

## Stacey Vinson

---

**From:** Stacey Vinson  
**Sent:** Thursday, August 19, 2021 11:50 AM  
**To:** Anne McCabe; Dylan Hooper; Elizabeth Hayes; Eric Simonsen; Jeffrey Moore; Jimmy Love; Joel Burns; Jordan Chilson; Nicolette Corbett; Vaughn Dosko  
**Subject:** Specific Stop Loss 7/31/2021

Good Afternoon,

Below is the Voya specific stop loss report through 7/31/2021.

Subscriber	Total Amt	Amt over Spec	Amt Requested	Amt Reimbursed	Non Reimbursed Expenses	Amt Open
1 - <b>LASERED</b>	\$ 958,815.58					
2 - <b>LASERED</b>	\$ 946,158.44					
3	\$ 786,423.28	\$ 536,423.28	\$ 536,423.28	\$ 232,513.64	\$ -	\$ 303,909.64
4	\$ 323,801.57	\$ 73,801.57	\$ 73,801.57	\$ 57,171.64	\$ -	\$ 16,629.93
	<b>\$ 3,015,198.87</b>	<b>\$ 610,224.85</b>	<b>\$ 610,224.85</b>	<b>\$ 289,685.28</b>	<b>\$ -</b>	<b>\$ 320,539.57</b>

Thank you,

---

*Stacey Cockroft*

**Kenai Peninsula Borough School District**

*Employee Benefits Manager*

148 N. Binkley St. Soldotna, AK 99669

Phone: (907) 714-8879 Fax: (907) 262-9645

[scockroft@kpbsd.k12.ak.us](mailto:scockroft@kpbsd.k12.ak.us)



This message is intended for the sole use of the individual to whom it is addressed, and may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If you are not the addressee, you are hereby notified that you may not use, copy, disclose, or distribute to anyone the message or any information contained in the message. If you have received this message in error, please immediately advise the sender by reply email and delete this message.

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

Kenai Peninsula Borough School District  
Health Care Committee Monthly recap  
as of June 30, 2021.

<u>Reserve Account</u>	<u>As of 6-30-18</u>	<u>As of 6-30-19</u>	<u>As of 6-30-20</u>
Employee Share	471,065.27	81,251.83	1,384,253.26
Employer Share	1,572,408.17	2,418,648.76	4,743,952.35

<u>FY21 Monthly Contribution</u>	
<u>HDHP - July - June</u>	
Employee Share *	384.74
Employer Share	2,180.19
	<u>2,564.93</u>

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.

	<b>Number of Employees</b>	<b>YTD Employees</b>	<b>Current Month Obligations</b>	<b>YTD Obligations</b>	<b>Contributions Current Month Collected</b>	<b>Contributions YTD Collected</b>
<b>Employees</b>						
KPEA Employees - HDHP	551	6,601	\$ 211,991.74	\$ 2,539,668.74	\$ -	\$ 2,531,503.32
KPESA Employees - HDHP	322	3,824	123,886.28	1,471,245.76	10,235.31	1,476,294.13
Administrators - HDHP	56	672	21,545.44	258,545.28	4,112.90	258,545.28
Board Members - HDHP	3	36	1,154.22	13,850.64	775.00	12,213.75
Exempt Employees - HDHP	24	296	9,233.76	113,883.04	9,007.20	113,944.64
<b>Total Employees on Payroll</b>	<b>956</b>	<b>11,429</b>	<b>367,811.44</b>	<b>4,397,193.46</b>	<b>24,130.41</b>	<b>4,392,501.12</b>
COBRA HD Payers (FY21 = \$2,668.59)	1	25	2,668.59	51,398.50	10,674.36	58,017.16
<b>Total Employees</b>	<b>957</b>	<b>11,454</b>	<b>Total 370,480.03 *</b>	<b>4,448,591.96</b>	<b>34,804.77</b>	<b>4,450,518.28</b>
<b>Total Employer</b>	956	11,429	2,084,261.64	24,917,391.51	135,533.06	24,896,222.91
<b>Total Employees + Employer</b>			<b>\$ 2,454,741.67</b>	<b>\$ 29,365,983.47</b>	<b>\$ 170,337.83</b>	<b>\$ 29,346,741.19</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.

Health Care Committee Monthly recap  
as of June 30, 2021.

