

Health Benefits Trust Board
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NOTICE OF PUBLIC MEETING AND EXECUTIVE SESSION
PINAL COUNTY HEALTH BENEFITS TRUST BOARD
SUMMARY OF AGENDA FOR MEETING
Tuesday, February 25, 2025

10:00 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 February 4, 2025 Special Session of the Pinal County Health Benefits Trust Board.

(4) Discussion Only- Health Benefits Trust Financial Audit Presentation (ShaunaBrewster and Michael Lauzon of HeinfeldMeech)

(5) Discussion Only- Medical, Dental, and Vision Plan Performance through December 31, 2024 (Mike Barberio, CBIZ)

(6) Discussion Only- Review of the Health Benefits Trust Fund Financial Statements (Ranee Stinson)

(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 20th of February, 2025 around 9:00 AM/Danielle Watkins



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

February 25, 2025 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Roll Call of Member Present In-Person and Virtually

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	Who	Approval
Time		

ATTACHMENTS:
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No Attachments Available



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

February 25, 2025 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Discussion/approval/disapproval of the Minutes from the February 4, 2025 Special Session of the Pinal County Health Benefits Trust Board.

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	Who	Approval
Time		

ATTACHMENTS:
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<input type="checkbox"/> February 4, 2025 Meeting Minutes

**PINAL COUNTY HEALTH BENEFITS TRUST BOARD
ACTION SUMMARY**

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

BOARD MEMBERS PRESENT VIRTUALLY: RONA CURPHY, MIKE GOODMAN, MATT BUSBY AND GINGER FLIGGER.

BOARD MEMBERS PRESENT IN PERSON: KELLI MUNROE

CALL TO ORDER AT 9:00AM

(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.

ITEM ACTION: APPROVED

(4) Discuss/approve/disapprove- Proposed policy regarding the financial stability reserve of the trust.
(Angeline Woods)

ITEM ACTION: APPROVED

- (5) Discussion Only- Projected Funding Recommendations for the 2025-2026 Medical, Dental, and Vision Plans. (Mike Barberio, CBIZ)

ITEM ACTION: DISCUSSION ONLY

- (6) Discuss/approve/disapprove- Funding recommendations for the 2025-2026 Medical, Dental, and Vision Plans. (Angeline Woods)

ITEM ACTION:POSTPONE DECISION TO FEBRUARY 25, 2025 REGULAR SESSION

- (7) Discussion Only- Discussion of items to include in Future Health Benefits Trust Board meeting agenda

ITEM ACTION: DISCUSSION ONLY



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

February 25, 2025 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Discussion Only- Health Benefits Trust Financial Audit Presentation (ShaunaBrewster and Michael Lauzon of HeinfeldMeech)

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	Who	Approval
Time		

ATTACHMENTS:

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[Audit Presentation](#)



PINAL COUNTY

Health Benefits Trust

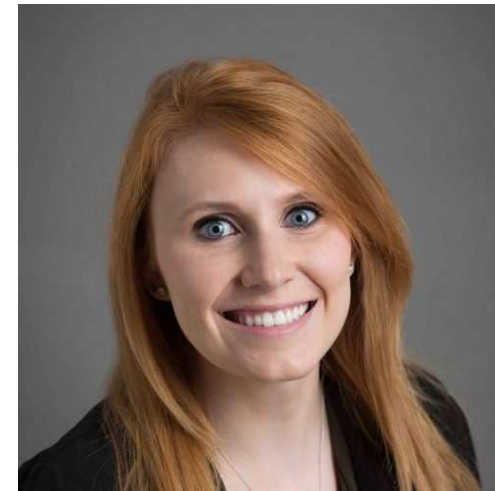
2024 Audit



Who Are We?



Michael Loren Lauzon, CPA, MBA
Audit Partner



Shauna R. Brewster, CPA, MBA
Audit Manager

Overview

- Purpose of the audit
- Roles and responsibilities
 - Auditor responsibility
 - Management responsibility
- Audit process
 - Plan and perform preliminary analytics for risk
 - Understand internal controls
 - “Fieldwork”
 - Compile financial statements

Audit Highlights

- Unmodified Opinion - highest opinion we can give
 - Not a statement of perfection but that the “financial statements are materially free from misstatement due to error or fraud”
 - Not giving an opinion on internal control



	<u>2024</u>	<u>2023</u>
Assets		
Current assets:		
Cash and cash equivalents	\$ 10,572,128	\$ 8,920,942
Accounts receivable	847,615	834,643
Prepaid items	<u>5,512</u>	<u>16,039</u>
Total current assets	<u>11,425,255</u>	<u>9,771,624</u>
Total assets	<u><u>11,425,255</u></u>	<u><u>9,771,624</u></u>
Liabilities		
Current liabilities:		
Accounts payable	85,039	115,747
Claims payable	173,250	202,013
Incurred but not reported claims	<u>2,643,315</u>	<u>2,571,605</u>
Total current liabilities	<u>2,901,604</u>	<u>2,889,365</u>
Total liabilities	<u><u>2,901,604</u></u>	<u><u>2,889,365</u></u>
Net Position		
Restricted for:		
Healthcare	<u>8,523,651</u>	<u>6,882,259</u>
Total net position	<u><u>\$ 8,523,651</u></u>	<u><u>\$ 6,882,259</u></u>

