Health Benefits Trust Board Meeting- Special Session Tuesday, February 4 · 9:00 – 10:00am Google Meet: https://meet.google.com/ppdbvav-kkq Or dial: ?(US) +1 405-362-7463? PIN: ?261 488 846?#



Health Benefits Trust Board Meeting- Special Session Tuesday, February 4 · 9:00 – 10:00am Google Meet: https://meet.google.com/ppdbvav-kkq Or dial: ?(US) +1 405-362-7463? PIN: ?261 488 846?#

NOTICE OF PUBLIC MEETING AND EXECUTIVE SESSION PINAL COUNTY HEALTH BENEFITS TRUST BOARD SUMMARY OF AGENDA FOR MEETING Tuesday, February 4, 2025

9:00 AM - CALL TO ORDER

PINAL COUNTY ADMINISTRATIVE COMPLEX IRONWOOD CONFERENCE ROOM 135 N. PINAL STREET FLORENCE, AZ 85132

(1) Call to Public -

Consideration and discussion of comments from the public. Those wishing to address the Pinal County Health Benefits Trust Board need not request permission in advance. Action taken as a result of public comment will be limited to directing staff to study the matter or rescheduling the matter for further consideration and decision at a later date.

(2) Roll Call of Member Present In-Person and Virtually

(3) **CONSENT ITEMS:**

All items indicated by an asterisk (*) will be handled by a single vote as part of the consent agenda, unless a Board Member, County Manager, or member of the public objects at the time the agenda item is called.

- * A. Discussion/approval/disapproval of the Minutes from the December 3, 2024 Regular Meeting of the Pinal County Health Benefits Trust Board.
- (4) Discuss/approve/disapprove- Proposed policy regarding the financial stability reserve of the trust. (Angeline Woods)
- (5) Discussion Only- Projected Funding Recommendations for the 2025-2026 Medical, Dental, and Vision Plans. (Mike Barberio, CBIZ)
- (6) Discuss/approve/disapprove- Funding recommendations for the 2025-2026 Medical, Dental, and Vision Plans. (Angeline Woods)
- (7) Discussion Only- Discussion of items to include in Future Health Benefits Trust Board meeting agenda

ADJOURNMENT

(SUPPORTING DOCUMENTS ARE AVAILABLE AT THE HUMAN RESOURCES DEPARTMENT)

NOTE: One or more members of the Board may participate in this meeting by telephonic conference call.

The Board may go into Executive Session for the purpose of obtaining legal advice from the County's Attorney(s) on any of the above agenda items pursuant to A.R.S. 38-431.03 (A)(3).

In accordance with the requirement of Title II of the Americans with Disabilities Act (ADA), the Pinal County Health Benefits Trust Board does not discriminate against qualified individuals with disabilities admission to public meetings. If you need accommodation for a meeting, please contact the Human Resources Department at (520) 866-6231, at least (3) three business days prior to the meeting (not including weekends or holidays) so that your request may be accommodated.

Posted this 30th of January, 2025 around 4:00 PM/Danielle Watkins



REQUESTED BY:									
Funds #:									
Dept. #:	Dept. #:								
Dept. Name:									
Director:									
BRIEF DESCRIPTION OF AGENDA ITEM	AND REQUESTED BOARD ACTION:								
Roll Call of Member Present In-Person a	and Virtually								
BRIEF DESCRIPTION OF THE FISCAL O	CONSIDERATIONS AND/OR EXPECTED	FISCAL IMPACT OF THIS AGENDA							
BRIEF DESCRIPTION OF THE EXPECTE	ED PERFORMANCE IMPACT OF THIS A	AGENDA ITEM:							
MOTION:									
History									
Time	Who	Approval							
ATTACHMENTS:									
Click to download									
No Attachments Available									



REQUESTED BY:		
Funds #:		
Dept. #:		
Dept. Name:		
Director:		
BRIEF DESCRIPTION OF AGENDA ITE	M AND REQUESTED BOARD ACT	ΓΙΟΝ:
Discussion/approval/disapproval of the Benefits Trust Board.	Minutes from the December 3, 20	224 Regular Meeting of the Pinal County Health
BRIEF DESCRIPTION OF THE FISCAL (ITEM:	CONSIDERATIONS AND/OR EXP	ECTED FISCAL IMPACT OF THIS AGENDA
BRIEF DESCRIPTION OF THE EXPECT	ED PERFORMANCE IMPACT OF	THIS AGENDA ITEM:
14071011		
MOTION:		
History		
	Who	Approval
History	Who	Approval
History Time	Who	Approval



PINAL COUNTY HEALTH BENEFITS TRUST BOARD ACTION SUMMARY Tuesday, December 3, 2024

9:00 AM - CALL TO ORDER

PINAL COUNTY ADMINISTRATIVE COMPLEX IRONWOOD CONFERENCE ROOM 135 N. PINAL STREET FLORENCE, AZ 85132

- (1) Optional Category
 - A. Roll Call of Member Present In-Person and Virtually
- (2) Call to Public -

Consideration and discussion of comments from the public. Those wishing to address the Pinal County Health Benefits Trust Board need not request permission in advance. Action taken as a result of public comment will be limited to directing staff to study the matter or rescheduling the matter for further consideration and decision at a later date.

(3) **CONSENT ITEMS:**

All items indicated by an asterisk (*) will be handled by a single vote as part of the consent agenda, unless a Board Member, County Manager, or member of the public objects at the time the agenda item is called.

* A. Discussion/approval/disapproval of the Minutes from the September 10, 2024 Regular Meeting of the Pinal County Health Benefits Trust Board.

ITEM ACTION:APPROVED

(4) Discussion Only- Medical, Dental, and Vision Plan Performance through September 1, 2024. (Mike Barberio, CBIZ)

ITEM ACTION: DISCUSSION ONLY

(5) Discussion Only- Aetna Performance Guarantee Results, 2023-2024. (Mike Barberio, CBIZ)

ITEM ACTION: DISCUSSION ONLY

(6) Discussion Only- Claim Reserve Valuation, June 30, 2024

ITEM ACTION: DISCUSSION ONLY

(7) Discussion Only- Review of the Health Benefits Trust Fund Financial Statements (Randee Stinson)

ITEM ACTION: DISCUSSION ONLY

(8) Discussion Only- Discussion of items to include in Future Health Benefits Trust Board meeting agendas.

ITEM ACTION: DISCUSSION ONLY



REQUESTED BY:		
Funds #:		
Dept. #:		
Dept. Name:		
Director:		
BRIEF DESCRIPTION OF AGENDA ITEM	A AND REQUESTED BOARD ACTION:	
Discuss/approve/disapprove- Proposed	policy regarding the financial stability re	eserve of the trust. (Angeline Woods)
BRIEF DESCRIPTION OF THE FISCAL O	CONSIDERATIONS AND/OR EXPECTED	D FISCAL IMPACT OF THIS AGENDA
BRIEF DESCRIPTION OF THE EXPECT	ED PERFORMANCE IMPACT OF THIS A	AGENDA ITEM:
MOTION:		
History		
Time	Who	Approval
ATTACHMENTS: Click to download		

MaryEllen Sheppard Deputy County Manager



Leo Lew County Manager

Himanshu Patel Deputy County Manager

PINAL COUNTY POLICY AND PROCEDURE

Subject: Pinal County Health Benefits Trust Financial Stability Reserve

Date: February 4, 2025

Purpose: To memorialize the Pinal County Health Benefit Trust Board's commitment to fiscal responsibility and to establish a financial reserve policy for the trust.

Policy: The Pinal County Health Benefits Trust board shall recommend contribution rates that would be consistent with estimated total net assets (fund balance) of 4 months or 30 to 40 percent of expenses to ensure the financial stability reserve is maintained based on industry standard as provided by our accuracy. This will be reviewed annually when determining the recommended contribution rates.



REQUESTED BY:		
Funds #:		
Dept. #:		
Dept. Name:		
Director:		
BRIEF DESCRIPTION OF AGENDA ITEM	A AND REQUESTED BOARD ACTION:	
Discussion Only- Projected Funding Rec Barberio, CBIZ)	commendations for the 2025-2026 Med	dical, Dental, and Vision Plans. (Mike
BRIEF DESCRIPTION OF THE FISCAL O	CONSIDERATIONS AND/OR EXPECTE	ED FISCAL IMPACT OF THIS AGENDA
BRIEF DESCRIPTION OF THE EXPECTI	ED PERFORMANCE IMPACT OF THIS	AGENDA ITEM:
MOTION:		
History		
Time	Who	Approval
ATTACHMENTS:		
Click to download		
CBIZ Funding Projections		



Medical and Pharmacy Funding Projection For a July 1, 2025 Effective Date

Completed January, 2025 V1

Renew as is

Presented by: CBIZ Benefits & Insurance Services, Inc. 4722 North 24th Street, Suite 300 Phoenix, Arizona 85016 Telephone: (602) 308-6646



The information provided herein is the confidential and proprietary work product of CBIZ and cannot be disclosed, copied or distributed to outside third parties without the prior written consent of CBIZ. This information can be expressly used only for the intended purpose and recipient.

