

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Insurance Advisory Committee

Meeting Notice and Agenda

April 16, 2025

10:00 A.M.

ZOOM Meeting

Call to Order	RC
Approval of Minutes of January 2025	RC
Financial Report	JS
Month of March 2025	
Income & Expenses & Operating Expenses For Trust and Wellness Initiative	
Wellness Update	MK
Open Meeting Law Extension	JS
Open Enrollment Material	JS/CG
Weight Loss Drug March Activity	JS
Plan Changes -High-Deductible Plan vs Co-Insurance on GLP-1's (vote)	JS
Other Last Minute Items	JS
Adjournment	RC

Meeting Schedule

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

Executive Committee – June 18, 2025, 9:00 a.m. ZOOM

Insurance Advisory Committee – July 16, 2025, 10:00 a.m. ZOOM

Joseph Shea is inviting you to a scheduled Zoom meeting.

Topic: Insurance Advisory Committee

Time: Apr 16, 2025 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/85799756543?pwd=BUKWgxSu2Hy3ivVdR8UzSraVOVF>
C.1

Meeting ID: 857 9975 6543

Passcode: 642416

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**HAMPSHIRE COUNTY GROUP INSURANCE TRUST
88 KING STREET
NORTHAMPTON, MA 01060**

TO: All Member Trust Units

RE: **Minutes of January 29, 2025**
Insurance Advisory Committee
Via Zoom Teleconference

MEMBERS PRESENT:

Paul McClatchy III	Catherine Levreault	Joanne Misiaszek
Cara Leach	Lynn Dyer	Don Humason
Meg McWherter	Rachel Emerson	Paula Harrison
Jan Warner	Sarah Kimball	Rich Carmignani Jr.
Emily Russo	Jennifer Eichorn	Russ Kaubris
Linda Gross	Ashley Manley	Shelley Poreda
Deborah Kuhn	Maureen Humphrey	Joan Zuzgo
Patricia Rutkowski	Tammy Wendolowski	Virginia Gabert
Sharon Ashleigh	Ryan Mailloux	Eileen Seymour
Gabriele Voelker	Jessalyn Zaykoski	Michele Turner
Amber Robidoux	Sues'Anne Jason	Ben Gelb
Betty Barlow	Angelina Bragdon	Kari Scytowski
Barbara Miller	Donna Whiteley	Jennifer Day
Nadine Cignoni	Rosalind Serrano	Carolyn Manley
Amy Schrader	Sharon Strzegowski	

OTHERS PRESENT:

Joseph Shea	Cynthia Graves	Jessica Hebert
Michele Komosa	Patrick McIntyre	Nadine Coughlin
Jordan Burns	Tom Stark	Patrick Burns
Kristen Cormier	Gloria Congram	Cindy Schofield
Mary Houle	Scott Szczebak	

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.

Rich Carmignani, Jr. called the meeting to order at 10:01 a.m. with a roll call that presented a quorum of 90.21% of the weighted vote.

APPROVAL OF MINUTES

Rich Carmignani requested that the minutes of October 9, 2024 be approved. They were accepted by unanimous consent.

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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.

Joe stated it's been a very challenging year as we've lost over \$8 million due to the rise in claims and GLP1 use. Unfortunately the increase in GLP1 use does not appear to be slowing down.

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

WELLNESS

Michele provided the following updates:

- Our first half of the IY, we offered 9 onsite seminars and cooking classes as well as 4 Wellness Challenges, one through Wellable and 3 through A HEALTHY ME. On January 27th, A HEALTHY ME kicked off a financial health challenge, details were sent out to all units prior to the launching.
- We will be attending 5 Benefits and Health Fairs this spring. Michele will be coordinating extra wellness workshops through Wellness Concepts Inc.
- During Open Enrollment the Wellness Initiative will be offering a My Blue Challenge. This challenge is to encourage subscribers to register on My Blue and will only be held during the 3 weeks of Open Enrollment.
- Learn to Live - Every month L2L offers mental health webinars. Michele forwards these webinars to all units. February materials will be sent out next Monday, February 3rd.

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 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.



Weight Loss Drugs

Joe stated use and cost for GLP1s has doubled over the last year. We will continue to see significant growth in GLP1's as they are now being prescribed for several other medical reasons besides just weight loss. Joe explained these are costing the Trust approximately \$17,000 per user per year. The Executive Committee has had discussions on implementing copays for the GLP1s, but since it's a plan change, units would have to ensure they adopt sections 21-23 and would need to negotiate with their unions for the change. It was too late to make this change for this year, but the EC will continue to evaluate this situation.

