

**HDHP (HRA & HSA) - July 1, 2020 through June 30, 2021**

Kenai Peninsula Borough School District  
Health Care Committee Monthly recap  
as of June 30, 2021.

<u>Reserve Account</u>	<u>As of 6-30-18</u>	<u>As of 6-30-19</u>	<u>As of 6-30-20</u>
Employee Share	471,065.27	81,251.83	1,384,253.26
Employer Share	1,572,408.17	2,418,648.76	4,743,952.35

<u>FY21 Monthly Contribution</u>	
<u>HDHP - July - June</u>	
Employee Share *	384.74
Employer Share	2,180.19
	<u>2,564.93</u>

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.

<b>Employees</b>	<b>Number of Employees</b>	<b>YTD Employees</b>	<b>Current Month Obligations</b>	<b>YTD Obligations</b>	<b>Contributions Current Month Collected</b>	<b>Contributions YTD Collected</b>
KPEA Employees - HDHP	551	6,601	\$ 211,991.74	\$ 2,539,668.74	\$ -	\$ 2,531,503.32
KPESA Employees - HDHP	322	3,824	123,886.28	1,471,245.76	10,235.31	1,476,294.13
Administrators - HDHP	56	672	21,545.44	258,545.28	4,112.90	258,545.28
Board Members - HDHP	3	36	1,154.22	13,850.64	775.00	12,213.75
Exempt Employees - HDHP	24	296	9,233.76	113,883.04	9,007.20	113,944.64
<b>Total Employees on Payroll</b>	<b>956</b>	<b>11,429</b>	<b>367,811.44</b>	<b>4,397,193.46</b>	<b>24,130.41</b>	<b>4,392,501.12</b>
COBRA HD Payers (FY21 = \$2,668.59)	1	25	2,668.59	51,398.50	10,674.36	58,017.16
<b>Total Employees</b>	<b>957</b>	<b>11,454</b>	<b>Total 370,480.03 *</b>	<b>4,448,591.96</b>	<b>34,804.77</b>	<b>4,450,518.28</b>
<b>Total Employer</b>	956	11,429	2,084,261.64	24,917,391.51	135,533.06	24,896,222.91
<b>Total Employees + Employer</b>			<b>\$ 2,454,741.67</b>	<b>\$ 29,365,983.47</b>	<b>\$ 170,337.83</b>	<b>\$ 29,346,741.19</b>

\* 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.

Health Care Committee Monthly recap  
as of June 30, 2021.

## Expenditures

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

HDHP

	June	Year-To-Date
<b>Claims</b>		
Health Care Claims paid by TPA (Rehn)	\$ 2,654,659.38	\$ 20,551,371.51
Prescription Claims paid by Caremark	747,716.24	6,366,323.12
<b>Total Claims Paid</b>	<u>3,402,375.62</u>	<u>26,917,694.63</u>
<b>Administration</b>		
TPA (Rehn) fees and costs	27,569.09	324,646.10
Aetna Administration Fees	22,608.80	264,517.57
Consultant Fees	4,933.33	59,199.96
Stop Loss Premiums	202,833.12	2,569,329.00
RX Health	-	4,207.50
Affordable Care Act Fee	-	100,848.02
<b>Total Administration</b>	<u>257,944.34</u>	<u>3,322,748.15</u>
<b>Total Claims plus Administration</b>	3,660,319.96	30,240,442.78
<b>Adjustments</b>		
Stop Loss reimbursements	-	(601,542.16)
Prescription Rebates	(2,771.24)	(750,778.76)
Health Care Claims refund	-	(14,547.34)
Prescription Refund	-	(153,128.72)
Claims reimbursements	(250.00)	(2,198.17)
Other adjustments - Legal Opinion	-	(25.00)
<b>Total Adjustments</b>	<u>(3,021.24)</u>	<u>(1,522,220.15)</u>
<b>Total Expenditures</b>	<u>\$ 3,657,298.72</u>	<u>\$ 28,718,222.63</u>

## 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.