



SANTA ROSA

COUNTY DISTRICT SCHOOLS

September 8th, 2022



FBIINSURANCE

Santa Rosa School Board 2023 Health Plan Review:

Overall purpose of the committee:

To develop a health plan funding, plan design, and premium strategy, which is attractive, cost-effective, competitive within the industry, provides value to all employees, retirees, and their dependents, and aligns with Santa Rosa County District Schools' overall health plan budget constraints.

Purpose for this session:

1. To determine optimal changes to plan design to present to the Board for 2023.
2. To determine final premium rates for employees based on fiscally responsible funding levels required to sustain the health fund. **(96% funding of maximum liability claims)**

Background

1. YTD 2023 Health Plan funding loss ratio by plan:
 - Standard PPO - 69%
 - HDHP - 96%
 - Premier PPO - 102%
 - Combined 90%
2. 2022 SRDS Funding is set to 96% of Maximum Claims Liability + Fixed Costs (ASO fee & Stop Loss Premiums).
3. Historical Funding Loss Ratio (Average Funding Loss Ratio = 97%):
 - 2016 - 91.17% Funding
 - 2017 - 81.24% Funding
 - 2018 - 87.03% Funding
 - 2019 - 95.54% Funding
 - 2020 - 102.16% Funding
 - 2021 - 127.20% Funding
 - YTD 2022 - 90% Funding (Not Included in the above average)

Note: Traditional underwriting for Fully Insured Health Plans uses an 80% for claims and 20% for administrative expense ratio to determine rate stability. When claims exceed 80%, the premium rates are generally increased by either national trend, book of business trend or the group's trend.

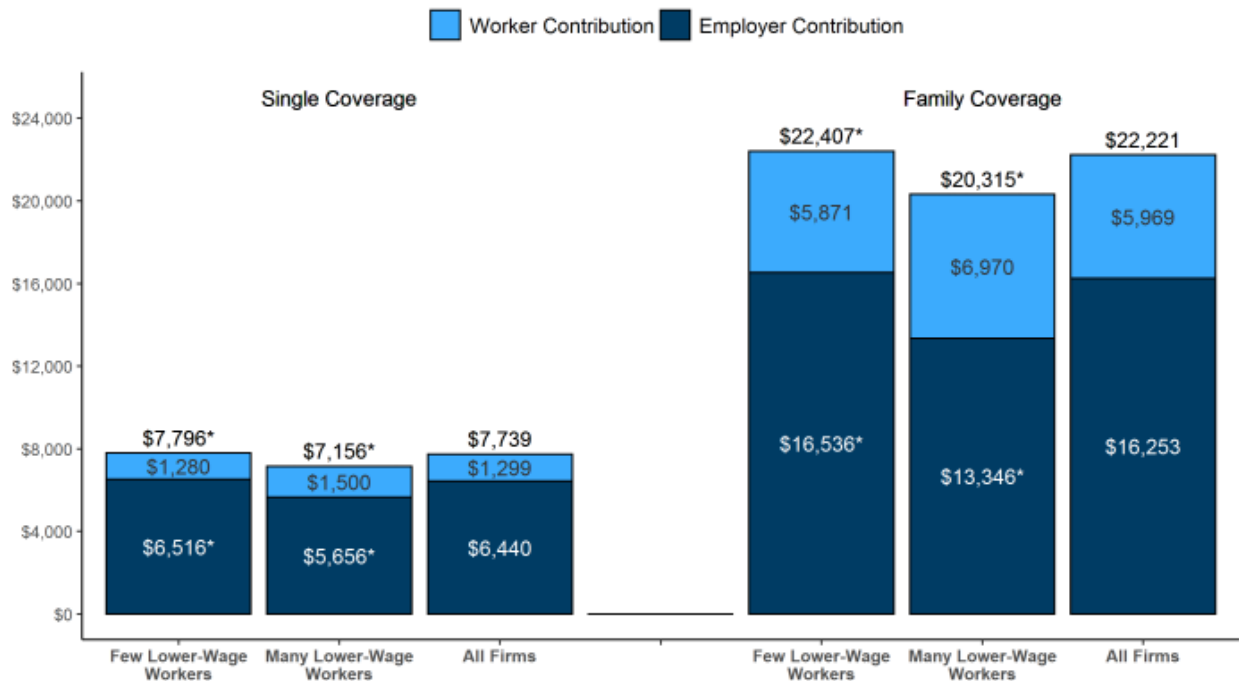
4. YTD (AS OF 7/31/2022)- Health Plan Fund Balance - \$13,265,451.41. Balance includes \$10,510,484 of carry-forward balance plus current EE\ER premium contributions as well as non-premium/non-recurring revenue from the following:

- ESR Funds for COVID related Claims - \$1,500,000
- 2021 Aggregate Claims Reimbursement from US Fire - \$1,000,000
- \$254,967.41 Specific Stop Loss Reimbursement

Benchmarks

Figure 6.16

Average Annual Worker and Employer Contributions to Premiums and Total Premiums for Single and Family Coverage, By Firm Wage Level, 2021



* Estimate is statistically different between firm wage level categories ($p < .05$).

NOTE: Firms with many lower-wage workers are those where at least 35% earn the 25th percentile or less of national earnings (\$28,000 in 2021).

SOURCE: KFF Employer Health Benefits Survey, 2021

Figure 6.17**Average Annual Premium Contributions Paid by Covered Workers for Single and Family Coverage, by Firm Characteristics, 2021**

	Single Coverage		Family Coverage	
	Worker Contribution	Percent Contribution	Worker Contribution	Percent Contribution
LOWER WAGE LEVEL				
Few Lower-Wage Workers	\$1,280	17%	\$5,871	27%*
Many Lower-Wage Workers	\$1,500	22%	\$6,970	35%*
HIGHER WAGE LEVEL				
Few Higher-Wage Workers	\$1,287	18%	\$6,622*	32%*
Many Higher-Wage Workers	\$1,310	17%	\$5,390*	24%*
UNIONS				
Firm Has Union Workers	\$1,245	16%	\$4,559*	20%*
Firm Has No Union Workers	\$1,328	18%	\$6,733*	33%*
YOUNGER WORKERS				
Few Younger Workers	\$1,271	17%*	\$5,873*	28%*
Many Younger Workers	\$1,618	23%*	\$7,060*	35%*
OLDER WORKERS				
Few Older Workers	\$1,319	18%	\$6,244	30%
Many Older Workers	\$1,280	17%	\$5,700	27%
FUNDING ARRANGEMENT				
Fully Insured	\$1,317	18%	\$7,364*	35%*
Self-Funded	\$1,289	17%	\$5,193*	24%*
FIRM OWNERSHIP				
Private For-Profit	\$1,430*	20%*	\$6,332*	30%*
Public	\$922*	11%*	\$4,909*	23%*
Private Not-For-Profit	\$1,267	16%*	\$5,883	27%
ALL FIRMS	\$1,299	17%	\$5,969	28%

NOTE: Firms with many lower-wage workers are those where at least 35% earn the 25th percentile or less of national earnings (\$28,000 in 2021). Firms with many higher-wage workers are those where at least 35% earn the 75th percentile or more than of national earnings (\$66,000 in 2021). Firms with many older workers are those where at least 35% of workers are age 50 or older. Firms with many younger workers are those where at least 35% of workers are age 26 or younger.

* Estimates are statistically different from each other within firm characteristic ($p < .05$).

SOURCE: KFF Employer Health Benefits Survey, 2021

National trend for medical plans is ranging between 5% (with plan design changes) in 2022 to 8% (without plan design changes) and Santa Rosa's health plan cost is trending at 11%. Due to the rising cost and utilization of the health plan, the budget for 2023 is also trending upward. Below are scenarios designed to address the increase in cost and utilization.

Options to maintain the three-plan strategy with changes to rates or plan design and rate changes required to optimize the plans to fund at 96% of the health plan maximum claims liability for 2023.

Scenario 1: Lowest rate Increase to Employees and Retirees -10%

3 Plans Strategy: Lowest Rate Change and Plan Changes

- Plan 1 - Standard PPO: No Plan or Rate Change to employees
- Plan 2 - HDHP Active: OOP Change to 2022 HDHP Max and Rate Change
 - Employee Rate Change of 5%
 - OOP Max. Change to \$7,050/\$14,100 from \$5,000/\$10,000
- Plan 3 - Premier Active: OOP Max. Change and Rate Change
 - Employee Rate Change of 15%
 - OOP Max. Change to \$6,000/\$12,000 from \$3,000/\$6,000
- Plan 4 - Standard PPO Retirees: Rate Change
 - Retired Employee Rate Change of 17%
- Plan 5 - HDHP Retirees: OOP Change to 2022 HDHP Max and Rate Change
 - OOP Max. Change to \$7,050/\$14,100 from \$5,000/\$10,000
 - Retired Employee Rate Change of 11%
- Plan 6 - Premier Retirees: OOP Max. Change and Rate Change
 - OOP Max. Change to \$6,000/\$12,000 from \$3,000/\$6,000
 - Retired Employee Rate Change of 12%

Note: This scenario would require negotiation with stop loss carriers to adjust/lower expected and maximum claims liability for the savings associated with modifying the plans. In addition, this scenario includes the appropriate plan changes to keep pace with the trends in the marketplace for sustainable health plan funding. Results of this change would be lower overall budget and projected rate changes.

Amended Scenario 1: Recommended Strategy by Insurance Committee, Rate Change and Plan Changes to Employees and Retirees -11%

3 Plans Strategy: Lower Rate Change and Plan Changes

- Plan 1 - Standard PPO: No Plan or Rate Change to employees
- Plan 2 - HDHP Active: OOP Change to 2022 HDHP Max and Rate Change
 - Employee Rate Change of 5%
 - OOP Max. Change to \$7,050/\$14,100 from \$5,000/\$10,000
- Plan 3 - Premier Active: OOP Max. Change and Rate Change
 - Employee Rate Change of 20%
 - OOP Max. Change to \$6,000/\$12,000 from \$3,000/\$6,000
- Plan 4 - Standard PPO Retirees: Rate Change
 - Retired Employee Rate Change of 17%

- Plan 5 - HDHP Retirees: OOP Change to 2022 HDHP Max and Rate Change
 - OOP Max. Change to \$7,050/\$14,100 from \$5,000/\$10,000
 - Retired Employee Rate Change of 11%
- Plan 6 - Premier Retirees: OOP Max. Change and Rate Change
 - OOP Max. Change to \$6,000/\$12,000 from \$3,000/\$6,000
 - Retired Employee Rate Change of 20%

Note: This scenario would require negotiation with stop loss carriers to adjust/lower expected and maximum claims liability for the savings associated with modifying the plans. In addition, this scenario includes the appropriate plan changes to keep pace with the trends in the marketplace for sustainable health plan funding. Results of this change would be lower overall budget and projected rate changes.

Scenario 2: Moderate rate increase to employees and retirees – 17%

3 Plans Strategy: Moderate Rate Change Only

- Plan 1 - Standard PPO Active: Rate Change
 - Employee Rate Change of 9%
- Plan 2 - HDHP Active: Rate Change
 - Employee Rate Change of 10%
- Plan 3 - Premier Active: Rate Change
 - Employee Rate Change of 20%
- Plan 4 - Standard PPO Retirees: Rate Change
 - Retired Employee Rate Change: 22%
- Plan 5 - HDHP Retirees: Rate Change
 - Retired Employee Rate Change: 18%
- Plan 6 - Premier Retirees: Rate Change
 - Retired Employee Rate Change: 20%

Note: This change simply addresses required funding increases for the current budget requirements at the 96% funding of maximum claims liability. It does not include any plan changes to adjust to current plan spending trends or marketplace trends. We did not alter the spread between plans to create movement as represented in Scenario 3.

Scenario 3: Highest rate increase to employees and retirees – 18%

3 Plans Strategy: Major Rate Change Only

- Plan 1 - Standard PPO Active: Rate Change
 - Employee Rate Change: 9%
- Plan 2 - HDHP Active: Rate Change
 - Employee Rate Change: 14%
- Plan 3 - Premier Active: Rate Change
 - Employee Rate Change: 27%
- Plan 4 - Standard PPO Retirees: Rate Change:

- Retired Employee Rate Change: 22%
- Plan 5 - HDHP Retirees: Rate Change
 - Retired Employee Rate Change by tier respectively: 18%
- Plan 6 - Premier Retirees: Rate Change
 - Retired Employee Rate Change by tier respectively: 20%

Note: This scenario includes the recommended spread between the three plans offered. The rating offered in this scenario will help eliminate inertia to drive decisions in a more effective way to help with sustaining the health fund on a long-term basis.

All budget numbers are preliminary and subject to review of August claims to finalize Stop Loss quote.

Santa Rosa 3 Plan Strategy Summary				
	3 Plan Lowest Rate & Plan Changes	3 Plan Moderate Rate Change	3 Plan Highest Rate Change Only	Recommended Strategy by Insurance Committee
Claim Cost < Pool Point	\$25,270,177.21	\$27,146,266.49	\$27,146,266.49	\$25,270,177.21
Total Fixed Expenses	\$4,297,880.00	\$4,297,880.00	\$4,297,880.00	\$4,297,880.00
Rates (expenses spread)	\$29,568,057.21	\$31,444,146.49	\$31,444,146.49	\$29,568,057.21
EE Contribs	\$8,176,161.49	\$8,643,828.09	\$8,971,553.48	\$8,334,742.69
Savings Acct Contribs	\$358,440.00	\$358,440.00	\$358,440.00	\$358,440.00
Net Plan Cost	\$21,750,335.72	\$23,158,758.40	\$22,831,033.00	\$21,591,754.52
Predicted Enrollments	1970	1970	1970	1970
Max. Claims Liability Funding Level	89%	96%	96%	96%
Finance Projected 2023 Budget***	\$21,790,845.00	\$21,790,845.00	\$21,790,845.00	\$21,790,845.00
Reserve/Deficit	\$40,509.28	-\$1,367,913.40	-\$1,040,188.00	\$199,090.48
*As enrollment, and claims change, the allocation of expenses change to the Board and/or Employees				
**In the first scenario, the claim cost below pooling point is lower due to plan design changes that would offset plan claims cost.				
*** Includes 12% Funding Increase from the Board in 2023				
****August claims are needed in order to finalize the overall budget.				
Overall Increase	10%	17%	18%	11%

Santa Rosa Employee Rate Change Summary

	3 Plan Lowest Rate & Plan Changes			3 Plan Mod Rate Changes Only			3 Plan Major Rate Changes Only			3 Plan Recommended Strategy		
	Standard PPO Active			Standard PPO Active			Standard PPO Active			Standard PPO Active		
	2023	2022	Difference	2023	2022	Difference	2023	2022	Difference	2023	2022	Difference
EE	\$43.00	\$43.00	\$0.00	\$46.87	\$43.00	\$3.87	\$46.87	\$43.00	\$3.87	\$43.00	\$43.00	\$0.00
EE + Spouse	\$526.00	\$526.00	\$0.00	\$573.34	\$526.00	\$47.34	\$573.34	\$526.00	\$47.34	\$526.00	\$526.00	\$0.00
EE + Child(ren)	\$406.00	\$406.00	\$0.00	\$442.54	\$406.00	\$36.54	\$442.54	\$406.00	\$36.54	\$406.00	\$406.00	\$0.00
Family	\$689.00	\$689.00	\$0.00	\$751.01	\$689.00	\$62.01	\$751.01	\$689.00	\$62.01	\$689.00	\$689.00	\$0.00
2 EE Family	\$157.00	\$157.00	\$0.00	\$171.13	\$157.00	\$14.13	\$171.13	\$157.00	\$14.13	\$157.00	\$157.00	\$0.00
	HDHP Active			HDHP Active			HDHP Active			HDHP Active		
EE	\$112.56	\$107.00	\$5.56	\$118.77	\$107.00	\$11.77	\$118.77	\$107.00	\$11.77	\$112.56	\$107.00	\$5.56
EE + Spouse	\$589.12	\$560.00	\$29.12	\$621.60	\$560.00	\$61.60	\$659.34	\$560.00	\$99.34	\$589.12	\$560.00	\$29.12
EE + Child(ren)	\$456.57	\$434.00	\$22.57	\$481.74	\$434.00	\$47.74	\$508.92	\$434.00	\$74.92	\$456.57	\$434.00	\$22.57
Family	\$773.22	\$735.00	\$38.22	\$815.85	\$735.00	\$80.85	\$863.66	\$735.00	\$128.66	\$773.22	\$735.00	\$38.22
2 EE Family	\$441.00	\$420.00	\$21.00	\$462.00	\$420.00	\$42.00	\$483.00	\$420.00	\$63.00	\$441.00	\$420.00	\$21.00
	Premier Plan Active			Premier Plan Active			Premier Plan Active			Premier Plan Active		
EE	\$163.30	\$142.00	\$21.30	\$170.40	\$142.00	\$28.40	\$170.40	\$142.00	\$28.40	\$170.40	\$142.00	\$28.40
EE + Spouse	\$662.40	\$576.00	\$86.40	\$691.20	\$576.00	\$115.20	\$745.34	\$576.00	\$169.34	\$691.20	\$576.00	\$115.20
EE + Child(ren)	\$512.90	\$446.00	\$66.90	\$535.20	\$446.00	\$89.20	\$575.30	\$446.00	\$129.30	\$535.20	\$446.00	\$89.20
Family	\$869.40	\$756.00	\$113.40	\$907.20	\$756.00	\$151.20	\$976.31	\$756.00	\$220.31	\$907.20	\$756.00	\$151.20
2 EE Family	\$632.50	\$550.00	\$82.50	\$660.00	\$550.00	\$110.00	\$709.50	\$550.00	\$159.50	\$660.00	\$550.00	\$110.00
	Standard PPO Retirees			Standard PPO Retirees			Standard PPO Retirees			Standard PPO Retirees		
EE	\$789.79	\$724.00	\$65.79	\$825.43	\$724.00	\$101.43	\$825.43	\$724.00	\$101.43	\$789.79	\$724.00	\$65.79
EE + Spouse	\$1,737.54	\$1,504.00	\$233.54	\$1,815.94	\$1,504.00	\$311.94	\$1,815.94	\$1,504.00	\$311.94	\$1,737.54	\$1,504.00	\$233.54
EE + Child(ren)	\$1,421.62	\$1,159.00	\$262.62	\$1,485.77	\$1,159.00	\$326.77	\$1,485.77	\$1,159.00	\$326.77	\$1,421.62	\$1,159.00	\$262.62
Family	\$2,369.37	\$1,968.00	\$401.37	\$2,476.29	\$1,968.00	\$508.29	\$2,476.29	\$1,968.00	\$508.29	\$2,369.37	\$1,968.00	\$401.37
	HDHP Retirees			HDHP Retirees			HDHP Retirees			HDHP Retirees		
EE	\$795.62	\$767.00	\$28.62	\$849.76	\$767.00	\$82.76	\$849.76	\$767.00	\$82.76	\$795.62	\$767.00	\$28.62
EE + Spouse	\$1,750.37	\$1,600.00	\$150.37	\$1,869.46	\$1,600.00	\$269.46	\$1,869.46	\$1,600.00	\$269.46	\$1,750.37	\$1,600.00	\$150.37
EE + Child(ren)	\$1,432.12	\$1,239.00	\$193.12	\$1,529.56	\$1,239.00	\$290.56	\$1,529.56	\$1,239.00	\$290.56	\$1,432.12	\$1,239.00	\$193.12
Family	\$2,386.87	\$2,099.00	\$287.87	\$2,549.27	\$2,099.00	\$450.27	\$2,549.27	\$2,099.00	\$450.27	\$2,386.87	\$2,099.00	\$287.87
	Premier Plan Retirees			Premier Plan Retirees			Premier Plan Retirees			Premier Plan Retirees		
EE	\$827.51	\$788.00	\$39.51	888.08	\$788.00	\$100.08	\$888.08	\$788.00	\$100.08	\$827.51	\$788.00	\$39.51
EE + Spouse	\$1,820.52	\$1,645.00	\$175.52	1,953.77	\$1,645.00	\$308.77	\$1,953.77	\$1,645.00	\$308.77	\$1,820.52	\$1,645.00	\$175.52
EE + Child(ren)	\$1,489.52	\$1,275.00	\$214.52	1,598.54	\$1,275.00	\$323.54	\$1,598.54	\$1,275.00	\$323.54	\$1,489.52	\$1,275.00	\$214.52
Family	\$2,482.53	\$2,162.00	\$320.53	2,664.23	\$2,162.00	\$502.23	\$2,664.23	\$2,162.00	\$502.23	\$2,482.53	\$2,162.00	\$320.53

*As enrollment, and claims change, the allocation of expenses change to the Board and/or Employees

Experience based budget rates

3 Plan Lowest Rate and Plan Changes

Projection Year Expenses			
Pooling Point	HM SL - Illustrative PEPM	Admin FI Blue PEPM	Wellness Incentives Expense
175,000	122.45	44.55	350,000

Detail budget rates

Plan 1

- No Plan or Rate Change to employees												
Tier Rates	Claim Cost < Pool Point	Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	672.45	117.34	1.00	789.79	43.00	5.4%	-	746.79	460	43.00	-	0%
EE+Sp	1,479.40	258.14	2.20	1,737.54	526.00	30.3%	-	1,211.54	11	526.00	-	0%
EE+CH(s)	1,210.41	211.20	1.80	1,421.62	406.00	28.6%	-	1,015.62	23	406.00	-	0%
EE+Fam	2,017.36	352.01	3.00	2,369.37	689.00	29.1%	-	1,680.37	123	689.00	-	0%
2 EE Family	-	-	3.00	2,369.37	157.00	6.6%	-	2,212.37	-	157.00	-	0%
Total	7,218,913	1,259,626		8,478,539	1,435,812	20.0%	-	7,042,727	617			-

Plan 2

HDHP Plan Actives - with OOP Change to 2022 MAX and Rate Change												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	678.29	117.34	1.00	795.62	112.56	14.1%	40.00	723.06	292	107.00	5.56	5%
EE+Sp	1,492.23	258.14	2.20	1,750.37	589.12	33.7%	85.00	1,246.25	45	560.00	29.12	5%
EE+CH(s)	1,220.92	211.20	1.80	1,432.12	456.57	31.9%	85.00	1,060.55	62	434.00	22.57	5%
EE+Fam	2,034.86	352.01	3.00	2,386.87	773.22	32.4%	85.00	1,698.65	107	735.00	38.22	5%
2 EE Family	-	-	3.00	2,386.87	441.00	18.5%	-	1,945.87	-	420.00	21.00	5%
Total	6,703,646	1,159,656		7,863,302	2,045,050	26.1%	358,440	6,176,692	506		Average =	5%

Plan 3

Premier Plan Actives - with Moderate OOP Change and Rate Change to employees												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	710.17	117.34	1.00	827.51	163.30	19.7%	-	664.21	417	142.00	21.30	15%
EE+Sp	1,562.38	258.14	2.20	1,820.52	662.40	36.4%	-	1,158.12	87	576.00	86.40	15%
EE+CH(s)	1,278.31	211.20	1.80	1,489.52	512.90	34.4%	-	976.62	100	446.00	66.90	15%
EE+Fam	2,130.52	352.01	3.00	2,482.53	869.40	35.0%	-	1,613.13	146	756.00	113.40	15%
2 EE Family	-	-	3.00	2,482.53	632.50	25.5%	-	1,850.03	-	550.00	82.50	15%
Total	10,451,472	1,726,812		12,178,284	3,647,368	30.2%	-	8,530,916	750		Average =	15%

Plan 4

Standard Plan Retirees - with Rate Change												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	672.45	117.34	1.00	789.79	789.79	100.0%	-	-	26	724.00	65.79	9%
EE+Sp	1,479.40	258.14	2.20	1,737.54	1,737.54	100.0%	-	-	2	1,504.00	233.54	16%
EE+CH(s)	1,210.41	211.20	1.80	1,421.62	1,421.62	100.0%	-	-	1	1,159.00	262.62	23%
Family	2,017.36	352.01	3.00	2,369.37	2,369.37	100.0%	-	-	-	1,968.00	401.37	20%
Total	259,836	45,339		305,174	305,174	100.0%	-	-	29		Average =	17%

Plan 5

HDHP Plan Retirees - with OOP Change to 2022 HDHP MAX and Rate Increase												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	678.29	117.34	1.00	795.62	795.62	100%	-	-	19	767.00	28.62	4%
EE+Sp	1,492.23	258.14	2.20	1,750.37	1,750.37	100%	-	-	-	1,600.00	150.37	9%
EE+CH(s)	1,220.92	211.20	1.80	1,432.12	1,432.12	100%	-	-	1	1,239.00	193.12	16%
EE+Fam	2,034.86	352.01	3.00	2,386.87	2,386.87	100%	-	-	-	2,099.00	287.87	14%
Total	169,300	29,287		198,588	198,588	100%	-	-	20		Average =	11%

Plan 6

Premier Plan Retirees - Moderate OOP Change and Rate Increase												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	710.17	117.34	1.00	827.51	827.51	100%	-	-	42	788.00	39.51	5%
EE+Sp	1,562.38	258.14	2.20	1,820.52	1,820.52	100%	-	-	5	1,645.00	175.52	11%
EE+CH(s)	1,278.31	211.20	1.80	1,489.52	1,489.52	100%	-	-	1	1,275.00	214.52	17%
EE+Fam	2,130.52	352.01	3.00	2,482.53	2,482.53	100%	-	-	-	2,162.00	320.53	15%
Total	467,010	77,160		544,170	544,170	100%	-	-	48		Average =	12%

Total	\$25,270,177.21	\$4,297,880.00		\$29,568,057.21	\$8,176,161.49		\$358,440.00	\$21,750,335.72	1970			10%
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Projection Year Expenses			
Pooling Point	HM SL - Illustrative PEPM	Admin FI Blue PEPM	Wellness Incentive Expense
175,000	122.45	44.55	350,000

Detail budget rates

Plan 1												
23 Standard Plan Actives												
Tier Rates	Claim Cost < Pool Point	Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	708.09	117.34	1.00	825.43	46.87	5.7%	-	778.56	460	43.00	3.87	9%
EE+Sp	1,557.80	258.14	2.20	1,815.94	573.34	31.6%	-	1,242.60	11	526.00	47.34	9%
EE+CH(s)	1,274.57	211.20	1.80	1,485.77	442.54	29.8%	-	1,043.23	23	406.00	36.54	9%
EE+Fam	2,124.28	352.01	3.00	2,476.29	751.01	30.3%	-	1,725.28	123	689.00	62.01	9%
2 EE Family	-	-	3.00	2,476.29	171.13	6.9%	-	2,305.16	-	157.00	14.13	9%
Total	7,601,515	1,259,626		8,861,142	1,565,035	20.9%	-	7,296,107	617			9%

Plan 2												
23 HDHP Plan Actives												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	732.42	117.34	1.00	849.76	118.77	14.0%	40.00	770.99	292	107.00	11.77	10%
EE+Sp	1,611.32	258.14	2.20	1,869.46	621.60	33.3%	85.00	1,332.86	45	560.00	61.60	10%
EE+CH(s)	1,318.36	211.20	1.80	1,529.56	481.74	31.5%	85.00	1,132.82	62	434.00	47.74	10%
EE+Fam	2,197.26	352.01	3.00	2,549.27	815.85	32.0%	85.00	1,818.42	107	735.00	80.85	10%
2 EE Family	-	-	3.00	2,549.27	462.00	18.1%	85.00	2,087.27	-	420.00	42.00	9%
Total	7,238,653	1,159,656		8,398,309	2,157,800	25.8%	358,440	6,598,949	506			10%

Plan 3												
23 Premier Plan Actives												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	770.74	117.34	1.00	888.08	170.40	19.2%	-	717.68	417	142.00	28.40	20%
EE+Sp	1,695.63	258.14	2.20	1,953.77	691.20	35.4%	-	1,262.57	87	576.00	115.20	20%
EE+CH(s)	1,387.33	211.20	1.80	1,598.54	535.20	33.5%	-	1,063.34	100	446.00	89.20	20%
EE+Fam	2,312.22	352.01	3.00	2,664.23	907.20	34.1%	-	1,757.03	146	756.00	151.20	20%
2 EE Family	-	-	3.00	2,664.23	660.00	24.8%	-	2,004.23	-	550.00	110.00	20%
Total	11,342,840	1,726,812		13,069,651	3,805,949	29.4%	-	9,263,702	750			20%

Plan 4												
23 Standard Plan pre65 Retirees												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	708.09	117.34	1.00	825.43	825.43	100%	-	-	26	724.00	101.43	14%
EE+Sp	1,557.80	258.14	2.20	1,815.94	1,815.94	100%	-	-	2	1,504.00	311.94	21%
EE+CH(s)	1,274.57	211.20	1.80	1,485.77	1,485.77	100%	-	-	1	1,159.00	326.77	28%
EE+Fam	2,124.28	352.01	3.00	2,476.29	2,476.29	100%	-	-	-	1,968.00	508.29	26%
Total	273,607	45,339		318,946	318,946	100%	-	-	29			22%

Plan 5												
23 HDHP pre65 Retirees												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	732.42	117.34	1.00	849.76	849.76	100%	-	-	19	767.00	82.76	11%
EE+Sp	1,611.32	258.14	2.20	1,869.46	1,869.46	100%	-	-	-	1,600.00	269.46	17%
EE+CH(s)	1,318.36	211.20	1.80	1,529.56	1,529.56	100%	-	-	1	1,239.00	290.56	23%
EE+Fam	2,197.26	352.01	3.00	2,549.27	2,549.27	100%	-	-	-	2,099.00	450.27	21%
Total	182,812	29,287		212,099	212,099	100%	-	-	20			18%

Plan 6												
23 Premier Plan pre65 Retirees												
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	770.74	117.34	1.00	888.08	888.08	100%	-	-	42	788.00	100.08	13%
EE+Sp	1,695.63	258.14	2.20	1,953.77	1,953.77	100%	-	-	5	1,645.00	308.77	19%
EE+CH(s)	1,387.33	211.20	1.80	1,598.54	1,598.54	100%	-	-	1	1,275.00	323.54	25%
EE+Fam	2,312.22	352.01	3.00	2,664.23	2,664.23	100%	-	-	-	2,162.00	502.23	23%
Total	506,839	77,160		583,999	583,999	100%	-	-	48			20%
Total	\$27,146,266.49	\$4,297,880.00		\$31,444,146.49	\$8,643,828.09		\$358,440.00	\$23,158,758.40	1970			17%

Projection Year Expenses

Pooling Point	HM SL - Illustrative PEPM	Admin FI Blue PEPM	Wellness Incentives Risk - Annual
175,000	122.45	44.55	350,000

Detail budget rates

Plan 1

23 Standard Plan Actives

Tier Rates	Claim Cost < Pool Point	Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	708.09	117.34	1.00	825.43	46.87	6%	-	778.56	460	43.00	3.87	9%
EE+Sp	1,557.80	258.14	2.20	1,815.94	573.34	32%	-	1,242.60	11	526.00	47.34	9%
EE+CH(s)	1,274.57	211.20	1.80	1,485.77	442.54	30%	-	1,043.23	23	406.00	36.54	9%
EE+Fam	2,124.28	352.01	3.00	2,476.29	751.01	30%	-	1,725.28	123	689.00	62.01	9%
2 EE Family	-	-	3.00	2,476.29	171.13	7%	-	2,305.16	-	157.00	14.13	9%
Total	7,601,515	1,259,626		8,861,142	1,565,035	21%	-	7,296,107	617			9%

Plan 2

23 HDHP Plan Actives

Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	732.42	117.34	1.00	849.76	118.77	14%	40.00	770.99	292	107.00	11.77	10%
EE+Sp	1,611.32	258.14	2.20	1,869.46	659.34	35%	85.00	1,295.12	45	560.00	99.34	15%
EE+CH(s)	1,318.36	211.20	1.80	1,529.56	508.92	33%	85.00	1,105.64	62	434.00	74.92	15%
EE+Fam	2,197.26	352.01	3.00	2,549.27	863.66	34%	85.00	1,770.61	107	735.00	128.66	15%
2 EE Family	-	-	3.00	2,549.27	483.00	19%	85.00	2,066.27	-	420.00	63.00	13%
Total	7,238,653	1,159,656		8,398,309	2,259,793	27%	358,440	6,496,957	506			14%

Plan 3

23 Premier Plan Actives

Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	770.74	117.34	1.00	888.08	170.40	19%	-	717.68	417	142.00	28.40	20%
EE+Sp	1,695.63	258.14	2.20	1,953.77	745.34	38%	-	1,208.43	87	576.00	169.34	29%
EE+CH(s)	1,387.33	211.20	1.80	1,598.54	575.30	36%	-	1,023.24	100	446.00	129.30	29%
EE+Fam	2,312.22	352.01	3.00	2,664.23	976.31	37%	-	1,687.92	146	756.00	220.31	29%
2 EE Family	-	-	3.00	2,664.23	709.50	27%	-	1,954.73	-	550.00	159.50	29%
Total	11,342,840	1,726,812		13,069,651	4,031,681	31%	-	9,037,970	750			27%

Plan 4

23 Standard Plan pre65 Retirees

Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	708.09	117.34	1.00	825.43	825.43	100%	-	-	26	724.00	101.43	14%
EE+Sp	1,557.80	258.14	2.20	1,815.94	1,815.94	100%	-	-	2	1,504.00	311.94	21%
EE+CH(s)	1,274.57	211.20	1.80	1,485.77	1,485.77	100%	-	-	1	1,159.00	326.77	28%
EE+Fam	2,124.28	352.01	3.00	2,476.29	2,476.29	100%	-	-	-	1,968.00	508.29	26%
Total	273,607	45,339		318,946	318,946	100%	-	-	29			22%

Plan 5

23 HDHP pre65 Retirees

Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	732.42	117.34	1.00	849.76	849.76	100.0%	-	-	19	767.00	82.76	11%
EE+Sp	1,611.32	258.14	2.20	1,869.46	1,869.46	100.0%	-	-	-	1,600.00	269.46	17%
EE+CH(s)	1,318.36	211.20	1.80	1,529.56	1,529.56	100.0%	-	-	1	1,239.00	290.56	23%
EE+Fam	2,197.26	352.01	3.00	2,549.27	2,549.27	100.0%	-	-	-	2,099.00	450.27	21%
Total	182,812	29,287		212,099	212,099	102.9%	-	-	20			18%

Plan 6

23 Premier Plan pre65 Retirees

Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	770.74	117.34	1.00	888.08	888.08	100.0%	-	-	42	788.00	100.08	13%
EE+Sp	1,695.63	258.14	2.20	1,953.77	1,953.77	100.0%	-	-	5	1,645.00	308.77	19%
EE+CH(s)	1,387.33	211.20	1.80	1,598.54	1,598.54	100.0%	-	-	1	1,275.00	323.54	25%
EE+Fam	2,312.22	352.01	3.00	2,664.23	2,664.23	100.0%	-	-	-	2,162.00	502.23	23%
Total	506,839	77,160		583,999	583,999		-	-	48			20%
Total	\$27,146,266.49	\$4,297,880.00		\$31,444,146.49	\$8,971,553.48		\$358,440.00	\$22,831,033.00	1970			18%

Experience based budget rates								Session: SR 2023 Budget Recommended Changes					
Pooling Point	HM SL - Illustrative PEPM	Admin FI Blue PEPM	Wellness Incentives Expense										
175,000	122.45	44.55	350,000										
Detail budget rates													
Plan 1													
Standard Plan Actives - No Plan or Rate Change to employees													
Tier Rates	Claim Cost < Pool Point	Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change	
EE	672.45	117.34	1.00	789.79	43.00	5.4%	-	746.79	460	43.00	-	0%	
EE+Sp	1,479.40	258.14	2.20	1,737.54	526.00	30.3%	-	1,211.54	11	526.00	-	0%	
EE+CH(s)	1,210.41	211.20	1.80	1,421.62	406.00	28.6%	-	1,015.62	23	406.00	-	0%	
EE+Fam	2,017.36	352.01	3.00	2,369.37	689.00	29.1%	-	1,680.37	123	689.00	-	0%	
2 EE Family	-	-	3.00	2,369.37	157.00	6.6%	-	2,212.37	-	157.00	-	0%	
Total	7,218,913	1,259,626		8,478,539	1,435,812	20.0%	-	7,042,727	617			-	
Plan 2													
HDHP Plan Actives - with OOP Change to 2022 MAX and Rate Change													
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change	
EE	678.29	117.34	1.00	795.62	112.56	14.1%	40.00	723.06	292	107.00	5.56	5%	
EE+Sp	1,492.23	258.14	2.20	1,750.37	589.12	33.7%	85.00	1,246.25	45	560.00	29.12	5%	
EE+CH(s)	1,220.92	211.20	1.80	1,432.12	456.57	31.9%	85.00	1,060.55	62	434.00	22.57	5%	
EE+Fam	2,034.86	352.01	3.00	2,386.87	773.22	32.4%	85.00	1,698.65	107	735.00	38.22	5%	
2 EE Family	-	-	3.00	2,386.87	441.00	18.5%	-	1,945.87	-	420.00	21.00	5%	
Total	6,703,646	1,159,656		7,863,302	2,045,050	26.1%	358,440	6,176,692	506			5%	
Plan 3													
23 Premier Plan Actives - with OOP Change and Rate Change													
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change	
EE	710.17	117.34	1.00	827.51	170.40	19.7%	-	657.11	417	142.00	28.40	20%	
EE+Sp	1,562.38	258.14	2.20	1,820.52	691.20	36.4%	-	1,129.32	87	576.00	115.20	20%	
EE+CH(s)	1,278.31	211.20	1.80	1,489.52	535.20	34.4%	-	954.32	100	446.00	89.20	20%	
EE+Fam	2,130.52	352.01	3.00	2,482.53	907.20	35.0%	-	1,575.33	146	756.00	151.20	20%	
2 EE Family	-	-		2,482.53	660.00	26.6%	-	1,822.53	-	550.00	110.00	20%	
Total	10,451,472	1,726,812		12,178,284	3,805,949	30.4%	-	8,372,335	750			20%	
Plan 4													
Standard Plan Retirees - with Rate Change													
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change	
EE	672.45	117.34	1.00	789.79	789.79	100.0%	-	-	26	724.00	65.79	9%	
EE+Sp	1,479.40	258.14	2.20	1,737.54	1,737.54	100.0%	-	-	2	1,504.00	233.54	16%	
EE+CH(s)	1,210.41	211.20	1.80	1,421.62	1,421.62	100.0%	-	-	1	1,159.00	262.62	23%	
Family	2,017.36	352.01	3.00	2,369.37	2,369.37	100.0%	-	-	-	1,968.00	401.37	20%	
Total	259,836	45,339		305,174	305,174	100.0%	-	-	29			17%	
Plan 5													
HDHP Plan Retirees - with OOP Change to 2022 HDHP MAX and Rate Increase													
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change	
EE	678.29	117.34	1.00	795.62	795.62	100%	-	-	19	767.00	28.62	4%	
EE+Sp	1,492.23	258.14	2.20	1,750.37	1,750.37	100%	-	-	-	1,600.00	150.37	9%	
EE+CH(s)	1,220.92	211.20	1.80	1,432.12	1,432.12	100%	-	-	1	1,239.00	193.12	16%	
EE+Fam	2,034.86	352.01	3.00	2,386.87	2,386.87	100%	-	-	-	2,099.00	287.87	14%	
Total	169,300	29,287		198,588	198,588	100%	-	-	20			11%	
Plan 6													
23 Premier Plan pre65 Retirees - with OOP Change and Rate Change													
Tier Rates	Claim Cost < Pool Point	Total Fixed Expenses	Tier Ratios	Rates (expenses spread)	EE Contribs	EE Contrib % of Rates	Savings Acct Contribs	Net Plan Cost	Predicted Enrollments	Current EE Rate	Difference	% Change	
EE	710.17	117.34	1.00	827.51	827.51	100%	-	-	42	788.00	39.51	5%	
EE+Sp	1,562.38	258.14	2.20	1,820.52	1,820.52	100%	-	-	5	1,645.00	175.52	11%	
EE+CH(s)	1,278.31	211.20	1.80	1,489.52	1,489.52	100%	-	-	1	1,275.00	214.52	17%	
EE+Fam	2,130.52	352.01	3.00	2,482.53	2,482.53	100%	-	-	-	2,162.00	320.53	15%	
Total	467,010	77,160		544,170	544,170	100%	-	-	48			12%	
Total	25,270,177	4,297,880		29,568,057	8,334,743		358,440	21,591,755	1,970			11%	
Claims number includes margin for Max Claims at 96%													

Company Name: Santa Rosa County Schools

Plan Comparison

	Base Case	Scenario
Session	22 SR Standard Plan	23 SR Standard Plan
Scenario	No Changes	NO Plan Changes
Plan Effective Date	1/1/2022	1/1/2023

	Current Plan Design		Proposed Plan Design		Current vs. Proposed	
	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network
Deductibles						
Individual	2,000	6,000	2,000	6,000	0	0
Family	6,000	18,000	6,000	18,000	0	0
Coinsurance	70%	50%	70%	50%	0%	0%
Max. Out of Pocket						
Individual	8,700	0	8,700	0	0	0
Family	17,400	0	17,400	0	0	0
Copays						
Emergency Room	400	400	400	400	0	0
Urgent Care	80	Ded. + Coinsurance	80	Ded. + Coinsurance	0	0
Physician - Primary Care	40	Ded. + Coinsurance	40	Ded. + Coinsurance	0	0
Physician - Specialist	80	Ded. + Coinsurance	80	Ded. + Coinsurance	0	0
Rx	Retail	Mail Order	Retail	Mail Order	Retail	Mail Order
Generic	15	37.5	15	37.5	0	0
Brand - Formulary	60	150	60	150	0	0
Brand - Non-Formulary	100	250	100	250	0	0
Specialty	500	500	500	500	0	0

* Deductible + Coinsurance + Copays; does not include employee contributions

Company Name: Santa Rosa County Schools

Plan Comparison

	Base Case		Scenario		
Session	22 SR HDHP		23 SR HDHP		
Scenario	CURRENT DESIGN		2022 HDHP MAX		
Plan Effective Date	1/1/2022		1/1/2023		
	Current Plan Design		Proposed Plan Design		Current vs. Proposed
	In Network	Out of Network	In Network	Out of Network	In Network Out of Network
Deductibles					
Individual	2,500	10,000	2,500	10,000	0 0
Family	5,000	10,000	5,000	10,000	0 0
Coinsurance	80%	60%	80%	60%	0% 0%
Max. Out of Pocket					
Individual	5,000	0	7,050	0	2,050 0
Family	10,000	0	14,100	0	4,100 0
Copays					
Emergency Room	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	0 0
Urgent Care	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	0 0
Physician - Primary Care	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	0 0
Physician - Specialist	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	0 0
Rx	Retail	Mail Order	Retail	Mail Order	Retail Mail Order
Generic	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	0 0
Brand - Formulary	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	0 0
Brand - Non-Formulary	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	0 0
Specialty	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	Ded. + Coinsurance	0 0

* Deductible + Coinsurance + Copays; does not include employee contributions

Company Name: Santa Rosa County Schools

Plan Comparison

	Base Case	Scenario
Session	22 SR Premier Plan	23 SR Premier Plan
Scenario	Actives	Moderate OOP Increase
Plan Effective Date	1/1/2022	1/1/2023

	Current Plan Design		Proposed Plan Design		Current vs. Proposed	
	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network
Deductibles						
Individual	1,000	2,000	1,000	2,000	0	0
Family	3,000	6,000	3,000	6,000	0	0
Coinsurance	90%	60%	90%	60%	0%	0%
Max. Out of Pocket						
Individual	3,000	0	6,000	0	3,000	0
Family	6,000	0	12,000	0	6,000	0
Copays						
Emergency Room	250	Ded. + Coinsurance	250	Ded. + Coinsurance	0	0
Urgent Care	75	Ded. + Coinsurance	75	Ded. + Coinsurance	0	0
Physician - Primary Care	35	Ded. + Coinsurance	35	Ded. + Coinsurance	0	0
Physician - Specialist	65	Ded. + Coinsurance	65	Ded. + Coinsurance	0	0
Rx	Retail	Mail Order	Retail	Mail Order	Retail	Mail Order
Generic	5	12.5	5	12.5	0	0
Brand - Formulary	55	137.5	55	137.5	0	0
Brand - Non-Formulary	75	187.5	75	187.5	0	0
Specialty	15% coinsurance up to a max. of \$500 per prescription	Coinsurance	15% coinsurance up to a max. of \$500 per prescription	Coinsurance	0	0

* Deductible + Coinsurance + Copays; does not include employee contributions