

**Berkshire Health Group
(BHG)**

Board Meeting #20-03

Lenox Town Hall
Lenox Massachusetts
Monday, November 25, 2019 at 9:30 a.m.

Meeting Minutes

Board and Alternates Present:

Mary Beverly, Board Chair
Sharon Harrison, Board Vice-Chair
Greg Boino
Maureen Senecal
Erika Snyder
Karen Fink
Andrea Wadsworth
Judy Houle

Town of Adams
Berkshire Hills RSD
Central Berkshire RSD
Northern Berkshire Voc. RSD
Adams Cheshire RSD
Town of Great Barrington
Mt. Greylock RSD
So. Berkshire RSD

Guests present:

James Kelley, CPA
Elizabeth Piantoni
Maureen Daniels
Heidi Fountain
Dr. Tom Hawkins
Maura McNamara
Carol Cormier
Emmilie Roach

BHG Treasurer
Berkshire Medical Systems
Berkshire Medical Systems
Blue Cross Blue Shield
Blue Cross Blue Shield, Medical Director
Blue Cross Blue Shield Health Engagement Strategist
Gallagher Benefit Services, Inc. (GBS)
Gallagher Benefit Services, Inc. (GBS)

Mary Beverly, Board Chair, called the meeting to order at 9:31 AM.

Approval of the minutes of October 21 2019 (meeting #20-02):

Andrea Wadsworth motioned to approve the Board meeting minutes of October 21, 2019.

Motion

Sharon Harrison seconded the motion. The motion passed by a unanimous vote.

Blue Cross Blue Shield Informatics Report:

Heidi Fountain introduced BCBSMA Medical Director, Dr. Tom Hawkins and Health Engagement Strategist, Maura McNamara. She distributed the BCBS Health Informatics Report to the Board.

Dr. Hawkins said the report covered 2018 and 2019 policy years and compared enrollments, utilization and costs of the two periods. He said that in 2019 there were 1.6% fewer members than in 2018 and that the average member age was 39 compared to the benchmark book of business average age of 37. He said that the average health risk score for BHG was lower than for the BCBS book of municipal business benchmark. He mentioned a slide deck, "Getting to a Healthy Retirement.

Heidi Fountain said she would send the “Getting to a Healthy Retirement” slide deck to Carol Cormier for distribution.

Dr. Hawkins said that Telehealth visits increased 1.5 times and most telehealth visits were for behavioral health. He said that 53.6% of adults had a well visit which is lower than the benchmark which was 57.6%.

There was a discussion about well-visit incentives.

Dr. Hawkins reported that 27% of BHG members had cardiometabolic conditions and 11% had musculoskeletal conditions with joint degeneration being ranked the highest cost condition. He said medical claims for PY19 were \$19,984,282 which is an increase of almost \$1 million over the prior year. Pharmacy claims decreased by about \$1 million for the same time period.

Dr. Hawkins reviewed medical cost drivers by category and per member per month medical and pharmacy costs by plan type. He reviewed individual high cost claims over \$150,000.

Dr. Hawkins continued to review the cost and utilization by category as well as discussing special BCBSMA programs such as Diabetes Care Value, StepIn, Hinge Health, and the Enhanced Dental Benefits for members with cardiometabolic disease.

Dr. Hawkins reviewed *Proposed Recommendations (p. 33 of the report)* in several areas including Cardiometabolic, Musculoskeletal, and Behavioral Health.

Ms. Beverly thanked Dr. Hawkins for the presentation. Dr. Hawkins and Ms. McNamara left the meeting at this time.

Treasurer’s Report:

Treasurer Jim Kelley, CPA reviewed his reports of September 30 and October 31, 2019 (unaudited figures). He reported Total Equity at the end of September of \$18,124,160 and at the end of October of \$18,771,316. He noted that he had not received reinsurance reports from GBS. He noted his comments on this topic in his written summary of issues to the Board.

Review and Approval of November and December 2019 Warrant Summaries:

Sharon Harrison moved approval of the November and December warrant summaries.

Motion

Judy Houle seconded the motion. The motion passed by unanimous vote.

Wellness Program report :

Beth Piantoni, Wellness Consultant, talked about incentive gift cards for members who participate in the wellness coaching program. She said that some people participate in coaching two or three years and have received the gift cards worth \$250 each time. She asked if BHG wanted to give incentives for 2nd and 3rd years of participation?

Sharon Harrison suggested a step-down arrangement from \$250 for the first time in the coaching program, to \$125 for the 2nd year and \$50 for the 3rd year.

There was a discussion. The Board agreed with Ms. Harrison’s suggestion.

Beth Piantoni thanked Ms. Harrison for the revised language for the Wellness Champion Guidelines.

Mary Beverly said that there was a concern about the proposed 5% increase in the wellness consulting contract fees with Berkshire Medical Systems. This refers to the 6th Amendment to the consulting agreement with the starting date of October 1, 2019. Ms. Beverly said the increase was 5% the previous year as well and that for a group comprised of governmental employers that level of annual increase is too high.

Maureen Daniels said that Berkshire Medical Systems will reduce the increase to 3% for the wellness consulting contract fees.

The Board agreed that a 3% increase in the fees would be satisfactory.

Ms. Piantoni reviewed her report of wellness activities dated November 20.

GBS reports:

Carol Cormier reviewed the Funding Rate Analysis (FRA) report with data through October. She said that health plan expense-to-funding ratio was 86.4% and the dental plan expense-to-funding ratio was 91.5%.

Ms. Cormier reviewed the CanaRx utilization and savings report. She said that from January 2019 through September 2019 the BHG saved \$49,885 on 78 prescriptions. She said that the percentage of savings is 71%.

Dental Plan changes for FY21:

Heidi Fountain reviewed the dental plan design that would apply to all BHG units, except possibly Southern Berkshire RSD, and that would go into effect July 1, 2020. The plan design would be as follows:

- Moving to Dental Blue Freedom with non-par paid at 90th percentile of fair health
- \$1,000 calendar year benefit maximum
- 100/80/50 (preventive/basic/major)
- Ortho \$1,500 lifetime max, full coverage, all ages
- Accumulated Max Rollover (AMR)
- Making an exception to allow Southern Berkshire RSD to keep its current plan if it decides to do so.

Sharon Harrison made a motion to adopt the dental plan design as described by Ms. Fountain effective July 1, 2020.

Motion

Maureen Senecal seconded the motion. The motion passed by unanimous vote.

Other Business:

Mary Beverly said that the next Board meeting will be held on Monday, December 16th at 9:30 AM at Lenox Town Hall.

There was no other business.

Mary Beverly adjourned the meeting at 11:42 AM.

*Prepared by Carol Cormier
Gallagher Benefit Services, Inc.*

