



SANTA ROSA

COUNTY DISTRICT SCHOOLS

October 13th, 2022



Santa Rosa School Board 2023 Final Budget Health Plan Review

2023 Health Plan Funding

Santa Rosa County District Schools	Strategy Approved by Insurance Committee w Plan & Rate Changes Actives/p65 Ret (9.6.2022)	Recast of Strategy with Firm Stop Loss Quote w Plan & Rate Changes Actives/p65 RET	Recast of Strategy with Firm Stop Loss Quote w Plan changes & No change to Active EE rates
Claim Cost < Pool Point	\$25,270,177	\$25,037,907	\$25,037,907
Total Fixed Expenses	\$4,297,880	\$3,245,191	\$3,245,191
Total Funding	\$29,568,057	\$28,283,098	\$28,283,098
EE Contribs	\$8,334,743	\$8,289,848	\$7,553,988
Savings Acct Contribs	\$358,440	\$358,440	\$358,440
Board Funding	\$21,591,755	\$20,351,689	\$21,087,730
Predicted Enrollments	1970	1970	1970
Max. Claims Liability Funding Level	96%	100%	100%

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

Approved Scenario 1, Sept. 6, 2022 and rescinded 10/13/2022: Rate Change and Plan Changes to Employees and Retirees

- 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 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, Approved 10/13/2022 : No Rate Change to Active Employees and Plan Changes to Employees and Retirees

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

Note: 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.

Detail budget rates: Amended, Approved on 9/6/2022 and rescinded on 10/13/2022

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%	-	746.79	460	43.00	-	0%	
EE+Sp	1,479.40	258.14	2.20	1,737.54	526.00	30%	-	1,211.54	11	526.00	-	0%	
EE+CH(s)	1,210.41	211.20	1.80	1,421.62	406.00	29%	-	1,015.62	23	406.00	-	0%	
EE+Fam	2,017.36	352.01	3.00	2,369.37	689.00	29%	-	1,680.37	123	689.00	-	0%	
2 EE Family	-	-	3.00	2,369.37	157.00	7%	-	2,212.37	-	157.00	-	0%	
Total	\$7,218,913	\$1,259,626		\$8,478,539	\$1,435,812	20%	-	\$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%	40.00	723.06	292	107.00	5.56	5%	
EE+Sp	1,492.23	258.14	2.20	1,750.37	589.12	34%	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	32%	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%	85.00	1,698.65	107	735.00	38.22	5%	
2 EE Family	-	-	3.00	2,386.87	441.00	18%	-	1,945.87	-	420.00	21.00	5%	
Total	\$6,703,646	\$1,159,656		\$7,863,302	\$2,045,050	26%	\$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	20%	-	657.11	417	142.00	28.40	20%	
EE+Sp	1,562.38	258.14	2.20	1,820.52	691.20	36%	-	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%	-	954.32	100	446.00	89.20	20%	
EE+Fam	2,130.52	352.01	3.00	2,482.53	907.20	35%	-	1,575.33	146	756.00	151.20	20%	
2 EE Family	-	-		2,482.53	660.00	27%	-	1,822.53	-	550.00	110.00	20%	
Total	\$10,451,472	\$1,726,812		\$12,178,284	\$3,805,949	30%	-	\$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%	-	-	26	724.00	65.79	9%	
EE+Sp	1,479.40	258.14	2.20	1,737.54	1,737.54	100%	-	-	2	1,504.00	233.54	16%	
EE+CH(s)	1,210.41	211.20	1.80	1,421.62	1,421.62	100%	-	-	1	1,159.00	262.62	23%	
Family	2,017.36	352.01	3.00	2,369.37	2,369.37	100%	-	-	-	1,968.00	401.37	20%	
Total	\$259,836	\$45,339		\$305,174	\$305,174	100%	-	-	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%	
Grand Total	\$25,270,177	\$4,297,880		\$29,568,057	\$8,334,743		\$358,440	\$21,591,755	1,970			11%	

Detail budget rates: Approved on 10/13/2022, 100% Funding, Plan Change | NO Rate Change

Plan 1 Standard PPO Actives - No Plan Changes

Tier Rates	Maximum Claims Cost	Total Fixed Expenses	Tier Ratios	Total Rate	EE Contribs	EE Contrib % of Rates	Health Savings Account	SRCDs Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	669.93	88.60	1.00	758.52	43.00	6%	-	715.52	460	43.00	-	0%
EE+Sp	1,473.84	194.91	2.20	1,668.75	526.00	32%	-	1,142.75	11	526.00	-	0%
EE+CH(s)	1,205.87	159.47	1.80	1,365.34	406.00	30%	-	959.34	23	406.00	-	0%
EE+Fam	2,009.78	265.79	3.00	2,275.57	689.00	30%	-	1,586.57	123	689.00	-	0%
2 EE Fam	-	-	-	2,275.57	157.00	7%	-	2,118.57	617	157.00	-	0%
Total	\$7,191,807	\$951,103		\$8,142,910	\$1,435,812	21%	-	\$6,707,098	617			-

