

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Executive Committee
Meeting Notice and Agenda
November 18, 2020
9:00 A.M.
Via ZOOM Teleconference

Call to Order	RK
Approval of Minutes of September 2020 RK	
Financial Report (Vote) Month of October 2020 Income & Expenses & Operating Expenses For Trust and Wellness Initiative	KK
Wellness	MK
October Expenditures (vote)	JS
BCBS Account Review	HF
Revised Trust Agreement (vote)	JS
Personnel Policy Discussion (vote)	JS
Dental Renewal 2022 (vote)	JS
Medex Renewal Update	JS
Potential New Units	JS
Staffing	JS/KK
BCBS System Changes	JS
Audit/Unaudited Financials/COVID updates	JS
Adjournment	RK

Meeting Schedule

Executive Committee – December 16, 2020, 9:00 a.m., via Zoom
Executive Committee – January 20, 2021, 9:00 a.m., via Zoom
Insurance Advisory Committee – January 27, 2021, 10:00 a.m., via Zoom



Joseph Shea is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/87039324753?pwd=MnJtR0Z2Q1A3Ymw5Rzl3T2k3YWWhUdz09>

Meeting ID: 870 3932 4753

Passcode: 322076

One tap mobile

+13017158592,,87039324753#,,,,,0#,,322076# US (Washington D.C)

+13126266799,,87039324753#,,,,,0#,,322076# US (Chicago)

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**HAMPSHIRE COUNTY
GROUP INSURANCE TRUST**

**98 KING STREET
NORTHAMPTON, MA 01060**

TO: All Trust Member Units

RE: Minutes of September 23, 2020
Executive Committee Meeting
Via Zoom Teleconference

MEMBERS PRESENT:

Russ Kaubris	Lisa Banner	Donna Foglio
Denise Cashin	Michael Sullivan	Michelle Hill
Rich Carmignani Jr	Lisa Blackmer	

OTHERS PRESENT:

Joseph Shea	Karen Karowski	Cynthia Smith
Michele Komosa	Jill Collins	Emily Russo
James Dunham		

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 9:00 a.m. with a quorum present.

APPROVAL OF MINUTES

A motion to accept the minutes of August 26, 2020 was made by Lisa Banner, seconded by Donna Foglio. A roll call vote was taken with all in favor.

FINANCIAL REPORT

Financial Report

Karen presented the Financial Report for the month of August reflecting a starting balance of \$7,543,699.71 with a total monthly income received of \$5,742,056.90 and monthly expenses of \$3,507,371.67 with a total net monthly income of \$2,234,685.23 and an ending month balance of \$9,778,384.94 with accounts receivable of \$980,431.98 leaving a total of \$40,226,072.79.

Investments and CD's for August 2020

Karen also reported that the investments portfolio value was \$11,479,956.69 with a market change of \$351,290.62 leaving a total of \$11,831,247.31. Karen also reported a starting balance in CD's of \$13,035,071.54, with interest earned of \$17,776.44, leaving a balance of \$13,052,847.98.

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A motion to accept the Financial Report as written was made by Michael Sullivan and seconded by Lisa Banner. A roll call vote was taken with all in favor.

WELLNESS UPDATE

Michele gave an update on the Wellness Initiative program:

- **Fall Challenge** - The 5-week Purpose Challenge ended last week.
- **On Demand Fitness Classes** - These are ongoing, and we currently have 63 participants.
- **Covid Webinars** - Next week will conclude the series of 3 webinars that were offered relevant to Covid which included Isolation & Loneliness, Depression During Challenging Times and Anxiety During Challenging Times. These have been well received with a consistent 50 participants.
- **BCBS Remote Health Fair** - BCBS is planning to host a live virtual health fair for 1 week. More information to come as it is still in the planning phase.
- **Flu Shots** - BCBS is no longer offering onsite flu shot clinics as they are readily available at local pharmacies. If a unit is still interested in hosting a flu shot clinic and has 25 or more participants, they can contact Walgreens directly to request this.

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

AUGUST EXPENDITURES

Joe provided a spreadsheet of all the expenditures for the month of August for review.

A motion to accept the August Expenditures was made by Michael Sullivan and seconded by Lisa Blackmer. A roll call vote was taken with all in favor.

EASTHAMPTON OPEN ENROLLMENT APPEAL

Joe explained that Easthampton uses special software for emailing items securely. At open enrollment they sent an email request to add a spouse to a current member's plan. Due to the software used, the Trust office was unable to open this. The Trust responded to Easthampton requesting it be resent but never received it for processing. Joe stated the member followed the open enrollment policies and did everything right, the problem was receiving the information and communicating with Easthampton. This was followed by some lengthy discussion.

On a motion by Michael Sullivan, seconded by Lisa Blackmer it was voted to accept the addition of the member's spouse for enrollment effective September 1, 2020, leaving the member and Easthampton responsible for discussing any claims and premiums paid from July to September. This was followed by a roll call vote and passed with 5 members voting yes, and 2 voting no.

REVISED TRUST AGREEMENT

Joe presented a final draft of the Trust Agreement for review. The new agreement was cleaned up to remove any references to the HCOG. Joe stated he'd like to present this new agreement to the IAC at the October meeting and allow them time to review it and request all unit's re-sign the updated agreement in January.