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Large Claimant Data

Dental Claims and Enrollment Data

Vision Claims and Enrollment Data



Section 1: Funding Summary



Enrollment - November 2024

	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	<u>Total</u>
Employee Only	46	48	309	253	48	59	763
Employee + Spouse	8	16	110	80	14	29	257
Employee + Child(ren)	15	21	132	153	5	21	347
Employee + Family	24	25	163	167	17	50	446
Total	93	110	714	653	84	159	1,813

2024 Funding Rates at Budgeted Liability

	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	<u>Total</u>
Employee Only	\$698.31	\$610.23	\$683.70	\$583.75	\$607.36	\$499.38	\$627.76
Employee + Spouse	\$1,396.62	\$1,187.11	\$1,367.39	\$1,156.25	\$1,214.72	\$998.75	\$1,241.44
Employee + Child(ren)	\$1,284.99	\$1,092.15	\$1,258.00	\$1,063.76	\$1,117.55	\$918.86	\$1,140.94
Employee + Family	\$1,899.40	\$1,614.48	\$1,869.65	\$1,572.51	\$1,652.03	\$1,358.30	\$1,680.07
PEPM:	\$1,162.96	\$1,014.38	\$1,165.95	\$1,019.22	\$950.38	\$915.96	\$1,071.84
Monthly:	\$108,156	\$111,582	\$832,485	\$665,553	\$79,832	\$145,638	\$1,943,246
Annual:	\$1,297,868	\$1,338,983	\$9,989,822	\$7,986,638	\$957,979	\$1,747,659	\$23,318,950

Forecasted 2025 Rate Action

Expected	6.86%	(Based on CBIZ Expected Liability)
High End	11.86%	
Low End	1.86%	
Used	6.86%	

Forecasted 2025 Funding Rates based on Expected Liability

% Change vs. Current:	6.86%	6.86%	6.86%	6.86%	6.86%	6.86%	6.86%
Annual:	\$1,386,955	\$1,430,893	\$10,675,524	\$8,534,859	\$1,023,737	\$1,867,614	\$24,919,582
Monthly:	\$115,580	\$119,241	\$889,627	\$711,238	\$85,311	\$155,635	\$2,076,632
PEPM:	\$1,242.79	\$1,084.01	\$1,245.98	\$1,089.19	\$1,015.61	\$978.83	\$1,145.41
Employee + Family	\$2,029.78	\$1,725.30	\$1,997.98	\$1,680.45	\$1,765.43	\$1,451.53	\$1,795.39
Employee + Child(ren)	\$1,373.19	\$1,167.12	\$1,344.35	\$1,136.78	\$1,194.26	\$981.93	\$1,219.25
Employee + Spouse	\$1,492.48	\$1,268.59	\$1,461.25	\$1,235.62	\$1,298.10	\$1,067.30	\$1,326.65
Employee Only	\$746.24	\$652.12	\$730.63	\$623.82	\$649.05	\$533.66	\$670.85
	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	<u>Total</u>

Medical and Pharmacy Funding Projection For a July 1, 2025 Effective Date - Summary -

Fixed Costs as a % of Expected Funding Rates

Administration 3.8% Stop Loss 6.5%

PCORI 0.06% (Memo only - not included in funding)

Total: 10.30%

Under Traditional Program Administration & Stop Loss Range is between 15.9% to 24.9% (Includes Health Insurance Provider fee)

Assumptions

Med & Rx Experience Prd:

Used 24 months of paid claims: Year 1 (Current) from 12/2023 - 11/2024, Year 2 (Prior) from 12/2022 - 11/2023 Blended 80% Year 1 and 20% Year 2 for Medical; 80% Year 1 and 20% Year 2 for Rx.

Plan Change: Annual Trend: 2025: Changing HDHP's Deductible to \$3,300; 2024: Changing HDHP's Deductible to \$3,200; 15 Visits of Acupunture; 2023: Changing Medical = 7.94%; Rx = 11.4%. For Year 1: 21 Months of Trend and Year 2: 33 Months of Trend. For a slight contribution to reserves, used a 2 month lag, e.g., Incurred Claims from October through September equals paid claims from December through November.

Claim Margin: Fixed Costs:

Medical: 2.0)%; R	Rx: 2.0%	Covid-19 Load:	0.0%	Med/Rx Adj.:	3.4%	-33.4%
				Fixed Costs			
				2024	2025	Estimated % Change	Estimated Annual
Subscribers				1,813	1,813		
Claim/Pre	mium A	Administratio	on Fee ²	\$38.89	\$40.06	3.0%	\$871,474
Network A	ccess F	ee (include	d)	\$0.00	\$0.00	0.0%	\$0
Claim Fidu	ıciary R	lisk Transfer	(included)	\$0.00	\$0.00	0.0%	\$0
Utilization	Manag	gement (incli	uded)	\$0.00	\$0.00	0.0%	\$0
Maternity	Manag	ement (inclu	ıded)	\$0.00	\$0.00	0.0%	\$0
Employers	Health	Coalition P	articipation Fee	\$0.69	\$0.69	0.0%	\$15,000
CVS Drug	Savings	s Review Pro	ogram (\$.30 PMPM)	\$0.00	\$0.70	0.0%	\$15,296
CVS Clinic	al Revi	ew Credit (\$	4 PMPY)	\$0.00	(\$0.78)	0.0%	(\$16,996)
General A	llowand	e Fund 4		(\$4.60)	(\$4.60)	0.0%	(\$100,000)
Pool Admi	n, Audit	t, DOI Fees		\$0.80	\$0.80	0.0%	\$17,500
EAP				\$1.89	\$1.89	0.0%	\$41,119
HSA Admi	nistratio	on		\$0.27	\$0.27	0.0%	\$5,832
COBRA Ad	lmin			\$0.30	\$0.30	0.0%	\$6,527
Individual St	op Loss	s ^{1,2}		\$54.81	\$73.99	35.0%	\$1,609,803
Commission	/Consu	Iting Fee		\$2.30	\$4.60	100.0%	\$100,000
HSA Expense	e ³			\$134.72	\$134.72	0.0%	\$392,843
HRA Expense	e ³			\$0.00	\$0.00	0.0%	\$0
Total Fixed C	osts			\$95.35	\$117.92	23.7%	\$2,565,554
PCORI Fee 5,	6			\$0.68	\$0.73	7.8%	\$15,894
Total Fixed C	osts ar	nd ACA		\$96.03	\$118.65	23.6%	\$2,581,448

(Memo only - not in funding)

(Memo only - not included in funding)

^{\$240,000} ISL deductible with \$200,000 aggregating deductible, 100% corridor, 24/12 contract

² Stop loss estimated rates at 35% ISL. Admin fees based on renewal at 3%.

 $^{^{\}rm 3}$ HSA funding has been removed out of the fixed costs, memo only

⁴ \$100K General Allowance fund included.

 $^{^5}$ IRS PCORI fee for plan years ending on or before 9/30/2024 are \$3.22 PMPY; for plans years ending 9/2025 and 9/2026 are it is projected to be \$3.47 and \$3.74 respectively, indexed at 7.8%.

⁶ PCORI fees are not included in premium equivalent rates.

Section 2: Projections to Develop Premium Equivalent Rates



Medical and Pharmacy Funding Projection For a July 1, 2025 Effective Date — Medical Claims Projection —

1. **Objective** Develop funding rates which cover all medical paid claims and associated administrative expenses.

