CITY OF SURPRISE
Health Benefit Trust Fund Board Meeting
16000 N. Civic Center Plaza
Surprise, AZ 85374
Wednesday, August 25, 2021 @ 4:00 PM
COUNCIL OVERFLOW ROOM

A. Call To Order
B. Roll Call
C. Pledge of Allegiance
D. Current Events and Reports
E. Staff Reports
F. Health Benefits Trust Fund Board Agenda

CALL TO THE PUBLIC:

INSTRUCTIONS: In order to address the Board\Commission, you will need to fill out a Call to the Public Form available at the front counter, and then turn it in to the Secretary before the meeting begins.

Note: A.R.S. 38-431.01(H) - During this time members of the public may address the Board\Commission only on issues within the jurisdiction of the Board\Commission which are not an item on the agenda. At the conclusion of the open call, the Board\Commission may respond to criticism, may ask staff to review the matter or may ask that the matter be put on a future agenda. No discussion or action shall take place on any item raised.

CONSENT AGENDA:

1.	Citywide	Consideration and action pertaining to the approval of the March 3, 2021 Health Benefits Trust Fund Board meeting minutes.	Finance

REGULAR AGENDA ITEM - NON-PUBLIC HEARING:

2.	Citywide	Presentation and discussion pertaining to CBIZ Consulting FY2021 4th Quarter Report.	None Donna Meuse Finance
3.	Citywide	Presentation and discussion pertaining to the City's unaudited Employee Healthcare and Workers' Compensation Self Insurance Funds Financial Report for FY2021 3rd Quarter.	None Andrea Davis Finance
4.	Internal	Consideration and action to elect a Chairperson and Vice-Chairperson for the Health Benefits Trust Fund Board.	Andrea Davis Finance

G. Other Business and Future Agenda Items
H. Executive Session

For information purposes: Upon a public majority vote of a quorum (“Commission”), the Commission may hold an executive session, which will not be open to the public, but for only the following purposes: discussion or consideration of records exempt by law from public inspection (A.R.S. §38-431.03(A)(2));

or discussion or consultation for legal advice with the attorney or attorneys of the public body (A.R.S. §38-431.03(A)(3)).

Confidentiality Requirements: Pursuant to A.R.S. §38-431.03(C)(D), any person receiving executive session information pursuant to A.R.S. §38-431.02 shall not disclose that information except to the Attorney General or County Attorney or by agreement of the Commission, or as otherwise ordered by a court of competent jurisdiction.

The Commission may vote to hold an executive session for the purpose of obtaining legal advice from the Commission’s attorney on any matter listed on the agenda pursuant to A.R.S. § 38-431.03(A)(3).

I. Adjournment

SHERRY ANN AGUILAR, CITY CLERK, MMC

POSTED:August 19, 2021 at 3:55 PM

SPECIAL NOTE: PERSONS WITH SPECIAL ACCESSIBILITY NEEDS, INCLUDING LARGE PRINT MATERIALS OR INTERPRETER, SHOULD CONTACT THE CITY CLERK’S OFFICE @ 623.222.1200 OR TTY 623.222.1002, BY NO LATER THAN 24 HOURS IN ADVANCE OF THE REGULAR SCHEDULED MEETING TIME.

CITY OF SURPRISE
Health Benefit Trust Fund Board Meeting

Council Meeting Date: August 25, 2021
Submitting Department: Finance
Staff Recommendations:

Contact Person:
District: Citywide

Consent: Yes Regular: No Public Hearing: No Report/Discussion: No

Agenda Wording:
Consideration and action pertaining to the approval of the March 3, 2021 Health Benefits Trust Fund Board meeting minutes.

Motion:
I move to approve the March 3, 2021 Health Benefits Trust Fund Board meeting minutes.

Background:
Attached are the minutes from the March 3, 2021 meeting.

Objective Analysis:

Policy Compliant:

Financial Impact:
No financial impact.

Budget Impact:
None.

FTE Impact:

ATTACHMENTS:
1. HBTF MINUTES 03.03.21 Draft

CITY OF SURPRISE

HEALTH BENEFITS TRUST FUND BOARD
16000 North Civic Center Plaza
Surprise, AZ 85374

March 3, 2021

MEETING MINUTES

CALL TO ORDER

Chair Aaron Bacon called the Health Benefits Trust Fund Meeting to order at 3:03 p.m. at Surprise City Hall, 16000 North Civic Center Plaza, Surprise, Arizona 85374, on Wednesday, March 3, 2021.

ROLL CALL

In attendance were Chair Aaron Bacon, Board Member William Coniam, Board Member Candice Rachal, and Board Member Andrea Davis. Vice Chair Renee Pastor was absent (excused).

STAFF PRESENT:

Paige Gearheart, Human Resources Manager; Lisa Angelini, Human Resources Director; Lindsey Steinhoff, Human Resources Analyst - Senior; Digger Oster, Risk Manager - Senior; Thomas Partin, Workers' Comp Claims Adjuster; Jennifer LaRoque, Public Safety Legal Attorney; Jennifer Medina, Financial Management Analyst – Senior; Julie Ralls, Accountant – Senior; Laura Roybal, Administrative Services Assistant.

PLEDGE OF ALLEGIANCE

CURRENT EVENTS REPORT

None

STAFF REPORT

Digger Oster introduced the board's new legal advisor, Jennifer LaRoque.

CALL TO THE PUBLIC

None

CONSENT AGENDA

Item 1: Consideration and action to approve the December 2, 2020 and January 14, 2021 Health Benefits Trust Fund Board Meeting Minutes.

- Board Member Coniam made a motion to approve the minutes. Board Member Davis seconded the motion. Motion passed.

DRAFT

REGULAR AGENDA ITEMS NOT REQUIRING A PUBLIC HEARING

Item 2: Presentation and discussion pertaining to CBIZ Consulting FY2021 2nd Quarter Report.

- Michael Barberio presented CBIZ Consulting's FY2021 2nd Quarter Report.

Item 3: Presentation and discussion pertaining to the City's unaudited Employee Healthcare and Worker's Compensation Self Insurance Funds Financial Report for FY2021 2nd Quarter.

- Andrea Davis, Finance Director, presented the FY2021 2nd Quarter Financial Report.

Item 4: Consideration and action pertaining to approval of the recommended FY2022 Health Benefit Trust Fund Budget.

- Jennifer Medina presented the recommended budget for the Health Benefit Trust Fund for FY2022.
- Board Member William Coniam made a motion to approve the FY2022 Health Benefit Trust Fund Budget. Board Member Rachal seconded the motion. Motion passed.

Item 5: Consideration and action pertaining to approval of the recommended FY2022 Workers' Compensation Plan Budget.

- Digger Oster presented the recommended budget for the Workers' Compensation plan for FY2022.
- Board Member Rachal made a motion to approve the FY2022 Workers' Compensation Plan Budget. Board Member Davis seconded the motion. Motion passed.

Item 6: Discussion regarding electronic attendance for future board meetings.

- Chairman Bacon stated that he is very much a proponent of electronic attendance for future board meetings. Board Member Davis restated that the attendance policy is mandated by the Boards and Commissions Handbook, not a board specific policy, and that it is decided by City Council. Chairman Bacon said he would try to go before City Council to request a change to the attendance policy in the Boards and Commissions Handbook.

OTHER BUSINESS

None

DRAFT

ADJOURNMENT

Board Member Davis made a motion to adjourn the meeting. Board Member Coniam seconded the motion. Hearing no further business, Chair Aaron Bacon adjourned the Health Benefits Trust Fund meeting at 3:58 p.m.

_____

Aaron Bacon, Chair
Health Benefits Trust Fund Board

DRAFT

CITY OF SURPRISE
Health Benefit Trust Fund Board Meeting

Council Meeting Date: August 25, 2021
Submitting Department: Finance
Staff Recommendations: None

Contact Person: Donna Meuse, HR MANAGER
District: Citywide

Consent: No Regular: Yes Public Hearing: No Report/Discussion: No

Agenda Wording:
Presentation and discussion pertaining to CBIZ Consulting FY2021 4th Quarter Report.

Motion:
None. Presentation and discussion only.

Background:
CBIZ Consulting will present the 4th Quarter self-funded medical, dental, and vision report for plan year FY2021 for the City. This report contains financial information and claims activity.

Objective Analysis:

Policy Compliant:

Financial Impact:
None at this time; however, topics in this presentation could lead to future actions which may have a fiscal impact on the fund's operation.

Budget Impact:
None at this time; however, topics in this presentation could lead to future actions which may have fiscal impact on the fund's operation.

FTE Impact:

ATTACHMENTS:
1. City of Surprise Medical, Dental & Vision Experience 06 21
2. 2021-2022 City of Surprise PBM Summary thru June 2021

City of Surprise

Medical, Pharmacy, Dental & Vision Experience

Plan Year: ***July 2020 – June 2021***

Month End: ***June 2021***

Presented by your CBIZ Team

Mike Barberio, Melissa Barbakoff & Margaret Latham

our business is growing yours.

Executive Summary

Medical and Pharmacy

The experience report illustrates claims paid through the fourth quarter of the 2020-2021 plan year. The City of Surprise's medical and pharmacy claims are performing at an acceptable rate overall of 81.9% of expected claims cost and 64.3% of maximum claims cost. There was only one new large claimant over $50K that emerged during the 4th quarter. They are highlighted in green on the large claimant report. The large claimants represented 44.1% of overall claims through the fourth quarter. There are 12 large claimants with a specialty drug spend over $50K for the plan year. The average pharmacy claim month in 2019-2020 was $213.06 PEPM (per employee, per month). The average pharmacy claim through the 4th quarter has risen to $281.18 PEPM which is in increase of 31.9%. Specialty drug utilization is driving the increase in pharmacy claims cost. Gross run out claims through June is $973,766, after rebates and Stop Loss recoveries that amount drops to $436,491. With run out claims for the prior plan year complete, the 2019-2020 plan year is finishing at 76% of expected costs.

The annual cost comparison slide illustrates the year over year increase or decrease in total cost history. For 2020/2021 total cost is projected at -1.9% over 2019/2020 plan year. For the year, PPO claims spend on a PEPM basis are projected to be up 18.4% when compared to the prior year. This increase was offset by a sharp decrease in the EPO participant's claims of 35%. HMO member's claims also decreased by 4%. Of note, the PEPM spend differential when comparing the HMO to the PPO was $421.64 for the prior plan year, with the HMO only being projected to be $194.37 higher for the 2021-2021 plan year after run out claims are paid.

Total cost by plan year:

- **2019/2020 with Runout - $1,201.50 PEPM**
- **2020-2021 Estimated Annual Costs - $1,179.14 PEPM**

Claim spend by individual plan design was:

- **HMO represents 57% ($1,314.62 PEPM)**
- **PPO represents 34% ($1,120.25 PEPM)**
- **EPO represents 9% ($689.33 PEPM)**

Dental

As anticipated, as a byproduct of pent up demand, due to COVID-19, dental claims are running higher for the 2020-2021 plan year than the prior plan year. While utilization was lower for the early part of 2020, the City of Surprise as well as most plan sponsors are experiencing higher claims costs during 2021. The loss ratio for the 2019/2020 plan year was 71.5%. The PEPM total cost for 2019/2020 was $68.78. The PEPM total cost with claims through June for 2020/2021 is at $86.85, an increase of 26.2%, however, very much line of projections at 93.7% expected claims.

