

**MAYFLOWER MUNICIPAL HEALTH GROUP
MINUTES OF GENERAL MEETING
March 8, 2023 9:00 A.M.
Meadowbrook Family Restaurant
1486 Main Street
Hanson, MA. 02341**

Board Attendance:

Michael Levy, Chairman of General Board -Town of Bridgewater
Linda Sacchetti, Brockton Area Transit
Tom King, Greater New Bedford RRMD
Daniel Burgess, Greater Attleboro Taunton Regional Transit Authority
Linda McCarthy, Town of Halifax
Lisa Green, Town of Hanson
Jeanne Sullivan, Town of Hanson
Tina Betti, Town of Kingston
Michael Buckley, Town of Hull
Michael Maresco, Town of Marshfield
Michelle Labadini, Norfolk County
Marc Wright, North River Collaborative
Mary McCoy, Onset Fire District
Jared Valanzola, Plymouth County
Sarah Belmore, Plymouth County Retirement
Kory Lydon, Town of Rochester
Christine Healy, Silver Lake Regional
Rick Reino, South Shore Educational Collaborative
Kristen Sniezek, SRTA
Thomas Hickey, South Shore Vocational Technical HS
Derek Sullivan, Town of Wareham
Wendy Lemieux, Wareham Fire District
Scott Golder, Town of West Bridgewater
Mary Beth Carter, Town of Whitman
Frank Lynam, Town of Whitman
Erika Sherman, Whitman-Hanson Regional School District

Guests:

Thomas J. O'Brien, MMHG Treasurer
Sheila Avery, MMHG
Kelly Morse Perez, MMHG
Nicole Sciara, MMHG Wellness Committee Vice-Chair
Marianna Gil, Gallagher Benefits Solutions
Diane Laflash, Gallagher Benefits Solutions
Helga DaRosa, Blue Cross Blue Shield of Massachusetts
Kevin Feeley, MMHG Attorney
Mike Hurley, Point 32 Health/HPHC
Matt Hanley, Plymouth County
Jennifer Grasso, Town of Pembroke
Melissa Wills, Town of Pembroke
Michelle Smith, Town of Halifax
Kevin Powell, PC Retiree
John Sciara, Professional Fire Fighters of Mass

Chairman Levy called the meeting to order at 9:27 a.m. with a quorum present. He announced the meeting is being recorded for meeting minute purposes.

1. **Mindful Moment- Nicole Bonomi**

Nicole gave a mindful moment meditation in celebration of spring equinox.

2. **Accept Meeting Minutes**

MOTION: Maresco made a motion to accept the October 19, 2022 meeting minutes.

SECOND: Sullivan

VOTE: motion passed unanimously

3. **MMHG Wellness Review**

Avery reviewed MMHG's core programs including Wellable, Savory Living, Learn to Live and many other programs. She stated FY23 wellness program offerings focused on the four pillars of health including Financial, Emotional, Nutritional, Physical.

Avery reviewed the third quarter wellness highlights as shown in her handout. She stated we've had great participation in all programs. She stated we have the 31-day fruit & vegetables challenge currently underway with 100 members already signed up.

Avery stated we are always looking to increase participation and management buy-in is critical to increasing participation. She challenged the Board members to participate in at least one event in the next six months. She also said creating wellness committees in each member unit is important to understand employees needs and what motivates them.

Avery said we are all looking for ways to control health care costs and wellness can help.

She thanked everyone for participating and supporting MMHG Wellness.

4. **Learn to Live program review presentation- Scott Dinwiddie**

Dinwiddie reviewed the Learn to Live program which uses cognitive behavioral therapy (CBT). He reviewed his presentation showing on the screen. He gave a status on performance stating we have a 3% interaction rate.

Dinwiddie stated MMHG members that participated are reporting 100% satisfaction rate with the program and a 70% increase in productivity.

Dinwiddie said Learn to Live has a new program called "Resiliency" which all employees can benefit from.

Dinwiddie thanked everyone for their time.

5. **Treasurer's Report and update**

Treasurer O'Brien recognized and announced it was National Women's Day.

Treasurer O'Brien stated the FY22 audit is complete and posted on our website. He said all audit reports are posted on our website. He said we did have an increase for the FY22 incurred but not reported (IBNR) from \$5.9 million to \$7.5 million. He said this is reasonable, based on lag reports, and confirmed by our auditors.