FY2-26 Rate Discussion and Vote

Joe explained that a double-digit rate increase was necessary based on an overall surge in medical claims with significant growth in PPO plans. BCBS recommended an average increase of 9.6%, adding an additional 1.5% increase for their admin fee. 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 going from \$30 million in assets down to \$22 million with 5 1/2 months left to go in this fiscal year. Per Trust policy, we should have 3 months of reserve on hand and right now, we only have 1 month. Claims increasing and the GLP1 usage boom have impacted everyone, not just the Trust. Other entities are also seeing significant increases this year, in the 15-20% plus range. This was followed by a very long and thoughtful debate discussing all scenarios and their impact not only on the Trust, but the Towns and Subscribers.

A motion was made by Ryan Mailloux to increase rate by 18% on the HMO and 20% on the PPO, this was seconded by Emily Russo. A roll call vote was taken, passing with 87.69% of the weighted vote in favor, 2.51% not in favor.

It was also determined that we should be proactive in the coming year with discussions related to possibly adding a high-deductible plan and or a 4th Tier to our Pharmaceutical plan for GLP1's.

OTHER LAST MINUTE ITEMS

None

ADJOURNMENT

Chairman Rich Carmignani, Jr. adjourned the meeting 11:09 a.m.

Respectfully submitted,
Jessica Hebert

Executive Committee – February 2025, TBD
Executive Committee – March 19, 2025, 9:00 a.m., via ZOOM
Insurance Advisory Committee – April 16, 2025, 10:00 a.m., via ZOOM

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

FISCAL YEAR 2025 OPERATING EXPENSES (July 1, 2024 to June 30, 2025)

ITEM CODE	BUDGET ITEMS	FY-2024		FY-2025		July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	YTD
		Budgeted	7-1/6-30	Budgeted	7-1/6-30													
5110	SALARY*	391,000.00	410,000.00			46,804.25	28,155.19	27,312.23	27,314.56	27,314.57	41,137.83	28,369.41	27,500.12	27,346.17				281,254.33
5145	LONGEVITY	6,600.00	6,600.00															-
5130	OVERTIME																	-
5120	TEMP EMPLOYEE SAL																	-
481	FICA (.082)																	-
5185	MED TAX (.0145)																	-
5181	CONTRIBUTORY RET.	111,539.00	125,624.00			125,624.00	3,276.16	3,276.16	3,276.16	3,276.16	3,276.16	4,914.24	3,276.16	3,276.16				153,471.36
5189	EMP. ASST. PROG. EAP																	-
5184	HEALTH INSURANCE	56,000.00	80,000.00			6,647.33	6,647.33	6,647.33	6,647.33	6,647.33	6,647.33	5,703.33	5,703.33	5,703.33				56,993.97
5185	LIFE INSURANCE	350.00	350.00			28.40	28.40	28.40	28.40	28.40	28.40	28.40	28.40	28.40				255.60
5189	UNEMP HEALTH INS TAX																	-
	TOT. WAGES & BENEFITS	565,489.00	622,574.00			179,103.98	38,107.08	37,264.12	37,266.45	37,266.46	51,089.72	39,015.38	36,508.01	36,354.06	-	-	-	491,975.26

