CITY OF SURPRISE
Health Benefits Trust Fund Board
16000 N. Civic Center Plaza
Surprise, AZ 85374
Wednesday, December 1, 2021 @ 4:00 PM
COUNCIL CHAMBERS 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 approval of the March 3, 2021 and August 25, 2021 Health Benefits Trust Fund Board meeting minutes.	Finance

REGULAR AGENDA ITEM - NON-PUBLIC HEARING:

2.	Citywide	Presentation and discussion pertaining to CBIZ Consulting FY2022 1st 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 4th Quarter and FY2022 1st Quarter.	None Andrea Davis Finance
4.	Citywide	Consideration and action pertaining to the Health Benefit Trust Fund Board Annual Calendar for 2022.	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:Wednesday, November 24, 2021 @ 8:00 a.m.

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 Benefits Trust Fund Board

Council Meeting Date: December 1, 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 approval of the March 3, 2021 and August 25, 2021 Health Benefits Trust Fund Board meeting minutes.

Motion:
I move to approve the March 3, 2021 and August 25, 2021 Health Benefits Trust Fund Board meeting minutes.

Background:
Attached are the minutes from the March 3, 2021 and August 25, 2021 meeting.

Objective Analysis:

Policy Compliant:

Financial Impact:
No financial impact.

Budget Impact:
No budget impact.
FTE Impact:
No FTE impact.

ATTACHMENTS:
1. HBTF MINUTES 03.03.21 Draft
2. HBTF MINUTES 08.25.21 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.

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

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

August 25, 2021

MEETING MINUTES

DRAFT

CALL TO ORDER

Vice Chair Renee Pastor called the Health Benefits Trust Fund Meeting to order at 4:03 p.m. at Surprise City Hall, 16000 North Civic Center Plaza, Surprise, Arizona 85374, on Wednesday, March 3, 2021.

ROLL CALL

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

STAFF PRESENT:

Teresa Butterbredt, Assistant Director, Finance; Jon Gake, Accounting Manager; Paige Gearheart, Human Resources Manager; Lindsey Steinhoff, Human Resources Analyst - Senior; Digger Oster, Risk Manager - Senior; Jennifer LaRoque, Public Safety Legal Attorney; Jennifer Medina, Financial Management Analyst – Senior; Julie Ralls, Accountant – Senior.

PLEDGE OF ALLEGIANCE

CURRENT EVENTS REPORT

None

STAFF REPORT

None

CALL TO THE PUBLIC

None

CONSENT AGENDA

Item 1: Consideration and action to approve the March 3, 2021 Health Benefits Trust Fund Board Meeting Minutes.

- Not enough board members were present at this meeting that were in attendance at the meeting on March 3, 2021 to approve the minutes. Minutes will be presented at the next board meeting for approval.

REGULAR AGENDA ITEMS NOT REQUIRING A PUBLIC HEARING

Item 2: Presentation and discussion pertaining to CBIZ Consulting FY2021 4th Quarter Report.

- Michael Barberio presented CBIZ Consulting's FY2021 4th Quarter Report and year-end review.
- Mike Zucarelli gave an overview regarding the city's prescriptions plan – rise in claims, how the plan is performing, discounts, and rebates. He also stated that the annual market check should be completed this week.

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

- Teresa Butterbredt, Assistant Director, presented the FY2021 3rd Quarter Financial Report.

Item 4: Consideration and action to elect a Chairperson and Vice-Chairperson for the Health Benefits Trust Fund Board.

- Board Member William Coniam nominated Renee Pastor as Chairperson of the Health Benefits Trust Fund Board. Board Member Candace Rachal seconded the nomination. Motion passed.
- Chairperson Renee Pastor nominated William Coniam as Vice Chair. Board Member Candace Rachal seconded the nomination. Motion passed.

OTHER BUSINESS

Meeting minutes from March 3, 2021 will be added to the next agenda. Julie Ralls stated that FY2021 4th Quarter and FY2022 1st Quarter financials will be presented at the next meeting. The reason behind the delay on the FY2021 financials is due to a change in policy last year.

ADJOURNMENT

Chairperson Pastor made a motion to adjourn the meeting. Motion passed. Hearing no further business, Chairperson Renee Pastor adjourned the Health Benefits Trust Fund meeting at 4:49 p.m.

____

Renee Pastor, Chair
Health Benefits Trust Fund Board

DRAFT

CITY OF SURPRISE
Health Benefits Trust Fund Board

Council Meeting Date: December 1, 2021

Submitting Department: Finance

Staff Recommendations: None

Contact Person: Donna Meuse, Human Resources Director

District: Citywide

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

Agenda Wording:

Presentation and discussion pertaining to CBIZ Consulting FY2022 1st Quarter Report.

Motion:

None. Discussion Only.

Background:

CBIZ Consulting will present the 1st Quarter self-funded medical, dental, and vision report for plan year FY2022 for the City. This report contains financial information and claims activity.

Objective Analysis:

Policy Compliant:

Financial Impact:

None at this time, 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 a fiscal impact on the fund's operation.

FTE Impact:

ATTACHMENTS:

1. City of Surprise Medical, Dental & Vision Experience 09 21 v2
2. 2021-2022 City of Surprise PBM Summary thru September 2021

City of Surprise

Medical, Pharmacy, Dental & Vision Experience

Plan Year: ***July 2021 – June 2022***

Month End: ***September 2021***

Presented by your CBIZ Team

Mike Barberio, Melissa Barbakoff & Margaret Latham

our business is growing yours.

Executive Summary

Medical and Pharmacy

For the first three months of the 2021-2022 plan year, for an average of 799 covered employees, overall claims are performing at an acceptable rate of 78.6% of expected claims cost and 65.2% of maximum claims cost. Pharmacy claims utilization is very similar to last year so far. The average pharmacy claim month was $219,000. The average pharmacy claim month through the first three months has increased to $209,000. Gross run out claims through September were $525,923, after rebates and Stop Loss recoveries that amount drops to $356,923. With run out claims for the prior plan year mostly complete, the 2019-2020 plan year is finishing at 85.1% of expected costs.

Claim spend by individual plan design was:

- **HMO represents 59%**
- **PPO represents 30%**
- **EPO represents 11%**

Enrollment by plan:

- **HMO – 5.5% decrease**
  - 2021 - 365
  - 2020 - 386
- **PPO -3.0% increase in enrollment**
  - 2021 - 276
  - 2020 - 268
- **EPO – 30.33% increase in lives into the EPO plan**
  - 2021 - 159
  - 2020 - 122

In 2021, there was a concerted effort to increase awareness around the EPO plan offered to employees. This resulted in a 30.33% increase in enrollment to that plan offering in July.

Medical and Pharmacy Continued

On the Annual Cost Comparison slide, the grid all the way to the left hand side or as seen below illustrates the year over year total cost history increase or decrease. The City of Surprise's claims for 6 full plan years has run well below trend. Annual medical and pharmacy trend across the industry is running at about 8.5% and the City of Surprise year over year is running well below that number. The Blue Cross trend used on last year's renewal was 9.0%. Healthcare trend is a fancy word for inflationary costs in healthcare. The 2020/2021 plan year ended at -2.3% in comparison to 2019/2020 total cost. We are currently projecting 2021-2022 to be 5.3% higher than 2020/2021. This includes an escalator load since we only have one quarter worth of immature claims data.

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	$1,173.29	-2.3%
2021/2022	$1,235.05	5.3%

There are no claimants in the first quarter that have exceeded the $100,000 claims threshold through September. There is one large claimant emerging that is projected to hit specific by the end of the year. You will see the claims reflected in the next quarter.

Dental

Dental is running higher through the first quarter but this seems to be a trend every year. The current loss ratio through September is 108.9% and last year at the same time period it was 110.9%. The PEPM has increased this year. Through September the dental PEPM is $99.54 compared to last years claims at $83.30 PEPM.

