

Stacey Cockroft

From: Stacey Cockroft
Sent: Monday, January 25, 2021 12:50 PM
To: Anne McCabe; Dave Jones; Dylan Hooper; Elizabeth Hayes; Eric Simonsen; Janette Latimer; Jeffrey Moore; Jimmy Love; Joel Burns; Jordan Chilson; Nicolette Corbett; Vaughn Dosko
Subject: RE: Specific Stop Loss 12/31/2020

Good Afternoon,

Below is the *corrected* specific stop loss report through 12/31/2020. We are waiting for \$120,237.18 in reimbursements. There were 7 members who exceeded the \$250,000 specific threshold in Calendar Year 2020.

Subscriber	Total Amt	Amt over Spec	Amt Requested	Amt Reimbursed	Non Reimbursed Expenses	Amt Open
1 - <i>LASERED</i>	\$ 1,647,114.24	\$ 147,114.24	\$ 147,114.24	\$ -		\$ 147,114.24
2 - <i>LASERED</i>	\$ 1,636,789.14	\$ 36,789.14	\$ 36,789.14	\$ -		\$ 36,789.14
3	\$ 363,971.54	\$ 113,971.54	\$ 113,971.54	\$ 83,674.53		\$ 30,297.01
4	\$ 299,908.13	\$ 49,908.13	\$ 49,908.13	\$ 21,641.98		\$ 28,266.15
5	\$ 290,268.95	\$ 40,268.95	\$ 40,268.95	\$ -		\$ 40,268.95
6	\$ 281,598.09	\$ 31,598.09	\$ 31,598.09	\$ 31,598.09		\$ -
7	\$ 275,060.42	\$ 25,060.42	\$ 25,060.42	\$ 3,655.35		\$ 21,405.07
	\$ 4,794,710.51	\$ 444,710.51	\$ 444,710.51	\$ 140,569.95	\$ -	\$ 304,140.56

~~\$ (147,114.24)~~
~~\$ (36,789.14)~~
~~\$ 120,237.18~~

Stacey Cockroft

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	<u>HDHP - July - June</u>
Health Care Committee Monthly recap as of November 30, 2020.	Employer Share	1,572,408.17	4,870,282.48	Employee Share * 392.44
				Employer Share <u>2,223.83</u>
				2,616.27

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
Employees						
KPEA Employees - HDHP	556	2,729	\$ 218,196.64	\$ 1,070,968.76	\$ 287,836.04	\$ 864,450.07
KPESA Employees - HDHP	322	1,584	126,365.68	621,624.96	164,530.87	510,904.36
Administrators - HDHP	56	280	21,976.64	109,883.20	27,913.14	91,872.16
Board Members - HDHP	3	15	1,177.32	5,886.60	775.00	5,188.75
Exempt Employees - HDHP	25	125	9,811.00	49,055.00	9,958.36	48,022.52
Total Employees on Payroll	962	4,733	377,527.28	1,857,418.52	491,013.41	1,520,437.86
COBRA HD Payers (FY21 = \$2055.94)	2	16	4,111.88	32,895.04	4,111.88	23,938.14
Total Employees	964	4,749	381,639.16 *	1,890,313.56	495,125.29	1,544,376.00

* 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.

Total Employer	962	4,733	<u>2,139,324.46</u>	<u>10,525,387.39</u>	<u>2,783,112.54</u>	<u>8,630,673.73</u>
Total Employees + Employer			\$ 2,520,963.62	\$ 12,415,700.95	\$ 3,278,237.83	\$ 10,175,049.73

Health Care Committee Monthly recap
as of November 30, 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

	November	Year-To-Date
Claims		
Health Care Claims paid by TPA (Rehn)	\$ 1,615,191.45	\$ 7,293,722.82
Prescription Claims paid by Caremark	558,307.32	2,165,815.63
HRA	59,556.67	233,228.80
HSA	1,066.66	72,266.67
Total Claims Paid	<u>2,234,122.10</u>	<u>9,765,033.92</u>
Administration		
TPA (Rehn) fees and costs	33,506.30	125,623.97
Aetna Administration Fees	22,035.73	107,427.05
Consultant Fees	4,933.33	24,666.65
Stop Loss Premiums	228,231.30	1,116,921.63
RX Health	-	-
Affordable Care Act Fee	-	43,317.02
Total Administration	<u>288,706.66</u>	<u>1,417,956.32</u>
Total Claims plus Administration	2,522,828.76	11,182,990.24
Adjustments		
Stop Loss reimbursements	(66,783.39)	(98,381.48)
Prescription Rebates	(166,984.52)	(394,318.85)
Health Care Claims refund	-	-
Claims reimbursements	(50.00)	(1,648.17)
Other adjustments - Legal Opinion	-	-
Total Adjustments	<u>(233,817.91)</u>	<u>(494,348.50)</u>
Total Expenditures	<u>\$ 2,289,010.85</u>	<u>\$ 10,688,641.74</u>

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 November 30, 2020.

