HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Executive Committee
Meeting Notice and Agenda
February 17, 2021
9:00 A.M.
Via ZOOM Teleconference

Call to Order	RK
Approval of Minutes of January 2021	RK
Financial Report (Vote) Month of January 2021 **Income & Expenses & Operating Expenses** **For Trust and Wellness Initiative**	JS
January Expenditures (vote)	JS
Rx RFP (vote)	JS/JG
Wellness	MK
Learn to Live	JS
HCOG/Retirement Assessment	JS
IT – Cloud Storage	JS
Vacation Time	JS
Adjournment	RK

<u>Meeting Schedule</u>

Executive Committee – March 17, 2021, 9:00 a.m., via Zoom
Insurance Advisory Committee – April 21, 2021, 10:00 a.m., via Zoom
Executive Committee – May 19, 2021, 9:00 a.m., via Zoom

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

98 KING STREET
NORTHAMPTON, MA 01060

TO: All Trust Member Units

RE: **Minutes of January 20, 2021**
Executive Committee Meeting
Via Zoom Teleconference

MEMBERS PRESENT:

Russ Kaubris
Michael Sullivan
Deb Kuhn
Lisa Banner
Denise Cashin
Donna Foglio
Lisa Blackmer

OTHERS PRESENT:

Joseph Shea
Michele Komosa
Cynthia Smith
Diane Sexton

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

Chairman Russ Kaubris requested that the minutes of December 16, 2020 be approved by unanimous consent, all were in favor.

FINANCIAL REPORT

Financial Report

The Financial Report for the month of December was presented reflecting a starting balance of $7,584,867.57 with a total monthly income received of $5,532,813.80 and monthly expenses of $5,513,369.85 with a total net monthly income of $19443.95 and an ending month balance of $7,604,311.52 with accounts receivable of $1,662,425.08 leaving a total of $42,599,437.05.

Investments and CD's for December 2020

The investments portfolio value was $12,298,457.14 with a market change of $342,229.56 leaving a total of $12,640,686.70. The starting balance in CD's was $16,097,818.32, with interest earned of $14,456.31 leaving a balance of $16,112,274.63.

On a motion by Michael Sullivan, seconded by Lisa Blackmer, it was voted to approve the financial report. A roll call vote was taken with all in favor.

WELLNESS UPDATE

Michele gave an update on the Wellness Initiative program:

- **On Demand Fitness Classes** – On demand fitness classes are being well received with 240 active participants. They cost $1500 to host. Michele plans to continue offering them.
- **Wellness Credits** – There is about $18,000 left to use by June 30th. Approximately $6,000 will be used for the ahealthyme gift cards.
- **Mini Grants** – The deadline for the mini grant mid-year reports was extended to February 1st.
- **Live Cooking Classes** – There is a live cooking class scheduled for February 10th.
- **Wellness Newsletter** – This continues to be distributed monthly.

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

DECEMBER EXPENDITURES

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

A motion to accept the December expenditures was made by Lisa Banner and seconded by Lisa Blackmer. This was followed by a roll call vote with all in favor.

LEARN TO LIVE

BCBS is offering a new program called Learn to Live which focuses on behavior health issues, including stress, depression, and anxiety. This program will offer online tools and self-paced programs to help employees and their families. This program would cost the Trust approximately $46,000 for one year to make it available to our members.

On a motion by Lisa Blackmer, seconded by Michael Sullivan it was voted to add the learn to live program for Trust member's participation. A roll call vote was taken with all in favor.

PERSONNEL POLICY DISCUSSION

The Trust personnel policy was finalized from previous discussions.

On a motion by Michael Sullivan, seconded by Lisa Blackmer it was voted to accept the personal policy as presented. This was followed by a roll call vote with all in favor.

REINSURANCE UPDATE

Joe provided an update on the reinsurance stating we are still receiving funds back from Gerber for FY20. Joe stated to date we have come out ahead $250,000 for FY20. So far in FY21 no one has reached the stop loss limit of $275,000.

BCBS SYSTEM CHANGES

Joe explained Trust staff continues to struggle using the new BCBS system. The Trust continues to participate in weekly conference calls with BCBS to address the system issues to attempt in finding resolutions. The new system is also posing an issue for members as it is no longer in real time but now batched processing therefore it takes longer for transactions to post for utilization.

AUDIT/UNAUDITED FINANCIALS/COVID UPDATES

Audit

Joe stated the auditors are still collecting information from our vendors to wrap up our audit. He hopes to have it back soon.

Covid

Joe stated the Trust has closed the office twice due to covid. Staff continues to work rotating shifts in the office and remotely from home.

RX RFP STATUS

Joe stated our current RX contract is to run out March 31, 2021. John Garrish from BR Fox began the RFP process in November 2020. The bidding is currently ongoing. By putting this out to bid, the Trust is expected to save $9-12 million over 3 years.

FY-22 RATE RENEWAL 2022

Joe asked if the Executive Committee was interested in adding a high deductible plan to the Trust's offerings. No one was interested in this at this time. Joe then explained although BCBS has forecasted a premium rate increase for the Trust of 6% or more, they will not be increasing their administration fee. Joe then stated the Trust is in good financial shape and suggested leaving the rates unchanged or a possible slight decrease. This was followed by some discussion.