Statement of Net Position



Statement of Revenues, Expenditures and Changes in Net Position

	<u>2024</u>	<u>2023</u>
Operating revenues		
Employee contributions	\$ 6,787,578	\$ 5,944,822
Employer contributions	21,528,478	18,630,478
Cobra contributions	10,043	21,122
Rebates	2,381,751	1,982,681
Wellness reimbursement	100,000	101,792
Miscellaneous revenue	40,047	222,480
Total operating revenues	<u>30,847,897</u>	<u>26,903,375</u>
Operating expenses		
Administrative	1,914,900	1,668,418
Claims	22,742,425	20,460,601
Professional and outside services	76,073	76,033
Wellness	149,469	134,958
Employer provided insurance	1,058,147	1,128,547
Health savings accounts	736,681	650,398
Flexible spending accounts	1,236,904	1,205,091
Voluntary products	1,401,987	1,000,289
Miscellaneous expenses	29,256	21,764
Total operating expenses	<u>29,345,842</u>	<u>26,346,099</u>
Operating income (loss)	1,502,055	557,276
Nonoperating revenues (expenses)		
Interest revenue	139,337	98,504
Total nonoperating revenue (expenses)	<u>139,337</u>	<u>98,504</u>
Changes in net position	1,641,392	655,780
Total net position, beginning of year	<u>6,882,259</u>	<u>6,226,479</u>
Total net position, end of year	<u>\$ 8,523,651</u>	<u>\$ 6,882,259</u>



	2024	2023
<u>Increase/Decrease in Cash and Cash Equivalents</u>		
Cash flows from operating activities:		
Cash received from contributions	\$ 28,326,099	\$ 24,596,422
Cash received from other sources	2,508,826	2,514,003
Cash payments to suppliers for goods and services	(6,623,598)	(6,003,469)
Cash payments for claims	(22,699,478)	(20,761,454)
Net cash provided by/used for operating activities	1,511,849	345,502
Cash flows from investing activities:		
Interest income	139,337	98,504
Net cash provided by/used for investing activities	139,337	98,504
Net increase/decrease in cash and cash equivalents	1,651,186	444,006
Cash and cash equivalents, beginning of year	8,920,942	8,476,936
Cash and cash equivalents, end of year	\$ 10,572,128	\$ 8,920,942
<u>Reconciliation of Operating Income/Loss to Net Cash Provided by/Used for Operating Activities</u>		
Operating income/loss	\$ 1,502,055	\$ 557,276
Adjustments to reconcile operating income/loss to net cash provided by/used for operating activities:		
Changes in assets and liabilities:		
Increase/decrease in accounts receivable	(12,972)	207,050
Increase/decrease in prepaid expenses	10,527	4,678
Increase/decrease in accounts payable	(30,708)	(122,649)
Increase/decrease in claims payable	(28,763)	35,792
Increase/decrease in incurred but not reported claims	71,710	(336,645)
Total adjustments	9,794	(211,774)
Net cash provided by/used for operating activities	\$ 1,511,849	\$ 345,502

Statement of Cash Flows



Summary of Financial Statement Findings

- No material weaknesses or significant deficiencies noted

- Recommendations for improvement
 - Bank reconciliation timeliness (verbal)



PINAL COUNTY
WIDE OPEN OPPORTUNITY

Questions?

Michael Loren Lauzon, CPA, MBA
928-556-5271
michael.lauzon@hm.cpa

Shauna R. Brewster, CPA,
MBA
928-556-5269
shauna.brewster@hm.cpa



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

February 25, 2025 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Discussion Only- Medical, Dental, and Vision Plan Performance through December 31, 2024 (Mike Barberio, CBIZ)

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	Who	Approval
Time		

ATTACHMENTS:

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<input type="checkbox"/> Plan Performance



Pinal County

Medical, Rx, Dental, and Vision Experience

Plan Year: July 2024 – June 2025

Month End: December 2024

Presented by your CBIZ Team

Mike Barberio, Melissa Barbakoff, and Lindsey Steinhoff





Pinal County Executive Summary Report: For the month of December- Plan Year 2024-2025

For the month of December medical and pharmacy claims continued to hold steady at \$1,727,368 which was 97.5% of the expected claims liability. The first plan year quarterly rebate has now been received in the amount of \$667,730 which drops the loss ratio for the month to 59.8% on an adjusted basis. At the mid-way point of the plan year pharmacy and medical claims were \$10,164,846 (including an adjustment of \$80,982 which reflects a performance guarantee reconciliation payment from CVS Caremark and the aforementioned first rebate payment) which brings the loss ratio to 96.3% of expected claims liability with one quarter of rebates still in arrears. Total medical and pharmacy claims were \$937.28 Year to Date (YTD).

Pharmacy claims were \$552,610 for the month and \$2,536,811 YTD when adjusted for performance guarantees and rebates. PrudentRx returned \$24,773 in monthly net savings for December bringing the plan year total to \$103,723.

Medical and pharmacy costs are projected (see page 9) to increase by ~ 7.5% over last year with pharmacy costs estimated to increase more than medical costs on a percentage basis. This projection includes an upwards manual adjustment for anticipated higher year end utilization.

The Year-To-Date (YTD) enrolled percentages and the average paid claims by plan through December are shown just below:

- PPO Basic (Performance Network): 36% enrolled - \$ 837.82 PEPM
- PPO Plus (Broad Network): 39.4% enrolled - \$1,312.35 PEPM
- HDHP Basic (Performance Network): 8.6% enrolled - \$392.70 PEPM
- HDHP Plus (Broad Network): 4.7% enrolled - \$577.50 PEPM
- EPO Basic (Performance Network): 6.0 % enrolled - \$612.23 PEPM
- EPO Plus (Broad Network): 5.3% enrolled - \$1,703.73 PEPM

Eleven members (up from nine last month) have now exceeded \$100,000 of the individual stop loss deductible which is set at \$240,000. Claimant number one (see large claim report on page 11) is a recurring claim from last year (\$415,484 paid in the prior plan year) who has exceeded the stop loss deductible for this year. We continue to work with Aetna to try and contain costs on this member. Aetna has not been successful in engaging the member in any type of case management. Virtually all of the charges are out of network. Claimant number eight is a large pharmacy claimant from the 2022-2023 plan year who is now back utilizing high-cost therapies. You can expect this member to exceed the stop loss deductible.

The dental plans paid claims for the for the first half of the plan year are right on the estimate at 100.7% of estimated claims liability. Utilization continues to trend downward, with December's claims liability at 89.2% Participation has averaged 1895 enrolled employees, with almost 87% of members enrolled in the buy-up plan.

