

## Stacey Cockroft

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**From:** Stacey Cockroft  
**Sent:** Wednesday, September 30, 2020 8:41 AM  
**To:** Anne McCabe; Dave Jones; David Brighton; Dylan Hooper; Elizabeth Hayes; Janette Latimer; Jimmy Love; Joel Burns; John Sanborn; Jordan Chilson; Nicolette Corbett; Vaughn Dosko  
**Subject:** Specific Stop Loss 8/31/2020

Good Morning,

Below is the specific stop loss report through 8/31/2020. Please note the first two members have been lasered, so there will be no reimbursement for those individuals. One member is over the \$250,000 threshold at this time.

Subscriber	Total Amt	Amt over Spec	Amt Requested	Amt Reimbursed	Non Reimbursed Expenses	Amt Open
1 <b>LASERED</b>	\$ 966,733.64					
2 <b>LASERED</b>	\$ 954,663.92					
3	\$ 281,598.09	\$ 31,598.09	\$ 31,598.09	\$ 31,598.09		\$ -
4	\$ 214,172.77					
5	\$ 183,134.92					
6	\$ 155,937.44					
7	\$ 139,212.87					
8	\$ 198,388.21					
9	\$ 129,281.51					
10	\$ 172,629.57					
11	\$ 156,817.41					
12	\$ 166,872.79					
13	\$ 151,647.00					
	<b>\$ 3,871,090.14</b>	<b>\$ 31,598.09</b>	<b>\$ 31,598.09</b>	<b>\$ 31,598.09</b>	<b>\$ -</b>	<b>\$ -</b>

**HDHP (HRA & HSA) - July 1, 2020 through June 30, 2021**

Kenai Peninsula Borough School District	<u>Reserve Account</u>	<u>As of 6-30-19</u>	<u>As of 6-30-20</u>	FY21 Monthly Contribution
	Employee Share	471,065.27	1,406,512.43	HDHP - July - June
Health Care Committee Monthly recap	Employer Share	1,572,408.17	4,870,282.48	Employee Share *
as of August 31, 2020.				Employer Share
				369.67
				<u>2,223.83</u>
				2,593.50

This document is provided to the Health Care Committee as a work paper to recap the contributions to and expenditures from the Health Care Plan each month. It is to be used primarily as an aid in estimating costs of the plan to determine if changes should be made in employee contribution amounts. Every effort is made to provide current and accurate information, but this information is not audited until after the end of the fiscal year.

	Number of Employees	YTD Employees	Current Month Obligations	YTD Obligations	Contributions Current Month Collected	Contributions YTD Collected
<b>Employees</b>						
KPEA Employees - HDHP	560	1,061	207,015.20	392,219.87	-	(1,109.00)
KPESA Employees - HDHP	316	624	116,815.72	230,674.08	10,011.90	18,545.13
Administrators - HDHP	56	112	20,701.52	41,403.04	4,066.37	8,132.74
Board Members - HDHP	3	6	1,109.01	2,218.02	950.00	2,672.66
Exempt Employees - HDHP	25	50	9,241.75	18,483.50	9,275.36	18,147.44
<b>Total Employees on Payroll</b>	<b>960</b>	<b>1,853</b>	<b>354,883.20</b>	<b>684,998.51</b>	<b>24,303.63</b>	<b>46,388.97</b>
COBRA HD Payers (FY21 = \$2055.94)	5	10	10,279.70	20,559.40	5,434.68	15,714.38
<b>Total Employees</b>	<b>965</b>	<b>1,863</b>	<b>Total 365,162.90 *</b>	<b>705,557.91</b>	<b>29,738.31</b>	<b>62,103.35</b>

\* Current month employee obligations are a calculation of "Number of Employees" eligible for health care coverage during that month times the "Employee Share" (shown in the upper right corner of the sheet).

\*\* Affordable Care Act (ACA) coverage is offered to employees once eligibility is determined. Eligibility is based on number of hours worked during the measurement period.

<b>Total Employer</b>	960	1,853	<u>2,134,876.80</u>	<u>4,120,756.99</u>	<u>147,038.13</u>	<u>276,839.91</u>
<b>Total Employees + Employer</b>			<b>2,500,039.70</b>	<b>4,826,314.90</b>	<b>176,776.44</b>	<b>338,943.26</b>

Kenai Peninsula Borough School District

Health Care Committee Monthly recap  
as of August 31, 2020.

