

**Berkshire Health Group  
(BHG)**

**Board Meeting #25- 07**

Wednesday, June 25, 2025, at 9:30 a.m.

By Virtual Participation

**Meeting Minutes**

**Board and Alternates Present:**

Sharon Harrison, Board Chair  
Erika Snyder, Board Vice Chair  
Greg Boino  
Jodi Hollingsworth  
Joe Bergeron  
Paula O'Neil  
Terri Licata

Berkshire Hills RSD  
Hoosac Valley RSD  
Central Berkshire RSD  
Town of Lanesborough  
Mt Greylock RSD  
Northern Berkshire RSD  
Southern Berkshire RSD

**Not Present:**

Ashley Satko  
Mark Pruhenski  
Lyndsay Patenaude  
Dave Fuerro Jr.

Town of Adams  
Town of Great Barrington  
Town of Lenox  
Town of Williamstown

**Guests present:**

Jim Kelley  
Richard Butler  
Heidi Fountain  
Chris Collins  
Joseph Anderson  
Patrick Flattery  
Karen Quinlivan

BHG Treasurer  
Berkshire Medical Systems  
Blue Cross Blue Shield of MA (BCBS)  
CanaRx  
Gallagher Benefit Services, Inc. (GBS)  
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Sharon Harrison, Board Chair, called the meeting to order at 9:34 AM.

Ms. Harrison asked for a call of Board members who will be voting. The following voting members were present:

Sharon Harrison  
Erika Snyder  
Greg Boino  
Jodi Hollingsworth  
Joe Bergeron

Berkshire Hills RSD  
Hoosac Valley RSD  
Central Berkshire RSD  
Town of Lanesborough  
Mt. Greylock RSD

Paula O'Neil  
Terri Licata

Northern Berkshire RSD  
Southern Berkshire RSD

**Approval of the minutes of the March 31st, 2025 (# 25-05) meeting:**

Joe Bergeron motioned to approve the minutes of May 28th, 2025, Board meeting with the unit correction for James Brosnan.

Erika Snyder seconded the motion.  
There was a roll call vote.

Motion

Sharon Harrison	Yes
Erika Snyder	Yes
Greg Boino	Yes
Jodi Hollingsworth	Yes
Joe Bergeron	Yes
Paula O'Neil	Yes
Terri Licata	Yes

The motion passed by unanimous consent.

**Treasurer's Report:**

Treasurer Jim Kelley, CPA reviewed his reports as of May 31, 2025 (unaudited figures). The May operating cash position increased by a net of \$261,000 due to infusion of \$400,000 from the Schwab investment account to fund YTD operating losses. Accounts receivable -reinsurance proceeds increased by a net of \$2,000 as reinsurance money was due from BCBS. The balance stands at approximately \$102,000 at the end of May. There were reinsurance reimbursements received of \$142,000. The investment account at MMDT increased by \$429,000 after interest earned of \$14,000 for the month and the balance stands at approximately \$3,614,000 at the end of May. The group experienced an unrealized gain on the Schwab investment portfolio for May of \$185,000 and net realized gains of \$58,000 for the month. The group experienced an overall loss for May of \$37,000. The Health Fund generated a loss of approximately \$307,000 and the Dental Fund a loss of approximately \$27,000 for the month of May. The Investment Fund experienced a profit of approximately \$297,000 for May. For the eleven months ended 05/31/2025, the group has experienced a YTD profit in investments of \$1,031,000. The Health Fund realized a loss of \$ 5,802,000 with claims as a percentage of member assessment revenue running at 107%. This leaves no margin to absorb substantial expenses of the fund. The Dental Fund had a YTD loss of \$145,000 with claims as a percentage of member assessment running at 91%. As far as retained earnings went, the actuarial reserve of about \$6,262,000 at 15% leaves an unencumbered surplus of \$ 2.4M.

**Approval of the June warrant:**

Erika Snyder motioned to approve the June warrant.

Motion

Joe Bergeron seconded the motion. There was a roll call vote.

Sharon Harrison	Yes
Erika Snyder	Yes
Greg Boino	Yes
Jodi Hollingsworth	Yes

Joe Bergeron	Yes
Paula O'Neil	Yes
Terri Licata	Yes

The motion passed by unanimous vote.

