



# Youngstown State University

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Healthcare Advisory Committee  
Meeting

November 21, 2019



# Agenda

- **Follow Up Items From October Meeting**
- **Financial Review**
  - Data through 10/31/19
- **Medical/Pharmacy 2020 RFP Update**
- **Delta Dental Follow Up From October Meeting**

# Follow Up From Previous HCAC Meetings -

|                  |   |                                |                      |                          |
|------------------|---|--------------------------------|----------------------|--------------------------|
|                  | 1 | <b>Plan Year ENDING:</b>       | <b>June 30, 2019</b> | <b>FY20 YTD Thru Oct</b> |
| YSU Actual Costs | 2 | YSU Net Claims and Fixed Costs | \$16,127,792         | \$6,102,772              |

|              |   |  |             |           |
|--------------|---|--|-------------|-----------|
| EE Cont (\$) | 3 | \$ Employee contributions based on FD calculations | \$2,588,505 | \$918,856 |
|--------------|---|--|-------------|-----------|

|                   |   |  |        |        |
|-------------------|---|--|--------|--------|
| Employee Cont (%) | 4 | Employee contributions as a Percent of Total Annual Cost of Plan<br><b>(Row 4 ÷ Row 2)</b> | 16.05% | 15.06% |
|-------------------|---|--|--------|--------|

|   |   |   |       |     |
|---|---|---|-------|-----|
| % Change Year to Year in Actual Net Claims and Fixed Cost | 5 | Year Over Year % Change in Actual Net Claims and Fixed Cost<br><b>(Row 1)</b> | 7.68% | TBD |
| Renewal Action  | 6 | July 1 Renewal into next FY   | 8.66% | TBD |



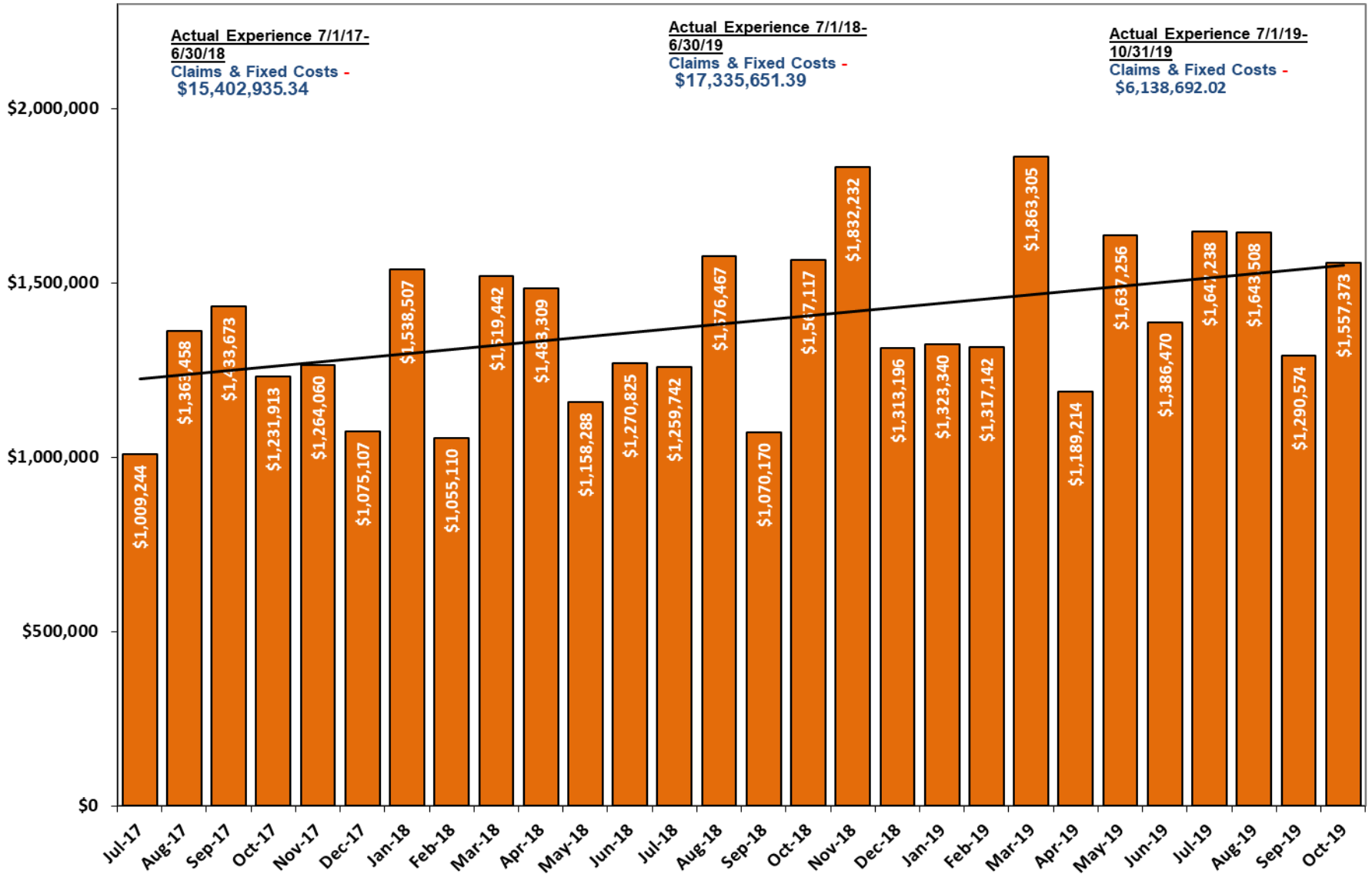
## YSU Executive Rolling 12 Month Summary (Medical and Pharmacy)