Vision

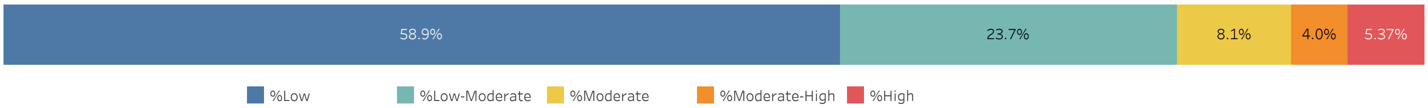
Vision claims through the first quarter are running high. The overall loss ratio through September is 134.6%. Last year at this same time period vision claims were at 127% loss ratio but after the first quarter the claims came down significantly. We will keep an eye on the claims to see if they follow the same trend for this 2021/2022 plan year. Utilization seems to be higher at the beginning of the plan year.

COVID-19 Risk Modeling and Tracking
Opportunities to Inspire Health

EMPLOYER 023348 - CITY OF SURPRISE

City Of Surprise
(Based on Utilization thru 10/21/2021)

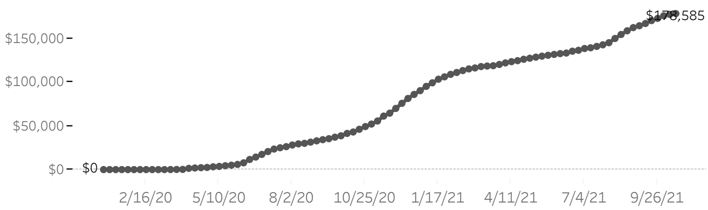
Certain factors, such as age, comorbid conditions, and recent utilization patterns can increase our risk for COVID-19 and its known complications. Early on, BCBSAZ identified these members through risk stratification methods.Your distribution of membership by risk category is as follows:



Allowed
Paid

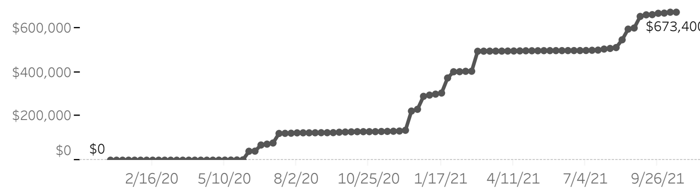
COVID-19 Live Virus Testing

$178,585	1,278	2,804
Tested_AllowedOrPaid	Total Members Tested	Total Testing Claims



COVID-19 Confirmed Diagnoses

$673,400	353	751
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

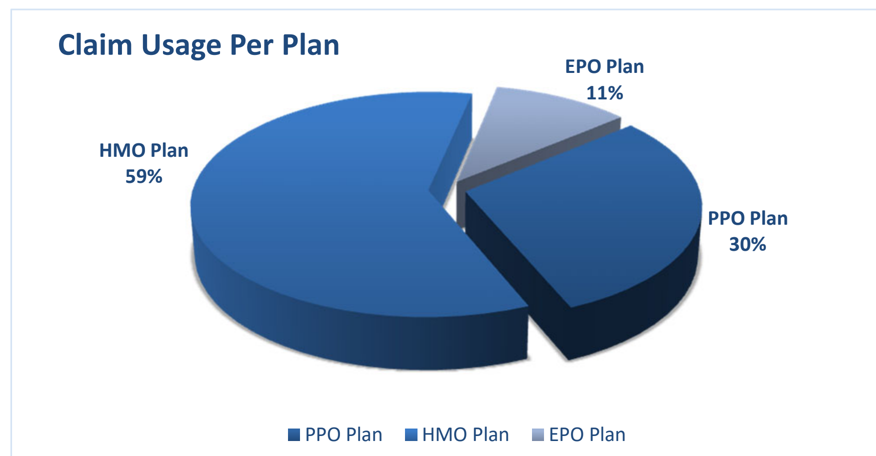
Plan Year: July 2021 to June 2022 (as of September 2021)

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-21	795	$ 1,002,888	$ 1,209,887	$ 325,037	$ 195,921	$ -	$ 1,003	$ 7,035	$ 1,721	$ -	$ 530,717	$ 109,184	$ 639,901	52.9%	43.9%	$421.13	$246.44	$667.57	$667.57	$804.91
Aug-21	799	$ 1,010,908	$ 1,218,979	$ 661,061	$ 215,456	$ -	$ 1,090	$ 7,102	$ 1,629	$ -	$ 886,337	$ 109,734	$ 996,072	87.7%	72.7%	$839.65	$269.66	$1,109.31	$1,109.31	$1,246.65
Sep-21	803	$ 1,016,566	$ 1,225,523	$ 739,246	$ 217,895	$ -	$ 278	$ 7,082	$ 956	$ -	$ 965,457	$ 110,285	$ 1,075,743	95.0%	78.8%	$930.96	$271.35	$1,202.31	$1,202.31	$1,339.65
Oct-21																				
Nov-21																				
Dec-21																				
Jan-22																				
Feb-22																				
Mar-22																				
Apr-22																				
May-22																				
Jun-22																				
Total	**2,397**	**$ 3,030,362**	**$ 3,654,389**	**$ 1,725,344**	**$ 629,272**	**$ -**	**$ 2,370**	**$ 21,219**	**$ 4,307**	**$ -**	**$ 2,382,512**	**$ 329,203**	**$ 2,711,715**	**78.6%**	**65.2%**	**$731.43**	**$262.52**	**$993.96**	**$993.96**	**$1,131.30**
Avg	**799**																			

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	$51.25	$51.25	$51.25	$51.25	$51.25	$51.25	$51.25	$51.25	$51.25
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	**$137.70**	**$137.70**	**$137.70**	**$137.15**	**$137.15**	**$137.15**	**$137.15**	**$137.15**	**$137.15**

Claim Expenses	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family
Expected Liability	**$502.79**	**$1,143.26**	**$1,655.63**	**$525.26**	**$1,187.64**	**$1,717.60**	**$462.33**	**$1,061.80**	**$1,541.40**
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 2021 to June 2022 (as of September 2021)
Incurred and Paid

BlueCross BlueShield of Arizona & Optum Rx - PPO Plan										Loss Ratio		PEPM Costs			
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	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-21	272	$ 326,593	$ 405,759	$ 166,715	$ 32,987	$ -	$ 199,702	$ 37,454	$ 237,156	61.1%	49.2%	$612.92	$121.27	$734.20	$871.90
Aug-21	275	$ 329,255	$ 409,190	$ 177,382	$ 58,406	$ -	$ 235,787	$ 37,868	$ 273,655	71.6%	57.6%	$645.02	$212.38	$857.41	$995.11
Sep-21	280	$ 334,074	$ 415,336	$ 216,023	$ 50,382	$ -	$ 266,404	$ 38,556	$ 304,960	79.7%	64.1%	$771.51	$179.93	$951.44	$1,089.14
Oct-21															
Nov-21															
Dec-21															
Jan-22															
Feb-22															
Mar-22															
Apr-22															
May-22															
Jun-22															
Total	**827**	**$ 989,922**	**$ 1,230,285**	**$ 560,119**	**$ 141,774**	**$ -**	**$ 701,893**	**$ 113,878**	**$ 815,771**	**70.9%**	**57.1%**	**$677.29**	**$171.43**	**$848.72**	**$986.42**
Avg	**276**														

Administrative Fees	PPO Plan		
	Employee	Emp + 1 Dep	EE + Family
Administration	$51.25	$51.25	$51.25
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	**$137.70**	**$137.70**	**$137.70**

Claim Expenses	Employee	Emp + 1 Dep	EE + Family
Expected Liability	**$502.79**	**$1,143.26**	**$1,655.63**
Maximum Liability (ICAP)	**$717.77**	**$1,428.05**	**$1,996.26**

