

HDHP (HRA & HSA) - July 1, 2021 through June 30, 2022

Kenai Peninsula Borough School District	<u>Reserve Account</u>	<u>As of 6-30-20</u>	<u>As of 6-30-21</u>	FY22 Monthly Contribution
Health Care Committee Monthly recap	Employee Share	1,406,512.43	1,530,525.84	HDHP - July - June
as of July 31, 2021.	Employer Share	4,870,282.48	5,241,630.41	Employee Share * 365.54
				Employer Share 2,219.43
				2,584.97

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	528	528	193,005.12	193,005.12	-	-
KPESA Employees - HDHP	312	312	114,048.48	114,048.48	10,003.24	10,003.24
Administrators - HDHP	60	60	21,932.40	21,932.40	3,847.40	3,847.40
Board Members - HDHP	3	3	1,096.62	1,096.62	1,035.70	1,035.70
Exempt Employees - HDHP	24	24	8,772.96	8,772.96	8,849.02	8,849.02
Total Employees on Payroll	927	927	338,855.58	338,855.58	23,735.36	23,735.36
COBRA HD Payers (FY22 = \$2668.59)	2	2	4,111.88	4,111.88	2,668.59	2,668.59
Total Employees	929	929	342,967.46 *	342,967.46	26,403.95	26,403.95

* 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	927	927	2,057,411.61	2,057,411.61	135,171.78	135,171.78
Total Employees + Employer			2,400,379.07	2,400,379.07	161,575.73	161,575.73

Kenai Peninsula Borough School District

Health Care Committee Monthly recap
as of July 31, 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

	July	Year-To-Date
Claims		
Health Care Claims paid by TPA (Rehn)	578,748.86	578,748.86
Prescription Claims paid by Caremark	334,414.17	334,414.17
HRA	-	-
HSA	-	-
Total Claims Paid	<u>913,163.03</u>	<u>913,163.03</u>
Administration		
TPA (Rehn) fees and costs	31,466.06	31,466.06
Aetna Administration Fees	22,585.20	22,585.20
Consultant Fees	-	-
Stop Loss Premiums	184,296.90	184,296.90
RX Health	-	-
Affordable Care Act Fee	-	-
Total Administration	<u>238,348.16</u>	<u>238,348.16</u>
Total Claims plus Administration	1,151,511.19	1,151,511.19
Adjustments		
Stop Loss reimbursements	(132,853.63)	(132,853.63)
Prescription Rebates	-	-
Health Care Claims refund	-	-
Claims reimbursements	(100.00)	(100.00)
Other adjustments - Legal Opinion	-	-
Total Adjustments	<u>(132,953.63)</u>	<u>(132,953.63)</u>
Total Expenditures	<u>1,018,557.56</u>	<u>1,018,557.56</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, 2021 through June 30, 2022

**Kenai Peninsula Borough School District
Healthcare Expenditures Split
as of July 31, 2021.**

YTD Participants	929
Net Expenditures	1,018,557.56
ER - Employer portion (85%)	<u>865,773.93</u>
EE - Employee portion (15%)	<u>152,783.63</u>
Total ER & EE Expenditures	1,018,557.56

Through Current Month	<u>YTD EXP</u>	<u>YTD REV</u>	<u>REV Less EXP</u>
Employer	865,773.93	135,171.78	(730,602.15)
Employee	<u>152,783.63</u>	<u>26,403.95</u>	<u>(126,379.68)</u>
Totals	1,018,557.56	161,575.73	(856,981.83)

Obligation per Employee FY22		<u>Year-to-date</u>	<u>Current Variance</u>
365.54/2219.43 ER Split	2,584.97	2,584.97	
Monthly Cost per Employee - ER		931.94	1287.49
Monthly Cost per Employee - EE + Cobra		<u>164.46</u>	<u>201.08</u>
		1096.40	
		1,488.57	1488.57

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, 2021 through June 30, 2022

Kenai Peninsula Borough School District	<u>Reserve Account</u>	<u>As of 6-30-20</u>	<u>As of 6-30-21</u>	FY22 Monthly Contribution
	Employee Share	1,406,512.43	1,530,525.84	HDHP - July - June
Health Care Committee Monthly recap	Employer Share	4,870,282.48	5,241,630.41	Employee Share *
as of August 31, 2021.				Employer Share
				<u>365.54</u>
				<u>2,219.43</u>
				2,584.97

