

School Board Meeting Agenda

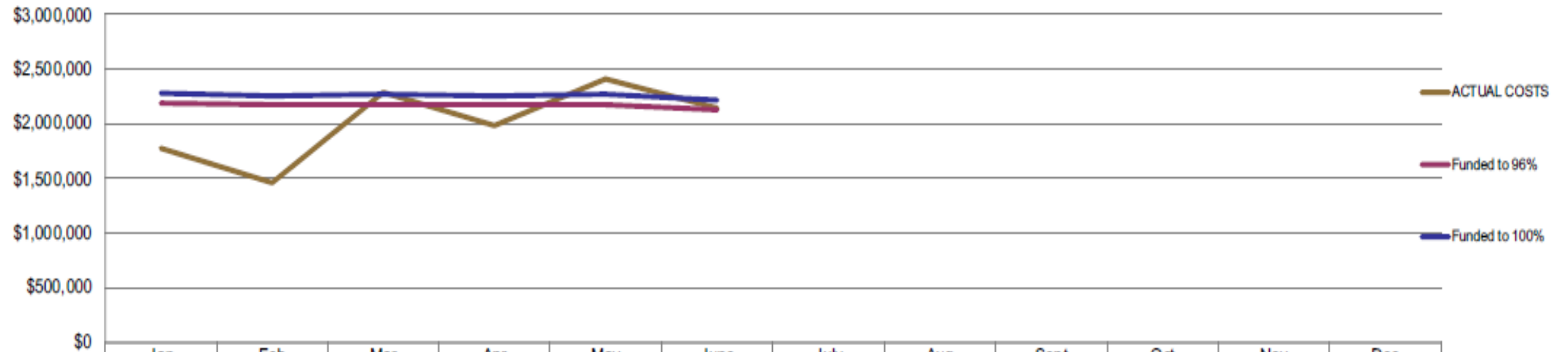
July 28th, 2022



- Utilization through June 2022
- Review of Preliminary Stop Loss Audit
- Discussion on Health & Wellness

	ACTUAL COSTS								Funded to 96%		Funded to 100%		Funding Loss Ratio		
	ASO Fee	Stop Loss Premium	Capitation Fee	Medical Paid Claims	Drug Paid Claims	Specific Claims	Net Paid Claims	Total Costs	Funding Costs	Surplus/ (Deficit)	Maximum Costs	Surplus/ Deficit	Monthly Attachment	YTD Attachment	Loss Ratio
Jan	\$84,079	\$164,893	\$4,785	\$1,303,368	\$214,976	\$0	\$1,518,344	\$1,772,101	\$2,189,318	\$417,217	\$2,280,539	\$508,438	\$2,026,782	\$2,026,782	78%
Feb	\$81,770	\$164,223	\$4,743	\$824,194	\$386,366	\$0	\$1,210,560	\$1,461,297	\$2,167,724	\$706,427	\$2,258,046	\$796,749	\$2,007,309	\$4,034,091	65%
Mar	\$83,082	\$164,893	\$4,769	\$1,369,339	\$689,924	\$25,801	\$2,033,462	\$2,286,205	\$2,179,345	\$106,860	\$2,270,151	\$16,054	\$2,017,408	\$6,051,498	101%
Apr	\$83,311	\$156,409	\$4,793	\$1,387,723	\$368,921	\$14,165	\$1,742,479	\$1,986,993	\$2,172,483	\$185,491	\$2,263,004	\$276,011	\$2,018,490	\$8,069,988	88%
May	\$83,506	\$154,437	\$4,801	\$1,713,753	\$470,066	\$15,939	\$2,167,879	\$2,410,624	\$2,174,783	\$235,841	\$2,265,399	\$145,225	\$2,022,655	\$10,092,643	106%
June	\$81,662	\$155,106	\$4,726	\$1,306,319	\$600,734	\$2,925	\$1,904,128	\$2,145,622	\$2,128,294	\$17,328	\$2,216,973	\$71,351	\$1,975,479	\$12,068,122	97%
July															
Aug															
Sept															
Oct															
Nov															
Dec															
Avg/Total	\$497,410	\$959,961	\$28,619	\$7,904,696	\$2,730,986	\$58,831	\$10,576,852	\$12,062,841	\$13,011,947	\$949,105	\$13,554,111	\$1,491,270	\$12,068,122		89%