On a motion by Michal Sullivan, seconded by Michelle Hill it was voted to bring forward the new Trust Agreement to the Insurance Advisory Committee for review. This was followed by a roll call vote with all in favor.

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Chairman Russ Kaubris had to excuse himself from the meeting and made a motion to appoint Lisa Banner as the interim chairperson until he could return. This was seconded by Rich Carmignani and accepted unanimously.

PERSONNEL POLICY DISCUSSION

Longevity Bonus

Joe explained he'd like to raise the current longevity bonus schedule to be more in line with other units to continue to encourage employees to stay long term. This was followed by some conversation regarding longevity bonuses being antiquated and suggestions of either doing away with it or finding an alternative to replacing it.

Vacation and Sick Time

Joe stated the Trust allocates 100% of vacation time to employees at the start of each fiscal year. He asked if language should be added regarding payout of time if an employee leaves shortly after receiving their accrual of time. Joe also asked for guidance on the sick time policy regarding allowing it to accrue with no limits, capping it, or possibly obtaining short term disability. This was followed by substantial discussion with members providing information on policies their respective units have in place.

It was suggested with the information the EC provided and since Joe knows his employees best, he should draft a plan he feels would best fit the Trust personnel policy and the EC will review it at the next EC meeting.

MEDEX W/ PDP 2021 RATE

Joe reported the Medex plan has been showing a positive trend for claims. He provided multiple options for the 2021 rate including leaving it flat, increasing as per the BCBS and PDP increases, or decreasing the rate. This was followed by minimum discussion.

On a motion by Lisa Blackmer, seconded by Lisa Banner, it was voted to recommend to the IAC to decrease the 2021 Medex rate by 3% to \$327.00 monthly. A roll call vote was taken with all in favor.

RX DISCOUNTING NEGOTIATIONS

Joe stated the current RX discount contract the Trust has with BCBS will expire in March 2021. John Garrish is beginning the process to work on negotiating a new contract with BCBS for all tier levels. More information to come as it gets closer.

COVID UPDATE

Joe presented a BCBS report that shows the Trust has paid over \$1 million in Covid costs thru July.

AUDIT

Joe explained the auditors were at the Trust office for one day at the end of August to perform the FY20 audit. He is hoping to receive a draft of their findings in October.

NEW SYSTEM

Joe stated he has received two proposals for a new data/billing system. He explained the proposals he received were from companies that charge an initial installation fee and then have a

monthly maintenance fee going forward. The fees could cost \$200,000 a year. The Trust doesn't need continued maintenance services so Joe is still looking for other companies that could provide us a simpler program more tailored to the Trusts actual needs.

ADJOURNMENT

On a motion by Michael Sullivan and seconded by Lisa Banner, the meeting was adjourned at 10:12 a.m.

Respectfully submitted,
Cynthia Smith

Meeting Schedule

Insurance Advisory Committee – October 7, 2020, 10:00 a.m., via ZOOM
Executive Committee – November 18, 2020, 9:00 a.m., via ZOOM
Executive Committee – December 16, 2020, 9:00 a.m., via ZOOM

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

INCOME AND EXPENSE REPORT

2020

ITEMS	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST	SEPT	OCT
Starting Cash Balance	\$6,794,092.23	\$5,247,746.37	\$6,811,819.93	\$7,362,346.12	\$6,233,187.74	\$6,804,845.47	\$5,713,168.82	\$6,651,903.83	\$4,372,367.68	\$7,543,699.71	\$9,778,384.94	\$10,024,685.43
Adjustments												
Total Starting Balance	\$6,794,092.23	\$5,247,746.37	\$6,811,819.93	\$7,362,346.12	\$6,233,187.74	\$6,804,845.47	\$5,713,168.82	\$6,651,903.83	\$4,372,367.68	\$7,543,699.71	\$9,778,384.94	\$10,024,685.43
MONTHLY INCOME												
Total Premium Collected	5,056,512.60	7,211,091.43	6,213,985.27	5,388,271.49	6,234,736.17	4,576,561.67	6,544,536.21	3,228,579.61	8,777,447.03	5,740,722.88	5,648,499.73	5,268,979.40
Interest Income (MMDT)	1,796.34	2,365.19	2,193.95	1,926.37	2,088.07	1,473.89	926.94	994.22	976.54	1,334.02	1,348.08	893.00
Other Income or Adjustments	(10,815.29)											(2,999,500.00)
BCBS SR Premium Collected												
TOTAL MONTHLY INCOME	5,047,493.65	7,213,456.62	6,216,179.22	5,390,197.86	6,236,824.24	4,578,035.56	6,545,463.15	3,229,573.83	8,778,423.57	5,742,056.90	5,649,847.81	2,270,372.40
MONTHLY EXPENSES												
BCBS Admin Cost (estimate)												
Claim Deposit	5,000,000.00	5,000,000.00	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	5,072,300.00
Reinsurance (Ind.&Aggs.)	126,173.97	125,718.65	77,352.27	125,479.32	125,227.54	125,092.78	(627,298.25)	(25,839.91)	(56,983.26)	166,774.94	(149,819.01)	129,185.70
BCBS Settlement	943,254.14			860,319.75			698,306.45			(2,213,692.19)		
Recon adjust w/Finance												
BCBS Sr Premium Paid												
Other Exp. & Claim Settlement	477,984.37	486,887.99	479,710.12	424,916.26	430,539.60	426,518.08	425,444.02	428,414.40	459,151.18	433,246.14	435,089.48	431,257.48
Total Plan Expenses	6,547,412.48	5,612,606.64	5,629,362.39	6,483,015.33	5,628,067.14	5,623,910.86	5,568,752.22	5,474,874.49	5,474,467.92	3,458,628.89	5,357,570.47	5,632,743.18
Total Unit Operating Expenses	46,427.03	36,776.42	36,290.64	36,340.91	37,099.37	45,801.35	37,975.92	34,235.49	132,623.62	48,742.78	45,976.85	31,357.53
TOTAL MONTHLY EXPENSES	6,593,839.51	5,649,383.06	5,665,653.03	6,519,356.24	5,665,166.51	5,669,712.21	5,606,728.14	5,509,109.98	5,607,091.54	3,507,371.67	5,403,547.32	5,664,100.71
TOTAL NET MONTHLY INCOME	(1,546,345.86)	1,564,073.56	550,526.19	(1,129,158.38)	571,657.73	(1,091,676.65)	938,735.01	(2,279,536.15)	3,171,332.03	2,234,685.23	246,300.49	(3,393,728.31)
BALANCE												
Cash Balance	5,247,746.37	6,811,819.93	7,362,346.12	6,233,187.74	6,804,845.47	5,713,168.82	6,651,903.83	4,372,367.68	7,543,699.71	9,778,384.94	10,024,685.43	6,630,957.12
Adjustments												
ENDING MONTHLY BALANCE	5,247,746.37	6,811,819.93	7,362,346.12	6,233,187.74	6,804,845.47	5,713,168.82	6,651,903.83	4,372,367.68	7,543,699.71	9,778,384.94	10,024,685.43	6,630,957.12

