

Health Plan Status Update for 2022 Renewal



Historical and
Current
Situation

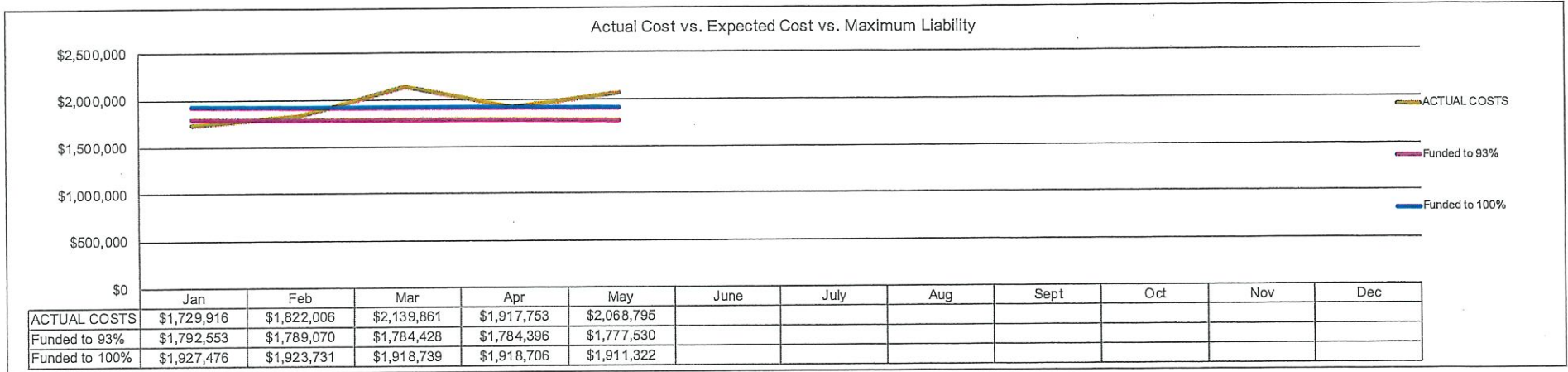
Plan disparity
against market
plan

Claims to plan
cost

Current
experience
2021

All Funding Costs - Data
2021 Plan Year

	ACTUAL COSTS									Funded to 93%		Funded to 100%		Funding Loss Ratio		
	ASO Fee	Stop Loss Premium	Capitation Fee	Medical Paid Claims	ESI Drug Paid Claims	ESI Admin Fees	Specific Claims	Net Paid Claims	Total Costs	Funding Costs	Surplus/ (Deficit)	Maximum Costs	Surplus/ Deficit	Monthly Attachment	YTD Attachment	Loss Ratio
Jan	\$111,720	\$167,575	\$3,117	\$1,103,637	\$328,403	\$15,464	\$0	\$1,432,040	\$1,729,916	\$1,792,553	\$62,637	\$1,927,476	\$197,560	\$1,629,600	\$1,629,600	90%
Feb	\$110,784	\$167,378	\$3,116	\$1,087,566	\$437,263	\$15,900	\$0	\$1,524,829	\$1,822,006	\$1,789,070	\$32,936	\$1,923,731	\$101,725	\$1,626,554	\$3,256,154	95%
Mar	\$110,192	\$167,159	\$3,111	\$1,251,041	\$592,631	\$15,726	\$0	\$1,843,672	\$2,139,861	\$1,784,428	\$355,433	\$1,918,739	\$221,121	\$1,622,551	\$4,878,705	112%
Apr	\$110,860	\$168,631	\$3,112	\$1,110,467	\$509,042	\$15,642	\$0	\$1,619,509	\$1,917,753	\$1,784,396	\$133,357	\$1,918,706	\$952	\$1,620,461	\$6,499,166	100%
May	\$110,372	\$167,897	\$3,104	\$1,135,336	\$636,428	\$15,658	\$0	\$1,771,764	\$2,068,795	\$1,777,530	\$291,265	\$1,911,322	\$157,472	\$1,614,292	\$8,113,458	108%
June																
July																
Aug																
Sept																
Oct																
Nov																
Dec																
Avg/Total	\$553,928	\$838,640	\$15,559	\$5,688,047	\$2,503,767	\$78,390	\$0	\$8,191,814	\$9,678,331	\$8,927,977	\$750,355	\$9,599,975	\$78,356	\$8,113,458		101%



Medical and Rx Loss Run Report

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
January	28.47%	81.80%	64%	88%	102%	64%	90%
February	65.10%	77.59%	67%	60%	62%	57%	95%
March	92.33%	69.14%	94%	73%	69%	77%	112%
April	83.11%	83.53%	73%	80%	76%	92%	100%
May	101.67%	73.84%	84%	76%	72%	80%	108%
June	120.73%	101.93%	82%	83%	80%	107%	
July	144.93%	106.50%	87%	106%	122%	106%	
August	131.94%	120.09%	104%	130%	92%	101%	
September	126.63%	106.60%	90%	65%	90%	108%	
October	114.56%	88.70%	73%	79%	94%	107%	
November	125.21%	104.01%	78%	79%	95%	106%	
December	185.65%	126.53%	89%	95%	137%	125%	
Avg Total	109.96%	94.97%	82%	84%	91%	94%	101%



