



Youngstown State University

Healthcare Advisory Committee
Meeting

February 20, 2020



Agenda

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- **Financial Review**
 - Data through 1/31/20
- **Preliminary 7/1/20 Projection**
- **Medical/Pharmacy 2020 RFP Update**



YSU Rolling 12 Month Executive Summary (Medical and Pharmacy)

Experience Period	2/1/18-1/31/19	2/1/19-1/31/20
Average Enrollment	1,034	1,013
Medical Claims	\$10,715,064	\$13,319,065
Rx Claims	\$4,029,424	\$3,819,750
Subtotal Plan Gross Claim Costs	\$14,744,488	\$17,138,815
Fixed costs (Fees and Stop Loss)	\$1,684,750	\$1,704,889
Total Plan Gross Costs	\$16,429,238	\$18,843,704
Total Plan Gross Costs (PEPM*)	\$1,324.62	\$1,550.92
Gross Cost Increase from Prior Year		17.08%
Stop Loss Reimbursement	(\$559,655)	(\$1,865,120)
Total Plan Net Costs		
(Gross Costs Less Reimbursement)	\$15,869,583	\$16,978,584
Total Plan Net Costs (PEPM*)	\$1,279.50	\$1,397.41
Net Cost Increase from Prior Year	-	9.22%