 Year 1
 Year 2

 a. Medical Trend:
 7.94%
 (Segal 2025)
 Months of Trend:
 21
 33

b. Enrollment: Lagged 2 monthsc. Experience: Per carrier reports

d. Pooled Claims: Removed \$240,000 ISL with \$200,000 aggregating deductible, 24/12 contract

e. Benefit Changes: 2025: Changing HDHP's Deductible to \$3,300 2024: Changing HDHP's Deductible to \$3,200; 15 Visits

of Acupunture

2023: Changing HDHP's Deductible to \$3,000 2022: No Plan Changes

f. Benefit Change Factor Year 1 = 0.992, Year 2 = 0.984

j. Fluctuation Margin: 2.0%

k. Current Enrollment: 1,813 (November 2024)

ourone amounts of			
3. Algorithm		Year 1	Year 2
	Paid Period:	12/2023 - 11/2024	12/2022 - 11/2023
	Paid Midpoint	6/1/2024	6/1/2023
	Incurred Period:	10/2023 - 9/2024	10/2022 - 9/2023
	Incurred Midpoint:	4/1/2024	4/1/2023
	Average Enrollment:	1756	1676
a. Medical Paid Claims		\$16,340,073	\$16,928,574
b. Pooled Claims Year 1 = 8 Year 2 = 4		\$3,778,863	\$4,588,988
c. Adjusted Paid Claims (a less b)		\$12,561,210	\$12,339,586
d. Change in Reserve (Lagged Claims)		1.000	1.000
e. Normalize to Current Plan Year Factor (Combined below)		0.992	0.984
Demographic Adjustment Factor		1.000	1.000
Benefit Plan Adjustment Factor		0.992	0.984
Network Adjustment Factor		1.000	1.000
Maturation / Seasonality Factor		1.000	1.000
Covid / Chronic Condition Factor		1.000	1.000
f. Adjusted Paid Claims (c x d x e)		\$12,456,531	\$12,148,063
g. Trend Adjustment Factor		1.143	1.234
h. Trended Adjusted Paid Claims (f x g)		\$14,239,126	\$14,989,440
i. Add in Individual Claims to Pooled Level		\$2,180,000	\$1,160,000
j. Prospective Adjustment to Current Plan (Combined below)		1.034	1.084
Demographic Adjustment Factor		1.000	1.000
Benefit Plan Adjustment Factor		1.002	1.002
Enrollment Change Adjustment Factor		1.032	1.082
Network Adjustment Factor		1.000	1.000
Maturation / Seasonality Factor		1.000	1.000
Covid / Chronic Condition Factor		1.000	1.000
k. Projected Experience Paid Claims [(h + i) x j]		\$16,983,457	\$17,507,825
I. Claim Fluctuation Margin Factor		1.02	1.02
m. Projected Experience Paid Claims with Margin (k x I)		\$17,323,126	\$17,857,982
n. Claim Rate	PEPM:	\$796.25	\$820.83
	Monthly:	\$1,443,594	\$1,488,165
	Annual:	\$17,323,126	\$17,857,982
	Credibility:	80%	20%
	PEPM Blended Rate:	\$801.	16

1. Objective Develop funding rates which cover all pharmacy paid claims and associated administrative expenses.

 2. Assumptions
 Year 1
 Year 2

 a. Rx Trend:
 11.40% (Segal 2025)
 Months of Trend:
 21
 33

 b. Enrollment:
 Lagged 2 months

 c. Experience:
 Per carrier reports

d. Pooled Claims: None – Removed from Medical

e. Benefit Change Factor: See Medical; Year 1 = 0.992, Year 2 = 0.984

f. Pharmacy Mgmt / Rebate Estimate (36% of Pharmacy claims): (\$2,716,400) (\$2,435,600)

g. Fluctuation Margin: 2.0% h. Current Enrollment: 1,813 (November 2024)

3. Alg	orithm		Year 1	Year 2
		Paid Period:	12/2023 - 11/2024	12/2022 - 11/2023
		Paid Midpoint	6/1/2024	6/1/2023
		Incurred Period:	10/2023 - 9/2024	10/2022 - 9/2023
		Midpoint:	4/1/2024	4/1/2023
		Average Enrollment:	1,756	1,676
a.	Pharmacy Paid Claims		\$6,177,457	\$4,778,553
b.	Pooled Claims		\$0	\$0
c.	Adjusted Paid Claims (a less b)		\$6,177,457	\$4,778,553
d.	Change in Reserve (Lagged Claims)		1.000	1.000
e.	Normalize to Current Plan Year Factor (Combined below)		0.992	0.984
	Demographic Adjustment Factor		1.000	1.000
	Benefit Plan Adjustment Factor		0.992	0.984
	Network Adjustment Factor		1.000	1.000
	Maturation / Seasonality Factor		1.000	1.000
	Covid / Chronic Condition Factor		1.000	1.000
	Covid / Cilionic Condition (actor		1.000	1.000
f.	Adjusted Paid Claims (c x d x e)		\$6,125,977	\$4,704,385
g.	Trend Adjustment Factor		1.208	1.346
h.	Trended Adjusted Paid Claims (f x g)		\$7,399,876	\$6,330,487
i.	Add in Individuals Claims to Pooled Level		\$0	\$0
j.	Prospective Adjustment to Current Plan (Combined below)		0.666	0.698
٦.	Demographic Adjustment Factor		1.000	1.000
	Benefit Plan Adjustment Factor		1.002	1.002
	Enrollment Change Adjustment Factor		1.032	1.082
	Network Adjustment Factor		0.999	0.999
	•		1.000	1.000
	Maturation / Seasonality Factor		1.000	1.000
	Covid / Chronic Condition Factor			
	Pharmacy Mgmt / Rebate Adjustment Factor		0.645	0.645
k.	Projected Experience Paid Claims [(h + i) x j]		\$4,929,289	\$4,419,729
I.	Claim Fluctuation Margin Factor		1.02	1.02
m.	Projected Experience Paid Claims with Margin (k x I)		\$5,027,875	\$4,508,124
n.	Claim Rate	PEPM:	\$231.10	\$207.21
		Monthly:	\$418,990	\$375,677
		Annual:	\$5,027,875	\$4,508,124
		Credibility:	80%	20%
		PEPM Blended Rate:	\$22	26.32

Medical and Pharmacy Funding Projection For a July 1, 2025 Effective Date — Medical/Pharmacy Rate Change —

1. Funding Projection Enrollment - November 2024

		EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	<u>Totals</u>
	Employee Only	46	48	309	253	48	59	763
	Employee + Spouse	8	16	110	80	14	29	257
	Employee + Child(ren)	15	21	132	153	5	21	347
	Employee + Family	24	<u>25</u>	<u>163</u>	<u>167</u>	17	<u>50</u>	446
	Total	93	110	714	653	84	159	1,813
								,
2.	2024 Funding Rates at Bu	dgeted Liability						
		EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	
	Employee Only	\$698.31	\$610.23	\$683.70	\$583.75	\$607.36	\$499.38	
	Employee + Spouse	\$1,396.62	\$1,187.11	\$1,367.39	\$1,156.25	\$1,214.72	\$998.75	
	. , .							
	Employee + Child(ren)	\$1,284.99	\$1,092.15	\$1,258.00	\$1,063.76	\$1,117.55	\$918.86	
	Employee + Family	\$1,899.40	<u>\$1,614.48</u>	<u>\$1,869.65</u>	<u>\$1,572.51</u>	<u>\$1,652.03</u>	<u>\$1,358.30</u>	
3.	Total 2024 Funding							
		ED2 5:	500 5 ·	DDC 51	DD0 5 :	HBHB 5:		
	Frankria - Onlin	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	Totals
	Employee Only	\$32,122	\$29,291	\$211,263	\$147,689	\$29,153	\$29,463	\$478,982
	Employee + Spouse	\$11,173	\$18,994	\$150,413	\$92,500	\$17,006	\$28,964	\$319,049
	Employee + Child(ren)	\$19,275	\$22,935	\$166,056	\$162,755	\$5,588	\$19,296	\$395,905
	Employee + Family	\$45,586	\$40,362	\$304,753	\$262,609	\$28,08 <u>5</u>	\$67,915	<u>\$749,309</u>
	Total Monthly	\$108,156	\$111,582	\$832,485	\$665,553	\$79,832	\$145,638	\$1,943,246
	PEPM Funding:	\$1,071.84						
	Monthly Funding:	\$1,943,246						
	Annual Funding:	\$23,318,950						
_	G							
4.	Percent Change in Funding	g Rates						
	Current DEDM Funding	¢1 071 0 <i>1</i>		Mod Claims	Py Claims	Admin	Stop Loss	ACA Broi
	Current PEPM Funding:	\$1,071.84	======>	Med Claims	Rx Claims	Admin	Stop Loss	ACA Proj
	Projected PEPM Funding: Calculated Rate Action:	\$1,145.41 6.86%	Px Breakdown	\$801.16 69.9%	\$226.32 19.8%	\$43.93 3.8%	\$73.99 6.5%	\$0.73 0.06%
	Recommended Rates Action:	6.86%	rx bleakuowii	\$1,02		3.6%	0.5%	Memo only
	% Claims:	0.00%		89.				Wichio only
	, ciamio				. 75			
	Expected Liability	6.86%						
	Current Rate Relativity	1.000	0.874	0.979	0.836	0.870	0.715	
5.	Forecasted 2025 Funding	Rates at CBIZ F	xpected Liabili	itv				
-	l crossour _ c_c r umamig			. •				
		EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	Total
	Employee Only	\$746.24	\$652.12	\$730.63	\$623.82	\$649.05	\$533.66	
	Employee + Spouse	\$1,492.48	\$1,268.59	\$1,461.25	\$1,235.62	\$1,298.10	\$1,067.30	
	Employee + Child(ren)	\$1,373.19	\$1,167.12	\$1,344.35	\$1,136.78	\$1,194.26	\$981.93	
	Employee + Child(ren) Employee + Family	\$2,029.78	\$1,725.30	\$1,997.98	\$1,130.76	\$1,765.43	\$1,451.53	
	Limployee i Laillily	ΨΖ,0Ζ9.10	Ψ1,120.30	Ψ1,331.30	φ1,000.40	φ±,100.43	φ±, + ,0±.03	
	Renewal PEPM Funding:	\$1,242.79	\$1,084.01	\$1,245.98	\$1,089.19	\$1,015.61	\$978.83	\$1,145.41
	Renewal Monthly Funding:	\$115,580	\$119,241	\$889,627	\$711,238	\$85,311	\$155,635	\$2,076,632
	Renewal Annual Funding:	\$1,386,955	\$1,430,893	\$10,675,524	\$8,534,859	\$1,023,737	\$1,867,614	\$24,919,582