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Fund And Investment Information

2020

FUNDS	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST	SEPT	OCT
Post Employee Ben. S.B.	113,179.02	113,180.40	112,507.78	111,835.16	111,159.78	110,473.26	109,011.98	109,100.22	108,399.80	107,002.11	107,040.66	106,354.14
Funding	810.76	774.76	774.76	774.76	774.76		1,549.52	774.76		1,499.83	774.76	-
Expenses	809.38	1,447.38	1,447.38	1,450.14	1,461.28	1,461.28	1,461.28	1,475.18	1,397.69	1,461.28	1,461.28	1,361.90
Total	113,180.40	112,507.78	111,835.16	111,159.78	110,473.26	109,011.98	109,100.22	108,399.80	107,002.11	107,040.66	106,354.14	104,992.24
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	12,854,653.41	12,876,793.26	12,901,265.98	12,923,074.76	12,942,670.97	12,965,100.87	12,982,468.84	12,999,026.05	13,017,321.21	13,035,071.54	13,052,847.98	13,070,076.29
Deposit												3,000,000.00
Interest	22,139.85	24,472.72	21,808.78	19,596.21	22,429.90	17,367.97	16,557.21	18,295.16	17,750.33	17,776.44	17,228.31	13,974.65
Balance	12,876,793.26	12,901,265.98	12,923,074.76	12,942,670.97	12,965,100.87	12,982,468.84	12,999,026.05	13,017,321.21	13,035,071.54	13,052,847.98	13,070,076.29	16,084,050.94
Portfolio Value	11,176,961.18	11,359,983.98	11,561,028.98	11,519,898.79	11,024,783.17	9,982,589.31	10,670,495.17	10,961,001.00	11,111,895.79	11,479,956.69	11,831,247.31	11,631,411.32
Deposit												
Interest	183,022.80	201,045.00	(41,130.19)	(495,115.62)	(1,042,193.86)	687,905.86	290,505.83	150,894.79	368,060.90	351,290.62	(199,835.99)	(140,604.99)
Market Change												
Total	11,359,983.98	11,561,028.98	11,519,898.79	11,024,783.17	9,982,589.31	10,670,495.17	10,961,001.00	11,111,895.79	11,479,956.69	11,831,247.31	11,631,411.32	11,490,806.33
Accounts Receivable	1,546,776.42	331,635.26	53,961.34	571,570.09	238,853.42	1,567,457.70	939,793.91	3,671,424.81	815,341.69	980,431.98	1,256,907.23	1,933,414.00
Total With Accounts Receivable	35,620,600.35	36,194,377.85	36,447,236.09	35,359,491.67	34,577,982.25	35,518,722.43	36,136,944.93	36,757,529.21	37,457,191.66	40,226,072.79	40,565,554.33	40,720,340.55

