



YOUNGSTOWN STATE UNIVERSITY

HCAC MEETING

April 20, 2023

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Agenda

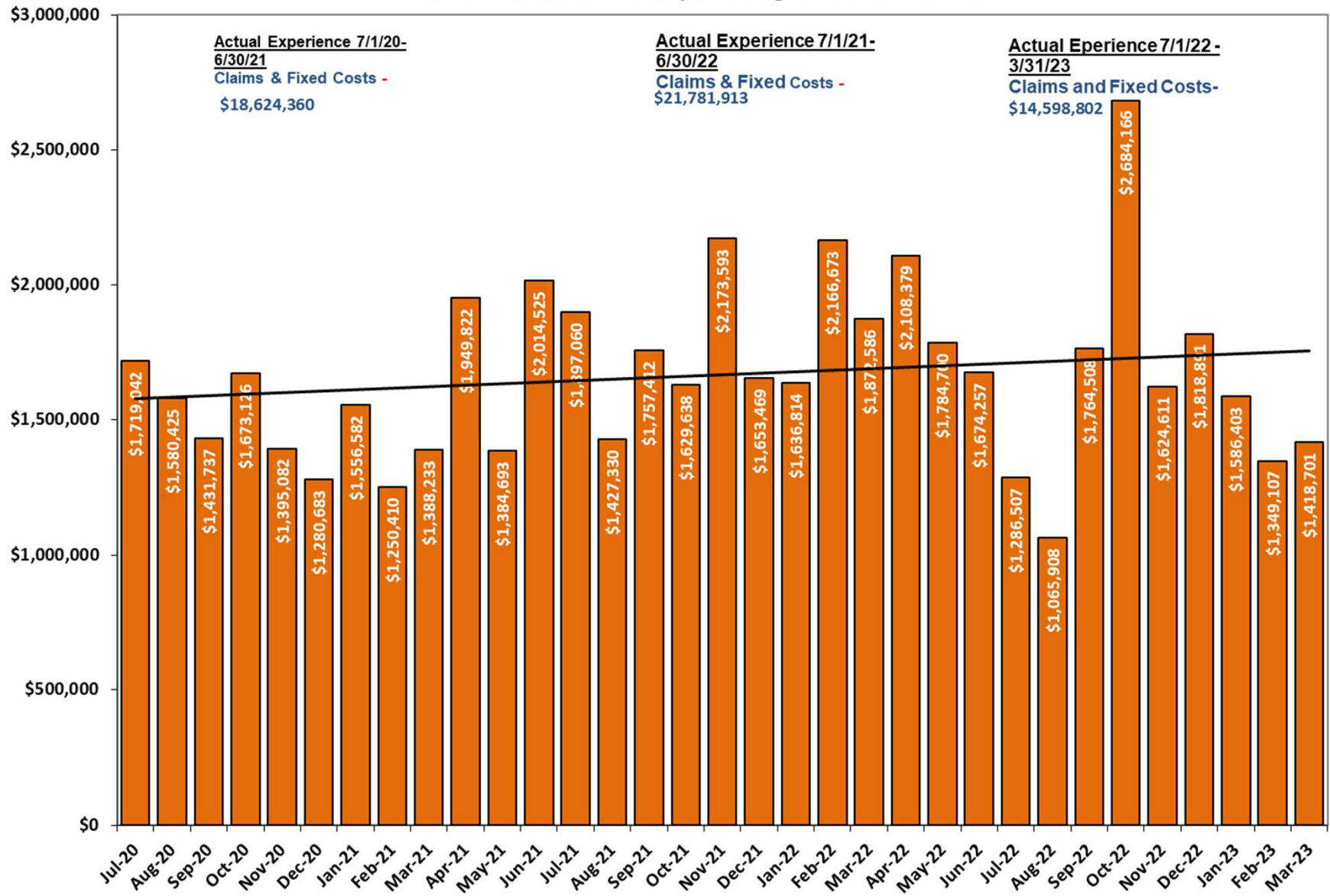
- Financial Reporting
 - Executive Summary
 - Large Claims
- 7.1.23 Rate Projection and Underwriting
- Employee Contributions
- Renewal History

Financials

YSU Rolling 12 Month Executive Summary (Medical and Pharmacy)