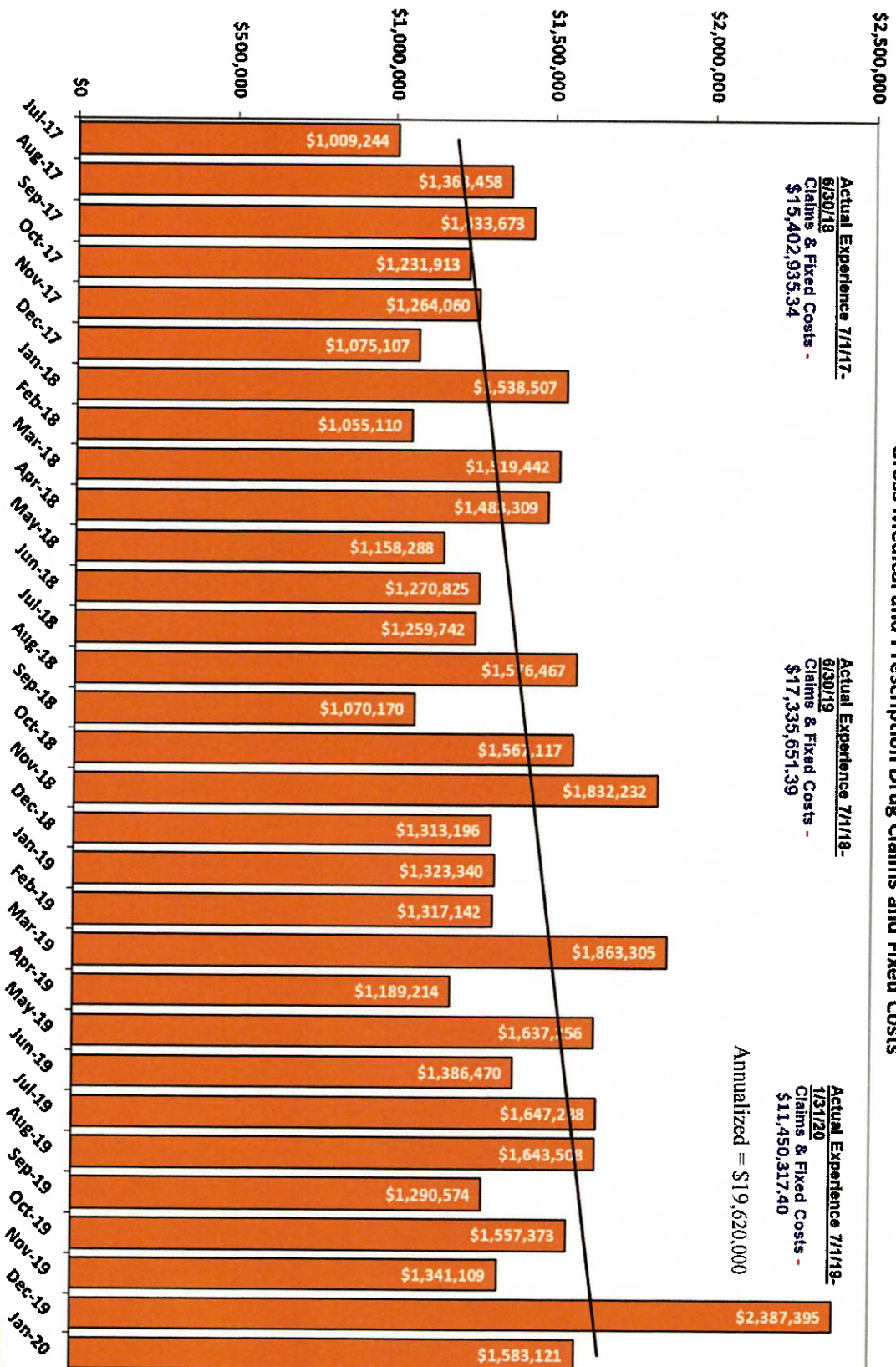
*Per Employee Per Month

7/1/18 Med/Rx renewal +5.49%

7/1/19 Med/Rx renewal +8.66%

Total Claims and Fixed Costs Month by Month

Youngstown State University
Gross Medical and Prescription Drug Claims and Fixed Costs



Youngstown State University Medical and Prescription Drug Large Claims Summary

Claimants	2015/2020 Plan Year (7/1/15-1/31/20)			2016/2019 Plan Year (7/1/16-6/30/19)			2017/2018 Plan Year (7/1/17-6/30/18)			2018/2017 Plan Year (7/1/18-6/30/17)		
	Status	Medical	Rx	Total	Status	Medical	Rx	Total	Status	Medical	Rx	Total
Claimant #1	Active	\$405,266	\$21,883	\$427,149	Active	\$202,085	\$419,762	\$621,847	Active	\$373,761	\$112,438	\$486,199
Claimant #2	Active	\$370,833	\$0	\$370,833	Active	\$408,926	\$4,503	\$413,429	Active	\$206,457	\$49,412	\$255,869
Claimant #3	Active	\$292,904	\$0	\$292,904	Cancel	\$311,333	\$95,877	\$407,210	Active	\$14,437	\$211,887	\$226,324
Claimant #4	Active	\$18,557	\$246,083	\$264,640	Active	\$13,335	\$347,936	\$361,271	Cancel	\$223,525	\$481	\$224,006
Claimant #5	Active	\$259,011	\$193	\$259,204	Active	\$345,147	\$8	\$345,155	Active	\$227,006	\$139	\$227,145
Claimant #6	Active	\$215,465	\$21,433	\$236,898	Cancel	\$319,081	\$6,704	\$325,785	Active	\$63,528	\$152,115	\$215,643
Claimant #7	Active	\$216,753	\$3,955	\$220,708	Active	\$270,810	\$53	\$271,343	Active	\$4,005	\$195,088	\$199,093
Claimant #8	Active	\$72,359	\$99,055	\$171,414	Active	\$249,535	\$11,782	\$261,317	Active	\$16,316	\$178,977	\$195,293
Claimant #9	Active	\$167,864	\$330	\$168,194	Active	\$55,538	\$156,179	\$201,717	Active	\$63,581	\$130,301	\$193,882
Claimant #10	Active	\$164,858	\$1,725	\$166,583	Cancel	\$179,455	\$0	\$179,455	Active	\$189,934	\$59	\$189,993
Claimant #11	Active	\$139,216	\$27,141	\$166,357	Active	\$6,165	\$168,822	\$175,987	Active	\$198,890	\$1,026	\$199,916
Claimant #12	Active	\$145,261	\$222	\$145,483	Active	\$163,407	\$217	\$163,624	Active	\$193,886	\$4,668	\$198,554
Claimant #13	Active	\$127,974	\$6,166	\$134,140	Active	\$157,300	\$5,701	\$163,001	Active	\$136,886	\$340	\$137,176
Claimant #14	Active	\$121,155	\$70	\$121,225	Cancel	\$138,578	\$9,632	\$148,210	Active	\$105,507	\$25,465	\$131,972
Claimant #15	Active	\$22,688	\$97,023	\$119,712	Active	\$117,911	\$79,703	\$197,614	Active	\$125,999	\$56	\$126,055
Claimant #16	Active	\$110,632	\$1,817	\$112,449	Active	\$137,992	\$954	\$138,946	Active	\$116,890	\$1,971	\$118,901
Claimant #17	Active	\$106,571	\$151	\$106,722	Active	\$51,245	\$72,307	\$123,552	Active	\$114,423	\$460	\$114,873
Claimant #18	Active	\$539	\$102,812	\$103,351	Active	\$119,089	\$330	\$119,419	Active	\$29,447	\$78,586	\$108,033
Claimant #19					Cancel	\$117,984	\$0	\$117,984	Active	\$74,143	\$33,806	\$107,949
Claimant #20					Active	\$80,532	\$29,769	\$110,301	Active	\$5,979	\$94,996	\$100,975
Claimant #21					Active	\$3,285	\$99,157	\$102,442				
Claimant #22					Active	\$77,713	\$22,644	\$100,357				
Total Medical and Rx Claims > \$100,000		\$3,583,785				\$5,008,268				\$3,727,201		
Total Claims in Excess of \$225,000 Specific Stop Loss- eff 7.1.18		(\$502,428)				(\$1,207,659)				(\$425,186)		
Net Large Claims		\$3,081,357				\$3,800,609				\$3,302,015		
Total Medical and Rx Claims		\$10,419,991				\$15,709,878				\$13,642,977		
Average Medical Claims > \$100,000		\$199,098				\$227,649				\$186,560		
NET Claims > \$100,000 as a % of Total Medical and Rx Claims		29.57%				24.19%				24.20%		



