

Jeff Cyr, Chair  
Nicole Casolari, Vice Chair  
Carol Constant, Clerk  
Andrea Miles  
Renee Sweeney

Lisa Wong  
Town Administrator

**HYBRID SELECTBOARD MEETING AGENDA**

**TUESDAY, MARCH 3, 2026 - 7 P.M.**

**SOUTH HADLEY SENIOR CENTER MULTI-PURPOSE ROOM**

**Join Zoom Webinar from your computer:**

<https://us02web.zoom.us/j/85958505672?pwd=3dhohtorbE1GNeBubaVnCMOUtkBsVs.1>

**By phone:** +1 646 558 8656 | **Webinar ID:** 859 5850 5672 | **Passcode:** 945911

**Watch live on SHCTV Channel 15 or <https://shctv15.com/watch-live/>**

Note: Not all topics listed here may be reached for discussion. In addition, the topics listed are those which the chair reasonably expects will be discussed as of the date of this notice. This meeting may be audio and/or visually recorded.

1. CALL TO ORDER
2. ANNOUNCEMENTS / PUBLIC COMMENT
3. APPROVAL OF MINUTES  
Draft Minutes of Feb. 17, 2026
4. CONSENT AGENDA

- A. One-Day Beer & Wine License request from Kathleen Van Winkle for April 10 & May 8 at Gaylord Library

**Documents:**

OD-198.PDF

5. NEW BUSINESS

- A. Seasonal alcohol license approval – The Boathouse
- B. ABCC Seasonal Population Increase Estimation
- C. FY27 Budget Hearing
- D. Vote on override questions to be submitted to Town Clerk for April 14 Annual Town Election.
- E. Exemptions

**Documents:**

A. AL-2.PDF  
B. SEASONALPOPULATIONFORM 2026.PDF  
C. WORKING SUMMARY BUDGET FY27.XLSX - SOURCES AND USES.PDF  
D. WORKING SUMMARY BUDGET FY27.XLSX - LINE ITEM.PDF  
E. BALLOT LANGUAGE OPTIONS FINAL.PDF  
F. EXEMPTIONS MEMO MARCH 2026.PDF

6. OLD BUSINESS

- A. Health Insurance
- B. PILOT Policy

**Documents:**

A. HCGIT\_IAC\_2-25.PDF  
A. HAMPSHIRE COUNTY GROUP INSURANCE TRUST RX RFP ANALYSIS 20260218 FINAL V2.PDF  
A SCAN.PDF  
B. PILOT POLICY DRAFT 2026 MARCH.DOCX.PDF

7. ADJOURN

**Record No: OD-198**

1 Day Alcohol License

Status: Active

Submitted On: 2/19/2026

**Primary Location**

No location

**Owner**



No owner information

**Applicant**

 Kathleen Van Winkle

   
South Hadley, Ma 01075

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## Applicant Email

Check this box if the applicant does not have an email address. 



Applicants CANNOT purchase alcoholic beverages from a package store. Per the ABCC, please see the list of authorized sources from which to purchase alcohol here: <https://www.mass.gov/info-details/apply-for-a-special-license-or-permit-abcc>

**\*APPLICATIONS MUST BE SUBMITTED AT LEAST TWO WEEKS IN ADVANCE OF AN EVENT. APPLICATIONS SUBMITTED LESS THAN TWO WEEKS IN ADVANCE WILL NOT BE ACCEPTED FOR REVIEW BY THE SELECTBOARD.\***

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## Permit Info

**Permit For\***

1 Day Beer and Wine

**Check This Box to Request Multiple Dates**

**Number of Dates Requested**

2

**Check This Box If Event(s) Is/Are Being Held On Town Property**

Check this box to acknowledge that individual applicants can be approved for up to 30 permits per year. \*



## Event Details

**Date of Event\***

05/08/2026

**Alternate Date**

06/12/2026

**I acknowledge that the alternate date is only valid if the event is rescheduled.**



**Name or Organization Hosting Event\***

Gaylord Memorial Library Association

**Street address of where the event is held\***

47 College St

**Hours of event operation (Ex. 8:00 AM - 5:00 PM)\***

5:00 PM - 7:30 PM

**Hours during which alcohol will be served \***

5:30 PM - 7:00 PM

**Describe in a paragraph specific details of the event and what is taking place.\***

Fundraiser for the library, with small appetizers and wine tasting

**Provide a description of where alcohol will be sold and consumed on site.\***

In the rotunda and main entrance

**Describe how you will designate to where alcohol sales and consumption will be limited on site.\***

Let guests know upon entry.

**Date of Event\***

04/10/2026

**Alternate Date**

05/08/2026

**I acknowledge that the alternate date is only valid if the event is rescheduled.**



**Name or Organization Hosting Event\***

Gaylord Memorial Library Association

**Street address of where the event is held\***

47 College St

**Hours of event operation (Ex. 8:00 AM - 5:00 PM)\***

5:00 PM - 7:30 PM

**Hours during which alcohol will be served \***

5:30 PM - 7:00 PM

**Describe in a paragraph specific details of the event and what is taking place.\***

Fundraiser for the library, with light snacks and wine tasting

**Provide a description of where alcohol will be sold and consumed on site.\***

In the rotunda and main entrance

**Describe how you will designate to where alcohol sales and consumption will be limited on site.\***

Let guests know upon entry.

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## Signature

**I acknowledge that issuance of a 1 Day Alcohol license does not exempt me from additional licensing requirements (ex. entertainment license, mobile food permit, etc.).\***



**By checking this box and typing my name I do hereby certify under the pains and penalties of perjury that the information provided in this application is true and correct.\***



Type your full name\*

Kathleen Van Winkle



**Record No: AL-2** Renewal

Alcohol License

Status: Renewal

**Primary Location**

1 ALVORD ST  
South Hadley, MA 01075

**Owner**

BRUNELLE INC  
1 ALVORD ST SOUTH HADLEY , MA 01075-1301

**Permit Info**

**Permit For\***

Seasonal - All Alcohol License

**Check box if renewing license**



**Business/Licensee Name\***

Royave Hospitality Group LLC

**DBA\***

The Boathouse

**ABCC License Number**

05067-RS-1176

**Location Description**

**License Category\***

All Alcohol

**License Class\***

Seasonal

**Seating Capacity**

—

**License Type**

Restaurant

# Workers Comp Insurance Affidavit

I am an employer with full and/or part time employees.

# of employees\*

100

I am a sole proprietor or partnership and have no employees working for me in any capacity.

We are a corporation and its officers have exercised their right of exemption per c. 152, s. 1(4), and we have no employees.



We are a non-profit organization, staffed by volunteers, with no employees.

Business Type\*

Restaurant/Bar/Eating Establishment

Attach a copy of the worker's compensation policy declaration page (showing the policy number and expiration date)

I do hereby certify under the pains and penalties of perjury that the information provided above is true and correct.\*

COMMONWEALTH OF MASSACHUSETTS  
ALCOHOLIC BEVERAGES CONTROL COMMISSION

95 Fourth Street, Suite 3, Chelsea, MA 02150

**Seasonal Population Increase Estimation Form**

Calendar Year:

Municipality:

Approved Date:

Alcoholic Beverages Control Commission  
c/o Licensing Department  
95 Fourth Street, Suite 3  
Chelsea, MA 02150

To Whom It May Concern:

Acting under authority contained in M.G.L. Ch. 138, s17, as amended, our Board at a meeting held on

estimated that the temporary increased resident population

of \_\_\_\_\_, as of July 10, \_\_\_\_\_ will be \_\_\_\_\_.

This estimate was made and voted upon by us at a meeting called for the purpose, after due notice to each of the members of the time, place and purpose of said meeting, and after investigation and ascertainment by us of all the facts and after cooperative discussion and deliberation. The estimate is true to the best of our knowledge and belief. The above statements are made under the pains and penalties of perjury.

Very truly yours,

Local Licensing Authorities

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

FY2027 Detailed Budget Request

**TOWN OF SOUTH HADLEY**  
**Fiscal Year 2027**  
**ESTIMATED SOURCES AND USES**  
 (Document is not final and subject to change)  
 February 27, 2026

**AMOUNT TO BE RAISED:**

Appropriations		
-----		
School Department		26,286,889
General Government		2,581,349
Selectboard	282,355	
Accountant	264,362	
Human Resources	164,601	
Assessor	202,329	
Collector/Treasurer	219,365	
Town Clerk	164,825	
Legal	95,000	
IT	457,087	
Elections	52,875	
Planning/Conservation	235,639	
Maintenance	434,911	
Internal Service Fund	8,000	
Public Safety		3,723,723
Police	\$ 3,489,784	
Inspections	\$ 225,739	
Weights and Measures	\$ 8,200	
Injured on Duty		50,000
Reserve Fund		25,000
DPW		4,835,858
Public Works	\$ 1,477,977	
Landfill	\$ 1,417,240	
Water Pollution	\$ 1,858,141	
Sewerage	\$ 82,500	
Snow & Ice		102,400
Human Services Department		840,814
Libraries		782,166
Town Audit		42,000
GASB 45 - Actuary		4,000
Unclassified Accounts		14,885,797
Retirement Fund	\$ 5,277,322	
Unemployment	\$ 101,000	
Streetlights	\$ 105,000	
General Liability	\$ 585,000	
Employee/Retirement Health	\$ 8,290,000	
Town Reports	\$ 500	
FICA/Medicare	\$ 520,000	
Old Firehouse Museum	\$ 6,975	
Workers' Compensation		150,000
Health		290,642
Debt & Interest		2,097,810
Debt & Interest (Debt Exclusion)		1,052,800
Connecticut River Markers		5,000
Canal Park		-
Ledges Golf Course Enterprise		1,663,484
Cable Studio		126,532
Conservation Land Fund		5,000
Wage & Classification Plan		80,000
OPEB Trust Fund		300,000
Mosier Stabilization Fund		-
<b>Total Appropriations</b>		<b>59,931,264</b>
<b>Other Amounts to be Raised</b>		
PVPC Assessment		3,568
Overlay Reserve		250,000
Cherry Sheet Charges		217,254
Cherry Sheet Offsets		792,850
School Choice/Charter Tuition		3,643,814
<b>Total</b>		<b>64,838,750</b>

**ESTIMATED RECEIPTS:**

Revenues:	
-----	
Local Estimated Receipts	3,554,370
Cherry Sheet	16,076,782
Debt Exclusion Reimbursement	-
Enterprise Funds	6,158,041
Available Funds	1,000,000
Electric Light Department Reimb	1,711,207
Electric Light Department PILOT	220,000
<b>Total</b>	<b>28,720,400</b>
Total to be Raised	64,838,750
Total Estimated Receipts	28,720,400
Tax Levy Required	36,118,350
Actual Tax Levy Limit	35,065,550
Debt Exclusion to be Raised	1,052,800
<b>Balance</b>	<b>\$ (0)</b>

<u>Amount of Available Funds Proposed to be Voted</u>	
Conservation Wetlands	2,000
Boat Excise	5,000
Dog Refund	25,000
Aid To Libraries	29,134
Senior Center Stab	100,000
Cable Studio Fund	179,532
Free Cash	659,334
<b>Total</b>	<b>1,000,000</b>

<u>Est. Enterprise Funds/ Receipts to be Voted</u>	
WWTP	1,940,641
WWTP Debt & Interest	342,110
Landfill	1,417,240
Landfill Debt & Interest	-
Reimbursement to General Fund	794,566
Ledges Golf Course Enterprise	1,319,671
Ledges Golf Course Debt & Interest	343,813
<small>(assumes a budgeted free cash deficit of \$333,163 for FY26 not including indirect costs in General Fund)</small>	
<b>Total</b>	<b>6,158,041</b>

\* This is House 1 (Governor's Budget). Traditionally

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
<b>1220 Selectboard</b>						
Town Administrator	\$ 174,990	\$ 169,990	\$ 175,000	\$ 190,000	\$ 180,000	
Yr End Salary Adjustment	\$ -	\$ 876	\$ 917	\$ 1,000	\$ 930	
Moderator	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	
Administrative Assistant	\$ 56,855	\$ 57,928	\$ 59,093	\$ 60,275	\$ 60,275	
Selectboard	\$ 6,000	\$ 6,000	\$ 10,000	\$ 10,000	\$ 10,000	
<b>Total Selectboard P/S</b>	<b>\$ 238,345</b>	<b>\$ 235,294</b>	<b>\$ 245,510</b>	<b>\$ 261,775</b>	<b>\$ 251,705</b>	
Advertising	\$ 178	\$ 233	\$ 500	\$ 500	\$ 500	
Postage	\$ 20,317	\$ 29,040	\$ 20,000	\$ 20,000	\$ 20,000	
Other Purchased Services	\$ -	\$ -	\$ -	\$ -	\$ -	
Departmental Supplies	\$ -	\$ 284	\$ 50	\$ 50	\$ 50	
Mileage	\$ 150	\$ -	\$ 300	\$ 300	\$ 300	
Dues & Subscriptions	\$ 13,042	\$ 12,091	\$ 8,000	\$ 8,000	\$ 8,000	
Boards & Commissions	\$ 1,487	\$ 513	\$ 1,800	\$ 1,800	\$ 1,800	
<b>Total Selectboard O/E</b>	<b>\$ 35,174</b>	<b>\$ 42,161</b>	<b>\$ 30,650</b>	<b>\$ 30,650</b>	<b>\$ 30,650</b>	
<b>Total Selectboard</b>	<b>\$ 273,519</b>	<b>\$ 277,455</b>	<b>\$ 276,160</b>	<b>\$ 292,425</b>	<b>\$ 282,355</b>	<b>\$ 6,195 2.24%</b>
<b>1250 Cable Access</b>						
Cable Studio Associate	\$ 30,892	\$ 30,322	\$ 41,000	\$ 41,820	\$ 41,820	
Yr End Salary Adjustment	\$ -	\$ 223	\$ 400	\$ 400	\$ 400	
Director	\$ 53,244	\$ 57,866	\$ 59,031	\$ 60,212	\$ 60,212	
<b>Total Cable Access P/S</b>	<b>\$ 84,136</b>	<b>\$ 88,411</b>	<b>\$ 100,431</b>	<b>\$ 102,432</b>	<b>\$ 102,432</b>	
Utilities	\$ 1,783	\$ -	\$ -	\$ -	\$ -	
Studio Equipment	\$ 12,886	\$ 8,090	\$ 12,000	\$ 12,000	\$ 12,000	
Studio Supplies	\$ 616	\$ 1,375	\$ 800	\$ 800	\$ 800	
Clothing Allowance: Union	\$ 200	\$ 600	\$ 800	\$ 800	\$ 800	
Repair & Service	\$ 3,654	\$ 2,160	\$ 4,000	\$ 4,000	\$ 4,000	
Remote Location Equipment	\$ 4,967	\$ 4,337	\$ 5,000	\$ 5,000	\$ 5,000	
Access User Equipment	\$ 1,465	\$ 6,501	\$ 1,500	\$ 1,500	\$ 1,500	
<b>Total Cable Access O/E</b>	<b>\$ 25,571</b>	<b>\$ 23,063</b>	<b>\$ 24,100</b>	<b>\$ 24,100</b>	<b>\$ 24,100</b>	
<b>Total Cable Access</b>	<b>\$ 109,707</b>	<b>\$ 111,474</b>	<b>\$ 124,531</b>	<b>\$ 126,532</b>	<b>\$ 126,532</b>	<b>\$ 2,001 1.61%</b>
<b>1320 Reserve Fund</b>						
<b>Total Reserve Fund</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>	<b>\$ - 0.00%</b>
<b>1350 Accountant/Auditor</b>						
Applications Specialist	\$ 57,166	\$ 58,011	\$ 58,877	\$ 58,877	\$ 58,877	
Yr End Salary Adjustment	\$ -	\$ 921	\$ 940	\$ 940	\$ 940	

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
Assistant Town Accountant	\$ 76,405	\$ 77,522	\$ 78,685	\$ 78,685	\$ 78,685	
Town Accountant	\$ 97,685	\$ 104,000	\$ 105,560	\$ 105,560	\$ 125,560	
<b>Total Accounting P/S</b>	<b>\$ 231,256</b>	<b>\$ 240,454</b>	<b>\$ 244,062</b>	<b>\$ 244,062</b>	<b>\$ 264,062</b>	
Printing & Binding	\$ -	\$ -	\$ 300	\$ 300	\$ 300	
<b>Total Accounting O/E</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 300</b>	<b>\$ 300</b>	<b>\$ 300</b>	
<b>Total Accounting</b>	<b>\$ 231,256</b>	<b>\$ 240,454</b>	<b>\$ 244,362</b>	<b>\$ 244,362</b>	<b>\$ 264,362</b>	<b>\$ 20,000 8.18%</b>

**1360 Wage and Classification**

Merit Plan	\$ 90,000	\$ 50,000	\$ 100,000	\$ 80,000	\$ 80,000	
Expended/Transferred	\$ (84,003)	\$ (30,264)	\$ -	\$ -	\$ -	
<b>Total Wage &amp; Classification</b>	<b>\$ 5,997</b>	<b>\$ 19,736</b>	<b>\$ 100,000</b>	<b>\$ 80,000</b>	<b>\$ 80,000</b>	<b>\$ (20,000) -20.00%</b>

**1370 Human Resources**

Yr End Salary Adjustment	\$ -	\$ 557	\$ 557	\$ 568	\$ 568	
ATA/HR	\$ 106,553	\$ 121,154	\$ 122,346	\$ 124,793	\$ 124,793	
HR Dept Assistant	\$ 11,118	\$ 21,243	\$ 24,157	\$ 24,640	\$ 24,640	
<b>Total Human Resources P/S</b>	<b>\$ 117,671</b>	<b>\$ 142,954</b>	<b>\$ 147,060</b>	<b>\$ 150,001</b>	<b>\$ 150,001</b>	
FSA	\$ 600	\$ 600	\$ 600	\$ 600	\$ 600	
Temporary Staffing	\$ 6,844	\$ -	\$ -	\$ -	\$ -	
Advertising	\$ 200	\$ -	\$ 500	\$ 500	\$ 500	
Other Purchased Services	\$ 1,036	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	
Payroll Supplies	\$ 474	\$ 180	\$ 1,000	\$ 1,000	\$ 1,000	
Professional Development	\$ 15,600	\$ 18,095	\$ 14,000	\$ 15,000	\$ 6,000	
Staff Development	\$ 258	\$ 3,472	\$ 9,000	\$ 10,000	\$ 5,000	
Tuition Reimbursement	\$ 2,019	\$ 4,662	\$ 5,000	\$ 6,000	\$ -	
<b>Total Human Resources O/E</b>	<b>\$ 27,031</b>	<b>\$ 27,009</b>	<b>\$ 31,600</b>	<b>\$ 34,600</b>	<b>\$ 14,600</b>	
<b>Total Human Resources</b>	<b>\$ 144,702</b>	<b>\$ 169,963</b>	<b>\$ 178,660</b>	<b>\$ 184,601</b>	<b>\$ 164,601</b>	<b>\$ (14,059) -7.87%</b>

**1410 Assessor**

Assessor	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	
Associate Assessor	\$ 91,436	\$ 98,010	\$ 99,965	\$ 101,964	\$ 101,964	
Asst. to Associate Assessor	\$ 55,776	\$ 59,093	\$ 60,279	\$ 61,485	\$ 61,485	
Yr End Salary Adjustment	\$ -	\$ 604	\$ 615	\$ 615	\$ 615	
<b>Total Assessors P/S</b>	<b>\$ 154,712</b>	<b>\$ 165,207</b>	<b>\$ 168,359</b>	<b>\$ 171,564</b>	<b>\$ 171,564</b>	
Professional & Technical	\$ 5,381	\$ 5,737	\$ 5,400	\$ 5,400	\$ 5,400	
Printing & Binding	\$ -	\$ -	\$ 105	\$ 105	\$ 105	

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
Microfilming	\$ 232	\$ 236	\$ 235	\$ 235	\$ 235	
Other Purchased Services	\$ 31,500	\$ 21,000	\$ 23,500	\$ 23,500	\$ 23,500	
Clothing Allowance: Union	\$ 200	\$ 200	\$ 225	\$ 225	\$ 225	
Departmental Supplies	\$ 347	\$ 263	\$ 500	\$ 500	\$ 500	
Mileage	\$ 317	\$ 373	\$ 800	\$ 800	\$ 800	
<b>Total Assessors O/E</b>	<b>\$ 37,977</b>	<b>\$ 27,809</b>	<b>\$ 30,765</b>	<b>\$ 30,765</b>	<b>\$ 30,765</b>	
<b>Total Assessor</b>	<b>\$ 192,689</b>	<b>\$ 193,016</b>	<b>\$ 199,124</b>	<b>\$ 202,329</b>	<b>\$ 202,329</b>	<b>\$ 3,205 1.61%</b>