Actual Cost vs. Expected Cost vs. Maximum Liability



	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
ACTUAL COSTS	\$1,772,101	\$1,461,297	\$2,286,205	\$1,986,993	\$2,410,624	\$2,145,622						
Funded to 96%	\$2,189,318	\$2,167,724	\$2,179,345	\$2,172,483	\$2,174,783	\$2,128,294						
Funded to 100%	\$2,280,539	\$2,258,046	\$2,270,151	\$2,263,004	\$2,265,399	\$2,216,973						

Medical and Rx Combined - Claims Data
2022 Plan Year

	ENROLLMENT					EXPECTED CLAIMS LIABILITY		MAXIMUM CLAIMS LIABILITY				
	EE	ES	EC	Fam	Total	Expected Claims	YTD Expected Claims	Maximum Claims	YTD Maximum Claims	Actual Claims	Surplus/Deficit	Claims Only Loss Ratio
Jan	1,247	157	196	374	1,974	\$1,688,917	\$1,688,917	\$2,026,782	\$2,026,782	\$1,518,344	\$508,438	75%
Feb	1,244	158	192	367	1,961	\$1,672,690	\$3,361,608	\$2,007,309	\$4,034,091	\$1,210,560	\$796,749	60%
Mar	1,246	155	196	371	1,968	\$1,681,106	\$5,042,714	\$2,017,408	\$6,051,498	\$2,033,462	(\$16,054)	101%
Apr	1,250	154	189	375	1,968	\$1,682,008	\$6,724,721	\$2,018,490	\$8,069,988	\$1,742,479	\$276,011	86%
May	1,255	154	188	376	1,973	\$1,685,478	\$8,410,199	\$2,022,655	\$10,092,643	\$2,167,879	(\$145,225)	107%
June	1,220	150	186	368	1,924	\$1,646,166	\$10,056,366	\$1,975,479	\$12,068,122	\$1,904,128	\$71,351	96%
July												
Aug												
Sept												
Oct												
Nov												
Dec												
Avg/Total	1,244	155	191	372	1,961		\$10,056,366		\$12,068,122	\$10,576,852	\$1,491,270	88%

2022	Fixed Costs			Medical	Rx	Reimbursements and Rebates		100 % Funding	96% Funding Level	Difference Between Actual Costs and 96% Funding Level	Estimated Funding Loss Ratio
	ASO	Stop Loss	Capitation	Medical Paid Claims	Rx Paid Claims	Specific Claims	Rx Rebates				
Jan	\$84,079	\$164,893	\$4,785	\$1,303,368	\$214,976	\$0	\$0	\$2,280,539	\$2,189,318	\$417,217	78%
Feb	\$81,770	\$164,223	\$4,743	\$824,194	\$386,366	\$0	\$0	\$2,258,046	\$2,167,724	\$706,427	65%
Mar	\$83,082	\$164,893	\$4,769	\$1,369,339	\$689,924	\$25,801	\$13,111	\$2,270,151	\$2,179,345	\$93,749	100%
Apr	\$83,311	\$156,409	\$4,793	\$1,387,723	\$368,921	\$14,165	\$0	\$2,263,004	\$2,172,483	\$185,491	88%
May	\$83,506	\$154,437	\$4,801	\$1,713,753	\$470,066	\$15,939	\$0	\$2,265,399	\$2,174,783	\$235,841	106%
June	\$81,662	\$155,106	\$4,726	\$1,306,319	\$600,734	\$2,925	\$0	\$2,216,973	\$2,128,294	\$17,328	97%
July											
Aug											
Sept											
Oct											
Nov											
Dec											
Avg/Total	\$497,410	\$959,961	\$28,619	\$7,904,696	\$2,730,986	\$58,831	\$13,111	\$13,554,111	\$13,011,947	\$962,216	89%

Claims: Projected and Historical

Projection date	1/1/2023
Projected claims below pooling point - per capita per month	710.24
Projected claims below pooling point - Total	26,015,284

Claims Experience

Period (12 months beginning)	7/1/2021	7/1/2020	7/1/2019
Avg. Enrollment	1,979	2,037	1,782
Medical Claims	17,094,082	14,643,120	11,829,159
Rx Claims	6,991,744	6,998,764	5,345,519
Total Claims	24,085,826	21,641,884	17,174,678

