

Kenai Peninsula Borough School District

Reserve Account

As of 6-30-18

As of 6-30-19

FY19 Monthly Contribution - Traditional

Health Care Committee Monthly recap
as of December 31, 2019.

Employee Share
Employer Share

471,065.27
1,572,408.17

750,000.00
2,418,648.76

Employee Share * 469.36
Employer Share 2,659.73

3,129.09

FY19 Monthly Contribution - HDHP

Employee Share * 302.34
Employer Share 1,713.29

2,015.63

This document is provided to the Health Care Committee as a work paper to recap the contributions to and expenditures from the Health Care Plan each month. It is to be used primarily as an aid in estimating costs of the plan to determine if changes should be made in employee contribution amounts. Every effort is made to provide current and accurate information, but this information is not audited until after the end of the fiscal year.

	Number of Employees	YTD Employees	Current Month Obligations	YTD Obligations	Contributions Current Month Collected	Contributions YTD Collected
Employees						
KPEA Employees	283	1,687	132,828.88	791,810.32	196,544.50	790,871.60
KPEA Employees - HDHP	283	1,672	85,562.22	505,512.48	125,879.37	503,214.71
KPEA Repay EE Reserve						
KPESA Employees	156	953	73,220.16	447,300.08	105,146.04	443,075.82
KPESA Employees - HDHP	190	1,083	57,444.60	327,434.22	80,485.28	327,286.42
KPESA Repay EE Reserve						
Administrators	19	113	8,917.84	53,037.68	12,878.76	53,507.04
Administrators - HDHP	38	225	11,488.92	68,026.50	15,847.38	68,933.52
Admin Repay EE Reserve						
Board Members	1	6	469.36	2,816.16	275.00	3,519.50
Board Members - HDHP	3	18	907.02	5,442.12	825.00	4,950.00
Board Repay EE Reserve						
Exempt Employees	10	61	4,693.60	28,630.96	4,550.40	28,659.60
Exempt Employees - HDHP	17	97	5,139.78	29,326.98	5,399.67	29,931.66
Exempt Repay EE Reserve						
Affordable Care Act **			0.00	0.00		
ACA Empl Repay EE Reserve						
Total Employees on Payroll	1,000	5,915	380,672.38	2,259,337.50	547,831.40	2,253,949.87
COBRA Payers (FY20 = \$2534.08)	1	13	2,215.88	28,806.44	5,725.75	27,884.45
COBRA HD Payers (FY20 = \$1886.06)	1	16	1,960.28	31,364.48	2,055.94	19,678.50
Total Employees	1,002	5,944	384,848.54 *	2,319,508.42	555,613.09	2,301,512.82

* Current month employee obligations are a calculation of "Number of Employees" eligible for health care coverage during that month times the "Employee Share" (shown in the upper right corner of the sheet).

** Affordable Care Act (ACA) coverage is offered to employees once eligibility is determined. Eligibility is based on number of hours worked during the measurement period.

Employer						
Employer share	469	2,820	1,247,413.37	7,500,438.60	1,369,997.91	5,638,586.69
Employer share - HDHP	531	3,095	909,756.99	5,302,632.55	1,192,234.13	4,887,372.29
Total			2,542,018.90	15,122,579.57	3,117,845.13	12,827,471.80

+ Employee Share Split						
FY20 Contribution Traditional			469.36	Subtotal	319,394.70	1,319,633.56
Cobra			2,534.08	Subtotal	5,725.75	27,884.45
					325,120.45	1,347,518.01
FY20 Contribution HDHP			302.34	Subtotal	228,436.70	934,316.31
Cobra HD			1,886.06	Subtotal	2,055.94	19,678.50
					230,492.64	953,994.81

Expenditures

Since the health care plan is self-funded, both employee and employer contributions are collected and bills are paid from the accumulated funds.

	TRADITIONAL		HDHP	
	Current Month	Year-To-Date	Current Month	Year-To-Date
Claims				
Health Care Claims paid by TPA (Rehn)	1,982,449.11	7,073,339.16	746,098.30	3,555,380.28
Prescription Claims paid by Caremark	397,952.62	1,992,664.85	69,028.41	443,578.09
HRA	-	-	26,687.51	167,348.39
Total Claims Paid	2,380,401.73	9,066,004.01	841,814.22	4,166,306.76
Administration				
TPA (Rehn) fees and costs	21,339.38	100,075.84	-	-
TPA (Rehn) HRA fees and costs	-	-	25,807.15	140,683.22
Aetna Administration Fees	10,211.76	60,706.72	11,558.84	66,678.64
Consultant Fees	-	-	-	-
Stop Loss Premiums	132,043.67	797,193.41	149,462.19	875,763.76
Affordable Care Act Fee	-	22,082.83	-	23,903.89
Total Administration	163,594.81	980,058.80	186,828.18	1,107,029.51
Total Claims plus Administration	2,543,996.54	10,046,062.81	1,028,642.40	5,273,336.27
Adjustments				
Stop Loss reimbursements	(293,097.06)	(1,768,882.17)	-	-
Prescription Rebates	-	(261,640.81)	-	(144,430.54)
Health Care Claims refund	-	-	-	-
Claims reimbursements	(550.00)	(2,700.00)	-	(750.00)
Other adjustments	-	-	-	-
Total Adjustments	(293,647.06)	(2,033,222.98)	-	(145,180.54)
Total Expenditures	2,250,349.48	8,012,839.83	1,028,642.40	5,128,155.73

Obligations/Contributions

Health care obligations and contributions provide employee and employer amounts of health care contributions using different calculation methods.

Obligations are estimates of funds that employees and the district will be obligated to contribute, based on the plan year (July through June).

Returning employees are covered by the health care plan for the entire plan year, meaning the 12 month period July through June; both employee and employer are obligated to pay for 12 months of coverage. New employees pay for coverage from date of hire through June, the end of the plan year. If an employee works at all during a month, both employee and employer pay for the entire month of coverage.

Actual Contributions made by employees and benefits paid by the employer during the payroll process are shown on the sheet in the columns labeled "Collected." The division of payments is governed by the Collective Bargaining Agreements and Memorandums of Understanding between the district and the employee groups.

Employee-paid contributions are deductions from payroll checks. Employees who work 12 months make contributions each pay period. Many school district employees do not work 12 months, so contributions are collected for those employees during the 9 month period from September through May.

For this reason, contributions are generally larger than obligations for September through May and contributions are generally smaller than obligations for June, July and August.

The "Collected" columns show what is actually available for paying health care costs. The "Obligations" show what is estimated to be available by month, based on number of employees at the current rate of contributions.