

Kenai Peninsula Borough School District
2019/20 Self-Funded Projected Rates

MEDICAL/RX	Enrollment	FY19 Rates	FY20 Projected Rates
Traditional Plan			
Employee Only	536	\$2,421.49	\$2,412.34
Monthly Total	536	\$1,297,919	\$1,293,013
Annual Total		\$15,575,024	\$15,516,151
PEPM		\$2,421.49	\$2,412.34
% Increase			-0.4%
HDHP			
Employee Only	536	\$2,078.47	\$2,403.35
Monthly Total	536	\$1,114,060	\$1,288,193
Annual Total		\$13,368,719	\$15,458,318
PEPM		\$2,078.47	\$2,403.35
% Increase			15.6%
Monthly Total	1,072	\$2,411,979	\$2,581,206
Annual Total		\$28,943,743	\$30,974,469
PEPM		\$2,249.98	\$2,407.84
% Increase			7.0%

Kenai Peninsula Borough School District
2019/20 Self-Funded Projected Rates

MEDICAL/RX	HRA	HSA
2018/19 Current Rate	\$2,421.49	\$2,078.47
2019/20 Projected Rates		
100% Migration to HRA, 0% HSA	\$2,412.45	\$2,290.92
90% Migration to HRA, 10% HSA	\$2,412.31	\$2,404.47
80% Migration to HRA, 20% HSA	\$2,412.15	\$2,404.45
70% Migration to HRA, 30% HSA	\$2,412.68	\$2,402.70
60% Migration to HRA, 40% HSA	\$2,412.53	\$2,403.11
50% Migration to HRA, 50% HSA	\$2,412.34	\$2,403.35
40% Migration to HRA, 60% HSA	\$2,412.05	\$2,403.49
30% Migration to HRA, 70% HSA	\$2,411.60	\$2,403.59
20% Migration to HRA, 80% HSA	\$2,413.30	\$2,403.02
10% Migration to HRA, 90% HSA	\$2,413.28	\$2,403.14
0% Migration to HRA, 100% HSA	\$2,329.16	\$2,403.23

Kenai Peninsula Borough School District
Projected Self-Funded Costs

Annual Cost			
July 2018 - June 2019 Projected Rates	Traditional Plan	HDHP	Total
Average Monthly Enrollment	547	577	1,124
Net Claims	\$14,243,359	\$12,134,159	\$26,377,519
Administration (Rehn)	\$93,444	\$99,774	\$193,218
Administration (Rx)	\$4,033	\$4,334	\$8,367
Specific Stop Loss Premium	\$1,476,054	\$1,610,024	\$3,086,078
Aggregate Stop Loss Premium	\$17,649	\$18,932	\$36,580
Broker Fees	\$28,831	\$30,369	\$59,200
HRA Administration Fee	\$0	\$24,185	\$24,185
HRA Fund	\$0	\$432,688	\$432,688
Variable Costs	\$31,041	\$32,733	\$63,774
Total	\$15,894,411	\$14,387,198	\$30,281,609

PEPM		
Traditional Plan	HDHP	Total
547	577	1,124
\$2,169.59	\$1,752.73	\$1,955.63
\$14.23	\$14.41	\$14.33
\$0.61	\$0.63	\$0.62
\$224.84	\$232.56	\$228.80
\$2.69	\$2.73	\$2.71
\$4.39	\$4.39	\$4.39
\$0.00	\$3.49	\$1.79
\$0.00	\$62.50	\$32.08
\$4.73	\$4.73	\$4.73
\$2,421.08	\$2,078.17	\$2,245.08

Annual Cost			
July 2018 - June 2019 Actual Costs	Traditional Plan	HDHP	Total
Average Monthly Enrollment	591	489	1,081
Net Claims	\$17,159,432	\$4,765,851	\$21,925,283
Administration (Rehn)	\$100,820	\$83,427	\$184,247
Administration (Rx)	\$1,419	\$1,174	\$2,593
Aetna / Coalition Fees	\$144,880	\$119,886	\$264,766
Specific Stop Loss Premium	\$1,631,072	\$1,413,778	\$3,044,851
Aggregate Stop Loss Premium	\$22,835	\$19,935	\$42,770
Broker Fees	\$32,463	\$26,737	\$59,200
HRA Administration Fee	\$0	\$20,549	\$20,549
HRA Fund	\$0	\$366,938	\$366,938
Variable Costs	\$47,412	\$39,233	\$86,645
Total	\$19,140,332	\$6,857,507	\$25,997,840

PEPM		
Traditional Plan	HDHP	Total
591	489	1,081
\$2,418.52	\$811.76	\$1,625.54
\$14.21	\$14.21	\$13.66
\$0.20	\$0.20	\$0.19
\$20.42	\$20.42	\$19.63
\$229.89	\$240.81	\$225.75
\$3.22	\$3.40	\$3.17
\$4.58	\$4.55	\$4.39
\$0.00	\$3.50	\$1.52
\$0.00	\$62.50	\$28.30
\$6.68	\$6.68	\$6.68
\$2,697.72	\$1,168.03	\$1,928.83

Annual Cost			
July 2019 - June 2020 Projected Costs	HRA	HSA	Total
Average Monthly Enrollment	536	536	1,072
Net Claims	\$12,758,619	\$12,700,786	\$25,459,406
Administration (Rehn)	\$97,405	\$97,405	\$194,810
Administration (Rx)	\$3,888	\$3,888	\$7,776
Aetna / Coalition Fees	\$142,843	\$142,843	\$285,686
Specific Stop Loss Premium	\$1,967,401	\$1,967,401	\$3,934,802
Aggregate Stop Loss Premium	\$27,014	\$27,014	\$54,029
Broker Fees	\$29,600	\$29,600	\$59,200
HRA/HSA Administration Fee	\$22,512	\$22,512	\$45,024
HRA/HSA Fund	\$402,000	\$402,000	\$804,000
Variable Costs	\$64,868	\$64,868	\$129,737
Total	\$15,516,151	\$15,458,318	\$30,974,469

PEPM		
HRA	HSA	Total
536	536	1,072
\$1,983.62	\$1,974.62	\$1,979.12
\$15.14	\$15.14	\$15.14
\$0.60	\$0.60	\$0.60
\$22.21	\$22.21	\$22.21
\$305.88	\$305.88	\$305.88
\$4.20	\$4.20	\$4.20
\$4.60	\$4.60	\$4.60
\$3.50	\$3.50	\$3.50
\$62.50	\$62.50	\$62.50
\$10.09	\$10.09	\$10.09
\$2,412.34	\$2,403.35	\$2,407.84

Assumptions:

1. Projected enrollment based on June 2019 counts.
2. Net Claims are based on 10% weight on January - December 2017 claims, 50% weight on January - December 2018 claims, and 40% weight on January - June 2019 claims with 8% annual trend.
4. 2019/20 Fixed costs are estimated based on 6 months of the 2019 rates and 6 months of projected 2020 rate increases.
5. HRA/HSA fund of \$750 per year
6. Variable costs by plan are based on total variable costs pro-rated based on enrollment.
7. Projections assume no changes to the current plans.