Claims Per Capita/Month*	724.41	730.86	627.50
Experience Year Weight	50%	34%	17%

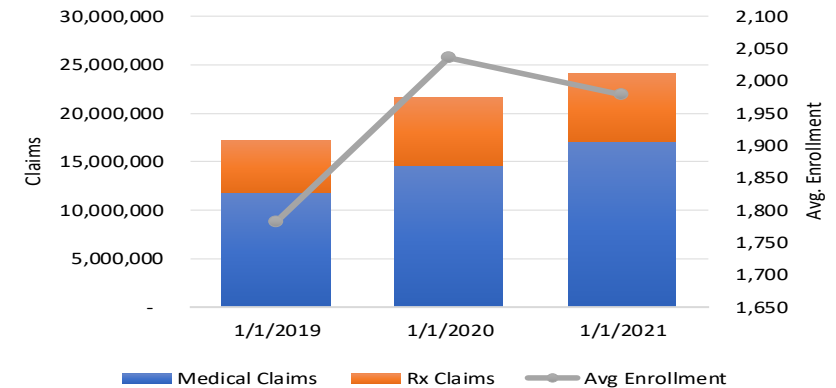
Composite Per Capita Claim Cost	710.24
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*normalized, and trended to projection date based on adult equivalents.

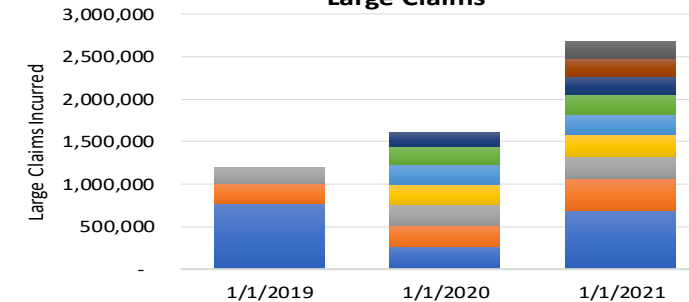
Large Claims Incurred

Period (12 months beginning)	7/1/2021	7/1/2020	7/1/2019
	684,392	264,747	764,046
	380,285	250,615	242,105
	272,395	247,290	187,203
	248,880	237,794	
	240,946	226,153	
	227,491	218,054	
	221,997	166,316	
	220,199	165,578	
	206,427		
	199,256		

Historical Claims and Enrollment



Large Claims



2022 Projected Completion	Initial Budget	Actual Projected	Variance
2022 Board Health Fund Pledged	\$20,588,880	\$19,825,896	\$1,529,664
2022 Board HSA	\$766,680	\$358,440	\$408,240
2022 Employee contribution	\$7,366,272	\$6,562,092	\$804,180
Total Funding	\$28,721,832	\$26,746,428	\$2,742,084

2023 Renewal Discussion

Funding Increase	0%	10%	15%	20%	35%
2022 Employee contribution	\$6,562,092	\$7,218,301	\$7,546,406	\$7,874,510	\$8,858,824
2023 Board Health Fund Pledged	\$19,825,896	\$21,808,486	\$22,799,780	\$23,791,075	\$26,764,960
2023 Board HSA	\$358,440	\$358,440	\$358,440	\$358,440	\$358,440
Total	\$26,387,988	\$29,026,787	\$30,346,186	\$31,665,586	\$35,623,784
Expected Cost	\$29,732,590	\$29,732,590	\$29,732,590	\$29,732,590	\$29,732,590
	89%	98%	102%	107%	120%

Increase	Board	EE Retiree	Funding Increase
10%	\$452,926	\$656,209	\$1,109,135
15%	\$1,444,220	\$984,314	\$2,428,534
20%	\$2,435,515	\$1,312,418	\$3,747,934
35%	\$5,409,400	\$2,296,732	\$7,706,132

Included in 2023 rates:

- \$350,000 Wellness Incentive
- \$5 pepm Wellness Platform
- 15% increased projected to Stop Loss Premium