ITEM CODE	BUDGET ITEMS	FY-2024		FY-2025		July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	YTD
		Budgeted	7-1/6-30	Budgeted	7-1/6-30													
	NON SALARY EXPENSES																	
5300	ADM. CONT. SERVICES (FS&PF)																	
	Rent	14,400.00	14,400.00			1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00				9,000.00
	Parking								1,324.80									2,900.00
5305	ADM. CONT. SERVICES (Audit)	21,000.00	22,000.00			2,900.00												1,324.80
5320	LEGAL																	-
5340	TELEPHONE/INTERNET																	249.80
5400	FOOD SUPPLIES	600.00	600.00			112.81	28.47		43.94	7.98								232.44
5420	OFFICE & COMPUTER SUPPL	2,500.00																356.02
5580	MISC. EXPENSES	5,500.00	5,000.00			134.66		20.00		121.92		79.44						39.72
5580	NEWSPAPER/MAGS/BOOKS								39.72									1,513.72
5420	POSTAGE (Stamp)	8,500.00	8,500.00						21.24	1,450.00		42.48						-
5275	POSTAGE METER RENTAL																	5,527.65
5380	MINI GRANTS/WEELNESS	10,000.00	7,500.00			16.44			27.65				5,500.00					1,323.70
5420	STATIONERY & OFF. SUPP.							100.00	1,147.18	160.08								504.00
5780	SURETY BONDS	1,750.00	1,250.00						404.00									-
5340	TELEPHONES																	-
5320	TRAINING																	139.36
5710	TRAVEL IN/OUT of STATE	5,000.00	5,000.00							89.78		49.58						3,571.67
5188	UTILITIES	5,500.00	6,000.00			231.41	639.21	376.60	390.79	380.19	383.34	153.17	626.66	390.30				-
	TOT. Indirect Costs																	26,682.88
	Total Non-Salary	74,750.00	70,250.00			1,360.66	4,702.34	1,496.60	4,399.32	3,209.95	1,383.34	1,613.71	7,126.66	1,390.30	-	-	-	-

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

INCOME AND EXPENSE REPORT

ITEMS	APR	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC	JAN	FEB	MAR
Starting Cash Balance	\$446,928.26	\$2,064,310.89	\$3,855,553.49	-\$1,073,311.96	\$1,328,670.73	\$608,933.38	\$4,796,853.49	\$483,072.00	-\$534,684.82	\$2,823,338.94	\$769,509.74	\$1,374,868.15
Adjustments												
Total Starting Balance	\$446,928.26	\$2,064,310.89	\$3,855,553.49	-\$1,073,311.96	\$1,328,670.73	\$608,933.38	\$4,796,853.49	\$483,072.00	-\$534,684.82	\$2,823,338.94	\$769,509.74	\$1,374,868.15
MONTHLY INCOME												
Total Premium Collected	7,270,239.08	5,980,694.58	3,980,735.29	9,575,493.41	7,204,188.69	7,590,509.79	5,561,151.39	7,102,933.28	7,901,004.69	7,696,995.22	6,971,549.48	7,113,861.16
Interest Income (MMDT)	8,366.71	4,551.52	7,767.36	8,905.18	5,379.50	6,694.77	7,121.39	3,415.77	5,416.00	3,963.56	4,244.57	4,915.06
Other Income or Adjustments								2.38				
BCBS SR Premium Collected												
TOTAL MONTHLY INCOME	7,278,605.79	5,985,246.10	3,988,502.65	9,584,398.59	7,209,568.19	7,597,204.56	5,568,272.78	7,106,351.43	7,906,420.69	7,700,958.78	6,975,794.05	7,118,776.22
MONTHLY EXPENSES												
BCBS Admin Cost (estimate)												
Claim Deposit	5,284,300.00	5,816,101.68	6,505,090.32	6,507,291.77	5,187,988.40	5,222,269.83	6,806,599.00	5,108,803.72	5,370,401.93	6,571,461.25	4,925,167.78	6,453,754.80
Reinsurance (Ind.&Agg.)	(281,106.18)	(76,799.26)	53,834.80	(85,426.39)	14,196.06	(483,370.78)	181,567.63	181,964.85	182,121.12	88,606.68	108,354.27	(3,407.47)
BCBS Settlement												
Recon adjust w/Finance												
BCBS Sr Premium Paid												
Other Exp. & Claim Settlement	618,368.83	2,415,526.24	2,295,033.60	575,006.88	2,678,933.80	1,105,098.68	2,831,788.53	2,778,833.77	929,508.82	3,040,238.96	2,979,386.92	1,055,857.82
Total Plan Expenses	5,621,562.65	8,154,828.66	8,853,958.72	6,996,872.26	7,881,118.26	5,843,997.73	9,819,955.16	8,069,602.34	6,482,031.87	9,700,306.89	8,012,908.97	7,506,205.15
Total Unit Operating Expenses	39,660.51	39,174.84	63,409.38	185,543.64	48,187.28	65,286.72	62,099.11	54,505.91	66,365.06	54,521.09	57,526.67	51,633.36
TOTAL MONTHLY EXPENSES	5,661,223.16	8,194,003.50	8,917,368.10	7,182,415.90	7,929,305.54	5,909,284.45	9,882,054.27	8,124,108.25	6,548,396.93	9,754,827.98	8,070,435.64	7,557,838.51
TOTAL NET MONTHLY INCOME	1,617,382.63	(2,208,757.40)	(4,928,865.45)	2,401,982.69	(719,737.35)	1,687,920.11	(4,313,781.49)	(1,017,756.82)	1,358,023.76	(2,063,869.20)	(1,094,641.59)	(439,062.29)
BALANCE												
Cash Balance	2,064,310.89	(144,446.51)	(1,073,311.96)	1,328,670.73	608,933.38	2,296,853.49	483,072.00	(534,684.82)	823,338.94	769,469.74	(325,131.85)	935,805.86
Adjustments		4,000,000.00				2,500,000.00			2,000,000.00	40.00	1,700,000.00	1,650,000.00
ENDING MONTHLY BALANCE	2,064,310.89	3,855,553.49	(1,073,311.96)	1,328,670.73	608,933.38	4,796,853.49	483,072.00	(534,684.82)	2,823,338.94	769,509.74	1,374,868.15	2,585,805.86

