



Youngstown State University

Healthcare Advisory Committee
Meeting

March 18, 2021



Agenda

2

- **Financial Review**
 - **Executive Summary**
 - **Large Claimants**
- **7/1/21 Rate Projection and Underwriting**
- **Employee Contributions**
- **Renewal History**



© 2020 Findley, A Division of USI
All Rights Reserved



YSU Rolling 12 Month Executive Summary (Medical and Pharmacy)

Experience Period	4/1/19-3/31/20	4/1/20-3/31/21
Average Enrollment	1,009	962
Medical Claims	\$14,062,233	\$13,112,567
Rx Claims	\$3,678,316	\$3,272,341
Subtotal Plan Gross Claim Costs	\$17,740,549	\$16,384,908
Fixed costs (Fees and Stop Loss)	\$1,728,964	\$1,816,892
Total Plan Gross Costs	\$19,469,513	\$18,201,800
Total Plan Gross Costs (PEPM*)	\$1,607.59	\$1,577.28
Gross Cost Increase from Prior Year		-1.89%
Stop Loss Reimbursement	(\$2,661,905)	(\$1,797,509)
Total Plan Net Costs (Gross Costs Less Reimbursement)	\$16,807,608	\$16,404,291
Total Plan Net Costs (PEPM*)	\$1,387.80	\$1,421.52
Net Cost Increase from Prior Year	-	2.43%

