

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Executive Committee
Meeting Notice and Agenda
September 22, 2021
9:00 A.M.
Via ZOOM Teleconference

Call to Order	RK
Approval of Minutes of June 2021	RK
Financial Report (Vote)	JS
Month of July and August 2021	
Income & Expenses & Operating Expenses	
For Trust and Wellness Initiative	
July and August Expenditures (vote)	JS
Wellness Update	MK
CVS Implementation Update/Card Incentive	JS
FY21 Audit	JS
New Business/Units - Paxton	JS
South Hadley F.D. #1 Appeal (vote)	JS
Post 65 Transition Program	JS
Solicit Bids on Medical Coverage	JS
Medex 2022 Rate (vote)	JS
EC Elections	JS
Adjournment	RK

Meeting Schedule

Insurance Advisory Committee – October 6, 2021, 10:00 a.m., via Zoom
Executive Committee – November XX, 2021, 9:00 a.m., via Zoom - **TBD**
Executive Committee – December 15, 2021, 9:00 a.m., via Zoom

Joseph Shea is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/82768372831?pwd=c2t0VUFNd094OGdNeFJEN2FwZnlHdz09>

Meeting ID: 827 6837 2831

Passcode: 142702

One tap mobile

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

98 KING STREET
NORTHAMPTON, MA 01060

TO: All Trust Member Units

RE: **Minutes of June 17, 2021**
Executive Committee Meeting
Via Zoom Teleconference

MEMBERS PRESENT:

Russ Kaubris	Lisa Banner	Lisa Blackmer
Rich Carmignani Jr	Michael Sullivan	Michelle Hill
Denise Cashin	Deborah Kuhn	

OTHERS PRESENT:

Joseph Shea	Cynthia Smith	Diane Sexton
Michele Komosa		

CALL TO ORDER

In compliance with the Governor's orders suspending certain provisions of the open meeting laws due to Covid-19, this meeting was held via Zoom telephone/video conference.

Chairman Russ Kaubris called the meeting to order at 9:02 a.m. with a quorum present.

APPROVAL OF MINUTES (pg. 3-6)

A motion to accept the minutes of May 19, 2021, was made by Michael Sullivan, seconded by Lisa Banner. A roll call vote was taken with all in favor.

FINANCIAL REPORT (pg. 7-16)

Financial Report

The Financial Report for the month of May was presented reflecting a starting balance of \$9,544,027.66 with a total monthly income received of \$4,248,293.89 and monthly expenses of \$5,730,879.20 with a total net monthly income of (\$1,482,585.31) and an ending month balance of \$8,061,442.35 with accounts receivable of \$2,054,479.57 leaving a total of \$44,260,945.17.

Investments and CD's for May 2021

The investments portfolio value was \$13,257,346.89 with a market change of \$167,305.99 leaving a total of \$13,424,652.88. The starting balance in CD's was \$16,140,745.56, with interest earned of \$3,592.21 leaving a balance of \$16,144,337.77.

MAY EXPENDITURES

The expenditures for the month of May were reviewed showing nothing out of the ordinary.

A motion to accept the financial report as written and the May expenditures as presented was made by Michael Sullivan, seconded by Lisa Banner. A roll call vote was taken with 7 in favor and 1 abstention.

WELLNESS UPDATE

Michele gave an update on the Wellness Initiative program:

- **Ahealthyme** – The current campaign which has 400 participants, continues thru June 30th. Those who reach 100 points will receive their \$100 gift card shortly after the campaign ends. The new campaign will begin July 1st.
- **Spring Challenge** – This 4-week challenge ended with 187 participants.
- **Live Cooking Class** – The last live cooking class will be held next Wed, June 23rd. This class is focusing on Super Food Bowls.
- **Mini Grants** – The end of year reports are due by June 30th as well as the new mini grant applications for next year.
- **Wellness Newsletter** – This continues to be distributed monthly.

For more information on any wellness programs contact Michele Komosa via email at michelek@hcgkit.org.

CVS IMPLEMENTATION UPDATE

Joe stated we continue to have weekly meetings with CVS regarding the implementation. We are now using the CVS system in the office for all enrollments, changes, and cancellations. All items received in the last month have been entered into the system by staff. Any member on a specialty drug, or a drug that is not on CVS's formulary (less than 1% of members) should have already received a direct mailing notifying them of the changes and any action they may need to take. Joe explained the welcome kits and ID cards will be mailed out to all members on Friday. Any questions should be directed to the 800 number on the letters received. The Trust will email units a copy of the welcome kit so they know what it will look like.

OPEN ENROLLMENT UPDATE

Joe reported open enrollment ended and we saw about a 1% increase in plan additions which was higher than normal. Cindy stated there were also a large amount of spouse additions which seemed covid related as many were married in 2020 and we also saw a lot of changes from the HMO to the PPO plan.

REINSURANCE UPDATE (p. 17)

Joe stated most of the bids we received for reinsurance this year were in the 20% range for a rate increase as insurance companies are anticipating a spike in claims post-covid. He explained out of all the bids, BCBS and Unum were the best and most comparable with Unum showing a \$115,000 savings over BCBS's offering. Joe explained with our change in pharmacy benefit manager to CVS Caremark, BCBS has increased their administration fee by 10%. This was followed by some discussion.

Michael Sullivan made a motion to accept option 1, Unum, for our reinsurance for FY22. This was seconded by Lisa Banner. A roll call vote was taken with all in favor.

BUDGET FY22 (pg. 18-19)

Joe presented the budget for FY22 stating the only change made from the preliminary budget last month was an adjustment to the salary line to include funds for remaining vacation time payouts.

A motion to accept the FY-2022 budget as presented in the amount of \$656,344.00 was made by Michael Sullivan and seconded by Lisa Banner. A roll call vote was taken with all in favor.

