



Youngstown State University

Healthcare Advisory Committee
Meeting

March 18, 2021



Agenda

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- **Financial Review**
 - **Executive Summary**
 - **Claims and Fixed Costs Tracking**
 - **Large Claims**
- **Preliminary 7/1/2021 Cost Projection Update**



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YSU Rolling 12 Month Executive Summary (Medical and Pharmacy)

Experience Period	3/1/19-2/29/20	3/1/20-2/28/21
Average Enrollment	1,011	968
Medical Claims	\$14,017,539	\$13,428,969
Rx Claims	\$3,837,275	\$3,333,076
Subtotal Plan Gross Claim Costs	\$17,854,814	\$16,762,045
Fixed costs (Fees and Stop Loss)	\$1,716,421	\$1,813,105
Total Plan Gross Costs	\$19,571,235	\$18,575,150
Total Plan Gross Costs (PEPM*)	\$1,613.86	\$1,599.93
Gross Cost Increase from Prior Year		-0.86%
Stop Loss Reimbursement	(\$2,491,435)	(\$2,219,957)
Total Plan Net Costs (Gross Costs Less Reimbursement)	\$17,079,800	\$16,355,193
Total Plan Net Costs (PEPM*)	\$1,408.41	\$1,408.72
Net Cost Increase from Prior Year	-	0.02%