OFFICE OF INSURANCE REGULATION
Life & Health Product Review

OPERATING PROJECTIONS FOR SELF-INSURED HEALTH BENEFIT PLANS					VALIDATION CHECKS
FISCAL YEAR COVERING 1/1/2020 THROUGH 12/31/2020					
		CURRENT YEAR January 2021 - December 2021	PLAN YEAR 1 January 2022 - December 2022	PLAN YEAR 2 January 2023 - December 2023	
PART I	1. NUMBER OF EMPLOYEES	2,035	\$ 2,035	\$ 2,035	TRUE
	2. PREMIUM INCOME	\$ 21,242,000	\$ 23,153,780	\$ 25,237,620	TRUE
	3. OTHER INCOME (INCLUDES INVESTMENT INCOME)	\$ 2,185,016	\$ 2,381,668	\$ 2,596,018	TRUE
	4. TOTAL INCOME (2 + 3)	\$ 23,427,016	\$ 25,535,448	\$ 27,833,638	TRUE
	5. TOTAL INCURRED CLAIMS* (NET OF REINSURANCE)	\$ 19,713,000	\$ 21,487,170	\$ 23,421,015	TRUE
	6. TOTAL EXPENSES	\$ 3,698,472	\$ 3,922,451	\$ 4,165,991	TRUE
	7. TOTAL DISBURSEMENTS (5 + 6)	\$ 23,411,472	\$ 25,409,621	\$ 27,587,006	TRUE
	8. TOTAL GAIN OR LOSS (4 - 7)	\$ 15,544	\$ 125,827	\$ 246,632	TRUE
	9. CHANGE IN SURPLUS DUE TO OTHER FACTORS	\$ -	\$ -	\$ -	TRUE
	10. SURPLUS BEGINNING OF YEAR	\$ 8,740,082	\$ 8,755,626	\$ 8,881,453	TRUE
	11. SURPLUS END OF YEAR (8 + 9 + 10)	\$ 8,755,626	\$ 8,881,453	\$ 9,128,085	TRUE
PART II	1. Premium Increase	4.3%	9.0%	9.0%	TRUE
	2.a. Claim Trend (Composite Medical and Rx)	9.0%	9.0%	9.0%	TRUE
	2.b. Expense Trend	5.4%	6.1%	6.2%	TRUE
	2.c. ACA Reinsurance (PMPY)	0.0%	0.0%	0.0%	TRUE
	3. Premium Contributions (See Below)				
	a) Employee contribution - Single	\$ 853	\$ 930	\$ 1,013	TRUE
	b) Local Governmental Unit contribution - Single	\$ 7,047	\$ 7,681	\$ 8,373	TRUE
	c) Employee contribution - Family	\$ 4,516	\$ 4,922	\$ 5,365	TRUE
	d) Local Governmental Unit contribution - Family	\$ 9,745	\$ 10,622	\$ 11,578	TRUE
	e) OPTIONAL: Employee contribution PMPM	\$ 101	\$ 110	\$ 120	TRUE
	f) OPTIONAL: Local Government Unit contribution PMPM	\$ 355	\$ 387	\$ 422	TRUE
	4. Specific Stop Loss Attachment Point	\$ 175,000.00	\$ 175,000.00	\$ 175,000.00	TRUE

*INCLUDES PREMIUMS FOR STOP LOSS INSURANCE

Santa Rosa County Schools

Example - Claim Scenario - TPA & Stop Loss - \$175,000 Specific Premium

Scenario Date 1/1/2021 to 12/31/2021

Based on: 2096 lives		Florida Blue - US Fire			
Total Maximum Liability	\$23,560,079	\$23,560,079	\$23,560,079	\$23,560,079	\$23,560,079
Self-Funded - TPA & Stop Loss \$175,000 Specific Premium					
Claims Rate	Lower - 60%	Low - 70%	Expected - 83.33%	Funding Level - 93%	Max - 100%
Fixed Medical Admin	\$1,365,502	\$1,365,502	\$1,365,502	\$1,269,917	\$1,365,502
Health Care Reform	\$50,000	\$50,000	\$50,000	\$46,500	\$50,000
Rx Admin Fees	\$192,000	\$192,000	\$192,000	\$178,560	\$192,000
Fixed Stop Loss Costs	\$2,052,579	\$2,052,579	\$2,052,579	\$1,908,898	\$2,052,579
Variable Claims Costs	\$11,939,999	\$13,929,998	\$16,582,668	\$18,506,998	\$19,899,998
Total Self-Funded Costs	\$15,600,079	\$17,590,079	\$20,242,749	\$21,910,873	\$23,560,079
Total Savings					
Versus Maximum Level - 100%	\$7,959,999	\$5,969,999	\$3,317,330	\$1,649,205	\$0
Versus Funding Level - 93%	\$6,310,794	\$4,320,794	\$1,668,124	\$0	(\$1,649,205)
Savings Versus Maximum Liability	33.79%	25.34%	14.08%	7.00%	0.00%