FY20 AUDIT REPORT (pg. 20)

Joe presented a draft response to the FY20 audit comment regarding the Trust utilizing a more formal general ledger accounting system. The response states the Executive Committee has discussed this and believes the current systems in place at the Trust are sufficient at this time. In response to the second comment about the Trust establishing an OPEB Trust Fund, we will be proceeding with doing this.

OPEB FUNDING (pg. 21)

Joe stated in response to audit comment and conversation at the last EC meeting, he would like to proceed with establishing an OPEB Liability Trust Fund. He presented the articles needed to be approved for accepting, establishing, setting up and funding an Other Post-Employment Benefits Liability Trust Fund. Joe explained once established, we would review it every two years. This was followed by some discussion.

Michael Sullivan made a motion to accept all 4 motions as printed on page 21 of the June 17, 2021 agenda packet relative to the OPEB Massachusetts General Laws Chapter 32B, Section 20. This was seconded by Lisa Banner. A roll call vote was taken with all in favor.

INCENTIVE PROGRAM FOR COVID VACCINE

Joe stated we rolled out the vaccination incentive program which will be available until July 31, 2021. Joe reported one of our smaller units has already submitted their form for the incentive. Cindy stated we have received an overabundance of questions from units asking questions such as if retirees were eligible if people already vaccinated qualify or if copies of cards were needed. The gift cards will be awarded at the end of the promotion.

IT UPDATE

Joe reported we have been working with Paragus IT and Ed Haber (IT consultant for our billing system) to come up with the best plan for moving our system information to the cloud. The final solution for our billing system is to purchase another desktop computer to house our billing system in the Trust office. After we set this up and move to the cloud, we will begin discussions with Ed Haber to work on updating our antiquated billing system.

NEW BUSINESS

Future Meetings

Joe stated the Governor has extended the suspension of certain open meeting law provisions until April 2022 which will allow us to continue holding our meetings via Zoom if we wish to. Joe said he feels we should at least hold next month's IAC meeting via Zoom and evaluate then how to proceed with future meetings. Everyone agreed.

ADJOURNMENT

Chairman Russ Kaubris requested to adjourn the meeting by unanimous consent at 9:54 a.m., all were in favor.

Respectfully submitted,
Cynthia Smith

Meeting Schedule

Insurance Advisory Committee – July 21, 2021, 10:00 a.m., via ZOOM

Executive Committee – August 18, 2021, 9:00 a.m., TBD (if needed)

Executive Committee – September 22, 2021, 9:00 a.m., TBD

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

FISCAL YEAR 2020 OPERATING EXPENSES (July 1, 2021 to June 30, 2022)

ITEM CODE	BUDGET ITEMS	FY2020 Budgeted 7/1/19-6/30/20	FY-2021 Budgeted 7-1/6-30	FY-2022 Budgeted 7-1/6-30	July	August
	WAGES & BENEFIT	7/1/19-6/30/20	7-1/6-30	7-1/6-30	July	August
5110	SALARY*	335,000.00	345,000.00	368,000.00	38,594.04	21,302.65
5145	LONGEVITY	575.00	4,000.00	5,000.00		
5130	OVERTIME		-	-		
5120	TEMP. EMPLOYEE SAL		-	-		
481	FICA (.062)		-	-		
5108	MED TAX (.0146)	5,000.00	-	-		
5181	CONTRIBUTORY RET.	88,000.00	98,000.00	104,644.00	107,155.29	2,551.02
5189	EMP. ASST. PROG. EAP		-	-		
5184	HEALTH INSURANCE	40,000.00	42,500.00	59,500.00	5,003.85	5,003.85
5185	LIFE INSURANCE	320.00	320.00	350.00	21.30	21.30
5189	UNEMP. HEALTH INS. TAX		-	-		
	TOT. WAGES & BENEFITS	468,895.00	489,820.00	537,494.00	150,774.48	28,878.82

ITEM CODE	BUDGET ITEMS	FY2020 Budgeted 7/1/19-6/30/20	NON SALARY EXP 7/1/19-6/30/20			
5300	ADM. CONT. SERVICES(F&S&PF)		-	-		
	Rent	15,000.00	15,450.00	15,600.00	1,300.00	1,300.00
	Parking	1,200.00	1,200.00	500.00		
5305	ADM. CONT. SERVICES(Audit)	12,000.00	12,500.00	13,500.00		
5320	LEGAL	32,000.00	5,000.00	3,000.00		
5340	TELEPHONE/INTERNET	3,600.00	3,500.00	3,600.00	405.79	375.98
5400	FOOD SUPPLIES	500.00	600.00	600.00		12.47
5420	OFFICE & COMPUTER SUPPLI	2,500.00	2,000.00	2,500.00		
5580	MISC. EXPENSES	500.00	700.00	500.00		63.69
5580	NEWSPAPER/MAGS/BOOKS	100.00	-			
5420	POSTAGE (Stamps)	3,500.00	3,500.00	3,500.00		
5275	POSTAGE METER RENTAL					38.22
5380	MINI GRANTS/WEELNESS	25,000.00	25,000.00	25,000.00	9,600.00	12.33
5420	STATIONERY & OFF. SUPP.					31.99
5780	SURETY BONDS	1,250.00	1,750.00	1,750.00	176.00	
5340	TELEPHONES		-	-		
5320	TRAINING	500.00	500.00			
5710	TRAVEL IN/OUT of STATE	3,000.00	3,000.00	3,000.00		96.32
5188	UTILITIES	4,000.00	3,000.00	4,800.00		
	TOT. Indirect Costs		-	-		
	Total Non-Salary	104,650.00	77,700.00	77,850.00	11,481.79	1,931.00