*Projection is based on June 30, 2022 Data

**Above information is for illustration purposes only. Final Budget is subject to actual claims and enrollment

Stop Loss Aggregate Audit

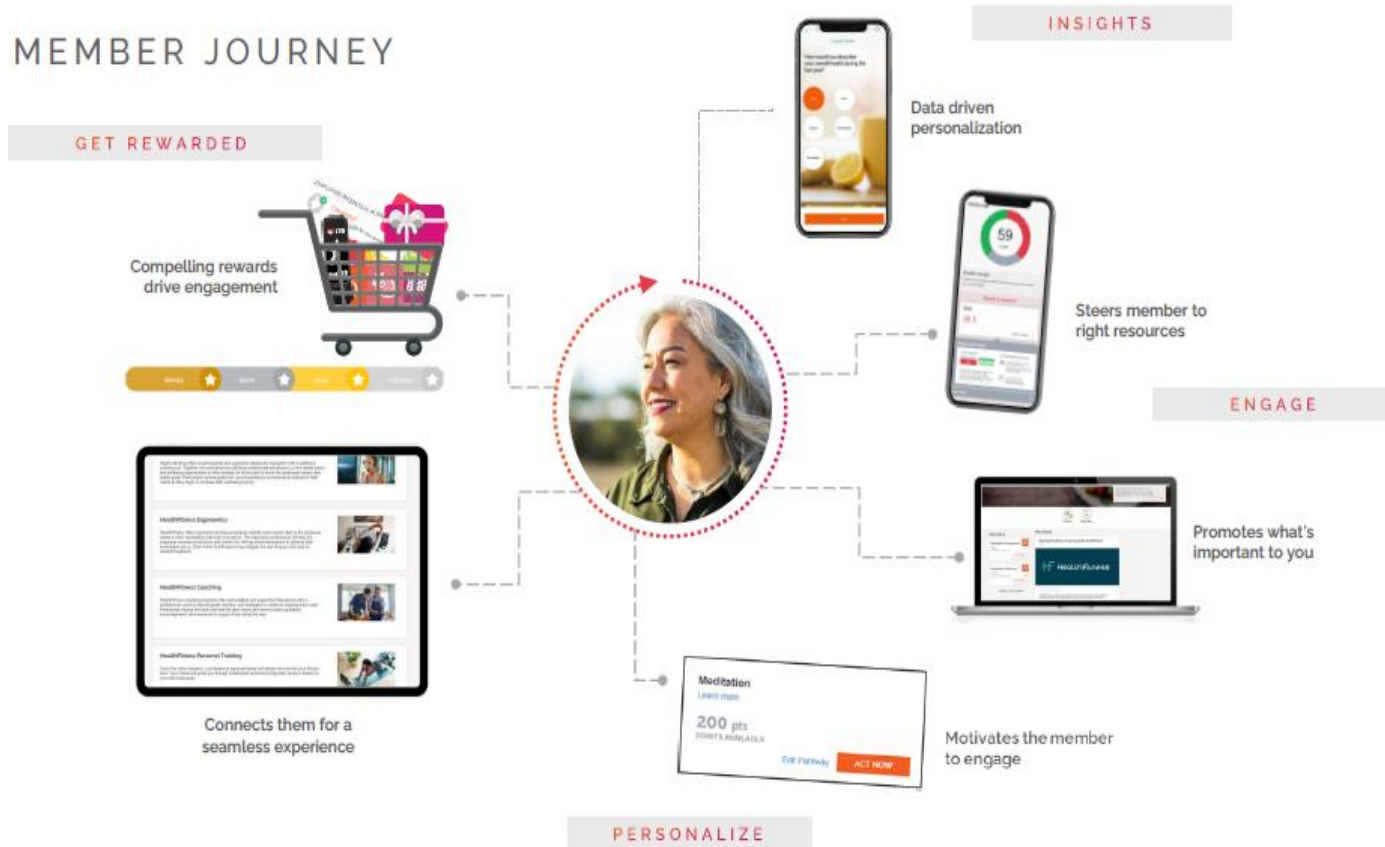


Exhibit I Aggregate Stop Loss Claim Summary Santa Rosa County School District Contract Period: January 1, 2021 to December 31, 2021 (24/12)			
	TPA Claim Calculation	Davies's Claim Calculation	Difference
Total Paid Claims	\$ 24,046,073.00	\$ 23,993,265.53	\$ (52,807.47) ^{1.}
Amounts Excess the Claim Limit Per Covered Person	\$ (662,386.00)	\$ (1,146,471.35)	\$ (484,085.35) ^{2.}
Minimum Aggregate Attachment Point	\$ (19,899,998.00)	(19,899,998.00)	\$ - ^{3.}
Gross Aggregate Claim:	\$ 1,000,000.00	\$ 2,946,796.18	\$ 1,946,796.18
Gross Premium Overpayment:	\$ 0.00	\$ 13,339.79	\$ 13,339.79 ^{4.}
Prescription Drug Inflation Protection Rebates	\$ 0.00	(7,544.00)	\$ (7,544.00) ^{5.}
Prescription Drug Program Rebates	\$ 0.00	(1,866,595.20)	\$ (1,866,595.20) ^{6.}
Claims Paid After Termination Dates	\$ 0.00	(152,897.90)	\$ (152,897.90) ^{7.}
Claim Paid for member not on the census	\$ 0.00	(45.44)	\$ (45.44) ^{8.}
Subrogation Recoveries	\$ 0.00	(17,272.96)	\$ (17,272.96) ^{9.}
COBRA Pendings	\$ 0.00	(143,082.88)	\$ (143,082.88) ^{10.}
Claim Errors and Pendings	\$ 0.00	(140,653.50)	\$ (140,653.50) ^{11.}
Checks Mailed after the Contract Period	\$ 0.00	(65,400.11)	\$ (65,400.11) ^{12.}
Net Aggregate Claim:	\$ 1,000,000.00	\$ 566,643.98	\$ (433,356.02)