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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	528	1,056	193,005.12	386,010.24	-	-
KPESA Employees - HDHP	323	635	118,069.42	232,117.90	9,618.50	19,621.74
Administrators - HDHP	60	120	21,932.40	43,864.80	3,847.40	7,694.80
Board Members - HDHP	3	6	1,096.62	2,193.24	775.00	1,810.70
Exempt Employees - HDHP	22	46	8,041.88	16,814.84	8,464.28	17,313.30
Total Employees on Payroll	936	1,863	342,145.44	681,001.02	22,705.18	46,440.54
COBRA HD Payers (FY22 = \$2668.59)	4	6	8,223.76	12,335.64	8,005.77	10,674.36
Total Employees	940	1,869	350,369.20 *	693,336.66	30,710.95	57,114.90
Total Employer	936	1,863	<u>2,077,386.48</u>	<u>4,134,798.09</u>	<u>133,380.00</u>	<u>268,551.78</u>
Total Employees + Employer			2,427,755.68	4,828,134.75	164,090.95	325,666.68

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Kenai Peninsula Borough School District

Health Care Committee Monthly recap
as of August 31, 2021.

Expenditures

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HDHP

Claims	August	Year-To-Date
Health Care Claims paid by TPA (Rehn)	1,785,317.94	2,364,066.80
Prescription Claims paid by Caremark	540,924.36	875,338.53
HRA	-	-
HSA	-	-
Total Claims Paid	2,326,242.30	3,239,405.33
Administration		
TPA (Rehn) fees and costs	43,788.46	75,254.52
Aetna Administration Fees	20,532.00	43,117.20
Consultant Fees	9,866.66	9,866.66
Stop Loss Premiums	189,410.34	373,707.24
RX Health	-	-
Affordable Care Act Fee	28,154.90	28,154.90
Total Administration	291,752.36	530,100.52
Total Claims plus Administration	2,617,994.66	3,769,505.85
Adjustments		
Stop Loss reimbursements	(308,630.31)	(441,483.94)
Prescription Rebates	(227,600.27)	(227,600.27)
Health Care Claims refund	-	-
Claims reimbursements	-	(100.00)
Other adjustments - Legal Opinion	(25.00)	(25.00)
Total Adjustments	(536,255.58)	(669,209.21)
Total Expenditures	2,081,739.08	3,100,296.64

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HDHP (HRA & HSA) - July 1, 2021 through June 30, 2022

**Kenai Peninsula Borough School District
Healthcare Expenditures Split
as of August 31, 2021.**

YTD Participants	1,869
Net Expenditures	3,100,296.64
ER - Employer portion (85%)	<u>2,635,252.14</u>
EE - Employee portion (15%)	<u>465,044.50</u>
Total ER & EE Expenditures	3,100,296.64

Through Current Month	<u>YTD EXP</u>	<u>YTD REV</u>	<u>REV Less EXP</u>
Employer	2,635,252.14	268,551.78	(2,366,700.36)
Employee	<u>465,044.50</u>	<u>57,114.90</u>	<u>(407,929.60)</u>
Totals	3,100,296.64	325,666.68	(2,774,629.96)

Obligation per Employee FY22		<u>Year-to-date</u>	<u>Current Variance</u>
365.54/2219.43 ER Split	2,584.97	2,584.97	
Monthly Cost per Employee - ER		1409.98	809.45
Monthly Cost per Employee - EE + Cobra		<u>248.82</u>	<u>116.72</u>
		1658.80	
		926.17	926.17

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

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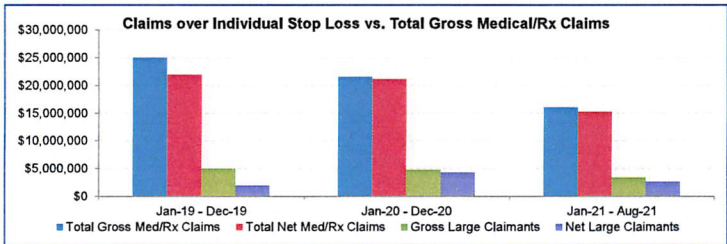
Stop Loss Report: Through 8/31/2021