The vision plans paid claims for through December were 103.1%. Utilization continues to trend downward, with December's claims liability at 76.6%. The buy-up plan, with the new, enhanced benefits loss ratio is 107.5% YTD, while the base plan sits at 69.4%. Participation for the year has averaged 1849 enrolled employees, with 79.4% enrolled in the buy-up plan.

Pinal County
Paid Medical Plan Costs
Plan Year: July 2024 to June 2025 (as of December 2024)

Aetna - All Plans											Loss Ratio	PEPM Costs			
Month	Subscribers	Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Rx Rebates	Claims in Excess of Stop Loss**	Total Claims Paid	Fixed Costs	HSA Contributions	Total Paid Claims and Admin Fees	Actual Claims vs. Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Total Paid Claims	Total Paid Claims and Admin Fees
Jul-24	1,797	\$ 1,749,541	\$ 1,270,207	\$ 512,513	\$ -	\$ -	\$ 1,782,720	\$ 169,709	\$ 32,196	\$ 1,984,626	101.9%	\$ 706.85	\$ 285.21	\$ 992.05	\$ 1,104.41
Aug-24	1,810	\$ 1,762,198	\$ 1,276,850	\$ 534,633	\$ -	\$ -	\$ 1,811,483	\$ 170,936	\$ 32,172	\$ 2,014,591	102.8%	\$ 705.44	\$ 295.38	\$ 1,000.82	\$ 1,113.03
Sep-24	1,807	\$ 1,759,277	\$ 1,298,706	\$ 591,283	\$ (80,982)	\$ -	\$ 1,809,007	\$ 170,653	\$ 32,130	\$ 2,011,790	102.8%	\$ 718.71	\$ 327.22	\$ 1,001.11	\$ 1,113.33
Oct-24	1,800	\$ 1,752,462	\$ 1,435,020	\$ 572,438	\$ -	\$ -	\$ 2,007,458	\$ 169,992	\$ 31,713	\$ 2,209,163	114.6%	\$ 797.23	\$ 318.02	\$ 1,115.25	\$ 1,227.31
Nov-24	1,812	\$ 1,764,145	\$ 1,172,495	\$ 522,045	\$ -	\$ -	\$ 1,694,540	\$ 171,125	\$ 32,706	\$ 1,898,371	96.1%	\$ 647.07	\$ 288.10	\$ 935.18	\$ 1,047.67
Dec-24	1,819	\$ 1,770,960	\$ 1,174,758	\$ 552,610	\$ (667,730)	\$ -	\$ 1,059,638	\$ 171,786	\$ 32,675	\$ 1,264,099	59.8%	\$ 645.83	\$ 303.80	\$ 582.54	\$ 694.94
Jan-25															
Feb-25															
Mar-25															
Apr-25															
May-25															
Jun-25															
Total	10,845	\$ 10,558,584	\$ 7,628,036	\$ 3,285,523	\$ (748,712)	\$ -	\$ 10,164,846	\$ 1,024,202	\$ 193,592	\$ 11,382,641	96.3%	\$ 703.37	\$ 302.95	\$ 937.28	\$ 1,049.57

Avg Enrollment	1,808
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*The amount in Rx Rebates column for September 2024 pertains to a performance guarantee reconciliation from CVS for the prior plan year credited to current

**Includes received and outstanding stop loss recovery

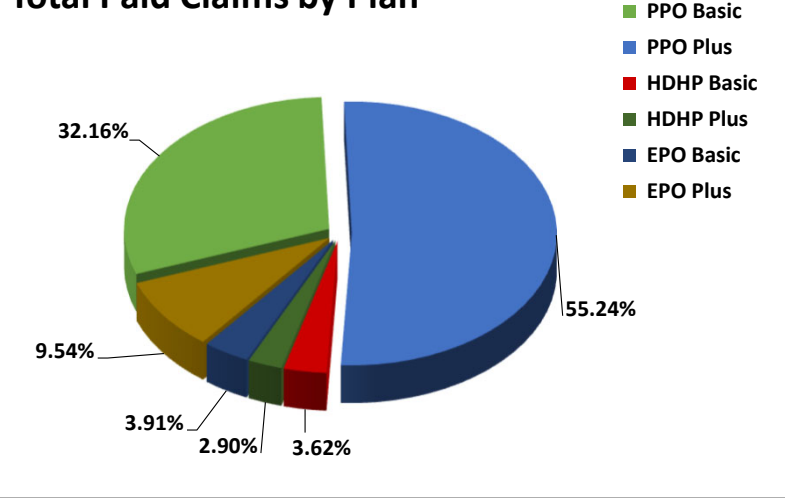
Specific Stop Loss Limit \$240,000 with a 24/12 Contract Period; Individual Aggregating Specific Deductible \$200,000

Aggregate Stop Loss declined

Fixed Costs (e.g. Admin Fees, Stop Loss, etc.)	Employee	EE & Spouse	EE & Child(ren)	EE & Family
Claim/Premium Administration Fee	\$38.89	\$38.89	\$38.89	\$38.89
HSA Administration	\$0.26	\$0.26	\$0.26	\$0.26
Rx Admin Fee	\$0.73	\$0.73	\$0.73	\$0.73
COBRA Admin Fee	\$0.30	\$0.30	\$0.30	\$0.30
Wellness & Communication/Implementation Credit	-\$4.88	-\$4.88	-\$4.88	-\$4.88
Individual Stop Loss	\$54.81	\$54.81	\$54.81	\$54.81
EAP	\$1.89	\$1.89	\$1.89	\$1.89
Consulting Fee	\$2.44	\$2.44	\$2.44	\$2.44
Total PEPM Fees for All Plans	\$94.44	\$94.44	\$94.44	\$94.44

Claim Factors	PEPM
Expected Claims Factor	\$973.59

Total Paid Claims by Plan



Pinal County
Paid Medical Plan Costs
Plan Year: July 2024 to June 2025 (as of December 2024)