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

Fund And Investment Information

FUNDS	APR	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC	JAN	FEB	MAR
Post Employee Ben. S.B.	70,685.51	69,766.73	68,847.95	67,929.17	67,010.39	66,091.61	65,172.83	64,254.05	62,305.25	62,276.49	61,217.71	58,988.91
Funding	1,030.02	1,030.02	1,030.02	1,030.02	1,030.02	1,030.02	1,030.02		2,200.04	1,170.02		1,170.02
Expenses	1,948.80	1,948.80	1,948.80	1,948.80	1,948.80	1,948.80	1,948.80	1,948.80	2,228.80	2,228.80	2,228.80	2,228.80
Total	69,766.73	68,847.95	67,929.17	67,010.39	66,091.61	65,172.83	64,254.05	62,305.25	62,276.49	61,217.71	58,988.91	57,930.13
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	4,457,051.96	4,458,551.96	4,458,551.96	4,458,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96
Deposits	1,500.00			5,000.00								
Total Member Deposits	4,458,551.96	4,458,551.96	4,458,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96
OPEB Trust	315,117.05	316,356.85	317,598.19	318,813.05	320,250.32	321,562.82	322,924.63	324,292.21	325,576.97	327,000.26	328,388.89	329,648.46
Interest	1,239.80	1,241.34	1,214.86	1,437.27	1,312.50	1,361.81	1,367.58	1,284.76	1,423.29	1,388.63	1,259.57	1,399.88
OPEB Trust	316,356.85	317,598.19	318,813.05	320,250.32	321,562.82	322,924.63	324,292.21	325,576.97	327,000.26	328,388.89	329,648.46	331,048.34
Investments												
CD's	10,408,607.63	10,454,109.74	7,497,972.77	7,526,653.54	7,560,585.17	7,591,602.78	7,121,840.44	7,152,001.24	7,180,335.67	6,207,626.75	6,233,987.90	5,555,405.94
Deposit		(3,000,000.00)				(500,000.00)			(1,000,000.00)		(700,000.00)	(1,650,000.00)
Interest	45,502.11	43,863.03	28,680.77	33,931.63	31,017.61	30,237.66	30,160.80	28,334.43	27,291.08	26,361.15	21,418.04	17,824.33
Balance	10,454,109.74	7,497,972.77	7,526,653.54	7,560,585.17	7,591,602.78	7,121,840.44	7,152,001.24	7,180,335.67	6,207,626.75	6,233,987.90	5,555,405.94	3,923,230.27
Portfolio Value	11,298,752.35	10,919,038.49	10,309,763.23	10,479,835.60	10,650,294.36	10,916,130.10	9,009,142.30	8,897,102.48	9,300,329.19	7,950,739.57	8,224,068.06	7,228,416.19
Deposit		(1,000,000.00)				(2,000,000.00)			(1,000,000.00)		(1,000,000.00)	
Interest	(379,713.86)	390,724.74	170,072.37	170,458.76	285,835.74	93,012.20	(112,039.82)	403,226.71	(349,589.62)	273,328.49	4,348.13	(275,284.52)
Market Change												
Total	10,919,038.49	10,309,763.23	10,479,835.60	10,650,294.36	10,916,130.10	9,009,142.30	8,897,102.48	9,300,329.19	7,950,739.57	8,224,068.06	7,228,416.19	6,953,131.67
Accounts Receivable	467,973.99	884,316.35	3,862,456.86	1,257,535.01	1,002,342.19	440,210.22	1,887,452.55	1,730,237.24	973,065.29	394,750.51	518,891.07	534,150.97
Total With Accounts Receivable	28,781,426.61	27,423,921.90	25,672,246.18	25,679,215.90	25,001,532.80	26,251,013.83	23,303,044.45	22,558,969.42	22,838,917.22	20,506,792.73	19,561,088.64	18,880,167.16