| Experience Period  | 11/1/17-10/31/18 | 11/1/18-10/31/19 |
|--|------------------|------------------|
| Average Enrollment                                       | 1,037            | 1,018            |
| Medical Claims   | \$10,026,652     | \$12,616,394     |
| Rx Claims  | \$4,091,808      | \$3,715,349      |
| Subtotal Plan Gross Claim Costs                          | \$14,118,460     | \$16,331,743     |
| Fixed costs (Fees and Stop Loss)                         | \$1,719,684      | \$1,669,104      |
| Total Plan Gross Costs                                   | \$15,838,144     | \$18,000,847     |
| Total Plan Gross Costs (PEPM)                            | \$1,272.45       | \$1,474.27       |
| Gross Cost Increase from Prior Year                      |                  | <b>15.86%</b>    |
| Stop Loss Reimbursement                                  | (\$516,977)      | (\$1,498,999)    |
| Total Plan Net Costs<br>(Gross Costs Less Reimbursement) | \$15,321,167     | \$16,501,848     |
| Total Plan Net Costs (PEPM)                              | \$1,230.91       | \$1,351.50       |
| Net Cost Increase from Prior Year                        | -                | <b>9.80%</b>     |

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

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

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



## Youngstown State University Medical and Prescription Drug Large Claims Summary

| Claimants   | 2019/2020 Plan Year<br>(7/1/19-10/31/19) |                    |           |                  | 2018/2019 Plan Year<br>(7/1/18-6/30/19) |                      |           |                  | 2017/2018 Plan Year<br>(7/1/17-6/30/18) |                     |           |                  | 2016/2017 Plan Year<br>(7/1/16-6/30/17) |                     |           |                  |
|---|--|--------------------|-----------|------------------|---|----------------------|-----------|------------------|---|---------------------|-----------|------------------|---|---------------------|-----------|------------------|
|   | Status                                   | Medical            | Rx        | Total            | Status                                  | Medical              | Rx        | Total            | Status                                  | Medical             | Rx        | Total            | Status                                  | Medical             | Rx        | Total            |
| Claimant #1   | Active                                   | \$251,303          | \$9,617   | <b>\$260,920</b> | Active                                  | \$202,185            | \$419,762 | <b>\$621,947</b> | Active                                  | \$373,761           | \$112,438 | <b>\$486,199</b> | Active                                  | \$317,731           | \$86,526  | <b>\$404,257</b> |
| Claimant #2   | Active                                   | \$159,769          | \$13,808  | <b>\$173,577</b> | Active                                  | \$408,926            | \$4,503   | <b>\$413,429</b> | Active                                  | \$206,457           | \$49,412  | <b>\$255,869</b> | Active                                  | \$95,827            | \$125,454 | <b>\$221,281</b> |
| Claimant #3   | Active                                   | \$11,922           | \$144,506 | <b>\$156,428</b> | Cancel                                  | \$311,633            | \$95,877  | <b>\$407,510</b> | Active                                  | \$14,437            | \$211,887 | <b>\$226,324</b> | Cancel                                  | \$156,496           | \$62,512  | <b>\$219,008</b> |
| Claimant #4   | Active                                   | \$151,430          | \$2,224   | <b>\$153,654</b> | Active                                  | \$13,335             | \$347,936 | <b>\$361,271</b> | Cancel                                  | \$223,525           | \$481     | <b>\$224,006</b> | Cancel                                  | \$207,874           | \$612     | <b>\$208,486</b> |