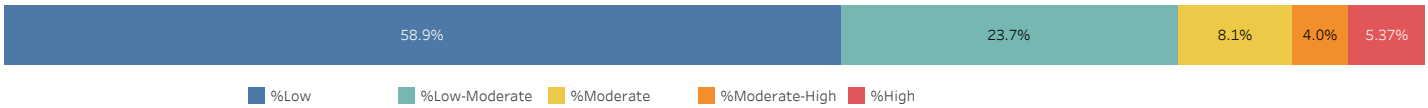
Vision

The vision claims for City of Surprise are higher for the 2020-2021 plan year as well. The loss ratio for the 2019/2020 plan year was 79.6%. The vision loss ratio through June 94%. The PEPM for 2019/2020 was $8.92 but that included April and May of 2020 which was during the COVID outbreak period where vision offices were closed. The PEPM for 2020/2021 is $11.53 and the loss ratio for most months has be greater than 90%.

City Of Surprise

(Based on Utilization thru 7/27/2021)

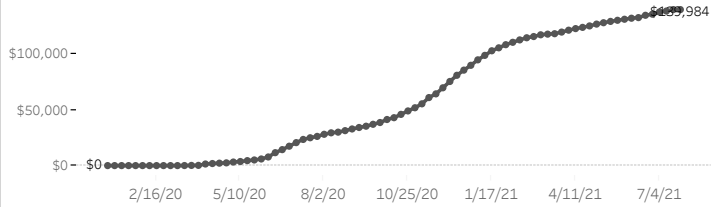
Certain factors, such as age, comorbid conditions, and recent utilization patterns can increase our risk for COVID-19 and its known complications. Early on, BCBSAZ identified these members through risk stratification methods.Your distribution of membership by risk category is as follows:



COVID-19 Live Virus Testing

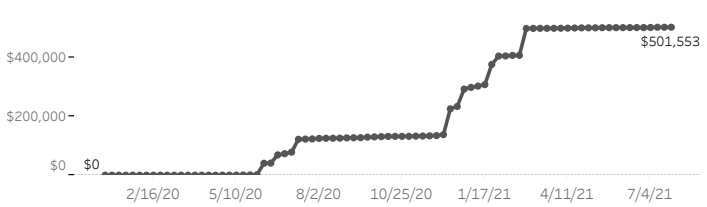
Allowed
Paid

$139,984	1,119	2,227
Tested_AllowedOrPaid	Total Members Tested	Total Testing Claims



COVID-19 Confirmed Diagnoses

$501,553	273	546
Confirmed_AllowedOrPaid	Total Confirmed Members	Total Confirmed Claims



NOTES:

1) This report summarizes claims and lab result experience received to date.
2) Industry available codes are used to identify and summarize COVID-19 specific claim lines, and are subject to change at any time:
   Lab: U0001, U0002, U0003, U0004, U0005, 87635, G2023, and G2024 (high throughput and antibody testing codes will be added when available)
   Diagnosis: U07.1
3) "COVID-19 Testing" represents total members and claims with a known test for COVID-19, based on lab and medical data. Total dollars for testing are based on medical claims specifically for the test and exclude other services, such as an office visit.
4) "COVID-19 Confirmed" represents total members and claims with either a positive lab test or confirmation of COVID-19 through medical claims. Total dollars for treatment are based on medical claims, and excluding testing.

City of Surprise

Paid Claims and Administration

Plan Year: July 2020 to June 2021 (as of June 2021)

Incurred and Paid

BlueCross BlueShield of Arizona and Optum Rx- All Plans													
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	Optum Rx Rebates & Performance Guarantees	Blue Card Claims Expense & Misc.	Capitation Fees	Value Based Services	Stop Loss Recovery	Total Paid Claims	Admin Fees	Total Paid Claims & Admin Fees
Jul-20	776	$ 942,700	$ 1,201,885	$ 298,418	$ 206,976	$ -	$ 760	$ 6,988	$ 1,846	$ -	$ 514,988	$ 105,420	$ 620,408
Aug-20	774	$ 938,912	$ 1,197,241	$ 636,398	$ 216,421	$ -	$ 1,026	$ 6,959	$ 1,783	$ -	$ 862,586	$ 105,148	$ 967,735
Sep-20	782	$ 944,205	$ 1,204,302	$ 437,593	$ 338,591	$ -	$ 1,444	$ 6,982	$ 1,771	$ -	$ 786,381	$ 106,235	$ 892,615
Oct-20	781	$ 943,305	$ 1,203,191	$ 461,606	$ 277,626	$ -	$ 1,097	$ 6,988	$ 1,755	$ -	$ 749,072	$ 106,101	$ 855,173
Nov-20	780	$ 946,776	$ 1,206,512	$ 460,053	$ 209,716	$ -	$ 1,088	$ 7,014	$ 1,758	$ -	$ 679,629	$ 105,962	$ 785,592
Dec-20	781	$ 946,386	$ 1,206,052	$ 598,192	$ 182,483	$ -	$ 1,167	$ 7,038	$ 1,737	$ -	$ 790,618	$ 106,098	$ 896,716
Jan-21	785	$ 949,365	$ 1,209,970	$ 624,716	$ 196,363	$ (133,529)	$ 1,130	$ 7,014	$ 1,727	$ -	$ 697,422	$ 106,641	$ 804,063
Feb-21	782	$ 948,023	$ 1,207,791	$ 573,157	$ 221,134	$ -	$ 1,227	$ 7,041	$ 1,727	$ (1,092)	$ 803,194	$ 106,234	$ 909,428
Mar-21	780	$ 942,879	$ 1,201,328	$ 1,180,234	$ 190,143	$ -	$ 1,013	$ 6,953	$ 1,646	$ (435,334)	$ 944,655	$ 105,962	$ 1,050,617
Apr-21	781	$ 944,975	$ 1,204,133	$ 892,114	$ 195,045	$ (125,975)	$ 1,410	$ 6,950	$ 1,613	$ (10,753)	$ 960,403	$ 106,100	$ 1,066,503
May-21	781	$ 944,328	$ 1,203,232	$ 562,968	$ 198,684	$ -	$ 988	$ 7,000	$ 1,722	$ (24,491)	$ 746,871	$ 106,099	$ 852,970
Jun-21	789	$ 949,477	$ 1,210,362	$ 656,418	$ 202,023	$ -	$ 1,081	$ 7,026	$ 1,704	$ (112,846)	$ 755,407	$ 107,185	$ 862,592
Total	**9,372**	**$ 11,341,331**	**$ 14,455,998**	**$ 7,381,869**	**$ 2,635,207**	**$ (259,504)**	**$ 13,430**	**$ 83,953**	**$ 20,788**	**$ (584,516)**	**$ 9,291,227**	**$ 1,273,185**	**$ 10,564,411**
Avg	**781**												

Loss Ratio	
Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability
54.6%	42.8%
91.9%	72.0%
83.3%	65.3%
79.4%	62.3%
71.8%	56.3%
83.5%	65.6%
73.5%	57.6%
84.7%	66.5%
100.2%	78.6%
101.6%	79.8%
79.1%	62.1%
79.6%	62.4%
81.9%	**64.3%**

PEPM Costs				
Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Paid Claims Net Stop Loss Reimburse-ment PEPM	Total Claims & Fees PEPM
$396.92	$266.72	$663.64	$663.64	$799.49
$834.84	$279.61	$1,114.45	$1,114.45	$1,250.30
$572.62	$432.98	$1,005.60	$1,005.60	$1,141.45
$603.64	$355.47	$959.12	$959.12	$1,094.97
$602.45	$268.87	$871.32	$871.32	$1,007.17
$778.66	$233.65	$1,012.32	$1,012.32	$1,148.16
$808.39	$250.14	$888.44	$888.44	$1,024.28
$745.72	$282.78	$1,028.50	$1,027.10	$1,162.95
$1,525.44	$243.77	$1,769.22	$1,211.10	$1,346.94
$1,155.04	$249.74	$1,243.48	$1,229.71	$1,365.56
$733.26	$254.40	$987.66	$956.30	$1,092.15
$844.40	$256.05	$1,100.45	$957.42	$1,093.27
$800.26	**$281.18**	**$1,053.75**	**$991.38**	**$1,127.23**

Administrative Fees	PPO Plan			HMO Plan			EPO Plan		
	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family
Administration	$49.76	$49.76	$49.76	$49.76	$49.76	$49.76	$49.76	$49.76	$49.76
Specific Stoploss 12/24 $250,000 ISL	$81.35	$81.35	$81.35	$81.35	$81.35	$81.35	$81.35	$81.35	$81.35
Aggregate Stoploss (125%)	$5.10	$5.10	$5.10	$4.55	$4.55	$4.55	$4.55	$4.55	$4.55
Total Admin Fees	**$136.21**	**$136.21**	**$136.21**	**$135.66**	**$135.66**	**$135.66**	**$135.66**	**$135.66**	**$135.66**

Claim Expenses	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family
Expected Liability	**$472.87**	**$1,081.92**	**$1,569.17**	**$494.26**	**$1,124.16**	**$1,628.12**	**$433.64**	**$1,003.71**	**$1,459.78**
Maximum Liability (ICAP)	**$717.77**	**$1,428.05**	**$1,996.26**	**$729.38**	**$1,451.31**	**$2,028.86**	**$614.12**	**$1,221.96**	**$1,708.26**

City of Surprise

Paid Claims and Administration

Plan Year: July 2020 to June 2021 (as of June 2021)

Incurred and Paid

BlueCross BlueShield of Arizona & Optum Rx - PPO Plan										
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	Optum Rx Rebates	Stop Loss Recovery	Total Paid Claims	Admin Fees	Total Paid Claims and Admin Fees
Jul-20	268	$ 303,233	$ 398,200	$ 87,529	$ 57,296	$ -	$ -	$ 144,824	$ 36,504	$ 181,328
Aug-20	268	$ 302,137	$ 396,921	$ 199,626	$ 52,462	$ -	$ -	$ 252,088	$ 36,504	$ 288,592
Sep-20	270	$ 304,179	$ 399,635	$ 178,426	$ 108,719	$ -	$ -	$ 287,146	$ 36,777	$ 323,923
Oct-20	274	$ 309,968	$ 407,052	$ 122,983	$ 63,245	$ -	$ -	$ 186,228	$ 37,322	$ 223,549
Nov-20	268	$ 305,426	$ 400,757	$ 153,943	$ 42,548	$ -	$ -	$ 196,491	$ 36,504	$ 232,996
Dec-20	268	$ 305,791	$ 401,183	$ 161,171	$ 35,963	$ -	$ -	$ 197,134	$ 36,504	$ 233,639
Jan-21	269	$ 304,559	$ 399,912	$ 239,405	$ 48,638	$ -	$ -	$ 288,043	$ 36,640	$ 324,683
Feb-21	269	$ 305,168	$ 400,622	$ 187,440	$ 33,795	$ -	$ -	$ 221,236	$ 36,640	$ 257,876
Mar-21	268	$ 304,208	$ 399,336	$ 380,411	$ 34,880	$ -	$ -	$ 415,292	$ 36,504	$ 451,796
Apr-21	271	$ 307,453	$ 403,620	$ 471,836	$ 41,568	$ -	$ -	$ 513,404	$ 36,913	$ 550,317
May-21	270	$ 306,493	$ 402,334	$ 268,871	$ 36,734	$ -	$ (19,561)	$ 286,044	$ 36,777	$ 322,821
Jun-21	272	$ 309,753	$ 406,469	$ 263,258	$ 37,875	$ -	$ (105,693)	$ 195,441	$ 37,049	$ 232,490
Total	**3,235**	**$ 3,668,369**	**$ 4,816,041**	**$ 2,714,901**	**$ 593,723**	**$ -**	**$ (125,254)**	**$ 3,183,370**	**$ 440,639**	**$ 3,624,010**
Avg	**270**									