**1460 Treasurer/Collector**

Assistant Collector/Treasurer	\$ 54,012	\$ 55,661	\$ 56,784	\$ 57,920	\$ 57,920	
Payroll Stipend	\$ -	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	
Yr End Salary Adjustment	\$ -	\$ 584	\$ 600	\$ 600	\$ 600	
Senior Clerk	\$ 40,040	\$ -	\$ -	\$ 40,000	\$ 10,000	
Collector/Treasurer	\$ 96,060	\$ 96,096	\$ 98,010	\$ 99,970	\$ 99,970	
<b>Total Collector/Treasurer P/S</b>	<b>\$ 190,112</b>	<b>\$ 157,341</b>	<b>\$ 160,394</b>	<b>\$ 203,490</b>	<b>\$ 173,490</b>	
Professional Services	\$ 32,256	\$ 38,830	\$ 35,000	\$ 35,000	\$ 35,000	
Printing & Binding	\$ 4,952	\$ -	\$ -	\$ -	\$ -	
Parking Clerk Fees	\$ 72	\$ -	\$ 150	\$ 150	\$ 150	
Clothing Allowance: Union	\$ 400	\$ 400	\$ 225	\$ 225	\$ 225	
Departmental Supplies	\$ 835	\$ 640	\$ 500	\$ 500	\$ 500	
Bank Service Charges	\$ 2,571	\$ 4,107	\$ 7,000	\$ 7,000	\$ 7,000	
Tax Title Recording Fees	\$ 3,970	\$ -	\$ 3,000	\$ 3,000	\$ 3,000	
<b>Total Collector/Treasurer O/E</b>	<b>\$ 45,056</b>	<b>\$ 43,977</b>	<b>\$ 45,875</b>	<b>\$ 45,875</b>	<b>\$ 45,875</b>	
<b>Total Collector/Treasurer</b>	<b>\$ 235,168</b>	<b>\$ 201,318</b>	<b>\$ 206,269</b>	<b>\$ 249,365</b>	<b>\$ 219,365</b>	<b>\$ 13,096 6.35%</b>

**1490 Town Audit**

Audit	\$ 30,000	\$ 30,000	\$ 32,000	\$ 42,000	\$ 42,000	
Actuary Study	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	
<b>Total Town Audit</b>	<b>\$ 34,000</b>	<b>\$ 34,000</b>	<b>\$ 36,000</b>	<b>\$ 46,000</b>	<b>\$ 46,000</b>	<b>\$ 10,000 27.78%</b>

**1500 Town Clerk**

Assistant Town Clerk	\$ 56,179	\$ 65,166	\$ 66,477	\$ 67,807	\$ 67,807	
Yr End Salary Correction	\$ -	\$ 564	\$ 760	\$ 760	\$ 760	
Sr.Account Clerk	\$ 18,435	\$ 12,545	\$ 15,500	\$ 15,500	\$ -	
Town Clerk	\$ 79,761	\$ 81,474	\$ 83,096	\$ 84,758	\$ 84,758	
<b>Total Town Clerk P/S</b>	<b>\$ 154,375</b>	<b>\$ 159,749</b>	<b>\$ 165,833</b>	<b>\$ 168,825</b>	<b>\$ 153,325</b>	
Conservation Program	\$ -	\$ 2,771	\$ 5,000	\$ 5,000	\$ 2,000	

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
Other Purchased Services	\$ 3,740	\$ -	\$ 8,000	\$ 8,000	\$ 8,000	
Departmental Supplies	\$ 1,705	\$ 2,645	\$ 1,500	\$ 1,500	\$ 1,500	
<b>Total Town Clerk O/E</b>	<b>\$ 5,445</b>	<b>\$ 5,416</b>	<b>\$ 14,500</b>	<b>\$ 14,500</b>	<b>\$ 11,500</b>	
<b>Total Town Clerk</b>	<b>\$ 159,820</b>	<b>\$ 165,165</b>	<b>\$ 180,333</b>	<b>\$ 183,325</b>	<b>\$ 164,825</b>	<b>\$ (15,508) -8.60%</b>
<b>1510 Legal Services</b>						
<b>Total Legal Services</b>	<b>\$ 83,224</b>	<b>\$ 72,976</b>	<b>\$ 95,000</b>	<b>\$ 95,000</b>	<b>\$ 95,000</b>	<b>\$ - 0.00%</b>
<b>1550 Information Technology</b>						
Yr End Salary Correction	\$ -	\$ 322	\$ 330	\$ 337	\$ 337	
Network Technician	\$ 80,644	\$ 83,658	\$ 85,322	\$ 87,028	\$ 87,028	
<b>Total I.T. P/S</b>	<b>\$ 80,644</b>	<b>\$ 83,980</b>	<b>\$ 85,652</b>	<b>\$ 87,365</b>	<b>\$ 87,365</b>	
Payroll Services	\$ 38,756	\$ 38,753	\$ 38,000	\$ 39,000	\$ 39,000	
Hardware	\$ 3,491	\$ 3,415	\$ 3,500	\$ 3,500	\$ 3,500	
Internet Access	\$ 38,388	\$ 52,332	\$ 54,720	\$ 54,720	\$ 52,350	
Telephone	\$ 39,794	\$ 37,245	\$ 35,872	\$ 36,000	\$ 35,872	
Hardware Maintenance	\$ 19,601	\$ 21,184	\$ 24,218	\$ 25,000	\$ 14,000	
Software Maintenance	\$ 173,257	\$ 173,929	\$ 207,830	\$ 218,222	\$ 206,000	
Software	\$ 569	\$ 625	\$ 1,500	\$ 1,500	\$ 1,500	
Other Supplies	\$ 100	\$ 11,710	\$ 2,500	\$ 2,500	\$ 2,500	
Computer Supplies	\$ 22,314	\$ 5,234	\$ 5,000	\$ 5,000	\$ 5,000	
Computer Replacement	\$ 5,628	\$ 9,830	\$ 5,000	\$ 10,000	\$ 10,000	
<b>Total I.T. O/E</b>	<b>\$ 341,898</b>	<b>\$ 354,256</b>	<b>\$ 378,140</b>	<b>\$ 395,442</b>	<b>\$ 369,722</b>	
<b>Total Information Technology</b>	<b>\$ 422,542</b>	<b>\$ 438,236</b>	<b>\$ 463,792</b>	<b>\$ 482,807</b>	<b>\$ 457,087</b>	<b>\$ (6,705) -1.45%</b>
<b>1620 Elections</b>						
Election Workers	\$ 10,415	\$ 21,542	\$ 8,500	\$ 25,000	\$ 25,000	
Office Staff	\$ 1,500	\$ 4,275	\$ 1,000	\$ 2,500	\$ 2,500	
Registrars	\$ 3,000	\$ 2,000	\$ 3,000	\$ 3,000	\$ 3,000	
<b>Total Elections P/S</b>	<b>\$ 14,915</b>	<b>\$ 27,817</b>	<b>\$ 12,500</b>	<b>\$ 30,500</b>	<b>\$ 30,500</b>	
Printing & Binding	\$ 23,976	\$ 23,287	\$ 15,500	\$ 11,000	\$ 11,000	
Street Lists	\$ 834	\$ 600	\$ 650	\$ 650	\$ 650	
Annual Census	\$ 8,257	\$ 7,928	\$ 8,500	\$ 5,000	\$ 5,000	
Other Purchased Services	\$ 3,800	\$ 4,500	\$ 4,500	\$ 4,725	\$ 4,725	
Polling Supplies	\$ 1,716	\$ 1,055	\$ 1,000	\$ 1,000	\$ 1,000	
<b>Total Elections O/E</b>	<b>\$ 38,583</b>	<b>\$ 37,370</b>	<b>\$ 30,150</b>	<b>\$ 22,375</b>	<b>\$ 22,375</b>	

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
<b>Total Elections</b>	\$ 53,498	\$ 65,187	\$ 42,650	\$ 52,875	\$ 52,875	\$ 10,225 23.97%
<b>1750 Planning/Conservation</b>						
Assoc.Planner/Cons Admin	\$ 63,146	\$ 65,166	\$ 66,477	\$ 67,807	\$ 67,807	
Yr End Salary Correction	\$ -	\$ 808	\$ 830	\$ 830	\$ 830	
Town Planner	\$ 96,587	\$ 98,010	\$ 99,964	\$ 101,963	\$ 101,963	
Planning/Conservation Coordinator	\$ 45,482	\$ 46,987	\$ 47,923	\$ 48,881	\$ 43,664	
<b>Total Planning/Conservation P/S</b>	<b>\$ 205,215</b>	<b>\$ 210,971</b>	<b>\$ 215,194</b>	<b>\$ 219,481</b>	<b>\$ 214,264</b>	
Valley Bike Share	\$ 2,305	\$ 4,873	\$ 5,500	\$ 5,500	\$ 5,500	
Advertising	\$ 6,345	\$ 3,110	\$ 3,500	\$ 3,500	\$ 3,500	
Other Services	\$ 32,525	\$ 17,833	\$ 23,000	\$ 23,000	\$ 10,000	
Land Management Program	\$ 9,997	\$ 10,268	\$ 10,000	\$ 10,000	\$ -	
Clothing Allowance: Union	\$ 200	\$ 200	\$ 225	\$ 225	\$ 225	
Other Intergovernmental	\$ 3,676	\$ 1,286	\$ 4,500	\$ 4,500	\$ -	
Mileage	\$ 1,113	\$ 202	\$ 900	\$ 900	\$ 900	
Redevelopment:Other	\$ 300	\$ 2,085	\$ 1,250	\$ 1,250	\$ 1,250	
<b>Total Planning/Conservation O/E</b>	<b>\$ 56,461</b>	<b>\$ 39,856</b>	<b>\$ 48,875</b>	<b>\$ 48,875</b>	<b>\$ 21,375</b>	
<b>Total Planning/Conservation</b>	<b>\$ 261,676</b>	<b>\$ 250,827</b>	<b>\$ 264,069</b>	<b>\$ 268,356</b>	<b>\$ 235,639</b>	<b>\$ (28,430) -10.77%</b>
<b>1920 Facilities</b>						
Facilities & Safety Coordinator	\$ 80,558	\$ -	\$ -	\$ -	\$ -	
Yr End Salary Correction	\$ -	\$ 400	\$ 410	\$ 410	\$ 410	
Director of Building Operations	\$ 100,546	\$ 104,000	\$ 105,560	\$ 107,671	\$ 107,671	
<b>Total Facilities P/S</b>	<b>\$ 181,104</b>	<b>\$ 104,400</b>	<b>\$ 105,970</b>	<b>\$ 108,081</b>	<b>\$ 108,081</b>	
Electricity	\$ 15,466	\$ 18,533	\$ 22,500	\$ 23,625	\$ 23,625	
Heating Fuel	\$ 18,081	\$ 22,536	\$ 26,000	\$ 28,600	\$ 28,600	
Other Purchased Services	\$ 68	\$ -	\$ -	\$ -	\$ -	
Custodial Services	\$ 44,544	\$ 43,709	\$ 48,000	\$ 49,440	\$ 49,440	
Water	\$ 763	\$ 796	\$ 1,000	\$ 1,000	\$ 1,000	
Sewer	\$ 720	\$ 900	\$ 1,000	\$ 1,000	\$ 1,000	
Facilities Management	\$ 23,898	\$ 27,764	\$ 28,000	\$ 28,840	\$ 28,840	
Repair & Maintenance Building	\$ 37,599	\$ 55,944	\$ 40,000	\$ 41,200	\$ 41,200	
Alarm Monitoring	\$ 2,512	\$ 480	\$ 3,500	\$ 3,500	\$ 3,500	
Repair & Maintenance Office Equip.	\$ -	\$ 903	\$ 1,000	\$ 1,000	\$ 1,000	
Other Property Related Service	\$ 14,380	\$ 28,776	\$ 39,500	\$ 40,685	\$ 40,685	
Rubbish Collection	\$ 74,405	\$ 86,229	\$ 96,000	\$ 101,760	\$ 101,760	
Building Repair & Mtce Supplies	\$ 26	\$ 2,500	\$ 3,000	\$ 3,090	\$ 3,090	
Custodial Supplies	\$ 1,496	\$ 3,066	\$ 3,000	\$ 3,090	\$ 3,090	

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27	
<b>Total Facilities O/E</b>	\$ 233,958	\$ 292,135	\$ 312,500	\$ 326,830	\$ 326,830		
<b>Total Facilities</b>	\$ 415,062	\$ 396,535	\$ 418,470	\$ 434,911	\$ 434,911	\$ 16,441	3.93%
<b>1930 Internal Service Fund</b>							
<b>Total Internal Service Fund</b>	\$ 7,870	\$ 4,489	\$ 8,000	\$ 8,000	\$ 8,000	\$ -	0.00%
<b>1950 Town Reports</b>							
<b>Total Town Reports</b>	\$ 1,223	\$ 1,145	\$ 1,000	\$ 1,000	\$ 500	\$ (500)	-50.00%
<b>2100 Police</b>							
Fitness Standards	\$ 11,500	\$ 12,625	\$ 12,000	\$ 12,360	\$ 12,000		
Yr End Salary Adjustment	\$ -	\$ 9,328	\$ 10,457	\$ 10,771	\$ 10,417		
Supervisors	\$ 786,929	\$ 872,962	\$ 864,222	\$ 890,149	\$ 805,149		
Dispatcher	\$ 210,532	\$ 270,310	\$ 291,223	\$ 297,047	\$ 99,016		
Scheduled Overtime	\$ 148,127	\$ 172,333	\$ 142,000	\$ 146,260	\$ 146,260		
Overtime: Other Dept.	\$ 7,213	\$ 8,174	\$ 10,500	\$ 10,815	\$ 8,500		
Educational Incentive	\$ 262,086	\$ 294,065	\$ 322,653	\$ 332,333	\$ 310,333		
Dispatcher Overtime	\$ 12,296	\$ 15,629	\$ 17,040	\$ 5,792	\$ 5,792		
Paid Holidays	\$ 93,831	\$ 100,526	\$ 106,645	\$ 109,844	\$ 103,644		
Dispatcher Holidays	\$ 13,700	\$ 7,781	\$ 13,754	\$ 4,675	\$ 4,675		
Shift Differentials	\$ 30,455	\$ 33,005	\$ 35,586	\$ 36,654	\$ 34,254		
Shift Differentials:Dispatcher	\$ -	\$ -	\$ 3,650	\$ 3,760	\$ 3,760		
Roll Call	\$ 61,584	\$ 66,502	\$ 59,775	\$ 61,568	\$ 61,568		
Dispatcher Roll Call	\$ 6,442	\$ 7,781	\$ 6,642	\$ 2,258	\$ 2,258		
Comp Time Buyout	\$ 44,516	\$ 31,700	\$ 48,000	\$ 49,440	\$ 48,000		
Training Overtime	\$ 39,495	\$ 45,461	\$ 57,000	\$ 58,710	\$ 40,000		
Dispatcher Training OT	\$ -	\$ 176	\$ 2,200	\$ 2,200	\$ 773		
Patrolman	\$ 1,249,453	\$ 1,289,708	\$ 1,484,862	\$ 1,529,408	\$ 1,460,408		
On call Detective	\$ 15,300	\$ 15,000	\$ 15,600	\$ 16,068	\$ 15,600		
Secretary	\$ 50,776	\$ 52,915	\$ 51,279	\$ 52,817	\$ 52,817		
<b>Total Police P/S</b>	\$ 3,044,235	\$ 3,305,981	\$ 3,555,088	\$ 3,632,929	\$ 3,225,224		
Electricity	\$ 29,486	\$ 32,881	\$ 30,000	\$ 34,000	\$ 34,000		
Heating Fuel	\$ 8,913	\$ 12,548	\$ 14,300	\$ 15,000	\$ 15,000		
Training	\$ 36,376	\$ 26,132	\$ 30,000	\$ 30,000	\$ 22,000		
Dispatcher Training	\$ -	\$ 500	\$ -	\$ -	\$ -		
Medical	\$ 1,050	\$ 1,120	\$ 3,000	\$ 3,000	\$ 2,000		
Data Processing	\$ 1,237	\$ 659	\$ 2,000	\$ 2,000	\$ 2,000		
Other Purchased Services	\$ 2,738	\$ 14,461	\$ 14,400	\$ 14,400	\$ 14,400		
Annual Contracts	\$ 65,849	\$ 66,920	\$ 75,000	\$ 75,000	\$ 75,000		

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
Water	\$ 527	\$ 533	\$ 560	\$ 560	\$ 560	
Sewer	\$ 360	\$ 450	\$ 270	\$ 600	\$ 600	
Repair & Maintenance Facilities	\$ 15,818	\$ 21,357	\$ 14,500	\$ 14,500	\$ 14,500	
Repair & Maintenance Vehicles	\$ 18,345	\$ 26,524	\$ 17,500	\$ 17,500	\$ 17,500	
Petty Cash	\$ 1,022	\$ 1,647	\$ -	\$ -	\$ -	
Other Supplies	\$ 6,133	\$ 7,517	\$ 4,000	\$ 4,000	\$ 4,000	
Uniforms	\$ 11,710	\$ 4,317	\$ 4,000	\$ 4,000	\$ 4,000	
Infrastructure/Technology	\$ 18,285	\$ 19,841	\$ 23,000	\$ 23,000	\$ 23,000	
Departmental Supplies	\$ 4,340	\$ 20,364	\$ 3,500	\$ 3,500	\$ 3,000	
Vehicular Supplies	\$ 42,689	\$ 34,608	\$ 33,000	\$ 33,000	\$ 33,000	
<b>Total Police O/E</b>	<b>\$ 264,878</b>	<b>\$ 292,379</b>	<b>\$ 269,030</b>	<b>\$ 274,060</b>	<b>\$ 264,560</b>	
<b>Total Police</b>	<b>\$ 3,309,113</b>	<b>\$ 3,598,361</b>	<b>\$ 3,824,118</b>	<b>\$ 3,906,989</b>	<b>\$ 3,489,784</b>	<b>\$ (334,334) -8.74%</b>

**2410 Inspection Services**

Assistant Wiring/Plumbing Inspector	\$ 1,190	\$ 525	\$ 1,500	\$ 1,500	\$ 1,500	
Local Building Official	\$ -	\$ 17,369	\$ 26,700	\$ 30,000	\$ 20,000	
Building Commissioner	\$ 101,301	\$ 101,962	\$ 104,000	\$ 106,080	\$ 106,080	
Yr End Salary Adjustment	\$ -	\$ 1,316	\$ 931	\$ 931	\$ 931	
Plumbing Inspector	\$ 26,248	\$ 28,964	\$ 29,184	\$ 29,768	\$ 29,768	
Senior Clerk	\$ 45,315	\$ 48,880	\$ -	\$ 50,855	\$ 10,916	
Wiring Inspector	\$ 28,434	\$ 29,546	\$ 37,347	\$ 38,094	\$ 38,094	
<b>Total Inspection Services P/S</b>	<b>\$ 202,488</b>	<b>\$ 228,562</b>	<b>\$ 199,662</b>	<b>\$ 257,228</b>	<b>\$ 207,289</b>	
Other Purchased Services	\$ 8,083	\$ 513	\$ 20,000	\$ 20,000	\$ 10,000	
Other Supplies	\$ 357	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	
Clothing Allowance: Union	\$ 600	\$ 825	\$ 450	\$ 450	\$ 450	
Departmental Supplies	\$ 24	\$ 294	\$ 1,000	\$ 1,000	\$ 1,000	
Mileage	\$ 5,084	\$ 5,114	\$ 6,000	\$ 6,000	\$ 6,000	
<b>Total Inspection Services O/E</b>	<b>\$ 14,148</b>	<b>\$ 6,746</b>	<b>\$ 28,450</b>	<b>\$ 28,450</b>	<b>\$ 18,450</b>	
<b>Total Inspection Services</b>	<b>\$ 216,636</b>	<b>\$ 235,307</b>	<b>\$ 228,112</b>	<b>\$ 285,678</b>	<b>\$ 225,739</b>	<b>\$ (2,373) -1.04%</b>

**2440 Weights and Measures**

<b>Total Weights and Measures</b>	<b>\$ 7,087</b>	<b>\$ 7,581</b>	<b>\$ 8,200</b>	<b>\$ 8,200</b>	<b>\$ 8,200</b>	<b>\$ - 0.00%</b>
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**4000 Department of Public Works**

ASCME-On Call	\$ 11,040	\$ 10,500	\$ 14,560	\$ 14,560	\$ 14,560	
Admin:Yr End Salary Adjustment	\$ -	\$ 3,552	\$ 609	\$ 609	\$ 609	
Admin:Operations Coordinator	\$ 51,743	\$ 52,478	\$ 53,725	\$ 54,800	\$ 54,800	
Admin:Superintendent	\$ 102,520	\$ 102,398	\$ 104,839	\$ 106,412	\$ 106,412	