Experience Period	4/1/21-3/31/22	4/1/22-3/31/23	Change
Average Enrollment	934	908	-2.79%
Medical Claims	\$15,752,758	\$14,242,831	-9.59%
Rx Claims	\$3,764,280	\$3,600,636	-4.35%
Subtotal Plan Gross Claim Costs	\$19,517,038	\$17,843,467	-8.57%
Fixed costs (Fees and Stop Loss)	\$2,046,578	\$2,322,672	13.49%
Total Plan Gross Costs	\$21,563,616	\$20,166,139	-6.48%
Total Plan Gross Costs (PEPM*)	\$1,923.95	\$1,850.95	
Gross Cost Increase from Prior Year		-3.79%	
Stop Loss Reimbursement	(\$3,647,542)	(\$2,652,867)	-27.27%
Total Plan Net Costs (Gross Costs Less Reimbursement)	\$17,916,074	\$17,513,272	-2.25%
Total Plan Net Costs (PEPM*)	\$1,598.51	\$1,607.46	
Net Cost Increase from Prior Year	-	0.56%	
*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%			
7/1/21 Med/RX renewal +5.76%			
7/1/22 Med/RX renewal +4.45% and Plan changes			

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



Youngstown State University
Medical and Prescription Drug Large Claims Summary

Claimants	2022/2023 Plan Year to Date (7/1/22-3/31/23)				2021/2022 Plan Year to Date (7/1/21-6/30/22)				2020/2021 Plan Year (7/1/20-6/30/21)			
	Status	Medical	Rx	Total	Status	Medical	Rx	Total	Status	Medical	Rx	Total
Claimant #1	ACTIVE	\$628,183	\$4,510	\$632,693	ACTIVE	\$999,426	\$173	\$999,599	CANCEL	\$656,860	\$5,686	\$662,547
Claimant #2	ACTIVE	\$10,861	\$457,887	\$468,748	ACTIVE	\$810,973	\$730	\$811,703	ACTIVE	\$563,296	\$490	\$563,785
Claimant #3	ACTIVE	\$381,375	\$40,313	\$421,688	ACTIVE	\$12,238	\$589,108	\$601,346	ACTIVE	\$548,034	\$10,291	\$558,325
Claimant #4	CANCEL	\$391,288	\$5,020	\$396,307	ACTIVE	\$509,844	\$9,161	\$519,004	ACTIVE	\$12,748	\$523,436	\$536,184
Claimant #5	ACTIVE	\$380,843	\$27	\$380,870	ACTIVE	\$490,417	\$40	\$490,457	ACTIVE	\$522,881	\$1,754	\$524,635
Claimant #6	CANCEL	\$335,439	\$527	\$335,966	ACTIVE	\$484,018	\$872	\$484,890	ACTIVE	\$443,329	\$6,647	\$449,976
Claimant #7	ACTIVE	\$295,482	\$4,422	\$299,905	ACTIVE	\$468,293	\$13,121	\$481,414	ACTIVE	\$404,736	\$135	\$404,871
Claimant #8	ACTIVE	\$253,325	\$147	\$253,473	ACTIVE	\$159,965	\$254,209	\$414,174	ACTIVE	\$171,004	\$201,744	\$372,748
Claimant #9	ACTIVE	\$231,852	\$288	\$232,140	ACTIVE	\$400,962	\$2,227	\$403,189	ACTIVE	\$331,672	\$1,517	\$333,190
Claimant #10	ACTIVE	\$16,798	\$170,327	\$187,126	ACTIVE	\$349,083	\$29	\$349,112	CANCEL	\$292,081	\$797	\$292,879
Claimant #11	ACTIVE	\$154,830	\$4,934	\$159,764	ACTIVE	\$312,636	\$7,607	\$320,243	ACTIVE	\$246,809	\$917	\$247,726
Claimant #12	ACTIVE	\$158,960	\$662	\$159,623	ACTIVE	\$313,192	\$318	\$313,510	ACTIVE	\$187,740	\$28,367	\$216,107
Claimant #13	ACTIVE	\$155,826	\$781	\$156,607	CANCEL	\$278,913	\$57	\$278,970	ACTIVE	\$214,085	\$46	\$214,131
Claimant #14	CANCEL	\$140,674	\$363	\$141,037	ACTIVE	\$240,879	\$1,818	\$242,697	ACTIVE	\$196,984	\$6,178	\$203,162
Claimant #15	ACTIVE	\$4,266	\$135,591	\$139,857	ACTIVE	\$150,236	\$66,002	\$216,238	ACTIVE	\$180,291	\$165	\$180,456
Claimant #16	ACTIVE	\$67,245	\$67,054	\$134,299	CANCEL	\$215,063	\$1	\$215,064	ACTIVE	\$172,350	\$2,358	\$174,708
Claimant #17	ACTIVE	\$113,786	\$183	\$113,969	CANCEL	\$211,579	\$0	\$211,579	ACTIVE	\$3,253	\$163,863	\$167,115
Claimant #18	ACTIVE	\$69,582	\$33,543	\$103,125	CANCEL	\$200,735	\$304	\$201,039	ACTIVE	\$151,626	\$3,727	\$155,353
Claimant #19	ACTIVE	\$94,673	\$8,334	\$103,007	ACTIVE	\$6,121	\$187,798	\$193,919	ACTIVE	\$146,914	\$15	\$146,929
Claimant #20	ACTIVE	\$101,343	\$72	\$101,415	ACTIVE	\$158,230	\$340	\$158,570	ACTIVE	\$117,930	\$21,703	\$139,634
Claimant #21					ACTIVE	\$153,926	\$145	\$154,071	ACTIVE	\$125,179	\$8,612	\$133,792
Claimant #22					ACTIVE	\$150,615	\$966	\$151,581	ACTIVE	\$121,288	\$6,747	\$128,035
Claimant #23					ACTIVE	\$142,206	\$74	\$142,281	ACTIVE	\$111,055	\$667	\$111,722
Claimant #24						\$134,636	\$4,346	\$138,982	ACTIVE	\$108,009	\$3,495	\$111,504
Claimant #25					ACTIVE	\$220	\$137,637	\$137,857	ACTIVE	\$107,872	\$0	\$107,872
Claimant #26					ACTIVE	\$63,201	\$64,244	\$127,445				
Claimant #27					ACTIVE	\$122,487	\$537	\$123,024				
Claimant #28					CANCEL	\$116,921	\$0	\$116,921				
Claimant #29					ACTIVE	\$106,279	\$7,140	\$113,419				
Claimant #30					ACTIVE	\$111,059	\$469	\$111,527				
Claimant #31					ACTIVE	\$109,174	\$351	\$109,526				
Claimant #32					ACTIVE	\$107,980	\$965	\$108,946				
Total Medical and Rx Claims > \$100,000		\$4,921,616			\$9,442,298				\$7,137,384			
Total Claims in Excess of \$225,000 Specific Stop Loss- eff 7.1.18		(\$1,396,789)			(\$3,560,309)				(\$2,471,865)			
Net Large Claims		\$3,524,827			\$5,881,988				\$4,665,519			
Total Medical and Rx Claims		\$12,803,742			\$19,660,843				\$16,792,846			
Average Medical Claims > \$100,000		\$246,081			\$295,072				\$285,495			
NET Claims > \$100,000 as a % of Total Medical and Rx Claims		27.53%			29.92%				27.78%			