Loss Ratio	
Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability
47.8%	36.4%
83.4%	63.5%
94.4%	71.9%
60.1%	45.8%
64.3%	49.0%
64.5%	49.1%
94.6%	72.0%
72.5%	55.2%
136.5%	104.0%
167.0%	127.2%
93.3%	71.1%
63.1%	48.1%
86.8%	**66.1%**

PEPM Costs			
Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Claims & Fees PEPM
$326.60	$213.79	$540.39	$676.60
$744.87	$195.75	$940.63	$1,076.84
$660.84	$402.66	$1,063.50	$1,199.71
$448.84	$230.82	$679.66	$815.87
$574.41	$158.76	$733.18	$869.39
$601.39	$134.19	$735.58	$871.79
$889.98	$180.81	$1,070.79	$1,207.00
$696.80	$125.63	$822.44	$958.65
$1,419.45	$130.15	$1,549.60	$1,685.81
$1,741.09	$153.39	$1,894.48	$2,030.69
$995.82	$136.05	$1,131.87	$1,195.63
$967.86	$139.25	$1,107.11	$854.74
$839.23	**$183.53**	**$1,022.76**	**$1,120.25**

Administrative Fees	PPO Plan		
	Employee	Emp + 1 Dep	EE + Family
Administration	$49.76	$49.76	$49.76
Specific Stoploss 12/24 $250,000 ISL	$81.35	$81.35	$81.35
Aggregate Stoploss (125%)	$5.10	$5.10	$5.10
Total Admin Fees	**$136.21**	**$136.21**	**$136.21**

Claim Expenses	Employee	Emp + 1 Dep	EE + Family
Expected Liability	**$472.87**	**$1,081.92**	**$1,569.17**
Maximum Liability (ICAP)	**$717.77**	**$1,428.05**	**$1,996.26**

Number of Enrollees by Month				
Month	EE	EE + 1	EE + Fam	Total
July	83	54	131	268
August	84	54	130	268
September	85	54	131	270
October	85	55	134	274
November	81	54	133	268
December	82	51	135	268
January	85	50	134	269
February	84	51	134	269
March	83	52	133	268
April	83	55	133	271
May	82	56	132	270
June	81	58	133	272
Totals	**998**	**644**	**1,593**	**3,235**

City of Surprise

Paid Claims and Administration

Plan Year: July 2020 to June 2021 (as of June 2021)

Incurred and Paid

BlueCross BlueShield of Arizona & Optum Rx - HMO Plan										
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	Optum Rx Rebates	Stop Loss Recovery	Total Paid Claims	Admin Fees	Total Paid Claims and Admin Fees
Jul-20	387	$ 506,616	$ 643,670	$ 179,914	$ 113,141	$ -	$ -	$ 293,055	$ 52,500	$ 345,555
Aug-20	385	$ 504,494	$ 640,911	$ 394,299	$ 147,647	$ -	$ -	$ 541,946	$ 52,229	$ 594,175
Sep-20	386	$ 503,980	$ 640,486	$ 216,830	$ 191,857	$ -	$ -	$ 408,686	$ 52,365	$ 461,051
Oct-20	380	$ 496,857	$ 631,345	$ 311,243	$ 202,645	$ -	$ -	$ 513,888	$ 51,551	$ 565,439
Nov-20	382	$ 500,491	$ 635,836	$ 277,511	$ 127,064	$ -	$ -	$ 404,575	$ 51,822	$ 456,397
Dec-20	380	$ 497,865	$ 632,500	$ 374,789	$ 104,434	$ -	$ -	$ 479,223	$ 51,551	$ 530,774
Jan-21	382	$ 500,617	$ 635,980	$ 342,953	$ 129,805	$ -	$ -	$ 472,758	$ 51,822	$ 524,580
Feb-21	378	$ 496,750	$ 630,897	$ 336,122	$ 147,417	$ -	$ (1,092)	$ 482,448	$ 51,279	$ 533,727
Mar-21	375	$ 490,102	$ 622,789	$ 762,099	$ 142,678	$ -	$ (435,334)	$ 469,443	$ 50,873	$ 520,316
Apr-21	375	$ 490,732	$ 623,511	$ 373,043	$ 118,611	$ -	$ (10,753)	$ 480,901	$ 50,873	$ 531,773
May-21	374	$ 489,608	$ 622,059	$ 252,745	$ 130,675	$ -	$ (4,930)	$ 378,490	$ 50,737	$ 429,227
Jun-21	376	$ 490,219	$ 623,085	$ 310,850	$ 146,938	$ -	$ (7,153)	$ 450,636	$ 51,008	$ 501,644
Total	**4,560**	**$ 5,968,332**	**$ 7,583,066**	**$ 4,132,398**	**$ 1,702,912**	**$ -**	**$ (459,262)**	**$ 5,376,048**	**$ 618,610**	**$ 5,994,658**
Avg	**380**									

Loss Ratio	
Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability
57.8%	45.5%
107.4%	84.6%
81.1%	63.8%
103.4%	81.4%
80.8%	63.6%
96.3%	75.8%
94.4%	74.3%
97.1%	76.5%
95.8%	75.4%
98.0%	77.1%
77.3%	60.8%
91.9%	72.3%
90.1%	**70.9%**

PEPM Costs			
Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Claims & Fees PEPM
$464.89	$292.35	$757.25	$892.91
$1,024.15	$383.50	$1,407.65	$1,543.31
$561.73	$497.04	$1,058.77	$1,194.43
$819.06	$533.28	$1,352.34	$1,488.00
$726.47	$332.63	$1,059.10	$1,194.76
$986.29	$274.83	$1,261.11	$1,396.77
$897.78	$339.80	$1,237.59	$1,373.25
$889.21	$389.99	$1,279.20	$1,411.98
$2,032.26	$380.47	$2,412.74	$1,387.51
$994.78	$316.30	$1,311.08	$1,418.06
$675.79	$349.40	$1,025.19	$1,147.67
$826.73	$390.79	$1,217.52	$1,334.16
$906.23	**$373.45**	**$1,279.67**	**$1,314.62**

Administrative Fees	HMO Plan		
	Employee	Emp + 1 Dep	EE + Family
Administration	$49.76	$49.76	$49.76
Specific Stoploss 12/24 $250,000 ISL	$81.35	$81.35	$81.35
Aggregate Stoploss (125%)	$4.55	$4.55	$4.55
Total Admin Fees	**$135.66**	**$135.66**	**$135.66**

Claim Expenses	Employee	Emp + 1 Dep	EE + Family
Expected Liability	**$494.26**	**$1,124.16**	**$1,628.12**
Maximum Liability (ICAP)	**$729.38**	**$1,451.31**	**$2,028.86**

Number of Enrollees by Month				
Month	EE	EE + 1	EE + Fam	Total
July	76	74	237	387
August	75	74	236	385
September	76	76	234	386
October	75	73	232	380
November	76	70	236	382
December	75	71	234	380
January	75	72	235	382
February	74	69	235	378
March	76	68	231	375
April	75	69	231	375
May	75	68	231	374
June	76	71	229	376
Totals	**904**	**855**	**2,801**	**4,560**

City of Surprise

Paid Claims and Administration

Plan Year: July 2020 to June 2021 (as of June 2021)

Incurred and Paid

BlueCross BlueShield of Arizona & Optum Rx - EPO Plan											Loss Ratio		PEPM Costs			
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	Optum Rx Rebates	Stop Loss Recovery	Total Paid Claims	Admin Fees	Total Paid Claims and Admin Fees	Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability	Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Claims & Fees PEPM
Jul-20	121	$ 132,851	$ 160,016	$ 30,976	$ 36,539	$ -	$ -	$ 67,515	$ 16,415	$ 83,930	50.8%	42.2%	$256.00	$301.98	$557.98	$693.64
Aug-20	121	$ 132,281	$ 159,408	$ 42,473	$ 16,312	$ -	$ -	$ 58,785	$ 16,415	$ 75,200	44.4%	36.9%	$351.01	$134.81	$485.83	$621.49
Sep-20	126	$ 136,046	$ 164,181	$ 42,337	$ 38,015	$ -	$ -	$ 80,352	$ 17,093	$ 97,445	59.1%	48.9%	$336.01	$301.70	$637.71	$773.37
Oct-20	127	$ 136,479	$ 164,795	$ 27,379	$ 11,736	$ -	$ -	$ 39,116	$ 17,229	$ 56,345	28.7%	23.7%	$215.59	$92.41	$308.00	$443.66
Nov-20	130	$ 140,859	$ 169,920	$ 28,599	$ 40,104	$ -	$ -	$ 68,703	$ 17,636	$ 86,339	48.8%	40.4%	$219.99	$308.49	$528.48	$664.14
Dec-20	133	$ 142,730	$ 172,370	$ 62,232	$ 42,087	$ -	$ -	$ 104,318	$ 18,043	$ 122,361	73.1%	60.5%	$467.91	$316.44	$784.35	$920.01
Jan-21	134	$ 144,189	$ 174,078	$ 42,359	$ 17,921	$ -	$ -	$ 60,280	$ 18,178	$ 78,458	41.8%	34.6%	$316.11	$133.74	$449.85	$585.51
Feb-21	135	$ 146,105	$ 176,273	$ 49,594	$ 39,922	$ -	$ -	$ 89,516	$ 18,314	$ 107,830	61.3%	50.8%	$367.36	$295.72	$663.08	$798.74
Mar-21	137	$ 148,569	$ 179,203	$ 37,724	$ 12,585	$ -	$ -	$ 50,309	$ 18,585	$ 68,895	33.9%	28.1%	$275.36	$91.86	$367.22	$502.88
Apr-21	135	$ 146,789	$ 177,002	$ 47,235	$ 34,866	$ -	$ -	$ 82,101	$ 18,314	$ 100,416	55.9%	46.4%	$349.89	$258.27	$608.16	$743.82
May-21	137	$ 148,227	$ 178,838	$ 41,351	$ 31,275	$ -	$ -	$ 72,626	$ 18,585	$ 91,211	49.0%	40.6%	$301.83	$228.28	$530.12	$665.78
Jun-21	141	$ 149,505	$ 180,808	$ 82,310	$ 17,209	$ -	$ -	$ 99,520	$ 19,128	$ 118,648	66.6%	55.0%	$583.76	$122.05	$705.81	$841.47
Total	**1,577**	**$ 1,704,630**	**$ 2,056,890**	**$ 534,569**	**$ 338,572**	**$ -**	**$ -**	**$ 873,141**	**$ 213,936**	**$ 1,087,077**	**51.2%**	**42.4%**	**$338.98**	**$214.69**	**$553.67**	**$689.33**
Avg	**131**															