Youngstown State University Medical and Prescription Drug Large Claims Summary (FY Comparison)

Claimants	2019/2020 Plan Year-To-Date (7/1/19 - 1/31/20)				2018/2019 Plan Year-To-Date (7/1/18 - 1/31/19)			
	Status	Medical	Rx	Total	Status	Medical	Rx	Total
Claimant #1	Active	\$405,266	\$21,883	\$427,149	Cancel	\$283,119	\$95,877	\$378,996
Claimant #2	Active	\$370,833	\$0	\$370,833	Active	\$20,436	\$237,831	\$258,267
Claimant #3	Active	\$292,904	\$0	\$292,904	Active	\$6,761	\$212,554	\$219,315
Claimant #4	Active	\$18,557	\$246,883	\$265,440	Cancel	\$179,455	\$0	\$179,455
Claimant #5	Active	\$259,011	\$193	\$259,204	Active	\$159,916	\$1,608	\$161,524
Claimant #6	Active	\$215,465	\$21,433	\$236,898	Active	\$138,306	\$7,165	\$145,471
Claimant #7	Active	\$216,753	\$3,955	\$220,708	Active	\$143,865	\$8	\$143,873
Claimant #8	Active	\$72,359	\$99,055	\$171,414	Active	\$137,462	\$58	\$137,520
Claimant #9	Active	\$167,864	\$330	\$168,194	Active	\$128,172	\$8,545	\$136,717
Claimant #10	Active	\$164,858	\$1,725	\$166,583	Cancel	\$116,801	\$0	\$116,801
Claimant #11	Active	\$139,216	\$27,141	\$166,357	Active	\$28,296	\$88,172	\$116,468
Claimant #12	Active	\$145,261	\$222	\$145,483	Active	\$29,700	\$72,238	\$101,938
Claimant #13	Active	\$127,974	\$6,166	\$134,140	Active	\$100,005	\$355	\$100,360
Claimant #14	Active	\$121,155	\$70	\$121,225				
Claimant #15	Active	\$22,688	\$92,023	\$114,711				
Claimant #16	Active	\$110,632	\$1,817	\$112,449				
Claimant #17	Active	\$106,571	\$151	\$106,722				
Claimant #18	Active	\$539	\$102,812	\$103,351				
Claimant #19								
Claimant #20								
Claimant #21								
Claimant #22								
Total Medical and Rx Claims > \$100,000		\$3,583,765				\$2,196,705		
Total Claims In Excess of \$225,000 Specific Stop Loss - eff 7.1.18		(\$502,428)				(\$187,263)		
Net Large Claims		\$3,081,337				\$2,009,442		
Total Medical and Rx Claims		\$10,419,591				\$8,990,654		
Average Medical Claims > \$100,000		\$199,098				\$168,977		
NET Claims > \$100,000 as a % of Total Medical and Rx Claims		29.57%				22.35%		