ITEM CODE	BUDGET ITEMS	FY2020		FY-2021		FY-2022	
		Budgeted		Budgeted		Budgeted	
	I.T.	7/1/19-6/30/20		7-1/6-30		7-1/6-30	August
6000	COMPUTER HARDWARE	20,000.00		-		-	
5420	COMPUTER SOFTWARE			-		-	
5420	COMPUTER SUPPLIES	500.00		1,000.00		1,000.00	
5850	DESK TOP PCs	2,000.00					
5300	MISC PROF & TECH SERV.**	18,000.00		26,400.00		40,000.00	13,246.38
	TOTAL DATA PROCESSING	40,500.00		27,400.00		41,000.00	13,246.38
							1,954.00
	TOTALS	614,045.00		594,920.00		656,344.00	175,502.65
							32,763.82

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

INCOME AND EXPENSE REPORT

ITEMS	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST
Starting Cash Balance	\$9,778,384.94	\$10,024,685.43	\$6,630,957.12	\$7,584,092.81	\$7,601,697.58	\$7,998,592.77	\$7,848,722.05	\$8,881,138.52	\$9,544,027.66	\$8,061,442.35	\$6,050,751.15	\$8,840,726.73
Adjustments												
Total Starting Balance	\$9,778,384.94	\$10,024,685.43	\$6,630,957.12	\$7,584,092.81	\$7,601,697.58	\$7,998,592.77	\$7,848,722.05	\$8,881,138.52	\$9,544,027.66	\$8,061,442.35	\$6,050,751.15	\$8,840,726.73
MONTHLY INCOME												
Total Premium Collected	5,648,499.73	5,268,979.40	6,688,360.90	5,531,323.08	6,118,089.28	5,574,501.37	6,775,290.10	6,394,541.30	4,247,507.54	3,722,871.17	9,130,818.03	5,414,125.09
Interest Income (IMMDT)	1,348.08	893.00	732.72	735.96	755.92	721.96	881.98	799.90	786.35	888.54	786.38	787.96
Other Income or Adjustments		(2,999,500.00)										
BCBS SR Premium Collected												
TOTAL MONTHLY INCOME	5,649,847.81	2,270,372.40	6,689,093.62	5,532,059.04	6,118,845.20	5,575,223.33	6,776,172.08	6,395,341.20	4,248,293.89	3,723,759.71	9,131,604.41	5,414,913.05
MONTHLY EXPENSES												
BCBS Admin Cost (estimate)												
Claim Deposit	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	4,958,200.00	4,503,600.00
Reinsurance (Ind.&Agg.)	(149,819.01)	129,185.70	178,242.36	(50,365.98)	176,512.83	174,988.57	174,768.43	175,487.65	175,369.13	175,540.89		374,928.01
BCBS Settlement												973,019.80
Recon adjust w/Finance												
BCBS Sr Premium Paid												
Other Exp. & Claim Settlement	435,089.48	431,257.48	434,850.88	440,523.96	434,667.92	444,149.55	445,894.85	445,796.20	450,205.12	448,178.59	1,209,926.18	1,583,479.35
Total Plan Expenses	5,357,570.47	5,632,743.18	5,685,393.24	5,462,457.98	5,683,480.75	5,691,438.12	5,692,963.28	5,693,583.85	5,697,874.25	5,696,019.48	6,166,126.18	7,435,027.16
Total Unit Operating Expenses	45,976.85	31,357.53	50,564.69	51,996.29	38,469.26	33,655.93	50,792.33	38,868.21	33,004.95	38,431.43	175,502.65	32,763.82
TOTAL MONTHLY EXPENSES	5,403,547.32	5,664,100.71	5,735,957.93	5,514,454.27	5,721,950.01	5,725,094.05	5,743,755.61	5,732,452.06	5,730,879.20	5,734,450.91	6,341,628.83	7,467,790.98
TOTAL NET MONTHLY INCOME	246,300.49	(3,393,728.31)	953,135.69	17,604.77	396,895.19	(149,870.72)	1,032,416.47	662,889.14	(1,482,585.31)	(2,010,691.20)	2,789,975.58	(2,052,877.93)
BALANCE												
Cash Balance	10,024,685.43	6,630,957.12	7,584,092.81	7,601,697.58	7,998,592.77	7,848,722.05	8,881,138.52	9,544,027.66	8,061,442.35	6,050,751.15	8,840,726.73	6,787,848.80
Adjustments												
ENDING MONTHLY BALANCE	10,024,685.43	6,630,957.12	7,584,092.81	7,601,697.58	7,998,592.77	7,848,722.05	8,881,138.52	9,544,027.66	8,061,442.35	6,050,751.15	8,840,726.73	6,787,848.80

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Fund And Investment Information