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
CM:Yr End Salary Correction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CM:Highway Superintendent	\$ 43,836	\$ 72,890	\$ 74,083	\$ 75,565	\$ 75,565	\$ 75,565
CM:Overtime	\$ 16,944	\$ 21,197	\$ 18,000	\$ 22,000	\$ 18,360	\$ 18,360
CM:SHMEO	\$ 292,526	\$ 250,401	\$ 280,000	\$ 285,600	\$ 260,600	\$ 260,600
CM:Seasonal Staff	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CM:Foreman	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
PK:Yr End Salary Adjustment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
PK:Overtime	\$ 3,003	\$ 3,612	\$ 7,200	\$ 7,500	\$ 7,500	\$ 7,500
PK:Maintenance Craftsman	\$ 212,489	\$ 222,356	\$ 228,000	\$ 232,560	\$ 202,560	\$ 202,560
PK:Summer Help	\$ 10,661	\$ 8,438	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
PK:Supervisor	\$ 74,821	\$ 76,773	\$ 78,614	\$ 80,186	\$ 80,186	\$ 80,186
TR:Warden	\$ 5,262	\$ 10,000	\$ 30,000	\$ 30,000	\$ 15,000	\$ 15,000
VM:Yr End Salary Correction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
VM:Mechanic	\$ 64,624	\$ 69,231	\$ 72,123	\$ 73,565	\$ 73,565	\$ 73,565
<b>Total DPW-P/S</b>	<b>\$ 889,469</b>	<b>\$ 903,826</b>	<b>\$ 971,753</b>	<b>\$ 993,357</b>	<b>\$ 919,717</b>	
Admin:Electricity	\$ 8,149	\$ 9,254	\$ 6,800	\$ 7,500	\$ 6,800	\$ 6,800
Admin:Natural Gas	\$ 8,196	\$ 9,816	\$ 8,190	\$ 10,000	\$ 8,190	\$ 8,190
Admin:Medical	\$ 295	\$ 1,125	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600
Admin:Engineer/Architectural	\$ 36,582	\$ 128,995	\$ 93,000	\$ 93,000	\$ 63,000	\$ 63,000
Admin:Advertising	\$ -	\$ -	\$ 770	\$ 770	\$ 770	\$ 770
Admin:Postage	\$ 204	\$ -	\$ 400	\$ 500	\$ 400	\$ 400
Admin:Water	\$ 410	\$ 357	\$ 500	\$ 500	\$ 500	\$ 500
Admin:Sewer	\$ 360	\$ 450	\$ 550	\$ 650	\$ 550	\$ 550
Admin:Repair & Maintenance Buildings	\$ 15,580	\$ 11,978	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000
Admin:Uniforms Union/Non-Union	\$ 7,020	\$ 6,735	\$ 9,000	\$ 9,000	\$ 9,000	\$ 9,000
Admin:Office/Departmental Supplies	\$ 2,455	\$ 2,747	\$ 4,600	\$ 4,600	\$ 4,600	\$ 4,600
Admin:Building Repair & Mtce Supplies	\$ -	\$ 80	\$ 12,000	\$ 12,000	\$ 7,000	\$ 7,000
CM:Telephone	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
CM:Repair & Maintenance Facilities	\$ 7,566	\$ 3,349	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000
CM:Repair & Maintenance Traffic Equipment	\$ 7,303	\$ 4,474	\$ 15,000	\$ 15,000	\$ 10,000	\$ 10,000
CM:Paving & Marking	\$ 31,085	\$ 55,003	\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000
CM:Construction Maintenance Supplies	\$ 161,293	\$ 81,422	\$ 100,000	\$ 100,000	\$ 90,000	\$ 90,000
PK:Electricity	\$ 6,070	\$ 5,178	\$ 5,900	\$ 5,900	\$ 5,900	\$ 5,900
PK:Heating Fuel	\$ 1,824	\$ 1,257	\$ 2,900	\$ 2,900	\$ 2,900	\$ 2,900
PK:Water	\$ 19,845	\$ 19,216	\$ 36,000	\$ 36,000	\$ 1,000	\$ 1,000
PK:Sewer	\$ 1,080	\$ 1,350	\$ 1,650	\$ 1,850	\$ 1,650	\$ 1,650
PK:Repair & Maintenance Facilities	\$ 46,824	\$ 71,380	\$ 50,000	\$ 60,000	\$ 50,000	\$ 50,000
PK:Repair & Maintenance Equipment	\$ 9,049	\$ 5,265	\$ 9,000	\$ 9,000	\$ 9,000	\$ 9,000
PK:Groundskeeping Supplies	\$ 36,160	\$ 32,009	\$ 37,000	\$ 37,000	\$ 27,000	\$ 27,000
PK:Vehicular Supplies	\$ 2,074	\$ 2,076	\$ 2,400	\$ 2,400	\$ 2,400	\$ 2,400
Tree Planting	\$ 2,252	\$ 9,265	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
Tree:Other Purchased Services	\$ 80,823	\$ 78,805	\$ 80,000	\$ 80,000	\$ 70,000	
Tree:Repair & Maintenance Vehicles	\$ 2,505	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	
Tree:Groundskeeping Supplies	\$ 781	\$ 413	\$ 2,000	\$ 2,000	\$ 2,000	
VM:Vehicular Supplies	\$ 58,547	\$ 56,180	\$ 65,000	\$ 65,000	\$ 65,000	
VM:Gasoline	\$ 60,336	\$ 55,688	\$ 55,000	\$ 55,000	\$ 55,000	
<b>DPW-Other Expenses</b>	<b>\$ 614,668</b>	<b>\$ 653,867</b>	<b>\$ 663,260</b>	<b>\$ 676,170</b>	<b>\$ 558,260</b>	
<b>Total Department of Public Works</b>	<b>\$ 1,504,137</b>	<b>\$ 1,557,692</b>	<b>\$ 1,635,013</b>	<b>\$ 1,669,527</b>	<b>\$ 1,477,977</b>	<b>\$ (157,036) -9.60%</b>
<b>4230 Snow and Ice Removal</b>						
<b>Snow and Ice-Overtime</b>	<b>\$ 25,433</b>	<b>\$ 57,590</b>	<b>\$ 21,000</b>	<b>\$ 21,000</b>	<b>\$ 21,000</b>	
Repair & Maintenance Vehicles	\$ 6,994	\$ 19,738	\$ 7,500	\$ 7,500	\$ 7,500	
Snow Removal Contracts	\$ 38,159	\$ 52,494	\$ 19,000	\$ 19,000	\$ 19,000	
Sand	\$ 3,226	\$ 5,063	\$ 2,000	\$ 2,000	\$ 2,000	
De-Icing Chemicals	\$ 88,545	\$ 114,192	\$ 37,400	\$ 37,400	\$ 37,400	
Vehicular Supplies	\$ 25,525	\$ 30,600	\$ 5,200	\$ 5,500	\$ 5,500	
Fuel	\$ 3,359	\$ 5,626	\$ 10,000	\$ 10,000	\$ 10,000	
<b>Snow and Ice-Other Expenses</b>	<b>\$ 165,808</b>	<b>\$ 227,713</b>	<b>\$ 81,100</b>	<b>\$ 81,400</b>	<b>\$ 81,400</b>	
<b>Total Snow and Ice Removal</b>	<b>\$ 191,241</b>	<b>\$ 285,303</b>	<b>\$ 102,100</b>	<b>\$ 102,400</b>	<b>\$ 102,400</b>	<b>\$ 300 0.29%</b>
<b>4240 Street Lighting</b>						
Street/Signal Lights	\$ 90,604	\$ 90,007	\$ 105,000	\$ 105,000	\$ 105,000	
<b>Total Street Lighting</b>	<b>\$ 90,604</b>	<b>\$ 90,007</b>	<b>\$ 105,000</b>	<b>\$ 105,000</b>	<b>\$ 105,000</b>	<b>\$ - 0.00%</b>
<b>5110 Board of Health</b>						
Emergency Mgmt Stipend	\$ -	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	
Yr End Salary Correction	\$ -	\$ 812	\$ 892	\$ 892	\$ 892	
Community Nurse	\$ 41,704	\$ 3,442	\$ -	\$ -	\$ -	
Director	\$ 87,573	\$ 92,352	\$ 94,204	\$ 96,088	\$ 96,088	
Health Compliance Officer	\$ 46,460	\$ 53,518	\$ 54,580	\$ 55,672	\$ 30,130	
Temporary Personnel/OT	\$ -	\$ -	\$ 15,000	\$ 15,000	\$ 15,000	
Asst.Public Health Director	\$ 64,803	\$ 65,166	\$ 66,477	\$ 67,807	\$ 67,807	
Administrative Assistant	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>Total Board of Health P/S</b>	<b>\$ 240,540</b>	<b>\$ 220,290</b>	<b>\$ 236,153</b>	<b>\$ 240,459</b>	<b>\$ 214,917</b>	
Animal Services	\$ 21,418	\$ 24,377	\$ 32,000	\$ 32,000	\$ 32,000	
Emergency Management Expense	\$ 7,220	\$ 15,662	\$ 10,000	\$ 10,000	\$ 10,000	
Advertising	\$ -	\$ 66	\$ -	\$ -	\$ -	
Other Purchased Services	\$ 24,608	\$ 26,122	\$ 31,000	\$ 31,000	\$ 31,000	

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
Departmental Supplies	\$ -	\$ 128	\$ -	\$ -	\$ -	\$ -
Medical Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Clothing Allowance: Union	\$ 400	\$ 800	\$ 225	\$ 225	\$ 225	\$ 225
Mileage	\$ 209	\$ 107	\$ 2,500	\$ 2,500	\$ 2,500	\$ 2,500
<b>Board of Health O/E</b>	<b>\$ 53,855</b>	<b>\$ 67,262</b>	<b>\$ 75,725</b>	<b>\$ 75,725</b>	<b>\$ 75,725</b>	
<b>Total Board of Health</b>	<b>\$ 294,395</b>	<b>\$ 287,551</b>	<b>\$ 311,878</b>	<b>\$ 316,184</b>	<b>\$ 290,642</b>	<b>\$ (21,236) -6.81%</b>

**5300 Human Services**

Flexible Staff/Expanded Hours	\$ 4,618	\$ 551	\$ -	\$ -	\$ -	\$ -
Receptionist	\$ 30,034	\$ 37,935	\$ 20,469	\$ 20,878	\$ -	\$ -
Yr End Salary Adjustment	\$ -	\$ 2,065	\$ 1,322	\$ 1,322	\$ 1,200	\$ 1,200
Food Service Coordinator (partially grant funded)	\$ 44,333	\$ 26,347	\$ 15,001	\$ 15,301	\$ 15,301	\$ 15,301
Café & Kitchen Asst. (partially grant funded)	\$ 15,244	\$ 12,709	\$ 12,001	\$ 12,241	\$ 12,241	\$ 12,241
Director	\$ 22,070	\$ 74,650	\$ 76,773	\$ 78,308	\$ 78,308	\$ 78,308
Program Coordinator	\$ 51,900	\$ 52,075	\$ -	\$ -	\$ -	\$ -
Activity & Volunteer Coord	\$ 49,941	\$ 51,875	\$ 52,916	\$ 53,974	\$ 53,974	\$ 53,974
Administrative Assistant	\$ 62,028	\$ -	\$ 21,865	\$ 22,302	\$ 22,302	\$ 22,302
Sr. Center Coordinator	\$ 52,433	\$ -	\$ -	\$ -	\$ -	\$ -
Social Services Coordinator	\$ 52,616	\$ 51,703	\$ 53,519	\$ 53,519	\$ -	\$ -
Driver	\$ 27,333	\$ 29,417	\$ 22,663	\$ 23,116	\$ 23,116	\$ 23,116
Transportation Coordinator	\$ -	\$ -	\$ 37,985	\$ 38,745	\$ 38,745	\$ 38,745
Human Svc:Community Prog	\$ 57,001	\$ 59,030	\$ 60,216	\$ 61,420	\$ 61,420	\$ 61,420
Yr End Salary Adjustment	\$ -	\$ -	\$ 557	\$ 600	\$ 600	\$ 600
Human Svc:Director	\$ 77,313	\$ 82,014	\$ 83,658	\$ 85,331	\$ 85,331	\$ 85,331
Veterans Director	\$ 75,765	\$ 74,650	\$ 76,773	\$ 78,308	\$ 78,308	\$ 78,308
Yr End Salary Adjustment	\$ -	\$ -	\$ 296	\$ 300	\$ 300	\$ 300
<b>Total Human Services-P/S</b>	<b>\$ 622,629</b>	<b>\$ 555,021</b>	<b>\$ 536,014</b>	<b>\$ 545,665</b>	<b>\$ 471,146</b>	
Electricity	\$ 29,259	\$ 36,815	\$ 42,367	\$ 44,909	\$ 44,909	\$ 44,909
Natural Gas	\$ 8,944	\$ 13,030	\$ 20,537	\$ 21,769	\$ 21,769	\$ 21,769
Printing & Binding	\$ 366	\$ 471	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200
Advertising	\$ 956	\$ 72	\$ 2,900	\$ 2,900	\$ 2,900	\$ 2,900
Postage	\$ 330	\$ 365	\$ 500	\$ 500	\$ 500	\$ 500
Other Purchased Services	\$ 4,032	\$ 3,460	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500
Water	\$ 968	\$ 1,070	\$ 900	\$ 1,000	\$ 1,000	\$ 1,000
Sewer	\$ 720	\$ 900	\$ 600	\$ 1,000	\$ 1,000	\$ 1,000
Repair & Maintenance Buildings	\$ 17,876	\$ 27,470	\$ 15,000	\$ 20,000	\$ 20,000	\$ 20,000
Repair & Maintenance Vehicles	\$ 6,977	\$ 5,494	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500
Repair & Maintenance Equipment	\$ 10,979	\$ 6,475	\$ 12,500	\$ 12,500	\$ 12,500	\$ 12,500
Clothing Allowance: Union	\$ 800	\$ 1,000	\$ 1,400	\$ 1,400	\$ 1,400	\$ 1,400

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
Departmental Supplies	\$ 1,327	\$ 679	\$ -	\$ 500	\$ 500	
Custodial Supplies	\$ 24,841	\$ 22,611	\$ 50,000	\$ 50,000	\$ 45,000	
Mileage	\$ 363	\$ 683	\$ 2,200	\$ 2,200	\$ 2,000	
Veterans:Other Expenses	\$ 8,704	\$ 1,723	\$ 3,000	\$ 3,000	\$ 3,000	
Veterans: Benefits	\$ 67,080	\$ 81,578	\$ 115,000	\$ 115,000	\$ 90,000	
Veterans:Fuel	\$ 30,235	\$ 34,937	\$ 36,000	\$ 36,000	\$ 36,000	
Veterans:Physicians	\$ 1,811	\$ 675	\$ 3,000	\$ 3,000	\$ 3,000	
Veterans:Medication	\$ 7,487	\$ 3,095	\$ 7,000	\$ 7,000	\$ 7,000	
Veterans:Hospital	\$ -	\$ 1,050	\$ 1,000	\$ 1,000	\$ 1,000	
Veterans:Dental	\$ 3,246	\$ 3,519	\$ 5,000	\$ 5,000	\$ 5,000	
Veterans:Miscellaneous	\$ 48,684	\$ 47,790	\$ 60,000	\$ 60,000	\$ 50,000	
Veterans:District Administrative Costs	\$ 11,154	\$ -	\$ -	\$ -	\$ -	
Veterans:Celebrations	\$ 990	\$ 890	\$ 1,750	\$ 1,750	\$ 1,750	
Human Svc:Medical Supplies	\$ -	\$ -	\$ 240	\$ 240	\$ 240	
Human Svc:Bike/Walk Committee	\$ 1,000	\$ 950	\$ 1,000	\$ 1,000	\$ 1,000	
Human Svc:Entertainment	\$ -	\$ -	\$ -	\$ -	\$ -	
Human Svc:Sani-Cans	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>Total Human Services-O/E</b>	<b>\$ 289,129</b>	<b>\$ 296,802</b>	<b>\$ 400,094</b>	<b>\$ 409,868</b>	<b>\$ 369,668</b>	
<b>Total Human Services</b>	<b>\$ 911,758</b>	<b>\$ 851,823</b>	<b>\$ 936,108</b>	<b>\$ 955,533</b>	<b>\$ 840,814</b>	<b>\$ (95,294) -10.18%</b>
<b>6100 Library</b>						
Administrative Assistant	\$ 43,151	\$ 48,880	\$ 49,858	\$ 50,856	\$ 44,499	
Yr End Salary Adjustment	\$ -	\$ 2,025	\$ 2,175	\$ 2,219	\$ 2,175	
Circulation Coordinator	\$ 59,558	\$ 59,939	\$ 62,650	\$ 63,898	\$ 55,911	
Director	\$ 89,663	\$ 92,352	\$ 94,203	\$ 96,096	\$ 96,096	
Teen Program Coordinator	\$ 46,468	\$ 49,858	\$ 50,856	\$ 51,875	\$ 25,938	
Library Tech Service	\$ 50,129	\$ 56,020	\$ 38,748	\$ 39,801	\$ 39,531	
Library Assistant	\$ 62,506	\$ 69,049	\$ 87,818	\$ 87,625	\$ 73,836	
Adult Services Librarian	\$ 57,200	\$ 56,616	\$ 62,921	\$ 63,898	\$ 55,911	
Youth Services Librarian	\$ 46,475	\$ 57,866	\$ 51,879	\$ 52,689	\$ 52,689	
Youth Services: Gaylord	\$ 17,138	\$ 18,888	\$ 19,071	\$ 19,453	\$ 19,454	
Branch Librarian: Gaylord	\$ 30,802	\$ 34,949	\$ 36,894	\$ 37,635	\$ 30,108	
Flex Staff Hours	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	
Library Page	\$ 16,980	\$ 18,035	\$ 17,410	\$ 17,753	\$ 17,753	
<b>Total Library P/S</b>	<b>\$ 520,070</b>	<b>\$ 564,477</b>	<b>\$ 575,483</b>	<b>\$ 584,798</b>	<b>\$ 513,901</b>	
Electricity	\$ 34,262	\$ 40,005	\$ 42,300	\$ 46,500	\$ 42,300	
Natural Gas	\$ 7,601	\$ 13,694	\$ 15,000	\$ 16,500	\$ 15,000	
Technology	\$ 10,573	\$ 8,443	\$ 4,000	\$ 8,000	\$ 4,000	
Postage	\$ 853	\$ 1,167	\$ 1,200	\$ 1,500	\$ 1,200	