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

Claimants	2022/2023 Plan Year-to-Date (7/1/22-3/31/23)				2021/2022 Plan Year-to-Date (7/1/21-3/31/22)			
	Status	Medical	Rx	Total	Status	Medical	Rx	Total
Claimant #1	ACTIVE	\$628,183	\$4,510	\$632,693	ACTIVE	\$705,579	\$0	\$705,579
Claimant #2	ACTIVE	\$10,861	\$457,887	\$468,748	CANCEL	\$554,498	\$575	\$555,073
Claimant #3	ACTIVE	\$381,375	\$40,313	\$421,688	ACTIVE	\$11,743	\$440,474	\$452,217
Claimant #4	CANCEL	\$391,288	\$5,020	\$396,307	ACTIVE	\$401,174	\$1,870	\$403,044
Claimant #5	ACTIVE	\$380,843	\$27	\$380,870	ACTIVE	\$375,373	\$7,011	\$382,384
Claimant #6	CANCEL	\$335,439	\$527	\$335,966	ACTIVE	\$367,392	\$40	\$367,432
Claimant #7	ACTIVE	\$295,482	\$4,422	\$299,905	ACTIVE	\$342,783	\$826	\$343,609
Claimant #8	ACTIVE	\$253,325	\$147	\$253,473	CANCEL	\$319,379	\$547	\$319,926
Claimant #9	ACTIVE	\$231,852	\$288	\$232,140	ACTIVE	\$122,030	\$197,574	\$319,603
Claimant #10	ACTIVE	\$16,798	\$170,327	\$187,126	ACTIVE	\$311,692	\$5,880	\$317,572
Claimant #11	ACTIVE	\$154,830	\$4,934	\$159,764	ACTIVE	\$314,292	\$234	\$314,526
Claimant #12	ACTIVE	\$158,960	\$662	\$159,623	ACTIVE	\$252,698	\$29	\$252,727
Claimant #13	ACTIVE	\$155,826	\$781	\$156,607	CANCEL	\$240,012	\$619	\$240,631
Claimant #14	CANCEL	\$140,674	\$363	\$141,037	CANCEL	\$214,630	\$1	\$214,631
Claimant #15	ACTIVE	\$4,266	\$135,591	\$139,857	CANCEL	\$211,254	\$0	\$211,254
Claimant #16	ACTIVE	\$67,245	\$67,054	\$134,299	CANCEL	\$200,538	\$304	\$200,842
Claimant #17	ACTIVE	\$113,786	\$183	\$113,969	ACTIVE	\$126,196	\$39,369	\$165,565
Claimant #18	ACTIVE	\$69,582	\$33,543	\$103,125	ACTIVE	\$5,060	\$152,393	\$157,453
Claimant #19	ACTIVE	\$94,673	\$8,334	\$103,007	ACTIVE	\$153,046	\$99	\$153,145
Claimant #20	ACTIVE	\$101,343	\$72	\$101,415	ACTIVE	\$53,393	\$64,219	\$117,612
Claimant #21					CANCEL	\$114,267	\$0	\$114,267
Claimant #22					ACTIVE	\$108,179	\$960	\$109,139
Claimant #23					ACTIVE	\$106,987	\$284	\$107,271
Claimant #24					ACTIVE	\$100,139	\$6,998	\$107,137
Claimant #25					ACTIVE	\$138	\$100,233	\$100,370
Claimant #26								
Claimant #27								
Claimant #28								
Claimant #29								
Claimant #30								
Total Medical and Rx Claims > \$100,000		\$4,921,616				\$6,733,009		
Total Claims in Excess of \$225,000 Specific Stop Loss - eff 7.1.18		(\$1,396,789)				(\$2,049,324)		
Net Large Claims		\$3,524,827				\$4,683,685		
Total Medical and Rx Claims		\$12,803,742				\$14,621,118		
Average Medical Claims > \$100,000		\$246,081				\$269,320		
NET Claims > \$100,000 as a % of Total Medical and Rx Claims		27.53%				32.03%		