Plan 2 HDHP Actives 2022 ACA Max OOP - \$7050 Individual | \$14100 Family

Tier Rates	Maximum Claims Cost	Total Fixed Expenses	Tier Ratios	Total Rate	EE Contribs	EE Contrib % of Rates	Health Savings Account	SRCDs Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	670.87	88.60	1.00	759.47	107.00	14%	40.00	692.47	292	107.00	-	0%
EE+Sp	1,475.92	194.91	2.20	1,670.83	560.00	34%	85.00	1,195.83	45	560.00	-	0%
EE+CH(s)	1,207.57	159.47	1.80	1,367.05	434.00	32%	85.00	1,018.05	62	434.00	-	0%
EE+Fam	2,012.62	265.79	3.00	2,278.41	735.00	32%	85.00	1,628.41	107	735.00	-	0%
2EE Fam	-	-	-	2,278.41	420.00	18%	-	1,858.41	506	420.00	-	0%
Total	\$6,630,374	\$875,619		\$7,505,993	\$1,943,964	26%	\$358,440	\$5,920,469	506			0%

Plan 3 Premier PPO Actives - OOP Max \$6000 Individual | \$12000 Family

Tier Rates	Maximum Claims Cost	Total Fixed Expenses	Tier Ratios	Total Rate	EE Contribs	EE Contrib % of Rates	Health Savings Account	SRCDs Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	701.78	88.60	1.00	790.37	142.00	18%	-	648.37	417	142.00	-	0%
EE+Sp	1,543.91	194.91	2.20	1,738.82	576.00	33%	-	1,162.82	87	576.00	-	0%
EE+CH(s)	1,263.20	159.47	1.80	1,422.67	446.00	31%	-	976.67	100	446.00	-	0%
EE+Fam	2,105.33	265.79	3.00	2,371.12	756.00	32%	-	1,615.12	146	756.00	-	0%
2 EE Fam	-	-	-	2,371.12	550.00	23%	-	1,821.12	750	550.00	-	0%
Total	\$10,327,926	\$1,303,860		\$11,631,786	\$3,171,624	28%	-	\$8,460,162	750			0%

Plan 4 Standard PPO Pre65 - No Plan Changes

Tier Rates	Maximum Claims Cost	Total Fixed Expenses	Tier Ratios	Total Rate	EE Contribs	EE Contrib % of Rates	Health Savings Account	SRCDs Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	669.93	88.60	1.00	758.52	758.52	100%	-	-	26	724.00	34.52	5%
EE+Sp	1,473.84	194.91	2.20	1,668.75	1,668.75	100%	-	-	2	1,504.00	164.75	11%
EE+CH(s)	1,205.87	159.47	1.80	1,365.34	1,365.34	100%	-	-	1	1,159.00	206.34	18%
EE+Fam	2,009.78	265.79	3.00	2,275.57	2,275.57	100%	-	-	-	1,968.00	307.57	16%
Total	\$258,860	\$34,234		\$293,094	\$293,094	100%	-	-	29			12%

Plan 5 HDHP Pre65 - 22 ACA Max OOP - \$7050 Individual | \$14100 Family

Tier Rates	Maximum Claims Cost	Total Fixed Expenses	Tier Ratios	Total Rate	EE Contribs	EE Contrib % of Rates	Health Savings Account	SRCDs Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	670.87	88.60	1.00	759.47	759.47	100%	-	-	19	767.00	(7.53)	-1%
EE+Sp	1,475.92	194.91	2.20	1,670.83	1,670.83	100%	-	-	-	1,600.00	70.83	4%
EE+CH(s)	1,207.57	159.47	1.80	1,367.05	1,367.05	100%	-	-	1	1,239.00	128.05	10%
EE+Fam	2,012.62	265.79	3.00	2,278.41	2,278.41	100%	-	-	-	2,099.00	179.41	9%
Total	\$167,450	\$22,114		\$189,564	\$189,744	100%	-	-	20			6%

Plan 6 Premier PPO Pre65 - OOP Max \$6000 Individual | \$12000 Family

Tier Rates	Maximum Claims Cost	Total Fixed Expenses	Tier Ratios	Total Rate	EE Contribs	EE Contrib % of Rates	Health Savings Account	SRCDs Cost	Predicted Enrollments	Current EE Rate	Difference	% Change
EE	701.78	88.60	1.00	790.37	790.37	100%	-	-	42	788.00	2.37	0%
EE+Sp	1,543.91	194.91	2.20	1,738.82	1,738.82	100%	-	-	5	1,645.00	93.82	6%
EE+CH(s)	1,263.20	159.47	1.80	1,422.67	1,422.67	100%	-	-	1	1,275.00	147.67	12%
EE+Fam	2,105.33	265.79	3.00	2,371.12	2,371.12	100%	-	-	-	2,162.00	209.12	10%
Total	\$461,489	\$58,261		\$519,750	\$519,750	100%	-	-	48			7%
Grand Total	\$25,037,907	\$3,245,191		\$28,283,098	\$7,553,988		\$358,440	\$21,087,730	1,970			4%