Administrative Fees	HMO Plan		
	Employee	Emp + 1 Dep	EE + Family
Administration	$49.76	$49.76	$49.76
Specific Stoploss 12/24 $250,000 ISL	$81.35	$81.35	$81.35
Aggregate Stoploss (125%)	$4.55	$4.55	$4.55
Total Admin Fees	**$135.66**	**$135.66**	**$135.66**

Claim Expenses	Employee	Emp + 1 Dep	EE + Family
Expected Liability	**$433.64**	**$1,003.71**	**$1,459.78**
Maximum Liability (ICAP)	**$614.12**	**$1,221.96**	**$1,708.26**

Number of Enrollees by Month				
Month	EE	EE + 1	EE + Fam	Total
July	36	15	70	121
August	37	14	70	121
September	40	15	71	126
October	41	15	71	127
November	41	15	74	130
December	43	16	74	133
January	43	16	75	134
February	43	15	77	135
March	43	16	78	137
April	41	18	76	135
May	42	19	76	137
June	46	20	75	141
Totals	**496**	**194**	**887**	**1,577**

City of Surprise

Paid Claims and Administration

Plan Year: July 2019 to June 2020 (with Runout through June 2021)

Incurred and Paid

BlueCross BlueShield of Arizona and Optum Rx- All Plans														Loss Ratio		PEPM Costs				
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	Optum Rx Rebates & Performance Guarantees	Blue Card Claims Expense & Misc.	Capitation Fees	Value Based Services	Stop Loss Recovery	Total Paid Claims	Admin Fees	Total Paid Claims & Admin Fees	Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability	Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Paid Claims Net Stop Loss Reimburse-ment PEPM	Total Claims & Fees PEPM
Jul-19	748	$ 920,343	$ 1,068,869	$ 305,605	$ 169,654	$ -	$ 675	$ 6,718	$ 1,602	$ -	$ 484,255	$ 94,973	$ 579,228	52.6%	45.3%	$420.59	$226.81	$647.40	$647.40	$774.37
Aug-19	752	$ 921,496	$ 1,070,695	$ 698,774	$ 138,631	$ -	$ 2,432	$ 6,733	$ 1,526	$ -	$ 848,096	$ 95,482	$ 943,578	92.0%	79.2%	$943.44	$184.35	$1,127.79	$1,127.79	$1,254.76
Sep-19	752	$ 918,143	$ 1,066,985	$ 823,408	$ 133,900	$ -	$ 2,698	$ 6,710	$ 1,642	$ -	$ 968,358	$ 95,480	$ 1,063,838	105.5%	90.8%	$1,109.65	$178.06	$1,287.71	$1,287.71	$1,414.68
Oct-19	753	$ 916,355	$ 1,065,333	$ 875,897	$ 164,721	$ -	$ 1,351	$ 6,707	$ 1,598	$ -	$ 1,050,275	$ 95,607	$ 1,145,882	114.6%	98.6%	$1,176.03	$218.75	$1,394.79	$1,394.79	$1,521.76
Nov-19	756	$ 919,082	$ 1,068,637	$ 689,363	$ 156,481	$ -	$ 3,122	$ 6,698	$ 1,636	$ -	$ 857,299	$ 95,988	$ 953,287	93.3%	80.2%	$927.01	$206.99	$1,133.99	$1,133.99	$1,260.96
Dec-19	767	$ 928,677	$ 1,079,984	$ 458,303	$ 171,603	$ -	$ 1,325	$ 6,795	$ 1,675	$ -	$ 639,700	$ 97,384	$ 737,085	68.9%	59.2%	$610.30	$223.73	$834.03	$834.03	$961.00
Jan-20	770	$ 934,615	$ 1,085,407	$ 578,058	$ 143,787	$ (121,214)	$ 1,100	$ 6,862	$ 1,732	$ -	$ 610,326	$ 97,762	$ 708,087	65.3%	56.2%	$763.31	$186.74	$792.63	$792.63	$919.59
Feb-20	772	$ 938,090	$ 1,089,060	$ 519,729	$ 163,398	$ -	$ 1,091	$ 6,859	$ 1,727	$ -	$ 692,804	$ 98,016	$ 790,820	73.9%	63.6%	$685.76	$211.66	$897.41	$897.41	$1,024.38
Mar-20	779	$ 943,887	$ 1,095,601	$ 722,066	$ 197,839	$ -	$ 1,761	$ 6,941	$ 1,757	$ -	$ 930,364	$ 98,903	$ 1,029,267	98.6%	84.9%	$940.34	$253.97	$1,194.31	$1,194.31	$1,321.27
Apr-20	783	$ 948,043	$ 1,100,437	$ 416,339	$ 166,705	$ (121,784)	$ 1,795	$ 6,976	$ 1,770	$ -	$ 471,801	$ 99,410	$ 571,211	49.8%	42.9%	$545.19	$212.90	$602.56	$602.56	$729.52
May-20	782	$ 950,224	$ 1,102,574	$ 559,598	$ 157,398	$ -	$ 923	$ 6,970	$ 1,773	$ -	$ 726,663	$ 99,283	$ 825,946	76.5%	65.9%	$727.96	$201.28	$929.24	$929.24	$1,056.20
Jun-20	776	$ 943,557	$ 1,094,981	$ 954,914	$ 193,933	$ -	$ 997	$ 6,935	$ 1,804	$ -	$ 1,158,583	$ 98,523	$ 1,257,106	122.8%	105.8%	$1,243.11	$249.91	$1,493.02	$1,493.02	$1,619.98
Total	**9,190**	**$ 11,182,513**	**$ 12,988,563**	**$ 7,602,054**	**$ 1,958,050**	**$ (242,998)**	**$ 19,270**	**$ 81,905**	**$ 20,243**	**$ -**	**$ 9,438,523**	**$ 1,166,811**	**$ 10,605,334**	**84.4%**	**72.7%**	**$840.42**	**$213.06**	**$1,027.04**	**$1,027.04**	**$1,154.01**
Avg	**766**																			

BCBS Runout							
Month	Paid Medical	Paid Rx	Optum Rx Rebates*	Blue Card Claims Expense	Capitation (Chiro FFS Costs)	Stop Loss Recovery	Total Paid Claims
Jul-20	$ 865,602	$ -	$ (131,400)	$ 132	$ 9	$ (285,464)	$ 448,879
Aug-20	$ 72,039	$ -	$ -	$ 9	$ 3	$ (313)	$ 71,738
Sep-20	$ 26,672	$ -	$ -	$ 12	$ -	$ -	$ 26,684
Oct-20	$ 15,864	$ -	$ (120,281)	$ -	$ -	$ -	$ (104,417)
Nov-20	$ 7,564	$ -	$ -	$ 3	$ -	$ -	$ 7,567
Dec-20	$ 4,500	$ -	$ -	$ 6	$ -	$ -	$ 4,506
Jan-21	$ (29,692)	$ -	$ -	$ -	$ -	$ -	$ (29,692)
Feb-21	$ 2,505	$ -	$ -	$ -	$ -	$ -	$ 2,505
Mar-21	$ 3,948	$ -	$ -	$ -	$ -	$ -	$ 3,948
Apr-21	$ 4,037	$ -	$ -	$ -	$ -	$ -	$ 4,037
May-21	$ (5,212)	$ -	$ -	$ 9	$ -	$ -	$ (5,203)
Jun-21	$ 5,940	$ -	$ -	$ -	$ -	$ -	$ 5,940
Total	**$ 973,766**	**$ -**	**$ (251,681)**	**$ 172**	**$ 12**	**$ (285,777)**	**$ 436,491**

* January 2021 Paid Medical Runout amount includes $19,348 in rebates earned through medical claims in 2019

Specific Stoploss 12/24 $250,000 ISL

Aggregate Stoploss (125%)

2018 BCBS Total Rebate amount YTD is $3,924.

2019-2020 Medical Plan Costs with Runout

Total Claims Incurred for Time Period	Total Stop Loss Recovery	Total Paid Claims Net Runout	Total Admin Fees	Total Paid Claims and Admin Costs	% Actual Claims vs. Expected	% Actual Claims vs. Maximum Claim Liability	Total Paid Claims & Admin Costs PEPM
$ 10,160,791	$ (285,777)	$ 9,875,014	$ 1,166,811	$ 11,041,825	88.3%	76.0%	$ 1,201.50

City of Surprise

Plan Year: July 2020 to June 2021 (as of June 2021)

Annual Cost Comparison Analysis

Incurred and Paid - 2019/2020 vs. 2020/2021

Cost Categories	2019/2020 with Runout	PEPM Costs	2020/2021 Estimated Annual*	PEPM Costs	% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
Medical Claims Costs*	$8,575,820	$933.17	$8,120,056	$866.42	-5.31%	($455,764)	-7.2%	($66.75)
Rx Claims Costs	$1,958,050	$213.06	$2,635,207	$281.18	34.58%	$677,157	32.0%	$68.12
Rx Rebates	($494,679)	($53.83)	($511,185)	($54.54)	3.34%	($16,506)	1.3%	($0.72)
Blue Card, Captitation Expenses, Misc and Value Based Services	$121,600	$13.23	$118,171	$12.61	-2.82%	($3,429)	-4.7%	($0.62)
Stop Loss Recoveries***	($285,777)	($31.10)	($584,516)	($62.37)	n/a	($298,739)	n/a	($31.27)
Admin Fees	$1,166,811	$126.97	$1,273,185	$135.85	9.12%	$106,374	7.0%	$8.88
Total Costs	**$11,041,825**	**$1,201.50**	**$11,050,917**	**$1,179.14**	**0.1%**	**$9,092**	**-1.9%**	**($22.36)**

PEPM Total Cost History		Increase/ Decrease
2014/2015	$1,079.93	
2015/2016	$1,160.82	7.5%
2016/2017	$1,202.07	3.6%
2017/2018	$1,151.77	-4.2%
2018/2019	$1,200.23	4.2%
2019/2020	$1,201.50	0.1%
2020/2021	$1,179.14	-1.9%

	Annual	Annualized	% Enrollment Change	# Enrollment Change
Enrollment	9,190	9,372	1.98%	$182

*2020/2021 Medical Claims Costs includes a 10% completion factor

***Stop Loss Recoveries are not annualized

Incurred and Paid - 2018/2019 vs. 2019/2020

Cost Categories	2018/2019 with Runout	PEPM Costs	2019/2020 with Runout	PEPM Costs	% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
Medical Claims Costs*	$8,542,692	$984.18	$8,575,820	$933.17	0.39%	$33,128	-5.2%	($51.01)
Rx Claims Costs	$1,796,652	$206.99	$1,958,050	$213.06	8.98%	$161,398	2.9%	$6.08
Rx Rebates	($459,000)	($52.88)	($494,679)	($53.83)	7.77%	($35,679)	1.8%	($0.95)
Blue Card, Captitation Expenses, Misc and Value Based Services	$68,397	$7.88	$121,600	$13.23	77.79%	$53,203	67.9%	$5.35
Stop Loss Recoveries***	($577,066)	($66.48)	($285,777)	($31.10)	n/a	$291,289	n/a	$35.39
Admin Fees	$1,046,310	$120.54	$1,166,811	$126.97	11.52%	$120,501	5.3%	$6.42
Total Costs	**$10,417,984**	**$1,200.23**	**$11,041,825**	**$1,201.50**	**6.0%**	**$623,841**	**0.1%**	**$1.28**