| Claimant #5   | Active                                   | \$143,734          | \$0       | <b>\$143,734</b> | Active                                  | \$345,147            | \$8       | <b>\$345,155</b> | Active                                  | \$217,006           | \$139     | <b>\$217,145</b> | Active                                  | \$202,192           | \$121     | <b>\$202,313</b> |
| Claimant #6   | Active                                   | \$117,186          | \$196     | <b>\$117,382</b> | Cancel                                  | \$319,081            | \$6,704   | <b>\$325,785</b> | Active                                  | \$63,528            | \$152,115 | <b>\$215,643</b> | Active                                  | \$15,194            | \$179,091 | <b>\$194,285</b> |
| Claimant #7   |  |                    |           |                  | Active                                  | \$270,810            | \$635     | <b>\$271,445</b> | Active                                  | \$4,005             | \$195,088 | <b>\$199,093</b> | Active                                  | \$9,348             | \$178,552 | <b>\$187,900</b> |
| Claimant #8   |  |                    |           |                  | Active                                  | \$249,535            | \$11,782  | <b>\$261,317</b> | Active                                  | \$16,316            | \$178,977 | <b>\$195,293</b> | Active                                  | \$165,760           | \$1,738   | <b>\$167,498</b> |
| Claimant #9   |  |                    |           |                  | Active                                  | \$53,538             | \$156,179 | <b>\$209,717</b> | Active                                  | \$63,581            | \$130,301 | <b>\$193,882</b> | Cancel                                  | \$155,275           | \$571     | <b>\$155,846</b> |
| Claimant #10  |  |                    |           |                  | Cancel                                  | \$179,455            | \$0       | <b>\$179,455</b> | Active                                  | \$189,934           | \$59      | <b>\$189,993</b> | Active                                  | \$70,125            | \$55,642  | <b>\$125,767</b> |
| Claimant #11  |  |                    |           |                  | Active                                  | \$6,165              | \$169,822 | <b>\$175,987</b> | Active                                  | \$188,890           | \$1,026   | <b>\$189,916</b> | Active                                  | \$121,732           | \$484     | <b>\$122,216</b> |
| Claimant #12  |  |                    |           |                  | Active                                  | \$163,207            | \$217     | <b>\$163,424</b> | Active                                  | \$183,836           | \$4,668   | <b>\$188,504</b> | Active                                  | \$111,416           | \$10,696  | <b>\$122,112</b> |
| Claimant #13  |  |                    |           |                  | Active                                  | \$157,300            | \$5,701   | <b>\$163,001</b> | Active                                  | \$136,836           | \$340     | <b>\$137,176</b> | Active                                  | \$118,555           | \$528     | <b>\$119,083</b> |
| Claimant #14  |  |                    |           |                  | Cancel                                  | \$138,578            | \$9,632   | <b>\$148,210</b> | Active                                  | \$105,907           | \$25,465  | <b>\$131,372</b> | Active                                  | \$107,508           | \$2,055   | <b>\$109,563</b> |
| Claimant #15  |  |                    |           |                  | Active                                  | \$117,911            | \$29,703  | <b>\$147,614</b> | Active                                  | \$125,999           | \$56      | <b>\$126,055</b> | Active                                  | \$7,183             | \$94,025  | <b>\$101,208</b> |