Options

Stay with Current Plans and
implement an increase primarily
on the HDHP

OR

Implement New Plan structure
based on analytics and Fisher
Brown Bottrell recommendations

2021

TOTAL PREMIUM CALCULATION ONLY

PPO Plan 2021			
	Market Rates	Current Rates	Current Rate Diff
EE	702.46	769.39	66.93
EC	1461.12	1831.18	370.06
ES	1130.96	1415.71	284.75
EF	1917.72	2400.56	482.84
HDHP Plan 2021			
	Market Rates	Current Rates	Current Rate Diff
EE	713.47	548.42	-165.05
EC	1484.01	1041.3	-442.71
ES	1148.68	805.05	-343.63
EF	1947.77	1365.11	-582.66

Rate Reset Proposal - Total Premium			
	Current Rate	Reset Rate	Change
Ppo - Single	769.39	800.00	30.61
Ppo - Emp/Spouse	1831.18	1831.18	0.00
Ppo - Emp/Child	1415.71	1415.71	0.00
Ppo - Family	2400.56	2400.56	0.00
Ppo - 2Emp Fam	2400.56	2400.56	0.00
Ppo - Retire Single	769.39	800.00	30.61
Ppo - Retire Emp/Sp	1831.18	1831.18	0.00
Ppo - Retire Emp/Ch	1415.71	1415.71	0.00
Ppo - Retire Family	2400.56	2400.56	0.00
Hdhp - Single	583.42	650.00	66.58
Hdhp - Emp/Spouse	1041.30	1180.00	138.70
Hdhp - Emp/Child	805.05	900.00	94.95
Hdhp - Family	1365.11	1500.00	134.89
Hdhp - 2Emp Fam	1365.11	1500.00	134.89
Hdhp -Retire Single	583.42	650.00	66.58
Hdhp -Retire Emp/Sp	1041.30	1180.00	138.70
Hdhp -Retire Emp/Ch	805.05	900.00	94.95
Hdhp -Retire Family	1365.11	1500.00	134.89

Total Premiums 2037 Members 23,101,098.00

Employee	School Board
5,720,160.51	17,380,937.49

Historical Data

Cost Between Plans			
2015			
	PPO	HDHP	Change
EE	567.29	430.16	137.13
EC	1350.16	767.77	582.39
ES	1043.82	593.58	450.24
EF	1769.97	1006.52	763.45
2021			
	PPO	HDHP	Change
EE	769.39	583.42	185.97
EC	1831.18	1041.3	789.88
ES	1415.71	805.05	610.66
EF	2400.56	1365.11	1035.45
Market 2022			
	PPO	HDHP	Change
EE	702.46	713.47	-11.01
EC	1461.12	1484.01	-22.89
ES	1130.96	1148.68	-17.72
EF	1917.72	1947.77	-30.05

\$1M + Rate Reset Proposal - Total Premium			
	Current Rate	Reset Rate	Change
Ppo - Single	769.39	800.00	30.61
Ppo - Emp/Spouse	1831.18	1831.18	0.00
Ppo - Emp/Child	1415.71	1415.71	0.00
Ppo - Family	2400.56	2400.56	0.00
Ppo - 2Emp Fam	2400.56	2400.56	0.00
Ppo - Retire Single	769.39	800.00	30.61
Ppo - Retire Emp/Sp	1831.18	1831.18	0.00
Ppo - Retire Emp/Ch	1415.71	1415.71	0.00
Ppo - Retire Family	2400.56	2400.56	0.00
Hdhp - Single	583.42	681.28	97.86
Hdhp - Emp/Spouse	1041.30	1248.83	207.53
Hdhp - Emp/Child	805.05	946.93	141.88
Hdhp - Family	1365.11	1593.85	228.74
Hdhp - 2Emp Fam	1365.11	1593.85	228.74
Hdhp -Retire Single	583.42	681.28	97.86
Hdhp -Retire Emp/Sp	1041.30	1248.83	207.53
Hdhp -Retire Emp/Ch	805.05	946.93	141.88
Hdhp -Retire Family	1365.11	1593.85	228.74

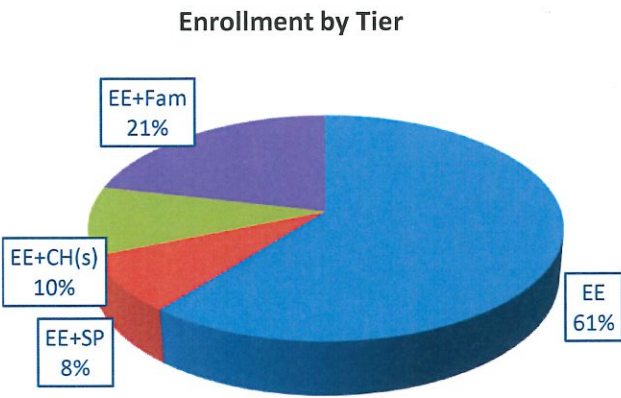
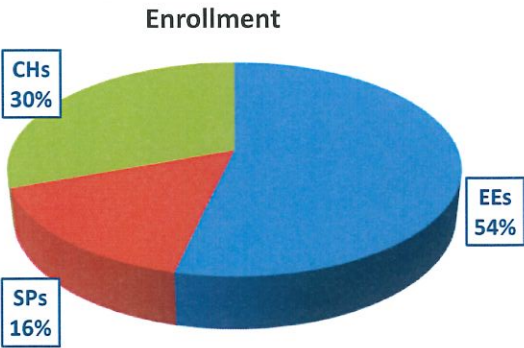
Total Premiums 2037 Members 24,101,062.77