	Annual	Annualized	% Enrollment Change	# Enrollment Change
Enrollment	8,680	9,190	5.88%	$510

***Stop Loss Recoveries are not annualized

City of Surprise

Blue Cross Blue Shield - Large Claims over $50k

Plan Year: July 2020 to June 2021 (as of June 2021)

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Enrollment Status	Plan	Medical Paid Claims	Rx Paid Claims	Current YTD Paid Claims through Qtr	Previous Quarter's YTD Paid Claims	Change from Prior Quarter's Claims	% of $250K ISL Limit	Stop Loss Reimbursement	Net Paid after SL Reimbursements
1	C018	Y	Active	HMO	$696,763	$12,499	$709,262	$702,109	$7,153	100.0%	($459,262)	$250,000
2	D009	N	Active	PPO	$375,254	$0	$375,254	$269,561	$105,693	100.0%	($125,254)	$250,000
3	D002	N	Active	HMO	$3,714	$208,784	$212,498	$212,401	$96	85.0%		$212,498
4	A010	Y	Active	HMO	$186,126	$21,999	$208,126	$207,958	$168	83.3%		$208,126
5	D014	N	Active	HMO	$169,882	$5,294	$175,176	$160,924	$14,252	70.1%		$175,176
6	C006	Y	Active	EPO	$1,127	$160,689	$161,816	$161,774	$42	64.7%		$161,816
7	C003	Y	Active	HMO	$101,922	$43,183	$145,105	$137,853	$7,252	58.0%		$145,105
8	C014	Y	Active	HMO	$475	$130,211	$130,686	$107,613	$23,073	52.3%		$130,686
9	PY 16-17 #26	Y	Termed	HMO	$6,295	$115,086	$121,382	$121,382	$0	48.6%		$121,382
10	D007	N	Termed	PPO	$90,127	$7,183	$97,310	$97,310	$0	38.9%		$97,310
11	D015	N	Active	PPO	$94,730	$26	$94,756	$94,756	$0	37.9%		$94,756
12	D003	N	Active	PPO	$1,515	$92,581	$94,096	$94,096	$0	37.6%		$94,096
13	A007	Y	Active	HMO	$1,938	$91,188	$93,126	$62,730	$30,396	37.3%		$93,126
14	A023	Y	Active	HMO	$30,523	$58,756	$89,279	$81,481	$7,798	35.7%		$89,279
15	D010	N	Active	HMO	$4,242	$76,828	$81,070	$68,783	$12,287	32.4%		$81,070
16	D011	N	Active	PPO	$74,067	$2,740	$76,807	$73,644	$3,163	30.7%		$76,807
17	D001	N	Termed	HMO	$76,058	$36	$76,094	$76,094	$0	30.4%		$76,094
18	D012	N	Active	PPO	$6,013	$66,822	$72,836	$66,751	$6,085	29.1%		$72,836
19	A018	Y	Active	HMO	$1,793	$68,695	$70,489	$70,292	$197	28.2%		$70,489
20	D008	N	Active	PPO	$69,828	$0	$69,828	$66,744	$3,085	27.9%		$69,828
21	D017	N	Active	PPO	$64,017	$1,637	$65,654	$58,137	$7,517	26.3%		$65,654
22	D016	N	Termed	HMO	$64,488	$0	$64,488	$61,386	$3,102	25.8%		$64,488
23	A025	Y	Active	PPO	$54,394	$6,223	$60,617	$56,333	$4,284	24.2%		$60,617
24	D018	N	Active	HMO	$2,116	$55,858	$57,973	$53,256	$4,718	23.2%		$57,973
25	B010	Y	Active	PPO	$30,218	$27,058	$57,275	$57,275	$0	22.9%		$57,275
26	B015	Y	Active	HMO	$4,382	$52,435	$56,816		$56,816	22.7%		$56,816

City of Surprise

Blue Cross Blue Shield - Large Claims over $50k

Plan Year: July 2020 to June 2021 (as of June 2021)

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Enrollment Status	Plan	Medical Paid Claims	Rx Paid Claims	Current YTD Paid Claims through Qtr	Previous Quarter's YTD Paid Claims	Change from Prior Quarter's Claims	% of $250K ISL Limit	Stop Loss Reimbursement	Net Paid after SL Reimbursements
27	D004	N	Active	PPO	$56,178	$170	$56,348	$56,271	$77	22.5%		$56,348
28	D005	N	Active	PPO	$55,852	$323	$56,175	$54,670	$1,504	22.5%		$56,175
29	D006	N	Active	HMO	$54,104	$99	$54,203	$54,203	$0	21.7%		$54,203
30	D019	N	Active	PPO	$52,678	$489	$53,167	$52,968	$199	21.3%		$53,167
31	D013	N	Active	EPO	$962	$49,244	$50,206	$50,206	$0	20.1%		$50,206
				Total	$2,431,783	$1,356,136	$3,787,919	$3,488,963	$298,957		($584,516)	$3,203,404
				Percentage of Large Claims vs. Medical & Rx Claims			44.1%					

City of Surprise

Blue Cross Blue Shield - Large Claims over $50k

Plan Year: July 2019 to June 2020

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Enrollment Status	Plan	Medical Paid Claims	Rx Paid Claims	Current YTD Paid Claims through Qtr	Previous Quarter's YTD Paid Claims	Change from Prior Quarter's Claims	% of $250K ISL Limit	Stop Loss Reimbursement	Net Paid
1	C023	N	Active	PPO	$535,777	$0	**$535,777**	**$535,777**	**$0**	**100.0%**	**($285,777)**	**$250,000**
2	B014	Y	Active	HMO	$212,696	$954	**$213,650**	**$213,650**	**$0**	**85.5%**		**$213,650**
3	C002	N	Active	HMO	$176,211	$751	**$176,962**	**$176,962**	**$0**	**70.8%**		**$176,962**
4	C013	N	Active	PPO	$172,748	$972	**$173,720**	**$173,720**	**$0**	**69.5%**		**$173,720**
5	C015	N	Active	PPO	$172,797	$601	**$173,399**	**$173,334**	**$64**	**69.4%**		**$173,399**
6	C001	N	Active	HMO	$163,679	$8	**$163,687**	**$163,687**	**$0**	**65.5%**		**$163,687**
7	C003	N	Active	HMO	$153,020	$0	**$153,020**	**$153,020**	**$0**	**61.2%**		**$153,020**
8	PY 16-17 #26	Y	Active	HMO	$3,066	$141,839	**$144,905**	**$144,905**	**$0**	**58.0%**		**$144,905**
9	C016	N	Active	EPO	$138,910	$28	**$138,939**	**$138,885**	**$54**	**55.6%**		**$138,939**
10	A010	Y	Active	HMO	$126,900	$1,403	**$128,303**	**$128,303**	**$0**	**51.3%**		**$128,303**
11	B012	Y	Active	PPO	$127,374	$518	**$127,892**	**$127,892**	**$0**	**51.2%**		**$127,892**
12	C006	N	Active	EPO	$27,439	$99,987	**$127,427**	**$127,390**	**$36**	**51.0%**		**$127,427**
13	C017	N	Active	HMO	$124,474	$69	**$124,543**	**$124,543**	**$0**	**49.8%**		**$124,543**
14	C018	N	Active	HMO	$113,623	$3,897	**$117,521**	**$113,327**	**$4,194**	**47.0%**		**$117,521**
15	C014	N	Active	HMO	$83	$111,456	**$111,539**	**$111,539**	**$0**	**44.6%**		**$111,539**
16	C008	N	Active	EPO	$101,194	$215	**$101,409**	**$101,409**	**$0**	**40.6%**		**$101,409**
17	A023	Y	Active	HMO	$38,952	$48,463	**$87,415**	**$87,415**	**$0**	**35.0%**		**$87,415**
18	C004	N	Active	EPO	$83,484	$1	**$83,485**	**$83,485**	**$0**	**33.4%**		**$83,485**
19	C005	N	Termed	HMO	$70,442	$1,140	**$71,582**	**$71,582**	**$0**	**28.6%**		**$71,582**
20	C011		Active	HMO	$62,871	$8,110	**$70,981**	**$70,981**	**$0**	**28.4%**		**$70,981**
21	C007	N	Active	HMO	$69,941	$0	**$69,941**	**$69,941**	**$0**	**28.0%**		**$69,941**
22	C019	N	Active	EPO	$21,238	$48,231	**$69,469**	**$69,381**	**$0**	**27.8%**		**$69,469**
23	A018	Y	Active	HMO	$717	$65,753	**$66,471**	**$66,471**	**$0**	**26.6%**		**$66,471**
24	B003	N	Active	HMO	$62,927	$2,837	**$65,763**	**$65,763**	**$0**	**26.3%**		**$65,763**

City of Surprise

Blue Cross Blue Shield - Large Claims over $50k

Plan Year: July 2019 to June 2020

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Enrollment Status	Plan	Medical Paid Claims	Rx Paid Claims	Current YTD Paid Claims through Qtr	Previous Quarter's YTD Paid Claims	Change from Prior Quarter's Claims	% of $250K ISL Limit	Stop Loss Reimbursement	Net Paid
25	C010	N	Active	EPO	$58,355	$6,612	**$64,967**	**$64,967**	**$0**	**26.0%**		**$64,967**
26	C020	N	Active	HMO	$62,912	$0	**$62,912**	**$62,912**	**$0**	**25.2%**		**$62,912**
27	B015	Y	Active	HMO	$3,203	$58,770	**$61,973**	**$61,973**	**$0**	**24.8%**		**$61,973**
28	C012	N	Active	HMO	$59,854	$180	**$60,034**	**$60,034**	**$0**	**24.0%**		**$60,034**
29	C024	N	Termed	HMO	$57,639	$0	**$57,639**	**$0**	**$57,639**	**23.1%**		**$57,639**
30	A024	Y	Active	PPO	$994	$54,948	**$55,942**	**$55,942**	**$0**	**22.4%**		**$55,942**
31	C021	N	Active	PPO	$52,548	$174	**$52,722**	**$52,722**	**$0**	**21.1%**		**$52,722**
32	C009	N	Active	HMO	$50,971	$957	**$51,928**	**$51,928**	**$0**	**20.8%**		**$51,928**
33	C022	N	Active	HMO	$39,302	$12,123	**$51,425**	**$51,425**	**$0**	**20.6%**		**$51,425**
				Total	**$3,146,342**	**$670,999**	**$3,817,340**	**$3,755,265**	**$61,988**		**($285,777)**	**$3,531,563**