Hampshire County Group Insurance Trust

TRANSACTION REPORT MARCH 2025 (FY25)

STARTING BALANCE GENERAL FUND (M&T BANK)				\$ (1,261,840.58)
2025	TRANSACTION	A/P DEBIT	A/R CREDIT	
MAR	M&T BANK			
1	BLUE CROSS BLUE SHIELD	6,453,754.80		\$ (7,715,595.38)
1	STEALTH/STOP LOSS		184,940.75	\$ (7,530,654.63)
3	M&T BANK (FROM ESB)		3,450,000.00	\$ (4,080,654.63)
4	M&T BANK		208,000.40	\$ (3,872,654.23)
5	M&T BANK		9,690.48	\$ (3,862,963.75)
5	M&T BANK (FROM ESB)		200,000.00	\$ (3,662,963.75)
10	M&T BANK (FROM ESB)		700,000.00	\$ (2,962,963.75)
13	M&T BANK		28,263.20	\$ (2,934,700.55)
17	M&T BANK		42,885.00	\$ (2,891,815.55)
18	M&T BANK (FROM ESB)		330,000.00	\$ (2,561,815.55)
19	M&T BANK		382,792.98	\$ (2,179,022.57)
21	M&T BANK		884,714.59	\$ (1,294,307.98)
24	M&T BANK		302,812.19	\$ (991,495.79)
26	M&T BANK		650,459.00	\$ (341,036.79)
28	M&T BANK		167,491.76	\$ (173,545.03)
31	M&T BANK (FROM ESB)		2,900,000.00	\$ 2,726,454.97
31	CVS CAREMARK	2,463,244.25	2,048,459.51	\$ 2,311,670.23
31	PAYROLL	27,346.17		\$ 2,284,324.06
31	INTEREST		2,489.07	\$ 2,286,813.13
				\$ 2,286,813.13
STARTING BALANCE GENERAL FUND (EASTHAMPTON SAVINGS BANK x5596)				\$ 2,636,708.73
2025	TRANSACTION	A/P DEBIT	A/R CREDIT	
MAR	EASTHAMPTON SAVINGS BANK			
				\$ 2,636,708.73
1	STEALTH/STOP LOSS	181,533.28		\$ 2,455,175.45
3	ESB (FROM CD)		1,000,000.00	\$ 3,455,175.45
3	ESB (TO M&T)	3,450,000.00		\$ 5,175.45
3	ESB		1,761.84	\$ 6,937.29
3	ESB		75,000.00	\$ 81,937.29
3	ESB		220,161.35	\$ 302,098.64
4	ESB		4,277.00	\$ 306,375.64
5	ESB (TO M&T)	200,000.00		\$ 106,375.64
7	ESB		9,724.00	\$ 116,099.64
7	ESB		58,123.00	\$ 174,222.64
7	ESB		61,364.20	\$ 235,586.84
10	ESB		63,092.00	\$ 298,678.84
10	ESB (FROM CD)		500,000.00	\$ 798,678.84
10	ESB (TO M&T)	700,000.00		\$ 98,678.84
12	ESB		49,736.00	\$ 148,414.84
13	ESB		85,392.00	\$ 233,806.84
18	ESB (FROM CD)		150,000.00	\$ 383,806.84
18	ESB (TO M&T)	330,000.00		\$ 53,806.84
20	ESB		50,413.00	\$ 104,219.84
20	ESB		692,683.27	\$ 796,903.11
20	ESB		147,730.50	\$ 944,633.61
20	ESB		34,784.00	\$ 979,417.61
20	ESB		198,986.20	\$ 1,178,403.81
20	ESB		236,589.18	\$ 1,414,992.99
21	ESB		114,059.00	\$ 1,529,051.99
24	ESB		14,645.00	\$ 1,543,696.99

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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