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
Contracted Service	\$ 25,070	\$ 12,760	\$ 24,000	\$ 32,000	\$ 30,000	
Water	\$ 835	\$ 380	\$ 850	\$ 900	\$ 850	
Sewer	\$ 720	\$ 900	\$ 450	\$ 1,300	\$ 900	
Facilities Management	\$ 47,186	\$ 44,798	\$ 48,000	\$ 49,500	\$ 48,000	
Network Services	\$ 27,859	\$ 27,952	\$ 28,265	\$ 28,801	\$ 28,265	
Educational Supplies	\$ 94,335	\$ 91,962	\$ 90,000	\$ 95,000	\$ 90,000	
Library Supplies	\$ 8,943	\$ 5,307	\$ 2,000	\$ 6,000	\$ 2,000	
Uniform Allowance: Union	\$ 3,000	\$ 3,000	\$ 3,375	\$ 3,750	\$ 3,750	
Custodial Supplies	\$ 3,476	\$ 1,715	\$ 2,000	\$ 2,200	\$ 2,000	
Mileage	\$ 418	\$ -	\$ -	\$ 600	\$ -	
Branch: Other	\$ 28,232	\$ 28,384	\$ 3,000	\$ 35,000	\$ -	
<b>Total Library O/E</b>	<b>\$ 293,363</b>	<b>\$ 280,467</b>	<b>\$ 264,440</b>	<b>\$ 327,551</b>	<b>\$ 268,265</b>	
<b>Total Library</b>	<b>\$ 813,433</b>	<b>\$ 844,944</b>	<b>\$ 839,923</b>	<b>\$ 912,349</b>	<b>\$ 782,166</b>	<b>\$ (57,757) -6.88%</b>
<b>6710 Old Firehouse Museum</b>						
Electricity	\$ 694	\$ 531	\$ 1,000	\$ 1,000	\$ 1,000	
Natural Gas	\$ 2,149	\$ 3,913	\$ 3,900	\$ 3,900	\$ 3,900	
Water	\$ 36	\$ 55	\$ 50	\$ 50	\$ 50	
Repair & Maintenance Buildings	\$ 1,801	\$ 1,346	\$ 2,500	\$ 2,500	\$ 2,000	
Other Property Related Services	\$ -	\$ -	\$ 200	\$ 200	\$ 25	
<b>Total Old Firehouse Museum</b>	<b>\$ 4,680</b>	<b>\$ 5,845</b>	<b>\$ 7,650</b>	<b>\$ 7,650</b>	<b>\$ 6,975</b>	<b>\$ (675) -8.82%</b>
<b>7110 Retirement of Debt</b>						
<b>Total Principal: Long-Term Debt</b>	<b>\$ 2,432,472</b>	<b>\$ 2,418,885</b>	<b>\$ 2,490,428</b>	<b>\$ 2,467,103</b>	<b>\$ 2,467,103</b>	<b>\$ (23,325) -0.94%</b>
<b>7510 Interest: Long-Term Debt</b>						
<b>Total Interest: Long-Term Debt</b>	<b>\$ 930,765</b>	<b>\$ 843,790</b>	<b>\$ 762,971</b>	<b>\$ 680,506</b>	<b>\$ 680,506</b>	<b>\$ (82,465) -10.81%</b>
<b>7520 Interest: Short-Term Debt</b>						
Borrowing Costs	\$ -	\$ -	\$ 3,000	\$ 3,000	\$ 3,000	
<b>Total Interest: Short-Term Debt</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,000</b>	<b>\$ 3,000</b>	<b>\$ 3,000</b>	<b>\$ - 0.00%</b>
<b>9110 Retirement</b>						
<b>Total Retirement</b>	<b>\$ 4,343,569</b>	<b>\$ 4,765,712</b>	<b>\$ 5,170,346</b>	<b>\$ 5,277,322</b>	<b>\$ 5,277,322</b>	<b>\$ 106,976 2.07%</b>
<b>9130 Unemployment Compensation</b>						
<b>Total Unemployment Insurance</b>	<b>\$ 62,641</b>	<b>\$ 94,175</b>	<b>\$ 101,000</b>	<b>\$ 101,000</b>	<b>\$ 101,000</b>	<b>\$ - 0.00%</b>
<b>9140 Group Health Insurance</b>						
<b>Total Group Health Insurance</b>	<b>\$ 4,596,638</b>	<b>\$ 5,049,929</b>	<b>\$ 6,979,927</b>	<b>\$ 8,290,000</b>	<b>\$ 8,290,000</b>	<b>\$ 1,310,073 18.77%</b>

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27
<b>9160 Fica/Medicare</b>						
Total Fica/Medicare	\$ 443,131	\$ 485,525	\$ 520,000	\$ 550,000	\$ 520,000	\$ - 0.00%
<b>9450 Liability Insurance</b>						
Property Insurance	\$ 423,982	\$ 462,846	\$ 553,430	\$ 588,430	\$ 560,000	
Deductibles	\$ 5,054	\$ 30,353	\$ 25,000	\$ 25,000	\$ 25,000	
Total Liability Insurance	\$ 429,036	\$ 493,199	\$ 578,430	\$ 613,430	\$ 585,000	\$ 6,570 1.14%
<b>2950 Ct. River Channel Marker</b>						
Total Ct. River Channel Marker	\$ 2,920	\$ -	\$ 5,000	\$ 5,000	\$ 5,000	\$ - 0.00%
<b>4340 DPW: Landfill</b>						
Yr End Salary Adjustment	\$ -	\$ 624	\$ -	\$ 375	\$ 375	
Overtime	\$ 7,961	\$ 3,794	\$ 7,000	\$ 7,000	\$ 7,000	
Gate Attendant	\$ 46,894	\$ 45,760	\$ 46,626	\$ 48,491	\$ 48,491	
Solid Waste Coordinator	\$ 12,808	\$ 52,478	\$ 53,725	\$ 55,874	\$ 55,874	
Total DPW:Landfill P/S	\$ 67,663	\$ 102,656	\$ 107,351	\$ 111,740	\$ 111,740	
Engineer/Architectural	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	
Printing & Binding	\$ 5,542	\$ 4,266	\$ 4,600	\$ 4,600	\$ 4,600	
Advertising	\$ 1,287	\$ 1,353	\$ 1,700	\$ 1,700	\$ 1,700	
Repair & Maintenance Buildings	\$ -	\$ -	\$ 2,000	\$ 2,000	\$ 2,000	
Repair & Maintenance Vehicles	\$ 1,699	\$ 2,848	\$ 5,000	\$ 5,000	\$ 5,000	
Rent/Lease Construction Equipment	\$ 32,950	\$ 39,375	\$ 52,000	\$ 52,000	\$ 52,000	
Garbage Removal Contract	\$ 702,182	\$ 716,040	\$ 780,000	\$ 780,000	\$ 780,000	
Tipping Fee	\$ 366,933	\$ 369,899	\$ 434,000	\$ 455,000	\$ 455,000	
Public Works Supplies	\$ 4,221	\$ 161	\$ 3,000	\$ 3,000	\$ 3,000	
Uniforms	\$ 525	\$ 1,257	\$ 1,200	\$ 1,200	\$ 1,200	
PAYT Supplies	\$ 112,083	\$ 108,270	\$ -	\$ -	\$ -	
Fuel	\$ 5,088	\$ 4,330	\$ -	\$ -	\$ -	
Total DPW:Landfill O/E	\$ 1,232,510	\$ 1,247,799	\$ 1,284,500	\$ 1,305,500	\$ 1,305,500	
Total DPW: Landfill	\$ 1,300,173	\$ 1,350,454	\$ 1,391,851	\$ 1,417,240	\$ 1,417,240	\$ 25,389 1.82%
<b>4360 DPW:Sewerage</b>						
Telephone	\$ 1,698	\$ 1,809	\$ -	\$ -	\$ -	
Other Purchased Services	\$ 53,376	\$ 33,059	\$ 60,000	\$ 60,000	\$ 60,000	
Repair & Maintenance Vehicles	\$ 162	\$ 260	\$ 1,000	\$ 1,000	\$ 1,000	
Sewerage Supplies	\$ 17,370	\$ 9,296	\$ 20,000	\$ 20,000	\$ 20,000	
Uniforms	\$ 740	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27	
<b>TOTAL DPW:Sewerage</b>	\$ 73,346	\$ 44,424	\$ 82,500	\$ 82,500	\$ 82,500	\$ -	0.00%
<b>4430 DPW:Water Pollution Control</b>							
Operations Manager:WWTP	\$ 69,817	\$ 71,968	\$ 73,686	\$ 75,160	\$ 75,160		
On Call	\$ 7,080	\$ 7,140	\$ 7,280	\$ 7,280	\$ 7,280		
Yr End Salary Adjustment	\$ -	\$ 1,875	\$ 2,276	\$ -	\$ -		
Overtime	\$ 32,274	\$ 33,576	\$ 31,500	\$ 35,000	\$ 35,000		
Scheduled Overtime	\$ 25,272	\$ 26,558	\$ 30,000	\$ 32,000	\$ 32,000		
Technician	\$ 68,514	\$ 72,784	\$ 71,927	\$ 73,366	\$ 73,366		
Compliance Manager	\$ 74,821	\$ 76,773	\$ 78,614	\$ 80,186	\$ 80,186		
SHMEO	\$ 248,215	\$ 264,451	\$ 277,507	\$ 288,607	\$ 288,607		
Supervisor	\$ 66,554	\$ 69,160	\$ 70,825	\$ 72,242	\$ 72,242		
<b>Total DPW:WWTP P/S</b>	\$ <b>592,547</b>	\$ <b>624,285</b>	\$ <b>643,615</b>	\$ <b>663,841</b>	\$ <b>663,841</b>		
Electricity	\$ 194,086	\$ 227,280	\$ 234,000	\$ 234,000	\$ 234,000		
Natural Gas	\$ 22,081	\$ 28,424	\$ 36,000	\$ 42,000	\$ 42,000		
Heating Fuel	\$ -	\$ 3,026	\$ 2,500	\$ 3,000	\$ 3,000		
Engineer/Architectural	\$ 27,526	\$ 5,245	\$ 25,000	\$ 25,000	\$ 25,000		
Printing & Binding	\$ 2,433	\$ 2,524	\$ 3,300	\$ 3,300	\$ 3,300		
Postage	\$ 4,491	\$ 4,578	\$ 5,500	\$ 6,000	\$ 6,000		
Other Purchased Services	\$ 66,248	\$ 282,521	\$ 160,000	\$ 160,000	\$ 160,000		
Stormwater	\$ 4,324	\$ 8,970	\$ 25,000	\$ 25,000	\$ 25,000		
Water	\$ 12,054	\$ 9,959	\$ 13,500	\$ 13,500	\$ 13,500		
Repair & Maintenance Buildings	\$ 18,972	\$ 28,600	\$ 12,500	\$ 12,500	\$ 12,500		
Repair & Maintenance Vehicles	\$ 1,403	\$ 164	\$ 2,400	\$ 2,400	\$ 2,400		
Repair & Maintenance Pump Stations	\$ 16,287	\$ 24,641	\$ 82,000	\$ 82,000	\$ 82,000		
Sludge Disposal	\$ 391,218	\$ 267,459	\$ 307,000	\$ 307,000	\$ 307,000		
Lab Supplies	\$ 7,605	\$ 15,421	\$ 14,000	\$ 14,000	\$ 14,000		
Sewerage Supplies	\$ 63,936	\$ 96,573	\$ 54,000	\$ 75,000	\$ 75,000		
Chemicals	\$ 146,930	\$ 112,589	\$ 140,000	\$ 140,000	\$ 140,000		
Uniforms	\$ 6,875	\$ 10,297	\$ 7,500	\$ 7,500	\$ 7,500		
Office/Computer Supplies	\$ 439	\$ 184	\$ 500	\$ 500	\$ 500		
SW/IPP Supplies	\$ -	\$ 180	\$ 25,000	\$ 25,000	\$ 25,000		
Buildings & Grounds Supplies	\$ 9,337	\$ 9,907	\$ 8,100	\$ 8,100	\$ 8,100		
Vehicular Supplies	\$ 2,997	\$ 475	\$ 3,100	\$ 3,100	\$ 3,100		
Fuel	\$ 6,408	\$ 5,427	\$ 5,400	\$ 5,400	\$ 5,400		
<b>Total DPW:WWTP O/E</b>	\$ <b>1,005,650</b>	\$ <b>1,144,444</b>	\$ <b>1,166,300</b>	\$ <b>1,194,300</b>	\$ <b>1,194,300</b>		
<b>Total DPW: Water Pollution Control</b>	\$ <b>1,598,197</b>	\$ <b>1,768,730</b>	\$ <b>1,809,915</b>	\$ <b>1,858,141</b>	\$ <b>1,858,141</b>	\$ 48,226	2.66%

**6800 Ledges Golf Course/Valley View**

FY2027 Detailed Budget Request

Department	FY24 Expended	FY25 Expended	FY26 Budgeted	FY27 Requested	FY27 TA Approved	FY26-FY27		
Contract: Management	\$ 39,900	\$ 39,900	\$ 39,900	\$ 39,900	\$ 39,900			
Contract: Operations	\$ 764,464	\$ 830,600	\$ 847,212	\$ 868,392	\$ 868,392			
Contract: Maintenance	\$ 625,239	\$ 701,762	\$ 715,797	\$ 733,692	\$ 733,692			
Farm Tax	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500			
Other Expenses	\$ 3,226	\$ 14,891	\$ 15,000	\$ 15,000	\$ 15,000			
<b>Total Ledges Golf Course</b>	<b>\$ 1,439,329</b>	<b>\$ 1,593,653</b>	<b>\$ 1,624,409</b>	<b>\$ 1,663,484</b>	<b>\$ 1,663,484</b>	<b>\$ 39,075</b>	<b>2.41%</b>	
<b>Workers' Compensation</b>								
<b>Total Workers' Compensation Budgeted</b>	<b>\$150,000</b>	<b>\$150,000</b>	<b>\$150,000</b>	<b>\$150,000</b>	<b>\$150,000</b>	<b>\$ -</b>	<b>0.00%</b>	
<b>Injured on Duty</b>								
<b>Total Injured on Duty Budgeted</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$ -</b>	<b>0.00%</b>	
<b>OPEB</b>								
<b>Total OPEB Budgeted</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>	<b>\$ 300,000</b>	<b>\$ (200,000)</b>	<b>-40.00%</b>	
<b>Capital Stabilization</b>								
<b>Total Capital Stabilization Budgeted</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>			
<b>Mosier School Stabilization</b>								
<b>Total Mosier School Stabilization</b>	<b>\$ 750,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>			
<b>Conservation Land Fund</b>								
<b>Conservation Land Fund Budgeted</b>	<b>\$ 15,000</b>	<b>\$ 15,000</b>	<b>\$ 15,000</b>	<b>\$ 15,000</b>	<b>\$ 5,000</b>	<b>\$ (10,000)</b>	<b>-66.67%</b>	
<b>SCHOOL</b>								
<b>Total School</b>	<b>\$ 24,584,772</b>	<b>\$ 25,521,460</b>	<b>\$ 25,771,460</b>	<b>\$ 27,500,000</b>	<b>\$ 26,286,889</b>	<b>\$ 515,429</b>	<b>2.00%</b>	
<b>Total General Fund</b>	<b>\$ 23,213,288</b>	<b>\$ 24,557,606</b>	<b>\$ 27,467,624</b>	<b>\$ 29,228,760</b>	<b>\$ 28,113,009</b>	<b>\$ 645,385</b>	<b>2.35%</b>	
<b>Total Misc. Trust</b>	<b>\$ 1,465,000</b>	<b>\$ 715,000</b>	<b>\$ 715,000</b>	<b>\$ 715,000</b>	<b>\$ 505,000</b>	<b>\$ (210,000)</b>	<b>-29.37%</b>	
<b>Total Receipts Reserved</b>	<b>\$ 2,920</b>	<b>\$ -</b>	<b>\$ 5,000</b>	<b>\$ 5,000</b>	<b>\$ 5,000</b>	<b>\$ -</b>	<b>0.00%</b>	
<b>Total DPW: Landfill</b>	<b>\$ 1,300,173</b>	<b>\$ 1,350,454</b>	<b>\$ 1,391,851</b>	<b>\$ 1,417,240</b>	<b>\$ 1,417,240</b>	<b>\$ 25,389</b>	<b>1.82%</b>	
<b>Total DPW: WWTP</b>	<b>\$ 1,671,543</b>	<b>\$ 1,813,154</b>	<b>\$ 1,892,415</b>	<b>\$ 1,940,641</b>	<b>\$ 1,940,641</b>	<b>\$ 48,226</b>	<b>2.55%</b>	
<b>Total Ledges</b>	<b>\$ 1,439,329</b>	<b>\$ 1,593,653</b>	<b>\$ 1,624,409</b>	<b>\$ 1,663,484</b>	<b>\$ 1,663,484</b>	<b>\$ 39,075</b>	<b>2.41%</b>	
<b>Total School</b>	<b>\$ 24,584,772</b>	<b>\$ 25,521,460</b>	<b>\$ 25,771,460</b>	<b>\$ 27,500,000</b>	<b>\$ 26,286,889</b>	<b>\$ 515,429</b>	<b>2.00%</b>	
	<b>\$ 53,677,025</b>	<b>\$ 55,551,327</b>	<b>\$ 58,867,759</b>	<b>\$ 62,470,125</b>	<b>\$ 59,931,263</b>	<b>\$ 1,063,504</b>	<b>1.81%</b>	

## Ballot Language Options

### OPTION 1

Shall the Town of South Hadley be allowed to assess an additional \$\_\_\_\_\_ in real estate and personal property taxes for the purposes of operating the Municipal Government and Public Schools for the fiscal year beginning July 1, 2026?

- Yes  
 No

### OPTION 2

Questions 1A and 1B are separate questions. You may vote for or against each question independently. Each question requires a majority of those voting on that question to pass. If both questions pass, the question with the higher dollar amount prevails.

**1A** Shall the Town of South Hadley be allowed to assess an additional \$\_\_\_\_\_ in real estate and personal property taxes for the purposes of operating the Municipal Government and Public Schools for the fiscal year beginning July 1, 2026?

- Yes  
 No

**1B** Shall the Town of South Hadley be allowed to assess an additional \$\_\_\_\_\_ in real estate and personal property taxes purposes of operating the Municipal Government and Public Schools for the fiscal year beginning July 1, 2026?

- Yes  
 No

### OPTION 3

Questions 1A, 1B and 1C are separate questions. You may vote for or against each question independently. Each question requires a majority of those voting on that question to pass. If more than one question passes, the question with the highest dollar amount prevails.

**1A** Shall the Town of South Hadley be allowed to assess an additional \$\_\_\_\_\_ in real estate and personal property taxes purposes of operating the Municipal Government and Public Schools for the fiscal year beginning July 1, 2026?

- Yes  
 No

**1B** Shall the Town of South Hadley be allowed to assess an additional \$\_\_\_\_\_ in real estate and personal property taxes purposes of operating the Municipal Government and Public Schools for the fiscal year beginning July 1, 2026?

- Yes  
 No

**1C** Shall the Town of South Hadley be allowed to assess an additional \$\_\_\_\_\_ in real estate and personal property taxes purposes of operating the Municipal Government and Public Schools for the fiscal year beginning July 1, 2026?

- Yes  
 No

#### OPTION 4

Questions 1A and 1B are separate questions. You may vote for or against each question independently. Each question requires a majority of those voting on that question to pass.

**1A** Shall the Town of South Hadley be allowed to assess an additional \$\_\_\_\_\_ in real estate and personal property taxes for purposes of operating the Public Schools for the fiscal year beginning July 1, 2026?

- Yes  
 No

**1B** Shall the Town of South Hadley be allowed to assess an additional \$\_\_\_\_\_ in real estate and personal property taxes purposes of operating the Municipal Government for the fiscal year beginning July 1, 2026?

- Yes  
 No

To: Selectboard  
From: Town Administrator Lisa Wong  
Re: Exemptions  
Date: March 3, 2026

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**Local Options:**

- G.L. c. 59, § 5, Clause 5K: Allows persons over the age of 60 to volunteer to provide services in exchange for a reduction on real property taxes. Accepted at the 11/15/23 Town Meeting
  - G.L. c. 59, § 5, Clause 5L **not adopted**: Allows veterans or spouse if veteran is deceased to volunteer to provide services in exchange for a reduction on real property taxes.
- A. G.L. 59 § 5, Clause 17: \$175.00 for Senior, Surviving Spouse, Minor Child of Deceased Parent  
Whole Estate Limit = \$20,000, Senior - Own/occupy property for 10 years. Survivor - None.
- South Hadley adopted Clause 17C, 17D - increase Estate Limit to \$40,000, decrease 5 years
  - 17E - increase Estate Limit automatically each year by state determined COLA. Adopted 5/8/24
  - 17F - increase exemption amount annually by any % up to state determined COLA. Town Meeting must vote to fix the % increase Adopted 5/8/24
  - Clause 18A **not adopted** - tax deferral program - reduce interest below 8%
- B. G.L. c. 59, § 5, Clause 37: \$437.50 for Legally blind - increase exemption to \$500. Adopted 5/8/24
- C. G.L. c. 59, § 5, Clause 41: \$500 for Seniors Age 70+. No durational ownership \* or domiciliary\*\*requirement.  
Gross Receipts: \$6,000 Single \$7,000 Married Whole Estate: \$17,000 Single \$20,000 Married
- 41B adopted in 1984, 41C adopted in 1987. Limits were increased in 2012 - increase exemption, decrease age, increase limits
  - 41C ½ **not adopted** - reduce age to 65, increase exemption (valuation based exemption)
  - 41D **not adopted** - Increase gross receipts automatically by state determined COLA
- D. G.L. c. 59, § 5, Clause 41A **not adopted**: Senior deferral for age 65+. Gross receipts of \$20,000 or less. Own any 5 years and domicile in Mass for 10 years.
- Town Meeting may vote to Increase gross receipts limit up to income single seniors who are not heads of households may have to qualify for the “circuit breaker” state income tax credit;  
Reduce interest below 8%
- E. Hero Act: E. G.L. c. 59, §5, Clauses 22I and 22J **not adopted** - adds two new local options that increase certain veteran exemption amounts and changes how to determine eligibility for the motor vehicle exemption for a veteran with a 100% disability rating or is unemployable due to their service-connected disability.
- 22I: increase the amount of the tax exemption granted to veterans on their domiciles under Clause 22, Clause 22A, Clause 22B, Clause 22C, Clause 22E and Clause 22F annually by a cost-of-living adjustment (COLA) determined by the Department of Revenue (DOR) based on the consumer price index (CPI).
  - 22J: additional exemption up to 100% of the amount of the tax exemption granted to veterans on their domiciles under Clause 22, Clause 22A, Clause 22B, Clause 22C, Clause 22E, Clause 22F.