Aetna - PPO Basic									Loss Ratio	PEPM Costs			
Month	Subscribers	Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Claims in Excess of Stop Loss*	Total Claims Paid	Admin Fees	Total Paid Claims and Admin Fees	Actual Claims vs. Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Total Paid Claims	Total Paid Claims and Admin Fees
Jul-24	639	\$ 581,055	\$ 357,481	\$ 135,114	\$ -	\$ 492,595	\$ 60,347	\$ 552,943	84.8%	\$ 559.44	\$ 211.45	\$ 770.88	\$ 865.32
Aug-24	650	\$ 588,219	\$ 451,074	\$ 138,690	\$ -	\$ 589,764	\$ 61,386	\$ 651,150	100.3%	\$ 693.96	\$ 213.37	\$ 907.33	\$ 1,001.77
Sep-24	650	\$ 588,778	\$ 561,677	\$ 146,896	\$ -	\$ 708,573	\$ 61,386	\$ 769,959	120.3%	\$ 864.12	\$ 225.99	\$ 1,090.11	\$ 1,184.55
Oct-24	651	\$ 588,107	\$ 468,478	\$ 151,095	\$ -	\$ 619,573	\$ 61,480	\$ 681,054	105.4%	\$ 719.63	\$ 232.10	\$ 951.73	\$ 1,046.17
Nov-24	653	\$ 587,878	\$ 302,195	\$ 141,875	\$ -	\$ 444,070	\$ 61,669	\$ 505,739	75.5%	\$ 462.78	\$ 217.27	\$ 680.05	\$ 774.49
Dec-24	659	\$ 597,078	\$ 252,607	\$ 162,002	\$ -	\$ 414,609	\$ 62,236	\$ 476,845	69.4%	\$ 383.32	\$ 245.83	\$ 629.15	\$ 723.59
Jan-25													
Feb-25													
Mar-25													
Apr-25													
May-25													
Jun-25													
Total	3,902	\$ 3,531,115	\$ 2,393,512	\$ 875,673	\$ -	\$ 3,269,185	\$ 368,505	\$ 3,637,690	92.6%	\$ 613.41	\$ 224.42	\$ 837.82	\$ 932.26

Avg Enrollment	650
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Fixed Costs (e.g. Admin Fees, Stop Loss, etc.)	Employee	EE & Spouse	EE & Child(ren)	EE & Family
Total PEPM Fees for the PPO Basic Plan	\$94.44	\$94.44	\$94.44	\$94.44

Claim Expenses	Employee	EE + Spouse	EE + Children	EE + Family
Expected Claim Factor	\$475.27	\$1,034.01	\$943.74	\$1,440.25

*Includes received and outstanding stop loss recovery

Month	Enrollment by Tier				Total EE's
	EE	EE + Sp	EE & Ch	EE & Fam	
Jul-24	241	83	147	168	639
Aug-24	247	84	152	167	650
Sep-24	246	85	152	167	650
Oct-24	248	83	154	166	651
Nov-24	253	80	153	167	653
Dec-24	252	81	153	173	659
Jan-25	0	0	0	0	0
Feb-25	0	0	0	0	0
Mar-25	0	0	0	0	0
Apr-25	0	0	0	0	0
May-25	0	0	0	0	0
Jun-25	0	0	0	0	0
Total	1,487	496	911	1,008	3,902

Pinal County
Paid Medical Plan Costs
Plan Year: July 2024 to June 2025 (as of December 2024)

Aetna - PPO Plus									Loss Ratio	PEPM Costs			
Month	Subscribers	Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Claims in Excess of Stop Loss*	Total Claims Paid	Admin Fees	Total Paid Claims and Admin Fees	Actual Claims vs. Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Total Paid Claims	Total Paid Claims and Admin Fees
Jul-24	716	\$ 751,900	\$ 690,264	\$ 274,734	\$ -	\$ 964,998	\$ 67,619	\$ 1,032,617	128.3%	\$ 964.06	\$ 383.71	\$ 1,347.76	\$ 1,442.20
Aug-24	712	\$ 750,997	\$ 605,100	\$ 301,318	\$ -	\$ 906,418	\$ 67,241	\$ 973,659	120.7%	\$ 849.86	\$ 423.20	\$ 1,273.06	\$ 1,367.50
Sep-24	711	\$ 748,796	\$ 601,931	\$ 315,013	\$ -	\$ 916,944	\$ 67,147	\$ 984,090	122.5%	\$ 846.60	\$ 443.06	\$ 1,289.65	\$ 1,384.09
Oct-24	712	\$ 746,780	\$ 608,970	\$ 311,262	\$ -	\$ 920,232	\$ 67,241	\$ 987,474	123.2%	\$ 855.29	\$ 437.17	\$ 1,292.46	\$ 1,386.90
Nov-24	714	\$ 744,002	\$ 598,362	\$ 263,792	\$ -	\$ 862,154	\$ 67,430	\$ 929,584	115.9%	\$ 838.04	\$ 369.46	\$ 1,207.50	\$ 1,301.94
Dec-24	714	\$ 742,721	\$ 772,960	\$ 271,822	\$ -	\$ 1,044,782	\$ 67,430	\$ 1,112,212	140.7%	\$ 1,082.58	\$ 380.70	\$ 1,463.28	\$ 1,557.72
Jan-25													
Feb-25													
Mar-25													
Apr-25													
May-25													
Jun-25													
Total	4,279	\$ 4,485,197	\$ 3,877,587	\$ 1,737,941	\$ -	\$ 5,615,528	\$ 404,109	\$ 6,019,637	125.2%	\$ 906.19	\$ 406.16	\$ 1,312.35	\$ 1,406.79

Avg Enrollment	713
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Fixed Costs (e.g. Admin Fees, Stop Loss, etc.)	Employee	EE & Spouse	EE & Child(ren)	EE & Family
Total PEPM Fees for the PPO Plus Plan	\$94.44	\$94.44	\$94.44	\$94.44

Claim Expenses	Employee	EE + Spouse	EE + Children	EE + Family
Expected Claim Factor	\$572.82	\$1,240.06	\$1,133.30	\$1,720.48