*Per Employee Per Month

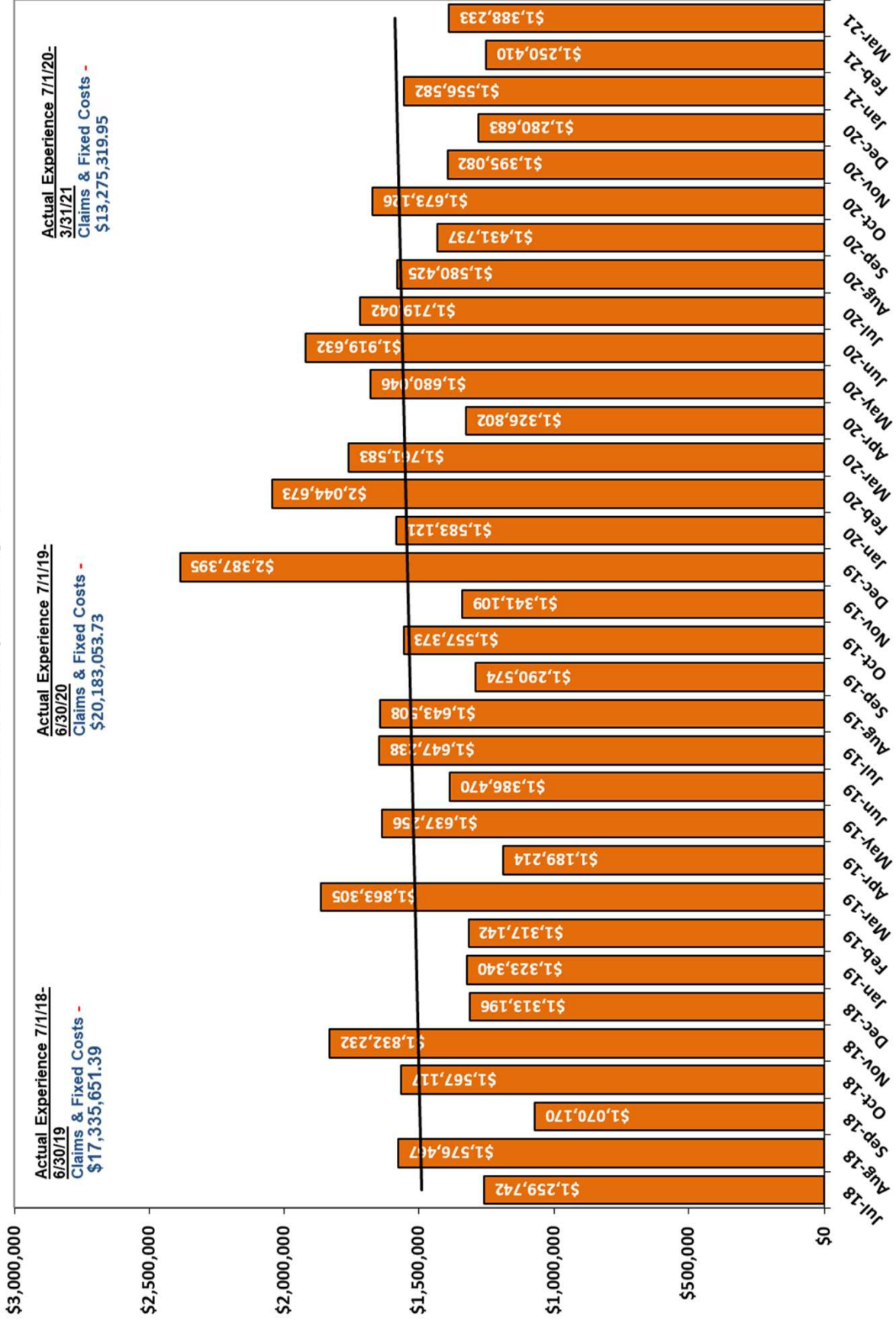
7/1/18 Med/Rx renewal +5.49%

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

7/1/20 Med/Rx renewal +8.96%



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



Youngstown State University Medical and Prescription Drug Large Claims Summary

Claimants	2020/2021 Plan Year to Date (7/1/20-3/31/21)				2019/2020 Plan Year (7/1/19-6/30/20)				2018/2019 Plan Year (7/1/18-6/30/19)				
	Age	Status	Medical	Rx	Total	Status	Medical	Rx	Total	Status	Medical	Rx	Total
Claimant #1	56	ACTIVE	\$595,792	\$4,922	\$600,714	Active	\$1,402,702	\$1,015	\$1,403,717	Active	\$202,185	\$419,762	\$621,947
Claimant #2	11	ACTIVE	\$415,781	\$1,512	\$417,293	Active	\$632,725	\$7,846	\$640,571	Active	\$408,926	\$4,503	\$413,429
Claimant #3	56	ACTIVE	\$12,529	\$404,073	\$416,602	Active	\$498,919	\$0	\$498,919	Cancel	\$311,633	\$95,877	\$407,510
Claimant #4	64	ACTIVE	\$328,663	\$1,507	\$330,170	Active	\$497,674	\$256	\$497,930	Active	\$13,335	\$347,936	\$361,271
Claimant #5	77	CANCEL	\$292,979	\$797	\$293,776	Cancel	\$433,846	\$25,122	\$458,968	Active	\$345,147	\$8	\$345,155
Claimant #6	65	ACTIVE	\$122,094	\$148,892	\$270,986	Active	\$36,890	\$404,217	\$441,107	Cancel	\$319,081	\$6,704	\$325,785
Claimant #7	17	ACTIVE	\$248,977	\$99	\$249,076	Active	\$352,460	\$6,053	\$358,513	Active	\$270,810	\$635	\$271,445
Claimant #8	60	ACTIVE	\$221,781	\$2,079	\$223,860	Active	\$321,438	\$30,217	\$351,655	Active	\$249,535	\$11,782	\$261,317
Claimant #9	67	ACTIVE	\$151,175	\$22,644	\$173,819	Active	\$212,440	\$121,891	\$334,331	Active	\$53,538	\$156,179	\$209,717
Claimant #10	37	ACTIVE	\$160,951	\$145	\$161,096	Active	\$257,530	\$3,685	\$261,215	Cancel	\$179,455	\$0	\$179,455
Claimant #11	64	ACTIVE	\$154,377	\$4,580	\$158,957	Active	\$259,897	\$660	\$260,557	Active	\$6,165	\$169,822	\$175,987
Claimant #12	69	ACTIVE	\$151,412	\$46	\$151,458	Active	\$244,883	\$9,077	\$253,960	Active	\$163,207	\$217	\$163,424
Claimant #13	61	ACTIVE	\$146,376	\$909	\$147,285	Active	\$236,689	\$5,580	\$242,269	Active	\$157,300	\$5,701	\$163,001
Claimant #14	51	ACTIVE	\$141,157	\$2,367	\$143,524	Active	\$210,332	\$296	\$210,628	Cancel	\$138,578	\$9,632	\$148,210
Claimant #15	58	ACTIVE	\$134,303	\$1,035	\$135,338	Active	\$38,309	\$152,029	\$190,338	Active	\$117,911	\$29,703	\$147,614
Claimant #16	64	ACTIVE	\$1,289	\$128,745	\$130,034	Active	\$147,303	\$43,009	\$190,312	Active	\$137,992	\$954	\$138,946
Claimant #17	38	ACTIVE	\$128,752	\$458	\$129,210	Active	\$6,001	\$177,579	\$183,580	Active	\$51,245	\$72,307	\$123,552
Claimant #18	55	ACTIVE	\$116,966	\$7,684	\$124,650	Active	\$173,534	\$696	\$174,230	Active	\$119,089	\$330	\$119,419
Claimant #19	58	ACTIVE	\$116,186	\$847	\$117,033	Active	\$142,970	\$0	\$142,970	Cancel	\$117,984	\$0	\$117,984
Claimant #20	65	ACTIVE	\$107,610	\$3,398	\$111,008	Active	\$134,758	\$3,845	\$138,603	Active	\$80,532	\$29,769	\$110,301
Claimant #21	67	ACTIVE	\$96,822	\$6,697	\$103,519	Active	\$135,304	\$341	\$135,645	Active	\$3,285	\$99,157	\$102,442
Claimant #22						Active	\$107,496	\$22,494	\$129,990	Active	\$77,713	\$22,644	\$100,357
Claimant #23						Active	\$123,955	\$70	\$124,025				
Claimant #24						Active	\$107,456	\$10,338	\$117,794				
Claimant #25						Active	\$107,440	\$1,207	\$108,647				
Claimant #26						Active	\$104,290	\$133	\$104,423				
Total Medical and Rx Claims > \$100,000			\$4,589,408					\$7,954,897					\$5,008,268
Total Claims in Excess of \$225,000 Specific Stop Loss- eff 7.1.18			(\$1,003,617)					(\$3,078,712)					(\$1,207,859)
Net Large Claims			\$3,585,791					\$4,876,185					\$3,800,409
Total Medical and Rx Claims			\$11,896,926					\$18,418,374					\$15,709,878
Average Medical Claims > \$100,000			\$218,543					\$305,958					\$227,649
NET Claims > \$100,000 as a % of Total Medical and Rx Claims			30.14%					26.47%					24.19%