*Per Employee Per Month

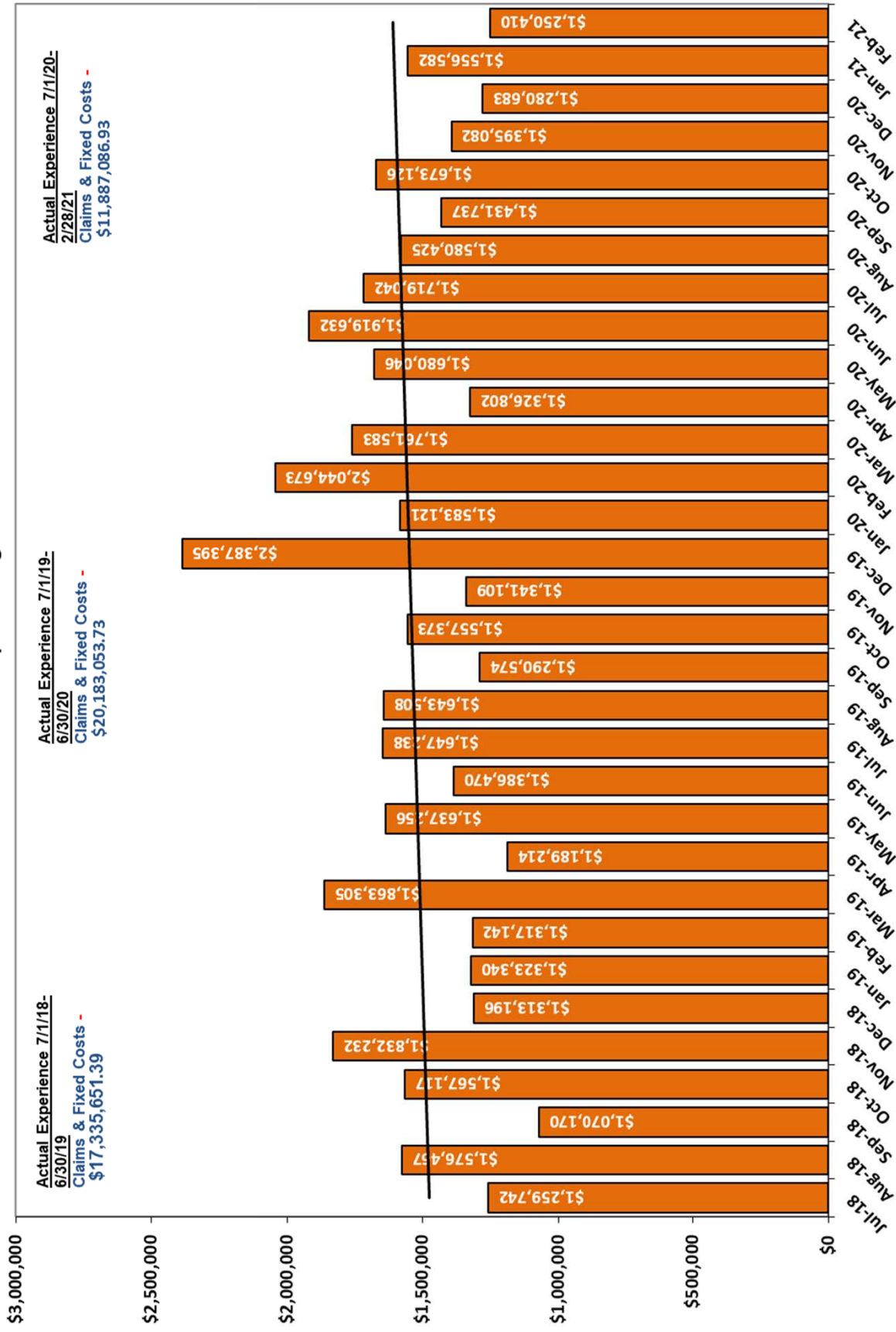
7/1/18 Med/Rx renewal +5.49%

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 (7/1/20-2/28/21)			2019/2020 Plan Year (7/1/19-6/30/20)			2018/2019 Plan Year (7/1/18-6/30/19)					
	Status	Medical	Rx	Total	Status	Medical	Rx	Total	Status	Medical	Rx	Total
Claimant #1	ACTIVE	\$538,398	\$4,023	\$542,421	Active	\$1,402,702	\$1,015	\$1,403,717	Active	\$202,185	\$419,762	\$621,947
Claimant #2	ACTIVE	\$12,458	\$385,328	\$397,786	Active	\$632,725	\$7,846	\$640,571	Active	\$408,926	\$4,503	\$413,429
Claimant #3	ACTIVE	\$381,483	\$1,358	\$382,841	Active	\$498,919	\$0	\$498,919	Cancel	\$311,633	\$95,877	\$407,510
Claimant #4	ACTIVE	\$328,577	\$1,494	\$330,071	Active	\$497,674	\$256	\$497,930	Active	\$13,335	\$347,936	\$361,271
Claimant #5	CANCEL	\$292,979	\$797	\$293,776	Cancel	\$433,846	\$25,122	\$458,968	Active	\$345,147	\$8	\$345,155
Claimant #6	ACTIVE	\$248,464	\$99	\$248,563	Active	\$36,890	\$404,217	\$441,107	Cancel	\$319,081	\$6,704	\$325,785
Claimant #7	ACTIVE	\$115,054	\$131,252	\$246,305	Active	\$352,460	\$6,053	\$358,513	Active	\$270,810	\$635	\$271,445
Claimant #8	ACTIVE	\$209,043	\$2,079	\$211,122	Active	\$321,438	\$30,217	\$351,655	Active	\$249,535	\$11,782	\$261,317
Claimant #9	ACTIVE	\$159,969	\$135	\$160,105	Active	\$212,440	\$121,891	\$334,331	Active	\$53,538	\$156,179	\$209,717
Claimant #10	ACTIVE	\$142,637	\$15,504	\$158,142	Active	\$257,530	\$3,685	\$261,215	Cancel	\$179,455	\$0	\$179,455
Claimant #11	ACTIVE	\$148,931	\$23	\$148,954	Active	\$259,897	\$660	\$260,557	Active	\$6,165	\$169,822	\$175,987
Claimant #12	ACTIVE	\$141,495	\$4,483	\$145,978	Active	\$244,883	\$9,077	\$253,960	Active	\$163,207	\$217	\$163,424
Claimant #13	ACTIVE	\$126,282	\$450	\$126,732	Active	\$236,689	\$5,580	\$242,269	Active	\$157,300	\$5,701	\$163,001
Claimant #14	ACTIVE	\$116,011	\$827	\$116,839	Active	\$210,332	\$296	\$210,628	Cancel	\$138,578	\$9,632	\$148,210
Claimant #15	ACTIVE	\$107,540	\$7,365	\$114,904	Active	\$38,309	\$152,029	\$190,338	Active	\$117,911	\$29,703	\$147,614
Claimant #16	ACTIVE	\$1,251	\$112,560	\$113,811	Active	\$147,303	\$43,009	\$190,312	Active	\$137,992	\$954	\$138,946
Claimant #17	ACTIVE	\$107,530	\$3,395	\$110,926	Active	\$6,001	\$177,579	\$183,580	Active	\$51,245	\$72,307	\$123,552
Claimant #18					Active	\$173,534	\$696	\$174,230	Active	\$119,089	\$330	\$119,419
Claimant #19					Active	\$142,970	\$0	\$142,970	Cancel	\$117,984	\$0	\$117,984
Claimant #20					Active	\$134,758	\$3,845	\$138,603	Active	\$80,532	\$29,769	\$110,301
Claimant #21					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		\$3,849,275				\$7,954,897				\$5,008,268		
Total Claims in Excess of \$225,000 Specific Stop Loss- eff 7.1.18		(\$866,763)				(\$3,078,712)				(\$1,207,859)		
Net Large Claims		\$2,982,512				\$4,876,185				\$3,800,409		
Total Medical and Rx Claims		\$10,660,647				\$18,418,374				\$15,709,878		
Average Medical Claims > \$100,000		\$226,428				\$305,958				\$227,649		
NET Claims > \$100,000 as a % of Total Medical and Rx Claims		27.98%				26.47%				24.19%		