Youngstown State University Demographic Information

Month-Year	Number of Subscribers	Number of Members	Members Per Contract	Average Age of Subscribers	Average Age of Members	Number of Employee Cancels	Number of Employee Adds
Feb-18	1,030	2,421	2.35	49.50	38.10	7	9
Mar-18	1,031	2,425	2.35	49.50	38.00	2	3
Apr-18	1,034	2,423	2.34	49.60	38.20	4	7
May-18	1,034	2,424	2.34	49.70	38.20	3	3
Jun-18	1,022	2,399	2.35	49.70	38.30	17	5
Jul-18	1,026	2,419	2.36	49.60	38.20	6	10
Aug-18	1,025	2,416	2.36	49.60	38.10	8	7
Sep-18	1,033	2,420	2.34	49.50	38.10	23	31
Oct-18	1,024	2,402	2.35	49.60	38.20	16	7
Nov-18	1,027	2,396	2.33	49.70	38.30	5	8
Dec-18	1,020	2,378	2.33	49.80	38.40	7	0
Jan-19	1,017	2,371	2.33	49.80	38.40	9	6
Average :	1,027	2,408	2.34	49.63	38.21	9	8
Feb-19	1,029	2,396	2.33	49.80	38.30	3	15
Mar-19	1,027	2,394	2.33	49.80	38.30	4	2
Apr-19	1,026	2,392	2.33	49.80	38.40	9	8
May-19	1,021	2,384	2.33	49.90	38.40	8	3
Jun-19	1,008	2,364	2.35	50.00	38.40	19	6
Jul-19	1,002	2,353	2.35	50.00	38.40	15	9
Aug-19	1,004	2,353	2.34	49.80	38.30	8	10
Sep-19	1,008	2,364	2.35	49.80	38.20	14	18
Oct-19	1,010	2,366	2.34	49.70	38.20	5	7
Nov-19	1,008	2,368	2.35	49.80	38.20	7	5
Dec-19	1,004	2,368	2.36	49.90	38.20	4	0
Jan-20	1,007	2,379	2.36	50.00	38.10	11	14
Average :	1,013	2,373	2.34	49.86	38.28	9	8

Preliminary 7/1/2020 Cost Projection

- Reminder: Rate Action for past several years
 - 7/1/16 – 4.43%
 - 7/1/17 – 2.63% (Added HDHP Effective 1/1/17)
 - 7/1/18 – 5.49% (Added Alternative PPO Effective 1/1/18)
 - 7/1/19 – 8.66%
- **PRELIMINARY** 7/1/2020 Projection
- Methodologies used - and consistent with the past:
 - 24 months of claims (data through 1/2020 at this point)
 - *Note that we will use data from 4/2018-3/2020 to finalize 7/1/20 rate action*
 - 24 months of claims above the Stop Loss (\$225,000)
 - 9% Medical Trend and Pharmacy Trend
 - Factoring in fixed costs for 7/1/20 – 6/30/21 with a 2% guaranteed ASO increase and an assumed 20% increase to Stop Loss premiums
 - MMO renewal for stop loss not in yet
 - Compare expected claims and fixed costs to current funding rates (7/1/19) and allocation of enrollment in each of the plans.
- Early Estimate: 8-10% (assumes no plan changes)



RFP Update (Carrier Responses)

- Medical Carriers Responding:
 - Aetna
 - Anthem
 - MMO
 - UHC
 - Cigna – Declined to quote
- Pharmacy Carriers Responding
 - Integrated (meaning Medical and Pharmacy)
 - Aetna
 - Anthem
 - MMO
 - UHC
 - Carve Out (Stand Alone)
 - CVS via Health Action Council
 - Optum via Health Action Council
 - CVS via Employers Health Coalition
 - Harness Health Partners (part of Mercy)



RFP Update (Analysis)

- Analyzed the following: Medical
 - Network Disruption
 - Administrative Fees
 - Claims Costs (unit costs, discounts and guarantees)
 - Qualitative Aspects (clinical programs, account management, technology tools, etc.)
- Analyzed the following: Pharmacy
 - Discounts at retail and mail
 - Formulary disruption
 - Retail network disruption
 - Estimated Pharmaceutical rebates
 - Qualitative Aspects (clinical management, technology, etc.)



RFP Update

- MMO scored the highest when looking at all scoring criteria on Medical and Pharmacy
- Unit costs and pricing were very competitive
- RFP process will likely yield a 1.5-2% reduction for 7/1/20 projection due to lower administrative fees and contract improvements
- Recommendation is to Renew with MMO (Med and RX) for 7/1/20