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

Claimants	2020/2021 Plan Year to Date (7/1/20-3/31/21)				2019/2020 Plan Year-To-Date (7/1/19 - 3/31/20)			
	Status	Medical	Rx	Total	Status	Medical	Rx	Total
Claimant #1	ACTIVE	\$595,792	\$4,922	\$600,714	ACTIVE	\$1,039,390	\$475	\$1,039,865
Claimant #2	ACTIVE	\$415,781	\$1,512	\$417,293	CANCEL	\$433,122	\$25,122	\$458,244
Claimant #3	ACTIVE	\$12,529	\$404,073	\$416,602	ACTIVE	\$420,840	\$246	\$421,086
Claimant #4	ACTIVE	\$328,663	\$1,507	\$330,170	ACTIVE	\$380,375	\$7,724	\$388,099
Claimant #5	CANCEL	\$292,979	\$797	\$293,776	ACTIVE	\$380,540	\$0	\$380,540
Claimant #6	ACTIVE	\$122,094	\$148,892	\$270,986	ACTIVE	\$25,189	\$319,662	\$344,851
Claimant #7	ACTIVE	\$248,977	\$99	\$249,076	CANCEL	\$265,157	\$29,897	\$295,054
Claimant #8	ACTIVE	\$221,781	\$2,079	\$223,860	ACTIVE	\$241,536	\$5,508	\$247,044
Claimant #9	ACTIVE	\$151,175	\$22,644	\$173,819	ACTIVE	\$112,942	\$119,706	\$232,648
Claimant #10	ACTIVE	\$160,951	\$145	\$161,096	ACTIVE	\$220,758	\$471	\$221,229
Claimant #11	ACTIVE	\$154,377	\$4,580	\$158,957	ACTIVE	\$210,915	\$2,953	\$213,868
Claimant #12	ACTIVE	\$151,412	\$46	\$151,458	ACTIVE	\$146,295	\$33,404	\$179,699
Claimant #13	ACTIVE	\$146,376	\$909	\$147,285	ACTIVE	\$151,154	\$522	\$151,676
Claimant #14	ACTIVE	\$141,157	\$2,367	\$143,524	ACTIVE	\$145,712	\$268	\$145,980
Claimant #15	ACTIVE	\$134,303	\$1,035	\$135,338	ACTIVE	\$27,508	\$116,030	\$143,538
Claimant #16	ACTIVE	\$1,289	\$128,745	\$130,034	ACTIVE	\$5,371	\$132,250	\$137,621
Claimant #17	ACTIVE	\$128,752	\$458	\$129,210	ACTIVE	\$135,304	\$293	\$135,597
Claimant #18	ACTIVE	\$116,966	\$7,684	\$124,650	CANCEL	\$123,589	\$3,197	\$126,786
Claimant #19	ACTIVE	\$116,186	\$847	\$117,033	ACTIVE	\$121,284	\$70	\$121,354
Claimant #20	ACTIVE	\$107,610	\$3,398	\$111,008	ACTIVE	\$104,871	\$3,297	\$108,168
Claimant #21	ACTIVE	\$96,822	\$6,697	\$103,519	ACTIVE	\$106,845	\$438	\$107,283
Claimant #22								
Claimant #23								
Claimant #24								
Claimant #25								
Claimant #26								
Total Medical and Rx Claims > \$100,000		\$4,589,408				\$5,600,230		
Total Claims in Excess of \$225,000 Specific Stop Loss - eff 7.1.18		(\$1,003,617)				(\$1,782,431)		
Net Large Claims		\$3,585,791				\$3,817,799		
Total Medical and Rx Claims		\$11,896,926				\$13,930,392		
Average Medical Claims > \$100,000		\$218,543				\$266,678		
NET Claims > \$100,000 as a % of Total Medical and Rx Claims		30.14%				27.41%		