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

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

ITEM CODE	BUDGET ITEMS	FY2020 Budgeted 7/1/19-6/30/20	FY-2020 Actual YTD 7-1/6-30	FY-2021 Budgeted 7-1/6-30	July	August	September	October
	WAGES & BENEFIT							
5110	SALARY*	335,000.00	322,218.34	345,000.00	25,043.22	25,534.01	36,840.26	23,567.83
5145	LONGEVITY	575.00	-	4,000.00				
5130	OVERTIME		-	-				
5120	TEMP EMPLOYEE SAL		-	-				
481	FICA (.062)		-	-				
5166	MED TAX (0145)	5,000.00	-	-				
5181	CONTRIBUTORY RET.	88,000.00	87,658.73	98,000.00	97,107.00			
5189	EMP ASST. PROG.EAP		-	-				
5184	HEALTH INSURANCE	40,000.00	55,631.10	42,500.00	4,242.10	4,268.28	42,68.28	42,15.92
5185	LIFE INSURANCE	320.00	394.24	320.00	28.40	28.40	28.40	28.40
5189	UNEMP HEALTH INS TAX		-	-				
	TOT. WAGES & BENEFITS	468,895.00	465,902.41	489,820.00	127,392.32	29,830.69	41,136.94	27,812.15

ITEM CODE	BUDGET ITEMS	FY2020 Budgeted 7/1/19-6/30/20	FY-2020 Actual YTD 7-1/6-30	FY-2021 Budgeted 7-1/6-30	July	August	September	October
	NON SALARY EXP							
5300	ADM CONT. SERVICES (FS&FF)		-	-				
	Rent	15,000.00	14,760.00	15,450.00	1,230.00	1,230.00	1,230.00	1,230.00
	Parking	1,200.00	400.00	1,200.00				
5305	ADM CONT. SERVICES (Audit)	12,000.00	-	12,500.00				
5320	LEGAL	32,000.00	23,555.81	5,000.00		900.00		
5340	TELEPHONE/INTERNET	3,600.00	2,224.77	3,500.00				
5400	FOOD SUPPLIES	500.00	569.94	600.00	11.58			
5420	OFFICE & COMPUTER SUPPL	2,500.00	1,388.97	2,000.00				
5500	MISC EXPENSES	500.00	557.84	700.00				
5580	NEWSPAPER/MAGS/BOOKS	100.00	-	-				
5420	POSTAGE (Stamp)	3,500.00	2,107.89	3,500.00	19.11			
5275	POSTAGE METER RENTAL		35.98					
5380	MINI GRANTS/WEILLNESS	25,000.00	16,663.08	25,000.00		8900	500	
5420	STATIONERY & OFF. SUPP.		274.84		80.69		414.99	27.72
5760	SURETY BONDS	1,250.00	1,584.00	1,750.00			100	
5340	TELEPHONES		-	-				
5320	TRAINING	500.00	-	500.00				
5710	TRAVEL IN/OUT of STATE	3,000.00	303.52	3,000.00				
5188	UTILITIES	4,000.00	3,049.35	3,000.00	368.84	353.63	386.92	332.66
	TOT. Indirect Costs		-	-				
	Total Non-Salary	104,650.00	67,475.99	77,700.00	1,710.22	11,383.63	2,631.91	1,590.38

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ITEM CODE	BUDGET ITEMS	FY2020 Budgeted 7/1/19-6/30/20	FY-2020		FY-2021	
			Actual YTD 7-1/6-30	Budgeted 7-1/6-30	Budgeted 7-1/6-30	
	I.T.					
6000	COMPUTER HARDWARE	20,000.00	-	-		
5420	COMPUTER SOFTWARE		-	-		
5420	COMPUTER SUPPLIES	500.00	1,308.78	1,000.00		
5850	DESKTOP PCs	2,000.00	4,875.00			
5300	MISC PROF & TECH SERV**	18,000.00	29,885.68	26,400.00	3,521.08	7,528.46
	TOTAL DATA PROCESSING	40,500.00	36,069.46	27,400.00	3,521.08	7,528.46
					2,208.00	1,955.00
						1,955.00
	TOTALS	614,045.00	569,447.86	594,920.00	132,623.62	48,742.78
					45,976.85	31,357.53

MONTHLY ACCOUNTS RECEIVABLE

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

FOR NOVEMBER 2020 PREMIUMS

10/31/2020

NOVEMBER PREMIUMS NOT PAID

TO AVOID LATE ASSESSMENT FEE

INVOICE MUST BE PAID BEFORE:

November 4, 2020

CHESTERFIELD	7,599.12
CHESTERFIELD/GOSHEN RSD	17,469.11
GRANBY	182,272.83
HADLEY	175,598.92
HAMPSHIRE COUNTY RETIREMENT	9,335.74
HAMPSHIRE REG. SCH. DIST.	217,877.15
MIDDLEFIELD	3,952.19
PLAINFIELD	8,908.09
ASHFIELD	14,470.48
BUCKLAND	17,465.02
CONWAY	54,144.46
DEERFIELD	136,649.85
GILL	11,107.96
LEVERETT	63,397.48
MONTAGUE	121,671.92
NEW SALEM/WENDELL	55,725.77
PIONEER VALLEY REG. SCH. DIST.	198,900.52
SHUTESBURY	52,483.54
SOUTH HADLEY	537,761.83
WHATELY	46,622.02