FUNDS	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST
Post Employee Ben. S.B.	107,040.86	106,354.14	104,992.24	105,080.48	104,073.06	103,257.65	102,421.52	101,433.50	100,748.96	99,912.68	98,105.09	97,288.81
Funding	774.76	-	1,549.52	754.76	971.33	971.31	971.31	971.31	971.31		957.66	1,915.32
Expenses	1,461.28	1,361.90	1,461.28	1,762.18	1,786.74	1,807.44	1,959.33	1,655.85	1,807.59	1,807.59	1,793.94	1,793.94
Total	106,354.14	104,992.24	105,080.48	104,073.06	103,257.65	102,421.52	101,433.50	100,748.96	99,912.68	98,105.09	97,288.81	97,390.19
Accrued Vac & Sick Time	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96
Income												
Expenses												
Total	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96	31,317.96
Member Deposits	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96
Deposits												
Total Member Deposits	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96	4,444,801.96
Investments												
CD's	13,052,847.98	13,070,076.29	16,084,050.94	16,097,818.32	16,112,274.63	16,119,782.14	16,127,175.59	16,135,893.81	16,140,745.56	16,144,337.77	16,148,472.87	16,152,233.17
Deposit		3,000,000.00										
Interest	17,228.31	13,974.65	13,767.38	14,456.31	7,507.51	7,393.45	8,718.22	4,851.75	3,592.21	4,135.10	3,760.30	4,170.56
Balance	13,070,076.29	16,084,050.94	16,097,818.32	16,112,274.63	16,119,782.14	16,127,175.59	16,135,893.81	16,140,745.56	16,144,337.77	16,148,472.87	16,152,233.17	16,156,403.73
Portfolio Value	11,831,247.31	11,631,411.32	11,490,806.33	12,298,457.14	12,640,686.70	12,571,595.75	12,697,043.09	12,998,070.21	13,257,346.89	13,424,652.88	13,544,628.36	13,713,195.68
Deposit												
Interest	(199,835.99)	(140,604.99)	807,650.81	342,229.56	(69,090.95)	125,447.34	301,027.12	259,276.68	167,305.99	119,975.48	168,567.32	177,509.88
Market Change												
Total	11,631,411.32	11,490,806.33	12,298,457.14	12,640,686.70	12,571,595.75	12,697,043.09	12,998,070.21	13,257,346.89	13,424,652.88	13,544,628.36	13,713,195.68	13,890,705.56
Accounts Receivable	1,256,907.23	1,933,414.00	1,270,702.52	1,662,425.08	1,440,624.63	1,756,404.70	892,190.30	396,702.88	2,054,479.57	4,191,649.72	878,593.30	1,287,994.05
Total With Accounts Receivable	40,565,554.33	40,720,340.55	41,832,271.19	42,597,276.97	42,709,972.86	43,007,886.87	43,484,846.26	43,915,691.87	44,260,945.17	44,509,727.11	44,158,137.61	42,696,462.25

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TRANSACTION REPORT AUGUST FY21

\$ 8,840,726.73

(11)

HAMPSHIRE COUNTY GROUP INSURANCE TRUST FOR SEPTEMBER 2021 PREMIUMS		
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TO AVOID LATE ASSESSMENT FEE
INVOICE MUST BE PAID **BEFORE:**
September 3, 2021

[illegible]

Hampshire County Group Insurance Trust

IY-2019-2020 Plan Count

2021

PLAN

HMO BLUE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST	SEPT	OCT
H-Employee Only	559	554	548	550	552	550	552	557	561	567	566	566	568	560	560	573
H-Employee + 1	366	371	370	370	376	378	373	370	367	370	375	374	378	381	370	372
H-Family	566	561	555	555	549	551	548	545	546	544	543	541	549	551	551	557
Total H HMO	1491	1486	1473	1475	1477	1479	1473	1472	1474	1481	1484	1481	1495	1492	1481	1502
F-Employee Only	673	663	660	653	671	686	690	687	694	699	696	696	705	694	689	706
F-Employee + 1	381	374	378	377	378	378	382	377	375	372	372	373	377	368	366	370
F-Family	702	696	693	690	688	684	682	679	676	678	674	676	670	663	664	659
Total F HMO	1756	1733	1731	1720	1737	1748	1754	1743	1745	1749	1742	1745	1752	1725	1719	1735
Total Employee Plans	1232	1217	1208	1203	1223	1236	1242	1244	1255	1266	1262	1262	1273	1254	1249	1279
Total Employee + 1	747	745	748	747	754	756	755	747	742	742	747	747	755	749	736	742
Total Family Plans	1268	1257	1248	1245	1237	1235	1230	1224	1222	1222	1217	1217	1219	1214	1215	1216
Total H&F HMO Plans	3247	3219	3204	3195	3214	3227	3227	3215	3219	3230	3226	3226	3247	3217	3200	3237

BLUE CARE ELECT PREFERRED (PPO)

H-Employee Only	183	182	180	183	181	182	179	182	180	180	179	177	184	189	190	194
H-Family	238	239	237	240	242	242	242	241	242	239	238	238	241	242	238	238
Total H PPO	421	421	417	423	423	424	421	423	422	419	417	415	425	431	428	432
F-Employee Only	113	112	111	110	115	116	117	118	117	120	115	119	126	128	124	121
F-Family	125	126	126	124	127	128	128	127	129	129	130	129	143	142	141	141
Total F PPO	238	238	237	234	242	244	245	245	246	249	245	248	269	270	265	262
Total Employee Plans	296	294	291	293	296	298	296	300	297	300	294	296	310	317	314	315
Total Family Plans	363	365	363	364	369	370	370	368	371	368	368	367	384	384	379	379
Total H&F PPO Plans	659	659	654	657	665	668	666	668	668	668	662	663	694	701	693	694

MEDEX

H-Employee Only	1204	1205	1210	1214	1218	1222	1237	1240	1240	1244	1245	1250	1263	1263	1268	1275
F-Employee Only	1241	1252	1254	1251	1260	1259	1262	1269	1272	1273	1274	1273	1274	1280	1282	1284
Total MEDEX Plans	2445	2457	2464	2465	2478	2481	2499	2509	2512	2517	2519	2523	2537	2543	2550	2559

TOTAL - All Plans	6351	6335	6322	6317	6357	6376	6392	6392	6399	6415	6407	6412	6478	6461	6443	6490
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Hampshire County Group Insurance Trust

