

MASSACHUSETTS MEDICAL MALPRACTICE REINSURANCE PLAN

OPERATIONS COMMITTEE

Minutes of a Meeting

A meeting of the Operations Committee of the Massachusetts Medical Malpractice Reinsurance Plan ("MMMRP") was held at the Executive Offices, 95A Turnpike Road, Westborough, MA on Thursday, February 24, 2000. This meeting was held prior to the Governing Committee meeting.

The following members were present in person:

John Coldiron, MD, Chairman
Gerald Cassidy, Member
Michael Sabbagh, Member

Others in attendance:

William McGrail (present for introductory discussion only)

The minutes of the previous Operations Committee meeting were approved as distributed.

The purpose of the meeting was a discussion of a proposed benefit substitution for Mr. McGrail. This is prompted by a change in his situation which permits transfer of his health insurance benefit to his spouse's employer which eliminates the \$798.24 per month expense currently paid for BC/BS.

A request of alternative benefits submitted by Mr. McGrail was thoroughly discussed by the Committee. The items were considered using the criterion of whether the benefit is one that might ordinarily be included in a flexible benefit package. The following conclusions were reached.

1. An "incentive" payment for switching to his spouse's insurance of \$222./mo. will be added to Mr. McGrail's base salary.
2. The amount of term life insurance provided would be increased by \$250K (to a total of \$500K) at a cost of \$113.00/mo.
3. Reimbursement for health club membership (up to \$85.00/mo.) would be made.
4. The institution of a Flexible Medical Plan which would allow Mr. McGrail the option of a pre-tax medical expense set aside will be implemented if the administrative cost is reasonable (less than \$50./mo.)

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The combined benefit package outlined above would result in about \$4,200. savings per year to the Plan. It is proposed to implement this at the time of contract renewal 4/1/00.

As an additional item, it was approved by the Committee to add to the office operating expense the cost of a cell phone for Mr. McGrail. The anticipated expense is \$35.00 per month.

The next Operations Committee meeting is scheduled for May 4, 2000. In the meantime, the Chairman should make preparations for Mr. McGrail's annual review which will be the main topic for discussion at that meeting.