

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Executive Committee
Meeting Notice and Agenda
September 25, 2019
9:00 A.M.

98 King Street, Northampton, MA 01060

Call to Order	RK
Approval of Minutes of June, 2019	RK
Financial Report (Vote) Month of August, 2019 Income & Expenses & Operating Expenses For Trust and Wellness Initiative	JS
Wellness Update	MK
Annual Elections	JS
2020 Meeting Calendar	JS
2018 and 2019 Audits	JS
HCG/HCGIT Updates	JS
Birth Certificates, Worcester County	DF
Rx Consultation Contract (vote)	JS
Personnel Policy Discussion (vote)	JS
2020 Medex Rate (vote)	JS
Adjournment	RK

Meeting Schedule

Insurance Advisory Committee – October 9, 2019, 10:00 a.m., Deerfield Town Hall
Executive Committee – November 20, 2019, 9:00 a.m., 98 King Street
Executive Committee – December 18, 2019, 9:00 a.m., 98 King Street

98 KING STREET
NORTHAMPTON, MA 01060

TO: All Trust Member Units

RE: **Minutes of June 26, 2019**
Executive Committee Meeting
HCGIT Office

MEMBERS PRESENT:

Russ Kaubris
Deb Kuhn

Lisa Banner
Denise Cashin

Michael Sullivan
Lisa Blackmer

OTHERS PRESENT:

Joseph Shea
Michele Komosa

Karen Karowski

Cynthia Smith

CALL TO ORDER

Chairman Russ Kaubris called the meeting to order at 9:07 a.m. with a quorum present.

APPROVAL OF MINUTES

A motion to accept the minutes of May 15, 2019 was made by Michael Sullivan seconded by Lisa Banner and passed unanimously.

FINANCIAL REPORT

Financial Report

Karen presented the Financial Report for the month of May reflecting a starting balance of \$9,836,170.60 with a total monthly income received of \$6,037,212.50 and monthly expenses of \$6,037,864.42 with a total net monthly income of (\$651.92) and an ending month balance of \$9,835,518.68 with accounts receivable of \$250,390.30 leaving a total of \$34,878,626.31.

Investments and CD's for May 2019

Karen also reported that the investments portfolio value was \$10,770,795.08 with a market change of (\$278,909.74) leaving a total of \$10,491,885.34. Karen also reported a starting balance in CD's of \$9,737,731.68, with interest earned of \$19,103.65, leaving a balance of \$9,756,835.33.

A motion to accept the Financial Report as written was made by Michael Sullivan, and seconded by Lisa Blackmer. The motion passed unanimously.

WELLNESS UPDATE

Michele gave an update on the Wellness Initiative program:

- **Mini Grants** – Final reports are being reviewed as the FY19 mini grants come to a close. New mini grants will begin July 1st.
- **AHealthyMe** – The campaign for FY19 is wrapping up. All subscribers that earned 100 points will be mailed a gift card in July. The new campaign will begin July 1st for FY20 and will have some new features to earn points including community involvement (relay for life, donating blood, etc) and the diabetes care value program. Michele stated we are up to 385 users.
- **BCBS Wellness Credits** – Michele is still waiting to hear from BCBS if we will be awarded new wellness credits effective July 1st to use over the next year.

For more information on any wellness programs contact Michele Komosa by phone at 413-584-1300 ext 173 or email at mkomosa@hampshirecog.org.

OPEN ENROLLMENT

Karen stated open enrollment was very busy this year and there was an increase in people changing to the PPO plan. We also had 11 new enrollments from the addition of the Town of Chester.

AUDIT FY18

Joe stated the auditors were in today to perform the FY18 audit for the Trust. They will return again in a couple months to do the FY19 audit as well.

REINSURANCE & RENEWAL UPDATE

Joe stated out of 22 carriers, only 2 elected to propose a quote for the Trust for FY20. Joe stated BCBS provided a couple competitive options and the current carrier, Gerber came in significantly lower than last year for a renewal. This was followed by some discussion.

Michael Sullivan made a motion to continue with Gerber for reinsurance for FY20. This was seconded by Lisa Blackmer and passed unanimously.

BENEFIT CHANGE SAVINGS/MITIGATION UNIT UPDATES

Joe stated there were many units that did nothing with Section 21-22, and the MTA has been trying to push for a larger payback from them. Joe also explained some units didn't even notify their employees of the benefits changes at all. One unit in particular sent Joe an email requesting a special 24 hour open enrollment for their employees now that they are aware of the benefits changes. This was followed by some discussion.

Michael Sullivan made a motion that the Trust policy stands and to not allow a special open enrollment period to this unit. This was seconded by Lisa Banner and passed unanimously.

DRAFT BUDGET DISCUSSIONS

Joe provided a draft of the budget for FY20 showing increases to contributory retirement, parking, legal, and IT services as part of our ongoing separation from the HCOG. As Joe's draft had modest increases, there was discussion about funding a new line item to include HCOG contingency funds in case something more than what was budgeted is required. There was also discussion about internal items such as adjustments to the personnel policy, implementing a

salary schedule and giving bonuses to Trust employees. This was followed by further conversation.

Michael Sullivan made a motion to include 2 additional line items to the budget, one for HCOG Contingencies of \$20,000 and one for Salary Contingencies for \$10,000. This was seconded by Lisa Blackmer and passed unanimously.

HCG/HCGIT UPDATES

Joe stated he has hit a few roadblocks in moving forward with the separation from the HCOG. At the HCOG's meeting in May, Joe was informed that the attorneys for the Trust and HCOG would have to figure out an agreement for separation including holding the HCOG harmless in our release. Joe also attempted discussions with Paragus IT to move our information and server to our location. This took over a month and in the end we were informed that Paragus was too busy to handle this move and we would need a new vendor to do so, or the server including all HCOG and Trust information, could be moved to the Paragus location as it is and everyone would still be able to have remote access to it for continued operations.

Joe reported that he has already completed a list of items to begin our separation including contacting vendors for accounting/payroll services, transferring the names and signors on accounts, and renewing the current location lease for two more years. Joe has a punch list of items to begin taking care of once we are formally separated.

Joe explained the HCOG's current plan is to remain operating thru September 1st as they continue winding down. They have already found homes for some departments and are continuing to work on finding homes for others. It's possible there will be a few layoffs as well in the meantime.

Joe stated under the Trust agreement, if the HCOG insurance bill is not paid then all subscribers will be cancelled. Should that happen, the HCOG has a deposit on file with the Trust but Joe said it will not be enough to cover the premiums that would be owed and additional claim runoff.