Subscriber	Total Amt	Amt over Spec	Amt Requested	Amt Reimbursed	Non Reimbursed Expenses	Amt Open
1- LASERED	\$ 1,094,880.57					
2 - LASERED	\$ 1,084,806.21					
3	\$ 790,478.33	\$ 540,478.33	\$ 540,478.33	\$ 523,102.28	\$ -	\$ 17,376.05
4	\$ 491,458.97	\$ 241,458.97	\$ 241,458.97	\$ 73,801.57	\$ -	\$ 167,657.40
	\$ 3,461,624.08	\$ 781,937.30	\$ 781,937.30	\$ 596,903.85	\$ -	\$ 185,033.45

Kenai Peninsula Borough School District
 Historical Large Claims
 All Plans

Large Claims Exceeding Individual Stop Loss Deductible (\$250,000)

	Jan-19 - Dec-19	Jan-20 - Dec-20	Jan-21 - Aug-21	AVERAGE / TOTAL
Average Monthly Enrolled Employees	1,032	964	942	979
Annual Pooling Point	\$220,000	\$250,000	\$250,000	
Number of Claimants Above Pooling Point	9	7	4	7
Large Claimants per 1,000 Employees	8.7	7.3	4.2	6.8
Gross Claims for ISL Claimants	\$5,037,139	\$4,794,711	\$3,443,470	\$13,275,319
Total Gross Medical/Rx Claims	\$25,050,317	\$21,586,028	\$16,085,204	\$62,721,549
Large Claims as a Percent of Total Claims	20.1%	22.2%	21.4%	21.2%
Claims Above the Pooling Point	\$3,057,139	\$444,711	\$763,783	\$4,265,632
Total Net Medical/Rx Claims	\$21,993,179	\$21,141,317	\$15,321,422	\$58,455,917
Total ISL Premiums	\$3,442,507	\$2,692,570	\$1,582,021	\$7,717,098
ISL Loss Ratio	88.8%	16.5%	48.3%	55.3%



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.

Current Plan Year
 All Plans

Large Claims Exceeding \$125,000 (50% of Individual Stop Loss Deductible)*

#	Plan	Member	Diagnosis	Total \$	Amount Over ISL Deductible
1	HDHP HRA	Dependent	Other reactions to severe stress	\$1,094,881	\$0
2	HDHP HRA	Dependent	Adjustment disorder with anxiety	\$1,084,806	\$0
3	HDHP HRA	Dependent	Panic disorder without agoraphobia	\$772,259	\$522,259
4	HDHP HRA	Self	Infect/inflm react dt oth cardi/vasc dev/implnt/grft, init	\$491,524	\$241,524
5	HDHP HRA	Spouse	Unsp athsd native arteries of extremities, left leg	\$222,149	\$0
6	HDHP HRA	Spouse	Sprain of anterior cruciate ligament of right knee, init	\$208,160	\$0
7	HDHP HRA	Self	Other persistent atrial fibrillation	\$198,818	\$0
8	HDHP HRA	Self	Pretrm prem ROM, unsp time betw rupt and onst labr, unsp tri	\$196,180	\$0
9	HDHP HRA	Spouse	Encounter for antineoplastic chemotherapy	\$191,563	\$0
10	HDHP HRA	Self	Oth fracture of upper and lower end of right fibula, init	\$184,236	\$0
11	HDHP HSA	Dependent	Hemolytic-uremic syndrome	\$164,593	\$0
12	HDHP HRA	Self	Primary osteoarthritis, left shoulder	\$145,524	\$0
13	HDHP HRA	Self	Malignant neoplasm of brain, unspecified	\$139,313	\$0
14	HDHP HRA	Dependent	Laceration without foreign body of scalp, initial encounter	\$132,755	\$0
15	HDHP HSA	Spouse	Other spondylosis with radiculopathy, lumbar region	\$129,394	\$0
16	HDHP HRA	Self	Oth dis of the bid/bld-form org/immun mechnsm comp chldbrth	\$128,531	\$0
Total Large Claims				\$5,484,684	\$763,783
% of Total Gross Medical/Rx Claims				34%	

*Based on claims paid through August 2021. Amounts Over ISL Deductible have been adjusted for lasers.