\$ 1,933,414.00

TRANSACTION REPORT OCTOBER FY21

\$	10,024,685.43
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2020

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

PLAN

2020

HMO BLUE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
H-Employee Only	541	539	539	545	553	550	548	552	550	549	553	556	559	554	548	550	552	550
H-Employee + 1	365	362	364	356	360	358	357	359	360	356	358	353	366	371	370	370	376	378
H-Family	577	575	576	584	584	583	580	571	569	570	570	570	566	561	555	555	549	551
Total H HMO	1483	1476	1479	1485	1497	1491	1485	1482	1479	1475	1481	1479	1491	1486	1473	1475	1477	1479
F-Employee Only	686	683	680	685	689	688	697	695	688	683	681	673	673	663	660	653	671	686
F-Employee + 1	409	402	394	381	375	377	378	377	374	376	371	372	381	374	378	377	378	378
F-Family	679	683	680	691	693	690	689	692	694	697	698	698	702	696	693	690	688	684
Total F HMO	1774	1768	1754	1757	1757	1755	1764	1764	1756	1756	1750	1743	1756	1733	1731	1720	1737	1748
Total Employee Plans	1227	1222	1219	1230	1242	1238	1245	1247	1238	1232	1234	1229	1232	1217	1208	1203	1223	1236
Total Employee + 1	774	764	758	737	735	735	735	736	734	732	729	725	747	745	748	747	754	756
Total Family Plans	1256	1258	1256	1275	1277	1273	1269	1263	1263	1267	1268	1268	1268	1257	1248	1245	1237	1235
Total H&F HMO Plans	3257	3244	3233	3242	3254	3246	3249	3246	3235	3231	3231	3222	3247	3219	3204	3195	3214	3227

BLUE CARE ELECT PREFERRED (PPO)

H-Employee Only	181	181	179	188	189	183	183	183	185	185	185	187	183	182	180	183	181	182
H-Family	247	244	240	238	238	236	236	236	237	235	235	233	238	239	237	240	242	242
Total H PPO	428	425	419	426	427	419	419	419	422	420	420	420	421	421	417	423	423	424
F-Employee Only	112	109	106	108	114	114	111	112	111	111	113	116	113	112	111	110	115	116
F-Family	113	116	115	120	122	121	119	122	120	119	119	119	125	126	126	124	127	128
Total F PPO	225	225	221	228	236	235	230	234	231	230	232	235	238	238	237	234	242	244
Total Employee Plans	293	290	285	296	303	297	294	295	296	296	298	303	296	294	291	293	296	298
Total Family Plans	360	360	355	358	360	357	355	358	357	354	354	352	363	365	363	364	369	370
Total H&F PPO Plans	653	650	640	654	663	654	649	653	653	650	652	655	659	659	654	657	665	668

MEDEX

H-Employee Only	1220	1231	1230	1229	1226	1232	1192	1194	1191	1197	1194	1201	1204	1205	1210	1214	1218	1222
F-Employee Only	1183	1194	1200	1201	1206	1204	1216	1220	1222	1226	1227	1235	1241	1252	1254	1251	1260	1259
Total MEDEX Plans	2403	2425	2430	2430	2432	2436	2408	2414	2413	2423	2421	2436	2445	2457	2464	2465	2478	2481

TOTAL - All Plans	6313	6319	6303	6326	6349	6336	6306	6313	6304	6304	6304	6313	6351	6335	6322	6317	6357	6376
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Hampshire County Group Insurance Trust

Claim Payments

	CLAIMS			AMOUNT PAID		VARIANCE	CUMULATIVE VAR.	
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)
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		\$	5,072,300.00		\$ 150,519.59	\$ 417,428.82
March	\$	5,353,177.63		\$	5,072,300.00		\$ 280,877.63	\$ 698,306.45
April	\$	3,329,731.92		\$	5,072,300.00		\$ (1,742,568.08)	\$ (1,044,261.63)
May	\$	4,511,071.96		\$	5,072,300.00		\$ (561,228.04)	\$ (1,605,489.67)
June	\$	4,464,097.48		\$	5,072,300.00		\$ (608,202.52)	\$ (2,213,692.19)
July	\$	7,826,890.70		\$	5,072,300.00		\$ 2,754,590.70	\$ 540,898.51
August	\$	4,823,789.64		\$	5,072,300.00		\$ (248,510.36)	\$ 292,388.15
September	\$	4,771,553.13		\$	5,072,300.00		\$ (300,746.87)	\$ (8,358.72)
October	\$	5,348,857.12		\$	5,072,300.00		\$ 276,557.12	\$ 268,198.40
November								

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

Oct 1, 2020	wire	5,072,300.00	BCBS	xxx	Yes	Monthly Claim prefunding
Oct 1, 2020		5462	1,230.00 King St Realty	5270		Rent - Oct
Oct 1, 2020	ACH		176,183.87 BCBS	xxx	Yes	Oct Reinsurance premium
Oct 1, 2020		5461	24.17 Verizon			Telephone Expense
Oct 6, 2020		5463	42.30 Boston Mutual			Life Insurance
Oct 6, 2020		5464	1,955.00 Paragus Strategic	5300		Various IT
Oct 6, 2020		5465	57.58 National Grid	5340		Electric
Oct 6, 2020		5466	27.72 LD Products	5420		Toner
Oct 6, 2020		5467	3,000,000.00 Florence Bank			Transfer to CD
Oct 6, 2020		5468	4,737.40 CanaRx	xxx	Yes	CanaRx claims
Oct 6, 2020		5469	20,589.22 BR Fox & Assoc	xxx	Yes	RX Consulting Fee
Oct 14 2020	ACH		11,388.37 Checkwriters			Net Payroll, 10/14
Oct 21, 2020		5470	5,563.92 HCGIT			Health Insurance - Nov
Oct 21, 2020		5471	139.54 Comcast	5340		Internet
Oct 21, 2020		5472	6,075.20 CanaRx	xxx	Yes	CanaRx claims
Oct 21, 2020		5473	111.37 AEON			Telephone Expense
Oct 22, 2020	wire		399,855.66 Blue Medicare Rx	xxx	Yes	Medex Rx premium
Oct 28 2020	ACH		12,179.46 Checkwriters			Net Payroll, 10/28