- Preliminary results used an estimate of Rx rebates
 - Estimate = \$1,866,595.20
 - Actual = \$1,236,131.15
 - Difference = \$630,464.05
- With the additional \$630,464.05, Santa Rosa will hit the \$1,000,000 Aggregate Stop Loss
- Should be completed by the end of July with reimbursement in August



MEMBER JOURNEY



2022 EARNING POINTS AND STATUS

Ways To Earn Vitality Points

VITALITY REVIEWS

Activity	Points	Frequency
Vitality Health Review™ (VHR)	500	Once per year
VHR bonus: First 90 days	250	Once per year
Mental Well-being Review	75/review	Three per year
Physical Activity Review	250	Once per year

PHYSICAL ACTIVITY

Activity	Points	Frequency
Self-reported Workout	5	Once per day
Light Workout	5	Once per day
Standard Workout	10	Once per day
Advanced Workout	15	Once per day
Sports league	350	Up to category max
Athletic event level 1	250	Up to category max
Athletic event level 2	350	Up to category max
Athletic event level 3	500	Up to category max
Workout milestone bonus	varies	Up to category max
Category maximum: 7,000 points		
Max one workout per day. We will award only the highest-level workout.		

PREVENTION

Activity	Points	Frequency
Health screening*	400	Once per year per screening
Dental check-up	200	Once per year
Flu shot	200	Once per year
COVID-19 First Dose	250	Once per year
COVID-19 Second Dose	250	Once per year
COVID-19 Single-Dose Only	500	Once per year
COVID-19 Booster	250	Once per year

* Health screenings include colorectal screenings, mammograms and gag exams, and are subject to certain requirements.

VITALITY CHECK®

Activity	Points	Frequency
Body Mass Index (BMI)	125	Once per year
Blood pressure	125	Once per year
Cholesterol	125	Once per year
Fasting glucose/HbA1c	125	Once per year
BMI	1000	Once per year
Blood pressure	600	Once per year
Cholesterol	600	Once per year
Fasting glucose/HbA1c	600	Once per year
Non-tobacco user	725	Once per year

* Total cholesterol or low-density lipoprotein (LDL)

A reasonable alternative standard is available when a member is unable to achieve in-range results.

CERTIFICATIONS

Activity	Points	Frequency
First aid course	125	Once per year
CPR course	125	Once per year

GOALS

Activity	Points	Frequency
Goals check-in	30 maximum	Once per week Up to 1,500 points per year

ONLINE EDUCATION

Activity	Points	Frequency
Interactive tools	75/tool	Four per year
Online nutrition courses	300/course	Three per year
Action/Seas/Decision Points	50 each	Six per year
Health FYI Webcasts	50/webcast	Twelve per year

MARKETPLACE

Activity	Points	Frequency
Engagement	45	Once per week
Milestone	100	Once per month

VITALITY HEALTHY MIND™

Activity	Points	Frequency
Sleep Well	300 maximum	Once per year
Meditation	10/session	Once per day Up to 200 points per year

OTHER ACTIVITIES

Activity	Points	Frequency
Vitality Squares™	varies	Once per month
Disease/Lifestyle management	300	Once per quarter

EMPLOYER SPONSORED ACTIVITIES

Option	Points	Frequency
Option 1	35	Once per day
Option 2	50	Once per day
Option 3	100	Once per day
Option 4	150	Once per day
Option 5	200	Once per day
Option 6	250	Once per day
Option 7	350	Once per day
Option 8	500	Once per day

Thank you for your time today!

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