APRIL PREMIUMS NOT PAID

TO AVOID LATE ASSESSMENT FEE
INVOICE MUST BE PAID **BEFORE:**

HADLEY	223,888.57	4/1/2025
HAMPSHIRE CTY RETIREMENT	8,280.00	4/2/2025
LEYDEN	4,406.00	4/2/2025
NEW SALEM/WENDELL USD	76,352.00	4/2/2025
PIONEER VALLEY RSD	214,782.40	4/2/2025
SO DEERFIELD WATER SUPPLY DIST	6,442.00	4/2/2025

\$ 534,150.97

Hampshire County Group Insurance Trust Claim Payments

	CLAIMS	AMOUNT PAID	VARIANCE	CUMULATIVE VAR.
January 2021	\$ 4,941,510.44	\$ 4,839,000.00	\$ 102,510.44	\$ (67,550.81)
February	\$ 5,145,447.69	\$ 4,839,000.00	\$ 306,447.69	\$ 238,896.88
March	\$ 5,606,776.57	\$ 4,839,000.00	\$ 767,776.57	\$ 1,006,673.45
April	\$ 3,656,013.51	\$ 4,839,000.00	\$ (1,182,986.49)	\$ (176,313.04)
May	\$ 4,968,758.05	\$ 4,839,000.00	\$ 129,758.05	\$ (46,554.99)
June	\$ 5,512,963.61	\$ 4,839,000.00	\$ 673,963.61	\$ 627,408.62
July	\$ 4,844,980.28	\$ 5,212,600.00	\$ (367,619.72)	\$ 259,788.90
August	\$ 5,210,044.34	\$ 5,840,008.62	\$ (629,964.28)	\$ (370,175.38)
September	\$ 5,504,553.19	\$ 5,212,600.00	\$ 291,953.19	\$ (78,222.19)
October	\$ 4,834,161.59	\$ 5,212,600.00	\$ (378,438.41)	\$ (456,660.60)
November	\$ 6,293,210.34	\$ 5,212,600.00	\$ 1,080,610.34	\$ 623,949.74
December	\$ 4,801,040.95	\$ 5,212,600.00	\$ (411,559.05)	\$ 212,390.69
January	\$ 4,958,805.42	\$ 5,284,300.00	\$ (325,494.58)	\$ (113,103.89)
February	\$ 5,183,440.21	\$ 5,284,300.00	\$ (100,859.79)	\$ (213,963.68)
March	\$ 6,030,065.36	\$ 5,284,300.00	\$ 745,765.36	\$ 531,801.68
April	\$ 6,505,090.32	\$ 5,816,101.68	\$ 688,988.64	\$ 1,220,790.32
May	\$ 6,507,291.77	\$ 6,505,090.32	\$ 2,201.45	\$ 1,222,991.77
June	\$ 4,698,588.40	\$ 5,284,300.00	\$ (585,711.60)	\$ (585,711.60)
July	\$ 5,222,269.83	\$ 5,529,000.00	\$ (306,730.17)	\$ (306,730.17)
August	\$ 6,806,599.00	\$ 5,529,000.00	\$ 1,277,599.00	\$ 1,277,599.00
September	\$ 5,108,803.72	\$ 5,529,000.00	\$ (420,196.28)	\$ (420,196.28)
October	\$ 5,370,401.93	\$ 5,529,000.00	\$ (158,598.07)	\$ (158,598.07)
November	\$ 6,530,861.25	\$ 5,529,000.00	\$ 1,001,861.25	\$ 1,001,861.25
December	\$ 4,884,567.78	\$ 5,529,000.00	\$ (644,432.22)	\$ (644,432.22)
January	\$ 6,453,754.80	\$ 5,569,600.00	\$ 884,154.80	\$ 884,154.80
February	\$ 6,057,531.86	\$ 5,569,600.00	\$ 487,931.86	\$ 487,931.86
March	\$ 5,962,534.78	\$ 5,569,600.00	\$ 392,934.78	\$ 392,934.78

P = Actuarial Projection of Claims or Anticipated Payments, A = Actual Info.