8,712,460.78

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AS 11/6/20

<p style="text-align: center;">HAMPSHIRE COUNTY GROUP INSURANCE TRUST AMENDED AGREEMENT</p>
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Whereas, the Hampshire County Group Insurance Trust was created by an Intergovernmental Agreement dated May 10, 1990 by and between the Board of Commissioners of Hampshire County and the towns, cities, and regional school districts then utilizing the services of the Group Insurance Trust Fund, and

Whereas, the Hampshire County Group Insurance Trust was amended by an Intergovernmental Agreement dated June 1, 1996, and

Whereas, the Hampshire County Commission dissolved and replaced by the Hampshire Council of Governments and the Hampshire Council of Governments succeeded to the role and oversight previously exercised by the former County Commission, and

Whereas, the Hampshire Council of Governments further amended the Group Insurance Trust by an Intergovernmental Trust Agreement dated June 28, 2001 which agreement was between the Council of Governments as Trustees of the Group Insurance Trust and the member committees, and

Whereas, the Hampshire Council of Governments has ceased to exist, and

Whereas, the operation and control of the Hampshire County Group Insurance Trust devolves to the Insurance Advisory Committee, composed of a representative from each governmental member.

Now, therefore, the Insurance Advisory Committee, composed of a member from each town, city, fire district, regional school district and/or other governmental organization that is a member of the Group Insurance Trust agree to this Intergovernmental Agreement dated April ___, 2020. The member communities as of date of this Agreement are listed below as signatories to this Agreement.

ARTICLE I.

1. PURPOSE

This Group Insurance Trust exists for the purpose of providing group life insurance, group accidental and dismemberment insurance and group general or blanket hospital, surgical, medical, dental and other health insurance to or for the employees of the member communities. The Group Insurance Trust is authorized

to provide such insurance and benefits as permitted by M.G.L. Chapter 32B or other provisions of Massachusetts law.

2. AUTHORITY

This Agreement is authorized pursuant to the various Intergovernmental Agreements identified above, and pursuant to the provisions of Ch. 32B §3, 3A, 11 and 12, and the Trust is authorized to jointly purchase group health, life, and disability insurance. The Trust has an administrative staff and office space for its operations, and the staff, subject to supervision and approval by the Insurance Advisory Committee shall direct and manage the servicing of claims, as well to quote, solicit, review, negotiate, purchase insurance products and other products or services on behalf of the participating governmental units.

3. GOVERNANCE

a. Insurance Advisory Committee

Each governmental unit will have a representative on the Insurance Advisory Committee ("IAC"). The Insurance Advisory Committee shall be responsible for the management and operation of the Trust. The members of the Insurance Advisory Committee shall have a weighted vote, based on the number of participating employees of each respective governmental unit at the beginning of the fiscal year during which any such vote is taken. The weighted vote of each member unit shall be in accordance with the proportion of that unit's members to the entire employee population insured by the Trust. Any Motion before the Trust needs a simple majority of the weighted vote of the member units of the Trust, and a quorum of the Insurance Advisory Committee consists of a simple majority of the unit interests according to their weighted vote.

The IAC shall have the charge and control of the Trust, and it shall have ultimate decision making responsibility on all matters. The members of the IAC shall be named by the governing members of the individual member units and they hold a dual duty to both the Trust as well as to the member unit for which they serve.

The members of the IAC shall elect the Chairperson and Vice Chairperson of the IAC each year at the IAC's October meeting. The Insurance Director shall serve as Secretary of the IAC. The Vice Chairperson shall serve in the Chairperson's stead conducting any meetings or business in the Chairperson's absence.

b. Meetings of the Insurance Advisory Committee

The Insurance Advisory Committee shall have one regular meeting each quarter, and the Executive Director shall cause Notice of each such Regular Meeting to be served on each member by email as soon as reasonably possible on the setting of the Meeting Date. The Chairperson, or in the Chairperson's absence, the Vice-Chairperson may call such additional meeting(s) of the Insurance Advisory Committee as deemed reasonable and necessary.

The Trust is subject to the Massachusetts Open Meeting Law, both with respect to the Insurance Advisory Committee Meetings, as well as Executive Committee meetings. Pursuant to the Attorney General's Regulations at 940 CMR 29.00, the Trust adopts the use of its public website as its official notice posting method for the purposes of the Open Meeting Law.

c. Executive Committee

The Trust shall use an Executive Committee composed of 9 Members. The members shall include the chairperson of IAC, one representative from the cities/towns of greater than 5,000 residents, one representative from cities/towns of less than 5,000 residents, one representative on behalf of school districts, and the balance shall be from other governmental units. No governmental unit shall have more than one representative on the Executive Committee. The Executive Committee shall be for one year, and each member shall be elected by a majority of the weighted vote of Insurance Advisory Committee. In the event a member of the Executive Committee is unable or unwilling to complete his/her one-year term, the Insurance Advisory Committee may replace such member at its next regular meeting.