Michael Sullivan made a motion to recommend to the IAC that we reduce all HMO/PPO plan rates by 2%. This was seconded by Donna Foglio. A roll call vote was taken with all in favor.

ADJOURNMENT

On a motion by Lisa Banner, seconded by Michael Sullivan, the meeting was adjourned at 9:52 a.m.

Respectfully submitted,
Cynthia Smith

Meeting Schedule

Insurance Advisory Committee – January 27, 2021, 10:00 a.m., via ZOOM
Executive Committee – February 17, 2021, 9:00 a.m., via ZOOM
Executive Committee – March 17, 2021, 9:00 a.m., via ZOOM

Joseph Shea is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting
https://us02web.zoom.us/j/86741751878?pwd=alRrZE5uTHE4Z3JTYlRDQ3VlbXV1dz09

Meeting ID: 867 4175 1878
Passcode: 716027
One tap mobile
+13126266799,,86741751878#,,,,*716027# US (Chicago)
+16465588656,,86741751878#,,,,*716027# US (New York)

Dial by your location
+1 312 626 6799 US (Chicago)
+1 646 558 8656 US (New York)
+1 301 715 8592 US (Washington DC)
+1 346 248 7799 US (Houston)
+1 669 900 9128 US (San Jose)
+1 253 215 8782 US (Tacoma)
Meeting ID: 867 4175 1878
Passcode: 716027
Find your local number: https://us02web.zoom.us/u/kbyzqGvhHe

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

INCOME AND EXPENSE REPORT

ITEMS	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC	JAN
Starting Cash Balance	$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	$7,584,092.81	$7,601,697.58
Adjustments												
Total Starting Balance	$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	$7,584,092.81	$7,601,697.58
MONTHLY INCOME												
Total Premium Collected	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	6,688,360.90	5,531,323.08	6,118,089.28
Interest Income (MMDT)	1,926.37	2,088.07	1,473.89	926.94	994.22	976.54	1,334.02	1,348.08	893.00	732.72	735.96	755.92
Other Income or Adjustments									(2,999,500.00)			
BCBS SR Premium Collected												
TOTAL MONTHLY INCOME	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	6,689,093.62	5,532,059.04	6,118,845.20
MONTHLY EXPENSES												
BCBS Admin Cost (estimate)												
Claim Deposit	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00	5,072,300.00
Reinsurance (Ind.&Agg.)	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	178,242.36	(50,365.98)	176,512.83
BCBS Settlement	860,319.75			698,306.45			(2,213,692.19)					
Recon adjust w/Finance												
BCBS Sr Premium Paid												
Other Exp. & Claim Settlement	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	434,850.88	440,523.96	434,667.92
Total Plan Expenses	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	5,685,393.24	5,462,457.98	5,683,480.75
Total Unit Operating Expenses	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	50,564.69	51,996.29	38,469.26
TOTAL MONTHLY EXPENSES	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	5,735,957.93	5,514,454.27	5,721,950.01
TOTAL NET MONTHLY INCOME	(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)	953,135.69	17,604.77	396,895.19
BALANCE												
Cash Balance	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	7,584,092.81	7,601,697.58	7,998,592.77
Adjustments												
ENDING MONTHLY BALANCE	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	7,584,092.81	7,601,697.58	7,998,592.77

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Fund And Investment Information

FUNDS	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC	JAN
Post Employee Ben. S.B.	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	105,080.48	104,073.06
Funding	774.76	774.76		1,549.52	774.76		1,499.83	774.76	-	1,549.52	754.76	971.33
Expenses	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	1,461.28	1,762.18	1,786.74
Total	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	105,080.48	104,073.06	103,257.65
Accurued 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	12,923,074.76	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	16,097,818.32	16,112,274.63
Deposit									3,000,000.00			
Interest	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	13,767.38	14,456.31	7,507.51
Balance	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	16,097,818.32	16,112,274.63	16,119,782.14
Portfolio Value	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	12,298,457.14	12,640,686.70
Deposit												
Interest	(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)	807,650.81	342,229.56	(69,090.95)
Market Change												
Total	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	12,298,457.14	12,640,686.70	12,571,595.75
Accounts Receivable	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	1,270,702.52	1,662,425.08	1,440,624.63
Total With Accounts Receivable	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	41,832,271.19	42,597,276.97	42,709,972.86

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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	FY-2020 Actual YTD	FY-2021 Budgeted							
	WAGES & BENEFI	7/1/19-6/30/20	7-1/6-30	7-1/6-30	July	August	September	October	November	December	January
5110	SALARY*	335,000.00	322,218.34	345,000.00	26,043.22	25,534.01	36,840.26	23,567.83	29,427.95	41,781.68	26,466.38
5145	LONGEVITY	575.00	-	4,000.00							
5130	OVERTIME		-	-							
5120	TEMP. EMPLOYEE SAL		-	-							
481	FICA (.062)		-	-							
5186	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	4268.28	4215.92	4268.28	6,584.42	5,057.36
5185	LIFE INSURANCE	320.00	394.24	320.00		28.40	28.40	28.40	28.40	56.80	
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	33,724.63	48,422.90	31,523.74