Number of Enrollees by Month				
Month	EE	EE + 1	EE + Fam	Total
July	82	57	133	272
August	84	57	134	275
September	87	57	136	280
October	0	0	0	0
November	0	0	0	0
December	0	0	0	0
January	0	0	0	0
February	0	0	0	0
March	0	0	0	0
April	0	0	0	0
May	0	0	0	0
June	0	0	0	0
Totals	**253**	**171**	**403**	**827**

City of Surprise

Paid Claims and Administration

Plan Year: July 2021 to June 2022 (as of September 2021)

Incurred and Paid

BlueCross BlueShield of Arizona & Optum Rx - HMO Plan										Loss Ratio		PEPM Costs			
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	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-21	366	$ 502,516	$ 605,106	$ 123,955	$ 114,783	$ -	$ 238,738	$ 50,197	$ 288,935	47.5%	39.5%	$338.68	$313.61	$652.29	$789.44
Aug-21	366	$ 503,576	$ 606,262	$ 432,244	$ 139,405	$ -	$ 571,649	$ 50,197	$ 621,846	113.5%	94.3%	$1,180.99	$380.89	$1,561.88	$1,699.03
Sep-21	362	$ 500,150	$ 601,900	$ 472,538	$ 118,127	$ -	$ 590,665	$ 49,648	$ 640,313	118.1%	98.1%	$1,305.35	$326.32	$1,631.67	$1,768.82
Oct-21															
Nov-21															
Dec-21															
Jan-22															
Feb-22															
Mar-22															
Apr-22															
May-22															
Jun-22															
Total	**1,094**	**$ 1,506,243**	**$ 1,813,268**	**$ 1,028,738**	**$ 372,314**	**$ -**	**$ 1,401,052**	**$ 150,042**	**$ 1,551,094**	**93.0%**	**77.3%**	**$940.35**	**$340.32**	**$1,280.67**	**$1,417.82**
Avg	**365**														

Administrative Fees	HMO Plan		
	Employee	Emp + 1 Dep	EE + Family
Administration	$51.25	$51.25	$51.25
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	**$137.15**	**$137.15**	**$137.15**

Claim Expenses	Employee	Emp + 1 Dep	EE + Family
Expected Liability	**$525.26**	**$1,187.64**	**$1,717.60**
Maximum Liability (ICAP)	**$729.38**	**$1,451.31**	**$2,028.86**

Number of Enrollees by Month				
Month	EE	EE + 1	EE + Fam	Total
July	72	76	218	366
August	72	74	220	366
September	70	72	220	362
October	0	0	0	0
November	0	0	0	0
December	0	0	0	0
January	0	0	0	0
February	0	0	0	0
March	0	0	0	0
April	0	0	0	0
May	0	0	0	0
June	0	0	0	0
Totals	**214**	**222**	**658**	**1,094**

City of Surprise
Paid Claims and Administration
Plan Year: July 2021 to June 2022 (as of September 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	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-21	157	$ 173,778	$ 199,023	$ 34,367	$ 48,151	$ -	$ 82,518	$ 21,533	$ 104,051	47.5%	41.5%	$218.90	$306.69	$525.60	$662.75
Aug-21	158	$ 178,077	$ 203,527	$ 51,435	$ 17,645	$ -	$ 69,080	$ 21,670	$ 90,750	38.8%	33.9%	$325.54	$111.68	$437.21	$574.36
Sep-21	161	$ 182,342	$ 208,287	$ 50,684	$ 49,387	$ -	$ 100,072	$ 22,081	$ 122,153	54.9%	48.0%	$314.81	$306.75	$621.56	$758.71
Oct-21															
Nov-21															
Dec-21															
Jan-22															
Feb-22															
Mar-22															
Apr-22															
May-22															
Jun-22															
Total	**476**	**$ 534,197**	**$ 610,836**	**$ 136,487**	**$ 115,183**	**$ -**	**$ 251,670**	**$ 65,283**	**$ 316,953**	**47.1%**	**41.2%**	**$286.74**	**$241.98**	**$528.72**	**$665.87**
Avg	**159**														

Administrative Fees	HMO Plan		
	Employee	Emp + 1 Dep	EE + Family
Administration	$51.25	$51.25	$51.25
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	**$137.15**	**$137.15**	**$137.15**

Claim Expenses	Employee	Emp + 1 Dep	EE + Family
Expected Liability	**$462.33**	**$1,061.80**	**$1,541.40**
Maximum Liability (ICAP)	**$614.12**	**$1,221.96**	**$1,708.26**

Number of Enrollees by Month				
Month	EE	EE + 1	EE + Fam	Total
July	53	23	81	157
August	50	24	84	158
September	49	27	85	161
October	0	0	0	0
November	0	0	0	0
December	0	0	0	0
January	0	0	0	0
February	0	0	0	0
March	0	0	0	0
April	0	0	0	0
May	0	0	0	0
June	0	0	0	0
Totals	**152**	**74**	**250**	**476**

City of Surprise

Paid Claims and Administration

Plan Year: July 2020 to June 2021 (as of September 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 / **PEPM Costs**

Paid Month	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-20	54.6%	42.8%	$396.92	$266.72	$663.64	$663.64	$799.49
Aug-20	91.9%	72.0%	$834.84	$279.61	$1,114.45	$1,114.45	$1,250.30
Sep-20	83.3%	65.3%	$572.62	$432.98	$1,005.60	$1,005.60	$1,141.45
Oct-20	79.4%	62.3%	$603.64	$355.47	$959.12	$959.12	$1,094.97
Nov-20	71.8%	56.3%	$602.45	$268.87	$871.32	$871.32	$1,007.17
Dec-20	83.5%	65.6%	$778.66	$233.65	$1,012.32	$1,012.32	$1,148.16
Jan-21	73.5%	57.6%	$808.39	$250.14	$888.44	$888.44	$1,024.28
Feb-21	84.7%	66.5%	$745.72	$282.78	$1,028.50	$1,027.10	$1,162.95
Mar-21	100.2%	78.6%	$1,525.44	$243.77	$1,769.22	$1,211.10	$1,346.94
Apr-21	101.6%	79.8%	$1,155.04	$249.74	$1,243.48	$1,229.71	$1,365.56
May-21	79.1%	62.1%	$733.26	$254.40	$987.66	$956.30	$1,092.15
Jun-21	79.6%	62.4%	$844.40	$256.05	$1,100.45	$957.42	$1,093.27
Total	**81.9%**	**64.3%**	**$800.26**	**$281.18**	**$1,053.75**	**$991.38**	**$1,127.23**

BCBS and Optum Rx Runout

Month	Paid Medical	Paid Rx	Optum Rx Rebates*	Blue Card Claims Expense	Capitation (Chiro FFS Costs)	Stop Loss Recovery	Total Paid Claims
Jul-21	$ 232,051	$ 135	$ (168,260)	$ 233	$ (26)	$ (4,148)	$ 59,985
Aug-21	$ 224,226	$ 3,280	$ -	$ 119	$ (15)	$ -	$ 227,611
Sep-21	$ 69,645	$ 203	$ -	$ 57	$ (21)	$ (557)	$ 69,328
Oct-21							$ -
Nov-21							$ -
Dec-21							$ -
Jan-22							$ -
Feb-22							$ -
Mar-22							$ -
Apr-22							$ -
May-22							$ -
Jun-22							$ -
Total	**$ 525,923**	**$ 3,617**	**$ (168,260)**	**$ 409**	**$ (62)**	**$ (4,704)**	**$ 356,923**

2020-2021 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
$ 10,237,370	**$ (589,220)**	**$ 9,648,150**	**$ 1,273,185**	**$ 10,921,335**	**85.1%**	**66.7%**	**$ 1,165.32**

Specific Stoploss 12/24 $250,000 ISL

Aggregate Stoploss (125%)

City of Surprise

Plan Year: July 2021 to June 2022 (as of September 2021)