*Includes received and outstanding stop loss recovery

Month	Enrollment by Tier				
	EE	EE + Sp	EE & Ch	EE & Fam	Total EE's
Jul-24	307	108	129	172	716
Aug-24	299	111	132	170	712
Sep-24	299	112	132	168	711
Oct-24	303	109	133	167	712
Nov-24	308	110	133	163	714
Dec-24	308	109	136	161	714
Jan-25	0	0	0	0	0
Feb-25	0	0	0	0	0
Mar-25	0	0	0	0	0
Apr-25	0	0	0	0	0
May-25	0	0	0	0	0
Jun-25	0	0	0	0	0
Total	1,824	659	795	1,001	4,279

Pinal County
Paid Medical Plan Costs
Plan Year: July 2024 to June 2025 (as of December 2024)

Aetna - HDHP Basic										Loss Ratio	PEPM Costs			
Month	Subscribers	Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Claims in Excess of Stop Loss*	Total Claims Paid	Admin Fees	HSA Contributions	Total Paid Claims and Admin Fees	Actual Claims vs. Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Total Paid Claims	Total Paid Claims and Admin Fees
Jul-24	155	\$ 125,899	\$ 28,903	\$ 27,682	\$ -	\$ 56,585	\$ 14,638	\$ 28,099	\$ 99,322	44.9%	\$ 186.47	\$ 178.59	\$ 365.06	\$ 640.79
Aug-24	155	\$ 125,060	\$ 27,562	\$ 22,253	\$ -	\$ 49,815	\$ 14,638	\$ 28,075	\$ 92,527	39.8%	\$ 177.82	\$ 143.57	\$ 321.38	\$ 596.95
Sep-24	155	\$ 124,573	\$ 20,858	\$ 34,922	\$ -	\$ 55,780	\$ 14,638	\$ 28,061	\$ 98,479	44.8%	\$ 134.57	\$ 225.30	\$ 359.87	\$ 635.35
Oct-24	153	\$ 123,378	\$ 65,777	\$ 30,649	\$ -	\$ 96,426	\$ 14,449	\$ 27,709	\$ 138,585	78.2%	\$ 429.92	\$ 200.32	\$ 630.23	\$ 905.78
Nov-24	159	\$ 127,120	\$ 25,665	\$ 40,805	\$ -	\$ 66,470	\$ 15,016	\$ 28,764	\$ 110,251	52.3%	\$ 161.42	\$ 256.64	\$ 418.05	\$ 693.40
Dec-24	159	\$ 127,197	\$ 18,698	\$ 23,791	\$ -	\$ 42,489	\$ 15,016	\$ 28,764	\$ 86,269	33.4%	\$ 117.60	\$ 149.63	\$ 267.22	\$ 542.57
Jan-25														
Feb-25														
Mar-25														
Apr-25														
May-25														
Jun-25														
Total	936	\$ 753,227	\$ 187,463	\$ 180,101	\$ -	\$ 367,564	\$ 88,396	\$ 169,472	\$ 625,433	48.8%	\$ 200.28	\$ 192.42	\$ 392.70	\$ 668.20

Avg Enrollment	156
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Fixed Costs (e.g. Admin Fees, Stop Loss, etc.)	Employee	EE & Spouse	EE & Child(ren)	EE & Family
Total PEPM Fees for the HDHP Basic Plan	\$94.44	\$94.44	\$94.44	\$94.44

Claim Expenses	Employee	EE + Spouse	EE + Children	EE + Family
Expected Claim Factor	\$392.93	\$880.29	\$802.32	\$1,231.19

HSA Contributions	Employee	EE + Spouse	EE + Children	EE + Family
	\$168.95	\$182.73	\$182.45	\$193.31

*Includes received and outstanding stop loss recovery

Month	Enrollment by Tier				
	EE	EE + Sp	EE & Ch	EE & Fam	Total EE's
Jul-24	55	28	21	51	155
Aug-24	56	28	21	50	155
Sep-24	57	27	21	50	155
Oct-24	56	27	20	50	153
Nov-24	59	29	21	50	159
Dec-24	59	30	20	50	159
Jan-25	0	0	0	0	0
Feb-25	0	0	0	0	0
Mar-25	0	0	0	0	0
Apr-25	0	0	0	0	0
May-25	0	0	0	0	0
Jun-25	0	0	0	0	0
Total	342	169	124	301	936

Pinal County
Paid Medical Plan Costs
Plan Year: July 2024 to June 2025 (as of December 2024)

Aetna - HDHP Plus										Loss Ratio	PEPM Costs			
Month	Subscribers	Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Claims in Excess of Stop Loss*	Total Claims Paid	Admin Fees	HSA Contributions	Total Paid Claims and Admin Fees	Actual Claims vs. Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Total Paid Claims	Total Paid Claims and Admin Fees
Jul-24	87	\$ 73,418	\$ 20,259	\$ 12,031	\$ -	\$ 32,290	\$ 8,216	\$ 4,097	\$ 44,604	44.0%	\$ 232.86	\$ 138.29	\$ 371.15	\$ 512.69
Aug-24	87	\$ 73,418	\$ 14,580	\$ 21,096	\$ -	\$ 35,676	\$ 8,216	\$ 4,097	\$ 47,990	48.6%	\$ 167.59	\$ 242.49	\$ 410.07	\$ 551.61
Sep-24	86	\$ 72,422	\$ 7,142	\$ 28,979	\$ -	\$ 36,121	\$ 8,122	\$ 4,070	\$ 48,313	49.9%	\$ 83.05	\$ 336.97	\$ 420.01	\$ 561.77
Oct-24	85	\$ 71,497	\$ 73,997	\$ 15,307	\$ -	\$ 89,304	\$ 8,027	\$ 4,004	\$ 101,335	124.9%	\$ 870.55	\$ 180.08	\$ 1,050.63	\$ 1,192.18
Nov-24	83	\$ 68,461	\$ 28,198	\$ 28,518	\$ -	\$ 56,716	\$ 7,839	\$ 3,941	\$ 68,496	82.8%	\$ 339.73	\$ 343.59	\$ 683.32	\$ 825.25
Dec-24	82	\$ 66,943	\$ 19,149	\$ 25,266	\$ -	\$ 44,415	\$ 7,744	\$ 3,910	\$ 56,070	66.3%	\$ 233.52	\$ 308.13	\$ 541.65	\$ 683.77
Jan-25														
Feb-25														
Mar-25														
Apr-25														
May-25														
Jun-25														
Total	510	\$ 426,160	\$ 163,325	\$ 131,198	\$ -	\$ 294,523	\$ 48,164	\$ 24,120	\$ 366,808	69.1%	\$ 320.25	\$ 257.25	\$ 577.50	\$ 719.23