Employee	School Board
5,975,947.79	18,125,114.98

Total Plan Enrollment

Enrollment	
EEs	2,046
SPs	604
CHs	1,167
Dependants per employee	1.87
Total Members	3,817

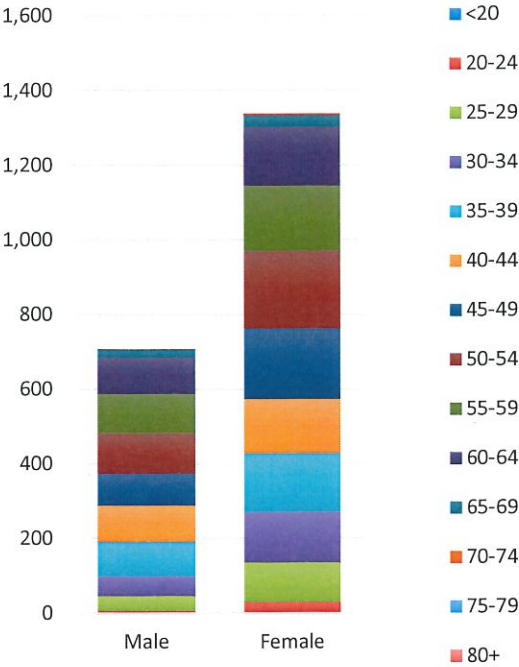
Enrollment by Tier	
EE	1,242
EE+SP	167
EE+CH(s)	200
EE+Fam	437
Total	2,046



Age and Gender

Age Band	Male	Female
<20	0	0
20-24	6	31
25-29	41	104
30-34	53	136
35-39	92	157
40-44	97	145
45-49	85	189
50-54	109	208
55-59	104	175
60-64	98	158
65-69	22	32
70-74	1	3
75-79	0	0
80+	0	1
Total	708	1,338

Age & Gender



Average Age	46.5
Percent Male	34.6%

Company Name: Santa Rosa School District

1/1/2022

Claims: Projected and Historical

Projection date	1/1/2022
Projected claims below pooling point - per capita per month	561.02
Projected claims below pooling point - Total	22,084,620

Claims Experience

Period (12 months beginning)	5/1/2020	5/1/2019	5/1/2018
Avg. Enrollment	2,055	2,029	1,780
Medical Claims	14,252,365	10,896,228	11,731,721
Rx Claims	6,584,173	5,102,849	3,864,651
Total Claims	20,836,538	15,999,077	15,596,372

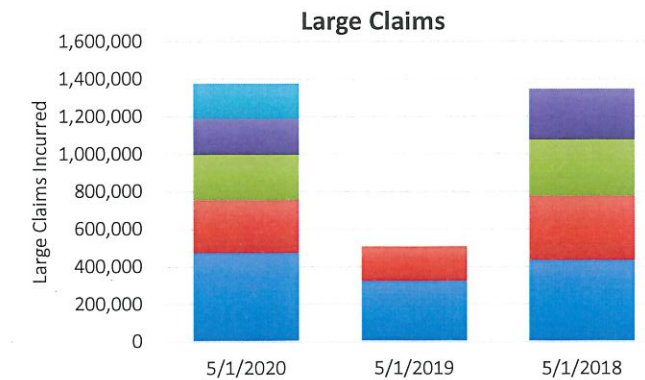
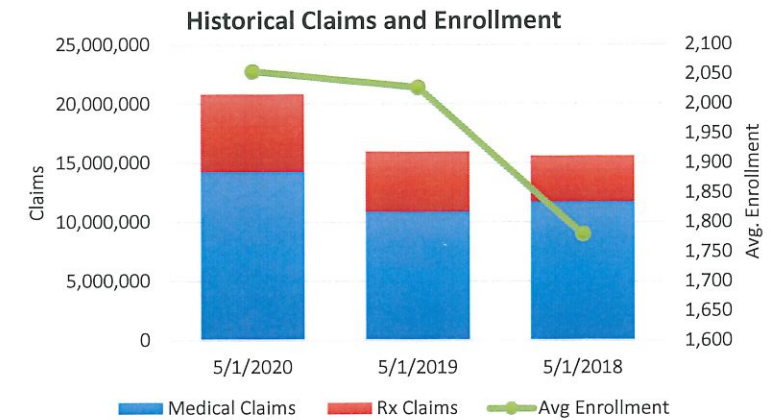
Claims Per Capita/Month*	586.78	516.55	532.10
Experience Year Weight	60.0%	25.0%	15.0%

Composite Per Capita Claim Cost 561.02

*normalized, and trended to projection date based on adult equivalents.