YTD Participants	4,749
Net Expenditures	\$ 10,688,641.74
ER - Employer portion (85%)	<u>9,085,345.48</u>
EE - Employee portion (15%)	<u>1,603,296.26</u>
Total ER & EE Expenditures	\$ 10,688,641.74

Through Current Month	YTD EXP	YTD REV	REV Less EXP
Employer	\$ 9,085,345.48	\$ 8,630,673.73	\$ (454,671.75)
Employee	<u>1,603,296.26</u>	<u>1,544,376.00</u>	<u>(58,920.26)</u>
Totals	\$ 10,688,641.74	\$ 10,175,049.73	\$ (513,592.01)

Obligation per Employee FY21		<u>Year-to-date</u>	<u>Current Variance</u>
392.44/2223.83ER Split	2,616.27	2,616.27	
Monthly Cost per Employee - ER		1913.11	310.72
Monthly Cost per Employee - EE + Cobra		<u>337.61</u>	<u>54.83</u>
		2250.71	
		365.56	365.56

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.

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	<u>HDHP - July - June</u>
Health Care Committee Monthly recap as of December 31, 2020.	Employer Share	1,572,408.17	4,870,282.48	Employee Share * 392.44
				Employer Share <u>2,223.83</u>
				2,616.27

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	Number of Employees	YTD Employees	Current Month Obligations	YTD Obligations	Contributions Current Month Collected	Contributions YTD Collected
Employees						
KPEA Employees - HDHP	556	3,285	\$ 218,196.64	\$ 1,289,165.40	\$ 287,966.88	\$ 1,152,416.95
KPESA Employees - HDHP	323	1,907	126,758.12	748,383.08	165,735.42	676,639.78
Administrators - HDHP	56	336	21,976.64	131,859.84	27,913.14	119,785.30
Board Members - HDHP	3	18	1,177.32	7,063.92	775.00	5,963.75
Exempt Employees - HDHP	25	150	9,811.00	58,866.00	9,958.36	57,980.88
Total Employees on Payroll	963	5,696	377,919.72	2,235,338.24	492,348.80	2,012,786.66
COBRA HD Payers (FY21 = \$2,668.59)	1	17	2,668.59	34,950.98	7,393.12	31,331.26
Total Employees	964	5,713	380,588.31 *	2,270,289.22	499,741.92	2,044,117.92

* 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.

Total Employer	963	5,696	<u>2,141,548.29</u>	<u>12,666,935.68</u>	<u>2,781,784.40</u>	<u>11,412,458.13</u>
Total Employees + Employer			\$ 2,522,136.60	\$ 14,937,224.90	\$ 3,281,526.32	\$ 13,456,576.05

Kenai Peninsula Borough School District

Health Care Committee Monthly recap
as of December 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

Claims	December	Year-To-Date
Health Care Claims paid by TPA (Rehn)	\$ 2,059,637.83	\$ 9,353,360.65
Prescription Claims paid by Caremark	562,108.59	2,727,924.22
HRA	39,683.90	272,912.70
HSA	533.33	72,800.00
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Total Claims Paid	2,661,963.65	12,426,997.57
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Administration		
TPA (Rehn) fees and costs	23,688.08	149,312.05
Aetna Administration Fees	22,081.59	129,508.64
Consultant Fees	4,933.33	29,599.98
Stop Loss Premiums	227,525.43	1,344,447.06
RX Health	4,207.50	4,207.50
Affordable Care Act Fee	-	43,317.02
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Total Administration	282,435.93	1,700,392.25
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Total Claims plus Administration	2,944,399.58	14,127,389.82
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Adjustments		
Stop Loss reimbursements	(42,188.47)	(140,569.95)
Prescription Rebates	(13,268.12)	(407,586.97)
Health Care Claims refund	(14,547.34)	(14,547.34)
Claims reimbursements	(50.00)	(1,698.17)
Other adjustments - Legal Opinion	-	-
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Total Adjustments	(70,053.93)	(564,402.43)
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Total Expenditures	\$ 2,874,345.65	\$ 13,562,987.39

Obligations/Contributions

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Healthcare Expenditures Split
as of December 31, 2020.**

YTD Participants	5,713
Net Expenditures	\$ 13,562,987.39
ER - Employer portion (85%)	<u>11,528,539.28</u>
EE - Employee portion (15%)	<u>2,034,448.11</u>
Total ER & EE Expenditures	\$ 13,562,987.39

Through Current Month	<u>YTD EXP</u>	<u>YTD REV</u>	<u>REV Less EXP</u>
Employer	\$ 11,528,539.28	\$ 11,412,458.13	\$ (116,081.15)
Employee	<u>2,034,448.11</u>	<u>2,044,117.92</u>	<u>9,669.81</u>
Totals	\$ 13,562,987.39	\$ 13,456,576.05	\$ (106,411.34)

Obligation per Employee FY21		<u>Year-to-date</u>	<u>Current Variance</u>
392.44/2223.83ER Split	2,616.27	2,616.27	
Monthly Cost per Employee - ER		2017.95	205.88
Monthly Cost per Employee - EE + Cobra		<u>356.11</u>	<u>36.33</u>
		2374.06	
		242.21	242.21

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.