Annual Cost Comparison Analysis

Incurred and Paid - 2020/2021 vs. 2021/2022

Cost Categories	2020/2021 with Runout	PEPM Costs	2021/2022 Estimated Annual*	PEPM Costs	% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
Medical Claims Costs*	$8,065,947	$860.64	$8,198,834	$855.11	1.65%	$132,887	-0.6%	($5.53)
Rx Claims Costs**	$2,638,824	$281.56	$2,637,907	$275.13	-0.03%	($917)	-2.3%	($6.44)
Rx Rebates	($511,185)	($54.54)	($423,480)	($44.17)	-17.16%	$87,705	-19.0%	$10.38
Blue Card, Captitation Expenses, Misc and Value Based Services	$118,519	$12.65	$111,585	$11.64	-5.85%	($6,934)	-8.0%	($1.01)
Stop Loss Recoveries***	($589,220)	($62.87)	$0	$0.00	n/a	$589,220	n/a	$62.87
Admin Fees	$1,273,185	$135.85	$1,316,814	$137.34	3.43%	$43,629	1.1%	$1.49
Total Costs	**$10,996,069**	**$1,173.29**	**$11,841,658**	**$1,235.05**	**7.7%**	**$845,589**	**5.3%**	**$61.76**

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	**$1,173.29**	**-2.3%**
2021/2022	**$1,235.05**	**5.3%**

	Annual	Annualized	% Enrollment Change	# Enrollment Change
Enrollment	9,372	9,588	2.30%	216

***2021/2022 Medical Claims Costs includes a 10% completion factor**
***2021/2022 Medical Claims Costs includes an escalator load for participants who have not met deductibles**
****2021/2022 Rx Claims Costs includes an escalator load for participants who have not met deductibles**
*****Stop Loss Recoveries are not annualized**

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

Cost Categories	2019/2020 with Runout	PEPM Costs	2020/2021 with Runout	PEPM Costs	% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
Medical Claims Costs*	$8,575,820	$933.17	$8,065,947	$860.64	-5.95%	($509,873)	-7.8%	($72.53)
Rx Claims Costs	$1,958,050	$213.06	$2,638,824	$281.56	34.77%	$680,774	32.2%	$68.50
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	$118,519	$12.65	-2.53%	($3,082)	-4.4%	($0.59)
Stop Loss Recoveries***	($285,777)	($31.10)	($589,220)	($62.87)	n/a	($303,443)	n/a	($31.77)
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**	**$10,996,069**	**$1,173.29**	**-0.4%**	**($45,756)**	**-2.3%**	**($28.21)**

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

***2020/2021 Medical Claims Costs includes a 2% completion factor**
*****Stop Loss Recoveries are not annualized**

City of Surprise

Blue Cross Blue Shield - Large Claims over $100k

Plan Year: July 2021 to June 2022 (as of September 2021)

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Enrollment Status	Plan	Medical Paid Claims	Rx Paid Claims	Current YTD Paid Claims through Month	Previous Month's YTD Paid Claims	Change from Prior Month's Claims	% of $250K ISL Limit
No Large Claimants					$0	$0	$0		$0	0.0%
				Total	$0	$0	$0	$0	$0	
			Percentage of Large Claims vs. Medical & Rx Claims				0.0%			

City of Surprise

Blue Cross Blue Shield - Large Claims over $50k

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

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Enrollment Status	Plan	Medical Paid Claims	Rx Paid Claims	Current YTD Paid Claims through Month	Previous Month's YTD Paid Claims	Change from Prior Month's Claims	% of $250K ISL Limit	Stop Loss Reimbursement	Net Paid after SL Reimbursements
1	C018	Y	Active	HMO	$701,453	$12,499	$713,952	$713,409	$543	100.0%	($463,952)	$250,000
2	D009	N	Active	PPO	$375,268	$0	$375,268	$375,254	$14	100.0%	($125,268)	$250,000
3	D002	N	Active	HMO	$3,714	$208,784	$212,498	$212,498	$0	85.0%		$212,498
4	A010	Y	Active	HMO	$187,928	$22,042	$209,970	$208,783	$1,187	84.0%		$209,970
5	D014	N	Active	HMO	$172,858	$5,294	$178,152	$176,889	$1,263	71.3%		$178,152
6	C006	Y	Active	EPO	$1,186	$160,689	$161,875	$161,875	$0	64.7%		$161,875
7	D021	N	Active	HMO	$158,989	$156	$159,145	$159,145	$0	63.7%		$159,145
8	C003	Y	Active	HMO	$101,922	$43,183	$145,105	$145,105	$0	58.0%		$145,105
9	C014	Y	Active	HMO	$403	$130,211	$130,614	$130,686	-$72	52.2%		$130,614
10	PY 16-17 #26	Y	Termed 5/21	HMO	$6,295	$115,086	$121,382	$121,382	$0	48.6%		$121,382
11	D007	N	Termed 1/21	PPO	$90,127	$7,183	$97,310	$97,310	$0	38.9%		$97,310
12	D015	N	Active	PPO	$94,950	$26	$94,977	$94,756	$220	38.0%		$94,977
13	D003	N	Active	PPO	$1,443	$92,581	$94,024	$94,096	-$72	37.6%		$94,024
14	A007	Y	Active	HMO	$1,969	$91,188	$93,157	$93,157	$0	37.3%		$93,157
15	A023	Y	Active	HMO	$31,217	$58,756	$89,973	$89,973	$0	36.0%		$89,973
16	D011	N	Active	PPO	$76,520	$2,740	$79,260	$79,141	$119	31.7%		$79,260
17	D001	N	Termed 8/20	HMO	$76,058	$36	$76,094	$76,094	$0	30.4%		$76,094
18	D010	N	Active	HMO	$4,242	$70,849	$75,091	$75,091	$0	30.0%		$75,091
19	D012	N	Active	PPO	$6,013	$66,822	$72,836	$72,836	$0	29.1%		$72,836
20	A018	Y	Active	HMO	$1,855	$68,695	$70,550	$70,550	$0	28.2%		$70,550
21	D017	N	Active	PPO	$68,694	$1,637	$70,331	$69,414	$917	28.1%		$70,331
22	D008	N	Active	PPO	$70,132	$0	$70,132	$70,132	$0	28.1%		$70,132
23	D016	N	Termed 6/21	HMO	$65,733	$0	$65,733	$64,488	$1,245	26.3%		$65,733
24	A025	Y	Active	PPO	$55,432	$6,223	$61,655	$61,641	$14	24.7%		$61,655
25	D018	N	Active	HMO	$2,116	$55,858	$57,973	$57,973	$0	23.2%		$57,973
26	B010	Y	Active	PPO	$30,347	$27,058	$57,405	$57,405	$0	23.0%		$57,405

City of Surprise

Blue Cross Blue Shield - Large Claims over $50k

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

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Enrollment Status	Plan	Medical Paid Claims	Rx Paid Claims	Current YTD Paid Claims through Month	Previous Month's YTD Paid Claims	Change from Prior Month's Claims	% of $250K ISL Limit	Stop Loss Reimbursement	Net Paid after SL Reimbursements
27	B015	Y	Active	HMO	**$4,628**	**$52,435**	**$57,063**	**$57,063**	**$0**	**22.8%**		**$57,063**
28	D004	N	Active	PPO	**$56,178**	**$170**	**$56,348**	**$56,348**	**$0**	**22.5%**		**$56,348**
29	D005	N	Active	PPO	**$55,978**	**$323**	**$56,301**	**$56,301**	**$0**	**22.5%**		**$56,301**
30	D019	N	Active	PPO	**$54,214**	**$489**	**$54,703**	**$54,703**	**$0**	**21.9%**		**$54,703**
31	D006	N	Active	HMO	**$54,104**	**$99**	**$54,203**	**$54,203**	**$0**	**21.7%**		**$54,203**
32	D020	N	Active	PPO	**$53,013**	**$558**	**$53,571**	**$53,571**	**$0**	**21.4%**		**$53,571**
33	D013	N	Active	EPO	**$962**	**$49,244**	**$50,206**	**$50,206**	**$0**	**20.1%**		**$50,206**
				Total	**$2,665,943**	**$1,350,914**	**$4,016,857**	**$4,011,479**	**$5,378**		**($589,220)**	**$3,427,637**