Large Claims Incurred

Period (12 months beginning)	5/1/2020	5/1/2019	5/1/2018
	473,379	323,392	434,256
	282,986	185,349	342,129
	241,539		300,553
	191,434		270,339
	187,338		



Company Name: 2022 Santa Rosa School District

Plan Effective Date:

1/1/2022

Plan Comparison

	Current HSA Plan	
	In Network	Out of Network
Deductibles		
Individual	\$2,500	\$10,000
Family	\$5,000	\$10,000
Coinsurance	80%	60%
Max. Out of Pocket		
Individual	\$5,000	\$20,000
Family	\$10,000	\$20,000
Facility		
Inpatient Hospital	Deductible then 20%	Deductible then 40%
Outpatient Hospital	Deductible then 20%	Deductible then 40%
Ambulatory Surgical Centers	Deductible then 20%	Deductible then 40%
Copays		
Emergency Room	Deductible then 20%	Deductible then 40%
Urgent Care	Deductible then 20%	Deductible then 40%
Physician - Primary Care	Deductible then 20%	Deductible then 40%
Physician - Specialist	Deductible then 20%	Deductible then 40%
Rx	Retail	Mail Order
Generic	Deductible then 20%	Deductible then 40%
Brand - Formulary	Deductible then 20%	Deductible then 40%
Brand - Non-Formulary	Deductible then 20%	Deductible then 40%
Specialty	Deductible then 20%	Deductible then 40%

Mental, Nervous and Substance Abuse

	Proposed Value PPO Plan	
	In Network	Out of Network
	\$2,000	\$6,000
	\$6,000	\$18,000
	70%	50%
	\$6,000	Unlimited
	\$12,000	Unlimited
	Deductible then 30%	Deductible then 50%
	\$400 per visit	Deductible then 50%
	\$400 per visit	Deductible then 50%
	\$400 per visit	\$400 per visit
	\$80 per visit	Deductible then 50%
	\$40 Per Visit	Deductible then 50%
	\$80 per visit	Deductible then 50%
	Retail	Mail Order
	\$15.00	\$37.50
	\$60.00	\$150.00
	\$100.00	\$250.00
	Lessor of 50% or \$500	Lessor of 50% or \$500

	Proposed Premier PPO Plan	
	In Network	Out of Network
	\$1,000	\$3,000
	\$3,000	\$9,000
	90%	60%
	\$3,000	Unlimited
	\$6,000	Unlimited
	\$100 copay days 1-5 per visit	Deductible then 40%
	\$250 per visit	Deductible then 40%
	\$250 per visit	Deductible then 40%
	\$250 per visit	\$250 per visit
	\$75 per visit	Deductible then 40%
	\$35 per visit	Deductible then 40%
	\$65 per visit	Deductible then 40%
	Retail	Mail Order
	\$5.00	\$12.50
	\$55.00	\$137.50
	\$75.00	\$187.50
	Lessor of 50% or \$500	Lessor of 50% or \$500

Projection Year P beginning: Jan - 2022 Contribution / Migration Workshop

Session: SRDS new plans / Scenario: HSA 50 | 100

Plan	EE	EE+Sp	EE+CH(s)	EE+Fam	Plan Type	
SRDS - Value SR-Vs	EE Contrib 45.00	464.00	358.00	608.00	PPO	
Monthly Savings Acct Contrib					no-rollover	
Enrollment Override						
Migrated Enrollment	602	71	90	278	Total EEs	1,042
SRDS 2021 HSA	EE Contrib 85.00	532.00	410.00	695.00	CDHP	
Monthly Savings Acct Contrib	85	190	190	190	rollover	
Enrollment Override						
Migrated Enrollment	432	72	103	103	Total EEs	711
SRDS PPO - Modified	EE Contrib 125.00	605.00	465.00	790.00	PPO	
Monthly Savings Acct Contrib					no-rollover	
Enrollment Override						
Migrated Enrollment	208	23	6	55	Total EEs	293
	EE Contrib					
Monthly Savings Acct Contrib						
Enrollment Override						
Migrated Enrollment					Total EEs	-
	EE Contrib					
Monthly Savings Acct Contrib						
Enrollment Override						
Migrated Enrollment					Total EEs	-
	EE Contrib					
Monthly Savings Acct Contrib						
Enrollment Override						
Migrated Enrollment					Total EEs	-

Prior benefit knowledge

3 (0 least, 3 most)

Consider a different plan type

3 (-5 least, 5 most, 99 = turn off)

Inertia assumption

2 (-5 least, 5 most, 99 = turn off)

Future benefit communication

3 (0 none, 3 most)

Risk Aversion Weight (0-100)

By Tier : (larger more risk averse)

EE

EE+Sp

EE+CH(s)