ITEM CODE	BUDGET ITEMS	FY2020 Budgeted									
	NON SALARY EXP	7/1/19-6/30/20									
5300	ADM. CONT. SERVICES (FS&PF)		-	-							
	Rent	15,000.00	14,760.00	15,450.00	1,230.00	1,230.00	1,230.00	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			10,000.00		2,000.00
5340	TELEPNONE/INTERNET	3,600.00	2,224.77	3,500.00							339.52
5490	FOOD SUPPLIES	500.00	569.94	600.00	11.58				8.98		
5420	OFFICE & COMPUTER SUPPLI	2,500.00	1,388.97	2,000.00							
5580	MISC. EXPENSES	500.00	557.84	700.00							
5580	NEWSPAPER/MAGS/BOOKS	100.00	-	-							
5420	POSTAGE (Stamps)	3,500.00	2,107.89	3,500.00	19.11						
5275	POSTAGE METER RENTAL		35.98						2,262.84		
5380	MINI GRANTS/WELLNESS	25,000.00	16,663.08	25,000.00		8900	500				1,500.00
5420	STATIONERY & OFF. SUPP.		274.84		80.69		414.99	27.72	224.95	102.87	
5780	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	364.29	365.52	
	TOT. Inderect 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	14,091.06	1,698.39	5,069.52

ITEM CODE	BUDGET ITEMS	FY2020 Budgeted	FY-2020 Actual YTD	FY-2021 Budgeted							
	I.T.	7/1/19-6/30/20	7-1/6-30	7-1/6-30							
6000	COMPUTER HARDWARE	20,000.00	-	-							
5420	COMPUTER SOFTWARE		-	-							
5420	COMPUTER SUPPLIES	500.00	1,308.78	1,000.00							
5850	DESK TOP 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	2,208.00	1,955.00	2,749.00	1,875.00	1,876.00
	TOTAL DATA PROCESSING	40,500.00	36,069.46	27,400.00	3,521.08	7,528.46	2,208.00	1,955.00	2,749.00	1,875.00	1,876.00
	TOTALS	614,045.00	569,447.86	594,920.00	132,623.62	48,742.78	45,976.85	31,357.53	50,564.69	51,996.29	38,469.26

MONTHLY ACCOUNTS RECEIVABLE

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

FOR FEBRUARY 2021 PREMIUMS

FEBRUARY PREMIUMS NOT PAID
AS OF JANUARY 31, 2021

		TO AVOID LATE ASSESSMENT FEE INVOICE MUST BE PAID **BEFORE:** ***February 3, 2021***
CHESTER	12,565.86	**2/2/2021**
CHESTERFIELD/GOSHEN RSD	19,478.40	**2/1/2021**
DUDLEY	102,904.08	**2/2/2021**
GOSHEN	4,273.58	**2/1/2021**
GRANBY	184,927.03	**2/1/2021**
HADLEY	163,815.60	**2/1/2021**
HAMPSHIRE REGIONAL SCH. DIST	213,053.20	**2/1/2021**
MIDDLEFIELD	3,952.01	**2/1/2021**
VALLEY CDC	4,559.10	**2/1/2021**
HAWLEY	2,226.78	**2/2/2021**
HEATH	10,742.58	**2/1/2021**
LEYDEN	3,925.84	**2/1/2021**
PIONEER VALLEY REGIONAL SCH. DIST	177,648.92	**2/1/2021**
SOUTH HADLEY	528,409.89	**2/1/2021**
WARWICK	8,141.76	**2/1/2021**
	$ 1,440,624.63	

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

PLAN	2020											2021		
HMO BLUE	**JAN**	**FEB**	**MAR**	**APR**	**MAY**	**JUNE**	**JULY**	**AUG**	**SEPT**	**OCT**	**NOV**	**DEC**	**JAN**	**FEB**	**MAR**
H-Employee Only	548	552	550	549	553	556	559	554	548	550	552	550	552	557	561
H-Employee + 1	357	359	360	356	358	353	366	371	370	370	376	378	373	370	367
H-Family	580	571	569	570	570	570	566	561	555	555	549	551	548	545	546
Total H HMO	1485	1482	1479	1475	1481	1479	1491	1486	1473	1475	1477	1479	1473	1472	1474
F-Employee Only	697	695	688	683	681	673	673	663	660	653	671	686	690	687	694
F-Employee + 1	378	377	374	376	371	372	381	374	378	377	378	378	382	377	375
F-Family	689	692	694	697	698	698	702	696	693	690	688	684	682	679	676
Total F HMO	1764	1764	1756	1756	1750	1743	1756	1733	1731	1720	1737	1748	1754	1743	1745
Total Employee Plans	1245	1247	1238	1232	1234	1229	1232	1217	1208	1203	1223	1236	1242	1244	1255
Total Employee + 1	735	736	734	732	729	725	747	745	748	747	754	756	755	747	742
Total Family Plans	1269	1263	1263	1267	1268	1268	1268	1257	1248	1245	1237	1235	1230	1224	1222
Total H&F HMO Plans	**3249**	**3246**	**3235**	**3231**	**3231**	**3222**	**3247**	**3219**	**3204**	**3195**	**3214**	**3227**	**3227**	**3215**	**3219**