SALARY SCALE

Joe stated he is working on implementing a salary schedule for Trust employees per the EC request. He explained he has not had a chance to complete this yet as much of his time has been occupied working on our impending separation from the HCOG. Joe stated he will continue working on this and present it at the next EC meeting.

EXECUTIVE SESSION APPROVAL OF MINUTES

Joe asked if members believed it was time to vote to approve the minutes from the executive session held on March 20, 2019.

Michael Sullivan made a motion to accept the Executive Session minutes from March 20, 2019. This was seconded by Lisa Banner and passed with 5 yes and one abstention.

VACATION TIME ROLLOVER/PERSONNEL HANDBOOK

Joe stated the Trust currently follows the HCOG's personnel policies. Currently staff can only rollover a maximum of 2 weeks of vacation time. Joe stated this year he has more than two weeks of vacation that he'd like to rollover.

On a motion by Michael Sullivan, seconded by Lisa Banner, it was voted to allow the Trust Executive Director and staff to rollover additional unused vacation time from FY19 to FY20 beyond the two week rollover policy, as long as the additional time is used by September 30, 2019. This passed unanimously.

Joe also explained when we separate from the HCOG, he'd like to have the personnel policies regarding sick time adjusted as the current calculation for earning sick time is difficult to follow. It was suggested that all time (personal, vacation and sick) be fully given to employees on July 1st each year for use to avoid worrying about accrual calculations thru the year.

NEW BUSINESS

There was no new business to report at this time.

ADJOURNMENT

On a motion by Michael Sullivan and seconded by Lisa Blackmer, the meeting was adjourned at 10:25 a.m.

Respectfully submitted,
Cynthia Smith

Meeting Schedule

Insurance Advisory Committee – July 17, 2019, 10:00 a.m., Deerfield Town Hall
Executive Committee – September 25, 2019, 9:00 a.m., 98 King St, Northampton
Insurance Advisory Committee – October 9, 2019, 10:00 a.m., Deerfield Town Hall

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ITEM CODE	BUDGET ITEMS	FY-2019		FY-2020	
		Budgeted		Budgeted	
	I.T.	7/1/18-6/30/19		7/1/19-6/30/20	
5000	COMPUTER HARDWARE	1,000.00	-	20,000.00	-
5400	COMPUTER SOFTWARE	-	-	500.00	-
5420	COMPUTER SUPPLIES	-	-	2,000.00	-
5600	DESK TOP PCs	-	-	18,000.00	-
5300	MISC PROF & TECH SERV.**	10,000.00	2,639.40	40,500.00	439.90
	TOTAL DATA PROCESSING	11,000.00	2,639.40	-	439.90
TOTALS		555,555.00	504,455.03	614,045.00	130,534.92
					32,143.43

-	439.90
-	439.90
-	
-	
	163,078.35

MAWPSHIKE COUNTY GROUP INSURANCE TRUST

INCOME AND EXPENSE REPORT

ITEMS	2019												
	AUGUST	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUGUS
Starting Cash Balance	\$6,528,665.56	\$6,020,587.64	\$6,350,559.70	\$7,851,605.77	\$8,273,846.10	\$8,389,069.77	\$8,917,731.75	\$9,139,968.78	\$9,809,941.83	\$9,836,170.60	\$9,835,518.68	\$5,924,467.48	\$9,494,655.00
Adjustments													
Total Starting Balance	\$6,528,665.56	\$6,020,587.64	\$6,350,559.70	\$7,851,605.77	\$8,273,846.10	\$8,389,069.77	\$8,917,731.75	\$9,139,968.78	\$9,809,941.83	\$9,836,170.60	\$9,835,518.68	\$5,924,467.48	\$9,494,655.00
MONTHLY INCOME													
Total Premium Collected	5,257,563.01	5,796,704.10	6,496,556.25	6,000,688.16	5,691,212.39	6,077,920.61	5,785,571.98	6,242,875.41	5,712,566.76	6,033,505.92	1,717,380.76	9,278,866.11	6,939,633.00
Interest Income (IMMDT)	2,477.15	2,432.15	3,081.00	2,984.67	3,540.06	3,443.89	3,187.16	3,512.55	4,047.50	3,706.58	3,482.24	4,160.61	3,527.00
Other Income or Adjustments			(50,000.00)				14,772.00						12,049.00
BCBS SR Premium Collected													
TOTAL MONTHLY INCOME	5,260,040.16	5,799,136.25	6,449,637.25	6,003,672.83	5,694,752.45	6,081,364.50	5,803,531.14	6,246,387.96	5,716,614.26	6,037,212.50	1,720,863.00	9,283,026.72	6,955,210.00
MONTHLY EXPENSES													
BCBS Admin Cost (estimate)													
Claim Deposit	5,000,000.00	5,000,000.00	5,000,000.00	4,999,002.21	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00	5,000,000.00
Reinsurance (Ind.&Agg.)	210,749.16		106,003.46	106,576.21	106,517.57	106,143.43	105,891.95	105,985.68	105,992.62	105,769.68	105,662.07	126,571.40	126,103.00
BCBS Settlement			(647,035.12)							427,485.79		(44,374.19)	1,374,177.00
Recon adjust w/Finance													
BCBS Sr Premium Paid													
Other Exp. & Claim Settlement	433,197.72	439,555.96	446,632.18	446,085.51	443,313.26	443,535.56	470,861.24	464,477.30	471,186.95	472,311.87	467,008.42	499,707.48	478,806.30
Total Plan Expenses	5,643,946.88	5,439,555.96	4,905,600.52	5,551,663.93	5,549,830.83	5,549,678.99	5,576,753.19	5,570,462.98	5,577,179.57	6,005,567.34	5,572,670.49	5,581,904.69	6,979,087.50
Total Unit Operating Expenses	124,171.20	29,608.23	42,990.66	29,768.57	29,697.95	3,023.53	4,540.92	5,951.93	113,205.92	32,297.08	59,243.71	130,934.92	32,143.40
TOTAL MONTHLY EXPENSES	5,768,118.08	5,469,164.19	4,948,591.18	5,581,432.50	5,579,528.78	5,552,702.52	5,581,294.11	5,576,414.91	5,690,385.49	6,037,864.42	5,631,914.20	5,712,839.61	7,011,230.90
TOTAL NET MONTHLY INCOME	(508,077.92)	329,972.06	1,501,046.07	422,240.33	115,223.67	528,661.98	222,237.03	669,973.05	26,228.77	(651.92)	(3,911,051.20)	3,570,187.11	(56,020.50)
BALANCE													
Cash Balance	6,020,587.64	6,350,559.70	7,851,605.77	8,273,846.10	8,389,069.77	8,917,731.75	9,139,968.78	9,809,941.83	9,836,170.60	9,835,518.68	5,924,467.48	9,494,654.59	9,438,634.00
Adjustments													
ENDING MONTHLY BALANCE	6,020,587.64	6,350,559.70	7,851,605.77	8,273,846.10	8,389,069.77	8,917,731.75	9,139,968.78	9,809,941.83	9,836,170.60	9,835,518.68	5,924,467.48	9,494,654.59	9,438,634.00