EE+Fam

Change

Plan cost < SL (442,851)

EE contribs 1,293,352

SA contribs (1,570,497)

Net change (3,306,700)

*** Perceived Value Methodology ***

Current Plans

New Plans

Projection Year Expenses				Ad Hoc Adjustments		Notes
Pooling Point	Stop Loss Rates	Admin Exp (\$)	Additional Known	1	Factor	
	PEPM	PEPM	Risk - Annual	2		
	175,000	81.75	53.81	3		
				4		
*The stop loss rate should be on the basis of the stop loss deductible entered on the 1) Experience Setup screen						1.000

Experience		Credibility								Aggregate Factors	
Yr y basis at Year p	Yr y manual basis	Credibility	Override	Convert Yr Y to Year P basis*		Year p Exper basis		Rates w/ Margin			
		100.0%									
Yr Y PAEPM @ Yr P	Yr Y PAEPM @ Yr P	Yr Y PAEPM @ Yr P		Age/Gender	0.998	Year P PAEPM		Margin %	Percentile		
Claim Cost <= PP	561.02	Claim Cost <= PP	561.02	Plan Design	0.982	Claim Cost <= PP	549.77				
				Year Y AEs	3,280	Ad Hoc Adj	1.000	Year P AEs	3,280		
				Annual claims	22,084,620	Total Adjust	0.980	Annual claims	21,641,769		
Composite											

EE	729.28
Family	1,677.34
Margin	25%
Annual (25% mar	27,052,211
Percentile	Jan-00

Composite												
	Claim Cost < Pool	Adjusted Claim	Stop Loss Rates /	All Other								
	Point	Cost < PP	Pooling Charge	Expenses (\$\$ or		Rates	Tier Ratios	Rates (expenses	EE Contribs	EE Contrib % of	Savings Acct	Predicted
4 Tier Rates			(\$\$)	%)				spread)		Rates	Contribs	Enrollments
EE	549.77	549.77	81.75	53.81		685.33	1.00	670.29	72.30	10.8%	29.57	627.56
EE+Sp	1,209.50	1,209.50	81.75	53.81		1,345.06	2.08	1,394.21	513.21	36.8%	82.19	963.18
EE+CH(s)	989.59	989.59	81.75	53.81		1,125.15	1.61	1,079.17	388.32	36.0%	98.16	789.02
EE+Fam	1,649.32	1,649.32	81.75	53.81		1,784.88	2.73	1,829.90	651.64	35.6%	44.96	1,223.21
Composite	881.47	881.47	81.75	53.81		1,017.03	1.52	1,017.03	262.92	25.9%	43.86	797.96
Total	21,641,769	21,641,769	2,007,126	1,321,143		24,970,038		24,970,038	6,455,206	25.9%	1,076,773	19,591,605
												2,046

Detail budget rates

Plan 1												
Claim Cost Adjustment Factor		SRDS - Value SR-Value										
	4 Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Rates	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Board Plan Cost	Predicted Enrollments	
	EE	533.74	120.52	654.26	1.00	653.29	45.00	6.9%	-	608.29	602	
1.000	EE+Sp	1,174.24	184.70	1,358.94	2.08	1,358.83	464.00	34.1%	-	894.83	71	
	EE+CH(s)	960.74	89.58	1,050.32	1.61	1,051.79	358.00	34.0%	-	693.79	90	
	EE+Fam	1,601.23	180.58	1,781.81	2.73	1,783.47	608.00	34.1%	-	1,175.47	278	
	Composite	899.63	138.27	1,037.90	1.59	1,037.90	251.13	24.2%	-	786.77		
	Total	11,247,869	1,728,764	12,976,633		12,976,633	3,139,828	24.2%	-	9,836,805	1,042	

Plan 2												
SRDS 2021 HSA												
Claim Cost Adjustment Factor	4 Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Rates	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Board Plan Cost	Predicted Enrollments	
	EE	556.86	120.52	677.38	1.00	677.76	85.00	12.5%	85.00	677.76	432	
1.000	EE+Sp	1,225.09	184.70	1,409.79	2.08	1,409.75	532.00	37.7%	190.00	1,067.75	72	
	EE+CH(s)	1,002.35	89.58	1,091.92	1.61	1,091.20	410.00	37.6%	190.00	871.20	103	
	EE+Fam	1,670.58	180.58	1,851.15	2.73	1,850.29	695.00	37.6%	190.00	1,345.29	103	
	Composite	851.44	131.28	982.72	1.45	982.72	266.35	27.1%	126.20	842.56		
	Total	7,265,011	1,120,127	8,385,138		8,385,138	2,272,641	27.1%	1,076,773	7,189,270	711	