Percentage of Large Claims vs. Medical & Rx Claims	**40.1%**

Dental Reports

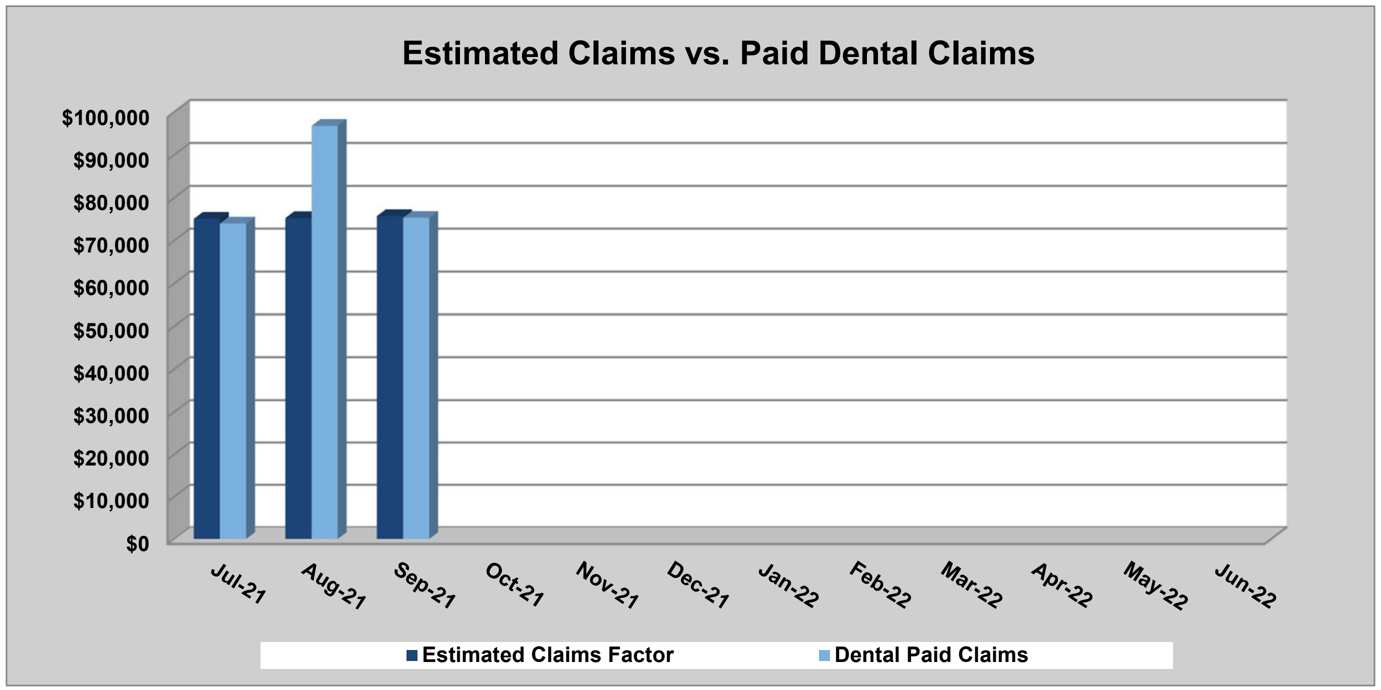
City of Surprise
Delta Dental Self Funded Paid Claims
Plan Year: July 2021 to June 2022 (as of September 2021)

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-21	821	$75,072	$2,918	$73,986	$76,904	98.6%	$90.12	$93.67
Aug-21	823	$75,255	$2,925	$96,759	$99,685	128.6%	$117.57	$121.12
Sep-21	828	$75,712	$2,964	$75,316	$78,280	99.5%	$90.96	$94.54
Oct-21								
Nov-21								
Dec-21								
Jan-22								
Feb-22								
Mar-22								
Apr-22								
May-22								
Jun-22								
Total	**2,472**	**$226,040**	**$8,808**	**$246,061**	**$254,869**	**108.9%**	**$99.54**	**$103.10**
Avg PEPM Enrollment	824							

Admin Fees	Employee
Administration	$3.55

Claim Expenses	
Estimated Claim Factor	$91.44

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



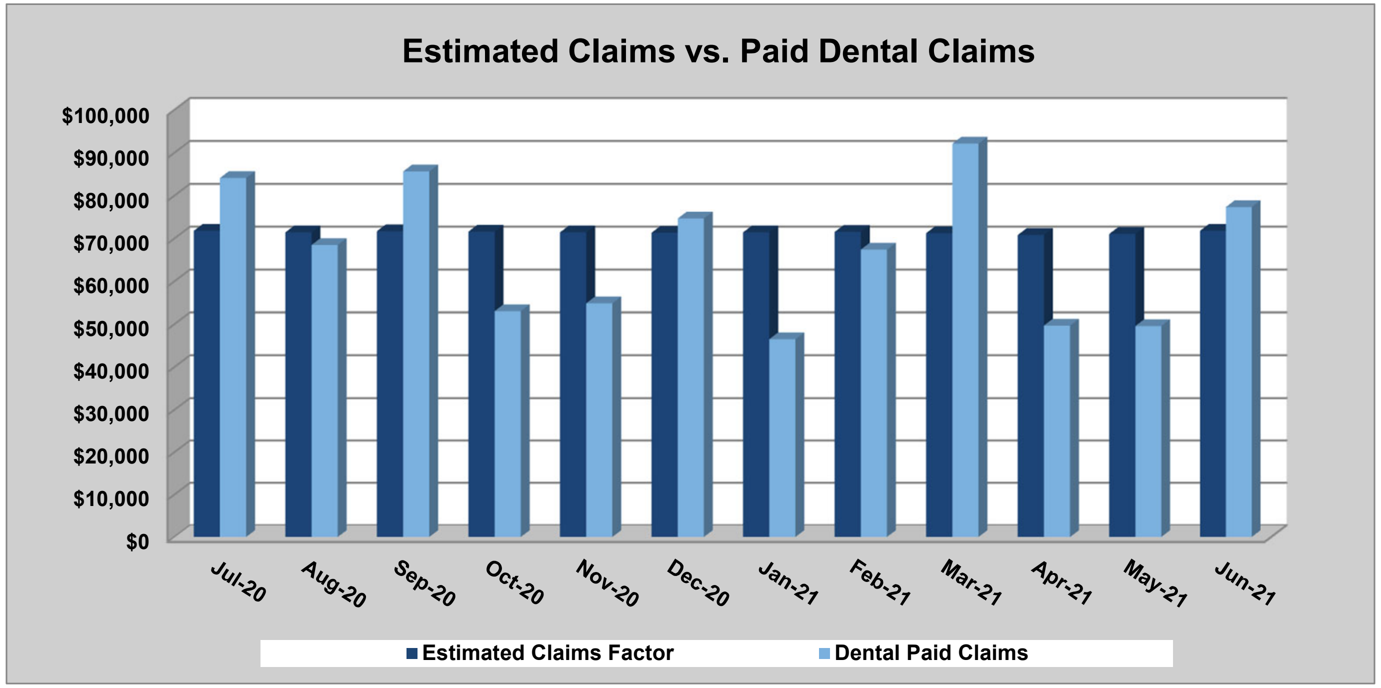
City of Surprise
Delta Dental Self Funded Paid Claims
Plan Year: July 2020 to June 2021 (as of June 2021)

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

MetLife Dental Claims

Plan Year: July 2021 to June 2022 (as of September 2021)