BLUE CARE ELECT PREFERRED (PPO)															
H-Employee Only	183	183	185	185	185	187	183	182	180	183	181	182	179	182	180
H-Family	236	236	237	235	235	233	238	239	237	240	242	242	242	241	242
Total H PPO	419	419	422	420	420	420	421	421	417	423	423	424	421	423	422
F-Employee Only	111	112	111	111	113	116	113	112	111	110	115	116	117	118	117
F-Family	119	122	120	119	119	119	125	126	126	124	127	128	128	127	129
Total F PPO	230	234	231	230	232	235	238	238	237	234	242	244	245	245	246
Total Employee Plans	294	295	296	296	298	303	296	294	291	293	296	298	296	300	297
Total Family Plans	355	358	357	354	354	352	363	365	363	364	369	370	370	368	371
Total H&F PPO Plans	**649**	**653**	**653**	**650**	**652**	**655**	**659**	**659**	**654**	**657**	**665**	**668**	**666**	**668**	**668**

MEDEX															
H-Employee Only	1192	1194	1191	1197	1194	1201	1204	1205	1210	1214	1218	1222	1237	1240	1240
F-Employee Only	1216	1220	1222	1226	1227	1235	1241	1252	1254	1251	1260	1259	1262	1269	1272
Total MEDEX Plans	**2408**	**2414**	**2413**	**2423**	**2421**	**2436**	**2445**	**2457**	**2464**	**2465**	**2478**	**2481**	**2499**	**2509**	**2512**

TOTAL - All Plans	**6306**	**6313**	**6301**	**6304**	**6304**	**6313**	**6351**	**6335**	**6322**	**6317**	**6357**	**6376**	**6392**	**6392**	**6399**

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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	A	$ 5,072,300.00	A	$ 150,519.59	**$ 417,428.82**
March	$ 5,353,177.63	A	$ 5,072,300.00	A	$ 280,877.63	**$ 698,306.45**
April	$ 3,329,731.92	A	$ 5,072,300.00	A	$ (1,742,568.08)	**$ (1,044,261.63)**
May	$ 4,511,071.96	A	$ 5,072,300.00	A	$ (561,228.04)	**$ (1,605,489.67)**
June	$ 4,464,097.48	A	$ 5,072,300.00	A	$ (608,202.52)	**$ (2,213,692.19)**
July	$ 7,826,890.70	A	$ 5,072,300.00	A	$ 2,754,590.70	**$ 540,898.51**
August	$ 4,823,789.64	A	$ 5,072,300.00	A	$ (248,510.36)	**$ 292,388.15**
September	$ 4,771,553.13	A	$ 5,072,300.00	A	$ (300,746.87)	**$ (8,358.72)**
October	$ 5,348,857.12	A	$ 5,072,300.00	A	$ 276,557.12	**$ 268,198.40**
November	$ 4,979,230.59	A	$ 5,072,300.00	A	$ (93,069.41)	**$ 175,128.99**
December	$ 4,604,432.34		$ 5,072,300.00		$ (467,867.66)	**$ (292,738.67)**
January	$ 5,094,645.16		$ 5,072,300.00		$ 22,345.16	**$ (270,393.51)**

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

1/4/2021	wire		5,072,300.00	BCBS	xxx		Yes	Monthly Claim prefunding
1/4/2021		5509	24.23	Verizon				Telephone Expense
1/4/2021		5510	1,230.00	King St Realty	5270			Rent - Jan
1/4/2021	ACH		176,512.83	BCBS	xxx		Yes	JAN Reinsurance premium
1/4/2021		5511	3,165.10	Hampshire Retirement Board				DEC retirement allocation
1/4/2021		5512	3,703.70	CanaRx	xxx		Yes	CanaRx claims
1/4/2021		5513	151.74	PPI - ACSA Group Ins				Dental Insurance - JAN
1/6/2021	ACH		10,275.59	Checkwriters				Net Payroll, 1/6/21
1/7/2021		5514	1,500.00	Wellable		5380		Wellness Program
1/7/2021		5515	1,876.00	Paragus Strategic		5300		Various IT
1/7/2021		5516	20,589.22	BR Fox & Assoc	xxx		Yes	RX Consulting Fee
1/19/2021	ach		(14.11)	Checkwriters				Payroll adj
1/20/2021	ach		10,606.30	Checkwriters				Net Payroll, 1/6/21
1/21/2021		5517	52.45	National Grid	5340			Electric
1/21/2021		5518	2,000.00	Melanson	5320			Audit
1/21/2021		5519	2,433.50	Hampshire Retirement Board				JAN retirement allocation
1/21/2021		5520	6,692.36	HCGIT				Health Insurance - FEB
1/21/2021		5521	139.54	Comcast	5340			Internet
1/21/2021		5522	8,000.80	CanaRx	xxx		Yes	CanaRx claims
1/21/2021		5523	123.30	AEON				Telephone Expense
1/31/2021	wire		402,374.20	Blue Medicare Rx	xxx		Yes	Medex Rx premium
			5,723,736.75					

