
Ed Thorne, Town of Halifax  
Lisa Green, Town of Hanson  
Jeanne Sullivan, Town of Hanson  
Keith Hickey, Town of Kingston  
Tina Betti, Town of Kingston  
Michael Buckley, Town of Hull  
Michael Maresco, Town of Marshfield  
Michelle Labadini, Norfolk County  
Kelli O'Brien-Mckinnon, North River Collaborative  
Mary McCoy, Onset Fire District  
Marcine Fernandes, Onset Fire District  
William Chenard, Town of Pembroke  
Kathleen McCarthy, Town of Pembroke  
Jared Valanzola, Plymouth County  
David Sullivan, Plymouth County Retirement Association  
Frank Basler, Plymouth County  
Kory Lydon, Town of Rochester  
Christine Healy, Silver Lake Regional  
Rick Reino, South Shore Educational Collaborative  
Eric Hart, Southfield Redevelopment Authority  
Derek Sullivan, Town of Wareham  
Maureen Adams, Town of West Bridgewater  
Scott Golder, Town of West Bridgewater  
Lincoln Heineman, Town of Whitman  
Mary Beth Carter, Town of Whitman  
John Stanbrook, Whitman-Hanson Regional School District  
Erika Sherman, Whitman-Hanson Regional School District

**Guests:**

Kevin Powell, Plymouth County Retiree  
Thomas J. O'Brien, MMHG Treasurer  
Sheila Avery, MMHG  
Kelly Morse Perez, MMHG  
Danielle Chaplick, Gallagher Benefits Solutions  
Diane Laflash, Gallagher Benefits Solutions  
Helga DaRosa, Blue Cross Blue Shield of Massachusetts  
Bill Hickey, Harvard Pilgrim Health Care  
John Sciara, Professional Fire Fighters of Massachusetts  
Kevin Feeley, MMHG Legal Counsel  
Jason Leto, Mass Teachers' Association  
Sue Shillue, Cook and Company  
Terry Wilcox, Town of Marshfield  
Matt Hanley, Plymouth County

Chairman Levy called the meeting to order at 10:03 a.m. with a quorum present.  
Avery gave a roll call for attendees and reminded everyone the meeting is being recorded.

1. **Accept Meeting Minutes**

MOTION: Maresco made a motion to accept the June 9,2021 meeting minutes.

SECOND: Ledoux

Roll Call VOTE: motion passed= 20 in favor,

(Levy=Yes, Ledoux=Yes, Alfonse=Yes, Callahan=Yes, Green=Yes, Buckley=Yes, Maresco=Yes, Labadini=Yes, O'Brien-Mckinnon=Yes, Fernandes=Yes, Chenard=Yes, Valanzola=Yes, David Sullivan=Yes, Lydon=Yes, Healy=Yes, Reino=Yes, Hart=Yes, Golder=Yes, Heineman=Yes, Stanbrook=Yes)

2. **MMHG Wellness Review**

Avery reviewed her FY22 wellness presentation showing on the screen. She stated we've had 63 webinars, 165 live virtual wellness exercise classes, and 3 fitness challenges with over 77,000 miles walked. She stated MMHG continues to promote the Learn to Live, Savory Living, Wellable, and other core programs.

Avery explained the Savory Living program is a proven online individualize anti-inflammatory eating lifestyle program. She stated it has been very successful and reached 459 members with nutrition intervention. She reviewed the statistics with 94% of participants improving their health and biometrics. She said this is exactly what we want to see and hope to continue the program.

Avery reviewed the Learn to Live online cognitive behavioral therapy program. She said it is a very important program since there is such a long wait for members to get an appointment with mental health providers. She said the program had 342 users in calendar year 2021 and the Steering Committee voted to continue the program. She said the program is for all employees, retirees, and dependents age 13 and over suffering with insomnia, depression, anxiety, stress, and substance abuse.

Avery reviewed upcoming programs including the 31-day fruit and vegetable challenge, Learn to Live sleep incentive, A Healthy Me incentive, live virtual fitness classes, and lunch and learn webinars. She said the MMHG wellness program focus is on exercise, nutrition, mindfulness/mental health, and financial wellbeing.

Avery explained we've had to hold back on having regional in person wellness events but member units have been able to have in person programs. She stated the Wellness Committee and Subcommittee meet quarterly and are looking forward to transitioning back to in person meetings and programs for FY23.

Avery concluded by thanking the General Board, Steering Committee, Wellness Coordinators, and Benefit Administrators for supporting wellness initiatives. She asked for continued increase participation in these free programs that make a difference in productivity, costs, and quality of life.

Maresco said the programs have been fantastic and well received in Marshfield. He said his employees enjoyed the health eating cooking demos and thanked MMHG for their hard work.

3. **Treasurer's Update**

Treasurer O'Brien said the financial health of the MMHG is very robust. He reviewed his Operating statement as of January 31, 2022 noting investment income has dropped based on the market. He said we won't be seeing the remarkable performance of 7%-9% return and expect to see more normalized returns of 1%-3%. He stated the total net revenue is \$2,326,619.62. He reminded the Board we voted to use reserves when setting the FY22 rates and haven't needed to use any reserves at this point.

Treasurer O'Brien reviewed his Statement of Net Position showing on the screen, stating we have \$40,170,570.34 in net assets, as of January 31, 2022. He said he is comfortable supporting the recommendation on FY23 rate recommendation putting some reserve money at risk.

Treasurer O'Brien said he has met with the portfolio manager at US Bank regarding our investments in Russia and stated we have less than .125%. He said he is keeping track of this with regular reports to the Steering Committee.

4. **Gallagher Update-Funding Analysis (claims paid through January, 2022)**

Chaplick reviewed the funding analysis presentation on the screen showing claims paid through January, 2022. She said we have a 97.9% loss ratio for the active plans with a surplus of \$1.1 million. She said last month at this time we had 99.3% loss ratio with a \$313,000 surplus. She stated the Medex plan has a 102.4% loss ratio with a deficit of \$105,000 compared to last month with a 105.4% loss ratio.

Chaplick reviewed the FY22 stop loss page stating 6 members have exceeded the stop loss deductible of \$300,000. She said we have 11 members hitting 50% of the deductible.

Chaplick reviewed the FY21 stop loss page stating 34 members are in excess of \$150,000 and 14 members exceeded the \$300,000 deductible. She stated we've received over \$1.4 million in reimbursements.

5. **Covid-19 insurance carriers, trends, vaccines, tests**

Hickey shared the Harvard Pilgrim report which shows total covid costs of \$536,813. He said of the \$536,813 in total costs there is \$280,000 in treatment costs. He said the telehealth costs are rising rapidly and we are seeing really good behavioral health telehealth utilization.

DaRosa shared her BCBS report and stated MMHG has 763 confirmed cases with costs of \$692,861 and 4,327 suspected cases with costs of \$1.6 million. She said the telehealth utilization is increasing. She reviewed the vaccination rates but cautioned that the numbers only include claims they have received.

6. **FY23 Renewal information and rate recommendation**

Chaplick said Gallagher has worked very closely with the Steering Committee and the team to come up with their recommendation. She said the renewal is predicated on 4 main pillars; how claims are running, carrier claim projections, trust fund balance, and marketplace considerations with covid. She said the individual health plan marketplace for other entities are seeing increases of 7%-11% and pharmacy increases of 20%-30%. She said the GIC rates are increasing 5.4% aggregate.

Laflash reviewed Gallagher's renewal presentation stating the carriers' projections for MMHG are below trend. She said BCBS came in with a 5.9% suggested composite increase

and Harvard Pilgrim came in with a 7.15% composite increase. She said both carriers are increasing their administration fees for FY23. She stated we would need a 10.3 % composite increase to be fully funded in FY23. She said they were looking at the 4% increase but due to the healthy trust fund we are comfortable with 3% composite increase putting \$6,574,218 of reserves at risk.

Chairman Levy said the Steering Committee unanimously voted to recommend a 3% composite rate increase putting \$6,574,218 of reserves at risk.

Treasurer O'Brien said the Finance Committee unanimously voted to support the Steering Committee's 3% composite increase recommendation.

Chenard asked about reinsurance and how much we are projecting for an increase. Chairman Levy said we won't know the exact increase until June. Laflash said we are projecting a 20% increase at this time.

7. **Vote-FY23 Health Insurance rates**

MOTION: Maresco made a motion to have a 3% composite rate increase for all active plans putting an estimated \$6,574,218 at risk from the reserves.

SECOND: Ledoux

Roll Call VOTE: motion passed unanimously

(Levy=Yes, Ledoux=Yes, Alfonse=Yes, Callahan=Yes, Green=Yes, Buckley=Yes, Betti=Yes, Maresco=Yes, Labadini=Yes, O'Brien-Mckinnon=Yes, Fernandes=Yes, Chenard=Yes, Valanzola=Yes, David Sullivan=Yes, Lydon=Yes, Healy=Yes, Reino=Yes, Hart=Yes, Derek Sullivan=Yes, Golder=Yes, Heineman=Yes, Stanbrook=Yes)

8. **Any other business**

None

9. **Adjourn**

Maresco motioned to adjourn at 10:55 a.m., seconded by Chenard and voted unanimously.

Respectfully submitted,

Sheila Avery

**Reference documents for this meeting:**

- 1) Gallagher's funding analysis, (claims paid through January, 2022)
- 2) Treasurer's Operating Statement and Statement of New Assets, dated January 31, 2022
- 3) Gallagher's FY23 health insurance rate renewal review presentation
- 4) MMHG Wellness presentation