Annual Cost Comparison Analysis 2020/2021 vs. 2021/2022

Cost Categories	2020/2021 Estimated Annual Costs	PEPM Costs	2011/2022 Annual Costs	PEPM Costs	% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
Dental Claims*	$803,660	$83.30	$984,246	$102.02	22.5%	$180,586	22.5%	$18.72
Admin Fees	$34,239	$3.55	$35,230	$3.65	2.9%	$991	2.9%	$0.10
Total Costs	**$837,899**	**$86.85**	**$1,019,476**	**$105.67**	**21.7%**	**$181,577**	**21.7%**	**$18.82**

	Annual	Annualized	% Enrollment Change	# Enrollment Change
Enrollment	9,648	9,888	2.5%	240

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%**
2021/2022	**$105.67**	**21.7%**

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

Vision Reports

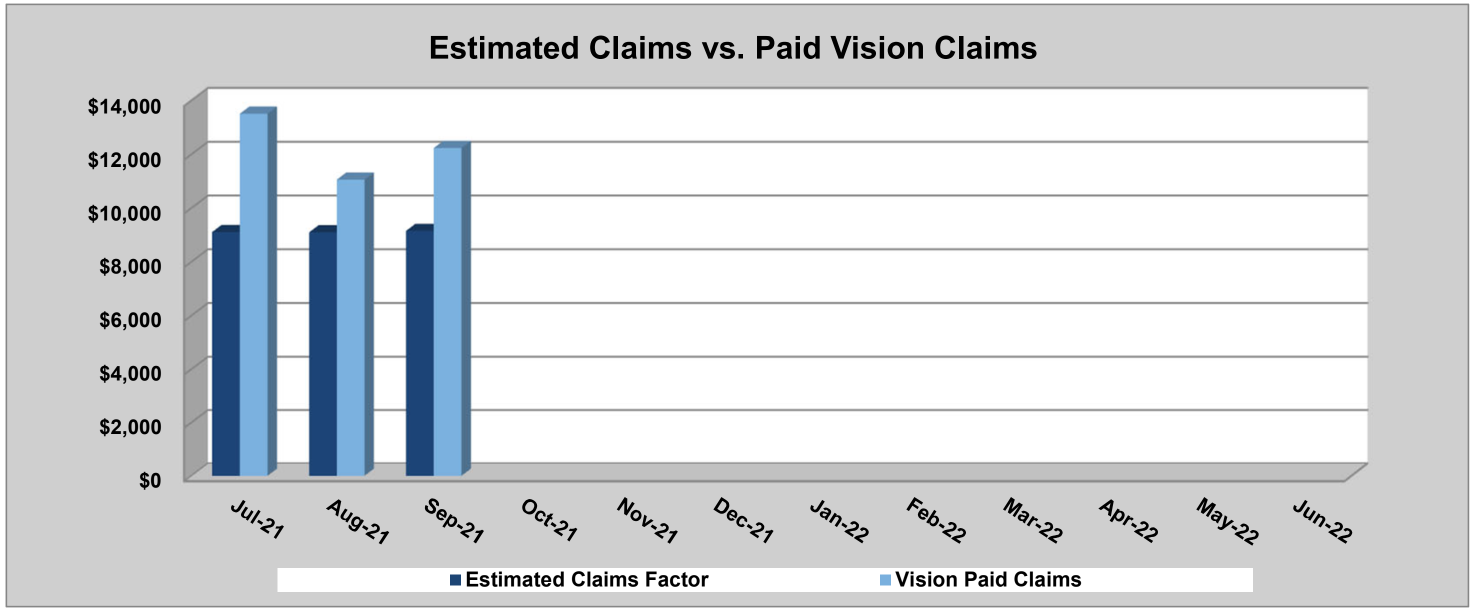
City of Surprise
Avesis Vision Self Funded Paid Claims
Plan Year: July 2021 to June 2022 (as of September 2021)

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-21	803	$9,106	$763	$13,510	$14,273	148.4%	$16.82	$17.77
Aug-21	802	$9,095	$762	$11,057	$11,819	121.6%	$13.79	$14.74
Sep-21	807	$9,151	$767	$12,236	$13,002	133.7%	$15.16	$16.11
Oct-21								
Nov-21								
Dec-21								
Jan-22								
Feb-22								
Mar-22								
Apr-22								
May-22								
Jun-22								
Total	**2,412**	**$27,352**	**$2,291**	**$36,803**	**$39,094**	**134.6%**	**$15.26**	**$16.21**
Avg Enrollment	**804**							

Admin Fees	Employee
Administration	$0.95

Claim Expenses	
Estimated Claim Factor	$11.34

Premium Equivalent Rates	
EE	Family
$5.16	$14.62



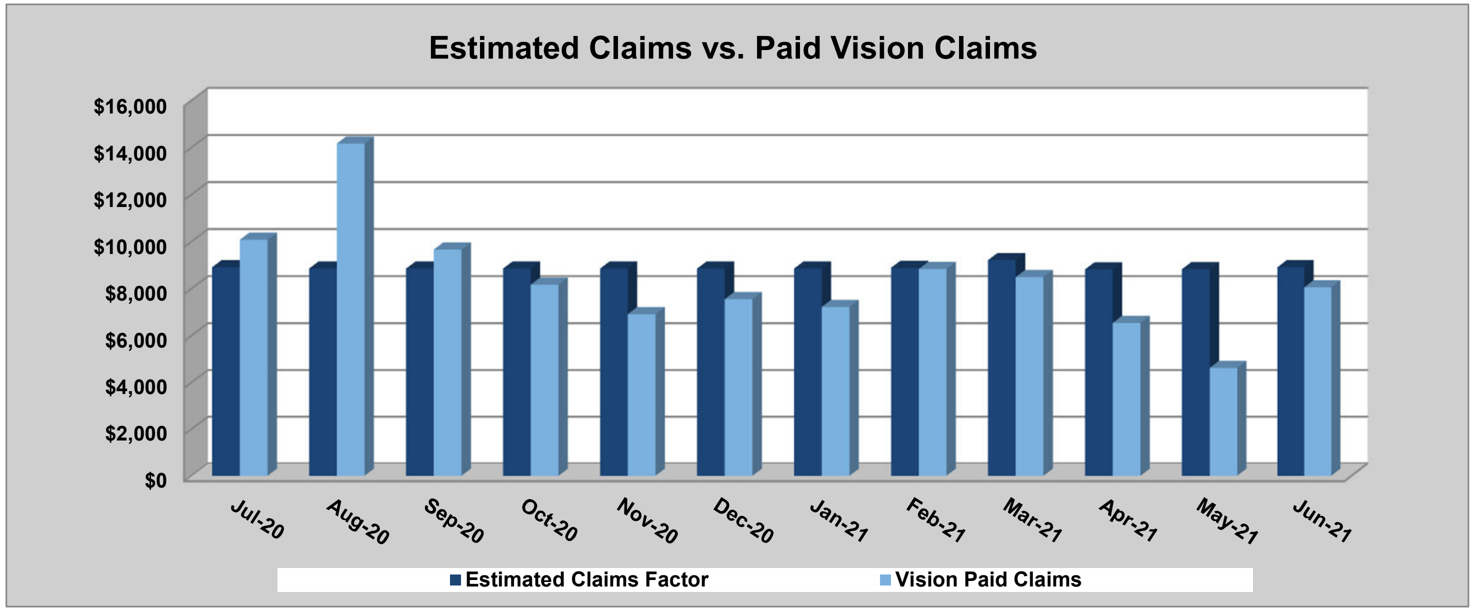
City of Surprise
Avesis Vision Self Funded Paid Claims
Plan Year: July 2020 to June 2021 (as of June 2021)

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 Claims

Plan Year: July 2021 to June 2022 (as of September 2021)

Annual Cost Comparison Analysis 2020/2021 vs. 2021/2022

Cost Categories	2020/2021 Estimated Annual Costs	PEPM Costs	2021/2022 Estimated Annual Costs	PEPM Costs
Vision Claims	$100,336	$10.58	$107,210	$11.11
Admin Fees	$9,010	$0.95	$9,166	$0.95
Total Costs	**$109,346**	**$11.53**	**$116,376**	**$12.06**

% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
6.9%	$6,874	5.0%	$0.53
1.7%	$156	0.0%	$0.00
6.4%	**$7,030**	**4.6%**	**$0.53**

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%**
2021/2022	**$12.06**	**4.6%**

	Annual	Annualized	% Enrollment Change	# Enrollment Change
Enrollment	9,484	9,648	1.7%	164

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

Cost Categories	2019/2020 Costs	PEPM Costs	2020/2021 Estimated Annual Costs	PEPM Costs
Vision Claims	$83,343	$8.92	$100,336	$10.58
Admin Fees	$8,876	$0.95	$9,010	$0.95
Total Costs	**$92,219**	**$9.87**	**$109,346**	**$11.53**

% Cost Change	$ Cost Change	% PEPM Change	$ PEPM Change
20.4%	$16,993	18.6%	$1.66
1.5%	$134	0.0%	$0.00
18.6%	**$17,127**	**16.8%**	**$1.66**

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

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 rebates of $133,310)

$86.83 – Results thru September, 2021 (includes 1st, 2nd & 3rd Q estimated rebates of $125,000)

$00.00 – Results thru December, 2021 (includes 1st, 2nd, 3rd & 4th Q estimated rebates of $125,000)

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 Benefits Trust Fund Board

Council Meeting Date: December 1, 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 4th Quarter and FY2022 1st 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 4th Quarter and FY2022 1st Quarter. This report contains unaudited financial activity through June 30, 2021, and September 30, 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. FY21 4th Quarter Self Insurance Fund
2. FY22 1st Quarter Self Insurance Fund

City of Surprise, Arizona
Employee Healthcare Self Insurance Fund and Workers' Compensation Fund
June 30, 2021

	Employee Healthcare Trust Fund	Worker's Compensation Trust Fund
ASSETS		
Current assets:		
Cash and investments	$ 8,463,001	$ 3,621,408
Other Receivables	168,260	-
Prepaid services	2,363	-
Total current assets	8,633,624	3,621,408
Noncurrent assets:		
Net OPEB asset	464	379
Total noncurrent assets	464	379
Total assets	8,634,088	3,621,787
DEFERRED OUTFLOWS OF RESOURCES		
Deferred outflows of resources - pension related	21,430	17,498
Deferred outflows of resources - OPEB related	1,326	1,083
Total deferred outflows of resources	22,756	18,581
Total assets and deferred outflows of resources	8,656,844	3,640,368
LIABILITIES		
Current liabilities:		
Accounts payable	107,315	1,531
Accrued payroll and benefits	4,534	900
Compensated absences payable, due in less than one year	4,246	1,453
Claims payable	647,188	22,011
Claims - incurred but not reported (IBNR)	864,183	281,650
Total current liabilities	1,627,467	307,545
Noncurrent liabilities:		
Compensated absences payable, greater than one year	6,928	2,370
Net pension liability	111,753	91,250
Net OPEB liability	494	403
Total noncurrent liabilities	119,175	94,023
Total liabilities	1,746,642	401,568
DEFERRED INFLOWS OF RESOURCES		
Deferred inflows of resources - pension related	1,289	1,052
Deferred inflow of resources - OPEB related	935	764
Total deferred inflows of resources	2,224	1,816
Total liabilities and deferred inflows of resources	1,748,866	403,384
NET POSITION		
Restricted for:		
Committed - Industrial Commission Reserve	-	1,500,000
Committed - Adverse Claims Contingency Reserve	3,254,591	-
Unrestricted	3,653,387	1,736,984
Total net position	$ 6,907,978	$ 3,236,984

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 June 30, 2021

	F2021 Fourth Quarter Budget	FY 2021 Actual	Variance favorable (unfavorable)	% Variance
OPERATING REVENUES				
Employee Contributions				
Medical	$ 2,473,400	$ 2,495,564	$ 640,514	25.9%
Dental	238,000	246,295	67,795.00	28.5%
Vision	28,200	28,799	7,649.00	27.1%
City Contributions				
Medical	9,833,700	8,866,334	1,491,059.00	15.2%
Dental	642,300	661,716	179,991.00	28.0%
Vision	84,300	86,100	22,875.15	27.1%
Cobra contributions	100,000	84,736	9,735.73	9.7%
Subrogation recovery	-	37,846	37,846.00	-
Wellness reimbursement	38,000	20,030	(17,970.00)	(47.3%)
Pharmacy rebate	562,800	451,430	29,330.00	5.2%
Miscellaneous Revenue		5,857	5,857.00	-
Interest revenue	34,500	9,980	(15,895.00)	(46.1%)
Total operating revenues	14,035,200	12,994,687	2,458,787	23.3%
OPERATING EXPENSES				
Personnel (Wages/Benefits)	102,000	94,157	7,843	7.7%
Wellness				
Work/life balance	6,100	326	5,774	94.7%
Physical & nutritional well being	21,100	12,200	8,900	42.2%
Preventative Well-Being	12,300	7,993	4,307	35.0%
Books & subscriptions	1,000	559	441	44.1%
Special event hosting	1,000	-	1,000	100.0%
Administration				
Medical	453,800	447,313	6,487	1.4%
Medical stop loss	785,300	816,383	(31,083)	(4.0%)
Dental	33,000	34,258	(1,258)	(3.8%)
Vision	8,800	8,980	(180)	(2.0%)
Claims				
Medical	9,398,200	7,720,714	1,677,486	17.8%
Pharmacy	2,124,000	2,646,705	(522,705)	(24.6%)
Dental	906,800	803,914	102,886	11.3%
Vision	99,200	96,337	2,863	2.9%
Professional outside services	73,300	73,532	(232)	(0.3%)
Travel & training	5,000	100	4,900	98.0%
Dues & membership	1,000	-	1,000	100.0%
Limited purpose flex spending	12,100	10,754	1,346	11.1%
Federal medical insurance fees	-	4,656	(4,656)	-
Total operating expenses	14,044,000	12,778,882	1,265,118	9.0%
Change in net position	$ (8,800)	$ 215,805	$ 3,723,905	

City of Surprise, Arizona - Workers' Compensation
Schedule of Revenues, Expenditures, and Changes in Net Position -Budget and Actual
For the quarter ended June 30, 2021

	FY2021 Fourth Quarter Budget	FY 2021 Actual	Variance favorable (unfavorable)	% Variance
OPERATING REVENUES				
City Contributions				
Worker's comp	$ 1,263,600	$ 1,203,336	$ (60,264)	(4.8%)
Subrogation recovery	-	6,073	6,073	-
Recovery of PY		1,565	1,565	-
Interest revenue	-	4,894	4,894	-
Total operating revenues	1,263,600	1,215,868	(47,732)	(3.8%)
OPERATING EXPENSES				
Personnel (Wages/Benefits)	85,000	55,033	29,967	35.3%
Administration	17,000	209,520	(192,520)	(1,132.5%)
Claims				
Claim Settlement	805,000	660,908	144,092	17.9%
Software license	-	-	-	-
Taxes Chages Service Fees	45,000	20,166	24,834	55.2%
Other professional services	98,000	79,951	18,049	18.4%
Total operating expenses	1,050,000	1,025,578	24,422	2.3%
Operating income (loss)	213,600	190,290	(23,310)	(10.9%)
Income (loss) before contributions and transfers	213,600	190,290	(23,310)	(10.9%)
Transfers in		1,304,100	1,304,100	-
Change in net position	$ 213,600	$ 1,494,390	$ 1,280,790	

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	2,695,665	11,267,670

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)	(266,950)	215,805

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	148,555	584,981

City of Surprise, Arizona
Employee Healthcare Self Insurance Fund and Workers' Compensation Fund
September 30, 2021