Claim Payments

	CLAIMS		AMOUNT PAID		VARIANCE	CUMULATIVE VAR.
2019 - Jan	\$ 4,743,800.39	A	\$ 5,000,000.00	A	\$ (256,199.61)	\$ (506,682.20)
February	\$ 4,992,711.55	A	\$ 5,000,000.00	A	\$ (7,288.45)	\$ (513,970.65)
March	\$ 6,002,513.39	A	\$ 5,000,000.00	A	\$ 1,002,513.39	\$ 488,542.74
April	\$ 4,691,042.28	A	\$ 5,000,000.00	A	\$ (308,957.72)	\$ 179,585.02
May	\$ 5,951,683.60	A	\$ 5,000,000.00	A	\$ 951,683.60	\$ 1,131,268.62
June	\$ 5,242,909.22	A	\$ 5,000,000.00	A	\$ 242,909.22	\$ 1,374,177.84
July	\$ 3,462,952.74	A	\$ 5,000,000.00	A	\$ (1,537,047.26)	\$ (162,869.42)
August	\$ 5,939,797.85	A	\$ 5,000,000.00	A	\$ 939,797.85	\$ 776,928.43
September	\$ 5,166,325.71	A	\$ 5,000,000.00	A	\$ 166,325.71	\$ 943,254.14
October	\$ 4,136,764.22	A	\$ 5,000,000.00	A	\$ (863,235.78)	\$ 80,018.36
November	\$ 5,655,235.07	A	\$ 5,000,000.00	A	\$ 655,235.07	\$ 735,253.43
December	\$ 5,125,066.32	A	\$ 5,000,000.00	A	\$ 125,066.32	\$ 860,319.75
2020-Jan	\$ 4,478,889.48	A	\$ 5,072,300.00	A	\$ (593,410.52)	\$ 266,909.23
February	\$ 5,222,819.59	A	\$ 5,072,300.00	A	\$ 150,519.59	\$ 417,428.82
March	\$ 5,353,177.63	A	\$ 5,072,300.00	A	\$ 280,877.63	\$ 698,306.45
April	\$ 3,329,731.92	A	\$ 5,072,300.00	A	\$ (1,742,568.08)	\$ (1,044,261.63)
May	\$ 4,511,071.96	A	\$ 5,072,300.00	A	\$ (561,228.04)	\$ (1,605,489.67)
June	\$ 4,464,097.48	A	\$ 5,072,300.00	A	\$ (608,202.52)	\$ (2,213,692.19)
July	\$ 7,826,890.70	A	\$ 5,072,300.00	A	\$ 2,754,590.70	\$ 540,898.51
August	\$ 4,823,789.64	A	\$ 5,072,300.00	A	\$ (248,510.36)	\$ 292,388.15
September	\$ 4,771,553.13	A	\$ 5,072,300.00	A	\$ (300,746.87)	\$ (8,358.72)
October	\$ 5,348,857.12	A	\$ 5,072,300.00	A	\$ 276,557.12	\$ 268,198.40
November	\$ 4,979,230.59	A	\$ 5,072,300.00	A	\$ (93,069.41)	\$ 175,128.99
December	\$ 4,604,432.34	A	\$ 5,072,300.00	A	\$ (467,867.66)	\$ (292,738.67)
Jan-21	\$ 5,094,645.16	A	\$ 5,072,300.00	A	\$ 22,345.16	\$ (270,393.51)
February	\$ 4,866,097.70	A	\$ 5,072,300.00	A	\$ (206,202.30)	\$ (476,595.81)
March	\$ 5,055,328.42	A	\$ 5,072,300.00	A	\$ (16,971.58)	\$ (493,567.39)
April	\$ 6,209,756.93	A	\$ 5,072,300.00	A	\$ 1,137,456.93	\$ 643,889.54
May	\$ 5,272,497.71	A	\$ 5,072,300.00	A	\$ 200,197.71	\$ 844,087.25
June	\$ 5,201,232.55		\$ 5,072,300.00		\$ 128,932.55	\$ 973,019.80
July	\$ 4,233,942.93		\$ 4,956,200.00		\$ (722,257.07)	\$ 250,762.73
August	\$ 4,199,688.21		\$ 4,503,600.00		\$ (303,911.79)	\$ (53,149.06)

P = Actuarial Projection of Claims or Anticipated Payments, A = Actual Info.

E = Estimate based on some actual information

7/1/2021 wire	4,956,200.00	BCBS	xxx	Yes	Monthly Claim prefunding
7/1/2021 5607	24.75	Verizon			Telephone Expense
7/1/2021 5608	1,300.00	King St Realty	5270		Rent - July
7/1/2021 5609	42.15	Boston Mutual			Life Insurance
7/1/2021 5610	185.74	PPI - ACSA Group Ins			Dental Insurance - July
7/1/2021 5611	5,105.00	CanaRx	xxx	Yes	CanaRx claims
7/2/2021 ACH	1,958.00	Paragus Strategic	5300		Various IT
7/6/2021 ACH	9,347.38	Paragus Strategic	5300		Various IT
7/6/2021 ACH	203.13	CVS Claims			Rx claims
7/7/2021 ACH	1,941.00	Paragus Strategic	5300		Various IT
7/7/2021 ACH	27,817.63	Checkwriters			Payroll and Vacation payouts
7/7/2021 5612	29,688.00	US Treasury			PCORI fee
7/7/2021 5613	900.00	Town of Williamsburg	5380		Mini Grant
7/7/2021 5614	900.00	Town of Southwick	5380		Mini Grant
7/7/2021 5615	1,000.00	Town of South Hadley	5380		Mini Grant
7/7/2021 5616	700.00	Town of Deerfield	5380		Mini Grant
7/7/2021 5617	800.00	Town of Charlton	5380		Mini Grant
7/7/2021 5618	700.00	Town of Buckland	5380		Mini Grant
7/7/2021 5619	800.00	SH Fire District #2	5380		Mini Grant
7/7/2021 5620	800.00	Hampshire RSD	5380		Mini Grant
7/7/2021 5621	104,644.00	Hampshire County Retirement	5380		Annual Retirement Allocation
7/7/2021 5622	1,000.00	Franklin County Tech School	5380		Mini Grant
7/7/2021 5623	1,000.00	City of Easthampton	5380		Mini Grant
7/7/2021 5624	1,000.00	Belchertown School Dept	5380		Mini Grant
7/12/2021 ACH	210,399.46	CVS Claims			Rx claims
7/20/2021 ACH	296,320.73	CVS Claims			Rx claims
7/21/2021 ACH	10,776.41	Checkwriters			Net Payroll, 7/21/21
7/22/2021 ACH	415,214.29	Blue Medicare Rx	xxx	Yes	Medex Rx premium
7/26/2021 5625	176.00	Travelers			Workers comp
7/26/2021 5626	93.14	National Grid			Electric
7/26/2021 5627	2,511.29	Hampshire Retirement Board			JULY retirement allocation
7/26/2021 5628	6,591.20	HCGIT			Health Insurance - Aug
7/26/2021 5629	19.80	Eversource	5340		Utilities
7/26/2021 5630	139.54	Comcast	5340		Internet
7/26/2021 5631	9,793.10	CanaRx	xxx	Yes	CanaRx claims
7/26/2021 5632	128.56	AFON			Telephone Expense
7/28/2021 ACH	243,202.47	CVS Claims			Rx claims