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2/2/21

RFP Background

- → Proposals are based on **3,876** enrolled employees and **9,182** enrolled members
- → Truveris was provided claims data for the time period **10/01/2019 – 09/30/2020** with an annual Drug Spend of **$13.4M**
- → Cost and Utilization trend factors were applied by drug classification, (Brand, Generic, and Specialty) to project a 3-year forecast against which the submitted bids are compared
- → **Capital Rx** was eliminated from consideration following Round 1
- → Round 2 was launched on **January 5th 2021**

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3 Year Financial Summary

	Current Contract	BCBS MA	BCBS MA	HealthSmartRx	Optum	CVS Health
Pricing Structure	Traditional	Traditional	Traditional	Traditional	Traditional	Traditional
Rebates	Reinvested	Reinvested	Guarantees	Guarantees	Guarantees	Guarantees
Type of Formulary	Closed	Closed	Closed	Closed	Closed	Closed
Network	Retail 30: Broad Retail 90: CVS	Retail 30: Broad Retail 90: CVS	Retail 30: Broad Retail 90: CVS	Retail 30: Broad Retail 90: CVS	Retail 30: Broad Retail 90: CVS	Retail 30: Broad Retail 90: CVS
Specialty	Exclusive	Exclusive	Exclusive	Exclusive	Exclusive	Exclusive
Ingredient Cost	$49,805,385	$45,667,221	$53,867,852	$55,517,062	$55,826,759	$57,794,948
Dispensing Fee	$319,715	$175,003	$174,972	$104,709	$209,714	$127,449
Drug Spend	**$50,125,100**	**$45,842,224**	**$54,042,823**	**$55,621,771**	**$56,036,472**	**$57,922,397**
Admin Fees	$0	$0	$1,125,000*	$0	$0	$0
Rebates**	$0	$0	($12,246,904)	($13,875,309)	($16,231,314)	($21,732,534)
*Rebates including LDDs****	*$0*	*$0*	*($14,784,520)*	*($16,880,956)*	*($20,397,813)*	*($21,760,648)*
Carve-Out Fees****	N/A	N/A	N/A	$831,519	$796,519	$796,519
Bid Cost	**$50,125,100**	**$45,842,224**	**$42,920,919**	**$42,577,981**	**$40,601,677**	**$36,986,381**
Current Plan Cost	N/A	$50,125,100	$50,125,100	$50,125,100	$50,125,100	$50,125,100
Total Savings $	N/A	$4,282,876	$7,204,181	$7,547,119	$9,523,423	$13,138,719
Total Savings %	N/A	8.54%	14.37%	15.06%	19.00%	26.21%

**Truveris Fees*
***Minimum rebate guarantees excluding Limited Distribution Drugs (LDDs), aligning with contract. Hampshire will receive 100% pass-through of rebates (HealthSmartRx 82% Year 1, 90% Year 2, 91% Year 3)*
****Minimum rebate guarantees including LDDs. This is a projection and not incorporated within savings calculations - LDDs are excluded from contract*
*****Accumulator fee and medical cost per contract (CPC) increase*

truveris

HAMPSHIRE COUNTY RETIREMENT SYSTEM

A Massachusetts Regional Public Employee Retirement System

99 Industrial Drive, Suite 2, Northampton, MA 01060-2326
tel:(413) 584-9100 fax:(413) 587-9396
email: info@hampshireretirementma.org
www.hampshireretirementma.org

January 15, 2021

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

Dear Mr. Shea:

This letter certifies under Chapter 32, section 22 (7)(ii) Appropriation to the Hampshire County Retirement System for Fiscal Year 2022 which commences July 1, 2021 for the Hampshire County Group Insurance Trust is $106,450.00.

Normal payment is due in bi-annual installments with the first payment of $53,225.00 due July 1, 2021 and the second payment of $53,225.00 due January 1, 2022.

The Hampshire County Retirement System is offering an option to make a single payment of $104,644.00 that would be due on July 1, 2021.

Sincerely,

Patricia Rutkowski

Patricia Rutkowski
Assistant Administrator

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Learn to Live Partnership Kick-Off

Change your mind. Change your life.™

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Agenda

- Introductions
- Learn to Live & CBT Overview
- Demo
- Our Commitment to Utilization
- Easy Enrollment
- Next Steps

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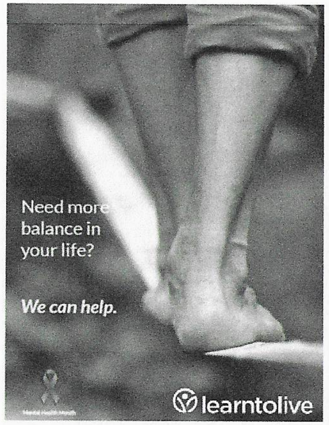

