**HAMPSHIRE COUNTY GROUP INSURANCE TRUST**

**88 KING STREET**

**NORTHAMPTON, MA 01060**

TO: All Member Trust Units

RE: **Minutes of April 16, 2025**

Insurance Advisory Committee

Via Zoom Teleconference

**MEMBERS PRESENT:**

Julie Wonkka Catherine Levreault Joanne Misiaszek

Susan Bobe Cara Leach Lynn Dyer

Meg McWherter Rachel Emerson Paula Harrison

Allan Kidston Sarah Kimball Gloria Congram

Jennifer Watroba Nadine Coughlin Linda Gross

Ashley Manley Shelley Poreda Deborah Kuhn

Maureen Humphrey Patricia Rutkowski Sharon Ashleigh

Eileen Seymour Michele Turner Amber Robidoux

Sues’Anne Jason Betty Barlow Angelina Bragdon

Barbara Miller Chuck Romboletti Jennifer Day

Lisa Courchaine Nadine Cignoni Rosalind Serrano

Lynn Sibley

**OTHERS PRESENT:**

Joseph Shea Cynthia Graves Jessica Hebert

Michele Komosa John Garrish Alyssa Magoffin

Kristen Cormier Mary Houle Patrick McIntyre

Sylvia Smith Wendy Bogusz Cindy Schofield

Mildred Colon Ashley Obrzut

**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 10:00 a.m. with a roll call that presented a quorum of 80.74% of the weighted vote.

**APPROVAL OF MINUTES**

Rich Carmignani requested that the minutes of January 29, 2025 be approved. They were accepted by unanimous consent.

**FINANCIAL REPORT**

The Financial Report for the month of March was presented reflecting a starting balance of $1,374,868.15 with a total monthly income received of $7,118,776.22 and monthly expenses of $7,557,838.51 with a total net monthly income of ($439,062.29) and an ending month balance of $2,585,805.86 with accounts receivable of $534,150.97 leaving a total of $18,880,167.16

*Investments and CD’s for March 2025*

The investments portfolio value was $7,228,416.19 with a market change of ($275,284.52) leaving a total of $6,953,131.67. The starting balance in CD’s was $5,555,405.94, with interest earned of $17,824.33 leaving a balance of $3,923,230.27.

This year remains challenging due to the rise in claims and GLP1 use with reserves continuing to dwindle 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:

* March was Sleep Awareness month. Learn to Live offered webinars on lack of quality sleep and the impact on health. Wellable just finished their Sleep Tight Challenge last week and gift cards have been distributed.
* We have coordinated a total of 13 onsite events. These are both health and wellness educational seminars or healthy cooking seminars. We still have wellness credits available for units to book an onsite seminar. Keep in mind there is an 8-week lead time required.
* We have worked with 6 units to help with their Benefits and Wellness events. As of this meeting we have attended 3 and we have 3 more this month.
* We are holding a “My Blue Campaign” during Open Enrollment. This campaign is designed to encourage subscribers to register for My Blue with the hope that they will discover what a rich platform it is. There will be 3 - $100.00 gift cards awarded for those who register during April 17th through May 9th.

**OPEN MEETING LAW**

Joe advised that this has been extended to 6/30/2027.

**OPEN ENROLLMENT MATERIAL**

It was explained that 2 packets were sent to all units, one for the Unit itself and one for the Subscribers. This Open Enrollment will run from 4/17/25 – 5/9/25. All paperwork must be submitted to our office no later than 5/9/25 or it will be rejected and there will be no appeals per Joe.

**WEIGHT LOSS DRUGS – MARCH ACTIVITY**

Joe stated that we continue to see substantial increases in activity each month.

**PLAN CHANGES – HIGH DEDUCTIBLE PLAN VS CO-INSURANCE ON GLP1**

Joe stated the Executive Committee reviewed various options of changes the Trust could make. Topics included:

1. **Either carving out the Weight Loss GLP1’s altogether or adding a 50% coinsurance for them.** A coinsurance would still allow members access to the medications, just at a shared cost verses carving them completely out. Members with Type 2 diabetes have a medical necessity and would be excluded from either change.
2. **To add a separate High Deductible Plan ($5,000/$10,000) while still offering our current plans.** The EC discussed this due to the request at the last IAC meeting. They determined that younger folks would be most likely to migrate toward a plan like this which would in turn mean larger increases to the current HMO/PPO plans. This type of plan would also cause units additional work in obtaining and maintaining employee HSA’s. While implementing this type of plan would save money for some on one side, it would cost more for those on the other side and have a greater financial impact on the Trust and units in the end. It was determined that this would not be beneficial for the Trust.
3. **Adding deductibles to current plans to make them more GIC like.** It was discussed that adding minimal deductibles (400/900) to be more GIC like would have no real impact on the Trust’s bottom line. It was discussed that the GIC was able to maintain their benefits at this level because the state covers any deficits they face. So far this year, the GIC is facing a $240million deficit, which is expected to continue rising by July 1st, that the state will be covering.

These were evaluated for their financial savings to the Trust and timeliness for implementation. The consensus is to either add a 50% coinsurance or carve out the GLP1s, but Joe is still waiting for information from CVS Caremark to see how the current rebates would be impacted, so no vote was taken today.

**OTHER LAST MINUTE ITEMS**

None

**ADJOURNMENT**

Chairman Rich Carmignani, Jr. adjourned the meeting 11:08 a.m.

Respectfully submitted,

Jessica Hebert

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

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

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