Avg Enrollment	85
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Fixed Costs (e.g. Admin Fees, Stop Loss, etc.)	Employee	EE & Spouse	EE & Child(ren)	EE & Family
Total PEPM Fees for the HDHP Plus Plan	\$94.44	\$94.44	\$94.44	\$94.44

Claim Expenses	Employee	EE + Spouse	EE + Children	EE + Family
Expected Claim Factor	\$498.32	\$1,091.06	\$996.23	\$1,517.86

HSA Contributions	Employee	EE + Spouse	EE + Children	EE + Family
	\$60.97	\$26.74	\$27.94	\$31.30

*Includes received and outstanding stop loss recovery

Enrollment by Tier					
Month	EE	EE + Sp	EE & Ch	EE & Fam	Total EE's
Jul-24	49	13	6	19	87
Aug-24	49	13	6	19	87
Sep-24	49	13	5	19	86
Oct-24	48	14	5	18	85
Nov-24	48	14	5	16	83
Dec-24	48	14	5	15	82
Jan-25	0	0	0	0	0
Feb-25	0	0	0	0	0
Mar-25	0	0	0	0	0
Apr-25	0	0	0	0	0
May-25	0	0	0	0	0
Jun-25	0	0	0	0	0
Total	291	81	32	106	510

Pinal County
Paid Medical Plan Costs
Plan Year: July 2024 to June 2025 (as of December 2024)

Aetna - EPO Basic									Loss Ratio	PEPM Costs			
Month	Subscribers	Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Claims in Excess of Stop Loss*	Total Claims Paid	Admin Fees	Total Paid Claims and Admin Fees	Actual Claims vs. Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Total Paid Claims	Total Paid Claims and Admin Fees
Jul-24	104	\$ 91,986	\$ 41,708	\$ 32,667	\$ -	\$ 74,375	\$ 9,822	\$ 84,197	80.9%	\$ 401.04	\$ 314.10	\$ 715.14	\$ 809.58
Aug-24	108	\$ 95,402	\$ 50,211	\$ 19,836	\$ -	\$ 70,047	\$ 10,200	\$ 80,246	73.4%	\$ 464.92	\$ 183.66	\$ 648.58	\$ 743.02
Sep-24	109	\$ 96,466	\$ 34,257	\$ 21,327	\$ -	\$ 55,584	\$ 10,294	\$ 65,878	57.6%	\$ 314.28	\$ 195.66	\$ 509.94	\$ 604.38
Oct-24	107	\$ 95,463	\$ 35,715	\$ 26,838	\$ -	\$ 62,553	\$ 10,105	\$ 72,658	65.5%	\$ 333.79	\$ 250.82	\$ 584.61	\$ 679.05
Nov-24	110	\$ 98,510	\$ 35,984	\$ 18,474	\$ -	\$ 54,458	\$ 10,388	\$ 64,847	55.3%	\$ 327.13	\$ 167.95	\$ 495.07	\$ 589.51
Dec-24	111	\$ 100,501	\$ 49,596	\$ 30,724	\$ -	\$ 80,320	\$ 10,483	\$ 90,803	79.9%	\$ 446.81	\$ 276.80	\$ 723.61	\$ 818.05
Jan-25													
Feb-25													
Mar-25													
Apr-25													
May-25													
Jun-25													
Total	649	\$ 578,328	\$ 247,471	\$ 149,866	\$ -	\$ 397,337	\$ 61,292	\$ 458,628	68.7%	\$ 381.31	\$ 230.92	\$ 612.23	\$ 706.67

Avg Enrollment	108
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Fixed Costs (e.g. Admin Fees, Stop Loss, etc.)	Employee	EE & Spouse	EE & Child(ren)	EE & Family
Total PEPM Fees for the EPO Basic Plan	\$94.44	\$94.44	\$94.44	\$94.44

Claim Expenses	Employee	EE + Spouse	EE + Children	EE + Family
Expected Claim Factor	\$501.11	\$1,064.12	\$971.44	\$1,481.22

*Includes received and outstanding stop loss recovery

Month	Enrollment by Tier				
	EE	EE + Sp	EE & Ch	EE & Fam	Total EE's
Jul-24	48	14	18	24	104
Aug-24	49	14	21	24	108
Sep-24	49	15	21	24	109
Oct-24	47	15	21	24	107
Nov-24	48	16	21	25	110
Dec-24	48	16	20	27	111
Jan-25	0	0	0	0	0
Feb-25	0	0	0	0	0
Mar-25	0	0	0	0	0
Apr-25	0	0	0	0	0
May-25	0	0	0	0	0
Jun-25	0	0	0	0	0
Total	289	90	122	148	649

Pinal County
Paid Medical Plan Costs
Plan Year: July 2024 to June 2025 (as of December 2024)