Section 3: Fixed Cost Assumptions



Medical and Pharmacy Funding Projection For a July 1, 2025 Effective Date — Fixed Cost Assumptions —

	PEPM Fixed Costs			
	2024	Estimated 2025	Estimated % Change	Estimated Annual 2025
Subscribers	1,813	1,813		
Claim/Premium Administration Fee ²	\$38.89	\$40.06	3.0%	\$871,474
Network Access Fee (included)	\$0.00	\$0.00	0.0%	\$0
Claim Fiduciary Risk Transfer (included)	\$0.00	\$0.00	0.0%	\$0
Utilization Management (included)	\$0.00	\$0.00	0.0%	\$0
Maternity Management (included) Employers Health Coalition Participation Fee	\$0.00 \$0.69	\$0.00 \$0.69	0.0% 0.0%	\$0 \$15,000
CVS Drug Savings Review Program (\$.30 PMPM) CVS Clinical Review Credit (\$4 PMPY)	\$0.00 \$0.00	\$0.70 (\$0.78)	0.0% 0.0%	\$15,296 (\$16,996)
General Allowance Fund ⁴	(\$4.60)	(\$4.60)	0.0%	(\$100,000)
Pool Admin, Audit, DOI Fees EAP	\$0.80 \$1.89	\$0.80 \$1.89	0.0% 0.0%	\$17,500 \$41,119
HSA Administration	\$0.27	\$0.27	0.0%	\$5,832
COBRA Admin	\$0.30	\$0.30	0.0%	\$6,527
Individual Stop Loss 1,2	\$54.81	\$73.99	35.0%	\$0 \$1,609,803
Aggregate Stop Loss	\$0.00	\$0.00	0.0%	\$0
Commission/Consulting Fee	\$2.30	\$4.60	100.0%	\$100,000
HSA Expense ³	\$134.72	\$134.72	0.0%	\$392,843
HRA Expense ³	\$0.00	\$0.00	0.0%	\$0
Total Fixed Costs	\$95.35	\$117.92	23.7%	\$2,565,554

(Memo only - not included in funding)

^{4 \$100}K General Allowance fund included.

	PEPM ACA Fees			
		Estimated	Estimated	Estimated Annual
	2024	2025	% Change	2025
Subscribers	1,813	1,813		
Members	4,249	4,249		
PCORI Fee ^{5,6}	\$0.68	\$0.73	7.8%	\$15,894

⁵ IRS PCORI fee for plan years ending on or before 9/30/2024 are \$3.22 PMPY; for plans years ending 9/2025 and 9/2026 it is projected to be \$3.47 and \$3.74 respectively, indexed at 7.8%.

⁶ PCORI fees are not included in premium equivalent rates.

	PEPM Fixed Costs and ACA Fees			
		Estimated	Estimated	Estimated Annual
	2024	2025	% Change	2025
Total Fixed Costs and ACA Fees	\$96.03	\$118.65	23.6%	\$2,581,448

^{\$240,000} ISL deductible with \$200,000 aggregating deductible, 100% corridor, 24/12 contract

 $^{^{2}\,\,}$ Stop loss estimated rates at 35% ISL. Admin fees based on renewal at 3%.

 $^{^{\}rm 3}$ $\,$ HSA funding has been removed out of the fixed costs, memo only

Section 4: Claims and Enrollment Data



Pinal County Medical and Pharmacy Funding Projection For a July 1, 2025 Effective Date — Claims and Enrollment Data —