7/1/21 Renewal Medical and Pharmacy



© 2020 Findley, A Division of USI
All Rights Reserved



Preliminary 7/1/2021 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%
 - 7/1/20 – 8.96%
- **PRELIMINARY 7/1/2021 Projection**
- **Methodologies used - and consistent with the past:**
 - 24 months of claims (data through 3/2021 at this point)
 - *Note that we will use data from 4/2019-3/2021 to finalize 7/1/21 rate action*
 - 24 months of claims above the Stop Loss (\$225,000)
 - 9% Medical Trend and Pharmacy Trend
 - Factoring in fixed costs for 7/1/21 – 6/30/22 with estimated admin and stop loss adjustments
 - **Stop Loss RFP analysis not finalized yet**
 - Compare expected claims and fixed costs to current funding rates (7/1/20) and allocation of enrollment in each of the plans.
- **Early Estimate: 5.5 - 6.0% (assumes no plan changes)**

Self-Funded Medical Mutual Groups : 7/1/21 - 6/30/22						
Line of Business	Medical		Prescription Drugs		TOTAL	
	4/1/19-3/31/20	4/1/20-3/31/21	4/1/19-3/31/20	4/1/20-3/31/21		
1	Paid Claims	\$14,062,233	\$13,112,567	\$3,678,316	\$3,272,341	-
2	Specific Stop Loss Level(\$225K)	\$225,000	\$225,000			
3	Amount Over Stop Loss Level	(\$2,323,264)	(\$1,416,863)	(\$338,641)	(\$380,646)	-
4	Net Paid Claims	\$11,738,969	\$11,695,704	\$3,339,675	\$2,891,695	-
5	Incurred Claims Factor (1+trend%) ^{x/12}	1.0137	1.0137	1.0036	1.0036	-
6	Projected Incurred Claims	\$11,899,670	\$11,855,813	\$3,351,688	\$2,902,097	-
7	Plan Design Adjustment (if applicable)	1.00	1.00	1.00	1.00	
8	Adjusted Projected Incurred Claims	\$11,899,670	\$11,855,813	\$3,351,688	\$2,902,097	
9	Average Enrollment During Experience Period	1,009	962	1,009	962	-
10	Projected Incurred Claims Per Employee Per Month (PEPM)	\$982.55	\$1,027.37	\$276.75	\$251.48	-
11	% Change from Prior Period	11.1%	4.6%	-8.1%	-9.1%	
12	Trend					
13	Percentage	8.5%	8.5%	9.0%	9.0%	-
14	Months	27	15	27	15	-
15	Factor (1+trend%) ^{(x*months)/12}	1.2015	1.1074	1.2140	1.1137	-
16	Projected Trended Incurred Claims PEPM	\$1,180.52	\$1,137.66	\$335.96	\$280.08	-
17	Weight	50%	50%	50%	50%	-
18	Projected Incurred Claims PEPM 7/1/21-6/30/22	\$1,159.09	\$1,159.09	\$308.02	\$308.02	\$1,467.11
19	Claims Credibility Margin	3.750%	3.750%	3.750%	3.750%	-
20	Adjusted Incurred Claims PEPM 7/1/21-6/30/22	\$1,202.55	\$1,202.55	\$319.58	\$319.58	\$1,522.13
21	Current Enrollment (3/21)	942	942	942	942	-
22	Total Projected Annual Claims Funding Level 7/1/21-6/30/22	13,593,670	13,593,670	3,612,481	3,612,481	17,206,151