An Executive Committee quorum is a simple majority of the members of the Executive Committee, and all votes at the Executive Committee shall be determined by a majority vote.

d. Meetings of the Executive Committee

The Executive Committee shall have a regular monthly meeting to review, oversee and supervise the trust and its activities. The Insurance Advisory Committee Chairperson shall preside at each Executive Committee meeting, and in the Chair's absence the Vice Chairperson shall preside. The Executive Committee will select/vote a Vice Chair in the event the Chairperson is unavailable for a given meeting. The Executive Committee shall have the right to make regular and ordinary decisions with respect to the operation of the Trust, and while it may opine as to material issues, such decisions shall be reserved for the IAC at either its quarterly, or if needed, at an Emergency Meeting of the IAC. The Chairperson, or in the Chairperson's absence, the Vice Chairperson may call

such additional meetings of the Executive Committee as deemed reasonable and necessary.

e. Executive Session

The Insurance Advisory Committee or the Executive Committee may vote to go into Executive Session to review, consider, or vote on any matter or subject that Massachusetts law deems is appropriate subject for an Executive Session.

4. ADMINISTRATION

a. Each member unit shall be responsible to pay to the Trust all premiums, fees, and costs incurred or expended by the Trust with respect to providing health insurance or other benefits to said governing unit.

b. The Trust operates on a pay-as-you-go basis and as such each member unit shall make its premium payments to the Trust no later than the last day of the month for the insurance coverage for the next month. Member Units will be charged a late fee of 8% on the overdue premium, and the Insurance Advisory Committee has the authority by a majority vote to change this rate prospectively on an annual basis. Premium payments received after 3 business days into the calendar month will be charged a full month's interest. Due to fiscal year end issue, payments due June 30th for the month of July shall not accrue interest as long as the Trust receives the payment no later than end of day of the 11th business day of July of the year said payment is due.

c. The payment of monthly premiums and other costs is essential to the Trust and its ongoing operation. In the event a member unit fails to make payment by the last day of the coverage month, the Trust, in its sole discretion, may suspend coverage unless full payment including interest is received. As an example, if the payment for the month of September, due August 31st, is not received by the end of September, the Trust in its discretion may suspend coverage. The Trust has authority to bill any member unit for any late fees, or to deduct any such late premium payments or late fees from any deposits held by Trust for that governing unit. However the Trust has no duty or obligation to deduct the payment from any such deposit, and to the extent it does so that member unit must promptly deposit in that member's account an amount equal to the deducted amounts such that deposit funds remain consistent.

In such event, the Trust shall provide notice to the Member Unit. The Executive Committee shall be authorized to assess late fees.

In the event of any payment default or late payment by a member unit, the Trust shall be entitled to recover any and all costs, overdue premium payments, tailing coverage costs, interest at the rate of prejudgment interest as established by Massachusetts law, as well as the Trust's reasonable attorney's fees incurred in the collection or enforcement of any obligations owed hereunder.

5. ADDITION OF NEW MEMBERS

Governmental Units seeking or applying to join the Trust will be screened by the Director and the Executive Committee. Prospective Units are required to submit a non-refundable \$500 deposit at time of application. The underwriting process will consist of a two (2) year review of claim experience along with review of large claims during this time period. Other factors reviewed will be current health plans in place and their current rates. Unit census also will need to be provided.

Governmental Units approved for membership shall be required to agree to timely pay its monthly costs as identified above. Additionally, the new governmental unit shall pay a claim deposit equal to 3 months of prospective claims as a condition of joining the Trust. Such payment is due in full no more than 12 months from the date of said governing unit's joining the Trust, and in the event the claim deposit is not paid the Trust may bring an action to collect. An accepted Unit will have its \$500 application fee applied to this claim deposit. The Executive Committee, by majority vote, may allow a new Unit to pay its claim deposit over a 24 month period if so requested by the new Unit.

Governing Units that have not fully paid the required claim deposit shall not have any voting authority on the Insurance Advisory Committee, nor shall such Unit be eligible to serve as a member of the Executive Committee.

6. WITHDRAWAL OF MEMBER UNITS

A member unit seeking to withdraw from participating in the Trust may do so by providing written notice to the Director and the members of the Executive Committee at least 90 days before the renewal date and start of a new plan year. The Notice of Withdrawal from any departing member unit shall be signed by the Chief Executive Officer(s) of said member unit. A member unit that withdraws from participation in the Trust shall remain fully liable for all costs, fees, premiums incurred by the Trust relating to that member's participation in the Trust. As the trust may be responsible for and may have to pay unknown tailing claims, the Trust will not refund any claim deposit until 18 months after the effective date of the member unit's withdrawal from participation and the trust may deduct from that Member's deposit any remaining unpaid claims as of the date of payment.