																Medical	Medical	Medical	Medical	Medical	Medical	Medical	Pharmacy	Total	Total	Total	Total	Total	Total							
		EPO	Plus	EPO	Basic	PPO	Plus	PPO	Basic	HDHF	Plus	HDHP	Basic	Tot	al	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	Total	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	Total	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	IDHP Basic	Total
	Month	Subs	Members	Subs	Members	Subs	Members	Subs	Members	Subs	Members	Subs	Members	Subs	Members	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	ald Claims	Paid Claims	ald Claims F	ald Claims I	ald Claims I	ald Claims F	raid Claims					
	0ct-22	127	301	100	242	760	1,788	469	1,215	83	139	138	324	1,677	4,009	\$61,639	\$45,290	\$561,298	\$434,575	\$32,081	\$48,411	\$1,183,294	\$57,360	\$16,927	\$246,595	\$91,879	\$31,072	\$10,765	\$454,598	\$118,999	\$62,217	\$807,893	\$526,454	\$63,153	\$59,176	\$1,637,892
	Nov-22	127	302	100	236	759	1,779	468	1,210	83	140	138	332	1,675	3,999	\$57,012	\$40,180	\$524,626	\$312,325	\$47,255	\$28,100	\$1,009,498	\$46,966	\$10,481	\$432,864	\$63,652	\$31,404	\$16,327	\$601,695	\$103,978	\$50,661	\$957,490	\$375,977	\$78,659	\$44,427	\$1,611,193
	Dec-22	128	300	99	232	756	1,774	468	1,197	84	141	140	338	1,675	3,982	\$89,679	\$37,965	\$818,541	\$240,390	\$51,785	\$62,785	\$1,301,145	\$47,740	\$31,481	\$254,519	\$64,191	\$37,545	\$8,377	\$443,853	\$137,419	\$69,446	\$1,073,060	\$304,581	\$89,330	\$71,162	\$1,744,998
	Jan-23	130	303	99	234	750	1,760	462	1,186	84	146	140	338	1,665	3,967	\$110,871	\$46,047	\$523,942	\$179,527	\$95,191	\$75,016	\$1,030,594	\$30,389	\$13,832	\$249,716	\$54,173	\$21,192	\$15,651	\$384,953	\$141,260	\$59,879	\$773,658	\$233,700	\$116,383	\$90,667	\$1,415,547
	Feb-23	131	308	100	236	749	1,756	465	1,179	83	142	141	343	1,669	3,964	\$55,302	\$59,363	\$418,736	\$520,724	\$40,947	\$75,554	\$1,170,626	\$44,089	\$18,764	\$175,261	\$71,193	\$20,171	\$7,499	\$336,977	\$99,391	\$78,127	\$593,997	\$591,917	\$61,118	\$83,053	\$1,507,603
12	Mar-23	134	314	104	244	747	1,758	468	1,201	82	142	140	342	1,675	4,001	\$116,987	\$55,019	\$2,573,981	\$232,056	\$47,337	\$105,776	\$3,131,156	\$38,263	\$21,610	\$231,264	\$53,722	\$30,638	\$12,125	\$387,622	\$155,250	\$76,629	\$2,805,245	\$285,778	\$77,975	\$117,901	\$3,518,778
₹	Apr-23	134	314	102	239	739	1,748	466	1,199	82	146	138	335	1,661	3,981	\$147,443	\$31,993	\$475,769	\$1,282,394	\$63,740	\$36,996	\$2,038,335	\$41,028	\$11,864	\$187,676	\$66,126	\$24,566	\$15,946	\$347,206	\$188,471	\$43,857	\$663,445	\$1,348,520	\$88,306	\$52,942	\$2,385,541
	May-23	135	320	101	238	746	1,745	471	1,217	85	151	136	335	1,674	4,006	\$165,168	\$27,271	\$451,358	\$472,901	\$65,659	\$86,725	\$1,269,082	\$54,711	\$15,329	\$232,690	\$52,760	\$42,399	\$16,407	\$414,296	\$219,879	\$42,600	\$684,048	\$525,661	\$108,058	\$103,132	\$1,683,378
	Jun-23	133	307	102	238	748	1,741	473	1,212	87	152	136	326	1,679	3,976	\$95,708	\$44,197	\$807,425	\$546,405	\$26,583	\$89,160	\$1,609,478	\$42,055	\$41,694	\$212,061	\$46,358	\$27,665	\$13,703	\$383,536	\$137,763	\$85,891	\$1,019,486	\$592,763	\$54,248	\$102,863	\$1,993,014
	Jul-23	117	272	105	250	739	1,761	494	1,265	84	145	140	335	1,679	4,028	\$79,769	\$23,644	\$399,576	\$189,272	\$25,746	\$56,711	\$774,718	\$45,468	\$12,769	\$195,377	\$73,285	\$13,144	\$14,850	\$354,893	\$125,237	\$36,413	\$594,953	\$262,557	\$38,890	\$71,561	\$1,129,611
	Aug-23	115	271	107	254	739	1,746	503	1,286	84	145	140	339	1,688	4,041	\$156,383	\$57,970	\$659,303	\$207,194	\$38,931	\$51,224	\$1,171,005	\$47,986	\$13,498	\$257,550	\$72,498	\$22,806	\$17,532	\$431,870	\$204,369	\$71,468	\$916,853	\$279,692	\$61,737	\$68,756	\$1,602,875
	Sep-23	118	274	105	252	741	1,753	505	1,288	82	144	140	340	1,691	4,051	\$93,574	\$28,804	\$550,026	\$447,541	\$45,926	\$46,771	\$1,212,642	\$51,497	\$17,299	\$216,381	\$69,953	\$38,069	\$8,091	\$401,290	\$145,071	\$46,103	\$766,407	\$517,494	\$83,995	\$54,862	\$1,613,932
	Oct-23	118	274	104	253	740	1,749	510	1,300	83	145	139	336	1,694	4,057	\$119,730	\$62,584	\$608,524	\$275,757	\$30,794	\$155,611	\$1,253,000	\$31,956	\$26,738	\$243,982	\$61,478	\$47,030	\$29,003	\$440,187	\$151,686	\$89,322	\$852,506	\$337,235	\$77,824	\$184,614	*-,000,-01
	Nov-23	120	275	103	252	740	1,747	522	1,318	85	148	138	333	1,708	4,073	\$47,941	\$42,962	\$533,991	\$119,944	\$32,933	\$189,022	\$966,793	\$39,662	\$24,909	\$244,431	\$91,249	\$33,192	\$18,426	\$451,869	\$87,603	\$67,871	\$778,422	\$211,193	\$66,125	\$207,448	
	Dec-23	119	270	104	249	746	1,748	530	1,348	89	153	142	347	1,730	4,115	\$160,000	\$62,356	\$664,100	\$448,231	\$88,389	\$105,690	\$1,528,766	\$49,900	\$21,898	\$233,485	\$95,858	\$34,670	\$23,432	\$459,243	\$209,900	\$84,254	\$897,585	\$544,089		\$129,122	\$1,988,009
	Jan-24	118	268	104	251	744	1,745	535	1,355	90	156	144	353	1,735	4,128	\$268,806	\$55,745	\$907,746	\$305,646	\$26,898	\$121,619	\$1,686,460	\$37,313	\$25,591	\$231,199	\$92,859	\$22,145	\$26,045	\$435,153	\$306,119	\$81,336	\$1,138,945	\$398,505	\$49,043	\$147,664	\$2,121,613
-	Feb-24	118	268	106	253	743	1,749	543	1,377	92	159	148	362	1,750	4,168	\$126,180	\$36,836	\$524,271	\$278,148	\$26,197	\$56,194	\$1,047,826	\$60,012	\$22,268	\$235,032	\$80,069	\$47,869	\$31,472	\$476,721	\$186,192	\$59,104	\$759,303	\$358,217	\$74,066	\$87,666	\$1,524,547
1	Mar-24	120	270	108	255	749	1,758	540	1,368	91	158	145	361	1,753	4,170	\$142,164	\$88,494	\$588,541	\$425,617	\$118,774	\$81,711	\$1,445,301	\$61,459	\$16,223	\$213,369	\$92,648	\$27,453	\$12,882	\$424,036	\$203,623	\$104,717	\$801,910	\$518,265	\$146,227	\$94,593	\$1,869,337
۶	Apr-24	120	270	108	250	752	1,765	544	1,362	95	165	143	354	1,762	4,166	\$35,592	\$78,901	\$790,122	\$457,859	\$49,642	\$68,541	\$1,480,657	\$40,144	\$17,088	\$245,797	\$289,941	\$24,861	\$31,381	\$649,212	\$75,736	\$95,989	\$1,035,919	\$747,800	\$74,503	\$99,922	\$2,129,869
	May-24	119	271	108	251	750	1,750	547	1,368	94	163	147	364	1,765	4,167	\$122,711	\$204,793	\$857,573	\$272,686	\$45,689	\$20,031	\$1,523,483	\$43,819	\$30,859	\$253,255	\$99,848	\$17,438	\$27,535		\$166,530	\$235,652	\$1,110,828	\$372,534	\$63,127	\$47,566	\$1,996,237
	Jun-24	118	270	109	254	748	1,743	548	1,360	92	160	149	371	1,764	4,158	\$110,660	\$38,995	\$677,594	\$217,868	\$36,249	\$92,936	\$1,174,302	\$67,350	\$29,038	\$260,404	\$122,988	\$20,134	\$23,257		\$178,010	\$68,033	\$937,998	\$340,856	\$56,383	\$116,193	\$1,697,473
	Jul-24	96	219	104	235	716	1,684	639	1,570	87	167	155	393	1,797	4,268	\$131,592	\$41,708	\$690,264	\$357,481	\$20,259	\$28,903	\$1,270,207	\$30,284	\$32,667			\$12,031	\$27,682		\$161,876	\$74,375	\$964,998	\$490,006	\$32,290	\$56,585	\$1,780,131
	Aug-24	98 96	219 211	108	242	712 711	1,681	650	1,585	87 86	167	155	388 387	1,810	4,282	\$128,323	\$50,211	\$605,100	\$451,074	\$14,580	\$27,562	\$1,276,850	\$31,440	\$19,836			\$21,096	\$22,253	,	\$159,763	\$70,047	\$906,418	\$589,764	\$35,676	\$49,815	\$1,811,483
	Sep-24	96	211	109	244		1,680	650	1,586	86	164	155	387	1,807	4,272	\$72,841	\$34,257	\$601,931	\$561,677	\$7,142	\$20,858 \$65,777	\$1,298,706	\$44,146	\$21,327	\$315,013	\$146,896	\$28,979	\$34,922	,	\$116,987	\$55,584	\$916,944	\$708,573	\$36,121	\$55,780	\$1,889,989
	Oct-24	92	206	107	242	712	1,073	051	1,584	65	103	153	365	1,800	4,253	\$182,083	\$35,715	\$608,970	\$468,478	\$73,997		\$1,435,020	\$37,287	\$26,838	\$311,247	\$151,085	\$15,307	\$30,648	\$572,413	\$219,370	\$62,553	\$920,217	\$619,563	\$89,304	\$96,425	\$2,007,433
	Nov-24	93	207	110	251	/14	1,653	653	1,581	84	160	159	397	1,813	4,249	\$182,091	\$35,984	\$598,362	\$302,195	\$28,198	\$25,665	\$1,172,495	\$30,237	\$19,853	\$268,964	\$142,598	\$28,538	\$38,723	\$528,914	\$212,328	\$55,837	\$867,326	\$444,793	\$56,736	\$64,388	\$1,701,409

USED IN PROJECTION: Approximation of Incurred Claims: Medical & Pharmacy Paid from December 2023 through November 2024 (2 Month Lag)

YEAR 1

RESULTS: Monthly:

														Medical	Pharmacy	Total	Total	Total	Total	Total	Total													
EP	O Plus	EPO	Basic	PPO	Plus	PPO	Basic	HDH	P Plus	HDHP	Basic	To	tal	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	Total	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	Total	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	Total
Subs	Members	Subs	Members	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	ald Claims I	ald Claims I	ald Claims F	ald Claims P	ald Claims	Paid Claims	ald Claims																
1,360	3,085	1,275	2,989	8,851	20,799	6,758	16,897	1,071	1,905	1,760	4,349	21,075	50,024	\$1,663,043	\$763,995	\$8,114,574	\$4,546,960	\$536,014	\$715,487	\$16,340,073	\$533,393	\$283,484	\$3,143,819	\$1,586,006	\$300,523	\$330,231	\$6,177,457	\$2,196,436	\$1,047,479	\$11,258,393	\$6,132,966	\$836,537	\$1,045,718	\$22,517,530
113	257	106	249	738	1,733	563	1,408	89	159	147	362	1,756	4,169	\$138,587	\$63,666	\$676,215	\$378,913	\$44,668	\$59,624	\$1,361,673	\$44,449	\$23,624	\$261,985	\$132,167	\$25,044	\$27,519	\$514,788	\$183,036	\$87,290	\$938,199	\$511,081	\$69,711	\$87,143	\$1,876,461
														\$1,222.83	\$599.21	\$916.80	\$672.83	\$500.48	\$406.53	\$775.33	\$392.20	\$222.34	\$355.19	\$234.69	\$280.60	\$187.63	\$293.12	\$1,615.03	\$821.55	\$1,271.99	\$907.51	\$781.08	\$594.16	\$1,068.45