| Claimant #16  |  |                    |           |                  | Active                                  | \$137,992            | \$954     | <b>\$138,946</b> | Active                                  | \$116,930           | \$1,971   | <b>\$118,901</b> | Active                                  | \$100,288           | \$13      | <b>\$100,301</b> |
| Claimant #17  |  |                    |           |                  | Active                                  | \$51,245             | \$72,307  | <b>\$123,552</b> | Active                                  | \$114,423           | \$450     | <b>\$114,873</b> |   |                     |           |                  |
| Claimant #18  |  |                    |           |                  | Active                                  | \$119,089            | \$330     | <b>\$119,419</b> | Active                                  | \$29,447            | \$78,586  | <b>\$108,033</b> |   |                     |           |                  |
| Claimant #19  |  |                    |           |                  | Cancel                                  | \$117,984            | \$0       | <b>\$117,984</b> | Active                                  | \$74,143            | \$33,806  | <b>\$107,949</b> |   |                     |           |                  |
| Claimant #20  |  |                    |           |                  | Active                                  | \$80,532             | \$29,769  | <b>\$110,301</b> | Active                                  | \$5,979             | \$94,996  | <b>\$100,975</b> |   |                     |           |                  |
| Claimant #21  |  |                    |           |                  | Active                                  | \$3,285              | \$99,157  | <b>\$102,442</b> |   |                     |           |                  |   |                     |           |                  |
| Claimant #22  |  |                    |           |                  | Active                                  | \$77,713             | \$22,644  | <b>\$100,357</b> |   |                     |           |                  |   |                     |           |                  |
| <b>Total Medical and Rx Claims &gt; \$100,000</b>                         |  | <b>\$1,005,695</b> |           |                  |   | <b>\$5,008,268</b>   |           |                  |   | <b>\$3,727,201</b>  |           |                  |   | <b>\$2,761,124</b>  |           |                  |
| <b>Total Claims in Excess of \$225,000 Specific Stop Loss- eff 7.1.18</b> |  | <b>(\$35,920)</b>  |           |                  |   | <b>(\$1,207,859)</b> |           |                  |   | <b>(\$425,186)</b>  |           |                  |   | <b>(\$255,345)</b>  |           |                  |
| <b>Net Large Claims</b>   |  | <b>\$969,775</b>   |           |                  |   | <b>\$3,800,409</b>   |           |                  |   | <b>\$3,302,015</b>  |           |                  |   | <b>\$2,505,779</b>  |           |                  |
| <b>Total Medical and Rx Claims</b>  |  | <b>\$5,549,831</b> |           |                  |   | <b>\$15,709,878</b>  |           |                  |   | <b>\$13,642,977</b> |           |                  |   | <b>\$12,498,210</b> |           |                  |
| <b>Average Medical Claims &gt; \$100,000</b>                              |  | <b>\$167,616</b>   |           |                  |   | <b>\$227,649</b>     |           |                  |   | <b>\$186,360</b>    |           |                  |   | <b>\$172,570</b>    |           |                  |
| <b>NET Claims &gt; \$100,000 as a % of Total Medical and Rx Claims</b>    |  | <b>17.47%</b>      |           |                  |   | <b>24.19%</b>        |           |                  |   | <b>24.20%</b>       |           |                  |   | <b>20.05%</b>       |           |                  |