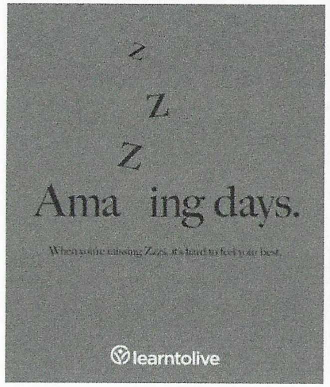

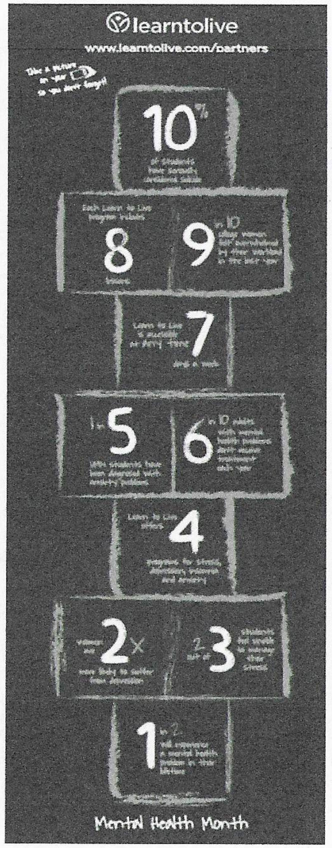

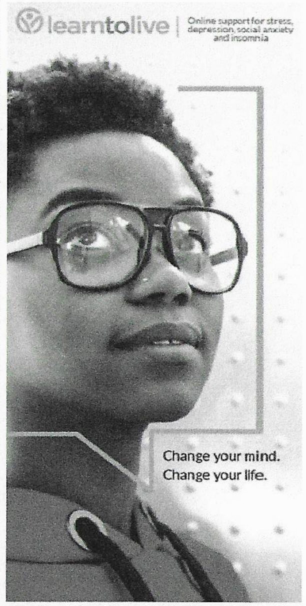

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Online Cognitive Behavioral Therapy increases reach

L2L engages those who may not use on-campus counseling, video platforms, EAP services, wellness coaching or primary care.

1. **Comprehensive clinical assessments**
2. **24/7 live, personalized coaching**
3. **Programs:**
   - Depression
   - Stress, Anxiety & Worry
   - Social Anxiety
   - Insomnia
   - Substance Use

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As effective as
in-office therapy.[1]

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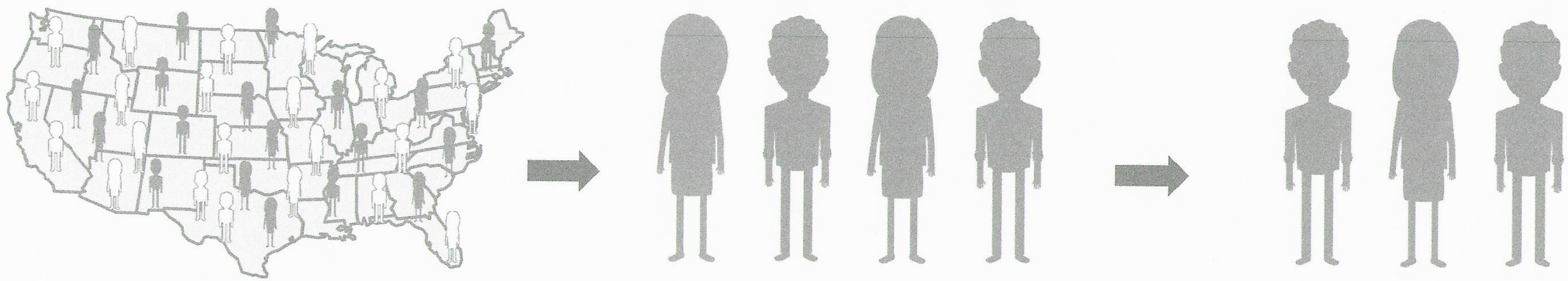
1. Hedman, Erik, et al. "Cognitive behavior therapy via the Internet: a systematic review of applications, clinical efficacy and cost-effectiveness." Expert Review of Pharmacoeconomics & Outcomes Research 12.6 (2012)

L2L targets “silent sufferers”



150M suffer[1]

3/4 will not seek in-person therapy[2]

114M gap: silent sufferers

20

L2L overcomes access barriers

- Social stigma
- Unease with in-person care or making appointments
- Accessibility: geographic limitations, limited access
- High costs: individuals, employers, insurers and providers

learntolive

1-2: Kessler, R. C., PhD. (2005). Prevalence and treatment of mental disorders. NEJM, 352(24), 2515-23.