E = Estimate based on some actual information

GLP-1 Monthly Spend Tracker Fill Year to date

Carrier ID	Carrier Name	Claim Fill Month		GPI 4 Class Name Desc	Total Utilizers	Member Rx Cost	Total Gross Cost	Total Net Cost
21AT	HAMPSHIRE COUNTY GROUP	2024-12	DECEMBER 2024	ANTI-OBESITY AGENTS	253	\$10,568.47	\$359,633.73	\$349,065.26
21AT	HAMPSHIRE COUNTY GROUP	2024-12	DECEMBER 2024	INCRETIN MIMETIC AGENTS	131	\$5,254.19	\$173,187.68	\$167,933.49
21AT	HAMPSHIRE COUNTY GROUP	2024-11	NOVEMBER 2024	ANTI-OBESITY AGENTS	224	\$9,332.98	\$312,181.02	\$302,848.04
21AT	HAMPSHIRE COUNTY GROUP	2024-11	NOVEMBER 2024	INCRETIN MIMETIC AGENTS	127	\$5,014.36	\$147,175.62	\$142,161.26
21AT	HAMPSHIRE COUNTY GROUP	2024-10	OCTOBER 2024	ANTI-OBESITY AGENTS	216	\$10,187.88	\$316,898.39	\$306,710.51
21AT	HAMPSHIRE COUNTY GROUP	2024-10	OCTOBER 2024	INCRETIN MIMETIC AGENTS	131	\$5,685.01	\$169,396.98	\$163,711.97
21AT	HAMPSHIRE COUNTY GROUP	2024-09	SEPTEMBER 2024	ANTI-OBESITY AGENTS	179	\$9,040.93	\$261,774.28	\$252,733.35
21AT	HAMPSHIRE COUNTY GROUP	2024-09	SEPTEMBER 2024	INCRETIN MIMETIC AGENTS	124	\$4,992.92	\$153,103.23	\$148,110.31
21AT	HAMPSHIRE COUNTY GROUP	2024-08	AUGUST 2024	ANTI-OBESITY AGENTS	166	\$9,791.27	\$248,672.86	\$238,881.59
21AT	HAMPSHIRE COUNTY GROUP	2024-08	AUGUST 2024	INCRETIN MIMETIC AGENTS	118	\$5,967.68	\$141,828.30	\$135,860.62
21AT	HAMPSHIRE COUNTY GROUP	2024-07	JULY 2024	ANTI-OBESITY AGENTS	133	\$16,933.30	\$197,825.24	\$180,891.94
21AT	HAMPSHIRE COUNTY GROUP	2024-07	JULY 2024	INCRETIN MIMETIC AGENTS	124	\$13,929.69	\$161,136.72	\$147,207.03
21AT	HAMPSHIRE COUNTY GROUP	2024-06	JUNE 2024	ANTI-OBESITY AGENTS	120	\$5,733.25	\$181,834.17	\$176,100.92
21AT	HAMPSHIRE COUNTY GROUP	2024-06	JUNE 2024	INCRETIN MIMETIC AGENTS	107	\$4,559.43	\$132,286.30	\$127,726.87
21AT	HAMPSHIRE COUNTY GROUP	2024-05	MAY 2024	ANTI-OBESITY AGENTS	105	\$5,316.70	\$185,641.87	\$180,325.17
21AT	HAMPSHIRE COUNTY GROUP	2024-05	MAY 2024	INCRETIN MIMETIC AGENTS	106	\$4,325.00	\$133,630.38	\$129,305.38
21AT	HAMPSHIRE COUNTY GROUP	2024-04	APRIL 2024	ANTI-OBESITY AGENTS	95	\$5,532.32	\$158,993.45	\$153,461.13
21AT	HAMPSHIRE COUNTY GROUP	2024-04	APRIL 2024	INCRETIN MIMETIC AGENTS	118	\$5,182.53	\$159,465.87	\$154,283.34
21AT	HAMPSHIRE COUNTY GROUP	2024-03	MARCH 2024	ANTI-OBESITY AGENTS	70	\$3,981.08	\$123,410.47	\$119,429.39
21AT	HAMPSHIRE COUNTY GROUP	2024-03	MARCH 2024	INCRETIN MIMETIC AGENTS	122	\$5,393.47	\$157,127.53	\$151,734.06
21AT	HAMPSHIRE COUNTY GROUP	2024-02	FEBRUARY 2024	ANTI-OBESITY AGENTS	54	\$2,764.91	\$90,179.19	\$87,414.28
21AT	HAMPSHIRE COUNTY GROUP	2024-02	FEBRUARY 2024	INCRETIN MIMETIC AGENTS	114	\$4,810.89	\$139,501.85	\$134,690.96
21AT	HAMPSHIRE COUNTY GROUP	2024-01	JANUARY 2024	ANTI-OBESITY AGENTS	52	\$2,529.12	\$89,112.45	\$86,583.33
21AT	HAMPSHIRE COUNTY GROUP	2024-01	JANUARY 2024	INCRETIN MIMETIC AGENTS	126	\$6,135.12	\$175,494.94	\$169,359.82