# The Hampshire County Group Insurance Trust

## FY27 Renewal Recommendations

February 25, 2026



INSURANCE | BENEFITS | HR SOLUTIONS

# Agenda

1. Pharmacy Marketing Results (PBIRx)
2. Medical RFP Results Recommendation
3. FY27 Proposed Rates
4. FY27 Plan Design Recommendations
5. FY27 Rate Recommendations
6. Questions & Answers

# Summary of Health Insurance Evaluation and FY27 Recommendations

## Vendor Selection and Network Stability

**Remaining with BCBS** ensures cost competitiveness, quality service, and network continuity, enhancing employee satisfaction and financial stability.

## Pharmacy Benefit Strategy

**Transitioning pharmacy benefits to Employers Health (CVS coalition)** is expected to save \$3.4 million through better contracts and rebate structures amid rising drug costs.

## Plan Design and Cost Management

**Introducing modest deductibles and copayments** aligns with municipal benchmarks, preserving affordability while supporting sustainability and competitiveness. Proposed deductible reduced from \$500/\$1,000 to \$250/\$500 based on feedback and marketing results.

## Financial Stability and FY27 Rate Adjustments

**Recommend 12.46% rate increase with modest benefit design changes** for FY27, which reflects medical trends and actuarial analysis to maintain long-term financial stability for HCGIT. Rate adjustments aim to build the Trust's reserves, providing protection against unexpected claims activity and facilitating the recovery of financial losses from FY26.

# Pharmacy RFP Results: PBIRx



# Medical RFP Results: Recommendation



# RFP Evaluation: Process Overview (Presented 1/21/26 to IAC)

## Bid Process: John Garish

Bid invitations were sent to Harvard Pilgrim, Cigna, Aetna, UnitedHealthcare (UHC), and Health Plans Inc. (HPI).

Four proposals were received from HPI, Harvard Pilgrim, Aetna, and Cigna.

UHC declined to quote.

The RFP was not sent to the incumbent, Blue Cross Blue Shield (BCBS), or Mass General Brigham (MGB).

Plan proposals were sent to Hilb by John Garish on 12/8/2025.

## Bid Process: Hilb

Hilb issued an amendment to the RFP, capturing important information not included in the initial bid solicitation.

The original RFP was issued to BCBS and MGB.

MGB declined to quote based on network limitations.

BCBS submitted a proposal.

A Best and Final Offer (BAFO) request was released to all five bidders.

## Bid Process: Outcome

Four out of five bidders submitted a Best and Final Offer (BAFO), further reducing their administrative costs.

A claims repricing exercise was performed to assess the most competitive costs.

Additionally, a provider disruption report was conducted to evaluate network differentials.

Among the five competitors, BCBS demonstrated the strongest cost and quality performance based on the bid criteria.

**The RFP process yielded competitive pricing and administrative fees from all five carriers. Key factors, including claims repricing and provider discounts, significantly influenced the final recommendation, which is to continue with the incumbent, BCBS.**

# FY27 Proposed Rates



# FY27 Rate Renewal: Key Factors

Key considerations for FY27 rate increases include claims fluctuation, medical and pharmacy trends, trust reserves, exiting group claims, and market alignment, with the goal of rebuilding trust reserves to prevent future high increases and mid-year adjustments.



# FY27 Proposed Rates: Overview

HCGIT's current loss ratio is 114% for both medical and pharmacy. The proposed FY27 rates include adjustments from both medical and pharmacy procurements.

## Medical / Stop Loss

Annual medical trend of 10%.

A 40% projected Stop Loss increase applies to a \$400K deductible, with a loss ratio of about 107%.

Four lasers add \$1.73M in claims liability.

## Pharmacy

Annual pharmacy trend of 13%.

Weight loss GLP1 claims, excluded from totals, account for 17% of RX claims.

Estimated RX rebates are currently \$8.8M.

Revised pharmacy claims discounts and rebates from CVS Caremark and Employers Health (CVS).

## Additional Considerations

Plan design changes, which include adjustments to copay structures and deductibles, are valued at 3.6 percent.

Any additional savings from foundational Assistance programs

# FY27 Rate Projection: Detail (Presented 1/21/26 to IAC)



## Hampshire County Group Insurance Trust

### Retrospective Two Year Claims Analysis

Effective July 1, 2026

Experience Period	Blue Care Elect		Network Blue		Total	
	1/1/2025-12/31/2025	1/1/2024-12/31/2024	1/1/2025-12/31/2025	1/1/2024-12/31/2024	1/1/2025-12/31/2025	1/1/2024-12/31/2024
<b>Claims/Enrollment</b>						
Current Subscribers: 4,063		815		3,248		
<b>Claims/Enrollment</b>						
Medical Claims Expense (incl. Runout)	\$16,007,664	\$14,627,526	\$52,889,624	\$43,947,016	\$68,897,289	\$58,574,541
Pharmacy Claims Expense - <b>Less Weight Loss GLP1s</b>	\$5,528,639	\$3,971,890	\$21,546,708	\$17,303,705	\$27,075,347	\$21,275,594
Claims in Excess of <b>\$400,000</b>	(\$295,029)	(\$688,122)	(\$2,278,954)	(\$1,150,164)	(\$2,573,983)	(\$1,838,286)
<b>Net Claims Expense for Experience Period</b>	<b>\$21,241,274</b>	<b>\$17,911,293</b>	<b>\$72,157,379</b>	<b>\$60,100,557</b>	<b>\$93,398,653</b>	<b>\$78,011,850</b>
Subscriber Months	10,448	10,312	38,755	38,631	49,203	48,943
PEPM	\$2,033.05	\$1,736.94	\$1,861.89	\$1,555.76		
<b>Adjustment to Incurred</b> <b>1.03</b>	<b>\$2,094.04</b>	<b>\$1,789.04</b>	<b>\$1,917.74</b>	<b>\$1,602.43</b>		
<b>Projected Claims (Combined Annual Trend: 10.85%)</b>	<b>\$2,443.94</b>	<b>\$2,314.97</b>	<b>\$2,238.19</b>	<b>\$2,073.50</b>		
Current Period: 18 months / Prior Period: 30 months	(16.7%)	(29.4%)	(16.7%)	(29.4%)		
<b>Experience Period Weighting</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>		
<b>Weighted Projected Claims Per Employee Per Month</b>		\$2,443.94		\$2,238.19		
Fixed Costs (1)		\$125.08		\$125.08		
<b>Total Projected Rate Year PEPM</b>		<b>\$2,569.02</b>		<b>\$2,363.27</b>		
<b>Total Projected Rate Year Annualized</b>		<b>\$25,125,049</b>		<b>\$92,110,779</b>		<b>\$117,235,828</b>
Rx Rebates <b>(\$8,800,000)</b> (excl. GLP1s)		(\$1,796,912)		(\$7,003,088)		(\$8,800,000)
Lasered Claimants (2)		\$555,000		\$1,175,000		\$1,730,000
<b>Total Projected Rate Year for Status Quo Net of Rebates</b>		<b>\$23,883,137</b>		<b>\$86,282,691</b>		<b>\$110,165,828</b>
<b>Current Working Rates</b>		<b>\$22,414,848</b>		<b>\$78,059,628</b>		<b>\$100,474,476</b>
<b>Change to Working Rates: \$</b>		<b>\$1,468,289</b>		<b>\$8,223,063</b>		<b>\$9,691,352</b>
<b>Change to Working Rates: %</b>		<b>6.55%</b>		<b>10.53%</b>		<b>9.65%</b>
<b>Factor for Eliminated Population as of 1/16/26</b> <b>1.20%</b>						<b>10.96%</b>
<b>Recommended Margin</b> <b>5.00%</b>						<b>15.96%</b>

# FY27 Increase with Employers Health (CVS): 12.48%



## Hampshire County Group Insurance Trust

### Retrospective Two Year Claims Analysis

Effective July 1, 2026

Rx Vendor: Employers Health

Experience Period	Blue Care Elect		Network Blue		Total	
	1/1/2025-12/31/2025	1/1/2024-12/31/2024	1/1/2025-12/31/2025	1/1/2024-12/31/2024	1/1/2025-12/31/2025	1/1/2024-12/31/2024
<b>Claims/Enrollment</b>						
Current Subscribers: 4,063		815		3,248		
<b>Claims/Enrollment</b>						
Medical Claims Expense (incl. Runout)	\$16,007,664	\$14,627,526	\$52,889,624	\$43,947,016	\$68,897,289	\$58,574,541
Pharmacy Claims Expense - <b>Less Weight Loss GLP1s</b>	\$5,528,639	\$3,971,890	\$21,546,708	\$17,303,705	\$27,075,347	\$21,275,594
Claims in Excess of <b>\$400,000</b>	(\$295,029)	(\$688,122)	(\$2,278,954)	(\$1,150,164)	(\$2,573,983)	(\$1,838,286)
<b>Net Claims Expense for Experience Period</b>	<b>\$21,241,274</b>	<b>\$17,911,293</b>	<b>\$72,157,379</b>	<b>\$60,100,557</b>	<b>\$93,398,653</b>	<b>\$78,011,850</b>
Subscriber Months	10,448	10,312	38,755	38,631	49,203	48,943
PEPM	\$2,033.05	\$1,736.94	\$1,861.89	\$1,555.76		
<b>Adjustment to Incurred</b> <b>1.03</b>	\$2,094.04	\$1,789.04	\$1,917.74	\$1,602.43		
<b>Projected Claims (Combined Annual Trend: 10.85%)</b>	\$2,443.94	\$2,314.97	\$2,238.19	\$2,073.50		
Current Period: 18 months / Prior Period: 30 months	(16.7%)	(29.4%)	(16.7%)	(29.4%)		
<b>Experience Period Weighting</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>		
<b>Weighted Projected Claims Per Employee Per Month</b>						
Fixed Costs (1)	\$2,443.94	\$2,238.19	\$2,238.19	\$2,238.19		
<b>Total Projected Rate Year PEPM</b>	<b>\$2,569.02</b>	<b>\$2,363.27</b>	<b>\$2,363.27</b>	<b>\$2,363.27</b>		
<b>Total Projected Rate Year Annualized</b>	<b>\$25,125,049</b>	<b>\$92,110,779</b>	<b>\$92,110,779</b>	<b>\$92,110,779</b>	<b>\$117,235,828</b>	<b>\$117,235,828</b>
Rx Rebates/Discounts <b>(\$12,256,763)</b> (excl. GLP1s)	(\$2,502,764)	(\$9,753,999)	(\$9,753,999)	(\$9,753,999)	(\$12,256,763)	(\$12,256,763)
Lasered Claimants (2)	\$555,000	\$1,175,000	\$1,175,000	\$1,175,000	\$1,730,000	\$1,730,000
<b>Total Projected Rate Year for Status Quo Net of Rebates</b>	<b>\$23,177,285</b>	<b>\$83,531,780</b>	<b>\$83,531,780</b>	<b>\$83,531,780</b>	<b>\$106,709,065</b>	<b>\$106,709,065</b>
<b>Current Working Rates</b>	<b>\$22,414,848</b>	<b>\$78,059,628</b>	<b>\$78,059,628</b>	<b>\$78,059,628</b>	<b>\$100,474,476</b>	<b>\$100,474,476</b>
<b>Change to Working Rates: \$</b>	<b>\$762,437</b>	<b>\$5,472,152</b>	<b>\$5,472,152</b>	<b>\$5,472,152</b>	<b>\$6,234,589</b>	<b>\$6,234,589</b>
<b>Change to Working Rates: %</b>	<b>3.40%</b>	<b>7.01%</b>	<b>7.01%</b>	<b>7.01%</b>	<b>6.21%</b>	<b>6.21%</b>
<b>Factor for Eliminated Population as of 1/16/26</b> <b>1.20%</b>						<b>7.48%</b>
<b>Recommended Margin</b> <b>5.00%</b>						<b>12.48%</b>

# FY27 Plan Design: Proposed Recommendations



# RFP Evaluation: Recommended Plan Design Scenarios HMO Plan

<b>HMO BLUE New England</b>					
<b>Forecasted PEPM FY 2027</b>		<b>\$1,556.78</b>			
<b>Enrollment</b>		<b>3233</b>			
<b>Benefit</b>	<b>Current</b>	<b>Proposed</b>	<b>Factor</b>	<b>Change PEPM</b>	<b>Annual Impact</b>
<b>Deductible</b> <i>Applies to all Svcs. Except OV &amp; ER</i>	\$0	\$250/\$500	0.98	\$31.14	<b>\$1,207,937</b>
<b>Specialist Copay</b>	\$35	\$60	0.99	\$15.57	<b>\$603,968</b>
<b>Outpatient Surgical</b>	\$150	\$250	0.997	\$4.67	<b>\$181,191</b>
<b>Inpatient Care</b>	\$250	\$500	0.997	\$4.67	<b>\$181,191</b>

# RFP Evaluation: Recommended Plan Design Scenarios PPO Plan

## Blue Care Elect Preferred PPO

Forecasted PEPM FY 2027 **\$1,778.25**

Enrollment **891**

Benefit	Current	Proposed	Factor	Change PEPM	Annual Impact
<b>Deductible <i>Applies to all Svcs.</i></b>	\$0 In-Network \$250/\$500 Out-of-Network	\$250/\$500 In-Network and Out-of-Network Combined	0.975	\$44.46	<b>\$475,326</b>
<b>Specialist Copay</b>	\$35 In-Network	\$60 In-Network	0.99	\$17.78	<b>\$190,130</b>
<b>Outpatient Surgical</b>	\$150 In-Network	\$250 In-Network	0.997	\$5.33	<b>\$57,039</b>
<b>Inpatient Care</b>	\$250 In-Network	\$500 In-Network	0.997	\$5.33	<b>\$57,039</b>

# FY27 Renewal: Recommendation & Vote



# FY27 Plan Renewal: HCGIT Voting Options for IAC Members

FY27 Proposed Plan Renewal Recommendations		
	Option A	Option B
Proposed	Recommended / Voted by EC	Alternative
FY27 Rate Increase	12.48%	16.08%
Deductible	\$250/\$500	No Change
Specialist Copay	\$60 In-Network	No Change
Outpatient Surgical	\$250 In-Network	No Change
Inpatient Care	\$500 In-Network	No Change

# FY27 Plan Renewal: Rate Scenarios

Plan	Coverage Tier	FY 2026 (Eff 10/1/25)	FY 2027		
			Rates	\$ Change	% Change
Network Blue NE HMO	Individual	\$1,007.00	\$1,133.00	\$126.00	12.48%
	Employee + 1	\$2,344.00	\$2,637.00	\$293.00	12.48%
	Family	\$2,888.00	\$3,248.00	\$360.00	12.48%
Blue Care Elect Pref PPO	Individual	\$1,180.00	\$1,327.00	\$147.00	12.48%
	Family	\$3,221.00	\$3,623.00	\$402.00	12.48%

Plan	Coverage Tier	FY 2026 (Eff 10/1/25)	FY 2027		
			Rates	\$ Change	% Change
Network Blue NE HMO	Individual	\$1,007.00	\$1,169.00	\$162.00	16.08%
	Employee + 1	\$2,344.00	\$2,721.00	\$377.00	16.08%
	Family	\$2,888.00	\$3,352.00	\$464.00	16.08%
Blue Care Elect Pref PPO	Individual	\$1,180.00	\$1,370.00	\$190.00	16.08%
	Family	\$3,221.00	\$3,739.00	\$518.00	16.08%



2.18.2026

# Hampshire County Group Insurance Trust

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## Pharmacy Benefit RFP Results



### PRESENTER

**David Sirowich**  
Executive Vice President



# PBIRx Pharmacy Benefit Intelligence

## Very Specialized Thinking

Rx carve out & self-funded experts with internal team of specialists, pharmacists, consultants, auditors, FSA certified actuaries, analysts, legal, IT personnel & 340B facilitators

## Pharmacy Benefit Consulting

- RFP & PBM contract management – negotiate & audit financial terms & service-related performance guarantees
- Vet & facilitate implementation of new programs & vendors
- Retrospective analysis to quantify savings
- Allocation rates for budgeting
- 24/7 dedicated clinical staff for member issues
- First line appeals
- Rebate aggregation for PBMs, health plans, workers' compensation, discount card & long-term care facilities

## Clinical Technology Intelligence (CTIRx®)

- Clinical monitoring of monthly data to identify outliers
- Dedicated Team of PharmDs
- Specialty Drug Strategies (SDSRx™)
- Formulary management
- Proprietary Clinical Savings Algorithm Drug Codes (ADC®)
- Strategic Programs: Disease management, opioid safety
- Pharmalucent™ Dashboard performance & adherence metrics
- Appeals reviewed by a PBIRx PharmD
- Specialty drug alternative fund sourcing
- Medical J-code analysis

## Pharmacy Benefit Auditing Services (AuditRx®)

- Proprietary program, developed & maintained by PBIRx
- Medi-Span enabled to accurately measure pricing proposals, AWP increases & claims audits

## Pharmacy Benefit Actuarial Services (PBAS)

- Retiree Drug Subsidy actuarial attestation, cost reporting, eligibility maintenance & reconciliation
- Self Insured EGWP and Fully Insured PDP, MAPDP analysis

✔ **1st Pharmacy Benefit Consulting Company**

✔ **Celebrating 30+ Years of Service**

✔ **1st Independent Third-Party Audit Software**

✔ **SOC 2 Type 2 Certified**

✔ **Inc. 5000 Fastest Growing Company**

# PBIRx RFP&C Process

## Objective

PBIRx, Inc. is a pharmacy benefit auditing and consulting firm engaged to analyze self funded pharmacy benefit savings opportunities for Hampshire County Group Insurance Trust. The current self funded Agreement between CVS and Hampshire County Group Insurance Trust is in effect through June 30, 2026. PBIRx prepared a customized Request for Proposal (RFP) which was sent on January 20, 2026, to the following vendors:

MEDICAL	
Carrier	PBM Vendor
BCBSMA	CVS

COALITION	
Coalition	PBM Vendor
Employers Health	CVS
HealthTrust	Optum

DIRECT
PBM
CVS
Liviniti
VytlOne

PBIRx analyzed the vendor proposals as compared to the current program offered through CVS to determine pricing and service competitiveness.

## RFP Process

PBIRx received a raw data file from CVS. PBIRx formatted a de-identified claims repricing file. Upon receipt of the Intent to Bid by the vendors, this file was sent along with the RFP for vendor completion. All vendors were requested to propose pricing and service models based on comparable services, formulary and plan design being offered through the current Hampshire County Group Insurance Trust pharmacy program administered by CVS.