HAMPSHIRE COUNTY GROUP INSURANCE TRUST Fund And Investment Information

FUNDS	AUGUST	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST
Post Employee Ben. S.B.	66,399.34	65,694.82	64,990.30	114,285.78	113,581.26	112,876.74	112,876.74	112,876.74	112,876.74	112,876.74	112,876.74	112,876.74	112,876.74
Funding			50,000.00										
Expenses	704.52	704.52	704.52	704.52	704.52								810
Total	65,694.82	64,990.30	114,285.78	113,581.26	112,876.74	112,876.74	112,876.74	112,876.74	112,876.74	112,876.74	112,876.74	112,876.74	112,876.74
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	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	31,317.96
Member Deposits	4,173,665.34	4,196,507.01	4,219,348.68	4,242,190.35	4,265,032.02	4,287,873.69	4,310,715.36	4,331,277.03	4,354,118.70	4,376,960.37	4,399,801.96	4,399,801.96	4,403,551.96
Deposits	22,841.67	22,841.67	22,841.67	22,841.67	22,841.67	22,841.67	20,561.67	22,841.67	22,841.67	22,841.59			1,875.1
Total Member Deposits	4,196,507.01	4,219,348.68	4,242,190.35	4,265,032.02	4,287,873.69	4,310,715.36	4,331,277.03	4,354,118.70	4,376,960.37	4,399,801.96	4,399,801.96	4,403,551.96	4,405,426.96
Investments													
CD's	9,617,286.52	9,626,347.23	9,634,539.42	9,645,222.84	9,655,196.71	9,665,605.25	9,683,091.76	9,700,249.59	9,718,051.76	9,737,731.68	9,756,835.33	9,774,124.19	9,794,536.53
Deposit													
Interest	9,060.71	8,192.19	10,683.42	9,973.87	10,408.54	17,486.51	17,157.83	17,802.17	19,679.92	19,103.65	17,288.86	20,412.34	18,595.5
Balance	9,626,347.23	9,634,539.42	9,645,222.84	9,655,196.71	9,665,605.25	9,683,091.76	9,700,249.59	9,718,051.76	9,737,731.68	9,756,835.33	9,774,124.19	9,794,536.53	9,813,132.0
Portfolio Value	10,433,709.26	10,495,979.62	10,444,012.83	10,091,718.72	10,184,102.07	9,798,355.68	10,235,783.33	10,420,080.27	10,570,425.45	10,770,795.08	10,491,885.34	10,886,293.66	10,977,153.6
Deposit													
Interest													
Market Change	62,270.36	(51,966.79)	(352,294.11)	92,383.35	(385,746.39)	437,427.65	184,296.94	150,345.18	200,369.63	(278,909.74)	394,408.32	90,859.97	(34,042.1
Total	10,495,979.62	10,444,012.83	10,091,718.72	10,184,102.07	9,798,355.68	10,235,783.33	10,420,080.27	10,570,425.45	10,770,795.08	10,491,885.34	10,886,293.66	10,977,153.63	10,943,111.44
Accounts Receivable	826,330.02	984,823.05	379,640.96	309,366.46	519,839.85	353,495.58	367,757.29	120,943.59	373,092.42	250,390.30	4,545,619.76	1,240,417.44	252,880.33
Total With Accounts Receivable	31,262,764.30	31,729,591.94	32,355,982.38	32,832,442.58	32,804,938.94	33,645,012.48	34,103,527.66	34,717,676.03	35,238,944.85	34,878,626.31	35,674,501.75	36,054,508.85	34,996,770.29

TRANSACTION REPORT JULY FY-20

2019

10.