On-staff L2L coaches play a key role for members

- Education: Masters-level and higher in Social Work or Psychology
- Prior experience in clinical settings
- Highly trained in L2L coaching protocols
- Member benefit:
  - ✓ Can access via text, email or phone – 24/7
  - ✓ Unlimited coaching; with the same coach
  - ✓ 8-12% of L2L members use coaches
  - ✓ Compelling outcomes: 44% improved outcomes when working with a coach

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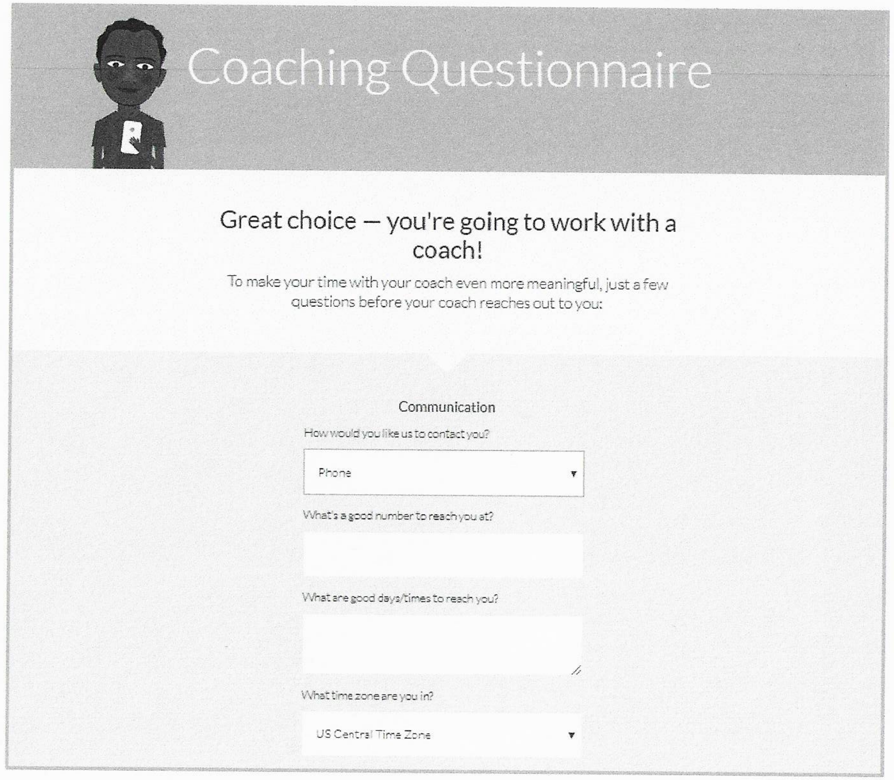

We manage all aspects of engagement

Planning

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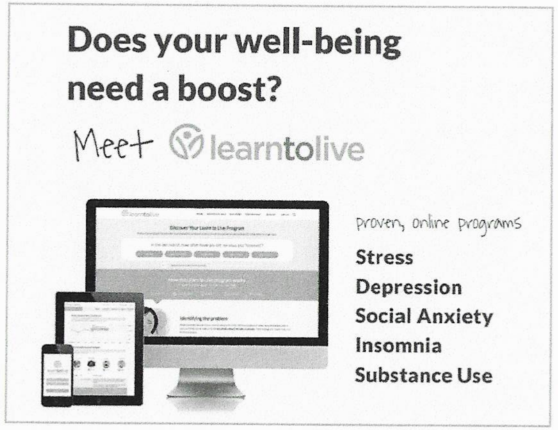
We believe it's important to talk about behavioral health and to get support when you need it.

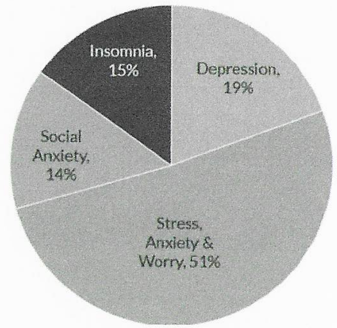
That's why we're announcing a new partnership.

Delivering



Reporting

Comprehensive Assessments	Program Enrollments	Mindfulness Moment Opt-Ins	Members Working With a Coach
291	193	90	7



Sample delivery plan: highly personalized approach

Message Strategy	Message Timing											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Build Awareness + Take a Step	Q1 Campaign FIRST STEPS (Posters, Readers, Intranet, Email, Webinar)			Q2 Campaign PROGRAMS THAT WORK (Posters, Readers, Intranet, Email, Webinar)			Q3 Campaign PRIORITIZING YOU (Posters, Readers, Intranet, Email, Webinar)			Q4 Campaign TBD (Posters, Readers, Intranet, Email, Webinar)		
	Article	Article	Article	Article	Article	Article	Article	Article	Article	Article	Article	Article
			CHALLENGE Sleep Awareness Week		CHALLENGE Mental Health Month			CHALLENGE TBD			CHALLENGE TBD	
	COVID-19 Webinars (live & on-demand)											
Deepen Engagement	Member Re-engagement communications											
Leader Education	Manager & Employee Videos											
	HR & Manager Training Webinar "Learn to Live: a Supportive Mental Health Resource for your Company"											
	Manager Training Webinar "Supporting your Team's Behavioral Health"											

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Next steps and discussion topics

- Access code
- Total employee count and type of population
- Whitelisting and emailing
- Next Steps:
  - ✓ Schedule Playbook meeting
  - ✓ Training schedule
  - ✓ Content review and approval
  - ✓ Print, post and distribute launch materials (print and electronic)

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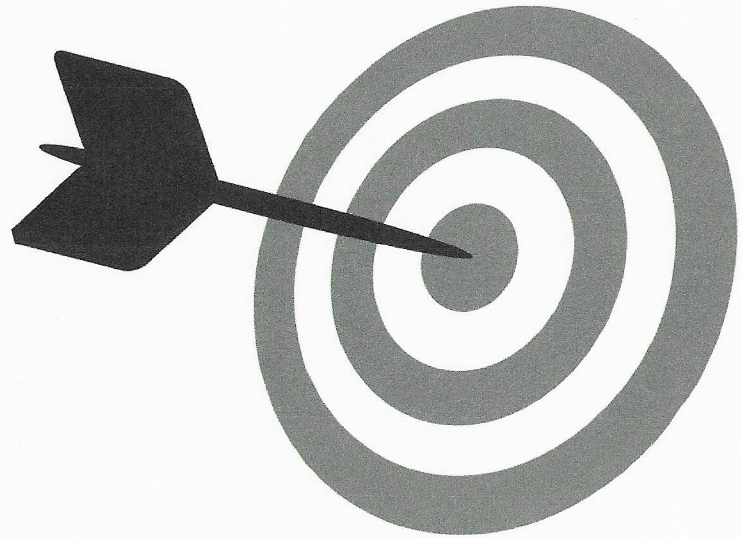
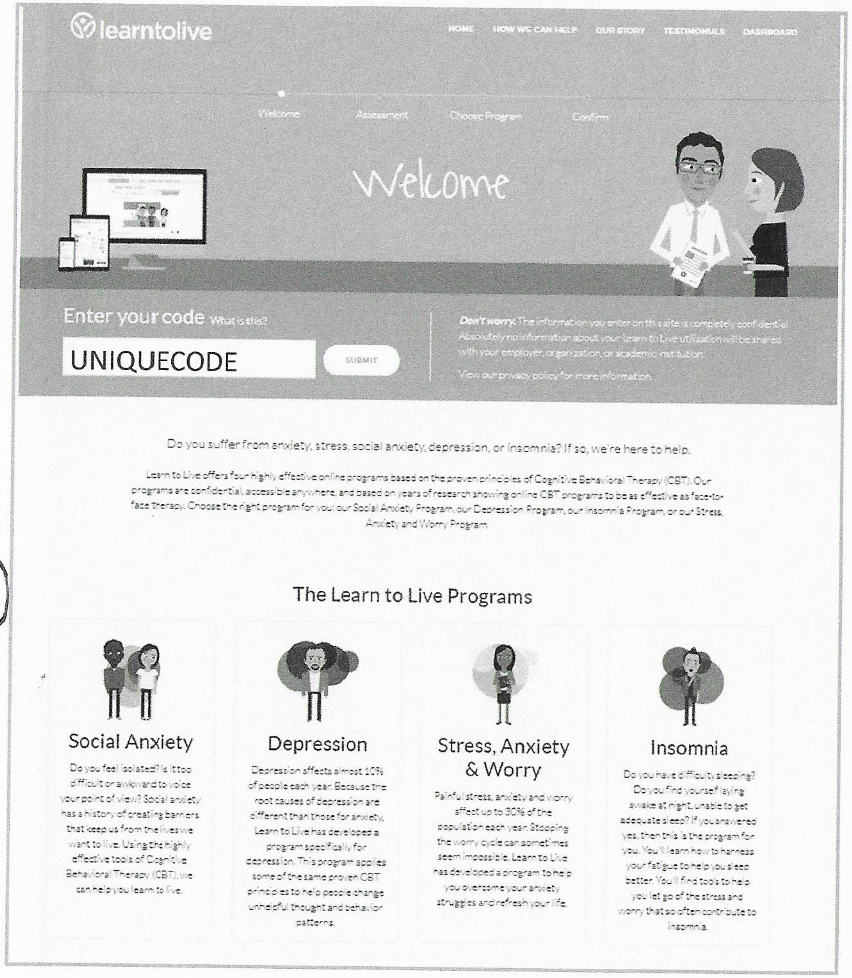


Easy Enrollment



- Unique code for your group
- No cost throughout
- **All** employees and family (ages 13+) eligible
- Immediate Clinical Assessment (optional)
- 5 Programs to choose from

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Training plan and topic emphasis

- Human Resources
- People Managers
- Wellness Champions
- Diversity Groups

Mental Health Topics

- Organization & individual impacts of poor mental health
- CBT definition and iCBT effectiveness
- Signs and symptoms of mental health issues
- How to recommend Learn to Live

Navigating Our Programs

- Program topics and key features
- Comprehensive Assessment domains and results
- How to enroll in programs
- Alerts and referrals
- Access code and "calls to action"

Member Support

- Teammates™
- Social media
- Member coaching
- Member comments
- Upcoming campaigns and webinars

Training Delivery

Web-ex, reference materials, expert host

Depth of topics covered is tailored to audience. Can separate or combine audiences based on organizational need.

(26)

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