The Insurance Advisory Committee may terminate the participation of a member unit in the Trust. In any such event, the termination may be accomplished only by a majority of the weighted vote of the Insurance Advisory Committee, after notice to the member unit.

7. LIMITATIONS/COMPETITION WITH TRUST'S INSURANCE

The member units are not required to offer to the respective employee members all of the various health and other insurance products available through the Trust. Each member unit, whether its employees are bargaining or non-bargaining, has the right/obligation to work with its own employees to determine the various benefits to be offered by that member to its employees. The Trust as of April 2020 offers health insurance, life insurance, disability insurance, as well as financial services.

However, no member unit shall offer to its employees any other or additional health insurance products by providers other than through the Trust. The Trust regards any other health insurance product to compete with the health insurance products offered by the Trust. Further, the trust does not regard the offering or sale of life or dental insurance as a comparable or competitive product and the member communities may offer such additional limited benefits and not be in conflict with the provisions of this Trust.

In the event a member unit offers insurance products to its employee members that the Trust determines are comparable to or in competition with the insurance products offered by the Trust, the Trust in its sole discretion may terminate such governing unit as a member herein.

8. TRUST OPERATION

The Insurance Advisory Committee shall appoint an Insurance Director and such additional employees as deemed necessary to provide administration and management of the Group Insurance Trust. The Insurance Director shall report to the Insurance Advisory Committee and will serve as Administration and Finance Director for the Trust and with approval of the Insurance Advisory Committee may appoint such additional employees on such terms and conditions otherwise by the Insurance Advisory Committee.

Pursuant to M.G.L. Ch. 32B §3A, the Insurance Advisory Committee shall have contract to have an audit each year of the Trust and fund and to ensure compliance with the audit standards set forth therein.

9. NON-DISCRIMINATION

The Group Insurance Trust and the Insurance Advisory Committee shall not discriminate against any person with respect to employment that would constitute a violation of M.G.L. Ch. 151B. Additionally, the Trust and the Insurance Advisory Committee shall not permit or authorize any coverage or benefits to the employees which would be contrary to Massachusetts or Federal Law prohibiting discrimination based on or because of a legally recognized protected category.

The Member Communities comprising the Group Insurance Trust are set forth below and this Amended Agreement was adopted by a vote of the weighted majority of the Member Units on the date set forth on page 1 of this Agreement.

Athol

Belchertown

Belchertown Water District

Bernardston

Buckland

Charlemont

Charlton

Chester

Chesterfield

Chesterfield/Goshen Regional School District

2021 Dental Renewal

- ❑ **Guardian has settled on a 7% rate decrease for 36 months**
 - ❑ No Plan Design Changes
 - ❑ Members continue with Benefit Rollover (\$912,000)
- ❑ **MetLife (PPI Partner)**
 - ❑ 11.9% savings compared with current (Net 4.9% for 24 months).
 - ❑ No Rollover, but will increase annual maximums by \$500
- ❑ **Altus, Delta of RI (Non-PPI Partner)**
 - ❑ 10.66% savings compared with current (Net 3.66% for 36 months)
 - ❑ Preventive Dental Option, so all services for annual exams and cleaning do not count toward annual maximum (Attached)
 - ❑ Will honor all Rollover Amounts
- ❑ **Blue Cross/Blue Shield (Non-PPI Partner)**
 - ❑ 3.98% savings for 24 months (Net +3.02%, 3% rate cap on year 3)
 - ❑ Will honor Rollover Accounts
 - ❑ \$10k Wellness Credit and Reduction of Medical Fees equivalent to \$18k per year
- ❑ **Delta Dental (Non-PPI Partner)**
 - ❑ 6.5% savings for 36 months (Net +0.5% increase)
 - ❑ Will honor Rollover Accounts
 - ❑ Largest Network Access and Integration with Premier Network
- ❑ **SunLife(PPI Partner)**
 - ❑ 9.14% savings for 24 months (Net 2.14%)
 - ❑ Will honor Rollover Accounts

Hampshire County Group Insurance Trust

Statement Of Net Assets

Assets

	Unaudited As of 6/30/2020	Unaudited As of 6/30/2019
Current		
Cash and short term investments	8,956,887	10,468,464
Investments	24,129,217	20,660,418
Member accounts receivable	3,671,425	4,545,620
Due From Other Funds	-	-
Total Assets	\$ 36,757,529	\$ 35,674,502

Liabilities

Current		
Medicare Part D Premium Payable		
ACA Transitional Reinsurance or PCORI Payable	28,697	27,511
Claims Settlement Payable/Receivable	(2,213,692)	1,374,178
Member Deposits	4,444,802	4,399,802
Accrued claims payable (IBNR)***	4,832,599	4,458,994
Total Current Liabilities	\$ 7,092,406	\$ 10,260,485
Noncurrent Liabilities		
Accrued Compensated absences***	38,643	34,000
Net OPED Obligation ***	278,190	265,066
Net Pension Liability***	768,540	650,000
Total Noncurrent Liabilities	\$ 1,085,373	\$ 949,066
Total Liabilities	\$ 8,177,779	\$ 11,209,551
Net Assets		
Unrestricted	\$ 28,579,750	\$ 24,464,951
Total Net Assets	\$ 28,579,750	\$ 24,464,951

** Estimated data