23	Fixed Costs PEPM				
24	Administrative Fee ⁽¹⁾	\$31.39	\$0.85		-
25	Stop Loss ⁽²⁾	\$157.53	See Medical		-
26	Projected Fixed Costs 7/1/21-6/30/22	\$2,135,508	\$18,339		\$2,153,846
27	Other Costs				
28	Wellness Program ⁽³⁾	\$155,550	\$0		\$155,550
29	Membership used for ACA fees (3/21)	2,189	2189		
30	ACA Fees Per Member (\$2.54 projected PMPY for PCORI)	\$5,560	\$0		\$5,560
31	Consultant Fees	\$78,000	-		\$78,000
32	Total Other Costs	\$239,110	-		\$239,110
33	Total Projected Costs 7/1/21-6/30/22	\$15,968,288	\$3,630,819		\$19,599,107
34	Funding @ 7/20-6/21 Rates and Current Enrollment	\$14,601,903	\$3,929,034		\$18,530,936
35	Funding Differential	\$1,366,385	(\$298,214)		\$1,068,171
		9.36%	-7.59%		5.76%
36	Adjustment in Consideration of Rebate Increase	0.00%	0.00%		
37	Adjusted Projected Costs 7/1/20-6/30/21	\$15,968,288	\$3,630,819		\$19,599,107
38	Adjusted Change from Current	9.36%	-7.59%		5.76%

⁽¹⁾ MMO Medical ASO reflects 7/1/21 guaranteed fee of 0% plus disease Management. RX is per script (Based on 21,575 Total Scripts for last 12 months).

⁽²⁾ Stop Loss Rate assumes a 2.3% increase for 7/1/21.

⁽³⁾ Accounts for MMO Wellness Funding

Note: This forecast is based upon generally accepted health insurance underwriting guidelines and the information

provided by Youngstown State University/MMO. While it represents our best estimate, actual results may differ due to random fluctuations and other variables which remain outside of our control.



7.1.21 Rate Projection Next Steps

- Finalize stop loss RFP analysis and present to the YSU leadership team for carrier recommendation
 - 3 of 7 vendors have declined to quote thus far
- Negotiate final rates
- Factor final stop loss decision and rates into the projection



Illustrative Employee Contributions Effective 7.1.21

Youngstown State University Medical/RX Employee Contributions Per Pay Effective 7/1/21 at 15%			
7/1/21 Employee Contributions			
24 Pays Annually			
Tier	PPO Plan 1	HDHP Plan	PPO Plan 2
Single	\$69.14	\$51.85	\$60.84
Single + 1	\$138.27	\$103.71	\$121.68
Family	\$190.13	\$142.60	\$167.31
7/1/21 Employee Contributions			
26 Pays Annually			
Tier	PPO Plan 1	HDHP Plan	PPO Plan 2
Single	\$63.82	\$47.86	\$56.16
Single + 1	\$127.64	\$95.73	\$112.32
Family	\$175.50	\$131.63	\$154.44
7/1/21 Employee Contributions			
18 Pays Annually			
Tier	PPO Plan 1	HDHP Plan	PPO Plan 2
Single	\$92.18	\$69.14	\$81.12
Single + 1	\$184.36	\$138.27	\$162.24
Family	\$253.50	\$190.13	\$223.08



Illustrative Change in Employee Contributions – Per Pay

Youngstown State University Medical/RX Change in Employee Contributions Per Pay Effective 7/1/21			
7/1/21 Employee Contributions - Change from Current			
24 Pays Annually			
Tier	PPO Plan 1	HDHP Plan	PPO Plan 2
Single	\$3.77	\$2.83	\$3.32
Single + 1	\$7.54	\$5.65	\$6.63
Family	\$10.36	\$7.77	\$9.12
7/1/21 Employee Contributions - Change from Current			
26 Pays Annually			
Tier	PPO Plan 1	HDHP Plan	PPO Plan 2
Single	\$3.48	\$2.61	\$3.06
Single + 1	\$6.96	\$5.22	\$6.12
Family	\$9.57	\$7.17	\$8.42
7/1/21 Employee Contributions - Change from Current			
18 Pays Annually			
Tier	PPO Plan 1	HDHP Plan	PPO Plan 2
Single	\$5.02	\$3.77	\$4.42
Single + 1	\$10.05	\$7.54	\$8.84
Family	\$13.82	\$10.36	\$12.16



YSU Med/Rx – Recent Renewal History

- 7/1/14 = 0.0%
- 7/1/15 = 5.0%
- 7/1/16 = 4.43%
- 7/1/17 = 2.63%
- 7/1/18 = 5.49%
- 7/1/19 = 8.66%
- 7/1/20 = 8.96%
- The adjustments are reflective of a consistent plan design, and are below national benchmarks.
- Including 7/1/21, the average renewal for the past 8 years is <5.2%