MONTHLY ACCOUNTS RECEIVABLE

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

FOR SEPTEMBER 2019 PREMIUMS

AS OF AUGUST 31, 2019

SEPTEMBER PREMIUMS NOT PAID

TO AVOID LATE ASSESSMENT FEE
INVOICE MUST BE PAID BEFORE:
September 5, 2019

HADLEY

171,986.37

SHFD #1

72,895.46

CHARLEMONT

7,998.50

\$ 252,880.33

Claim Payments - April 2011 To Present

CLAIMS			AMOUNT PAID		VARIANCE	CUMULATIVE VAR.
2016 Jan	\$ 6,317,629.42	A	\$ 4,574,800.00	A	\$ 1,742,829.42	\$ (26,151.01)
Feb	\$ 3,854,196.01	A	\$ 4,574,800.00	A	\$ (720,603.99)	\$ (746,755.00)
March	\$ 4,528,228.12	A	\$ 4,574,800.00	A	\$ (46,571.88)	\$ (793,326.88)
April	\$ 6,205,953.06	A	\$ 4,847,100.00	A	\$ 1,358,853.06	\$ 565,526.18
May	\$ 4,546,836.43	A	\$ 4,568,600.00	A	\$ (21,763.57)	\$ 543,762.61
June	\$ 4,037,263.44	A	\$ 4,568,600.00	A	\$ (531,336.56)	\$ 12,426.05
July	\$ 5,044,390.85	A	\$ 4,568,600.00	A	\$ 475,790.85	\$ 488,216.90
August	\$ 4,615,270.49	A	\$ 4,568,600.00	A	\$ 46,670.49	\$ 534,887.39
September	\$ 5,393,378.34	A	\$ 4,568,600.00	A	\$ 824,778.34	\$ 1,359,665.73
October	\$ 3,213,342.52	A	\$ 4,568,600.00	A	\$ (1,355,257.48)	\$ 4,408.25
November	\$ 3,769,413.70	A	\$ 4,568,600.00	A	\$ (799,186.30)	\$ (794,778.05)
December	\$ 5,412,781.89	A	\$ 4,568,600.00	A	\$ 844,181.89	\$ 49,403.84
2017 Jan	\$ 4,369,459.10	A	\$ 4,614,300.00	A	\$ (244,840.90)	\$ (195,437.06)
February	\$ 4,224,033.88	A	\$ 4,614,300.00	A	\$ (390,266.12)	\$ (585,703.18)
March	\$ 5,425,612.68	A	\$ 4,614,300.00	A	\$ 811,312.68	\$ 225,609.50
April	\$ 3,937,343.78	A	\$ 4,614,300.00	A	\$ (676,956.22)	\$ (451,346.72)
May	\$ 4,449,446.02	A	\$ 4,614,300.00	A	\$ (164,853.98)	\$ (616,200.70)
June	\$ 5,149,211.18	A	\$ 4,614,300.00	A	\$ 534,911.18	\$ (81,289.52)
July	\$ 4,846,901.35	A	\$ 4,614,300.00	A	\$ 232,601.35	\$ 151,311.83
Aug	\$ 5,075,129.47	A	\$ 4,614,300.00	A	\$ 460,829.47	\$ 612,141.30
Sept	\$ 5,093,190.74	A	\$ 4,614,300.00	A	\$ 478,890.74	\$ 1,091,032.04
Oct	\$ 3,107,039.21	A	\$ 4,614,300.00	A	\$ (1,507,260.79)	\$ (416,228.75)
Nov	\$ 4,834,990.20	A	\$ 4,614,300.00	A	\$ 220,690.20	\$ (195,538.55)
Dec	\$ 5,159,544.72	A	\$ 4,614,300.00	A	\$ 545,244.72	\$ 349,706.17
2018 Jan	\$ 4,286,736.71	A	\$ 4,635,000.00	A	\$ (348,263.29)	\$ 1,442.88
Feb	\$ 4,849,271.14	A	\$ 4,614,300.00	A	\$ 234,971.14	\$ 236,414.02
Mar	\$ 5,402,471.81	A	\$ 4,635,000.00	A	\$ 767,471.81	\$ 1,003,885.83
April	\$ 3,320,986.14	A	\$ 5,000,000.00	A	\$ (1,679,013.86)	\$ (675,128.03)
May	\$ 4,842,441.31	A	\$ 5,000,000.00	A	\$ (157,558.69)	\$ (832,686.72)
June	\$ 5,185,651.60	A	\$ 5,000,000.00	A	\$ 185,651.60	\$ (647,035.12)
July	\$ 4,422,144.08	A	\$ 5,000,000.00	A	\$ (577,855.92)	\$ (1,224,891.04)
August	\$ 5,849,127.14	A	\$ 5,000,000.00	A	\$ 849,127.14	\$ (375,763.90)
September	\$ 4,241,277.55	A	\$ 5,000,000.00	A	\$ (758,722.45)	\$ (1,134,486.35)
October	\$ 5,696,290.48	A	\$ 5,000,000.00	A	\$ 696,290.48	\$ (438,195.87)
November	\$ 5,837,423.17	A	\$ 5,000,000.00	A	\$ 837,423.17	\$ 399,227.30
December	\$ 4,350,290.11	A	\$ 5,000,000.00	A	\$ (649,709.89)	\$ (250,482.59)
January	\$ 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		\$ 5,000,000.00		\$ 242,909.22	\$ 1,374,177.84
July	\$ 3,462,952.74		\$ 5,000,000.00		\$ (1,537,047.26)	\$ (162,869.42)
August	\$ 5,939,797.85		\$ 5,000,000.00		\$ 939,797.85	\$ 776,928.43
September						

P = Actuarial Projection of Claims or Anticipated Payments, A = Actual Info, E = Estimate based on some actual information

Hampshire County Group Insurance Trust FY-2019-2020 Plan Count

PLAN 2018

HMO BLUE	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST	SEPT	OCT
H-Employee Only	331	331	330	333	336	332	524	516	510	514	517	523	529	534	527	533	541	539	541	539	539	545
H-Employee + 1	212	211	209	220	220	218	350	346	342	350	353	352	351	347	345	343	345	345	365	362	364	356
Total H HMO	296	295	295	295	290	291	562	560	561	571	572	568	564	564	567	569	563	562	577	575	576	584
F-Employee Only	839	837	834	848	846	841	1436	1422	1413	1435	1442	1443	1444	1445	1439	1445	1449	1446	1483	1476	1479	1485
F-Employee + 1	916	918	914	911	908	904	688	683	674	676	684	691	699	700	703	701	699	697	686	683	680	685
F-Family	534	534	528	527	530	527	416	415	410	413	410	407	402	401	404	402	400	401	409	402	394	381
Total F HMO	933	929	934	934	936	934	681	677	680	678	681	681	681	682	677	677	674	672	679	683	680	691
Total Employee Plans	2383	2381	2376	2372	2374	2365	1785	1775	1764	1767	1775	1779	1782	1778	1784	1780	1773	1770	1774	1768	1754	1757
Total Employee + 1	1247	1248	1244	1244	1244	1236	1212	1199	1184	1190	1201	1214	1228	1234	1230	1234	1240	1236	1227	1222	1219	1230
Total Family Plans	746	745	737	747	750	745	766	761	752	763	763	759	753	748	749	745	745	746	774	764	758	737
Total H&F HMO Plans	1229	1224	1229	1229	1226	1225	1243	1237	1241	1249	1253	1249	1245	1241	1244	1246	1237	1234	1256	1258	1256	1275
	3222	3218	3210	3220	3220	3206	3221	3197	3177	3202	3217	3222	3226	3223	3223	3225	3222	3216	3257	3244	3233	3242

BLUE CARE ELECT PREFERRED (PPO)

H-Employee Only	164	165	162	163	162	162	181	180	180	177	179	180	179	177	177	176	177	178	181	181	179	188
H-Family	257	255	257	256	256	254	259	254	251	250	254	254	251	251	252	252	252	251	247	244	240	238
Total H PPO	421	420	419	419	418	416	440	434	431	427	433	434	430	428	429	428	429	429	428	425	419	426
F-Employee Only	135	132	135	135	135	134	100	100	96	99	101	103	104	105	103	103	103	106	112	109	106	108
F-Family	129	129	126	126	125	125	113	111	111	110	112	112	109	109	109	110	110	110	112	109	106	108
Total F PPO	264	261	261	261	260	259	213	211	207	209	213	215	213	214	212	213	213	216	225	225	221	228
Total Employee Plans	299	297	297	298	297	296	281	280	276	276	280	283	283	282	280	279	280	284	293	290	285	296
Total Family Plans	386	384	383	382	381	379	372	365	362	360	366	366	360	360	361	362	362	361	360	360	355	358
Total H&F PPO Plans	685	681	680	680	678	675	653	645	638	636	645	649	643	642	641	641	642	645	653	650	640	654

