

HDHP (HRA & HSA) - July 1, 2021 through June 30, 2022

Kenai Peninsula Borough School District	<u>Reserve Account</u>	<u>As of 6-30-20</u>	<u>As of 6-30-21</u>	FY22 Monthly Contribution
Health Care Committee Monthly recap	Employee Share	1,406,512.43	1,530,525.84	<u>HDHP - July - June</u>
as of December 31, 2021.	Employer Share	4,870,282.48	5,241,630.41	Employee Share *
				Employer Share
				<u>2,219.43</u>
				2,584.97

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 - HDHP	528	3,165	193,005.12	1,156,934.10	254,628.45	1,019,274.63
KPESA Employees - HDHP	317	1,898	115,876.18	693,794.92	148,700.35	621,001.56
Administrators - HDHP	60	360	21,932.40	131,594.40	27,905.26	119,315.84
Board Members - HDHP	2	16	731.08	5,848.64	550.00	8,805.96
Exempt Employees - HDHP	23	138	8,407.42	50,444.52	8,444.79	51,092.46
Total Employees on Payroll	930	5,577	339,952.20	2,038,616.58	440,228.85	1,819,490.45
COBRA HD Payers (FY22 = \$2668.59)	-	9	-	18,503.46	-	18,680.13
Total Employees	930	5,586	Total 339,952.20 *	2,057,120.04	440,228.85	1,838,170.58

* 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.

Total Employer	930	5,577	<u>2,064,069.90</u>	<u>12,377,761.11</u>	<u>2,672,521.53</u>	<u>11,017,067.27</u>
Total Employees + Employer			2,404,022.10	14,434,881.15	3,112,750.38	12,855,237.85

Kenai Peninsula Borough School District

Health Care Committee Monthly recap
as of December 31, 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

Claims	September	Year-To-Date
Health Care Claims paid by TPA (Rehn)	2,145,752.42	9,287,778.97
Prescription Claims paid by Caremark	580,870.13	2,840,771.52
HRA	-	-
HSA	-	-
Total Claims Paid	2,726,622.55	12,128,550.49
Administration		
TPA (Rehn) fees and costs	37,043.78	198,461.96
Aetna Administration Fees	21,995.20	130,956.40
Consultant Fees	4,933.33	29,599.98
Stop Loss Premiums	196,228.26	1,175,025.90
RX Health	-	-
Affordable Care Act Fee	2,922.50	31,077.40
Total Administration	263,123.07	1,565,121.64
Total Claims plus Administration	2,989,745.62	13,693,672.13
Adjustments		
Stop Loss reimbursements	-	(948,221.02)
Voya/Rehn Stop Loss adjustments	245,092.33	245,092.33
Prescription Rebates	-	(534,090.50)
Health Care Claims refund	-	(41,981.67)
Prescription refund	-	(200.00)
Claims reimbursements	(100.00)	(1,188.70)
Other adjustments - Legal Opinion	-	(75.00)
Total Adjustments	244,992.33	(1,280,664.56)
Total Expenditures	3,234,737.95	12,413,007.57

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.

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**Kenai Peninsula Borough School District
Healthcare Expenditures Split
as of December 31, 2021.**

YTD Participants	5,586
Net Expenditures	12,413,007.57
ER - Employer portion (85%)	<u>10,551,056.43</u>
EE - Employee portion (15%)	<u>1,861,951.14</u>
Total ER & EE Expenditures	12,413,007.57

Through Current Month	<u>YTD EXP</u>	<u>YTD REV</u>	<u>REV Less EXP</u>
Employer	10,551,056.43	11,017,067.27	466,010.84
Employee	<u>1,861,951.14</u>	<u>1,838,170.58</u>	<u>(23,780.56)</u>
Totals	12,413,007.57	12,855,237.85	442,230.28

Obligation per Employee FY22		<u>Year-to-date</u>	<u>Current Variance</u>
365.54/2219.43 ER Split	2,584.97	2,584.97	
Monthly Cost per Employee - ER		1888.84	330.59
Monthly Cost per Employee - EE + Cobra		<u>333.32</u>	<u>32.22</u>
		2222.16	
		362.81	362.81

Obligations indicate the funds that will be accumulated per employee per month. Expenditures are amounts that have been paid through the plan.

A positive number for "current variance" represents the amount per employee per month that is estimated to be collected above the amount spent year-to-date. A negative number represents the amount of expenditures (per employee per month) that are more than what is estimated to be collected for payment of those expenditures.