Adjusted For Large Claims =

* Adjusted For Large Claims = \$968.86

USED IN PROJECTION: Approximation of Incurred Claims: Medical & Pharmacy Paid from December 2022 through November 2023 (2 Month Lag)

YEAR 2

_															Medical	Pharmacy	Pharmacy	Pharmacy	Pharmacy	Pharmacy	Pharmacy	Pharmacy	Total	Total	Total	Total	Total	Total	1						
	EPO F	Plus	EPO	Basic	PPO	Plus	PPO I	Basic	HDH	IP Plus	HDHP	Basic	То	tal	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	Total	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus	HDHP Basic	Total	EPO Plus	EPO Basic	PPO Plus	PPO Basic	HDHP Plus I	IDHP Basic	Total
Г	Subs	Members	Subs	Members	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Paid Claims	Pald Claims I	ald Claims	Paid Claims	Paid Claims I	ald Claims	ald Claims F	ald Claims F	ald Claims F	ald Claims																
	1,529	3,586	1,224	2,895	8,973	21,109	5,712	14,655	1,003	1,733	1,667	4,027	20,108	48,005	\$1,278,555	\$517,819	\$8,821,172	\$4,714,105	\$565,572	\$1,031,351	\$16,928,574	\$514,843	\$249,786	\$2,700,909	\$776,985	\$358,418	\$177,611	\$4,778,553	\$1,793,398	\$767,605	\$11,522,081	\$5,491,090	\$923,990	\$1,208,962	\$21,707,127
	127	299	102	241	748	1,759	476	1,221	84	144	139	336	1,676	4,000	\$106,546	\$43,152	\$735,098	\$392,842	\$47,131	\$85,946	\$1,410,715	\$42,904	\$20,815	\$225,076	\$64,749	\$29,868	\$14,801	\$398,213	\$149,450	\$63,967	\$960,173	\$457,591	\$76,999	\$100,747	\$1,808,927
															\$836.20	\$423.05	\$983.08	\$825.30	\$563.88	\$618.69	\$841.88	\$336.72	\$204.07	\$301.00	\$136.03	\$357.35	\$106.55	\$237.64	\$1,172.92	\$627.13	\$1,284.08	\$961.33	\$921.23	\$725.23	\$1,079.53
																												,	Adjusted For	Large Claims =		,	Adjusted For I	Large Claims =	\$909.00

RESULTS: Monthly: PEPM: PEM percent change 41.11% 42% 3.2% 4.4% 45.8 15.3% 6.8% 9.9% 5.6% 8.0% 4.8% 4.2% 46.2% 41.6% 4.7% 41.85% 41.2% 3.4.3% 7.9% 16.5% 9.0% 18.0% 72.5% 21.5% 76.1% 23.3% 37.7% 31.0% 0.9% 5.6% 15.2% 4.8% 4.2% 46.2% 41.6% 4.7% 41.85% 41.2% 3.4.3% 7.9% 16.5% 9.0% 18.0% 72.5% 21.5% 76.1% 23.3% 37.7% 31.0% 0.9% 5.6% 15.2% 4.8% 4.2% 46.2% 41.6% 41.6% 41.6

Medical and Pharmacy Funding Projection For a July 1, 2025 Effective Date - Large Claimants -

Year 1: Large Claims > \$240,000 + \$200,000 IAD: (Paid 12/23 - 11/24).

	<u>Claims</u>	Claims < ISL	Agg Choo (IAD)	<u>Approx</u>
	Ciaiiiis	<u>Deductible</u>	Agg Spec (IAD)	Recovery
Claimant 1 - Lasered	\$865,344	\$300,000	\$200,000	\$865,344
Claimant 2	\$702,881	\$240,000	\$0	\$462,881
Claimant 3	\$409,241	\$240,000	\$0	\$169,241
Claimant 4	\$387,982	\$240,000	\$0	\$147,982
Claimant 5	\$609,424	\$240,000	\$0	\$369,424
Claimant 6	\$296,010	\$240,000	\$0	\$56,010
Claimant 7	\$264,551	\$240,000	\$0	\$24,551
Claimant 8	\$243,429	\$240,000	\$0	\$3,429
Claimant 9	\$0	\$0	\$0	\$0
Claimant 10	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	\$3,778,863	\$1,980,000	\$200,000	\$2,098,863

Year 2: Large Claims > \$240,000 + \$200,000 IAD: (Paid 12/22 - 11/23).

	Claima	Claims < ISL	Add Spoo (IAD)	<u>Approx</u>
	<u>Claims</u>	<u>Deductible</u>	Agg Spec (IAD)	Recovery
Claimant 1	\$2,049,969	\$240,000	\$200,000	\$1,609,969
Claimant 2	\$1,879,582	\$240,000	\$0	\$1,639,582
Claimant 3	\$343,367	\$240,000	\$0	\$103,367
Claimant 4	\$316,070	\$240,000	\$0	\$76,070
Claimant 5	\$0	\$0	\$0	\$0
Claimant 6	\$0	\$0	\$0	\$0
Claimant 7	\$0	\$0	\$0	\$0
Claimant 8	\$0	\$0	\$0	\$0
Claimant 9	\$0	\$0	\$0	\$0
Claimant 10	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
Total	\$4.588.988	\$960.000	\$200.000	\$3,428,988



Dental Funding Projection For a July 1, 2025 Effective Date

Completed January, 2025 V1

Renew as is

Presented by:

CBIZ Benefits & Insurance Services, Inc. 4722 North 24th Street, Suite 300 Phoenix, Arizona 85016 Telephone: (602) 308-6646



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Dental Funding Projection For a July 1, 2025 Effective Date — Dental Rate Change —

1. Current Enrollment - November 2024

	Buy Up	Base	<u>Total</u>
Employee Only	625	137	762
Employee + Spouse	249	48	297
Employee + Child(ren)	262	64	326
Employee + Family	<u>413</u>	<u>102</u>	<u>515</u>
Total	1,549	351	1,900

2. 2024 Funding Rates at Budgeted

	Buy Up	Base
Employee Only	\$37.78	\$36.49
Employee + Spouse	\$72.94	\$70.32
Employee + Child(ren)	\$85.68	\$78.73
Employee + Family	\$126.50	\$116.12

3. Total 2024 Funding

<u>Buy Up</u>	<u>Base</u>	<u>Iotal</u>
\$23,613	\$4,999	\$28,612
\$18,162	\$3,375	\$21,537
\$22,448	\$5,039	\$27,487
\$52,245	\$11,844	<u>\$64,089</u>
\$116,467	\$25,257	\$141,725
	\$23,613 \$18,162 \$22,448 <u>\$52,245</u>	\$23,613 \$4,999 \$18,162 \$3,375 \$22,448 \$5,039 \$52,245 \$11,844

PEPM Funding: \$74.59

Monthly Funding: \$141,725

Annual Funding: \$1,700,696

4. Percent Change in Funding Rates

			Dentai	Dentai
Current PEPM Funding*:	\$74.59		<u>Claims</u>	<u>Admin</u>
Projected PEPM Funding:	\$73.17	======>	\$69.24	\$3.93
Calculated Rate Action: Recommended Rate Action:	-1.91% 0.00%	Dx Breakdown	94.6%	5.4%

5. Forecasted 2025 Funding Rates

	Buy Up	<u>Base</u>	<u>Total</u>
Employee Only	\$37.78	\$36.49	
Employee + Spouse	\$72.94	\$70.32	
Employee + Child(ren)	\$85.68	\$78.73	
Employee + Family	\$126.50	\$116.12	
Renewal PEPM funding:	\$75.19	\$71.96	\$74.59
Renewal Monthly funding:	\$116,467	\$25,257	\$141,725
Renewal Annual funding:	\$1,397,607	\$303,089	\$1,700,696
% Change vs. Current:	0.00%	0.00%	0.00%

Dental Funding Projection For a July 1, 2025 Effective Date - Dental Claims Projection -

1. Objective Develop funding rates which cover all dental paid claims and associated administrative expenses.

		•		•	·		•		
2.	Ass	sumptions				Year 1		Year 2	
	a.	Dental Trend:	3.5%	(Segal 2025)	Months of Trend:	20		32	
	b.	Enrollment:	Lagged	1 month				,	
	c.	Experience:	Per carr	rier reports					
	d.	Fixed Costs:	2024 A	SO Renewal					
	e.	Benefit Changes:	2025:	No Plan Changes	2024:	No Plan Changes			
			2023:	No Plan Changes	2022:	No Plan Changes			
	f.	Network Change Factor:	1.00						
	g.	Covid / Other Load Factor	r: 1.00						
	h.	Claim Fluctuation Margin:	2.0%						
	i.	Current Enrollment:	1,900	(November 2024)					
з.	Alg	gorithm				Year 1		Year 2	
					Paid period:	12/2023 - 11/2024		12/2022 - 11/2023	
					Paid Midpoint	6/1/2024		6/1/2023	
					Incurred period:	11/2023 - 10/2024		11/2022 - 10/2023	
					Incurred Midpoint:	5/1/2024		5/1/2023	
					Average enrollment:	1851		1762	
	a.	Dental Paid Claims:				\$1,420,476		\$1,322,310	
	b.	Change In Reserve (lagge	nd claime)			1.000		1.000	
	υ.		u ciaiiils)						
	C.	Network Change Factor:				<u>1.000</u>		<u>1.000</u>	

e.	Trend Adjustment Factor:
f.	Trended Adjusted Paid Claims (d x e):

Adjusted Paid Claims (a x b x c):

Plan change adjustment factor:

Enrollment Change Adjustment Factor:

Covid / Other Adjustment Factor:

Projected Experience Paid Claims [(f x g x h x i]: j.