	Employee Healthcare Trust Fund	Worker's Compensation Trust Fund
ASSETS		
Current assets:		
Cash and investments	$ 8,960,869	$ 3,594,738
Other Receivables	-	-
Prepaid services	2,363	-
Total current assets	8,963,232	3,594,738
Noncurrent assets:		
Net OPEB asset	464	379
Total noncurrent assets	464	379
Total assets	8,963,696	3,595,117
DEFERRED OUTFLOWS OF RESOURCES		
Deferred outflows of resources - pension related	21,430	17,498
Deferred outflows of resources - OPEB related	1,326	1,083
Total deferred outflows of resources	22,756	18,581
Total assets and deferred outflows of resources	8,986,452	3,613,698
LIABILITIES		
Current liabilities:		
Accounts payable	-	12,528
Accrued payroll and benefits	50	348
Compensated absences payable, due in less than one year	4,246	1,453
Claims payable	-	-
Claims - incurred but not reported (IBNR)	864,183	281,650
Total current liabilities	868,479	295,979
Noncurrent liabilities:		
Compensated absences payable, greater than one year	6,928	2,370
Net pension liability	111,753	91,250
Net OPEB liability	494	403
Total noncurrent liabilities	119,175	94,023
Total liabilities	987,654	390,002
DEFERRED INFLOWS OF RESOURCES		
Deferred inflows of resources - pension related	1,289	1,069
Deferred inflow of resources - OPEB related	935	747
Total deferred inflows of resources	2,224	1,816
Total liabilities and deferred inflows of resources	989,878	391,818
NET POSITION		
Restricted for:		
Committed - Industrial Commission Reserve	-	1,500,000
Committed - Adverse Claims Contingency Reserve	3,254,591	-
Unrestricted	4,741,983	1,721,880
Total net position	$ 7,996,574	$ 3,221,880

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 September 30, 2021

	FY2022 First Quarter Budget	FY 2022 Actual	Variance favorable (unfavorable)	% Variance
OPERATING REVENUES				
Employee Contributions				
Medical	$ 657,925	$ 629,200	$ (28,725)	(4.4%)
Dental	63,700	61,857	(1,843)	(2.9%)
Vision	7,450	6,729	(721)	(9.7%)
City Contributions				
Medical	2,628,875	2,682,832	53,957	2.1%
Dental	165,775	161,989	(3,786)	(2.3%)
Vision	21,600	21,702	102	0.5%
Cobra contributions	12,500	44,356	31,856	254.8%
Subrogation recovery	-	53,736	53,736	-
Wellness reimbursement	-		-	-
Pharmacy rebate	149,300	-	(149,300)	(100.0%)
Miscellaneous Revenue	-	44	44	-
Interest revenue	10,850	-	(10,850)	(100.0%)
Total operating revenues	3,717,975	3,662,445	(55,530)	(0.4%)
OPERATING EXPENSES				
Personnel (Wages/Benefits)	29,156	24,374	4,782	16.4%
Wellness				-
Work/life balance	9,875	-	9,875	100.0%
Books & subscriptions	250	-	250	100.0%
Special event hosting	250	-	250	100.0%
Administration				
Medical	123,250	161,708	(38,458)	(31.2%)
Medical stop loss	206,275	276,592	(70,317)	(34.1%)
Dental	8,700	5,843	2,857	32.8%
Vision	2,300	3,070	(770)	(33.5%)
Claims				
Medical	2,519,275	1,458,119	1,061,156	42.1%
Pharmacy	565,950	416,924	149,026	26.3%
Dental	215,675	170,343	45,332	21.0%
Vision	25,775	24,567	1,208	4.7%
Professional outside services	28,325	28,812	(487)	(1.7%)
Travel & training	1,250	-	1,250	100.0%
Dues & membership	250	-	250	100.0%
Limited purpose flex spending	3,025	3,497	(472)	(15.6%)
Total operating expenses	3,739,581	2,573,849	1,165,732	68.8%
Change in net position	$ (21,606)	$ 1,088,596	$ 1,110,202	

City of Surprise, Arizona - Workers' Compensation
Schedule of Revenues, Expenditures, and Changes in Net Position -Budget and Actual
For the quarter ended September 30, 2021

	FY2022 First Quarter Budget	FY 2022 Actual	Variance favorable (unfavorable)	% Variance
OPERATING REVENUES				
City Contributions				
Worker's comp	$ 374,375	$ 429,189	$ 54,814	14.64%
Subrogation recovery	-		-	-
Recovery of PY	-	200	200.00	-
Interest revenue	-		-	-
Total operating revenues	374,375	429,389	55,014	0.00%
OPERATING EXPENSES				
Personnel (Wages/Benefits)	25,735	21,015	4,720	18.34%
Administration	75,000	234,785	(159,785)	-213.05%
Claims				
Claim Settlement	237,500	155,176	82,324	34.66%
Software license	11,250	-	11,250	100.00%
Taxes Chages Service Fees	10,000	-	10,000	100.00%
Other professional services	16,250	34,040	(17,790)	-109.48%
Total operating expenses	375,735	445,016	(69,281)	0.00%
Operating income (loss)	(1,360)	(15,626)	(14,266)	
Income (loss) before contributions and transfers	(1,360)	(15,626)	(14,266)	
Transfers in	-		-	
Change in net position	$ (1,360)	$ (15,626)	$ (14,266)	

Employee Health Care Activity

Claims History By Quarter

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total
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	2,695,665	11,267,670
2022	2,069,953				

Net Income (loss) By Quarter

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total
2020	(115,223)	990,840	(493,804)	(226,908)	154,905
2021	25,559	545,521	(88,325)	(266,950)	215,805
2022	1,088,596				

Stop Loss Credits

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total
2020	-	-	-	-	-
2021	-	-	436,425	148,555	584,981
2022	4,148				

FY2022 IBNR
Medical, Dental and Vision Activity

	Medical	Dental	Vision	Total
July	228,110	36,524	13,510	278,144
August	224,331	54,990	407	279,728
September	69,125	8,247	242	77,614
October		2,742	-	2,742
November			-	-
December			-	-
January			-	-
February			-	-
March			-	-
April			-	-
May			-	-
June			-	-
Total FY 2020 Claims Run out	521,566	102,503	14,159	638,228

FY2022 IBNR	864,183
Total Run Out Claims FY2021	(638,228)
Medical Claim Adjustment - Revenue to Fund	225,955

CITY OF SURPRISE
Health Benefits Trust Fund Board

Council Meeting Date: December 1, 2021

Submitting Department: Finance

Staff Recommendations:

Contact Person: Andrea Davis, DIRECTOR - FINANCE

District: Citywide

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

Agenda Wording:

Consideration and action pertaining to the Health Benefit Trust Fund Board Annual Calendar for 2022.

Motion:

I move to approve the Health Benefits Trust Fund Board Annual Calendar for 2022.

(Or, if amended) - I move to approve the Health Benefits Trust Fund Board Annual Calendar for 2022, as amended.

Background:

Per requirements according to Boards and Commissions handbook, Boards that meet regularly must adopt an annual meeting schedule.

Objective Analysis:

Policy Compliant:

Financial Impact:

No financial impact.

Budget Impact:

No budget impact.

FTE Impact:

ATTACHMENTS:

1. HBTF PROPOSED CALENDAR - 2022 schedule

CITY OF SURPRISE

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

2022 Meeting Calendar
Proposed

Health Benefits Trust Fund Board Meetings

Annual Calendar	**Regular Quarterly Meetings**
Location	**City of Surprise – Council Overflow Room**

Regular Meetings

March 2, 2022 *	**3:00 pm**
May 25, 2022	**4:00 pm**
August 24, 2022	**4:00 pm**
November 30, 2022	**4:00 pm**

*** Earlier March 2, 2022 Meeting Includes:**

- **Medical and Pharmacy Funding Rate Projection**
- **Budget Plan Design & Contribution Rate Setting**