MEDEX

H-Employee Only	743	741	749	754	755	761	1161	1178	1185	1187	1195	1197	1202	1200	1198	1201	1201	1208	1220	1231	1230	1229
F-Employee Only	1484	1489	1501	1502	1504	1505	1116	1131	1132	1142	1145	1151	1160	1168	1170	1172	1173	1177	1183	1194	1200	1201
Total MEDEX Plans	2227	2230	2250	2256	2259	2266	2277	2309	2317	2329	2340	2348	2362	2368	2368	2373	2374	2385	2403	2425	2430	2430

TOTAL - All Plans

	6134	6129	6140	6156	6157	6147	6151	6151	6132	6167	6203	6219	6231	6233	6232	6239	6238	6246	6313	6319	6303	6326
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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Meeting Schedule

Insurance Advisory Committee – October 9, 2019, 10:00 a.m., Deerfield
Executive Committee – November 20, 2019, 9:00 a.m., 98 King Street
Executive Committee – December 18, 2019, 9:00 a.m., 98 King Street
Executive Committee – January 15, 2020, 9:00 a.m., 98 King Street
Insurance Advisory Committee – January 22, 2020, 10:00 a.m., Deerfield
Executive Committee – February 19, 2020, 9:00 a.m., 98 King Street
Executive Committee – March 18, 2020, 9:00 a.m., 98 King Street
Insurance Advisory Committee – April 15, 2020, 10:00 a.m., Deerfield
Executive Committee – May 20, 2020, 9:00 a.m., 98 King Street
Executive Committee – June 17, 2020, 9:00 a.m., 98 King Street

NET POSITION

	<u>2018</u>	<u>2017</u>
Current and other assets	\$ 31,146,413	\$ 27,326,704
Deferred outflows	65,120	100,077
Current liabilities	8,456,602	8,006,878
Non-current liabilities	<u>945,557</u>	<u>909,115</u>
Total liabilities	9,402,159	8,915,993
Deferred inflows	<u>67,518</u>	<u>95,342</u>
Unrestricted net position	<u>\$ 21,741,856</u>	<u>\$ 18,415,446</u>

CHANGES IN NET POSITION

	<u>2018</u>	<u>2017</u>
Operating revenues	\$ 68,427,024	\$ 61,352,070
Operating expenses	<u>(65,250,500)</u>	<u>(62,924,039)</u>
Operating income (loss)	3,176,524	(1,571,969)
Nonoperating revenues	<u>307,216</u>	<u>573,499</u>
Change in net position	3,483,740	(998,470)
Net position - beginning of year, as restated	<u>18,258,116</u>	<u>19,413,916</u>
Net position - end of year	<u>\$ 21,741,856</u>	<u>\$ 18,415,446</u>

Fiscal year 2017 amounts reported above were not restated as the Trust applied GASB 75 prospectively.

C. ORGANIZATION FACTORS AFFECTING THE SUBSEQUENT YEAR

In June 2019, the Hampshire Council of Governments Executive Committee voted to relinquish its rights and duties over the Trust. The Trust obtained its own tax identification number and in accordance with the trust agreement between the Council and the Trust and MGL Chapter 32B (under which the Trust was established), the Trust became a separate legal entity effective July 1, 2019.

HCG Items

1. Unofficially closed as of 8/30/19
2. Retrieved all records/files from 99 Main
3. Lydia King is only person left on payroll
4. State approved funds to pay retiree insurance until such time they are transferred to the GIC. Transfer is scheduled for 1/1/20. Lydia King coordinating this with the GIC
5. Bill filed with the State that covers pension liabilities and transferring Trust ee's to Hampshire Retirement as a standalone entity is still at the Statehouse under review
6. We will start reviewing our server options with Paragus in Q4

Personnel Policy Items

1. At will employment. We have previously signed off on this when we were HCG ee's (see draft attachment).
2. Sick time accruals. This has changed a number of times under HCG. No longer can accrue an indefinite number of hours. Banked hours were grandfathered in at one point in time but changed every time HCG changed policy. There is a 20% payout at time of retirement.
3. Vacation, sick, and personal time "accrual" was changed on 7/1/19. Annual time was now awarded at the start of the fiscal year versus accrued each pay period.

STATEMENT AND ACKNOWLEDGEMENT OF AT-WILL EMPLOYMENT

As an employee of _____, your employment has been and continues to be "at-will." This means that during the course of employment with the Company, employees are free to terminate their employment with the Company at any time, with or without a reason, and the Company has the right to terminate employees at any time, with or without a reason. Although the Company may choose to terminate an employee for cause, cause is not required.

No one other than the President of the Company has the authority to alter this at-will employment arrangement, to enter into an agreement for employment for a specified period of time, or to make any agreement contrary to this at-will arrangement. Furthermore, any such agreement must be in writing and must be signed by the President of the Company.

By signing in the space provided below, you hereby acknowledge that you have been given a copy of the Company's Statement and Acknowledgement of At-Will Employment, that you have read the Statement and that you understand its contents, and that you further understand that the Statement supersedes any and all previous agreements, policies, practices or guidelines, whether oral or written.

EMPLOYEE

Name: _____

Date: _____

Signature: _____

Note to Employee: The original of this form will go into your personnel file.

days after the first date of actual work. On and after 90 calendar days from the first date of actual work, employees may use earned sick time as it accrues.

b) Full-Time Employees:

- 1) Full-time employees are entitled to accrue up to a maximum of fifteen days (112.5 hours) of earned paid sick time in a calendar year.
- 2) Full-time employees shall accrue earned sick time through working at a rate of 2.17 hours of earned sick time for every 37.5 hours of work, including overtime hours.
- 3) Full-time employees may use up to 112.5 hours of earned sick time in one calendar year. Use exceeding 112.5 hours shall require approval of the employee's Department Head or the Executive Committee for the Executive Director.
- 4) Employees accrue earned sick time only on hours worked, not on hours paid when not working. For example, employees shall not accrue earned sick time during vacation or while using earned sick time.
- 5) Except as provided in paragraph 6, below, full-time employees may carry over all unused earned sick time to the next calendar year up to a maximum of 65 days (487.5 hours).
- 6) Full-time employees employed by the Council as of the effective date of this handbook, shall retain any unused earned sick time as of that date and any such earned sick time may carry over to subsequent calendar years. In the event that the unused earned sick time carried over pursuant to this paragraph exceeds 487.5 hours, earned sick time will continue to accrue within a given calendar year but any unused earned sick time accrued during that calendar year shall not carry over to the next calendar year unless and until the employee draws down the bank of unused earned sick time to below 487.5 hours.