Plan 3												
SRDS PPO - Modified PPO Modified												
Claim Cost Adjustment Factor	4 Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Rates	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Board Plan Cost	Predicted Enrollments	
	EE	596.57	120.52	717.08	1.00	719.21	125.00	17.4%	-	594.21	208	
1.000	EE+Sp	1,312.44	184.70	1,497.15	2.08	1,495.95	605.00	40.4%	-	890.95	23	
	EE+CH(s)	1,073.82	89.58	1,163.39	1.61	1,157.92	465.00	40.2%	-	692.92	6	
	EE+Fam	1,789.70	180.58	1,970.27	2.73	1,963.44	790.00	40.2%	-	1,173.44	55	
	Composite	889.75	136.32	1,026.07	1.43	1,026.07	296.52	28.9%	-	729.55		
	Total	3,128,888	479,378	3,608,267		3,608,267	1,042,736	28.9%	-	2,565,531	293	

Projection Year P beginning: Jan - 2022 Contribution / Migration Workshop

Plan	EE	EE+Sp	EE+CH(s)	EE+Fam	Plan Type	
SRDS - Value SR-V	EE Contrib 45.00	464.00	358.00	608.00	PPO	
Monthly Savings Acct Contrib					no-rollover	
Enrollment Override						
Migrated Enrollment	-	-	10	50	Total EEs	60
SRDS 2021 HSA	EE Contrib 85.00	532.00	410.00	695.00	CDHP	
Monthly Savings Acct Contrib	85	190	190	190	rollover	
Enrollment Override						
Migrated Enrollment	614	83	161	242	Total EEs	1,101
SRDS PPO - Modified	EE Contrib 125.00	605.00	465.00	790.00	PPO	
Monthly Savings Acct Contrib					no-rollover	
Enrollment Override						
Migrated Enrollment	628	84	30	144	Total EEs	885
	EE Contrib				Plan Type	
Monthly Savings Acct Contrib					Acct Type	
Enrollment Override						
Migrated Enrollment					Total EEs	-
	EE Contrib				Plan Type	
Monthly Savings Acct Contrib					Acct Type	
Enrollment Override						
Migrated Enrollment					Total EEs	-
	EE Contrib				Plan Type	
Monthly Savings Acct Contrib					Acct Type	
Enrollment Override						
Migrated Enrollment					Total EEs	-

Session: SRDS new plans / Scenario: HSA 50 | 100

Risk Aversion Weight (0-100)

By Tier t (larger more risk averse)

EE

EE+Sp

EE+CH(s)

EE+Fam

Prior benefit knowledge

3 (0 least, 3 most)

Consider a different plan type

3 (-5 least, 5 most, 99 = turn off)

Inertia assumption

2 (-5 least, 5 most, 99 = turn off)

Future benefit communication

3 (0 none, 3 most)

Change

Plan cost < SL

444,544

EE contribs

2,300,033

SA contribs

(912,063)

Net change

(2,767,552)

*** Optimal Value Methodology ***

Current Plans

1.5

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0

0.5

1

1.5

2

2.5

0.5

0.6

0.7

0.8

0.9

1

1.1

1.2

1.3

1.4

1.5

P1

P2

P3

P4

P5

P6

New Plans

1.5

B

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0

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1.5

0.5

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1

1.1

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1.4

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P1

P2

P3

P4

P5

P6

Experience based budget rates Session: SRDS new plans / Scenario: HSA 50 | 100

Projection Year Expenses

Ad Hoc Adjustments

				Descriptor	Factor	Notes
Pooling Point	Stop Loss Rates	Admin Exp (\$)	Additional Known	1		
	PEPM	PEPM	Risk - Annual	2		
	175,000	81.75	53.81	3		
				4		
				1.000		

*The stop loss rate should be on the basis of the stop loss deductible entered on the 1) Experience Setup screen

Experience		Credibility		Convert Yr Y to Year P basis*		Year p Exper basis		Rates w/ Margin	
Year y basis at Year p	Yr y manual basis	Credibility 100.0%	Override					Margin %	Percentile
Yr Y PAEPM @ Yr P	Yr Y PAEPM @ Yr P	Yr Y PAEPM @ Yr P	Age/Gender	0.998		Year P PAEPM			
Claim Cost <= PP 561.02	Claim Cost <= PP	Claim Cost <= PP 561.02	Plan Design	1.022		Claim Cost <= PP 572.32			
		Year Y AEs 3,280	Ad Hoc Adj	1.000		Year P AEs 3,280			
		Annual claims 22,084,620	Total Adjust	1.020		Annual claims 22,529,164			

Composite

Aggregate Factors	
EE	759.19
Family	1,746.13
Margin	25%
Annual (25% margin)	28,161,455
Percentile	Jan-00

Composite												
4 Tier Rates	Claim Cost < Pool	Adjusted Claim	Stop Loss Rates /	All Other	Rates	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Board Plan Cost	Predicted Enrollments
	Point	Cost < PP	Pooling Charge (\$\$)	Expenses (\$\$ or %)								
EE	572.32	572.32	81.75	53.81	707.88	1.00	694.12	105.21	15.2%	42.05	630.96	1,242
EE+Sp	1,259.11	1,259.11	81.75	53.81	1,394.67	2.08	1,443.77	568.65	39.4%	94.61	969.73	167
EE+CH(s)	1,030.18	1,030.18	81.75	53.81	1,165.74	1.61	1,117.53	415.54	37.2%	152.50	854.49	200
EE+Fam	1,716.97	1,716.97	81.75	53.81	1,852.53	2.73	1,894.95	716.44	37.8%	105.43	1,283.93	437
Composite	917.61	917.61	81.75	53.81	1,053.17	1.52	1,053.17	303.92	28.9%	70.68	819.93	
Total	22,529,164	22,529,164	2,007,116	1,321,137	25,857,417		25,857,417	7,461,887	28.9%	1,735,207	20,130,737	2,046