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

| Claimants  | 2019/2020 Plan Year-To-Date<br>(7/1/19 - 10/31/19) |                    |           |                  | 2018/2019 Plan Year-To-Date<br>(7/1/18 - 10/31/18) |                    |           |                  |
|--|--|--------------------|-----------|------------------|--|--------------------|-----------|------------------|
|  | Status   | Medical            | Rx        | Total            | Status   | Medical            | Rx        | Total            |
| Claimant #1  | Active   | \$251,303          | \$9,617   | <b>\$260,920</b> | Cancel   | \$120,875          | \$95,854  | <b>\$216,729</b> |
| Claimant #2  | Active   | \$159,769          | \$13,808  | <b>\$173,577</b> | Active   | \$11,723           | \$143,056 | <b>\$154,779</b> |
| Claimant #3  | Active   | \$11,922           | \$144,506 | <b>\$156,428</b> | Active   | \$136,108          | \$21      | <b>\$136,129</b> |
| Claimant #4  | Active   | \$151,430          | \$2,224   | <b>\$153,654</b> | Cancel   | \$4,558            | \$127,135 | <b>\$131,693</b> |
| Claimant #5  | Active   | \$143,734          | \$0       | <b>\$143,734</b> | Cancel   | \$116,504          | \$0       | <b>\$116,504</b> |
| Claimant #6  | Active   | \$117,186          | \$196     | <b>\$117,382</b> |  |                    |           |                  |
| Claimant #7  |  |                    |           |                  |  |                    |           |                  |
| Claimant #8  |  |                    |           |                  |  |                    |           |                  |
| Claimant #9  |  |                    |           |                  |  |                    |           |                  |
| Claimant #10   |  |                    |           |                  |  |                    |           |                  |
| Claimant #11   |  |                    |           |                  |  |                    |           |                  |
| Claimant #12   |  |                    |           |                  |  |                    |           |                  |
| Claimant #13   |  |                    |           |                  |  |                    |           |                  |
| Claimant #14   |  |                    |           |                  |  |                    |           |                  |
| Claimant #15   |  |                    |           |                  |  |                    |           |                  |
| Claimant #16   |  |                    |           |                  |  |                    |           |                  |
| Claimant #17   |  |                    |           |                  |  |                    |           |                  |
| Claimant #18   |  |                    |           |                  |  |                    |           |                  |
| Claimant #19   |  |                    |           |                  |  |                    |           |                  |
| Claimant #20   |  |                    |           |                  |  |                    |           |                  |
| Claimant #21   |  |                    |           |                  |  |                    |           |                  |
| Claimant #22   |  |                    |           |                  |  |                    |           |                  |
| <b>Total Medical and Rx Claims &gt; \$100,000</b>                          |  | <b>\$1,005,695</b> |           |                  |  | <b>\$755,834</b>   |           |                  |
| <b>Total Claims in Excess of \$225,000 Specific Stop Loss - eff 7.1.18</b> |  | <b>(\$35,920)</b>  |           |                  |  | <b>\$0</b>         |           |                  |
| <b>Net Large Claims</b>  |  | <b>\$969,775</b>   |           |                  |  | <b>\$755,834</b>   |           |                  |
| <b>Total Medical and Rx Claims</b>   |  | <b>\$5,549,831</b> |           |                  |  | <b>\$4,927,966</b> |           |                  |
| <b>Average Medical Claims &gt; \$100,000</b>                               |  | <b>\$167,616</b>   |           |                  |  | <b>\$151,167</b>   |           |                  |
| <b>NET Claims &gt; \$100,000 as a % of Total Medical and Rx Claims</b>     |  | <b>17.47%</b>      |           |                  |  | <b>15.34%</b>      |           |                  |



# CDHP/HSA – 2020 Limits and Required Changes

- The IRS has raised the minimum deductibles for CDHPs (Consumer Driven Health Plans) to \$1,400/Single and \$2,800/Family for 2020.
  - YSU’s CDHP plan has to raise the Deductible to \$2,800 for Single coverage in order to retain the “embedded” feature of the plan.
  - The current minimum deductible is \$2,700 and has remained in place since 2017
  - This will go into effect on 1/1/2020- coincides with the Calendar Year Deductible accumulation
- Other 2020 Limit Changes
  - HSA contributions (all sources)
    - Individual = \$3,550 for 2020 (up from \$3,500 in 2019)
    - Family = \$7,100 for 2020 (up from \$7,000 in 2019)
    - Age 55 and older “catch up” contributions remain unchanged at \$1,000





# RFP Update

- RFP released on 10/23/19
- Deadline for questions 11/1/19
- Answers to questions released on 11/4/19
- One carrier has declined to quote thus far (Cigna)
- Proposals due today! 11/21/19

# Delta Dental Follow Up

- Delta Dental presented benchmarking for YSU at the October HCAC meeting – see handout
- 3 benefit provisions were called out as varying from the Delta Book of Business or Peer Groups
  - Full Mouth X-Rays frequency (current 1 in 36 months vs. norm as 1 in 60 months)
  - Bitewing X-Rays (current 2 in 12 months vs. norm as 1 in 12 months)
  - Posterior (back teeth) composite (white) fillings – YSU plan does not cover.
- Delta Dental provided the impact to the fully insured rates for each of these plan provisions



# Dental Rate Impact

- Change Bitewing x-rays from two times per year to once per year: -0.68%
- Change full mouth x-rays from once every three years to once every five years: -0.41%
- Add Posterior composite fillings (white fillings on back teeth): +1.88%

This is just the information. Nothing will change without the due process to approve such change.