6,343,422.77

8/2/2021 wire	5,476,619.80	BCBS	xxx	Yes	Monthly Claim prefunding & Qtrly settlement
8/2/2021 5633	24.63	Verizon			Telephone Expense
8/2/2021 5634	1,300.00	King St Realty	5270		Rent - Aug
8/2/2021 5635	42.15	Boston Mutual			Life Insurnace
8/2/2021 5636	185.74	PPI - ACSA Group Ins			Dental Insurance -AUG
8/3/2021 ACH	1,954.00	Paragus Strategic	5300		Various IT
8/3/2021 5637	8,382.10	CanRx	xxx	Yes	CanRx claims
8/4/2021 ACH	305,346.99	CVS Claims			Rx claims
8/4/2021 ACH	10,763.17	Checkwriters			Net Payroll, 8/4/21
8/5/2021 Wire	29,400.00	CVS			Gift cards - Insurance Expense
8/11/2021 ACH	214,737.17	CVS Claims			Rx claims
8/12/2021 ACH	(236.43)	Checkwriters			Net Payroll, tax adjustment
8/16/2021 Wire	2,695.00	CVS			Gift cards - Insurance Expense
8/18/2021 ACH	10,775.91	Checkwriters			Net Payroll, 8/18/21
8/18/2021 Wire	374,928.01	Stealth Partner Group			Reinsurance- July and August
8/18/2021 5638	88.02	National Grid			Electric
8/18/2021 5639	139.54	Comcast	5340		Internet
8/18/2021 5640	5,672.50	CanRx	xxx	Yes	CanRx claims
8/18/2021 5641	123.79	AEON			Telephone Expense
8/18/2021 ACH	301,157.98	CVS Claims			Rx claims
8/20/2021	1,750.00	Joseph Shea			CVS Gift cards - INSURANCE expense
8/20/2021 5643	2,551.02	Hampshire Retirement Board			AUG retirement allocation
8/20/2021 5644	6,591.20	HCGIT			Health Insurance - Sept
8/23/2021 5645	12.33	Michele Komosa	5380		Wellness supplies
8/23/2021 5646	242.69	Joseph Shea			various office expenses
8/24/2021 ACH	418,535.88	Blue Medicare Rx	xxx	Yes	Medex Rx premium
8/26/2021 ACH	295,801.73	CVS Claims			Rx claims
	7,469,584.92				



TOWN OF PAXTON

697 Pleasant Street, Paxton, MA 01612
(508) 754-7638 Ext 20 Fax: (508) 797-0966
Carol L. Riches, Town Administrator
criches@townofpaxton.net

August 26, 2021

Mr. Joseph Shea
Hampshire County Group Insurance Trust
98 King Street
Northampton, MA 01060

Dear Mr. Shea,

On behalf of the Town of Paxton I am formally requesting consideration to join the Hampshire County Group Insurance Trust. I understand that this request must be reviewed by the Executive Committee.

We appreciate you taking time out of your day to come and meet with our Insurance Advisory Committee. Our goal is to try and provide our employees with a quality health insurance program at an affordable rate.

We are a smaller group of about 50 members and understand that due to HIPA regulations we will not be able to acquire claim history for you to review. If there is any other information that we can provide to help you make a more informed decision, please let us know.

Thank you for considering our request and I look forward to hearing from you soon.

Sincerely,

Carol Riches
Town Administrator

Terie B Fleury, CLERK TREASURER

Date: August 23, 2021

Hampshire County Group
Insurance Trust
Executive Committee
98 King Street
Northampton, MA 01060

Dear Executive Committee;

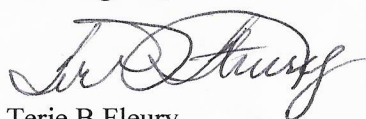
I am respectfully requesting forgiveness for the late charge that was assessed on our August 2021 bill in the amount of \$480.51.

I did authorize and submit a wire for HCGIT expecting to be to be posted on time, but it landed slightly after 3:00 pm and therefore hit your bank on the following day,.

We have always paid our bills on time, although this singular event has resulted in fine tuning our policies to assure it will not happen again.

Thank you in advance for your consideration and please let me know if you would like more information regarding this request. Please confirm the outcome so I may advise our District committees accordingly.

Best Regards,



Terie B Fleury
District Clerk/Treasurer
South Hadley Fire District No. 1
144 Newton Street
South Hadley, MA 01075
tfleury@shdistrict1.org
413-538-9044

WHY MOVE YOUR RETIREES TO MEDICARE?*

Some retirees could be adding cost to your active employee health plan because they don't qualify for Medicare. Transitioning non-qualifying retirees to Medicare and Medex could lower your claims costs, provide your retirees with a richer medical benefit, and offer them a health plan that's in parity with your other retirees. This solution preserves the value of their retiree benefits while offering a better long-term financial solution.

Advantages of Municipalities Making the Transition:

- Reduces long-term financial liability
- Lowers liability for Other Post-Employment Benefits (OPEB)
- Current and future high-cost claimants are removed from your active employee health plan population.