Claim Fluctuation Margin:

Projected Experience Paid Claims with Margin (j x k):

m. Claim Rate:

d.

/lidpoint	6/1/2024	6/1/2023
ed period:	11/2023 - 10/2024	11/2022 - 10/2023
ed Midpoint:	5/1/2024	5/1/2023
ge enrollment:	1851	1762
	\$1,420,476	\$1,322,310
	1.000	1.000
	<u>1.000</u>	<u>1.000</u>
	\$1,420,476	\$1,322,310
	<u>1.059</u>	<u>1.096</u>
	\$1,504,300	\$1,449,353
	1.000	1.000
	1.026	1.079
	1.000	1.000
	\$1,543,844	\$1,563,310
	<u>1.020</u>	<u>1.020</u>
	\$1,574,721	\$1,594,576
PEPM:	\$69.07	\$69.94
Monthly:	\$131,227	\$132,881
Annual:	\$1,574,721	\$1,594,576
Credibility:	80%	20%
orealbility.	OU70	2070

Dental Funding Projection For a July 1, 2025 Effective Date - Fixed Cost Assumptions -

	PEPM Fixed Costs		
		Estimated	Estimated % of
	2024	2025	Change
Enrollment	1,900	1,900	
Claim/Premium Administration Fee	\$3.93	\$3.93	0.0%
CBIZ Consulting Fee	\$0.00	\$0.00	0.0%
Total Administrative Costs	\$3.93	\$3.93	0.0%
Total Annual Administrative Costs	\$89,604	\$89,604	0.0%

Pinal County

Dental Funding Projection For a July 1, 2025 Effective Date — Claims and Enrollment Data —

					Dental	Dental	Dental
		Buy Up	Base	Total	Buy Up	Base	Total
	Month	Subs	Subs	Subs	Paid Claims	Paid Claims	Paid Claims
	Nov-22	1,392	349	1,741	\$81,958	\$14,998	\$96,956
	Dec-22	1,394	353	1,747	\$82,906	\$17,067	\$99,973
	Jan-23	1,390	348	1,738	\$80,300	\$21,320	\$101,619
	Feb-23	1,391	347	1,738	\$87,978	\$15,503	\$103,481
	Mar-23	1,402	346	1,748	\$77,146	\$16,797	\$93,943
Year 2	Apr-23	1,391	346	1,737	\$82,750	\$11,467	\$94,218
ĕ ≼	May-23	1,394	353	1,747	\$73,189	\$19,050	\$92,239
	Jun-23	1,409	355	1,764	\$93,696	\$24,164	\$117,860
	Jul-23	1,463	334	1,797	\$127,456	\$16,757	\$144,213
	Aug-23	1,461	342	1,803	\$117,572	\$17,659	\$135,231
	Sep-23	1,451	341	1,792	\$96,191	\$18,662	\$114,853
	Oct-23	1,445	341	1,786	\$105,219	\$19,382	\$124,601
	Nov-23	1,465	340	1,805	\$77,783	\$22,297	\$100,079
	Dec-23	1,479	345	1,824	\$85,168	\$11,740	\$96,908
	Jan-24	1,478	343	1,821	\$109,510	\$21,108	\$130,618
	Feb-24	1,480	349	1,829	\$78,536	\$17,207	\$95,742
	Mar-24	1,482	352	1,834	\$93,157	\$12,887	\$106,044
Year 1	Apr-24	1,483	357	1,840	\$90,508	\$18,669	\$109,177
ĕ	May-24	1,488	363	1,851	\$85,252	\$16,824	\$102,076
	Jun-24	1,487	358	1,845	\$102,120	\$21,492	\$123,612
	Jul-24	1,543	345	1,888	\$136,419	\$24,936	\$161,355
	Aug-24	1,548	350	1,898	\$114,109	\$17,819	\$131,927
	Sep-24	1,539	352	1,891	\$96,687	\$13,531	\$110,218
	Oct-24	1,544	346	1,890	\$110,195	\$22,076	\$132,270
	Nov-24	1,549	351	1,900	\$102,738	\$17,790	\$120,528

Dental Funding Projection For a July 1, 2025 Effective Date

USED IN PROJECTION: Approximation of Incurred Claims: Dental Paid from December 2023 through

November 2024 (1 Month Lag)

YEAR 1

			Dental	Dental	Dental
Buy Up	Base	Total	Buy Up	Base	Total
Subs	Subs	Subs	Paid Claims	Paid Claims	Paid Claims

RESULTS: Monthly: PEPM:

18,016	4,200	22,216	\$1,204,398	\$216,078	\$1,420,476
1,501	350	1,851	\$100,367	\$18,006	\$118,373
			\$66.85	\$51.45	\$63.94

USED IN PROJECTION: Approximation of Incurred Claims: Dental Paid from December 2022 through

November 2023 (1 Month Lag)

YEAR 2

			Dental	Dental	Dental
Buy Up	Base	Total	Buy Up	Base	Total
Subs	Subs	Subs	Paid Claims	Paid Claims	Paid Claims

RESULTS: Monthly: PEPM:

16,983	4,155	21,138	\$1,102,185	\$220,124	\$1,322,310
1,415	346	1,762	\$91,849	\$18,344	\$110,192
			\$64.90	\$52.98	\$62.56

PEPM percent change

6.1%	1.1%	5.1%	3.0%	-2.9%	2.2%



Vision Funding Projection For a July 1, 2025 Effective Date

Completed January, 2025 V1

Renew as is

Presented by: CBIZ Benefits & Insurance Services, Inc. 4722 North 24th Street, Suite 300 Phoenix, Arizona 85016 Telephone: (602) 308-6646



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Vision Funding Projection For a July 1, 2025 Effective Date — Vision Rate Change —

1. Current Enrollment - November 2024

	Buy Up	Base	<u>Total</u>
Employee Only	603	171	774
Employee + Spouse	245	59	304
Employee + Child(ren)	243	57	300
Employee + Family	<u>375</u>	<u>96</u>	<u>471</u>
Total	1,466	383	1,849

2. 2024 Funding Rates at Budgeted

	<u>Buy Up</u>	<u>Base</u>
Employee Only	\$9.76	\$6.81
Employee + Spouse	\$21.50	\$17.70
Employee + Child(ren)	\$19.94	\$12.99
Employee + Family	\$32.20	\$20.80

3. Total 2024 Funding

	Buy Up	<u>Base</u>	<u>Total</u>
Employee Only	\$5,885	\$1,165	\$7,050
Employee + Spouse	\$5,268	\$1,044	\$6,312
Employee + Child(ren)	\$4,845	\$740	\$5,586
Employee + Family	<u>\$12,075</u>	\$1,997	<u>\$14,072</u>
Total	\$28,073	\$4,946	\$33,019

PEPM Funding: \$17.86 Monthly Funding: \$33,019 Annual Funding: \$396,231

4. Percent Change in Funding Rates

Current PEPM Funding: Projected PEPM Funding:	\$17.86 \$18.57	=====>>	Vision Claims \$16.73	Vision Admin \$1.85
Calculated Rate Action: Recommended Rate Action:	4.01% 4.01%	Vx Breakdown	90.1%	9.9%

5. Forecasted 2025 Funding Rates

4.01%	4.01%	4.01%
\$350,377	\$61,731	\$412,108
\$29,198	\$5,144	\$34,342
\$19.92	\$13.43	\$18.57
\$33.49	\$21.63	
\$20.74	\$13.51	
\$22.36	\$18.41	
\$10.15	\$7.08	
Buy Up	<u>Base</u>	<u>Total</u>
	\$10.15 \$22.36 \$20.74 \$33.49 \$19.92 \$29,198 \$350,377	\$10.15 \$7.08 \$22.36 \$18.41 \$20.74 \$13.51 \$33.49 \$21.63 \$19.92 \$13.43 \$29,198 \$5,144 \$350,377 \$61,731