Actual Hampshire County Group Insurance Trust utilized claims were used to compare all pricing models. Upon receipt of Vendor proposals, PBIRx confirmed pricing terms in relation to the proposed repricing files. PBIRx used the current Average Wholesale Price (AWP) of current claim files and calculated estimated total net plan cost based on the following elements:

- Retail Brand / Generic Discount and Dispensing Fees
- Mail Brand / Generic Discount and Dispensing Fees
- Specialty Brand / Generic Discount and Dispensing Fees
- Retail / Mail / Specialty Rebates
- Misc Fees and/or Admin fees

## Current costs were reduced by \$4,290,813 to take into account weight loss meds exclusion

- **CVS Renewal:**
  - Estimated savings of \$2,271,736
- **CVS – Employers Health:**
  - Estimated savings of \$3,457,253
  - Foundational Assistance available with estimated **Additional** savings of \$1,902,661
  - No changes to members prescriptions or plan
  - The only change would be a new CVS Account Team
- Carrier and Mid Market PBMs had competitive proposals however not as competitive as the CVS – Employers Health
- BCBSMA cannot implement Foundational Assistance
- All non-CVS vendor changes would have at minimal slight formulary change
- International Savings for Injectables and Diabetics total opportunity estimated at \$1,700,305 through ElectRx to compliment CanaRx

## Recommendation

- Move Contract pricing to CVS through Employers Health
- Implement Foundational Assistance through Payd Health
- Implement ElectRx International Program

# RFP&C Saving Results



Plan Assumptions							
Proposed Effective Date:	7/1/2026						
Benefits:	Duplicate Current						
Vendor Comparison							
	CVS - Current	CVS - Proposed 2026/27	BCBSMA	CVS - Employers Health	OptumRx - HealthTrust	Liviniti	VytOne
Rx Costs Current (1/1/25-12/31/25):	\$ 26,917,380						
Rx Costs above trended to 7/1/26-6/30/27:	\$ 30,544,188	\$ 28,855,094	\$ 28,861,203	\$ 28,974,216	\$ 28,907,019	\$30,522,807	\$ 29,621,753
Reference/Biosimilar Spend:	\$ 1,767,352	\$ 1,747,993	\$ 1,693,232	\$ 1,710,922	\$ 793,005	\$ 1,768,726	\$ 552,538
Average Members:	9,420	9,420	9,420	9,420	9,420	9,420	9,420
PMPM:	\$ 285.84	\$ 270.73	\$ 270.30	\$ 271.45	\$ 284.10	\$ 272.12	\$ 266.93
Coupon Assistance:	\$ 834,619	\$ 834,619	\$ 580,000	\$ 834,619	\$ 745,000	\$ 2,063,885	\$ 1,396,200
Estimated Rebate Revenue:	\$ 9,328,536	\$ 9,891,819	\$ 9,577,850	\$ 11,175,388	\$ 4,326,701	\$ 8,152,178	\$ 5,680,407
Estimated Rx Claims Cost Less Rebates:	\$ 22,148,385	\$ 19,876,649	\$20,396,585	\$ 18,675,131	\$ 24,628,324	\$22,075,470	\$ 23,097,685
Estimated Rx Claims Cost PMPM:	\$ 195.93	\$ 175.84	\$ 180.44	\$ 165.21	\$ 217.87	\$ 195.29	\$ 204.33
Rx Administration PMPM:	\$ -	\$ -	\$ 1.30	\$ 0.14	\$ 3.05	\$ 9.83	\$ 3.00
Total Estimated PMPM:	\$ 195.93	\$ 175.84	\$ 181.74	\$ 165.35	\$ 220.93	\$ 205.12	\$ 207.33
Total Estimated Annual Costs:	<b>\$ 22,148,385</b>	\$ 19,876,649	\$20,543,537	<b>\$ 18,691,131</b>	<b>\$ 24,973,436</b>	<b>\$23,186,367</b>	<b>\$23,436,805</b>
Total Estimated Annual Savings:		\$ 2,271,736	\$ 1,604,847	<b>\$ 3,457,253</b>	<b>\$ (2,825,051)</b>	<b>\$ (1,037,983)</b>	<b>\$ (1,288,420)</b>
% Savings:		<b>10.26%</b>	<b>7.25%</b>	<b>15.61%</b>	<b>-12.76%</b>	<b>-4.69%</b>	<b>-5.82%</b>
OPTIONAL SAVINGS							
Clinical				\$ 31,455	\$ 136,000	\$ 633,695	\$ 633,695
Foundational Assistance/ Needs Based				\$ 1,902,661			\$ 1,902,661
International Rx:		\$ 223,430	\$ 223,430	\$ 223,430	\$ 223,430	\$ 223,430	\$ 223,430
Total Savings (Includes Optional):		<b>\$ 2,495,166</b>	<b>\$ 1,828,277</b>	<b>\$ 5,614,799</b>	<b>\$ (2,465,621)</b>	<b>\$ (180,858)</b>	<b>\$ 1,471,366</b>
% Savings:		<b>11.27%</b>	<b>8.25%</b>	<b>25.35%</b>	<b>-11.13%</b>	<b>-0.82%</b>	<b>6.64%</b>
FORMULARY DISRUPTION (# of Members/Rxs)							
Tier 2 to Tier 3			<b>72 / 118</b>		<b>741 / 3,209</b>	<b>164 / 482</b>	<b>193 / 565</b>
Tier 2 to Exclude			<b>473 / 2,283</b>		<b>302 / 995</b>	<b>208 / 491</b>	<b>300 / 1,031</b>
Tier 3 to Tier 2			<b>3 / 13</b>		<b>141 / 217</b>	<b>269 / 717</b>	<b>231 / 709</b>
Tier 3 to Exclude			<b>42 / 193</b>		<b>56 / 274</b>	<b>99 / 432</b>	<b>60 / 245</b>

Notes:

1. Current Plan Costs 1/1/25-12/31/25, and trended using a 9% annual drug trend to 7/1/26-6/30/27 - weight loss costs removed & rebates adjusted
2. Estimated Rx Claim Costs based on savings analysis through proposed pricing
3. Coupon assistance savings is net of fees
4. International savings above represent 10% of an estimated \$2,234,300 with the majority of the savings coming from the specialty international vendor
5. Cost estimates are a combination of discounts, dispensing fees, administration fees, and rebates combined with miscellaneous fees and contract language caveats. Caveats include, but are not limited to, Most Favored Nation pricing, rebate exclusions, guarantee exclusions, aggregation language, and calculation methodology. The self funded estimate assumes that Client is at full risk for its self funded pharmacy costs. The above information relies on information provided to PBIRx by a third party

# Foundational Assistance Savings



	Current		Paydhealth		Drugs Impacted							
# of Claims			996		Actemra	Cosentyx	Gamunex	Litfulo	Revlimid	Trypytyr		
# of Members			155		Arcalyst	Crysvita	Hyqvia	Nemludio	Simponi	Tymlos		
Total Current Plan Cost Eligible	\$	15,646,449	\$	15,646,449	Austedo	Dovato	Hyrimoz	Nubeqa	Sotyktu	Upravi		
Estimated Patient Assistance	\$	(834,619)	\$	(4,361,656)	Avsola	Dupixent	Jakafi	Nucala	Stelara	Voranigo		
Estimated Rebates	\$	(2,753,170)	\$	(2,437,381)	Biktarvy	Duvyzat	Kalydeco	Opzelura	Taltz	Vyndamax		
Estimated Fees			\$	1,308,587	Bimzelx	Ebglyss	Kesimpta	Orencia	Tezspire	Xeljanz		
Net Plan Cost	\$	12,058,660	\$	10,155,999	Cabometyx	Enbrel	Kineret	Palynziq	Tivicay	Xolair		
Estimated Net Plan Savings			\$	<b>1,902,661</b>	Calquence	Fasenra	Kisqali	Prolia	Tremfya			
					Cimzia	Fintepla	Lenvima	Radicava	Triumeq			

## General Notes:

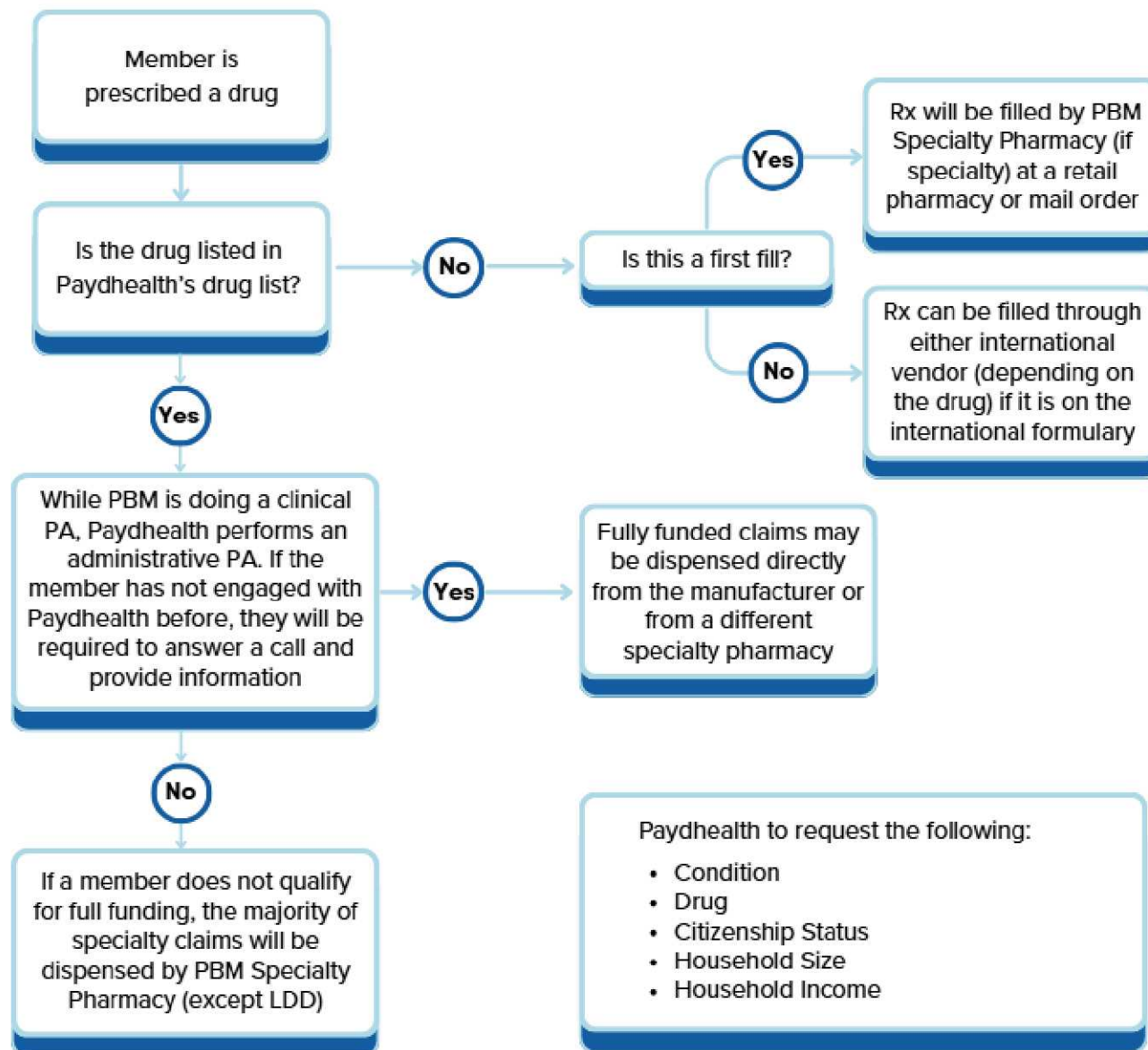
1. January 2025-December 2025 Alternate Funding Eligible Claims
2. Members with a partial year of utilization have been annualized for savings calculations
3. Assumed conversion is 31.9% of Eligible claims and associated Plan Cost
4. Plan Cost is the discounted cost of the medication less member share
5. Paydhealth takes into consideration expected affect of Highly Compensated People (HCP) based industry NAICS number
6. Income stipulations associated with most alternate funding programs
7. The Estimated Net Plan Savings stated above are net of rebate loss and vendor fees (30% of savings based on total cost of medication)
8. Above Estimated Net Plan Savings assumes 30% partial assistance funding and 70% full funding by alternate funder
9. Assumes no claims are currently filled at 340B. If 340B is currently in use, stated savings estimates could be affected. The alternate funding vendor can work with client to exclude during implementation.

The conclusions made in this review are based upon data provided to PBIRx by the PBM.

Quantitative conclusions are accurate to the extent of the data provided.

Self Funded Estimates may be altered due to high-cost medications or increased utilization.

# Foundational Assistance Savings for High-Cost Brand Drugs



# International Rx Savings

CANARX MAINTENANCE BRANDS ESTIMATED ANNUALIZED SAVINGS	ELECTRX SPECIALTY/DIABETES ESTIMATED ANNUALIZED SAVINGS
<b>\$533,995</b>	<b>\$1,700,305</b>

CANARX JAN 2025 – DEC 2025		INTERNATIONAL ELIGIBLE (\$)	ESTIMATED SAVINGS (\$)	ESTIMATED ANNUAL SAVINGS (\$)	SAVINGS (%)
Total Plan Cost	32,140,926	1,987,294	533,995	533,995	1.66
Total Member Cost	1,263,638	82,937	82,937	82,937	6.56
Members	381				
Total # of Rx	123,492	1,875			

ELECTRX JAN 2025 – DEC 2025		INTERNATIONAL ELIGIBLE (\$)	ESTIMATED SAVINGS (\$)	ESTIMATED ANNUAL SAVINGS (\$)	SAVINGS (%)
Total Plan Cost	32,140,926	5,444,506	1,700,305	1,700,305	5.29
Total Member Cost	1,263,638	52,420	52,420	52,420	4.15
Members	188				
Total # of Rx	123,492	841			

**General Notes:**

- The conclusions made in this review are based upon data provided to PBIRx by the PBM
- Quantitative conclusions are accurate to the extent of the data provided
- Estimate includes rebate impact and PBIRx Administrative Fee of plan savings
- Stop Loss – Confirm acceptance of out-of-network claims

# International Rx Savings Opportunity - CanaRx

DRUG NAME & STRENGTH	#RX	PLAN COST PER RX – CURRENT (\$)	ESTIMATED PLAN COST PER RX (\$)	ESTIMATED SAVINGS PER RX (\$)	SAVINGS (%)
DOVATO TAB 50-300MG	3	7,905	3,492	4,413	55.83
GILENYA CAP 0.5MG	2	4,370	1,853	2,517	57.59
TRIUMEQ TAB	13	3,586	1,271	2,315	64.55
BIKTARVY 50 TAB 200-25	13	3,892	1,579	2,313	59.42
REXULTI TAB 1MG	9	1,426	230	1,196	83.88
VRAYLAR CAP 3MG	15	1,236	210	1,026	83.00
VRAYLAR CAP 1.5MG	19	1,212	214	999	82.37
RINVOQ TAB 15MG ER	80	2,550	2,135	414	16.25
JARDIANCE TAB 25MG	59	486	162	324	66.66
FARXIGA TAB 10MG	156	450	126	323	71.93
TRELEGY AER 200MCG	109	443	143	301	67.85
TRELEGY AER 100MCG	63	410	114	296	72.23
FARXIGA TAB 5MG	43	434	152	283	65.08
ELIQUIS TAB 5MG	447	411	147	265	64.35
ENTRESTO TAB 49-51MG	19	590	354	236	39.98
ENTRESTO TAB 97-103MG	19	503	281	222	44.11
ELIQUIS TAB 2.5MG	106	259	111	149	57.34
LINZESS CAP 72MCG	26	340	238	102	30.02
ENTRESTO TAB 24-26MG	30	354	259	95	26.86
OTEZLA TAB 30MG	23	1,370	1,285	85	6.18
BREO ELLIPTA INH 100-25	106	147	66	80	54.79
VAGIFEM VTB 10MCG	114	127	50	77	60.72
BREO ELLIPTA INH 200-25	123	150	85	64	42.99
SLYND TAB 4MG	60	101	47	54	53.35
RESTASIS EMU 0.05% OP	15	568	550	18	3.17

# International Rx Savings Opportunity - ElectRx

DRUG NAME & STRENGTH	#RX	PLAN COST PER RX – CURRENT (\$)	ESTIMATED PLAN COST PER RX (\$)	ESTIMATED SAVINGS PER RX (\$)	SAVINGS (%)
STIVARGA TAB 40MG	1	20,422	7,644	12,778	62.57
STELARA INJ 90MG/ML	37	23855.2	12172.7	11,683	48.97
CABOMETYX TAB 20MG	10	21,891	10,957	10,934	49.95
BIMZELX INJ 320MG/2	8	17,105	9,690	7,414	43.35
KISQALI TAB 600DOSE	14	13,392	6,505	6,887	51.43
XTANDI CAP 40MG	6	11,048	4,336	6,712	60.75
VERZENIO TAB 150MG	4	12,547	6,126	6,421	51.17
SKYRIZI INJ 360/2.4	28	17,928	12,071	5,857	32.67
SKYRIZI INJ 150MG/ML	8	17,568	12,071	5,497	31.29
SKYRIZI PEN INJ 150MG/ML	45	16,873	12,071	4,802	28.46
SIMPONI INJ 100MG/ML	13	8,996	5,268	3,729	41.45
COSENTYX PEN INJ 150MG/ML	17	4,023	1,224	2,799	69.57
TAGRISSO TAB 80MG	2	13,897	11,546	2,351	16.91
CREON CAP 36000UNT	22	2,216	216	2,000	90.24
XIFAXAN TAB 550MG	23	2,656	911	1,745	65.70
LITFULO CAP 50MG	23	3,620	2,179	1,441	39.81
ERLEADA TAB 240MG	5	8,761	7,386	1,375	15.70
HUMIRA PEN INJ 40/0.4ML	20	4,878	3,989	889	18.22
KESIMPTA INJ 20/.4ML	20	6,500	5,832	669	10.29
VELTASSA POW 8.4GM	14	1,571	944	628	39.94
OPZELURA CRE 1.5%	15	1,856	1,247	609	32.81
OZEMP .25/.5 INJ 2MG/3ML	225	1,077	527	549	51.03
OZEMPIC 1MG INJ 4MG/3ML	173	938	495	443	47.24
MIEBO DRO 1.3GM/ML	25	534	215	319	59.71
ENBREL SRCLK INJ 50MG/ML	53	3,222	3,101	121	3.77

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# International Rx



## ✓ ZERO Copays through CANARX and ElectRx

The International Rx programs helps to keep more money in members' pockets. There are no copays, shipping charges or out-of-pocket costs to sign up. The program is FREE to members.

## ✓ Signing up is fast & easy

Members can enroll at any time.

**CanaRx:** To enroll, members submit an enrollment form, a copy of their photo ID and a prescription written for a 3-month supply with 3 refills. Enrollment forms can be completed online, or a hard copy can be faxed, uploaded to the secure site (CanaRx.com) or mailed to CANARX.

**ElectRx:** To enroll, members call 833-353-2879. ElectRx representatives will complete the enrollment over the phone. ElectRx will request a prescription written for a 3-month supply with 3 refills.

CANARX and ElectRx can even help with receiving a member's prescription by reaching out to the prescriber on their behalf — you just need to ask! Please note, when taking a 'new-to-you' medication, a local 30-day trial is required before ordering through the international Rx programs.

## ✓ Worry-free refills

The international Rx vendors will proactively call members every quarter to let them know they are due for a refill.

## ✓ Medications right to the member's mailbox

Medications are shipped right to the member's mailbox. No more standing in line at the pharmacy.

## ✓ Safe

Medications are shipped in the manufacturers sealed packaging.

## ✓ Customer Service

CANARX offers a website to check medication availability, enroll online (or download the enrollment form), watch a short program video, download a membership card and view FAQs. **Members can call us at 1-866-893-6337**

ElectRx can call **833-353-2879** with questions or to check medication availability and to enroll

# Clinical Savings Carve-Out

Clinical Programs recommended, with **60-day Member Notice via PBM Letter**

PROGRAM TYPE	DISEASE STATE	# OF RXS	ESTIMATED PLAN SAVINGS (\$)
Step Therapy	Dermatology - Psoriasis	73	66,627
Step Therapy	Urology	84	62,617
Step Therapy	Dermatology - Rosacea	13	7,381
Step Therapy	Neurology - Multiple Indications	28	7,293
Step Therapy	Hyperlipidemia	5	2,883
Step Therapy	Ophthalmic - Glaucoma	2	363
Step Therapy	Dermatology - Multiple Indications	2	182
Step Therapy	Benign Prostate Hyperplasia	3	17
Prior Authorization	Ophthalmic - Immunomodulators	195	155,365
Prior Authorization	GI Disease	23	67,274
Prior Authorization	GI Disease	86	53,410
Prior Authorization	Gynecology - Birth Control	94	23,652
Prior Authorization	Antinauseant	3	784
Prior Authorization	Gynecology-Birth Control	2	713
Prior Authorization	Analgesic - Topical	28	-
Exclusion	Multiple Indications	355	145,198
Exclusion	Gynecology - Birth Control	79	25,188
Exclusion	Dermatology - Acne	40	14,748

## General Notes:

- **Data based on 12 months of data Jan 2025 – Dec 2025**
- Clinical programs recommended with 60-day grandfathering – estimated annual plan savings notated
- Clinical recommendations and estimated savings are based on current drug information available; including, but not limited to: changes in utilization, information on new drugs, indications, generics, biosimilars, dosages, grandfathering, etc.
- Rebate programs that vary by PBM could alter the estimated savings and recommendations

# Clinical Savings Carve-Out

Clinical Programs recommended, **with Grandfathering**

PROGRAM TYPE	DISEASE STATE	# OF RXS	CURRENT PLAN COST (\$)
Step Therapy	Mental Health Agents/Antipsychotics	62	95,289
Step Therapy	ADD/ADHD	194	70,652
Step Therapy	Mental Health Agents/Depression	58	46,906
Step Therapy	Neurology - AntiConvulsant	6	17,627
Prior Authorization	Respiratory - COPD	172	115,743
Prior Authorization	Testosterone	391	17,668
Prior Authorization	Infectious Disease	13	7,241
Prior Authorization	Dermatology - Psoriasis	4	748

**General Notes:**

- **Data based on 12 months of data Jan 2025 – Dec 2025**
- Clinical programs recommended with no member disruption to current utilizers
- Clinical recommendations and estimated costs are based on current drug information available; including, but not limited to: changes in utilization, information on new drugs, indications, generics, biosimilars, dosages, grandfathering, etc.
- Rebate programs that vary by PBM could alter the estimated savings and recommendations



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HAMPSHIRE COUNTY GROUP INSURANCE TRUST

**Insurance Advisory Committee**

Meeting Notice and Agenda

**February 25, 2026**

**10:00 am**

**ZOOM Meeting**

Call to Order	RC
Approval of IAC Minutes (January 21, 2026 Meeting)	RC
Financial Report (January)	SP
Wellness Update	MK
Boston Mutual	MC
HILB/PBIRX Presentations	DC/DS
Proposed Rate/Plan/Carrier Changes (Vote)	RC
Other Business	RC
Adjournment	RC

Meeting Schedule

Executive Committee – March 4, 2026, 9:00 a.m. ZOOM

Executive Committee – March 18, 2026, 9:00 a.m. ZOOM

Insurance Advisory Committee – March 25, 2026, 10:00 a.m. ZOOM

Executive Committee – TBD, 9:00 a.m. ZOOM

Cindy Graves is inviting you to a scheduled Zoom meeting.