Percentage of Large Claims vs. Medical & Rx Claims	**36.2%**

Dental Reports

City of Surprise

Delta Dental Self Funded Paid Claims

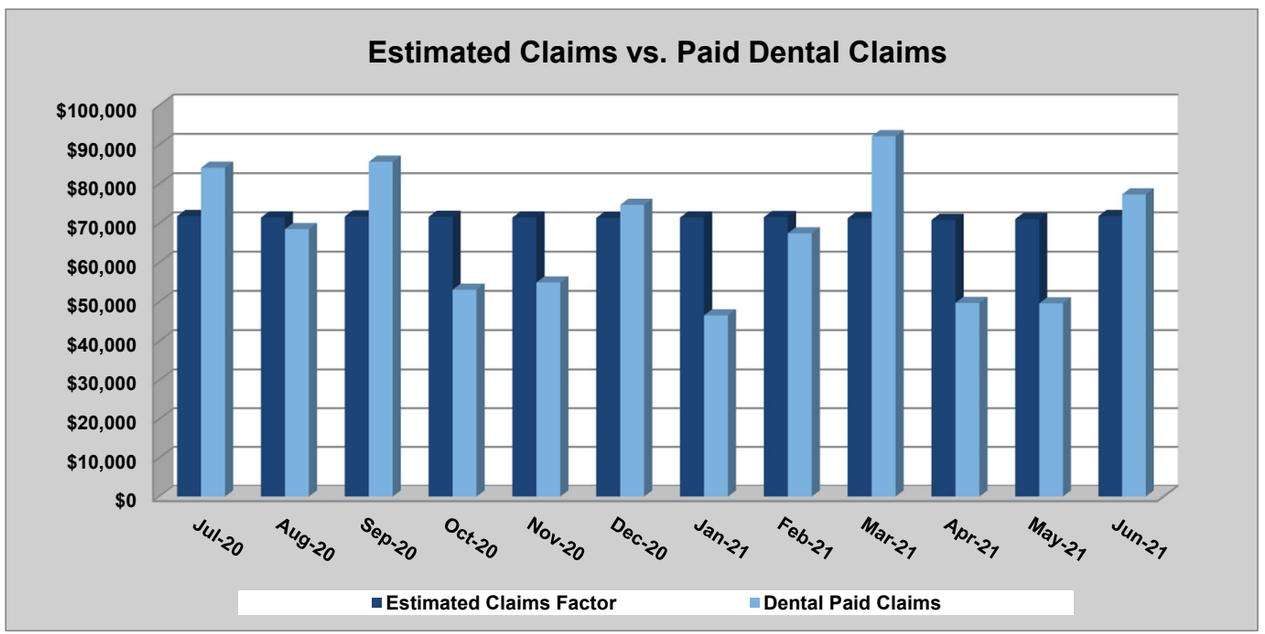
Plan Year: July 2020 to June 2021 (as of June 2021)

Delta Dental						Loss Ratio	PEPM Costs	
Month	Enrollment	Estimated Claims Factor	Administrative Costs	Dental Paid Claims	Total Plan Costs	% Actual Claims vs. Estimated Claims Factor	Dental Paid Claims PEPM	Total Plan Costs PEPM
Jul-20	808	$71,807	$2,865	$84,137	$87,002	117.2%	$104.13	$107.68
Aug-20	804	$71,451	$2,854	$68,500	$71,354	95.9%	$85.20	$88.75
Sep-20	807	$71,718	$2,861	$85,645	$88,506	119.4%	$106.13	$109.67
Oct-20	806	$71,629	$2,858	$53,067	$55,925	74.1%	$65.84	$69.39
Nov-20	804	$71,451	$2,854	$54,890	$57,744	76.8%	$68.27	$71.82
Dec-20	803	$71,363	$2,854	$74,677	$77,531	104.6%	$93.00	$96.55
Jan-21	804	$71,451	$2,851	$46,518	$49,369	65.1%	$57.86	$61.40
Feb-21	805	$71,540	$2,858	$67,430	$70,288	94.3%	$83.76	$87.31
Mar-21	802	$71,274	$2,847	$92,142	$94,989	129.3%	$114.89	$118.44
Apr-21	797	$70,829	$2,833	$49,704	$52,537	70.2%	$62.36	$65.92
May-21	800	$71,096	$2,836	$49,602	$52,438	69.8%	$62.00	$65.55
Jun-21	808	$71,807	$2,868	$77,348	$80,216	107.7%	$95.73	$99.28
Total	**9,648**	**$857,418**	**$34,239**	**$803,660**	**$837,899**	**93.7%**	**$83.30**	**$86.85**
Avg PEPM Enrollment	**804**							

Admin Fees	Employee
Administration	$3.55

Claim Expenses	
Estimated Claim Factor	$88.87

Premium Equivalent Rates		
EE	EE + 1	Family
$38.22	$75.74	$122.69



City of Surprise

Delta Dental Self Funded Paid Claims

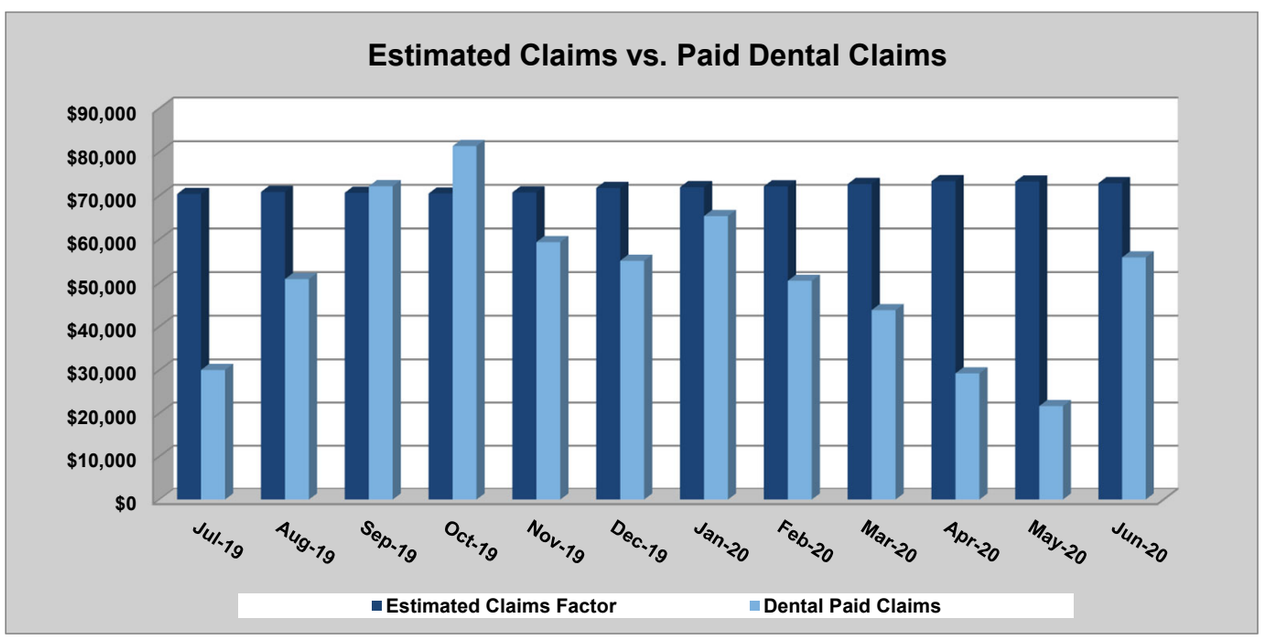
Plan Year: July 2019 to June 2020

Delta Dental						Loss Ratio	PEPM Costs	
Month	Enrollment	Estimated Claims Factor	Administrative Costs	Dental Paid Claims	Total Plan Costs	% Actual Claims vs. Estimated Claims Factor	Dental Paid Claims PEPM	Total Plan Costs PEPM
Jul-19	771	$70,408	$2,737	$30,048	$32,785	42.7%	$38.97	$42.52
Aug-19	776	$70,864	$2,755	$50,869	$53,624	71.8%	$65.55	$69.10
Sep-19	774	$70,682	$2,755	$72,157	$74,912	102.1%	$93.23	$96.79
Oct-19	772	$70,499	$2,748	$81,370	$84,118	115.4%	$105.40	$108.96
Nov-19	775	$70,773	$2,751	$59,360	$62,111	83.9%	$76.59	$80.14
Dec-19	786	$71,778	$2,790	$55,083	$57,873	76.7%	$70.08	$73.63
Jan-20	788	$71,960	$2,797	$65,325	$68,122	90.8%	$82.90	$86.45
Feb-20	790	$72,143	$2,805	$50,487	$53,292	70.0%	$63.91	$67.46
Mar-20	796	$72,691	$2,822	$43,759	$46,581	60.2%	$54.97	$58.52
Apr-20	803	$73,330	$2,851	$29,262	$32,113	39.9%	$36.44	$39.99
May-20	802	$73,239	$2,847	$21,671	$24,518	29.6%	$27.02	$30.57
Jun-20	798	$72,873	$2,826	$55,834	$58,660	76.6%	$69.97	$73.51
Total	**9,431**	**$861,239**	**$33,484**	**$615,225**	**$648,709**	**71.4%**	**$65.23**	**$68.78**
Avg PEPM Enrollment	**786**							

Admin Fees	Employee
Administration	$3.55

Claim Expenses	
Estimated Claim Factor	$91.32

Premium Equivalent Rates		
EE	EE + 1	Family
$38.80	$76.89	$124.56



City of Surprise

MetLife Dental Claims

Plan Year: July 2020 to June 2021 (as of June 2021)

Annual Cost Comparison Analysis 2019/2020 vs. 2020/2021

Cost Categories	2019/2020 Annual Costs	PEPM Costs	2020/2021 Estimated Annual Costs	PEPM Costs	% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
Dental Claims*	$615,225	$65.23	$803,660	$83.30	30.6%	$188,435	27.7%	$18.06
Admin Fees	$33,484	$3.55	$34,239	$3.55	2.3%	$755	0.0%	($0.00)
Total Costs	**$648,709**	**$68.78**	**$837,899**	**$86.85**	**29.2%**	**$189,190**	**26.3%**	**$18.06**

	Annual	Annualized	% Enrollment Change	# Enrollment Change
Enrollment	9,431	9,648	2.3%	217

PEPM Total Cost History		Increase/ Decrease
2014/2015	$75.97	
2015/2016	$86.13	13.4%
2016/2017	$85.96	-0.2%
2017/2018	$86.59	0.7%
2018/2019	$91.62	5.8%
2019/2020	$68.78	-24.9%
2020/2021	$86.85	26.3%

Annual Cost Comparison Analysis 2018/2019 vs. 2019/2020

Cost Categories	2018/2019 Costs with Runout	PEPM Costs	2019/2020 Annual Costs	PEPM Costs	% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
Dental Claims*	$771,669	$86.28	$615,225	$65.23	-20.3%	($156,444)	-24.4%	($21.04)
Admin Fees	$47,761	$5.34	$33,484	$3.55	-29.9%	($14,277)	-33.5%	($1.79)
Total Costs	**$819,430**	**$91.62**	**$648,709**	**$68.78**	**-20.8%**	**($170,721)**	**-24.9%**	**($22.83)**

	Annual	Annualized	% Enrollment Change	# Enrollment Change
Enrollment	8,944	9,431	5.4%	487