Detail budget rates

Plan 1											
SRDS - Value SR-Value											
Claim Cost Adjustment Factor	4 Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Rates	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Board Plan Cost	Predicted Enrollments
	EE	534.61	121.80	656.41	1.00	652.60	45.00	6.9%	-	607.60	-
1.000	EE+Sp	1,176.15	184.66	1,360.81	2.08	1,357.42	464.00	34.2%	-	893.42	-
	EE+CH(s)	962.30	87.35	1,049.65	1.61	1,050.69	358.00	34.1%	-	692.69	10
	EE+Fam	1,603.84	177.98	1,781.81	2.73	1,781.61	608.00	34.1%	-	1,173.61	50
	Composite	1,497.61	162.97	1,660.58	2.54	1,660.58	566.60	34.1%	-	1,093.98	
	Total	1,077,740	117,281	1,195,021		1,195,021	407,751	34.1%	-	787,270	60

Plan 2											
SRDS 2021 HSA											
Claim Cost Adjustment Factor	4 Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Rates	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Board Plan Cost	Predicted Enrollments
	EE	557.76	121.80	679.56	1.00	678.66	85.00	12.5%	85.00	678.66	614
1.000	EE+Sp	1,227.08	184.66	1,411.74	2.08	1,411.61	532.00	37.7%	190.00	1,069.61	83
	EE+CH(s)	1,003.98	87.35	1,091.33	1.61	1,092.64	410.00	37.5%	190.00	872.64	161
	EE+Fam	1,673.29	177.98	1,851.27	2.73	1,852.74	695.00	37.5%	190.00	1,347.74	242
	Composite	919.18	133.90	1,053.08	1.55	1,053.08	300.57	28.5%	131.38	883.90	
	Total	12,140,050	1,768,474	13,908,524		13,908,524	3,969,723	28.5%	1,735,207	11,674,007	1,101

Plan 3											
SRDS PPO - Modified PPO Modified											
Claim Cost Adjustment Factor	4 Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Rates	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Board Plan Cost	Predicted Enrollments
	EE	597.54	121.80	719.33	1.00	720.44	125.00	17.4%	-	595.44	628
1.000	EE+Sp	1,314.58	184.66	1,499.24	2.08	1,498.52	605.00	40.4%	-	893.52	84
	EE+CH(s)	1,075.56	87.35	1,162.92	1.61	1,159.91	465.00	40.1%	-	694.91	30
	EE+Fam	1,792.61	177.98	1,970.58	2.73	1,966.80	790.00	40.2%	-	1,176.80	144
	Composite	876.38	135.77	1,012.15	1.40	1,012.15	290.30	28.7%	-	721.85	
	Total	9,311,375	1,442,498	10,753,872		10,753,872	3,084,412	28.7%	-	7,669,460	885

Plan Change Scenarios

- **Pros**

- Able to offer 3 viable plans offering with options for all employees
- Increases premium collection to manage increased costs and
- Decreases board HSA funding based on plan choices
- Increases funding level to close to 100% pending renewal
- Creates stability for future as costs increase

- **Considerations**

- Increased employee and School Board premium costs pending market renewal
- HSA Contributions – family plan (no change), single plan (matches premium cost)
- Plan changes require employee decisions and education
- Shift in systems, plan management, file feed builds, etc.
- Communications campaign
- Premium increases will be highest for retirees

Other Considerations

- **Additional levers available for cost management:**
 - **Specific Stop Loss- increase threshold (above \$175,000)**
 - **Funding level percentage adjustments (2021 funding to 93%)**
 - **Prescription benefit (already Board approved), telemedicine program, EAP program all moved under Florida Blue for health plan participants only**
- **Recommendation by the Insurance Committees:**
 - **Move forward with three plan offerings and set premium increases based on the renewal data from the Stop Loss Carrier (late August/September)**
 - **Move telemedicine program and the EAP program under Florida Blue for the 2022 plan year**

Summary

- High claims experience in 2020,
- Current and projected high claims for 2021, 2022, and 2023
- Potential financial impact for 2022 plan year (pending final renewal):
 - \$2,000,000 in School Board premium increases
 - Possible decrease in HSA contributions pending employee plan selections
 - \$800,000 to \$2,000,000 in premium increases shared among all employees on the plans based on plan selections.
 - Figures are based on 100% funding models
 - Total estimated maximum costs for plan year 2022:
 - School Board – \$20,500,000 (73% of overall plan costs)
 - Employees collectively - \$7,500,000 (27% of overall plan costs)