**HAMPSHIRE COUNTY GROUP INSURANCE TRUST**

**88 KING STREET**

**NORTHAMPTON, MA 01060**

**TO:** All Trust Member Units

**RE: Minutes of November 20, 2024**

Executive Committee Meeting

 Via Zoom Teleconference

**MEMBERS PRESENT**:

Rich Carmignani Jr Jessalyn Zaykoski Deb Kuhn

Emily Russo Donna Whiteley Michele Turner

Paula Harrison

**OTHERS PRESENT:**

Joseph Shea Cynthia Graves Jessica Hebert

Michele Komosa George Loens Heidi Fountain

Heather Baptiste Elise Grover

**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.

Paula Harrison, filling in for Chairman Rich Carmignani Jr, called the meeting to order at 9:03 a.m. with a quorum present.

**APPROVAL OF MINUTES**

Paula Harrison, filling in for Chairman Rich Carmignani Jr requested that the minutes of September 30, 2024 be approved. Motion by Donna Whiteley, seconded by Deb Kuhn, approved by unanimous consent.

**FINANCIAL REPORT**

The Financial Report for the month of October was presented reflecting a starting balance of $4,796,853.49 with a total monthly income received of $5,568,272.78 and monthly expenses of $9,882,054.27 with a total net monthly income of ($4,313,781.49) and an ending month balance of $483,072.00 with accounts receivable of $1,887,452.55 leaving a total of $23,303,044.45.

*Investments and CD’s for October 2024*

The investments portfolio value was $9,009,142.30 with a market change of ($112,039.82) leaving a total of $8,897,102.48. The starting balance in CD’s was $7,121,840.44, with interest earned of $30,160.80 leaving a balance of $7,152,001.24.

*OCTOBER EXPENDITURES*

The expenditures for the month of October were reviewed.

Joe explained that as our claims continue to rise, our reserves are continuing to deplete. We are supposed to have 3 months’ worth of reserves, and we are currently just under 2 months in reserves.

Chairman Rich Carmignani Jr requested that the full financial report, including the expenditures, be approved. Motion by Donna Whiteley, seconded by Emily Russo, approved by unanimous consent.

**WELLNESS**

Michele provided the following updates:

* **Wellable** – 402 subscribers participated in our “Stress Less” Challenge, which ended last week. The next Challenge will be in the spring. Remember, Wellable offers “on demand” exercise classes as well as nutrition categories, with recipes. From dairy free to vegetarian, there are meals that align with cultural preferences, food restrictions, allergies, ethical beliefs, and more. If subscribers would like to sign up for Wellable, go to <https://app.wellable.co/hcgit>
* **Wellness Concepts Inc.** – We have 9 on site workshops/cooking classes booked. Some have already taken place, and others are scheduled for November and December. Michele continues to email unit contacts with the information to schedule an onsite event.
* **Learn To Live** – November is men’s health month. Michele sent out a flyer about men’s mental health and breaking the silence and barriers to accessing health. Michele also sent out the November webinars. Learn To Live is open to all subscribers, their spouses and dependents who are 13 years and older.
* **Health Fairs** – February 1st is the deadline to request extra educational workshops or cooking classes for health fairs (offered through BCBS). This does not mean you cannot book your health fair after February 1st. Michele can be onsite with Wellness materials and information as well as your Trust unit contact. We already have our first Benefits and Health fair booked for March.

**Weight Loss Drugs/CVS Overview**

Joe met with BCBS for the year-end review. There has been a significant growth in GLP1’s and they are now being prescribed for several medical reasons. CVS provided a chart with top 25 drugs and rankings; all 5 Weight Loss Drugs are now in our top 25 in less than a year, with Wegovy at number 1. We have seen a 94% increase on the number of subscribers using GLP1s and an 83% increase on our overall Rx spend since January. These numbers are expected to continue to climb. CVS has a program surrounding GLP1’s and how they are covered. This program would be mandatory for members to participate in to receive the drugs. This program would also come with a per person cost to the Trust. Joe is working with CVS to learn more about it and see if it is worth us participating in or not.

**Subscriber Appeal**

A subscriber appealed a decision to deny coverage of extra PT visits. Joe presented the facts to the EC; there was little discussion that followed.

A motion was made by Donna Whiteley, seconded by Emily Russo to deny the appeal. A roll call vote was taken with all in favor of denying the appeal.

**BCBS ANNUAL REVIEW**

Heidi Fountain and other members from BCBS gave a presentation on the Trust’s claims, costs, and overall performance for medical coverage over the last year. This information was compared to the Trust’s performance the previous year and BCBS’s benchmark for their municipal and self-insured accounts. We are still seeing a rise in cancer claims and outpatient behavioral health. We were above the benchmark for preventative screenings visits, which was good.

**LEGAL OPINION**

A unit tried pushing an enrollment that did not meet the eligibility requirements and was denied. They pushed back involving an attorney. At that point Joe contacted an attorney on behalf of the Trust who confirmed we were well within our legal right to deny this request. We now have a document we can use moving forward to help outline the laws the Trust falls under.

**NEW UNITS – GREENFIELD & BROOKFIELD**

The Town of Greenfield requested to join the Trust, Joe provided the EC with some feedback about the Town, ultimately advising that they were not a good fit for the Trust.

The Town of Brookfield also requested to join the Trust. Joe felt comfortable in allowing this unit to come on board under a probationary period provided they received the proper approvals from IAC and their union.

Donna Whiteley made a motion to allow the Town of Brookfield entry to the Trust effective July 1, 2025 pending a 1 year probation and their approval of sections 21-23. This was seconded by Jessalyn Zaykoski. A roll call vote was taken with all in favor.

**MEDEX PART A & B FORM DISCUSSION**

A discussion was had regarding employees signing a document when being onboarded advising them about their roll in obtaining Medicare Part A & B in a timely manner when the time comes. This will be discussed further at a later date with the EC to possibly make this a mandatory procedure at the Trust when a member is reaching age 65.

**OTHER LAST MINUTE ITEMS**

No last-minute items came up.

**ADJOURNMENT**

Chairman Rich Carmignani adjourned the meeting 10:43 a.m.

Respectfully submitted,

Jessica Hebert

**Meeting Schedule**

Executive Committee – December 18, 2024, 9:00 a.m., via ZOOM

Executive Committee – January 22, 2025, 9:00 a.m., via ZOOM

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