

**Berkshire Health Group
(BHG)**

Board Meeting #20-04

Lenox Town Hall
Lenox Massachusetts
Monday, December 16, 2019 at 9:30 a.m.

Meeting Minutes

Board and Alternates Present:

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

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

Guests present:

James Kelley, CPA
Elizabeth Piantoni
Heidi Fountain
Carol Cormier

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

Mary Beverly, Board Chair, called the meeting to order at 9:38 AM.

Approval of the minutes of November 25, 2019 (meeting #20-03):

Sharon Harrison motioned to approve the Board meeting minutes of November 25, 2019.

Motion

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

Treasurer's Report:

Treasurer Jim Kelley, CPA told the Board what he believes to be his mandate as BHG Treasurer and talked about his various roles and position as a CPA over the years including work in New York for a Fortune 500 company.

Mr. Kelley said he updated the October financial reports with information he received after the last meeting. He said that he want to receive the stop loss reports earlier, not the Friday before the Board meeting. He also mentioned an issue with member invoices.

Mr. Kelley reviewed the financial reports of November 30, 2019 (unaudited figures). He said that the Fund Balance (Equity) was \$18,770,971. He said for November the health and dental fund generated a \$171,000 loss and the investments generated a \$151,000 profit.

Wellness Program report :

Beth Piantoni, Wellness Consultant, reviewed the report of December wellness activities updates. She also called attention to the BHG Diabetes Care Coaching Stories of December 2019 reported by the coaching nurse, Jennifer Nykorchuck. The report summarizes the stories of eight participants in the coaching program who reported positive results. The results included weight loss, reduction in A1C levels, improved eating habits and exercise and smoking cessation. Ms. Piantoni also reviewed the “Berkshire Health Group 2020 Wellness Program Menu” which describes activities available by quarter: Winter, Spring, Summer, Fall and lists 2020 wellness initiatives throughout the year, on-site presentations and workshops and specialty programs.

GBS reports:

Carol Cormier said that the *Funding Rate Analysis* with data through October had been reviewed at the November meeting but was in the Board packet today. She noted that the expense-to-funding ratio for health plans was 86.4% and for dental plans was 91.5%.

Ms. Cormier said that the *reinsurance report for policy year 2019* with data through November shows that three members had claims exceeding the specific deductible of \$225,000. She said that the total claims were \$802,177 and the excess claims amount was \$127,177. She said that the Aggregating Specific Deductible (ASD) of \$100,000 has been met and the group received \$127,177 in reimbursements, so there is no outstanding amount due. She said that the *reinsurance report for policy year 2020* with data through November shows two members with claims exceeding the specific deductible and totaling \$496,739. She said that the excess claims are \$46,793 so the ASD has not been met and there are no reimbursements due to the Group.

Thinking ahead for FY22:

Carol Cormier said it is important to keep looking for programs and methods to keep costs down. She said sometimes these changes take a while to decide on and implement. She said some programs to consider are changing plan design (requires collective bargaining); pharmacy carve-out programs (all Rx or just specialty meds); review of programs presented by BCBS at the November meeting; buying into Medicare for non-Medicare eligible retirees; reviewing Joint Purchase Agreement and BHG policies; promoting and increasing participation in current cost saving programs such as diabetes program, CanaRx, and BHG wellness programs.

There was a discussion about buying into Medicare for non-Medicare eligible retirees. Heidi Fountain said she could help with this project and has experience in making this happen with municipal employers. She said it usually saves money in claims costs even though the employer will have to pay added monthly costs for the retirees.

BCBS report:

There was no new information.

Other business:

Jim Kelley said that the auditor will have a draft report in mid-January.

Karen Fink said that Town of Great Barrington is looking into possibly offering dental plan coverage. She said no decisions have been made. She asked if BHG would accept the Town's offering the dental program. She said she had heard from a previous meeting that the rates in the initial years of participation might be higher than for the other governmental units that have been offering dental all along.

Carol Cormier said that when a new group came to dental previously, the unit's rates were surcharged 5% for two years.

Mary Beverly said that this will be Janet Saddler's last BHG Board meeting because she is retiring in January. She thanked Ms. Saddler for all her years of service on the Board and wished her well in retirement. She said that the Town Manager, Jason Hoch, will be the new BHG Board representative from Williamstown.

Mary Beverly said that the next Board meeting will be held on January 27 at 9:30 AM at Lenox Town Hall.

Janet Saddler motioned to adjourn the meeting.

Motion

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

Chair Mary Beverly adjourned the meeting at 10:53 AM.

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