**HAMPSHIRE COUNTY GROUP INSURANCE TRUST**

**88 KING STREET**

**NORTHAMPTON, MA 01060**

**TO:** All Trust Member Units

**RE: Minutes of January 22, 2025**

Executive Committee Meeting

Via Zoom Teleconference

**MEMBERS PRESENT**:

Rich Carmignani, Jr. Jessalyn Zaykoski Deb Kuhn

Emily Russo Donna Whiteley Michele Turner

Paula Harrison Joanne Misiaszek Shelley Poreda

**OTHERS PRESENT:**

Joseph Shea Cynthia Graves Jessica Hebert

Michele Komosa

**CALL TO ORDER**

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

Chairman Rich Carmignani Jr, called the meeting to order at 9:00 a.m. with a quorum present.

**APPROVAL OF MINUTES**

Rich Carmignani Jr requested that the minutes of January 22, 2025 be approved, unanimous consent.

**FINANCIAL REPORT**

The Financial Report for the month of December was presented reflecting a starting balance of ($534,684.82) with a total monthly income received of $7,906,420.69 and monthly expenses of $6,548,396.93 with a total net monthly income of $1,358,023.76 and an ending month balance of $2,823,338.94 with accounts receivable of $973,065.29 leaving a total of $22,838,917.22.

*Investments and CD’s for December 2024*

The investments portfolio value was $9,300,329.19 with a market change of ($349,589.62) leaving a total of $7,950,739.57. The starting balance in CD’s was $7,180,335.67, with interest earned of $27,291.08 leaving a balance of $6,207,626.75.

*December Expenditures*

The expenditures for the month of December were reviewed.

Claims continue to rise, and our reserves are continuing to deplete as we drawn down money from our CD and Investments.

Chairman Rich Carmignani Jr requested that the full financial report, including the expenditures be approved by unanimous consent.

**WELLNESS**

Michele provided the following updates:

* Health/Benefits Fairs – there are 4 units that have confirmed their fairs with another unit considering it. February 1st is the deadline to commit to a date.
* MyBlue – Michele will be coordinating a “My Blue” campaign for 2 weeks during open enrollment. Details will be forthcoming as Michele is currently working with BCBS regarding this campaign.
* A Healthy Me – A Financial Health challenge will take place in January. Michele has emailed all units with details.
* Wellness Credits – At the end of December there are 26,680 wellness credits remaining out of our 50,000 that was awarded. These credits allow us to book onsite events, including health fairs and to purchase incentives. Anyone interested in an onsite event should reach out to Michele.

**Weight Loss Drugs/CVS Program**

There continues to be no end in sight to this and it is causing a significant impact to our bottom line. As discussed in our previous meeting, there are two options, 1) would be to have a prior authorization put on the GLP1’s and 2) would be putting a weight management program in place. The weight management program would involve a mandatory cost to the trust of $148 per person. While CVS is predicting savings, they have no concrete proof to back it up. Joe does not believe this is beneficial to the Trust in the short term. This will be revisited in 6 months from now.

**Open Enrollment Dates**

Open Enrollment dates will be from 4/17/2025 – 5/9/2025. Joe explained that we are moving away from the longer Covid Open Enrollment and getting back to Pre-Covid protocols, shortening the time allowed.

**Fax Machine**

Joe announced that we will be doing away with our fax machine as of March 1, 2025 based on the lack of use and age of equipment.

**HEALTH NEW ENGLAND SALE CANCELLED**

Joe advised that the Health New England sale was abruptly cancelled. Joe said no reason was given but he thought it could be due to claims running high.

**2025 PRELIMINARY RATE DISCUSSION**

Joe suggested a potential 15% increase for the HMO and a 17.5% increase for the PPO stating we’ve seen an overall increase in medical claims, with a significant increase in on the PPO plans. Joe stated BCBS recommended an average increase of 9.6%, and our admin fee is increasing 1.5%. On the Pharmacy side, the GLP1 usage and claims continue to rise, going up 10% in one month (doubled in 1 year). With claims on the rise, we have seen a significant loss to our reserves of $8 million in one year. Our policy states we are to maintain 3 months of reserve and right now, we have maybe 1 month on hand with 5 1/2 months left to go in this fiscal year. Claims increasing and the GLP1 usage boom have impacted everyone, not just the Trust. Other entities will also see significant increases this year, in the 15-20% plus range. All of this information was followed by an substantial amount of discussion, including the difficulty of making a decision that is palatable to units while keeping the Trust afloat.

A motion was made by Paula Harrison to increase both the HMO & PPO to 20%, which was seconded by Rich Carmignani, Jr. This was followed by more discussion and the EC requested more information from Joe to review. Paula withdrew her motion, and it was agreed by all to table the vote at this time. Joe will provide more information for the EC to review on Tuesday 1/28/25 at which time there will be a vote on the increase.

**OTHER LAST MINUTE ITEMS**

*West County Services –* The Towns of Ashfield, Shelburne and Buckland have shared Senior Services. They have requested that we carve them out of the respective Town’s and create a separate entity with the Trust called West County Senior Services. Joe would like to vote on this change at our next EC Meeting.

**ADJOURNMENT**

Chairman Rich Carmignani, Jr. adjourned the meeting 10:26 a.m.

Respectfully submitted,

Jessica Hebert

**Meeting Schedule**

Executive Committee – January 28, 2025, 9:00 a.m., via ZOOM

Insurance Advisory Committee – January 29, 2025, 10:00 a.m., via ZOOM

Executive Committee – February 2025, TBD

Executive Committee – March 19, 2025, 9:00 a.m., via ZOOM