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

Claimants	2020/2021 Plan Year to Date (7/1/20-2/28/21)			2018/2019 Plan Year To-To-Date (7/1/19 - 2/29/20)				
	Status	Medical	Rx	Total	Status	Medical	Rx	Total
Claimant #1	ACTIVE	\$538,398	\$4,023	\$542,421	ACTIVE	\$954,394	\$226	\$954,620
Claimant #2	ACTIVE	\$12,458	\$385,328	\$397,786	CANCEL	\$433,306	\$25,122	\$458,428
Claimant #3	ACTIVE	\$381,483	\$1,358	\$382,841	ACTIVE	\$389,766	\$215	\$389,981
Claimant #4	ACTIVE	\$328,577	\$1,494	\$330,071	ACTIVE	\$320,681	\$0	\$320,681
Claimant #5	CANCEL	\$292,979	\$797	\$293,776	ACTIVE	\$22,763	\$283,289	\$306,052
Claimant #6	ACTIVE	\$248,464	\$99	\$248,563	CANCEL	\$232,082	\$22,288	\$254,370
Claimant #7	ACTIVE	\$115,054	\$131,252	\$246,305	ACTIVE	\$239,954	\$5,471	\$245,425
Claimant #8	ACTIVE	\$209,043	\$2,079	\$211,122	ACTIVE	\$220,758	\$471	\$221,229
Claimant #9	ACTIVE	\$159,969	\$135	\$160,105	ACTIVE	\$191,546	\$2,953	\$194,499
Claimant #10	ACTIVE	\$142,637	\$15,504	\$158,142	ACTIVE	\$80,311	\$113,727	\$194,038
Claimant #11	ACTIVE	\$148,931	\$23	\$148,954	ACTIVE	\$139,153	\$33,404	\$172,557
Claimant #12	ACTIVE	\$141,495	\$4,483	\$145,978	ACTIVE	\$138,051	\$7,717	\$145,768
Claimant #13	ACTIVE	\$126,282	\$450	\$126,732	ACTIVE	\$145,261	\$293	\$145,554
Claimant #14	ACTIVE	\$116,011	\$827	\$116,839	ACTIVE	\$24,713	\$104,034	\$128,747
Claimant #15	ACTIVE	\$107,540	\$7,365	\$114,904	ACTIVE	\$121,247	\$70	\$121,317
Claimant #16	ACTIVE	\$1,251	\$112,560	\$113,811	CANCEL	\$115,570	\$2,655	\$118,225
Claimant #17	ACTIVE	\$107,530	\$3,395	\$110,926	ACTIVE	(\$148)	\$117,542	\$117,393
Claimant #18					ACTIVE	\$116,154	\$268	\$116,422
Claimant #19					ACTIVE	\$106,571	\$151	\$106,722
Claimant #20								
Claimant #21								
Claimant #22								
Claimant #23								
Claimant #24								
Claimant #25								
Claimant #26								
Total Medical and Rx Claims > \$100,000		\$3,849,275		\$4,712,030				
Total Claims in Excess of \$225,000 Specific Stop Loss - eff 7.1.18		(\$866,763)		(\$1,354,558)				
Net Large Claims		\$2,982,512		\$3,357,472				
Total Medical and Rx Claims		\$10,660,647		\$12,316,976				
Average Medical Claims > \$100,000		\$226,428		\$248,002				
NET Claims > \$100,000 as a % of Total Medical and Rx Claims		27.98%		27.26%				



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 2/2021 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
 - MMO renewal for stop loss not in 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: 6.5-8.5% (assumes no plan changes)**

Preliminary Rate Projection – Additional Info

- At our April HCAC meeting we will present the actual underwriting calculation to determine the final 7.1.21 rate action
- Employee contributions, per pay, will be illustrated based on the various pay frequencies
- Employee change in per pay contributions will be illustrated as well based on the various pay frequencies



7.1.21 Rate Projection Next Steps

- Review and Evaluate MMO's 7.1.21 renewal – targeted release at end of March
- Findley/USI will be releasing a stop loss RFP – targeting a release by end of March – Due diligence