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GLP-1 Monthly Spend Tracker Fill Year to date

Carrier ID	Carrier Name	Claim Fill Month		GPI 4 Class Name Desc	Total Utilizers	Member Rx Cost	Total Gross Cost	Total Net Cost
21AT	HAMPSHIRE COUNTY GROUP	2025-04	APRIL 2025	ANTI-OBESITY AGENTS	61	\$2,003.98	\$76,340.15	\$74,336.17
21AT	HAMPSHIRE COUNTY GROUP	2025-04	APRIL 2025	INCRETIN MIMETIC AGENTS	29	\$940.00	\$29,705.00	\$28,765.00
21AT	HAMPSHIRE COUNTY GROUP	2025-03	MARCH 2025	ANTI-OBESITY AGENTS	312	\$11,762.10	\$420,611.55	\$408,849.45
21AT	HAMPSHIRE COUNTY GROUP	2025-03	MARCH 2025	INCRETIN MIMETIC AGENTS	149	\$6,076.73	\$194,311.19	\$188,234.46
21AT	HAMPSHIRE COUNTY GROUP	2025-02	FEBRUARY 2025	ANTI-OBESITY AGENTS	297	\$11,452.67	\$399,463.48	\$388,010.81
21AT	HAMPSHIRE COUNTY GROUP	2025-02	FEBRUARY 2025	INCRETIN MIMETIC AGENTS	123	\$4,435.26	\$143,188.99	\$138,753.73
21AT	HAMPSHIRE COUNTY GROUP	2025-01	JANUARY 2025	ANTI-OBESITY AGENTS	280	\$12,505.29	\$435,470.73	\$422,965.44
21AT	HAMPSHIRE COUNTY GROUP	2025-01	JANUARY 2025	INCRETIN MIMETIC AGENTS	143	\$6,127.59	\$194,234.59	\$188,107.00

461

\$597,083.91

420

\$526,764.54

423

\$611,072.44

Network Blue New England

Benefit	Current	Proposed	Factor	FactorAdjusted for Rx	
Deductible	\$0	\$250/\$500	0.9700*	0.9805	>2%
Deductible	\$0	\$500/\$1,000	0.9450*	0.96425	~3.5%
Specialist Copay	\$35	\$45	0.995	0.9968	>1%
Specialist Copay	\$35	\$60	0.99	0.9935	>1%
Outpatient Surgical	\$150	\$250	0.997	0.998	>1%
Inpatient Care	\$250	\$500	0.997	0.998	>1%

GLP-1 Coverage Elsewhere

- Currently, Medicare doesn't provide coverage for weight-loss drugs. Trump administration will not move forward to add them (Biden was looking toward adding them).
- Colorado plans to start limiting insurance coverage of prescription weight-loss drugs for its roughly 40,000 state employees, a cost-cutting measure [in a difficult budget year](#) that officials say will save nearly \$17 million annually.

The state employees' health insurance plan began covering the cost of Glucagon-like peptide-1 medications, known as GLP-1 drugs, in September 2022. Those include injectable medications like Wegovy and Ozempic.

Thousands of state employees are prescribed the drugs, according to Colorado WINS, the state employees union.

Under the change, the state would cover the cost of GLP-1 medications only for the treatment of Type 2 diabetes, cardiovascular disease and obstructive sleep apnea. Those who take the drugs to combat obesity and stave off diabetes and other health conditions would have to pay for the medications out of their own pocket at a cost of more than \$1,000 a month.

The change would take effect July 1.

- IBX joined [other major insurers](#) like Kaiser Permanente, [Blue Cross Blue Shield of Michigan](#), Mass Health, [North Carolina's State Health Plan](#) and others in restricting or dropping coverage for GLP-1 medications.

Some insurers in Pennsylvania and elsewhere never covered the drugs for obesity or weight loss only.

Recommendation

To assess a 50% co-insurance on all GLP-1 class drugs for 1/1/26. The only exception being for Ozempic when a diagnosis for Type 2 Diabetes is received. A Prior Authorization will be required for this drug/diagnosis.