c) Part-Time Employees:

- 1) Part-time employees are entitled to earn up to 40 hours of earned paid sick time in a calendar year.
- 2) Part-time employees shall accrue earned sick time at a rate of 2.17 hours of earned sick time for every 37.5 hours worked, including overtime hours.
- 3) Part-time employees may use up to 40 hours of earned sick time in one calendar year. Use exceeding 40 hours shall require approval of the employee's Department Head or the Executive Committee for the Executive Director.
- 4) Part-time employees may carry all unused earned sick time to the next calendar year up to a maximum of 40 hours.
- 5) Part-time employees employed by the Council as of the effective date of this handbook, shall retain any unused earned sick time as of that date and any such earned sick time may carry over to subsequent calendar years. In the event that the unused earned sick time carried over pursuant to this paragraph exceeds 40 hours, earned sick time will continue to accrue within a given calendar year but any unused earned sick time accrued during that calendar year shall not carry

- b) When an employee's use of earned sick time results in an absence of more than 24 consecutive work hours, the Council may require written certification by a health care provider to the Council that the use of earned sick time was for an authorized purpose.
- c) Employees who have been absent for more than 24 consecutive work hours for reasons related to domestic violence, as defined in 940 C.M.R. 33.02, may provide any of the following as certification, if documentation is required by the Council:
 - 1) a restraining order or other documentation of equitable relief issued by a court of competent jurisdiction;
 - 2) a police record documenting the abuse;
 - 3) documentation that the perpetrator of the abuse has been convicted of 1 or more of the offenses enumerated in chapter 265 where the victim was a family or household member;
 - 4) medical documentation of the abuse;
 - 5) a statement provided by a counselor, social worker, health worker, member of the clergy, shelter worker, legal advocate, or other professional who has assisted the individual in addressing the effects of the abuse on the individual or the individual's family; or
 - 6) a signed written statement from the individual attesting to the abuse.
- d) All evidence of domestic violence experienced by an individual, including the individual's statement and corroborating evidence, shall not be disclosed by the Council unless consent for disclosure is given by the individual.
- e) The Council shall not require any documentation to explain the nature of the illness or the details of the domestic violence. Certification and other documentation may be submitted to the Council in hand or by any customarily used method for the employee and the Council to communicate, including email, mail, text message, or facsimile. Employees must submit such certification or documentation within 30 days of taking earned sick time for which such certification or documentation is required.
- f) If an employee fails to comply with the reasonable documentation requirements of the Council and there is no reasonable justification for the failure to comply, the Council may delay or deny the future use of accrued earned sick time by the employee until the documentation is provided.

7. Separation of Employment

All employees who are regularly scheduled to work twenty (20) or more hours per week and who are currently in the employment of the Council at the time of their retirement and who have unused earned sick time, shall be paid for unused earned sick time at the rate of twenty percent of the earned sick time as of the employee's last date of actual work for the Council. The Council shall not payout unused earned sick time to employees whose employment by the Council is terminated for any reason other than retirement, whether voluntary or involuntary.



Year 1 Rx Analysis

- ❏ Experience Period 4/01/18 – 3/31/19
 - ❑ Estimated Savings \$1,647,137 (@ 15% = \$20,589.22/month)
 - ❑ Actual Savings \$2,502,024 (@ 15% = \$31,275.30/month)
 - ❑ Discounts started 1/1/18, so true-up is for 15 months
 - ❏ Month difference for year 1 \$10,686.08
 - ❏ Total for 15 months \$160,291.20
- ❏ Year 2 Discount Schedule
 - ❑ Estimated Savings \$2,882,007 (@ 15% = \$36,025.09/month)
 - ❑ If continue to bill \$20,589.22, year end difference would be \$138,922.83 (through 12/31/19)
 - ❏ \$15,435.87/month for 9 months
 - ❑ 2 year total true-up \$299,214.01 (1/01/18-12/31/19)
- ❏ Proposed Revised Agreement
 - ❑ Continue to pay \$20,589.22 until end of the discount period (3/31/21) for total of 308,838.30 (1/1/20-3/31/21)
 - ❏ Difference between true-up and comp through 3/31/21 is \$9,624.29
 - ❑ \$308,838.30 - \$299,214.01
 - ❏ New Agreement would not require the current due True-up of \$160,291.20 and year end estimated True-up of \$138,922.83 via lump sum.
 - ❑ Would keep B.R. Fox engaged in the analysis of the discount schedule for entire length of discount period.
 - ❑ Would also keep firm current when negotiating next set of discounts with MA BC/BS and other vendors.
 - ❑ Estimated savings from 1/1/18-3/31/21 is \$9,184,730. Total comp would be 8.7%.

	2018	Original 15% Estimate	Actual 15% Savings	Difference
January	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
February	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
March	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
April	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
May	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
June	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
July	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
August	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
September	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
October	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
November	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
December	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
	\$	247,070.64	\$ 375,303.60	\$ 128,232.96

2019				
January	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
February	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
March	\$	20,589.22	\$ 31,275.30	\$ 10,686.08
April	\$	20,589.22	\$ 36,025.09	\$ 15,435.87
May	\$	20,589.22	\$ 36,025.09	\$ 15,435.87
June	\$	20,589.22	\$ 36,025.09	\$ 15,435.87
July	\$	20,589.22	\$ 36,025.09	\$ 15,435.87
August	\$	20,589.22	\$ 36,025.09	\$ 15,435.87
September	\$	20,589.22	\$ 36,025.09	\$ 15,435.87
October	\$	20,589.22	\$ 36,025.09	\$ 15,435.87
November	\$	20,589.22	\$ 36,025.09	\$ 15,435.87
December	\$	20,589.22	\$ 36,025.09	\$ 15,435.87
	\$	247,070.64	\$ 418,051.69	\$ 170,981.05

\$ 299,214.01

2020		
January	\$	20,589.22
February	\$	20,589.22
March	\$	20,589.22
April	\$	20,589.22
May	\$	20,589.22
June	\$	20,589.22
July	\$	20,589.22
August	\$	20,589.22
September	\$	20,589.22
October	\$	20,589.22
November	\$	20,589.22
December	\$	20,589.22
	\$	247,070.64

2021		
January	\$	20,589.22
February	\$	20,589.22
March	\$	20,589.22
	\$	61,767.66

Total: \$ 308,838.30 \$ 9,624.29 Difference b2 true-ups and paying current through 3/31/21

Consulting Agreement

This Consulting Agreement, dated as of September 1, 2019, hereinafter referred to as "Agreement" is between Hampshire County Group Insurance Trust, hereinafter referred to as "Client" and B.R. Fox & Associates DBA BRx Advisors, hereinafter referred to as "Consultant."

WHEREAS, the Client and the Consultant entered into a Consulting Agreement dated as of August 23, 2017;

WHEREAS, the Client wishes to obtain the assistance of Consultant with strategic benefit planning, design, funding, administration, and communication with respect to its employee benefit programs;

WHEREAS, Consultant has superior knowledge and expertise in assisting employers with designing and servicing employee benefit plans; and

WHEREAS, the parties wish to set forth their respective expectations;

Now, therefore, for good and valuable consideration, the receipt and sufficiency of which is hereby mutually acknowledged, the parties hereby agree as follows:

1. Scope of Services to be Provided by Consultant

- a) Review Medical and Prescription Programs for the purpose of determining additional savings.
- b) Review Summary Plan Descriptions (Detail Plan Descriptions).
- c) Review and analyze contracts with Blue Cross Blue Shield of Massachusetts ("BC/BS") and any subcontractor BC/BS uses for their program.
- d) Analyze claims history.
- e) Negotiate and re-negotiate, on client's behalf, new fee agreements, discounting, and rebates.

2. Term & Termination

2.1 Term. The initial term of this Agreement commences September 1, 2019, and expires March 31, 2021 (the "Term").

2.2 Termination. This Agreement may be terminated only as follows:

- a) By mutual written agreement of the parties.
- b) By Client, if Client is not in breach of any provision of this Agreement, upon thirty (30) days advance written notice to Consultant stating that Consultant is in breach of specific provision(s) of this Agreement, only if the claimed breach (if able to be cured) is uncured within the thirty-day notice and cure period.
- c) By Consultant, if Consultant is not in breach of any provision of this Agreement, upon thirty (30) days advance written notice to Client stating that Client is in breach of specific provision(s) of this Agreement, only if the claimed breach (if able to be cured) is uncured within the thirty-day notice and cure period.

2.3 Payment Upon Termination. Client's obligation to compensate Consultant under Section 3 of this Agreement shall survive the termination of this Agreement.

3. Cost of Services

The Client shall pay to Consultant a monthly fee of TWENTY THOUSAND FIVE HUNDRED EIGHTY-NINE and TWENTY-TWO HUNDREDTHS (\$20,589.22) dollars for each month of the Term, with the first monthly fee payable September 1, 2019, and every first date of each subsequent month.

4. Reporting

The Client will provide periodic data reports to Consultant on a mutually agreed upon form to be provided by the Consultant. These data reports will be used to determine Client savings and to ensure BC/BS complies with negotiated savings and discounts. Consultant shall be permitted to perform audit of Client's books and records to determine the accuracy of the reported Client savings, provided that the audit is performed by Consultant or a certified public accountant or other firm that maintains a specialty in reviewing and auditing Pharmacy Benefit Managers (PBMs). Consultant or Consultant's auditor shall keep confidential all contents of the Client records.

5. Reimbursement

The Client is not responsible for reimbursing Consultant for any of its disbursements or other out of pocket expenses relating to the Consulting Services.

6. Personnel

John Garrish, President, will lead the account team. Consultant will assign its personnel according to the needs of Client and according to the disciplines required to complete the appointed task in a professional manner. Consultant retains the right to substitute personnel on the account team at its reasonable discretion.

7. Client's Responsibilities

Client will make available such reasonable information as required for Consultant to conduct its services. Such data will be made available as promptly as possible. It is understood by Consultant that the time of Client's personnel is limited, and judicious use of that time is a requirement of this Agreement.

8. Independent Contractor

It is understood and agreed that Consultant is engaged by Client to perform services under this Agreement as an independent contractor and is not an employee, partner, or co-venturer of, or in any other service relationship with, the Client. The manner in which Consultant's services are rendered shall be within Consultant's sole control and discretion. Consultant is not authorized to speak for, represent, or obligate the Client in any manner without the prior express written authorization from an officer of the Client.

9. Taxes

Consultant shall be responsible for all taxes arising from compensation and other amounts paid under this Agreement.

10. Fiduciary Responsibility

Client acknowledges that: (i) Consultant shall have no discretionary authority or discretionary control respecting the management of any of the employee benefit plans; (ii) Consultant shall exercise no authority or control with respect to management or disposition of the assets of Client's employee benefit plans; and (iii) Consultant shall perform services pursuant to this Agreement in a non-fiduciary capacity. Client agrees to notify Consultant as soon as possible of any proposed amendments to the plans' legal documents to the extent that the amendments would affect Consultant in the performance of its obligations under this Agreement. Client agrees to submit (or cause its agent, consultants, or vendors to submit) all information in its (or their) control reasonably necessary for Consultant to perform the services covered by this Agreement.

11. Entire Agreement

This Agreement constitutes the complete agreement and sets forth the entire understanding and agreement of the parties as to the subject matter of this Agreement and supersedes all prior discussions and understandings in respect to the subject of this Agreement, whether written or oral.

12. Construction of Terms.

If any provision of this Agreement is held unenforceable by a court of competent jurisdiction, that provision shall be severed and shall not affect the validity or enforceability of the remaining provisions.

13. Governing Law

This Agreement shall be governed by and construed in accordance with the internal laws (and not the law of conflicts) of the Commonwealth of Massachusetts.

14. Modification

No modification, termination, or attempted waiver of this Agreement, or any provision thereof, shall be valid unless in writing signed by the party against whom the same is sought to be enforced.

15. Waiver of Breach

The waiver by a party of a breach of any provision of this Agreement by the other party shall not operate or be construed as a waiver of any other or subsequent breach by the party in breach.

16. Attorneys' Fees

In the event either party commences a legal proceeding to enforce any of the terms of this Agreement, the prevailing party in such action will have the right to recover reasonable attorneys' fees and costs from the responsible party to be fixed by the court in the same action.

17. Successors and Assigns

This Agreement may not be assigned by either party without the prior written consent of the other party; provided, however, that the Agreement shall be assignable by the Client without Consultant's

consent in the event the Client is acquired by or merged into another corporation or business entity. The benefits and obligations of this Agreement shall be binding upon and inure to the parties hereto, their successors and assigns.

IN WITNESS WHEREOF, this Agreement is executed as of the date set forth above.