Aetna - EPO Plus									Loss Ratio	PEPM Costs			
Month	Subscribers	Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Claims in Excess of Stop Loss*	Total Claims Paid	Admin Fees	Total Paid Claims and Admin Fees	Actual Claims vs. Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Total Paid Claims	Total Paid Claims and Admin Fees
Jul-24	96	\$ 100,004	\$ 131,592	\$ 30,284	\$ -	\$ 161,876	\$ 9,066	\$ 170,943	161.9%	\$ 1,370.75	\$ 315.46	\$ 1,686.21	\$ 1,780.65
Aug-24	98	\$ 100,987	\$ 128,323	\$ 31,440	\$ -	\$ 159,763	\$ 9,255	\$ 169,018	158.2%	\$ 1,309.42	\$ 320.82	\$ 1,630.23	\$ 1,724.67
Sep-24	96	\$ 99,213	\$ 72,841	\$ 44,146	\$ -	\$ 116,987	\$ 9,066	\$ 126,053	117.9%	\$ 758.76	\$ 459.86	\$ 1,218.62	\$ 1,313.06
Oct-24	92	\$ 96,183	\$ 182,083	\$ 37,287	\$ -	\$ 219,370	\$ 8,688	\$ 228,058	228.1%	\$ 1,979.16	\$ 405.29	\$ 2,384.45	\$ 2,478.89
Nov-24	93	\$ 96,770	\$ 182,091	\$ 28,581	\$ -	\$ 210,672	\$ 8,783	\$ 219,455	217.7%	\$ 1,957.97	\$ 307.32	\$ 2,265.29	\$ 2,359.73
Dec-24	94	\$ 97,357	\$ 61,748	\$ 39,005	\$ -	\$ 100,753	\$ 8,877	\$ 109,630	103.5%	\$ 656.89	\$ 414.95	\$ 1,071.84	\$ 1,166.28
Jan-25													
Feb-25													
Mar-25													
Apr-25													
May-25													
Jun-25													
Total	569	\$ 590,515	\$ 758,678	\$ 210,743	\$ -	\$ 969,421	\$ 53,736	\$ 1,023,157	164.2%	\$ 1,333.35	\$ 370.37	\$ 1,703.73	\$ 1,798.17

Avg Enrollment	95
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Fixed Costs (e.g. Admin Fees, Stop Loss, etc.)	Employee	EE & Spouse	EE & Child(ren)	EE & Family
Total PEPM Fees for the EPO Plus Plan	\$94.44	\$94.44	\$94.44	\$94.44

Claim Expenses	Employee	EE + Spouse	EE + Children	EE + Family
Expected Claim Factor	\$587.08	\$1,268.59	\$1,159.55	\$1,759.28

*Includes received and outstanding stop loss recovery

Month	Enrollment by Tier				
	EE	EE + Sp	EE & Ch	EE & Fam	Total EE's
Jul-24	47	11	14	24	96
Aug-24	50	9	14	25	98
Sep-24	48	9	15	24	96
Oct-24	45	8	15	24	92
Nov-24	46	8	15	24	93
Dec-24	47	8	15	24	94
Jan-25	0	0	0	0	0
Feb-25	0	0	0	0	0
Mar-25	0	0	0	0	0
Apr-25	0	0	0	0	0
May-25	0	0	0	0	0
Jun-25	0	0	0	0	0
Total	283	53	88	145	569

Pinal County
Paid Medical Plan Costs
Plan Year: July 2023 to June 2024

Aetna - All Plans											Loss Ratio	PEPM Costs			
Month	Subscribers	Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Rx Rebates*	Claims in Excess of Stop Loss**	Total Claims Paid	Fixed Costs	HSA Contributions	Total Paid Claims and Admin Fees	Actual Claims vs. Expected Claims Liability	Medical Claims Paid	Rx Claims Paid	Total Paid Claims	Total Paid Claims and Admin Fees
Jul-23	1,679	\$ 1,621,472	\$ 774,718	\$ 354,893	\$ -	\$ -	\$ 1,129,611	\$ 134,051	\$ 28,900	\$ 1,292,563	69.7%	\$ 461.42	\$ 211.37	\$ 672.79	\$ 769.84
Aug-23	1,688	\$ 1,628,394	\$ 1,171,005	\$ 431,870	\$ -	\$ -	\$ 1,602,875	\$ 134,770	\$ 28,918	\$ 1,766,562	98.4%	\$ 693.72	\$ 255.85	\$ 949.57	\$ 1,046.54
Sep-23	1,691	\$ 1,632,572	\$ 1,212,642	\$ 401,290	\$ (62,324)	\$ -	\$ 1,551,608	\$ 135,009	\$ 28,812	\$ 1,715,429	95.0%	\$ 717.12	\$ 237.31	\$ 917.57	\$ 1,014.45
Oct-23	1,694	\$ 1,632,897	\$ 1,253,000	\$ 440,187	\$ -	\$ -	\$ 1,693,187	\$ 135,249	\$ 28,674	\$ 1,857,110	103.7%	\$ 739.67	\$ 259.85	\$ 999.52	\$ 1,096.29
Nov-23	1,708	\$ 1,642,952	\$ 966,793	\$ 451,869	\$ -	\$ -	\$ 1,418,662	\$ 136,367	\$ 28,589	\$ 1,583,618	86.3%	\$ 566.04	\$ 264.56	\$ 830.60	\$ 927.18
Dec-23	1,730	\$ 1,658,775	\$ 1,528,766	\$ 459,243	\$ (503,280)	\$ (58,458)	\$ 1,426,271	\$ 138,123	\$ 29,561	\$ 1,593,955	86.0%	\$ 883.68	\$ 265.46	\$ 824.43	\$ 921.36
Jan-24	1,735	\$ 1,663,861	\$ 1,686,460	\$ 435,153	\$ -	\$ (196,554)	\$ 1,925,059	\$ 138,522	\$ 29,897	\$ 2,093,479	115.7%	\$ 972.02	\$ 250.81	\$ 1,109.54	\$ 1,206.62
Feb-24	1,750	\$ 1,677,559	\$ 1,047,826	\$ 476,721	\$ -	\$ (153,941)	\$ 1,370,606	\$ 139,720	\$ 30,696	\$ 1,541,023	81.7%	\$ 598.76	\$ 272.41	\$ 783.20	\$ 880.58
Mar-24	1,753	\$ 1,681,702	\$ 1,445,301	\$ 424,036	\$ (520,707)	\$ (42,169)	\$ 1,306,461	\$ 139,960	\$ 30,143	\$ 1,476,563	77.7%	\$ 824.47	\$ 241.89	\$ 745.27	\$ 842.31
Apr-24	1,762	\$ 1,688,736	\$ 1,480,657	\$ 649,212	\$ -	\$ (146,914)	\$ 1,982,955	\$ 140,678	\$ 29,982	\$ 2,153,616	117.4%	\$ 840.33	\$ 368.45	\$ 1,125.40	\$ 1,222.26
May-24	1,765	\$ 1,691,089	\$ 1,523,483	\$ 472,754	\$ -	\$ (68,363)	\$ 1,927,874	\$ 140,918	\$ 30,651	\$ 2,099,443	114.0%	\$ 863.16	\$ 267.85	\$ 1,092.28	\$ 1,189.49
Jun-24	1,764	\$ 1,689,164	\$ 1,174,302	\$ 523,171	\$ (626,558)	\$ (252,920)	\$ 817,995	\$ 140,838	\$ 30,905	\$ 989,738	48.4%	\$ 665.70	\$ 296.58	\$ 463.72	\$ 561.08
Total	20,719	\$ 19,909,172	\$ 15,264,953	\$ 5,520,400	\$ (1,712,869)	\$ (919,320)	\$ 18,153,164	\$ 1,654,205	\$ 355,729	\$ 20,163,098	91.2%	\$ 736.76	\$ 266.44	\$ 876.16	\$ 973.17