**Expenditures**

Since the health care plan is self-funded, both employee and employer contributions are collected and bills are paid from the accumulated funds.

HDHP

	August	Year-To-Date
<b>Claims</b>		
Health Care Claims paid by TPA (Rehn)	1,994,217.09	2,869,623.71
Prescription Claims paid by Caremark	486,893.62	572,045.09
HRA	57,088.49	96,638.83
HSA	8,000.00	64,800.00
<b>Total Claims Paid</b>	<b>2,546,199.20</b>	<b>3,603,107.63</b>
<b>Administration</b>		
TPA (Rehn) fees and costs	25,499.63	51,436.20
Aetna Administration Fees	21,026.81	41,595.02
Consultant Fees	-	-
Stop Loss Premiums	215,760.93	427,521.93
RX Health	-	-
Affordable Care Act Fee	-	21,666.89
<b>Total Administration</b>	<b>262,287.37</b>	<b>542,220.04</b>
<b>Total Claims plus Administration</b>	<b>2,808,486.57</b>	<b>4,145,327.67</b>
<b>Adjustments</b>		
Stop Loss reimbursements	(2,057.96)	(31,598.09)
Prescription Rebates	(180,727.84)	(180,727.84)
Health Care Claims refund	-	-
Claims reimbursements	(50.00)	(748.17)
Other adjustments - Legal Opinion	-	-
<b>Total Adjustments</b>	<b>(182,835.80)</b>	<b>(213,074.10)</b>
<b>Total Expenditures</b>	<b>2,625,650.77</b>	<b>3,932,253.57</b>

**Obligations/Contributions**

Health care obligations and contributions provide employee and employer amounts of health care contributions using different calculation methods.

Obligations are estimates of funds that employees and the district will be obligated to contribute, based on the plan year (July through June).

Returning employees are covered by the health care plan for the entire plan year, meaning the 12 month period July through June; both employee and employer are obligated to pay for 12 months of coverage. New employees pay for coverage from date of hire through June, the end of the plan year. If an employee works at all during a month, both employee and employer pay for the entire month of coverage.

Actual Contributions made by employees and benefits paid by the employer during the payroll process are shown on the sheet in the columns labeled "Collected." The division of payments is governed by the Collective Bargaining Agreements and Memorandums of Understanding between the district and the employee groups.

Employee-paid contributions are deductions from payroll checks. Employees who work 12 months make contributions each pay period. Many school district employees do not work 12 months, so contributions are collected for those employees during the 9 month period from September through May.

For this reason, contributions are generally larger than obligations for September through May and contributions are generally smaller than obligations for June, July and August.

The "Collected" columns show what is actually available for paying health care costs. The "Obligations" show what is estimated to be available by month, based on number of employees at the current rate of contributions.

**HDHP (HRA & HSA) - July 1, 2020 through June 30, 2021**

**Kenai Peninsula Borough School District  
Healthcare Expenditures Split  
as of August 31, 2020.**

YTD Participants	1,863
Net Expenditures	3,932,253.57
ER - Employer portion (85%)	<u>3,342,415.53</u>
EE - Employee portion (15%)	<u>589,838.04</u>
Total ER & EE Expenditures	3,932,253.57

<b>Through Current Month</b>	<b>YTD EXP</b>	<b>YTD REV</b>	<b>REV Less EXP</b>
Employer	3,342,415.53	276,839.91	(3,065,575.62)
Employee	<u>589,838.04</u>	<u>62,103.35</u>	<u>(527,734.69)</u>
<b>Totals</b>	3,932,253.57	338,943.26	(3,593,310.31)

<b>Obligation per Employee FY20</b>		<b>Year-to-date</b>	<b>Current Variance</b>
369.67/2223.83ER Split	2,593.50	<u>2,593.50</u>	
Monthly Cost per Employee - ER		1794.10	429.73
Monthly Cost per Employee - EE + Cobra		<u>316.61</u>	53.06
		2110.71	
		<b>482.79</b>	<b>482.79</b>

Obligations indicate the funds that will be accumulated per employee per month. Expenditures are amounts that have been paid through the plan.

A positive number for "current variance" represents the amount per employee per month that is estimated to be collected above the amount spent year-to-date. A negative number represents the amount of expenditures (per employee per month) that are more than what is estimated to be collected for payment of those expenditures.