Vision Reports

City of Surprise

Avesis Vision Self Funded Paid Claims

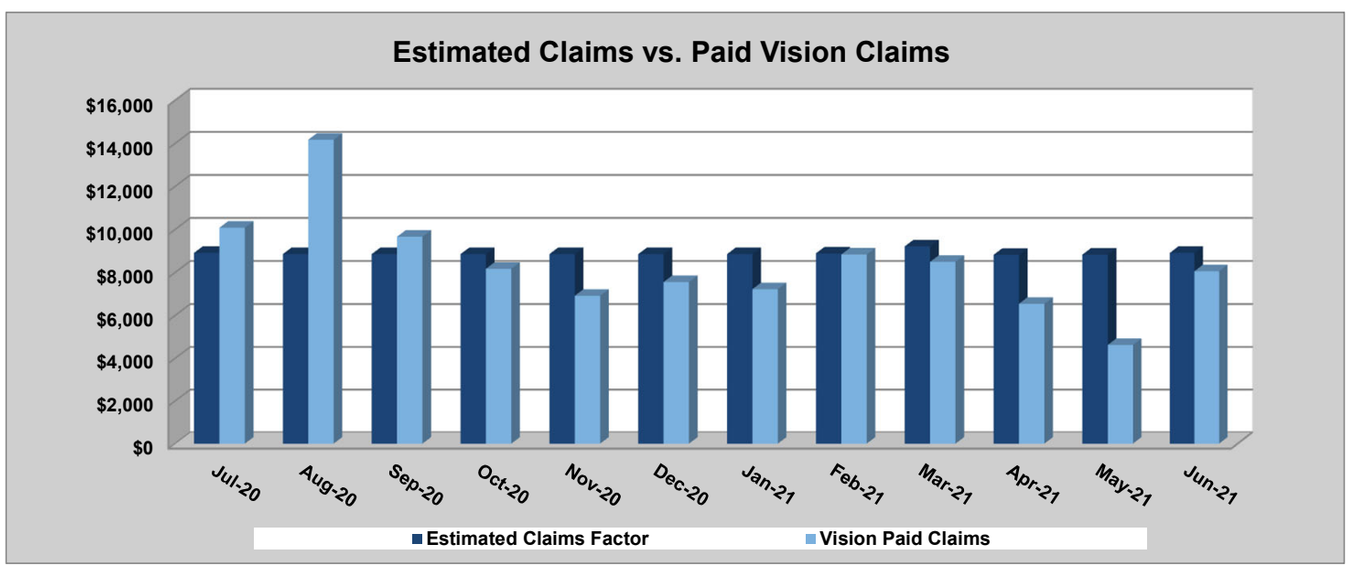
Plan Year: July 2020 to June 2021 (as of June 2021)

Avesis Vision						Loss Ratio	PEPM Costs	
Month	Enrollment	Estimated Claims Factor	Administrative Costs	Vision Paid Claims	Total Plan Costs	% Actual Claims vs. Estimated Claims Factor	Vision Paid Claims PEPM	Total Plan Costs PEPM
Jul-20	792	$8,910	$752	$10,080	$10,832	113.1%	$12.73	$13.68
Aug-20	787	$8,854	$748	$14,170	$14,917	160.0%	$18.00	$18.95
Sep-20	787	$8,854	$748	$9,663	$10,410	109.1%	$12.28	$13.23
Oct-20	787	$8,854	$748	$8,172	$8,920	92.3%	$10.38	$11.33
Nov-20	787	$8,854	$748	$6,916	$7,664	78.1%	$8.79	$9.74
Dec-20	787	$8,854	$748	$7,554	$8,302	85.3%	$9.60	$10.55
Jan-21	787	$8,854	$748	$7,224	$7,972	81.6%	$9.18	$10.13
Feb-21	790	$8,888	$751	$8,838	$9,589	99.4%	$11.19	$12.14
Mar-21	819	$9,214	$778	$8,494	$9,272	92.2%	$10.37	$11.32
Apr-21	784	$8,820	$745	$6,546	$7,291	74.2%	$8.35	$9.30
May-21	785	$8,831	$746	$4,626	$5,372	52.4%	$5.89	$6.84
Jun-21	792	$8,910	$752	$8,055	$8,807	90.4%	$10.17	$11.12
Total	**9,484**	**$106,695**	**$9,010**	**$100,336**	**$109,346**	**94.0%**	**$10.58**	**$11.53**
Avg Enrollment	**790**							

Admin Fees	Employee
Administration	$0.95

Claim Expenses	
Estimated Claim Factor	$11.25

Premium Equivalent Rates	
EE	Family
$5.16	$14.61



City of Surprise

Avesis Vision Self Funded Paid Claims

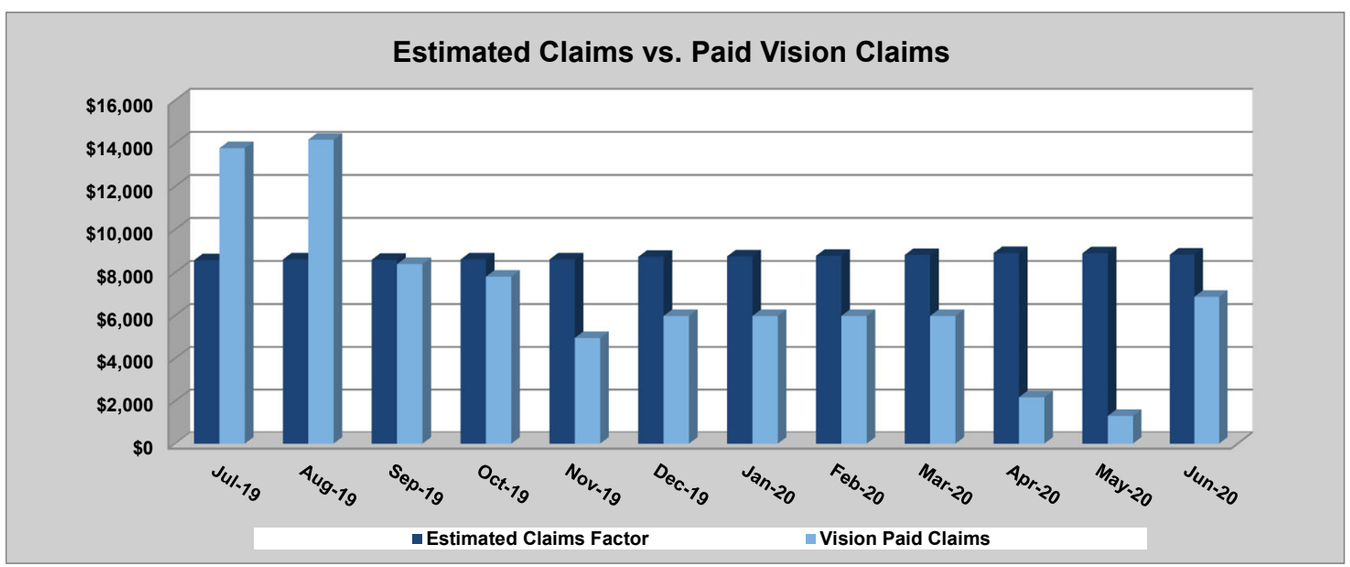
Plan Year: July 2019 to June 2020

Avesis Vision						Loss Ratio	PEPM Costs	
Month	Enrollment	Estimated Claims Factor	Administrative Costs	Vision Paid Claims	Total Plan Costs	% Actual Claims vs. Estimated Claims Factor	Vision Paid Claims PEPM	Total Plan Costs PEPM
Jul-19	765	$8,568	$727	$13,776	$14,503	160.8%	$18.01	$18.96
Aug-19	768	$8,602	$730	$14,172	$14,901	164.8%	$18.45	$19.40
Sep-19	767	$8,590	$729	$8,388	$9,116	97.6%	$10.94	$11.89
Oct-19	768	$8,602	$730	$7,804	$8,533	90.7%	$10.16	$11.11
Nov-19	768	$8,602	$730	$4,952	$5,682	57.6%	$6.45	$7.40
Dec-19	779	$8,725	$740	$5,978	$6,718	68.5%	$7.67	$8.62
Jan-20	781	$8,747	$742	$5,978	$6,719	68.3%	$7.65	$8.60
Feb-20	783	$8,770	$744	$5,978	$6,721	68.2%	$7.63	$8.58
Mar-20	787	$8,814	$748	$5,978	$6,725	67.8%	$7.60	$8.55
Apr-20	795	$8,904	$755	$2,174	$2,929	24.4%	$2.73	$3.68
May-20	794	$8,893	$754	$1,301	$2,055	14.6%	$1.64	$2.59
Jun-20	788	$8,826	$749	$6,868	$7,617	77.8%	$8.72	$9.67
Total	**9,343**	**$104,642**	**$8,876**	**$83,343**	**$92,219**	**79.6%**	**$8.92**	**$9.87**
Avg Enrollment	779							

Admin Fees	Employee
Administration	$0.95

Claim Expenses	
Estimated Claim Factor	$11.20

Premium Equivalent Rates	
EE	Family
$5.16	$14.61



City of Surprise

Avesis Vision Claims

Plan Year: July 2020 to June 2021 (as of June 2021)

Annual Cost Comparison Analysis 2019/2020 vs. 2020/2021

Cost Categories	2019/2020 Costs	PEPM Costs	2020/2021 Estimated Annual Costs	PEPM Costs	% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
Vision Claims	$83,343	$8.92	$100,336	$10.58	20.4%	$16,993	18.6%	$1.66
Admin Fees	$8,876	$0.95	$9,010	$0.95	1.5%	$134	0.0%	$0.00
Total Costs	**$92,219**	**$9.87**	**$109,346**	**$11.53**	**18.6%**	**$17,127**	**16.8%**	**$1.66**

	Annual	Annualized	% Enrollment Change	# Enrollment Change
Enrollment	9,343	9,484	1.5%	141

PEPM Total Cost History		Increase/ Decrease
2014/2015	$9.09	
2015/2016	$10.33	13.6%
2016/2017	$10.42	0.9%
2017/2018	$10.69	2.6%
2018/2019	$10.81	1.1%
2019/2020	$9.87	-8.7%
2020/2021	$11.53	16.8%

Annual Cost Comparison Analysis 2018/2019 vs. 2019/2020

Cost Categories	2018/2019 Costs	PEPM Costs	2019/2020 Costs	PEPM Costs	% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
Vision Claims	$88,909	$9.86	$83,343	$8.92	-6.3%	($5,566)	-9.5%	($0.94)
Admin Fees	$8,579	$0.95	$8,876	$0.95	3.5%	$296	-0.1%	($0.00)
Total Costs	**$97,488**	**$10.81**	**$92,219**	**$9.87**	**-5.4%**	**($5,269)**	**-8.7%**	**($0.94)**

	Annual	Annualized	% Enrollment Change	# Enrollment Change
Enrollment	9,019	9,343	3.6%	324

City of Surprise PBM Summary

January 1, 2021 – December 31, 2021

Per Member Per Month Actual Cost Versus Projection (Accrued Basis)

Prior Calendar Year - 2018

$44.16 – Results thru March, 2018

$54.57 – Results thru June, 2018 (includes 1st Q rebates)

$55.73 – Results thru Sep, 2018 (includes 1st and 2nd Q rebates)

$54.45 – Results thru Dec, 2018 (includes 1st, 2nd and 3rd Q rebates)

$50.49 – Results thru Dec, 2018 (includes 1st, 2nd, 3rd and 4th Q rebates)

Prior Calendar Year – 2019*

$68.70 – Results thru March, 2019 (includes no rebates) $53.84 with estimated rebates

$56.32 – Results thru June, 2019 (includes 1st Q Rebate $120,916)

$53.35 – Results thru September, 2019 (includes 1st & 2nd Q Rebates)

$66.75 – Results thru December, 2019 (includes 1st, 2nd, 3rd & 4th Q Rebates)

Prior Calendar Year – 2020

$53.28 – Results thru March, 2020 (includes 1st Q rebate of $131,400)

$56.32 – Results thru June, 2020 (includes 1st Q & 2nd Q rebates of $120,281)

$87.82** – Results thru September, 2020 (includes 1st, 2nd & 3rd Q rebates of $132,089)

$74.55 – Results thru December, 2020 (includes 1st, 2nd, 3rd & 4th Q rebates of $125,975)

Current Calendar Year – 2021

$84.47 – Results thru March, 2021 (includes 1st Q rebate of $168,260)

$83.48 – Results thru June, 2021 (includes 1st Q & 2nd Q estimated rebates of $125,000)

$00.00 – Results thru September, 2021 (includes 1st, 2nd & 3rd Q rebates of $000,000)

$00.00 – Results thru December, 2021 (includes 1st, 2nd, 3rd & 4th Q rebates of $000,000)

Your PMPM trend continues to be lower than the overall Optum book of business.