Topic: IAC Mtg 2/25/26 at 10am

Time: Feb 25, 2026 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/81571724563?pwd=aVbFeAJRba8ZGytvy1AVDYab2Fli2m.1>

Meeting ID: 815 7172 4563

Passcode: 948680

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One tap mobile

+16469313860,,81571724563#,,,,\*948680# US

+13017158592,,81571724563#,,,,\*948680# US (Washington DC)

Join instructions

<https://us02web.zoom.us/join/81571724563/invitations?signature=6stXfbEYYHPfWPtG7hY3C1nggurHh7s0dCGCWYuwf1Q>

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

TO: All Member Trust Units

RE: **Minutes of January 21, 2026**  
Insurance Advisory Committee  
Via Zoom Teleconference

**MEMBERS PRESENT:**

Paul McLatchy III	Cathy Levreault	Joanne Cleveland
Susan Bobe	Cara Leach	Sarah Reynolds
Ashley Obrzut	Meg McWherter	Rachel Emerson
Paula Harrison	Sean McDonald	Allan Kidston
Sara Kimball	Rich Carmignani, Jr.	Emily Russo
Liz Bouchard	Linda Gross	Jan Ameen
Ashley Manley	Shelley Poreda	Stacy Stewart
Ray Purington	Allan Kidston	Marc Richard
Lauren Wilcox	Patti Rutkowski	Andrew Levine
Virginia Gabert	Mia Francesconi	Sharon Ashleigh
Ryan Mailloux	Eileen Seymour	Gabriele Voelker
Jessalyn Zaykoski	Michele Turner	Kristin Cormier
Angelina Bragdon	Kari Scytowski	Barbara Miller
Heather Rock	Donna Whiteley	Cindy Schofield
Nadine Cignoni	Jennifer Boulais	Liz Sullivan
Steve Deloye	Julie Wonkka	Jennifer Day
Sharon Strzegowski		

**OTHERS PRESENT:**

Cynthia Graves	Michele Komosa	Karen Karowski
Danielle Chaplick	Susan Shillue	Mariana Gil
Steve Sadowski	Mary McCallahan	Tracy Foster
Heidi Fountain	Dawn Scaparotti	Ted Lewis
John Garrish	Mary Houle	Shaun Suhoski
Maureen Humphrey	Brenda Lessard	Nadine Coughlin
Taffy Basset Fox	Sues'Anne Jason	

**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 10:03 a.m. with a quorum present of 87.80% of the weighted vote.

## **MINUTES**

The minutes of the meeting of December 17, 2025, were accepted by unanimous consent.

## **FINANCIALS**

### **Month of December 2025**

The Financial Report showed a starting cash balance for December of \$479,076.67 with a total monthly income of \$14,894,359.45, which includes the CVS rebate of \$3,025,188.26. The monthly expenses totaled \$10,362,185.80 leaving a total net monthly income of \$4,532,173.65. The accounts receivable balance was \$655,974.66, which if paid on time, would have left us with a balance of \$5,188,148.31.

Shelly Poreda gave an overview of the financial report, highlighting page 10, the financial summary, correcting the November ending balances to read December ending balances. She pointed out that medical claims for December were down \$400,000 and pharmacy claims by \$250,000 compared to November. She also reviewed the projections through the end of June.

## **GIC UPDATE**

The groups that are leaving the Trust are Bernardston, Chesterfield, FRCOG, Leyden, Pioneer Valley Regional School District and Southampton. The total monthly premium loss is currently \$599,818.40. It was noted that the claim runoff period is 18 months.

## **HILB UPDATES**

HILB gave a presentation on the RFP results and preliminary FY27 rates and plan design changes that they are recommending. A long discussion followed on the union negotiation process, particularly if units have not adopted 32B section 21-23 yet. HILB has offered to conduct a webinar on the timeline and steps required to get plan design changes through the 32B process. Their current recommendation is for a 15.96% increase if no plan design changes are made. They then presented plan design changes they would recommend. The RFP for the pharmacy contract has not been completed so numbers are subject to change. Those numbers will be available in time for the February 25, 2026 IAC meeting.

## **OTHER BUSINESS**

Michele Komosa said the Wellness Initiative is doing great and she will provide a full update at a future meeting.

## **LAST MINUTE ITEMS**

There were none at this time.

## **ADJOURNMENT**

Chairman Rich Carmignani, Jr. adjourned the meeting 12:21 p.m.

Respectfully submitted,  
Karen Karowski

Executive Committee – February 11, 2026, 9:00 a.m., via ZOOM  
Executive Committee – February 18, 2026, 9:00 a.m., via ZOOM  
Insurance Advisory Committee – February 25, 2026, 10:00 a.m., via ZOOM





1/2/2026	7231	389.69	ACSA/PPI	Dental/Vision Ins - JAN
1/2/2026	7232	49.25	Boston Mutual	Life Ins
1/2/2026	7233	5,713.91	CanaRx	Rx expense 12/16-12/31
1/2/2026	7234	6,250.00	Edward Haber	IT work
1/2/2026	7235	1,000.00	M&B Holdings	Rent JAN
1/2/2026		199,134.15	Stealth Partner Group	Reinsurance- JAN
1/5/2026		3,272,550.07	BCBS	JAN Monthly Claim prefunding & NOV settlement
1/12/2026		627,780.02	CVS	Rx weekly
1/14/2026		8,794.16	Checkwriters	payroll 1/15
1/15/2026		3,063,950.00	BCBS	JAN Monthly claim funding, second half
1/16/2026	7236	97.57	CMS	Phone
1/16/2026		481,143.98	CVS	Rx weekly
1/20/2026		(7.09)	Checkwriters	4th Qtr 2025 Reconciliation
1/23/2026	7237	5,028.83	CanaRx	Rx expense 1/1-1/15
1/23/2026	7238	6,321.00	HCGIT	Health Insurance - FEB
1/23/2026	7239	2,233.68	Hamp Retirement	JAN Deductions
1/23/2026	7240	5,500.00	Wellable	Wellness program subscription Mar 26 - Feb 27
1/23/2026		645,940.47	CVS	Rx weekly
1/28/2026		1,590.45	Netlogix	IT service
1/28/2026		288.59	Comcast	Internet
1/28/2026		9,344.94	Checkwriters	payroll 1/29
1/29/2026		662,188.13	CVS	Rx weekly
1/30/2026		659,710.82	Blue Medicare Rx	Medicare RX PDP - DEC

**9,664,992.62**

*Cgh*  
2/6/26

②

HAMPSHIRE COUNTY GROUP INSURANCE TRUST

2/25/26

Financial Summary

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**Cash Assets**

<b>Cash Accounts</b>	<b>June Ending Balance</b>	<b>January Ending Balance</b>
Operating Accounts	\$5,840,650.23	\$9,381,286.29
Certificate of Deposit	\$1,253,632.84	\$0.00
Portfolio Account	\$3,364,488.66	\$0.00
OPEB Trust	\$334,897.77	\$342,702.80
Total Cash	\$10,793,669.50	\$9,723,989.09

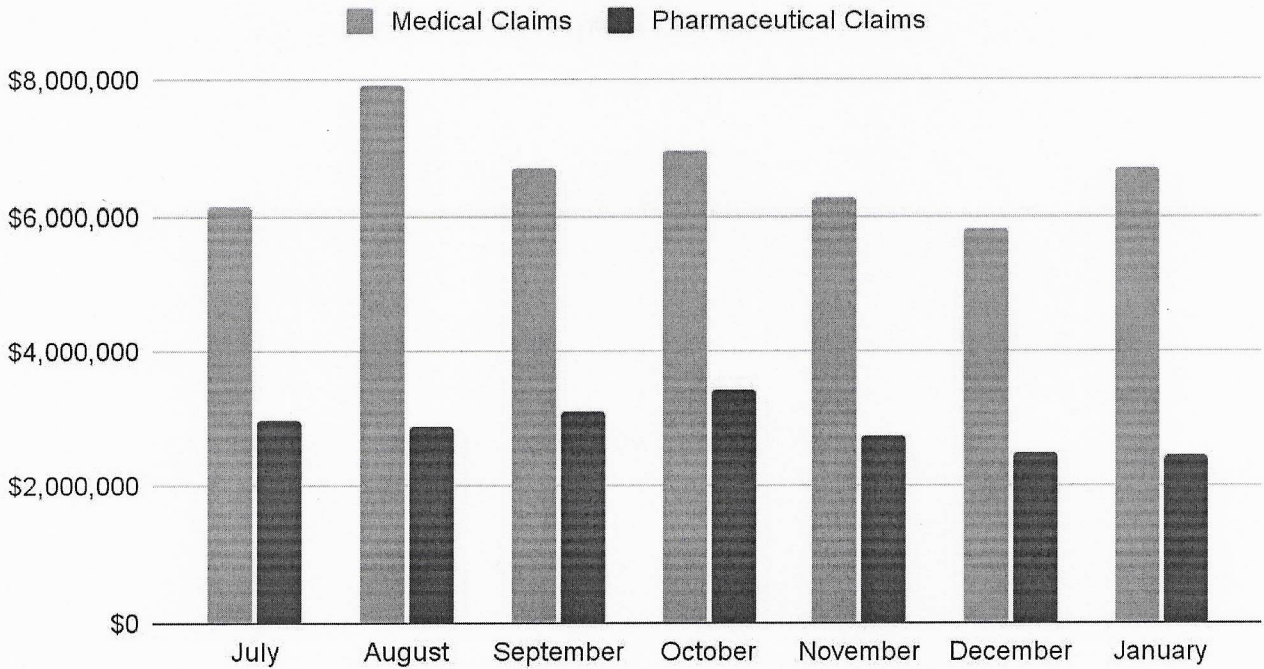
**Other Assets**

<b>Type</b>	<b>June Ending Balance</b>	<b>January Ending Balance</b>
Accounts Receivable	\$4,456,131.78	\$886,444.99

**Total Assets**

<b>Asset Type</b>	<b>June Ending Balance</b>	<b>January Ending Balance</b>
Cash	\$10,793,669.50	\$9,723,989.09
Other	\$4,456,131.78	\$886,444.99
Total Assets	\$15,249,801.28	\$10,610,434.08

# Medical Claims and Pharmaceutical Claims



January medical claims increased compared to December, while pharmacy claims remained level.

The January actuals reflect a \$389,720 deficit. The end-of-year anticipated net cash balance is \$1,727,523.

Year-to-date projections and fiscal year 2026 projections are outlined in the charts on the next page.

**Year-to-Date Projections**

Projected	July	August	September	October	November	December	January	Total
Revenue	\$8,750,000	\$8,550,000	\$12,070,000	\$9,820,000	\$9,820,000	\$12,170,000	\$9,780,000	\$70,960,000
Expenses	(\$10,054,200)	(\$9,884,200)	(\$10,815,000)	(\$10,615,000)	(\$9,184,200)	(\$10,115,000)	(\$9,379,500)	(\$70,047,100)
Net Income	(\$1,304,200)	(\$1,334,200)	\$1,255,000	(\$795,000)	\$635,800	\$2,055,000	\$400,500	\$912,900

**Year-to-Date Actuals**

Actual	July	August	September	October	November	December	January	Total
Revenue	\$8,548,814	\$8,843,436	\$11,971,247	\$9,668,363	\$9,635,538	\$12,834,683	\$9,618,569	\$71,120,650
Expenses	(\$10,150,003)	(\$11,660,604)	(\$10,685,957)	(\$10,637,441)	(\$9,946,452)	(\$9,285,866)	(\$10,008,290)	(\$72,374,614)
Net Income	(\$1,601,189)	(\$2,817,168)	\$1,285,289	(\$969,077)	(\$310,914)	\$3,548,817	(\$389,720)	(\$1,235,962)

**Year-to-Date Projection vs Actual Variance**

Variance	July	August	September	October	November	December	January	Total
Revenue	(\$201,186)	\$293,436	(\$98,753)	(\$151,637)	(\$184,462)	\$664,683	(\$161,431)	\$160,650
Expenses	(\$95,803)	(\$1,776,404)	\$129,043	(\$22,441)	(\$762,252)	\$829,134	(\$628,790)	(\$2,327,514)
Net Income	(\$296,989)	(\$1,482,968)	\$30,289	(\$174,077)	(\$946,714)	\$1,493,817	(\$790,220)	(\$2,166,863)

**Fiscal Year 2026 Total Projections**

2026	Projected	Actual YTD + Projected through June
Revenue	\$124,360,000	\$124,340,936
Expenses	(\$120,344,600)	(\$122,613,413)
Net	\$4,015,400	\$1,727,523

# Hampshire County Group Insurance Trust

TRANSACTION REPORT JANUARY 2026 (FY26)

STARTING BALANCE GENERAL FUND (M&T BANK)				\$ (226,206.34)
2026	TRANSACTION	A/P DEBIT	A/R CREDIT	
JAN	<b>M&amp;T BANK</b>			
				\$ (226,206.34)
1	BLUE CROSS BLUE SHIELD	6,336,500.07		\$ (6,562,706.41)
2	M&T BANK (FROM ESB)		5,000,000.00	\$ (1,562,706.41)
2	M&T BANK		49,927.73	\$ (1,512,778.68)
20	M&T BANK		1,084,073.18	\$ (428,705.50)
22	M&T BANK		289,805.58	\$ (138,899.92)
26	M&T BANK		4,000,000.00	\$ 3,861,100.08
27	M&T BANK		459,186.97	\$ 4,320,287.05
28	M&T BANK		409,337.74	\$ 4,729,624.79
30	M&T BANK		33,259.00	\$ 4,762,883.79
30	CVS CAREMARK	2,417,052.60		\$ 2,345,831.19
30	PAYROLL	18,132.01		\$ 2,327,699.18
30	INTEREST		6,854.26	\$ 2,334,553.44
				\$ 2,334,553.44
				\$ 2,334,553.44
				\$ 2,334,553.44
STARTING BALANCE GENERAL FUND (EASTHAMPTON SAVINGS BANK x5596)				\$ 5,237,456.66
2026	TRANSACTION	A/P DEBIT	A/R CREDIT	
JAN	<b>EASTHAMPTON SAVINGS BANK</b>			
				\$ 5,237,456.66
1	STEALTH/STOP LOSS	199,134.15		\$ 5,038,322.51
2	ESB (TO MTB)	5,000,000.00		\$ 38,322.51
2	ESB		111,955.00	\$ 150,277.51
2	ESB		280,870.93	\$ 431,148.44
5	ESB		160,606.00	\$ 591,754.44
5	ESB		55,966.00	\$ 647,720.44
9	ESB		814.86	\$ 648,535.30
12	ESB		271,839.00	\$ 920,374.30
14	ESB		826,463.13	\$ 1,746,837.43
15	ESB		160,745.00	\$ 1,907,582.43
15	ESB		105,496.32	\$ 2,013,078.75
16	ESB		75,652.00	\$ 2,088,730.75
20	ESB		13,811.00	\$ 2,102,541.75
20	ESB		6,572.00	\$ 2,109,113.75
21	ESB		70,836.00	\$ 2,179,949.75
21	ESB		83,076.07	\$ 2,263,025.82
21	ESB		14,998.00	\$ 2,278,023.82
22	ESB		225,978.67	\$ 2,504,002.49
22	ESB		81,901.00	\$ 2,585,903.49
22	ESB		244,057.39	\$ 2,829,960.88
22	ESB		279,055.33	\$ 3,109,016.21
22	ESB		858,504.80	\$ 3,967,521.01
22	ESB		10,531.00	\$ 3,978,052.01
23	ESB		18,691.00	\$ 3,996,743.01
23	ESB		57,299.65	\$ 4,054,042.66
23	ESB		13,471.00	\$ 4,067,513.66
26	ESB (TO MTB)	4,000,000.00		\$ 67,513.66
26	ESB		160,062.00	\$ 227,575.66
26	ESB		326,345.35	\$ 553,921.01
26	ESB		115,222.00	\$ 669,143.01





# HAMPSHIRE COUNTY GROUP INSURANCE TRUST

## INCOME AND EXPENSE REPORT

ITEMS	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY
Starting Cash Balance	769,509.74	1,374,868.15	2,585,805.86	(1,211,050.10)	1,726,324.83	1,289,856.50	3,928,350.63	2,065,435.68	3,072,941.07	1,435,636.70	479,076.67	5,011,250.32
Adjustments												
Total Starting Balance	769,509.74	1,374,868.15	2,585,805.86	(1,211,050.10)	1,726,324.83	1,289,856.50	3,928,350.63	2,065,435.68	3,072,941.07	1,435,636.70	479,076.67	5,011,250.32
<b>MONTHLY INCOME</b>												
Total Premium Collected	6,971,549.48	7,113,861.16	5,733,876.86	8,662,499.92	4,216,395.73	11,883,562.27	8,540,065.72	8,941,123.65	9,943,338.15	8,121,068.55	11,862,397.44	9,392,264.73
Interest Income (MMDT)	4,244.57	4,915.06	2,880.52	5,955.54	5,133.53	4,826.21	6,403.21	7,314.26	5,578.63	5,283.97	6,773.75	10,104.11
CVS Rebate (Quarterly)											3,025,188.26	0.00
Other Income or Adjustments												
BCBS SR Premium Collected												
<b>TOTAL MONTHLY INCOME</b>	6,975,794.05	7,118,776.22	5,736,757.38	8,668,455.46	4,221,529.26	11,888,388.48	8,546,468.93	8,948,437.91	9,948,916.78	8,126,352.52	14,894,359.45	9,402,368.84
<b>MONTHLY EXPENSES</b>												
BCBS Admin Cost (estimate)												
Claim Deposit	4,925,167.78	6,453,754.80	6,057,531.86	5,962,534.78	5,786,383.98	8,943,510.34	7,166,257.06	6,153,533.46	7,910,554.94	6,689,348.23	6,069,200.00	6,127,900.00
BCBS Settlement											890,712.03	208,600.07
Reinsurance (Ind.&Agg.)	108,354.27	(3,407.47)	55,503.18	28,970.51	(31,398.30)	(35,796.67)	(296,941.76)	202,462.12	200,838.53	201,549.04	200,805.13	199,134.15
Recon adjust w/finance												
BCBS Sr Premium Paid												
Other Exp. & Claim Settlement	2,979,386.92	1,055,857.82	3,453,317.77	3,487,583.52	1,641,677.58	3,587,364.65	3,506,306.64	1,528,056.25	3,425,648.82	3,388,945.61		
CVS Claims											2,471,503.84	2,417,052.60
Blue Medicare RX PDP											657,904.38	659,710.82
CanRx											10,819.67	10,742.74
Total Plan Expenses	8,012,908.97	7,506,205.15	9,566,352.81	9,479,088.81	7,396,663.26	12,495,078.32	10,375,621.94	7,884,051.83	11,537,042.29	10,279,842.88	10,300,945.05	9,623,140.38
Total Unit Operating Expenses	57,526.67	51,633.36	67,260.53	51,991.72	61,334.33	210,705.71	40,562.25	57,487.22	49,178.86	78,137.70	61,240.75	38,709.79
<b>TOTAL MONTHLY EXPENSES</b>	8,070,435.64	7,557,838.51	9,633,613.34	9,531,080.53	7,457,997.59	12,705,784.03	10,416,184.19	7,941,539.05	11,586,221.15	10,357,980.58	10,362,185.80	9,661,850.17
<b>TOTAL NET MONTHLY INCOME</b>	(1,094,641.59)	(439,062.29)	(3,896,855.96)	(862,625.07)	(3,236,468.33)	(817,395.55)	(1,869,715.26)	1,006,898.86	(1,637,304.37)	(2,231,628.06)	4,532,173.65	(259,481.33)
<b>BALANCE</b>												
Cash Balance	(325,131.85)	935,805.86	(1,311,050.10)	(2,073,675.17)	(1,510,143.50)	472,460.95	2,058,635.37	3,072,334.54	1,435,636.70	(795,991.36)	5,011,250.32	4,751,768.99
Adjustments	1,700,000.00	1,650,000.00	100,000.00	3,800,000.00	2,800,000.00	3,455,889.68	6,800.31	606.53		1,275,068.03	0.00	0.00
<b>ENDING MONTHLY BALANCE</b>	1,374,868.15	2,585,805.86	(1,211,050.10)	1,726,324.83	1,289,856.50	3,928,350.63	2,065,435.68	3,072,941.07	1,435,636.70	479,076.67	5,011,250.32	4,751,768.99