Treasurer O'Brien thanked his hardworking team and recognized the retirement of Joyce Lewis.

Treasurer O'Brien reviewed his financial statements, dated January 31, 2023. He reminded the Board we put \$6,574,218 at risk from the reserve in setting FY23 rates. He said we were expecting to use some reserves in FY23 and the operating statement shows we have. He explained his financial reports differ from Gallagher's funding analysis because his reports include all revenue and expenses versus the Gallagher report which only shows claims/admin activity. He said we are down \$2,265,387.41 and are in better shape versus projections. He reviewed his statement of net assets and said we have a \$30,831,792.64 fund balance. He stated we are in good financial shape. He said the financial statements were approved by the Steering Committee and will be posted on our website.

Treasurer O'Brien gave a review of the past 4 years rate increases stating we had a plan to stabilize rates over the next 5-7 years with increases in the 3%-5% range. He said this was the plan to spend down the reserve while also providing rate stabilization. He pointed out that we have been doing great so far and he agrees with the proposal for the recommended FY24 increases.

Treasurer O'Brien stated the Steering Committee voted a policy for a 3% daily interest charge to member units that are not paying timely. He said this doesn't happen that often but member units need to keep in mind to pay timely. He said his office is available to help Treasurers and any member unit with any challenges they have with invoices etc.

Treasurer O'Brien thanked the current Finance Committee. He also recognized and thanked Jeanne Sullivan for her previous years of service on the Finance Committee.

Treasurer O'Brien thanked the Plymouth County Commissioners for their support of MMHG.

Treasurer O'Brien thanked the Steering Committee for all of their hard work.

6. **Gallagher update-Funding Analysis**

Laflash reviewed her FY23 funding summary report presentation handout. She stated the claims are through January, 2023. She stated three plans are running at a surplus and the rest of the plans are in a deficit. She reminded the Board MMHG put \$6.6 million at risk with a 3% increase in rates for FY23. She said we are expecting to see the deficit and reviewed the funding loss ratio of 103.3% or \$1.8 million loss for all active plans. She stated the senior plan is running at 92.8% loss ratio with a \$318,000 surplus. She also reviewed the stop loss FY22/FY23 policy periods and stated we have \$349,000 in pending reimbursements.

7. **FY24 Renewal information and rate recommendation**

Gil recognized it was National Women's Day.

Gil reviewed her MMHG FY24 active plan health insurance renewal summary sheet. She stated BCBS has a 2% suggested composite increase and a 2.5% increase in administrative fees. She said we will switch to the unbundled pharmacy program and this will save \$1.5 million. She said HP came in with a 7.22% composite increase in claims and a 2% increase administrative fees. She stated HP also agreed to be the claims fiduciary. She said we would need a 10.3% composite increase to be fully funded in FY24. She said they are recommending a 4.5% increase for traditional/rate saver/benchmark plans and 2.25% increase in the high deductible health plans putting \$5,150,000 of reserves at risk.

Laflash reviewed the history of MMHG projected carrier loss ratios, funding loss ratio and surplus/deficits for the past three years.

Gil reviewed the key benefit changes from the carriers.

Chairman Levy said the Steering Committee unanimously voted to recommend a 4.5% increase for traditional/rate saver/benchmark plans and 2.25% increase in the high deductible health plans putting \$5,150,000 of reserves at risk.

8. **Vote-FY24 Health Insurance rates**

MOTION: Maresco made a motion to have a 4.5% increase for traditional/rate saver/benchmark plans and 2.25% increase in the high deductible health plans putting \$5,150,000 of reserves at risk.

SECOND: Buckley

VOTE: motion passed unanimously

9. **Any other business**

None

10. **Adjourn**

Maresco motioned to adjourn at 10:35 a.m., seconded by Buckley and voted unanimously.

Respectfully submitted,

Sheila Avery

Reference documents for this meeting:

Treasurer's FY23 financial reports (January 31, 2023)

Gallagher's FY23 Funding Analysis presentation, dated March 8, 2023 (claims paid through January, 2023)

Gallagher's FY24 renewal summary presentation

Learn to Live presentation

MMHG Wellness review