Projected Rebates (CY 21 - 12 months) - $480,000

Projected Rebates Per Quarter - $125,000

Changes in utilization that are unexpected may result in a variance against targets.

**Does not include $53,710 paid in May, 2019 for pricing performance guarantees.*

***The $30 spike from Q2 to Q3 was mostly due to specialty drugs.*

CITY OF SURPRISE
Health Benefit Trust Fund Board Meeting

Council Meeting Date: August 25, 2021

Contact Person: Andrea Davis, DIRECTOR - FINANCE

Submitting Department: Finance

District: Citywide

Staff Recommendations: None

Consent: No Regular: Yes Public Hearing: No Report/Discussion: No

Agenda Wording:

Presentation and discussion pertaining to the City's unaudited Employee Healthcare and Workers' Compensation Self Insurance Funds Financial Report for FY2021 3rd Quarter.

Motion:

None. Presentation and discussion only.

Background:

Staff will be presenting the City's unaudited Employee Healthcare Self Insurance Fund and Workers' Compensation Fund financial report for FY2021 3rd Quarter. This report contains unaudited financial activity through March 31, 2021 for the Employee Healthcare Self Insurance Fund and the Workers' Compensation Fund.

Objective Analysis:

Policy Compliant:

Financial Impact:

None at this time; however, topics covered in this presentation could lead to future actions which may have fiscal impact on the fund's operation.

Budget Impact:

None at this time; however, topics covered in this presentation could lead to future actions which may have fiscal impact on the fund's operation.

FTE Impact:

ATTACHMENTS:

1. 3rd Quarter Self Insurance Fund

City of Surprise, Arizona
Employee Healthcare Self Insurance Fund and Workers' Compensation Fund
March 31, 2021

	Employee Healthcare Trust Fund	Worker's Compensation Trust Fund
ASSETS		
Current assets:		
Cash and investments	$ 8,265,957	$ 3,447,434
Other Receivables	-	-
Prepaid services	3,311	-
Total current assets	8,269,268	3,447,434
Noncurrent assets:		
Net OPEB asset	212	154
Total noncurrent assets	212	154
Total assets	8,269,480	3,447,588
DEFERRED OUTFLOWS OF RESOURCES		
Deferred outflows of resources - pension related	15,344	11,166
Deferred outflows of resources - OPEB related	1,078	785
Total deferred outflows of resources	16,422	11,951
Total assets and deferred outflows of resources	8,285,902	3,459,539
LIABILITIES		
Current liabilities:		
Accounts payable	-	489
Accrued payroll and benefits	(224)	(7)
Compensated absences payable, due in less than one year	2,406	3,372
Claims payable	-	-
Claims - incurred but not reported (IBNR)	782,150	153,210
Total current liabilities	784,332	157,064
Noncurrent liabilities:		
Compensated absences payable, greater than one year	3,610	5,059
Net pension liability	109,046	79,356
Net OPEB liability	495	360
Total noncurrent liabilities	113,151	84,775
Total liabilities	897,483	241,839
DEFERRED INFLOWS OF RESOURCES		
Deferred inflows of resources - pension related	6,814	4,959
Deferred inflow of resources - OPEB related	540	393
Total deferred inflows of resources	7,354	5,352
Total liabilities and deferred inflows of resources	904,837	247,191
NET POSITION		
Restricted for:		
Committed - Industrial Commission Reserve	-	1,500,000
Committed - Adverse Claims Contingency Reserve	3,254,591	-
Unrestricted	4,126,474	1,712,348
Total net position	$ 7,381,065	$ 3,212,348

City of Surprise, Arizona - Employee Healthcare Self Insurance Fund
Schedule of Revenues, Expenditures, and Changes in Net Position -Budget and Actual
For the quarter ended March 31, 2021

	FY 2021 Third Quarter Budget	FY 2021 Actual	Variance favorable (unfavorable)	% Variance
OPERATING REVENUES				
Employee Contributions				
Medical	$ 1,855,050	$ 1,875,003	$ 19,953	1.1%
Dental	178,500	185,393	6,893.15	3.9%
Vision	21,150	26,491	5,341.10	25.3%
City Contributions				
Medical	7,375,275	7,490,461	115,186.06	1.6%
Dental	481,725	497,882	16,157.36	3.4%
Vision	63,225	64,789	1,563.87	2.5%
Cobra contributions	75,000	74,266	(733.57)	(1.0%)
Subrogation recovery	-	27,407	27,406.51	-
Wellness reimbursement	38,000	-	(38,000.00)	(100.0%)
Pharmacy rebate	422,100	157,195	(264,905.00)	(62.8%)
Miscellaneous Revenue	-	5,811	5,811.00	-
Interest revenue	25,875	17,666	(8,208.62)	(31.7%)
Total operating revenues	10,535,900	10,422,365	(113,535)	(0.0%)
OPERATING EXPENSES				
Personnel (Wages/Benefits)	76,500	84,122	(7,622)	(10.0%)
Wellness				
Work/life balance	4,575	-	4,575	100.0%
Physical & nutritional well being	15,825	8,709	7,116	45.0%
Preventative Well-Being	9,225	7,993	1,232	13.4%
Books & subscriptions	1,000	559	441	44.1%
Special event hosting	1,000	-	1,000	100.0%
Administration				
Medical	340,350	412,196	(71,846)	(21.1%)
Medical stop loss	588,975	748,197	(159,222)	(27.0%)
Dental	24,750	25,720	(970)	(3.9%)
Vision	6,600	8,233	(1,633)	(24.7%)
Claims				
Medical	7,048,650	5,622,833	1,425,817	20.2%
Pharmacy	1,593,000	2,241,056	(648,056)	(40.7%)
Dental	680,100	627,007	53,093	7.8%
Vision	74,400	81,109	(6,709)	(9.0%)
Professional outside services	54,975	61,866	(6,891)	(12.5%)
Travel & training	3,750	100	3,650	97.3%
Dues & membership	750	-	750	100.0%
Limited purpose flex spending	9,075	9,910	(835)	(9.2%)
Federal medical insurance fees	-	-	-	-
Total operating expenses	10,533,500	9,939,610	593,890	0.0%
Change in net position	$ 2,400	$ 482,755	$ 480,355	

City of Surprise, Arizona - Workers' Compensation
Schedule of Revenues, Expenditures, and Changes in Net Position -Budget and Actual
For the quarter ended March 31, 2021

	FY 2021 Third Quarter Budget	FY 2021 Actual	Variance favorable (unfavorable)	% Variance
OPERATING REVENUES				
City Contributions				
Worker's comp	$ 947,700	$ 924,758	$ (22,942)	-2.42%
Subrogation recovery	-	6,073	6,073	-
Recovery of PY	-	1,565	1,565	-
Interest revenue	-	11,073	11,073	-
Total operating revenues	947,700	943,469	(4,231)	0.00%
OPERATING EXPENSES				
Personnel (Wages/Benefits)	63,750	50,806	12,944	20.30%
Administration	127,500	209,520	(82,020)	-64.33%
Claims			-	
Claim Settlement	603,750	423,905	179,845	
Software license	-	-	-	-
Taxes Chages Service Fees	33,750	15,581	18,169	
Other professional services	73,500	72,016	1,484	2.02%
Total operating expenses	902,250	771,828	130,422	0.00%
Operating income (loss)	45,450	171,641	126,191	
Income (loss) before contributions and transfers	45,450	171,641	126,191	
Transfers in	-	1,300,000	1,300,000	
Change in net position	$ 45,450	$ 1,471,641	$ 1,456,491	

Pharmacy Rebate by Fiscal Year

	HMO	PPO	EPO	Total By Year
2018	111,392.00	101,497.00	-	212,889.00
2019	264,705.80	240,184.80	-	504,890.60
2020	363,076.14	161,799.59	72,213.22	597,088.95
2021	92,110.07	44,296.53	20,788.57	157,195.17
Total By Plan	831,284.01	547,777.92	93,001.79	1,472,063.72

Employee Health Care Activity

Claims History By Quarter

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total
2019	3,087,680	2,846,207	2,532,388	2,694,959	11,161,234
2020	2,926,865	2,089,090	1,538,628	4,616,374	11,170,957
2021	3,935,628	2,513,712	2,122,665		8,572,005

Net Income (loss) By Quarter

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total
2019	(405,664)	(110,601)	533,198	586,984	603,917
2020	(115,223)	990,840	(493,804)	(226,908)	154,905
2021	25,559	545,521	(88,325)		482,755

Stop Loss Credits

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total
2019	81,233	166,349	41,167	261,062	549,811
2020	-	-	-	-	-
2021	-	-	436,425		436,425

CITY OF SURPRISE
Health Benefit Trust Fund Board Meeting

Council Meeting Date: August 25, 2021

Contact Person: Andrea Davis, DIRECTOR - FINANCE

Submitting Department: Finance

District: Internal

Staff Recommendations:

Consent: No Regular: Yes Public Hearing: No Report/Discussion: No

Agenda Wording:

Consideration and action to elect a Chairperson and Vice-Chairperson for the Health Benefits Trust Fund Board.

Motion:

I move to elect as Chairperson of the Health Benefits Trust Fund Board.

I move to elect as Vice-Chairperson of the Health Benefits Trust Fund Board.

(These should be two separate motions and votes- first electing the Chairperson and subsequently the Vice-Chairperson)

Background:

Per the City of Surprise Municipal Code and Boards and Commissions Handbook, the Health Benefits Trust Fund Board must annually elect, at the first meeting of the new fiscal year, a Chairperson and Vice-Chairperson. As this is the first meeting being held for FY2022, the elected Chairperson and Vice-Chairperson will serve the remainder of the fiscal year, through June 30, 2022.

Objective Analysis:

The role of the Chairperson, or Vice-Chairperson when the Chairperson is absent, is to preside over the Health Benefit Trust Fund Board meetings. The Chairperson has the authority to sign correspondence as the official representative of the Health Benefit Trust Fund Board. During the absence of the Chairperson, the Vice-Chairperson shall act as the presiding officer over all Health Benefit Trust Fund Board meetings and activities.

Policy Compliant:

Financial Impact:

There is no financial impact associated with this item.

Budget Impact:

There is no budget impact associated with this item.

FTE Impact:

There is no FTE impact associated with this item.

ATTACHMENTS: