

**MAYFLOWER MUNICIPAL HEALTH GROUP STEERING COMMITTEE
MINUTES OF MEETING
March 2, 2026, 1:00p.m.
Mayflower Municipal Health Group
65 Cordage Park Circle,
Suite 110, Plymouth, MA. 02360**

Attendance Steering Committee members:

Jim Boudreau, Scituate
Mary Beth Carter, Town of Whitman
Ray Ledoux, Brockton Area Transit (BAT)
Jason Leto, Mass Teachers Association
Michael Levy, Chairman, Bridgewater
James Reidy, Professional Fire Fighters of Mass
Kevin Powell, Retiree
Derek Sullivan, Town of Wareham

Guests:

Helga DaRosa, BCBSMA
Pat Haraden, Lockton
Sheila Avery, MMHG
Mike Hurley, HPHC
Tara Lyons, Lockton
Kelly Morse Perez, MMHG
Thomas J. O'Brien, Treasurer MMHG
Marc Shapiro, PBIRX
Jon Reynard, SSEC
Angela Medeiros, PBIRX
John Lally, Plymouth County
Bob Kademian, PBIRX
Chris Heffernan, Plymouth County
Theresa Vernazzaro, Plymouth County
Kevin Feeley, MMHG Attorney

Chairman Levy called the meeting to order at 1:00 p.m. with a quorum present. He announced the meeting will be recorded for meeting minute purposes.

1. **Accept meeting minutes**

MOTION: Ledoux made a motion to accept the January 20, 2026, meeting minutes.

SECOND: Sullivan

VOTE: motion passed 7 in favor, 1 abstained (Levy)

2. **Treasurer's Report/Financial report (December 31, 2025-vote**

Treasurer O'Brien reviewed his draft financial statements dated December 31, 2025. He said our revenue has exceeded our expenses and doesn't expect the trend to continue past March. He stated the net assets are \$30,543,990.15.

MOTION: Boudreau made a motion to accept and approve the Treasurer's draft Operating Statement and Statement of Net Assets dated December 31, 2025.

SECOND: Reidy

VOTE: motion passed unanimously

3. **FY25 Audit**

Treasurer O'Brien thanked his staff and MMHG for all their work with the audit. He said we received the draft audit a few days ago and are setting up a meeting to discuss it with the auditors. He said there were no audit comments and expects the final report at the next Steering Committee meeting.

Treasurer O'Brien said Avery suggested increasing the IBNR in response to the new groups that joined FY26. He said they increased the IBNR \$800,000 and the total is \$8,000,000 effective January 1, 2026. He stated the Finance Committee did vote in favor of the increase.

4. **MMHG Joint Purchase Agreement Amendments recommendation to General Board- vote**

Avery stated in the packet there is a joint purchase group amendment summary sheet that the Committee needs to recommend to the General Board. She stated the amendments are a result of the Risk Assessment working group meetings and the audit comments we've received in the past two years.

Treasurer O'Brien said Finance Committee reviewed the first two amendments and voted in favor to recommend to the General Board.

Boudreau said we do need to look at another change in the future as we had another group go through the process of MMHG review and ended up backing out. He suggested they don't be considered for three years or some kind of consequence as it is a lot of work for Lockton and the team.

Attorney Feeley said this is certainly something we can do and said if a potential new group has gone through the review process, offered MMHG membership, and if they voluntarily decline, they would be restricted for reconsideration after a certain amount of time.

Chairman Levy asked if they must have an amendment or can this be voted by the Steering Committee. Attorney Feeley stated the Steering Committee can vote this now, notify any potential new FY28 groups and we follow up with an amendment to the Joint Purchase Agreement.

Ledoux asked if we could charge a deposit up front that would be forfeited if the potential new member unit backs out.

Avery stated Lockton and MMHG spent a significant amount of time with reviews for potential new member units.

Treasurer O'Brien stated some of the new potential member units are in a difficult position and isn't in favor of a fee as it can be difficult for both sides to account for. He said it doesn't happen too often and said he would like to see it considered at a future meeting.

Reidy said we could take action based on the time frame of the review process and how close they are to joining.

Boudreau said we can discuss this at a future meeting but would like to see Attorney Feeley draft language.

MOTION: Boudreau made a motion to authorize Attorney Feeley to draft language prohibiting newly offered joining MMHG member units from reapplying after declining MMHG membership.

SECOND: Reidy

VOTE: Unanimous

MOTION: Boudreau made a motion to recommend to the General Board, Amendment 1 as shown on the handout, amending Joint Purchase Agreement Article 10, C (Establishment and Operation of the Group's Trust Funds) by adding the following sentence after the first sentence in the first paragraph of section C;

“The Steering Committee shall be responsible for establishing reserve targets and the Finance Committee shall be responsible for the terms of the Investment Policy, consistent with the terms of the Joint Purchase Agreement.”

SECOND: Sullivan

VOTE: Unanimous

MOTION: Boudreau made a motion to recommend to the General Board, Amendment 2 as shown on the handout, amending Joint Purchase Agreement Article 10, C by amending the last sentence of the second paragraph of Article 10, C by revising “a weighted average maturity of 3 years” to read “*a weighted average maturity of 5 years.*”

SECOND: Sullivan

VOTE: Unanimous

MOTION: Boudreau made a motion to recommend to the General Board, Amendment 3 as shown on the handout, amending Joint Purchase Agreement Article 11, B (Autonomy of Participating Governmental Units and Eligibility Determination) by adding the italicized provisions below to the second paragraph so that the amended second paragraph of Article 11, B shall read as follows:

“Notwithstanding the above paragraph, it is understood that each Participating Governmental Unit will be required to immediately remove from health plans offered by the Group any individual who is determined, *either* in an eligibility audit conducted by the Group *or by an audit or review conducted by the Governmental Unit* to be ineligible pursuant to M.G.L. Chapter 32B for participation as an employee, retiree, dependent surviving spouse. *Each Participating Governmental Unit shall audit its eligibility list monthly and shall immediately notify the Group of any error after learning that an individual was incorrectly listed as eligible for any benefit offered by the Group. Each participating Governmental Unit understands that the Governmental Unit will be responsible for any claims paid on behalf of any individual who was ineligible for participation pursuant to M.G.L. Chapter 32B.*

SECOND: Sullivan

VOTE: Unanimous

5. **Lockton claims update (data through December 31, 2025)**

Haraden reviewed his report and reviewed page 2 showing the overall loss ratio is 98.9%. He said at this time last year the loss ratio was 105.4%. He reviewed the high cost claimant details for the current and previous year.

6. **Lockton FY27 Health Insurance renewal projection/Steering Committee FY27 Health rate recommendation to the General Board- discussion/vote**

Haraden reviewed the FY27 active plan health insurance renewal handout. He stated Lockton's projected increase is 15.4% and does include Virta weight loss program, PillarRX, stop loss insurance adjustments, and exclusion of the GLP-1 for weight loss. He stated the increase would be 24% if GLP-1 weight loss coverage is included. He said the Virta program allows members to buy the GLP1-s for weight loss at their own expense. He said they estimated around 200 members participating in the program at a cost of \$400,000 for the renewal calculation. He said they included different options for putting reserve money at risk.

Haraden stated they completed the RFP process for fixed costs and Harvard Pilgrim reduced their administration fee. He said BCBS agreed to administrative fee hold in year 2 and year 3.

Ledoux asked about the cost of the GLP-1 drugs and if the prices are declining. Shapiro stated the cost has decreased with direct to manufacturer but not with group pricing. Shapiro said the Wegovy pill, which is the same price as the injection, was released in January and utilization is up 30%.

Boudreau asked about eligibility for the Virta weight loss program and Shapiro stated anyone is eligible to participate.

Treasurer O'Brien asked about the stop loss insurance and how any adjustments would impact the renewal. Haraden said they anticipated less of an increase as well as adjustments to the deductibles. Haraden said we will have to wait and see how the stop loss quotes come in.

Chairman Levy stated we cant cover the GLP-1s for weight loss as the project cost increase is too high. He said in the future he would like to see MMHG pay the member for the cost of the drug. He said a member pays around \$400 but the group is charged around \$1200 and hopefully this changes in the future. He said the benefit option is available with the wellness weight loss program for a member to purchase on their own.

Leto said he is concerned with not being able to provide coverage in the future when the price decreases.

Boudreau said the vote would only be for one year. Leto said it would be difficult to add it back for coverage.

MOTION: Boudreau made a motion to not cover the GLP-1 for weight loss coverage effective July 1, 2026.

SECOND: Ledoux

VOTE: motion passed, 7 in favor 1 opposed (Leto)

MOTION: Boudreau made a motion to include a weight modification program to MMHG wellness benefit for the FY27 rate structure.

SECOND: Ledoux

VOTE: Unanimous

Chairman Levy said he is in favor of 11% increase as this puts money at risk but not too much and protects the future of the trust fund.

Treasurer O'Brien said he is in favor of the 10% as reasonable and that is the highest amount he would put at risk.

Powell said he is in favor of putting \$5 million at risk at most.

Leto asked Haraden if the trends are reflecting upward for the next several years or is it for this year only. Haraden said we will see double-digit trend increases, according to the carriers, for the next several years.

Ledoux asked how much the new member units will contribute to the reserve and Treasurer O'Brien stated around \$1.4 million.

There was a discussion on the different alternative options for the FY27 rates with the following action taken.

MOTION: Boudreau made a motion to recommend to the General Board a 10% increase for all active plans, putting \$6,291,285 reserve at risk, as listed as alternative #4 on the handout.

SECOND: Carter

VOTE: Unanimous

7. **Lockton-FY27 Delta Dental renewal update/Steering Committee FY27 Delta Dental rate-vote**

Haraden reviewed his handout for the FY27 fully insured contributory Delta dental renewal showing rates and historical renewal information. He said last year we had an increase of 5% with significant benefit enhancements. He said we have a rate stabilization fund reserve with Delta and a rate hold would spend down some of this reserve. He said having a sizeable reserve with Delta prevents us from other possible dental insurance options. He recommended no plan changes and a rate hold for FY27.

Leto asked how much is anticipated to be in the rate stabilization fund at the end of FY27 and Haraden said around \$250,000.

Leto asked about feedback on the Delta dental program. Avery said we do receive feedback, and we've had a few complaints in the past 6 months with lawsuits pending as well. Avery said it is important to spend down some of the large reserve at this time.

MOTION: Boudreau made a motion to have a 0% increase on the fully insured MMHG Contributory Delta Dental plan for FY27.

SECOND: Ledoux
VOTE: Unanimous

8. **Lockton-FY27 new member units notice to join MMHG overview- Town of Lakeville, Old Rochester Regional High School/ Steering Committee FY27 new member units-recommendation to the General Board-discussion/vote**

Haraden said the Gateway group is dissolving at the end of this fiscal year and the Town of Lakeville and Old Rochester Regional School district have petitioned to join MMHG.

Haraden said Lockton and MMHG completed the analysis process and met with both groups to discuss their obligations. He said they would buy in to the trust as discussed with Treasurer O'Brien. He said adding both of the groups to MMHG would not have a detrimental impact on MMHG claims or demographics and they recommend both groups be included with MMHG effective July 1, 2026.

Treasurer O'Brien said the buy in amounts include a 3% interest charge.

Treasurer O'Brien said he spoke to the Old Rochester asked if they could pay a higher interest rate to pay the buy in over a longer period of time. He said the term is usually 3-4 years and would like to have an extra year.

Haraden said their rates are higher and they may end up paying it sooner.

Treasurer O'Brien stated they could extend it one year and charge 6%.

MOTION: Ledoux made a motion to recommend to the General Board adding the Town of Lakeville to the MMHG effective July 1, 2026.

SECOND: Boudreau
VOTE: Unanimous

MOTION: Boudreau made a motion to recommend to the General Board adding Old Rochester Regional School District to the MMHG effective July 1, 2026.

SECOND: Sullivan
VOTE: Unanimous

Chairman Levy said the interest charge can be decided by the Treasurer and he can work out the details of the buy in with the expectation that the buy in will be paid in full. He can update the Steering Committee on the details and get approval at a future meeting.

9. **FY27 upcoming elections- Steering Committee, Finance Committee, Chairman, Vice-Chairman, Treasurer**

Chairman Levy said the upcoming elections will take place at the General Board meeting next week and all members are running for reelection. He said Derek Sullivan has expressed interest for the General Board Vice Chairman position.

10. **PBIRX presentation updates**

Shapiro said they have no updates at this time.

11. **BCBS updates**

DaRosa passed out the Pillar Rx report for November, 2025 and said the savings were a little over \$100,000. She said the FY savings through November is \$550,000.

12. **HP- Updates**

No updates.

13. **Next meeting- Steering/General Board**

Steering Committee meeting: March 11, 2026, 8:30a.m., Meadow Brook Family Restaurant
1486 Main Street, Hanson, MA. 02341

General Board meeting: March 11, 2026, 9:00a.m., Meadow Brook Family Restaurant 1486
Main Street, Hanson, MA. 02341

14. **Any other business**

None

15. **Adjourn**

Boudreau motioned to adjourn the meeting at 2:05 p.m., seconded by Ledoux and voted unanimously.

Respectfully submitted,
Sheila Avery,
Executive Director

Reference Documents for this Meeting:

Treasurer's Financial draft report dated December 31, 2025

Lockton report dated December 31, 2025

Lockton Town of Lakeville overview with attachments

Lockton Old Rochester Regional overview with attachments

Lockton FY27 Health insurance rate renewal handout

Lockton FY27 Delta Dental fully insured rate summary handout

PBIRX GLP-1 presentation (not reviewed)

MMHG joint purchase agreement amendments

BCBS PillarRx savings report November 30, 2025