7.1.23 Cost Projection

Medical and Pharmacy - Underwriting

7/1/23 Cost Projection and Underwriting

- Actuarial Evaluation

- 24 months of claims from 4/1/21-3/31/23
- 24 months of large claims
- Apply any plan design changes (-5% for 7.1.22 plan change)
- Apply Trend Factors – Health care inflation
- Apply 3.75% claims fluctuation corridor
- Add in ASO administrative fees and other fixed expenses
- Add in Stop Loss renewal
- Compare to current funding (rates set as of 7/1/22)
- Early estimates were between 9-11% over the past 2 months
 - Exploring Stop Loss Level Changes

7/1/23

- Competitive Stop Loss renewal from MMO given the large claim activity (+19.9% with current level of \$225,000 reduced to +15.9%)
- Moving to a \$250,000 ISL effective 7.1.23
- Saves over \$235,000 in Fixed Costs to the Plan
 - Includes a No New Laser provision for 7.1.2024
 - Includes a Rate Cap of +40% for 7.1.24
 - These same provisions were part of the current 7.1.23 renewal contract as well.
- Final Funding rate adjustment for 7.1.23 is +8.52% (lower than forecasted)
- Adding MMO's Advanced Pharmacy Management Program: Provides additional oversight and clinical assistance to support efficacy, reduce waste and member support.
 - Program increases Pharmacy Rebates which are reflected in the underwriting evaluation

Youngstown State University - Medical and Pharmacy Cost Projection - FINAL

Self-Funded Medical Mutual Groups : 7/1/23 - 6/30/24						
	Line of Business	Medical		Prescription Drugs		TOTAL
	Experience Period	4/1/21-3/31/22	4/1/22-3/31/23	4/1/21-3/31/22	4/1/22-3/31/23	
1	Paid Claims	\$15,752,758	\$14,242,831	\$3,764,280	\$3,600,636	-
2	Specific Stop Loss level(\$225K)	\$250,000	\$250,000	\$250,000	\$250,000	-
3	Amount Over Stop Loss Level	(\$2,827,058)	(\$1,949,519)	(\$493,164)	(\$367,878)	-
4	Net Paid Claims	\$12,925,700	\$12,293,312	\$3,271,116	\$3,232,758	-
5	Incurred Claims Factor (1+ trend %) ^{x/12}	1.0137	1.0137	1.0036	1.0036	-
6	Projected Incurred Claims	\$13,102,646	\$12,461,602	\$3,282,882	\$3,244,387	-
7	Plan Design Adjustment (if applicable)	0.95	0.98	0.95	0.98	-
8	Adjusted Projected Incurred Claims	\$12,447,514	\$12,201,985	\$3,118,738	\$3,176,796	-
9	Average Enrollment During Experience Period	934	908	934	908	-
10	Projected Incurred Claims Per Employee Per Month (PEPM)	\$1,110.59	\$1,119.96	\$278.26	\$291.58	-
11	% Change from Prior Period	13.8%	0.8%	16.5%	4.8%	-
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	\$1,334.36	\$1,240.20	\$337.80	\$324.75	-
17	Weight	50%	50%	50%	50%	-
18	Projected Incurred Claims PEPM 7/1/23-6/30/24	\$1,287.28		\$331.27		\$1,618.55
19	Claims Credibility Margin	3.750%		3.750%		-
20	Adjusted Incurred Claims PEPM 7/1/23-6/30/24	\$1,335.55		\$343.70		\$1,679.25
21	Current Enrollment (3/23)	902		902		-
22	Total Projected Annual Claims Funding Level 7/1/23-6/30/24	14,455,977		3,720,172		18,176,149

23	Fixed Costs PEPM			
24	Administrative Fee ⁽¹⁾	\$32.11	\$1.35	-
25	Implement Advanced Pharmacy Management (Y/N)		Yes	
26	Stop Loss ⁽²⁾	\$197.31	See Medical	-
27	Projected Fixed Costs 7/1/23-6/30/24	\$2,483,242	\$31,230	\$2,514,472
28	Other Costs			
29	Wellness Program ⁽³⁾	\$155,550	\$0	\$155,550
30	Membership used for ACA fees (3/23)	2,008	2008	
31	ACA Fees Per Member (\$3.00 projected PMPY for PCORI)	\$6,024	\$0	\$6,024
32	Consultant Fees	\$78,000	-	\$78,000
33	Total Other Costs	\$239,574	-	\$239,574
34	Total Projected Costs 7/1/23-6/30/24	\$17,178,793	\$3,751,401	\$20,930,195
35	Funding @ 7/22-6/23 Rates and Current Enrollment	\$15,760,671	\$3,317,956	\$19,078,627
36	Funding Differential	\$1,418,122	\$433,446	\$1,851,567
		9.00%	13.06%	9.70%
37	Adjustment in Consideration of Rebate Increase	\$0.00	-\$226,950	
38	Adjusted Projected Costs 7/1/23-6/30/24	\$17,178,793	\$3,524,451	\$20,703,245
39	Adjusted Change from Current	9.00%	6.22%	8.52%

7.1.23 Cost Projection

Medical and Pharmacy – Employee Contributions

Youngstown State University

**Final Medical/RX Employee Contributions Per Pay
Effective 7/1/23 at 18% PPO and 15% for CDHP**

7/1/23 Employee Contributions

24 Pays Annually

Tier	NEW PPO	HDHP Plan
Single	\$93.86	\$58.77
Single + 1	\$187.71	\$117.54
Family	\$258.11	\$161.62

7/1/23 Employee Contributions

26 Pays Annually

Tier	NEW PPO	HDHP Plan
Single	\$86.64	\$54.25
Single + 1	\$173.27	\$108.50
Family	\$238.25	\$149.18

7/1/23 Employee Contributions

18 Pays Annually

Tier	NEW PPO	HDHP Plan
Single	\$125.14	\$78.36
Single + 1	\$250.28	\$156.72
Family	\$344.14	\$215.49

Youngstown State University

Medical/RX CHANGE in Employee Contributions Per Pay

Effective 7/1/23

7/1/23 Employee Contributions - CHANGE in PER PAY amounts from Current

24 Pays Annually

Tier	NEW PPO	HDHP Plan
Single	\$7.37	\$4.61
Single + 1	\$14.73	\$9.22
Family	\$20.25	\$12.68

7/1/23 Employee Contributions - CHANGE in PER PAY amounts from Current

26 Pays Annually

Tier	NEW PPO	HDHP Plan
Single	\$6.80	\$4.26
Single + 1	\$13.60	\$8.51
Family	\$18.70	\$11.71

7/1/23 Employee Contributions - CHANGE in PER PAY amounts from Current

18 Pays Annually

Tier	NEW PPO	HDHP Plan
Single	\$9.82	\$6.15
Single + 1	\$19.64	\$12.30
Family	\$27.01	\$16.91

YSU Renewal History

- 7/1/18 Renewal Action: +5.49%
- 7/1/19 Renewal Action: +8.66%
- 7/1/20 Renewal: +8.96%
- 7/1/21 Renewal: +5.76%
- 7/1/22 Renewal: +4.45% (includes plan change worth -5%)
- 7/1/23 Renewal: +8.52% (\$250,000 ISL)