Vision Funding Projection For a July 1, 2025 Effective Date — Vision Claims Projection —

1. Objective Develop funding rates which cover all vision paid claims and associated administrative expenses.

2.	Ass	sumptions				Year 1	Year 2
	a.	Vision Trend:	3.0%	(Segal 2025)	Months of Trend:	20	32
	b.	Enrollment:	Lagged	1 month			
	c.	Experience:	Per carr	er claims reports			
	d.	Fixed Costs:	2024 AS	O Renewal			
	e.	Benefit Changes:	2025:	No Plan Changes	2024:	Buy Up Plan Changes; No ch	anges to Base Plan
			2023:	No Plan Changes	2022:	No Plan Changes	
	f.	Network Change Factor:	1.00				
	g.	Covid / Other Load Factor:	1.00				
	h.	Claim Fluctuation Margin:	1.0%				
	i.	Current enrollment:	1,849	(November 2024)			
3.	Alg	orithm				Year 1	Year 2

. Alg	goritnm		Year 1	Year 2
		Paid period:	12/2023 - 11/2024	12/2022 - 11/2023
		Paid Midpoint	6/1/2024	6/1/2023
		Incurred period:	11/2023 - 10/2024	11/2022 - 10/2023
		Incurred Midpoint:	5/1/2024	5/1/2023
		Average enrollment:	1789	1684
a.	Vision Paid Claims:		\$338,206	\$310,041
b.	Change In Reserve (lagged claims):		1.000	1.000
c.	Network Change Factor:		1.000	1.000
d.	Adjusted Paid Claims (a x b x c):		\$338,206	\$310,041
e.	Trend Adjustment Factor:		<u>1.050</u>	<u>1.082</u>
f.	Trended Adjusted Paid Claims (d x e):		\$355,285	\$335,468
g.	Plan Change Adjustment Factor:		1.000	1.000
h.	Enrollment Change Adjustment Factor:		1.034	1.098
i.	Covid / Other Adjustment Factor:		1.000	1.000
j.	Projected Experience Paid Claims [(f x g x h x i]:		367251.6597	\$368,247
k.	Claim Fluctuation Margin:		1.010	<u>1.010</u>
l.	Projected Experience Paid Claims with Margin (j x k):		\$370,924	\$371,929
m.	Claim Rate:	PEPM:	\$16.72	\$16.76
		Monthly:	\$30,910	\$30,994
		Annual:	\$370,924	\$371,929
		Credibility:	80%	20%

_		
PEPM Blended Rate:	\$16.73	

Vision Funding Projection For a July 1, 2025 Effective Date - Fixed Cost Assumptions -

	PEPM Fixed Costs		
		Estimated	Estimated % of
	2024	2025	Change
Enrollment	1,849	1,849	
Claim/Premium Administration Fee	\$1.85	\$1.85	0.0%
CBIZ Consulting Fee	\$0.00	\$0.00	0.0%
Total Administrative Costs	\$1.85	\$1.85	0.0%
Total Annual Administrative Costs	\$40,983	\$40,983	0.0%

Pinal County

Vision Funding Projection For a July 1, 2025 Effective Date — Claims and Enrollment Data —

					Vision	Vision	Vision
		Buy Up	Base	Total	Buy Up	Base	Total
	Month	Subs	Subs	Subs	Paid Claims	Paid Claims	Paid Claims
	Nov-22	1,276	386	1,662	\$16,603	\$2,397	\$19,000
	Dec-22	1,284	387	1,671	\$15,077	\$1,991	\$17,068
	Jan-23	1,281	380	1,661	\$17,848	\$1,804	\$19,653
	Feb-23	1,281	383	1,664	\$19,766	\$1,975	\$21,741
	Mar-23	1,297	379	1,676	\$12,540	\$3,099	\$15,639
r 2	Apr-23	1,281	380	1,661	\$13,371	\$2,460	\$15,831
Year	May-23	1,285	386	1,671	\$16,298	\$2,969	\$19,266
	Jun-23	1,289	385	1,674	\$23,261	\$4,832	\$28,093
	Jul-23	1,332	391	1,723	\$39,817	\$4,403	\$44,220
	Aug-23	1,326	398	1,724	\$38,228	\$3,754	\$41,981
	Sep-23	1,320	394	1,714	\$31,397	\$3,548	\$34,945
	Oct-23	1,318	394	1,712	\$26,608	\$2,511	\$29,119
	Nov-23	1,333	393	1,726	\$18,295	\$4,188	\$22,483
	Dec-23	1,351	397	1,748	\$15,766	\$2,237	\$18,002
	Jan-24	1,353	399	1,752	\$15,084	\$2,875	\$17,959
	Feb-24	1,356	404	1,760	\$14,945	\$2,406	\$17,352
	Mar-24	1,359	404	1,763	\$13,237	\$2,357	\$15,594
11	Apr-24	1,366	406	1,772	\$20,816	\$3,531	\$24,347
Year	May-24	1,372	409	1,781	\$19,335	\$2,483	\$21,818
	Jun-24	1,369	406	1,775	\$19,298	\$3,585	\$22,883
	Jul-24	1,462	378	1,840	\$44,154	\$3,353	\$47,507
	Aug-24	1,470	380	1,850	\$49,135	\$3,119	\$52,254
	Sep-24	1,465	383	1,848	\$34,257	\$3,572	\$37,829
	Oct-24	1,468	382	1,850	\$30,625	\$3,641	\$34,266
	Nov-24	1,466	383	1,849	\$25,582	\$2,812	\$28,395

Vision Funding Projection For a July 1, 2025 Effective Date

USED IN PROJECTION: Approximation of Incurred Claims: Vision Paid from December 2023 through

November 2024 (1 Month Lag)

YEAR 1

			Vision	Vision	Vision
Buy Up	Base	Total	Buy Up	Base	Total
Subs	Subs	Subs	Paid Claims	Paid Claims	Paid Claims

RESULTS: Monthly: PEPM:

16,724	4,741	21,465	\$302,235	\$35,971	\$338,206
1,394	395	1,789	\$25,186	\$2,998	\$28,184
			\$18.07	\$7.59	\$15.76

USED IN PROJECTION: Approximation of Incurred Claims: Vision Paid from December 2022 through

November 2023 (1 Month Lag)

YEAR 2

			Vision	Vision	Vision
Buy Up	Base	Total	Buy Up	Base	Total
Subs	Subs	Subs	Paid Claims	Paid Claims	Paid Claims

RESULTS: Monthly: PEPM:

15,570	4,643	20,213	\$272,507	\$37,534	\$310,041
1,298	387	1,684	\$22,709	\$3,128	\$25,837
			\$17.50	\$8.08	\$15.34

PEPM percent change

7.4%	2%	6.2%	3.3%	-6.1%	2.7%



REQUESTED BY:		
Funds #:		
Dept. #:		
Dept. Name:		
Director:		
BRIEF DESCRIPTION OF AGENDA ITEM	M AND REQUESTED BOARD A	ACTION:
Discuss/approve/disapprove- Funding re Woods)	ecommendations for the 2025-2	2026 Medical, Dental, and Vision Plans. (Angeline
BRIEF DESCRIPTION OF THE FISCAL O	CONSIDERATIONS AND/OR EX	XPECTED FISCAL IMPACT OF THIS AGENDA
BRIEF DESCRIPTION OF THE EXPECT	ED PERFORMANCE IMPACT (OF THIS AGENDA ITEM:
MOTION:		
History		
Time	Who	Approval
ATTACHMENTS:		
Click to download		
No Attachments Available		



REQUESTED BY: Funds #: Dept. #: Dept. Name: Director:				
BRIEF DESCRIPTION OF AGENDA ITE	M AND REQUESTE	D BOARD ACTION:		
Discussion Only- Discussion of items to include in Future Health Benefits Trust Board meeting agenda				
BRIEF DESCRIPTION OF THE FISCAL ITEM:	CONSIDERATIONS	AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA		
BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:				
MOTION:				
History				
Time	Who	Approval		
ATTACHMENTS: Click to download				
No Attachments Available				



REQUESTED BY:						
Funds #:						
Dept. #:						
Dept. Name:						
Director:						
BRIEF DESCRIPTION OF AGENDA ITEM	I AND REQUESTED BOARD ACTION:					
Posted this 30th of January, 2025 around 4:00 PM/Danielle Watkins						
BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:						
BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:						
MOTION:						
History						
Time	Who	Approval				
ATTACHMENTS:						
Click to download						
No Attachments Available						