What You Need to Do

1. Pick up the cost for Medicare Part A
2. Transfer your non-qualified retirees to Medicare Parts A and B
3. Pay any penalties for Medicare Parts A and B
4. Set up reimbursement arrangements with retirees to cover the cost of Medicare Part A, plus penalties

Advantages of Non-Qualified Retirees Making the Transition

Retirees need to sign up for Medicare Parts A and B, and pay the monthly premiums. The reimbursement arrangement you create will cover Medicare Part A and penalties. Retirees will be responsible for their Medicare B premium.

They'll receive:

- Access to a national network of providers and pharmacies
- Richer medical benefits, and equivalent pharmacy benefits, in most cases
- Lower cost, even with the purchase of Medicare Part B, in some cases
- Long-term protection of retiree benefits

*All eligible retirees must be moved to Medicare. No opt-out is available.

MEDICARE COSTS FOR NON-QUALIFIED RETIREES

Here's the breakdown of cost for Medicare Part A, based on the number of quarters non-qualified retirees have.

For those who have:

- 0-29 quarters, the cost is \$471 (2021).
- 30-39 quarters, the cost is \$259 (2021).

Medicare charges that post-65 retirees need to know:

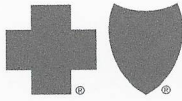
1. There's a 10% penalty for each year a retiree doesn't take Medicare Part A, and that year number is multiplied by 2. This means the 10% penalty is in place for double the amount of years a retiree doesn't sign up. If a member didn't take Medicare Part A until age 67, for example, the 10% penalty would be in place for four years.
2. Retirees can purchase Medicare Part B, but they must purchase Medicare Part A in order to do so. The cost for Medicare Part B is \$148.50 (2021) plus a 10% penalty for each year a retiree didn't take Medicare Part B. The penalty is for the duration.
3. Retirees may have to pay an Income Related Monthly Adjustment Amount (IRMAA). If their modified adjusted gross income is above a certain amount, there will be an additional charge added to their premium.

How We Help You Transition Your Non-Qualified Retirees

Your account executive will work with you to identify your post-65 retirees and will also provide analysis that includes potential claims savings, annual cost, and monthly cost to retirees. In addition, we'll offer member support through on-site or virtual meetings and phone assistance to retirees who are transitioning to a new plan.

When Retirees Can Enroll

Retirees can enroll in Medicare Parts A and B only during the General Election period (January 1 to March 31) for a July 1 effective date.



MASSACHUSETTS

RENEWAL RATE EXHIBIT

Hampshire County Group Insurance Trust

POLICY PERIOD: JANUARY 1, 2022 - DECEMBER 31, 2022

PRODUCT	CURRENT	RENEWAL
Medex 2	CPC \$24.55	CPC \$25.04
Expected Claims	\$142.83	\$139.97
Blue Medicare RX (\$10/\$20/\$35 Retail, \$20/\$40/\$70 Mail)	\$166.11	\$169.75
Level Monthly Deposit		\$419,500
Alternative Blue Medicare RX Option (\$15/\$30/\$50 Retail, \$30/\$60/\$100 Mail)		\$158.07
Alternative Blue Freedom PPO with RX (\$10/\$20/\$35 Retail, \$20/\$40/\$70 Mail)		\$357.00

Client satisfaction is very important to us. In order to ensure an accurate and efficient renewal process, changes in benefits or financial arrangements must be communicated to Blue Cross Blue Shield of Massachusetts no later than October 1, 2021. Failure to notify within this timeframe may cause members to receive plan information and claims services in accordance with their previous coverage – resulting in possible confusion on the anniversary date. Notification of renewal plans in a timely fashion allows us to better serve our clients and members.

We reserve the right to revise the quoted rates if there is a 10 percent change in enrollment.

MEDEX 2 w/PDP

	Claims	Admin	Federal Premium	Total Expenses	Total Premium	Net P/L	
Jan - 2018	295,822.27	52,974.09	392,383.85	741,180.21	769,158.00	27,977.79	**New premium rates
Feb	365,987.08	53,260.05	394,187.75	813,434.88	773,310.00	(40,124.88)	
Mar	383,683.66	53,617.50	396,316.12	833,617.28	778,500.00	(55,117.28)	
Apr	256,601.04	53,736.65	397,658.35	707,996.04	780,230.00	72,233.96	
May	291,618.37	53,688.99	397,762.92	743,070.28	779,538.00	36,467.72	
Jun	318,210.50	53,855.80	398,611.34	770,677.64	781,960.00	11,282.36	
Jul	264,838.46	54,594.53	404,171.10	723,604.09	792,686.00	69,081.91	
Aug	305,696.53	55,023.47	405,500.00 *	766,220.00	798,914.00	32,694.00	
Sept	231,890.55	55,237.94	407,500.00	694,628.49	802,028.00	107,399.51	
Oct	266,459.07	55,571.56	408,900.00	730,930.63	806,872.00	75,941.37	
Nov	318,813.85	55,690.71	411,291.79	785,796.35	808,602.00	22,805.65	
Dec	252,196.88	55,952.84	412,247.24	720,396.96	812,408.00	92,011.04	
Jan - 2019	292,725.06	56,612.64	413,983.14	763,320.84	834,960.00	71,639.16	**New premium rates
Feb	431,562.66	56,708.92	434,250.00	922,521.58	836,380.00	(86,141.58)	
Mar	466,577.15	56,853.34	435,073.88	958,504.37	838,510.00	(119,994.37)	
Apr	330,294.68	56,949.62	435,832.03	823,076.33	839,930.00	16,853.67	
May	408,337.86	57,021.83	437,111.27	902,470.96	840,995.00	(61,475.96)	
June	302,236.46	57,310.67	437,434.70	796,981.83	845,255.00	48,273.17	
July	250,041.15	58,129.05	439,524.66	747,694.86	857,325.00	109,630.14	
August	348,772.72	58,369.75	445,029.13	852,171.60	860,875.00	8,703.40	
Sept	305,442.06	58,321.61	448,097.67	811,861.34	860,165.00	48,303.66	
Oct	273,104.10	58,369.75	446,967.06	778,440.91	860,875.00	82,434.09	
Nov	362,006.56	58,441.96	447,423.15	867,871.67	861,940.00	(5,931.67)	
Dec	280,199.41	58,562.31	448,462.87	787,224.59	863,715.00	76,490.41	
Jan	377,225.02	57,936.49	448,648.10	883,809.61	811,159.00	(72,650.61)	**New premium rates
Feb	374,526.33	57,936.49	392,152.04	824,614.86	811,159.00	(13,455.86)	
Mar	298,677.62	58,056.84	392,149.48	748,883.94	812,844.00	63,960.06	
Apr	226,470.92	58,201.26	393,379.46	678,051.64	814,866.00	136,814.36	
May	210,771.08	58,321.61	393,409.90	662,502.59	816,551.00	154,048.41	
June	201,665.26	58,586.38	393,870.08	654,121.72	820,258.00	166,136.28	
July	290,908.10	59,019.64	395,439.66	745,367.40	826,324.00	80,956.60	
August	251,350.74	59,091.85	398,841.72	709,284.31	827,335.00	118,050.69	
September	278,563.38	59,212.20	399,168.76	736,944.34	829,020.00	92,075.66	
October	316,888.75	59,260.34	399,855.66	776,004.75	829,694.00	53,689.25	
November	266,924.96	59,621.39	400,575.26	727,121.61	834,749.00	107,627.39	
December	255,145.50	59,597.32	403,355.44	718,098.26	834,412.00	116,313.74	
January	301,283.62	61,375.00	402,374.20	765,032.82	817,500.00	52,467.18	**New premium rates
February	423,357.44	61,546.85	412,755.13	897,659.42	819,789.00	(77,870.42)	
March	315,137.20	61,620.50	414,284.63	791,042.33	820,770.00	29,727.67	
April	382,934.39	61,816.90	414,679.68	859,430.97	823,386.00	(36,044.97)	
May	315,457.68	61,669.60	415,314.20	792,441.48	821,424.00	28,982.52	
June	291,229.13	61,841.45	414,981.77	768,052.35	823,713.00	55,660.65	
July	330,579.00	62,332.45	415,214.29	808,125.74	830,253.00	22,127.26	
August	345,216.39	62,406.10	418,535.88	826,158.37	831,234.00	5,075.63	
							CalendarYTD20 1,003,565.97
							**New premium rates
							CalendarYTD21 80,125.52

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MEDEX 2 w/PDP - 2022

	2015	2016	% change
Blue Medicare Rx	\$ 136.74	\$ 148.85	8.9%
Medex 2	\$ 129.47	\$ 136.68	5.6%
BCBS Admin	\$ 23.59	\$ 23.59	0.0%
Trust Admin/Can	\$ 4.20	\$ 4.20	0.0%
	<u>\$ 294.00</u>	<u>\$ 313.32</u>	<u>6.6%</u>

	2016	2017	% change
Blue Medicare Rx	\$ 148.85	\$ 175.03	17.6%
Medex 2	\$ 136.68	\$ 136.68	0.0%
BCBS Admin	\$ 23.59	\$ 23.59	0.0%
Trust Admin/Can	\$ 4.20	\$ 4.90	16.7%
	<u>\$ 313.32</u>	<u>\$ 340.20</u>	<u>8.6%</u>

	2017	2018	% change
Blue Medicare Rx	\$ 175.03	\$ 177.09	1.2%
Medex 2	\$ 136.68	\$ 139.42	2.0%
BCBS Admin	\$ 23.59	\$ 23.83	1.0%
Trust Admin/Can	\$ 4.90	\$ 5.66	15.5%
	<u>\$ 340.20</u>	<u>\$ 346.00</u>	<u>1.70%</u>

	2018	2019	% change
Blue Medicare Rx	\$ 177.09	\$ 185.23	4.6%
Medex 2	\$ 139.42	\$ 140.04	0.4%
BCBS Admin	\$ 23.83	\$ 24.07	1.0%
Trust Admin/Can	\$ 5.66	\$ 5.66	0.0%
	<u>\$ 346.00</u>	<u>\$ 355.00</u>	<u>2.60%</u>

	2019	2020	% change
Blue Medicare Rx	\$ 185.23	\$ 163.54	-11.7%
Medex 2	\$ 140.04	\$ 143.73	2.6%
BCBS Admin	\$ 24.07	\$ 24.07	0.0%
Trust Admin/Can	\$ 5.66	\$ 5.66	0.0%
	<u>\$ 355.00</u>	<u>\$ 337.00</u>	<u>-5.1%</u>

	Option 1 2020	Option 2 2021	Option 3	Option 4
Blue Medicare Rx	\$ 163.54	\$ 166.11		
Medex 2	\$ 143.73	\$ 142.84		
BCBS Admin	\$ 24.07	\$ 24.55		
Trust Admin/Can	\$ 5.66	\$ 5.66		
	<u>\$ 337.00</u>	<u>\$ 339.16</u>	<u>\$ 330.00</u>	<u>\$ 327.00</u>

<1% -2.1% -3.0%

	Option 1 2021	Option 2 2022	Option 2 Trust Calc	Option 3
Blue Medicare Rx	\$ 166.11	\$ 169.75	\$ 169.75	
Medex 2	\$ 142.84	\$ 139.97	\$ 134.29	
BCBS Admin	\$ 24.55	\$ 25.04	\$ 25.04	
Trust Admin/Can	\$ 5.66	\$ 5.66	\$ 5.66	
	<u>\$ 339.16</u>	<u>\$ 340.42</u>	<u>\$ 334.74</u>	<u>\$ 327.00</u>

4.1% 2.3% 0.0%

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