Hampshire County Group Insurance Trust

Name

Date

Title

B.R. Fox & Associates

Name

Date

Title

MEDEX 2 w/PDP

	Claims	Admin	Federal Premium	Total Expenses	Total Premium	Net P/L
Jan - 2017	228,656.14	48,076.42	353,933.50	630,666.06	693,327.60	62,661.54
Feb	302,846.19	48,170.78	355,430.94	706,447.91	694,688.40	(11,759.51)
Mar	326,718.91	48,312.32	356,690.75	731,721.98	696,729.60	(34,992.38)
Apr	241,361.63	48,288.73	356,598.88	646,249.24	696,389.40	50,140.16
May	232,284.19	48,477.45	357,915.96	638,677.60	699,111.00	60,433.40
Jun	304,499.14	48,689.76	359,422.03	712,610.93	702,172.80	(10,438.13)
Jul	223,558.26	51,426.20	378,363.93	653,348.39	741,636.00	88,287.61
Aug	232,705.44	51,449.79	380,287.23	664,442.46	741,976.20	77,533.74
Sept	281,211.58	51,732.87	382,318.39	715,262.84	746,058.60	30,795.76
Oct	209,977.67	52,133.90	384,453.35	646,564.92	751,842.00	105,277.08
Nov	229,085.48	52,133.90	385,222.67	666,442.05	751,842.00	85,399.95
Dec	287,232.13	52,157.49	385,291.87	724,681.49	752,182.20	27,500.71
Jan - 2018	295,822.27	52,974.09	392,383.85	741,180.21	769,158.00	27,977.79
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
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
September			448,097.67			(12,512.37)

**New premium rates

**New premium rates



MASSACHUSETTS

Renewal Rate Exhibit

Hampshire County Group Insurance Trust

Policy Period: January 1, 2020 - December 31, 2020

Product	2019 Rates	2020 Rates
Medex 2	CPC \$24.07	CPC \$24.31
Blue Medicare RX \$5/10/25	\$185.23	\$186.96
Expected Claims	\$136.68	\$142.83
Additional Blue Medicare RX Options		
Blue Medicare RX \$10/20/35		\$163.54

Client satisfaction is very important to us. In order to ensure an accurate and efficient renewal process, any changes in benefits or financial arrangements must be communicated to Blue Cross Blue Shield of Massachusetts no later than October 1, 2019. Failure to notify within this timeframe may cause members to receive applicable 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.



Account Name HAMPSHIRE COUNTY INSURANCE GROUP
Account ID 0260919
Policy Period 1/1/2020-12/31/2020
Financial Arr. Self Insured

SIC Code 9311
Broker/Consultant
Sales Executive Heidi Fountain

	Current Expected Claims Rates	Renewal Expected Claims Rates	% Change	Subscribers
Medex 2				
Single:	\$136.68	\$142.83	4.5%	2415
CPC:	\$24.07	\$24.31	1.0%	
Monthly Deposit:		\$403,600		2415

Additional Information

Commissions

Senior: None

Fees and Deposit subject to change on all lines of business if:

- a) Change in benefits (including mandated benefits)
- b) Enrollment change greater than 10%
- c) Employer contribution falls below 50%
- d) Change in commission
- e) Change in effective date
- f) Minimum participation requirements are not met
- g) The CPC is subject to change based upon specific lines of coverage included

MEDEX 2 w/PDP - 2020

	2015	2016	% change
Blue Medicare Rx \$5/10/25	\$ 136.74	\$ 148.85	8.9%
Medex 2	\$ 129.47	\$ 136.68	5.6%
BCBS Admin	\$ 23.59	\$ 23.59	0.0%
Trust Admin/CanaRx	\$ 4.20	\$ 4.20	0.0%
	<u>\$ 294.00</u>	<u>\$ 313.32</u>	<u>6.6%</u>

	2016	2017	% change
Blue Medicare Rx \$5/10/25	\$ 148.85	\$ 175.03	17.6%
Medex 2	\$ 136.68	\$ 136.68	0.0%
BCBS Admin	\$ 23.59	\$ 23.59	0.0%
Trust Admin/CanaRx	\$ 4.20	\$ 4.90	16.7%
	<u>\$ 313.32</u>	<u>\$ 340.20</u>	<u>8.6%</u>

	2017	2018	% change
Blue Medicare Rx \$5/10/25	\$ 175.03	\$ 177.09	1.2%
Medex 2	\$ 136.68	\$ 139.42	2.0%
BCBS Admin	\$ 23.59	\$ 23.83	1.0%
Trust Admin/CanaRx	\$ 4.90	\$ 5.66	15.5%
	<u>\$ 340.20</u>	<u>\$ 346.00</u>	<u>1.70%</u>

	2018	2019	% change
Blue Medicare Rx \$5/10/25	\$ 177.09	\$ 185.23	4.6%
Medex 2	\$ 139.42	\$ 140.04	0.4%
BCBS Admin	\$ 23.83	\$ 24.07	1.0%
Trust Admin/CanaRx	\$ 5.66	\$ 5.66	0.0%
	<u>\$ 346.00</u>	<u>\$ 355.00</u>	<u>2.60%</u>

OPTION 1

	2019	2020	% change
Blue Medicare Rx \$5/10/25	\$ 185.23	\$ 186.96	0.9%
Medex 2	\$ 140.04	\$ 142.83	2.0%
BCBS Admin	\$ 24.07	\$ 24.07	0.0%
Trust Admin/CanaRx	\$ 5.66	\$ 5.66	0.0%
	<u>\$ 355.00</u>	<u>\$ 359.52</u>	<u>1.3%</u>

OPTION 2

	2019	2020	% change
	\$ 185.23	\$ 186.96	0.9%
	\$ 140.04	\$ 140.04	0.0%
	\$ 24.07	\$ 24.07	0.0%
	\$ 5.66	\$ 5.66	0.0%
	<u>\$ 355.00</u>	<u>\$ 356.73</u>	<u>0.5%</u>

OPTION 3

	2019	2020	% change
Blue Medicare Rx \$10/20/35	\$ 185.23	\$ 163.54	-11.7%
Medex 2	\$ 140.04	\$ 142.83	2.0%
BCBS Admin	\$ 24.07	\$ 24.07	0.0%
Trust Admin/CanaRx	\$ 5.66	\$ 5.66	0.0%
	<u>\$ 355.00</u>	<u>\$ 336.10</u>	<u>-5.3%</u>

OPTION 4

	2019	2020	% change
	\$ 185.23	\$ 163.54	-11.7%
	\$ 140.04	\$ 140.04	0.0%
	\$ 24.07	\$ 24.07	0.0%
	\$ 5.66	\$ 5.66	0.0%
	<u>\$ 355.00</u>	<u>\$ 333.31</u>	<u>-6.1%</u>