**GBS Reports:**

Mr. Anderson reviewed the *FY25 Funding Rate Analysis* with data through May 31, 2025. He reviewed the historical claims summary as compared to FY24 and pointed out the variance in trends. He said that the composite expense-to-funding ratio for health plans was 110.55 % with a deficit of \$3,451,191 and 102.77% for dental with a deficit of \$33,646 respectively. Things seem to be moderating a little and June does not appear to be bad. The renewal increase should help. Medex has been consistently over 100%. There was an increase for 01/01/2025, but the group has lost \$1,000,000 on Medex claims.

Reinsurance:

Karen Quinlivan reviewed the reinsurance reports. The FY24 policy period through May had 7 claimants in excess with updated total paid claims of \$ 2,936,751.76 and excess claims of \$961,852.23 The aggregating specific has been met. There were \$961,852.23 in reimbursements and there is an outstanding credit overpayment of \$50,100.47. There were 17 claimants at or above 50% of the deductible with total claims of \$3,020,395.73. The FY25 report had 6 members in excess with updated paid claims of \$ 2,217,864.39 and excess claims of \$567,864.39. The aggregating specific has been met and there were \$315,349.28 in reimbursements paid. The outstanding balance due the group is \$152,515.11 There were 19 members at at the 50% level with \$ 3,697,715.08 in updated total paid claims.

**FY26 Stop Loss renewal:**

For FY26, the group went out to bid and only received one response which is characteristic of the market for stand-alone groups with the kind of specific deductible level. Last year the group approved a \$275,000 specific deductible with a 13.75% increase when moving to Blue Cross. The market is hard, and it is not unheard of to see 45 to 50% increases.

The renewal came in at 10.4%. Blue Cross has access to all the claims, utilization management, diagnosis, and prognosis. They came in at that rate because they know about the business and are 100% exposed to the claims. That worked out well with a total exposure of \$1.572 million, which includes the \$100,000 aggregate.

Joe Bergeron had previously asked what would happen if the group increased the specific deductible. The savings of \$143,000 by increasing the level would not ultimately be savings because of the increased cost of paying for claims for seven or eight members over the specific deductible. Once the group stair steps up; it never comes down. Savings were even less when a deductible level of \$325,000 was looked at.

**Approval of the FY26 stop loss renewal:**

Erika Snyder motioned to approve the proposed renewal of 10.4%.

Motion

Greg Boino seconded the motion. There was a roll call vote.

Sharon Harrison	Yes
Erika Snyder	Yes
Greg Boino	Yes
Jodi Hollingsworth	Yes

Joe Bergeron	Yes
Paula O'Neil	Yes
Terri Licata	Yes

The motion passed by unanimous vote.

**Wellness Report:**

Richard Butler was unable to attend the meeting, but his report was in the packet for review.

**Blue Cross Report:**

Heidi Fountain thanked the group for the Stop Loss renewal and appreciates the business. The Mind and Body rider voted on at the last meeting was able to go in for 07/01 so each family can receive up to a \$300 reimbursement each year for such services as massage therapy, hypnosis, meditation, Tai Chi and brathing and meditation apps. Humira was take off the formulary for July and as of October 1, Stelara will be off as well. Available biosimilars are on the formualry.

**CanaRx Report:**

Chris Collins said that savings through May were \$107,440.74 with anticipated annual of \$ 117,208.08. Karen and Jim are coordinating with each unit to develop a communication plan for their potential savings. Each unit can get an individualized analysis to help.

**Other Business:**

Joe Anderson said that an inquiry was sent out for bids to do auditing for the group. This is done every three years. The only bid that was received is the incumbent. The current rate is \$15,000. The proposal for the next three years is \$16,000, \$16,500, and \$17,000. There has been a lot of consolidation in the market to nationals and audit services are hard to come by. The current relationship with Roselli and Clark is working well with experience and efficiency. An official vote can be taken at the August 19<sup>th</sup> meeting. Next meetings are Tuesday August 19<sup>th</sup> (virtual), Wednesday September 24<sup>th</sup> (virtual), Wednesday October 29<sup>th</sup>, at McCann, Wednesday December 17<sup>th</sup> (virtual) and Wednesday January 28<sup>th</sup> at McCann.

There was no other business.

Sharon Harrison, Board Chair, adjourned the meeting at 10:03 A.M.

*Prepared by Karen Quinlivan  
Gallagher Benefit Services, Inc.*