# HAMPSHIRE COUNTY GROUP INSURANCE TRUST

## Fund And Investment Information

FUNDS	FEB	MAR	APR	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY
Post Employee Ben. S.B.	61,217.71	58,988.91	57,930.13	56,871.35	56,982.59	55,923.81	53,695.01	53,806.25	52,747.47	51,688.69	49,459.89	47,511.11
Funding		1,170.02	1,170.02	2,340.04	1,170.02	2,228.80	2,340.04	1,170.02	1,170.02	0.00	1,170.02	3,278.72
Expenses	2,228.80	2,228.80	2,228.80	2,228.80	2,228.80	2,228.80	2,228.80	2,228.80	2,228.80	2,228.80	3,118.80	3,142.45
Total	58,988.91	57,930.13	56,871.35	56,982.59	55,923.81	53,695.01	53,806.25	52,747.47	51,688.69	49,459.89	47,511.11	47,647.38
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	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,488,051.96	4,501,551.96	4,501,551.96	4,526,051.96	4,526,051.96	4,550,551.96
Deposits						24,500.00	13,500.00		24,500.00	0.00	24,500.00	0.00
Total Member Deposits	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,463,551.96	4,488,051.96	4,501,551.96	4,501,551.96	4,526,051.96	4,526,051.96	4,550,551.96	4,550,551.96
OPEB Trust	328,388.89	329,648.46	331,048.34	332,408.81	333,721.52	334,897.77	336,078.17	337,186.99	338,413.84	339,606.67	340,645.65	341,721.59
Interest	1,259.57	1,399.88	1,360.47	1,312.71	1,176.25	1,180.40	1,108.82	1,226.85	1,192.83	1,038.98	1,075.94	981.21
OPEB Trust	329,648.46	331,048.34	332,408.81	333,721.52	334,897.77	336,078.17	337,186.99	338,413.84	339,606.67	340,645.65	341,721.59	342,702.80
Investments												
CD's	6,233,987.90	5,555,405.94	3,923,230.27	3,839,051.76	2,047,431.42	1,253,632.84	1,258,956.49	1,263,580.83	1,268,178.34	1,272,648.39	0.00	0.00
Deposit/Withdrawal	(700,000.00)	(1,650,000.00)	(100,000.00)	(1,800,000.00)	(800,000.00)					(1,275,062.97)	0.00	0.00
Interest	21,418.04	17,824.33	15,821.49	8,379.66	6,201.42	5,323.65	4,624.34	4,597.51	4,470.05	2,414.58	0.00	0.00
Balance	5,555,405.94	3,923,230.27	3,839,051.76	2,047,431.42	1,253,632.84	1,258,956.49	1,263,580.83	1,268,178.34	1,272,648.39	0.00	0.00	0.00
Portfolio Value	8,224,068.06	7,228,416.19	6,953,131.67	6,851,991.84	5,154,766.73	3,364,488.66	7,302.39	571.53	0.00	5.06	0.00	0.00
Deposit/Withdrawal	(1,000,000.00)			(2,000,000.00)	(2,000,000.00)	(3,455,889.68)	(8,050.31)	(606.53)	5.06			
Interest	4,348.13	(275,284.52)	(101,139.63)	302,774.89	209,721.93	98,703.41	1,319.45	35.00				
Market Change												
Total	7,228,416.19	6,953,131.67	6,851,991.84	5,154,766.73	3,364,488.66	7,302.39	571.53	0.00	5.06	0.00	0.00	0.00
Accounts Receivable	518,891.07	534,150.97	1,900,280.17	328,596.28	4,456,131.78	862,927.27	657,555.64	1,479,153.64	1,180,816.21	2,699,778.94	655,974.66	886,444.99
Total With Accounts Receivable	19,561,088.64	18,880,167.16	16,264,423.75	14,142,693.29	15,249,801.28	10,966,679.88	8,911,006.84	10,744,304.28	8,837,771.64	8,126,331.07	10,638,327.60	10,610,434.08

**12/17/25 IAC Meeting: Projections 20% 10/1/25 + 20% MEDEX 1/1/26**

	July	August	September	October	November	December	January	February	March	April	May	June	Total
<b>Revenue</b>													
Premium	8,350,000	8,350,000	9,820,000	9,820,000	9,820,000	10,070,000	9,780,000	9,780,000	9,780,000	9,780,000	9,780,000	9,780,000	114,910,000
Stop Loss reimbursement	400,000	200,000	150,000					100,000	100,000	200,000	250,000	250,000	1,650,000
CVS Rebate			2,100,000			2,100,000			1,800,000			1,800,000	7,800,000
<b>Total Revenue</b>	<b>8,750,000</b>	<b>8,550,000</b>	<b>12,070,000</b>	<b>9,820,000</b>	<b>9,820,000</b>	<b>12,170,000</b>	<b>9,780,000</b>	<b>9,880,000</b>	<b>11,680,000</b>	<b>9,980,000</b>	<b>10,030,000</b>	<b>11,830,000</b>	<b>124,360,000</b>
<b>Expenses</b>													
BCBS Funding	(6,069,200)	(6,069,200)	(7,000,000)	(7,500,000)	(6,069,200)	(7,000,000)	(6,200,000)	(7,500,000)	(6,200,000)	(6,200,000)	(7,500,000)	(7,000,000)	(80,307,600)
CVS Claims	(2,900,000)	(2,900,000)	(2,900,000)	(2,200,000)	(2,200,000)	(2,200,000)	(2,200,000)	(2,200,000)	(2,200,000)	(2,200,000)	(2,200,000)	(2,200,000)	(28,500,000)
Canarx	(10,500)	(10,500)	(10,500)	(10,500)	(10,500)	(10,500)	(11,000)	(11,000)	(11,000)	(11,000)	(11,000)	(11,000)	(129,000)
Fed Pcori Fee	(40,000)												(40,000)
Hamp Retirement Assessment	(130,000)												(130,000)
HCGIT Op Expenses	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)	(720,000)
Blue Medicare Rx fee	(640,000)	(640,000)	(640,000)	(640,000)	(640,000)	(640,000)	(704,000)	(704,000)	(704,000)	(704,000)	(704,000)	(704,000)	(8,064,000)
Stop Loss Premium	(204,500)	(204,500)	(204,500)	(204,500)	(204,500)	(204,500)	(204,500)	(204,500)	(204,500)	(204,500)	(204,500)	(204,500)	(2,454,000)
<b>Total Expenses</b>	<b>(10,054,200)</b>	<b>(9,884,200)</b>	<b>(10,815,000)</b>	<b>(10,615,000)</b>	<b>(9,184,200)</b>	<b>(10,115,000)</b>	<b>(9,379,500)</b>	<b>(10,679,500)</b>	<b>(9,379,500)</b>	<b>(9,379,500)</b>	<b>(10,679,500)</b>	<b>(10,179,500)</b>	<b>(120,344,600)</b>
<b>Net Cash</b>	<b>(1,304,200)</b>	<b>(1,334,200)</b>	<b>1,255,000</b>	<b>(795,000)</b>	<b>635,800</b>	<b>2,055,000</b>	<b>400,500</b>	<b>(799,500)</b>	<b>2,300,500</b>	<b>600,500</b>	<b>(649,500)</b>	<b>1,650,500</b>	<b>4,015,400</b>

**2/18/26 EC Meeting: Actuals + 20% 10/1/25 + 19.0% MEDEX 1/1/26**

	July	August	September	October	November	December	January	February	March	April	May	June	Total
<b>Revenue</b>													
Premium	8,308,728	8,343,313	9,762,643	9,666,501	9,635,519	9,809,495	9,618,569	9,700,285	9,780,000	9,780,000	9,780,000	9,780,000	113,965,052
Stop Loss reimbursement	240,086	500,123	-	1,863	20				100,000	200,000	250,000	250,000	1,542,091
CVS Rebate			2,208,604		3,025,188				1,800,000			1,800,000	8,833,792
<b>Total Revenue</b>	<b>8,548,814</b>	<b>8,843,436</b>	<b>11,971,247</b>	<b>9,668,363</b>	<b>9,635,538</b>	<b>12,834,683</b>	<b>9,618,569</b>	<b>9,700,285</b>	<b>11,680,000</b>	<b>9,980,000</b>	<b>10,030,000</b>	<b>11,830,000</b>	<b>124,340,936</b>
<b>Expenses</b>													
BCBS Funding	(6,153,533)	(7,910,555)	(6,689,348)	(6,959,912)	(6,277,800)	(5,824,892)	(6,682,939)	(7,500,000)	(6,200,000)	(6,200,000)	(7,500,000)	(7,000,000)	(80,898,980)
CVS Claims	(2,899,440)	(2,844,728)	(3,078,596)	(2,765,466)	(2,714,476)	(2,471,504)	(2,417,053)	(2,200,000)	(2,200,000)	(2,200,000)	(2,200,000)	(2,200,000)	(30,191,262)
Canarx	(11,918)	(10,970)	(5,628)	(8,023)	(16,766)	(10,820)	(10,743)	(11,000)	(11,000)	(11,000)	(11,000)	(11,000)	(129,868)
Fed Pcori Fee	(39,719)												(39,719)
Hamp Retirement Assessment	(130,358)												(130,358)
HCGIT Op Expenses	(74,458)	(40,562)	(57,487)	(49,179)	(78,138)	(61,241)	(38,710)	(60,000)	(60,000)	(60,000)	(60,000)	(60,000)	(699,774)
Blue Medicare Rx fee	(636,287)	(650,608)	(652,436)	(652,160)	(657,703)	(657,904)	(659,711)	(704,000)	(704,000)	(704,000)	(704,000)	(704,000)	(8,086,810)
Stop Loss Premium	(204,290)	(203,181)	(202,462)	(202,701)	(201,569)	(200,805)	(199,134)	(204,500)	(204,500)	(204,500)	(204,500)	(204,500)	(2,436,642)
<b>Total Expenses</b>	<b>(10,150,003)</b>	<b>(11,660,604)</b>	<b>(10,685,957)</b>	<b>(10,637,441)</b>	<b>(9,946,452)</b>	<b>(9,227,166)</b>	<b>(10,008,290)</b>	<b>(10,679,500)</b>	<b>(9,379,500)</b>	<b>(9,379,500)</b>	<b>(10,679,500)</b>	<b>(10,179,500)</b>	<b>(122,613,413)</b>
<b>Net Cash</b>	<b>(1,601,189)</b>	<b>(2,817,168)</b>	<b>1,285,289</b>	<b>(969,077)</b>	<b>(310,914)</b>	<b>3,607,517</b>	<b>(389,720)</b>	<b>(979,215)</b>	<b>2,300,500</b>	<b>600,500</b>	<b>(649,500)</b>	<b>1,650,500</b>	<b>1,727,523</b>

<b>Variance</b>	(296,989)	(1,482,968)	30,289	(174,077)	(946,714)	1,552,517	(790,220)	(179,715)	-	-	-	-	(2,287,877)
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# Hampshire County Group Insurance Trust - PLAN COUNTS

2025

2026

	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	
<b>NETWORK BLUE NE (HMO)</b>																
G1 - Individual	619	611	612	614	610	605	633	627	613	618	618	618	615	618	614	
G1 - Employee + 1	320	315	313	315	313	313	330	326	331	344	341	339	333	329	330	
G1 - Family	537	541	536	531	530	530	553	552	547	562	559	556	550	540	534	
<b>G1 - TOTAL HMO</b>	<b>1476</b>	<b>1467</b>	<b>1461</b>	<b>1460</b>	<b>1453</b>	<b>1448</b>	<b>1516</b>	<b>1505</b>	<b>1491</b>	<b>1524</b>	<b>1518</b>	<b>1513</b>	<b>1498</b>	<b>1487</b>	<b>1478</b>	
G2 - Individual	715	716	723	723	723	728	718	708	699	720	707	706	707	702	700	
G2 - Employee + 1	377	379	370	371	368	366	379	379	375	369	363	360	358	354	356	
G2 - Family	641	638	642	639	641	641	645	645	644	668	676	675	667	657	659	
<b>G2 - TOTAL HMO</b>	<b>1733</b>	<b>1733</b>	<b>1735</b>	<b>1733</b>	<b>1732</b>	<b>1735</b>	<b>1742</b>	<b>1732</b>	<b>1718</b>	<b>1757</b>	<b>1746</b>	<b>1741</b>	<b>1732</b>	<b>1713</b>	<b>1715</b>	
TOTAL INDIVIDUAL	1334	1327	1335	1337	1333	1333	1351	1335	1312	1338	1325	1324	1322	1320	1314	
TOTAL EMP+1 PLANS	697	694	683	686	681	679	709	705	706	713	704	699	691	683	686	
TOTAL FAMILY PLANS	1178	1179	1178	1170	1171	1171	1198	1197	1191	1230	1235	1231	1217	1197	1193	
<b>TOTAL HMO PLANS</b>	<b>3209</b>	<b>3200</b>	<b>3196</b>	<b>3193</b>	<b>3185</b>	<b>3183</b>	<b>3258</b>	<b>3237</b>	<b>3209</b>	<b>3281</b>	<b>3264</b>	<b>3254</b>	<b>3230</b>	<b>3200</b>	<b>3193</b>	

## BLUE CARE ELECT PREFERRED (PPO)

G1 - Individual	207	209	209	211	210	215	217	215	212	203	207	207	205	203	201
G1 - Family	271	272	270	270	272	271	267	264	266	246	240	239	237	231	231
<b>G1 - TOTAL PPO</b>	<b>478</b>	<b>481</b>	<b>479</b>	<b>481</b>	<b>482</b>	<b>486</b>	<b>484</b>	<b>479</b>	<b>478</b>	<b>449</b>	<b>447</b>	<b>446</b>	<b>442</b>	<b>434</b>	<b>432</b>
G2 - Individual	176	174	176	176	181	180	177	178	172	164	165	162	160	164	164
G2 - Family	221	223	225	228	226	225	229	227	232	206	202	202	203	205	205
<b>G2 - TOTAL PPO</b>	<b>397</b>	<b>397</b>	<b>401</b>	<b>404</b>	<b>407</b>	<b>405</b>	<b>406</b>	<b>405</b>	<b>404</b>	<b>370</b>	<b>367</b>	<b>364</b>	<b>363</b>	<b>369</b>	<b>369</b>
TOTAL INDIVIDUAL	383	383	385	387	391	395	394	393	384	367	372	369	365	367	365
TOTAL FAMILY PLANS	492	495	495	498	498	496	496	491	498	452	442	441	440	436	436
<b>TOTAL PPO PLANS</b>	<b>875</b>	<b>878</b>	<b>880</b>	<b>885</b>	<b>889</b>	<b>891</b>	<b>890</b>	<b>884</b>	<b>882</b>	<b>819</b>	<b>814</b>	<b>810</b>	<b>805</b>	<b>803</b>	<b>801</b>

## MEDEX

G1 - Individual	1435	1440	1443	1447	1447	1447	1491	1507	1511	1511	1517	1523	1539	1536	1535
G2 - Individual	1417	1411	1416	1422	1424	1422	1430	1434	1441	1447	1451	1451	1451	1452	1449
<b>TOTAL MEDEX PLANS</b>	<b>2852</b>	<b>2851</b>	<b>2859</b>	<b>2869</b>	<b>2871</b>	<b>2869</b>	<b>2921</b>	<b>2941</b>	<b>2952</b>	<b>2958</b>	<b>2968</b>	<b>2974</b>	<b>2990</b>	<b>2988</b>	<b>2984</b>
<b>TOTAL - ALL PLANS</b>	<b>6936</b>	<b>6929</b>	<b>6935</b>	<b>6947</b>	<b>6945</b>	<b>6943</b>	<b>7069</b>	<b>7062</b>	<b>7043</b>	<b>7058</b>	<b>7046</b>	<b>7038</b>	<b>7025</b>	<b>6991</b>	<b>6978</b>

**FY27 PLAN DESIGN CHANGE OPTIONS**

	CURRENT PLAN DESIGN			Option A			Option B		
	HMO	PPO		HMO	PPO		HMO	PPO	
	Network Blue NE	Blue Care Elect Pref		Network Blue NE	Blue Care Elect Pref		Network Blue NE	Blue Care Elect Pref	
	\$0 In-Network	\$0 In-Network		\$250/\$500	\$250/\$500 In-Network and Out-of-Network Combined		No Change	No Change	
<b>Deductible</b>	\$0 In-Network	\$250/\$500 Out-of-Network		\$250/\$500	\$250 In-Network		No Change	No Change	
<b>Specialist Copay</b>	\$35 In-Network	\$35 In-Network		\$60 In-Network	\$60 In-Network		No Change	No Change	
<b>Outpatient Surgical</b>	\$150 In-Network	\$150 In-Network		\$250 In-Network	\$250 In-Network		No Change	No Change	
<b>Inpatient Care</b>	\$250 In-Network	\$250 In-Network		\$500 In-Network	\$500 In-Network		No Change	No Change	

**FY27 ACTUAL RATE INCREASES COINCIDING WITH THE PLAN DESIGN CHANGE OPTIONS**

	CURRENT RATES			Option A			Option B		
	HMO	PPO		HMO	PPO		HMO	PPO	
	Network Blue NE	Blue Care Elect Pref		Network Blue NE	Blue Care Elect Pref		Network Blue NE	Blue Care Elect Pref	
	\$1,007.00	\$1,180.00		\$1,133.00	\$1,327.00		\$1,169.00	\$1,370.00	
<b>INDIVIDUAL</b>	\$1,007.00	\$1,180.00		\$1,133.00	\$1,327.00		\$1,169.00	\$1,370.00	
<b>EMP+1</b>	\$2,344.00	-		\$2,637.00	-		\$2,721.00	-	
<b>FAMILY</b>	\$2,888.00	\$3,221.00		\$3,248.00	\$3,623.00		\$3,352.00	\$3,739.00	

Based on HILB's recommendations, the Executive Committee voted on 2/18/26 to recommend to the IAC: To maintain our medical coverage with BCBS, changing our plan designs for the HMO and PPO plans as outlined in Option A with the premium rate increase of 12.48%, and change our pharmacy benefit manager to CVS Employers Health Coalition, all effective July 1, 2027.

### **The Town of South Hadley Payment In Lieu of Tax (PILOT) Policy**

South Hadley recognizes that tax-exempt organizations contribute directly to the quality of life within the community and welcomes them to the Town. In order to maintain the financial health of the community and to continue to provide a range of quality services, the Town must preserve its existing tax base and expand that revenue source where reasonably possible. It is the Town's policy to distribute the burden of cost in a fair method among all users of services: citizens, taxpayers, and tax-exempt institutions.

M.G.L. Chapter 59 section 5 enables the granting of tax-exempt status to certain tax-exempt organizations. Once an organization is granted an exemption, the Town cannot legally require that a tax-exempt organization pay a property tax. Therefore:

1. The Town will seek voluntary PILOT Agreements with all tax-exempt institutions within the community that own real property, or that rent real property from the Town.
2. These written PILOT Agreements should be based upon fair market value and a tax levy. PILOT Agreements should be established, based upon a percentage of the amount that the tax exempt property would pay if not exempt. The percentage should be determined based on the tax levy amount that supports the critical services of the Town's Police, Fire and Public Works operations. The Town has determined that this share is equal to at least 25% of the full levy;
3. If a tax-exempt organization enters into a voluntary PILOT agreement, the Town may offer to phase in the impact over a period of time. The Town expects to negotiate PILOT agreements, whereby once the payment target is reached, the payment will annually increase by an escalation factor generally equal to the average historic growth in annual tax levy;
4. For smaller, community-based tax-exempt organizations with controlling interests in properties assessed at less than \$2,000,000 in FY 2025 assessed value, consideration for community service may be granted as part of an approach to establish the basis for a PILOT Agreement. This value ceiling would be inflated by 2.5% per year in subsequent years. The Town may base such a PILOT Agreement on 15% of the full levy;
5. A PILOT Agreement will remain in force for the entire tenure of its contractual term as long as the use established in the PILOT Agreement has not changed. All property under the PILOT Agreement must still meet all the requirements for eligibility for exempt status;
6. A PILOT Agreement does not replace the requirement that each organization seeking property tax exemption must file a "Return of Property Held for Charitable Purposes" form (State Tax Form #3ABC) with the Board of Assessors on or before March first of each year.

**EFFECTIVE: July 1, 2026**

draft