**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

<b>Claims</b>	<b>June</b>	<b>Year-To-Date</b>
Health Care Claims paid by TPA (Rehn)	\$ 2,654,659.38	\$ 20,551,371.51
Prescription Claims paid by Caremark	747,716.24	6,366,323.12
<b>Total Claims Paid</b>	<b>3,402,375.62</b>	<b>26,917,694.63</b>
<b>Administration</b>		
TPA (Rehn) fees and costs	27,569.09	324,646.10
Aetna Administration Fees	22,608.80	264,517.57
Consultant Fees	4,933.33	59,199.96
Stop Loss Premiums	202,833.12	2,569,329.00
RX Health	-	4,207.50
Affordable Care Act Fee	-	100,848.02
<b>Total Administration</b>	<b>257,944.34</b>	<b>3,322,748.15</b>
<b>Total Claims plus Administration</b>	<b>3,660,319.96</b>	<b>30,240,442.78</b>
<b>Adjustments</b>		
Stop Loss reimbursements	-	(601,542.16)
Prescription Rebates	(2,771.24)	(750,778.76)
Health Care Claims refund	-	(14,547.34)
Prescription Refund	-	(153,128.72)
Claims reimbursements	(250.00)	(2,198.17)
Other adjustments - Legal Opinion	-	(25.00)
<b>Total Adjustments</b>	<b>(3,021.24)</b>	<b>(1,522,220.15)</b>
<b>Total Expenditures</b>	<b>\$ 3,657,298.72</b>	<b>\$ 28,718,222.63</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 June 30, 2021.**

YTD Participants	11,454
Net Expenditures	\$ 28,718,222.63
ER - Employer portion (85%)	<u>24,410,489.24</u>
EE - Employee portion (15%)	<u>4,307,733.39</u>
Total ER & EE Expenditures	\$ 28,718,222.63

<b>Through Current Month</b>	YTD EXP	YTD REV	REV Less EXP
Employer	\$ 24,410,489.24	\$ 24,896,222.91	\$ 485,733.67
Employee	<u>4,307,733.39</u>	<u>4,450,518.28</u>	<u>142,784.89</u>
Totals	\$ 28,718,222.63	\$ 29,346,741.19	\$ 628,518.56

<b>Obligation per Employee FY21</b>		<u>Year-to-date</u>	<u>Current Variance</u>
	384.74/2180.19ER Split	2,564.93	2,564.93
Monthly Cost per Employee - ER		2,131.18	49.01
Monthly Cost per Employee - EE + Cobra		<u>376.09</u>	<u>8.65</u>
		2,507.27	
		<b>57.66</b>	<b>57.66</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.

Kenai Peninsula Borough School District  
 Self-Funded Projected Rates  
 July 1, 2021–June 30, 2022

Composite Rate

MEDICAL/RX/DENTAL/VISION	Enrollment	2020/21 Current Rates	2021/22 Projected Rates
<b>HDHP HRA + HDHP HSA</b>			
Monthly Total	957	\$2,503,770	\$2,498,813
Annual Total		\$30,045,245	\$29,985,751
PEPM		\$2,616.27	\$2,611.09
Monthly Total	957	\$2,503,770	\$2,498,813
Annual Total		\$30,045,245	\$29,985,751
PEPM		\$2,616.27	\$2,611.09
% Increase			-0.2%

3-Tier Rate Options

MEDICAL/RX/DENTAL/VISION	Enrollment	2020/21 Current Rates	2021/22 Projected 3-Tier Rates
<b>HDHP HRA + HDHP HSA</b>			
Employee Only	204	\$2,616.27	\$992.03
Employee + One Dependent	229	\$2,616.27	\$2,083.25
Employee + Two or more Dependents	524	\$2,616.27	\$3,472.09
Monthly Total	957	\$2,503,770	\$2,498,813
Annual Total		\$30,045,245	\$29,985,751
PEPM		\$2,616.27	\$2,611.09
% Increase			-0.2%

4-Tier Rate Options

MEDICAL/RX/DENTAL/VISION	Enrollment	2020/21 Current Rates	2021/22 Projected 4-Tier Rates
<b>HDHP HRA + HDHP HSA</b>			
Employee Only	204	\$2,616.27	\$1,081.69
Employee + Spouse	180	\$2,616.27	\$2,379.72
Employee + Child(ren)	95	\$2,616.27	\$2,055.21
Employee + Family	478	\$2,616.27	\$3,461.41
Monthly Total	957	\$2,503,770	\$2,498,813
Annual Total		\$30,045,245	\$29,985,751
PEPM		\$2,616.27	\$2,611.09
% Increase			-0.2%

**Assumptions:**

1. Projected enrollment is based on June 2021 reporting.
2. Net Claims are based on 20%/40%/40% claims weighting for 2019/2020/2021, respectively.
3. 2021/22 Fixed costs are estimated based on 6 months of actual 2021 rates and 6 months of projected 2022 rate increases.
4. Projected rates **do not** include annual employer contributions to the HRA/HSA Fund.
4. Variable costs by plan are based on total variable costs and pro-rated based on enrollment.

*All estimates are based upon the information available at a point in time, and are subject to unforeseen and random events. Therefore, any projection must be interpreted as having a likely range of variability from the estimate. Any estimate or projection may not be used or relied upon by any other party or for any other purpose than for which it was issued by Marsh & McLennan Agency. Marsh & McLennan Agency is not responsible for the consequences of any unauthorized use.*