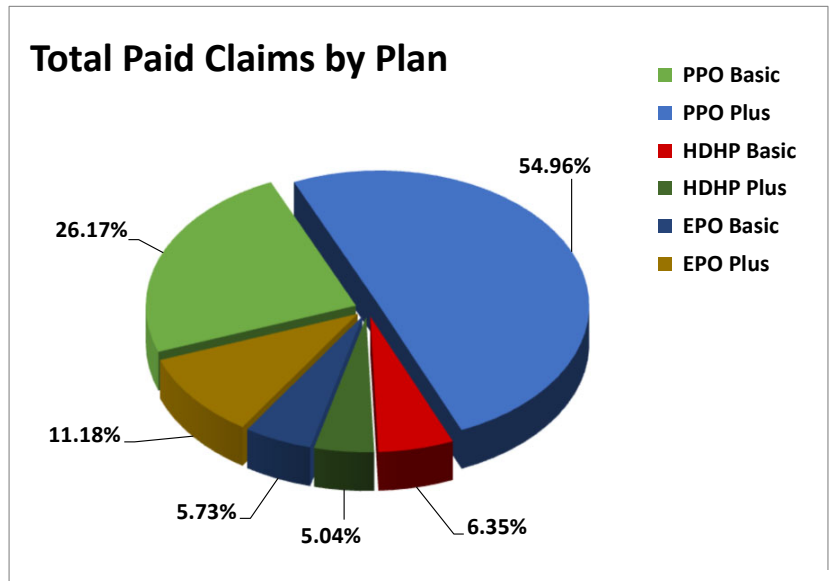
Avg Enrollment	1,727	\$ 15,264,953	\$ 5,520,400	\$ (2,300,149)	\$ (919,320)	\$ 17,565,884	\$ 1,654,205	\$ 355,729	\$ 19,575,817	88.2%
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Includes rebate payment of \$587,280 as the 4th rebate distribution for the 2023-2024 plan year
 *The amount in Rx Rebates column for September 2023 pertains to a performance guarantee reconciliation from CVS for the prior plan year credited to current
 **Includes received and outstanding stop loss recovery

Specific Stop Loss Limit \$240,000 with a 24/12 Contract Period; Individual Aggregating Specific Deductible \$200,000
 Aggregate Stop Loss declined

Fixed Costs (e.g. Admin Fees, Stop Loss, etc.)	Employee	EE & Spouse	EE & Child(ren)	EE & Family
Claim/Premium Administration Fee	\$38.89	\$38.89	\$38.89	\$38.89
HSA Administration	\$0.26	\$0.26	\$0.26	\$0.26
Rx Admin Fee	\$0.38	\$0.38	\$0.38	\$0.38
COBRA Admin Fee	\$0.30	\$0.30	\$0.30	\$0.30
Wellness & Communication/Implementation Credit	-\$4.97	-\$4.97	-\$4.97	-\$4.97
Individual Stop Loss	\$40.60	\$40.60	\$40.60	\$40.60
EAP	\$1.89	\$1.89	\$1.89	\$1.89
Consulting Fee	\$2.49	\$2.49	\$2.49	\$2.49
Total PEPM Fees for All Plans	\$79.84	\$79.84	\$79.84	\$79.84

Claim Factors	PEPM
Expected Claims Factor	\$964.03



Pinal County
Paid Medical Plan Costs
Plan Year: July 2024 to June 2025 (as of December 2024)

Annual Cost Comparison 2023/2024 vs. 2024/2025

Cost Categories	2023/2024 Annual Costs	PEPM Costs	2024/2025 Annual Estimated Costs	PEPM Costs	% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change	PEPM History		% PEPM Change
									2021/2022	2022/2023	
Medical Claims Costs	\$15,264,953	\$736.76	\$16,018,876	\$738.54	4.9%	\$753,923	0.2%	\$1.78	2021/2022	\$845.22	
Rx Claims Costs	\$5,520,400	\$266.44	\$6,571,045	\$302.95	19.0%	\$1,050,646	13.7%	\$36.51	2022/2023	\$905.21	7.1%
Rx Rebates	(\$2,300,149)	(\$111.02)	(\$2,994,849)	(\$138.08)	30.2%	(\$694,700)	24.4%	(\$27.06)	2023/2024	\$944.82	4.4%
Stop Loss Recoveries**	(\$919,320)	(\$44.37)	\$0.00	\$0.00		\$919,320		\$44.37	2024/2025	\$1,015.71	7.5%
Admin Fees	\$1,654,205	\$79.84	\$2,048,404	\$94.44	23.8%	\$394,199	18.3%	\$14.60			
HSA Contributions	\$355,729	\$17.17	\$387,185	\$17.85	8.8%	\$31,456	4.0%	\$0.68			
Total Costs	\$19,575,817	\$944.82	\$22,030,660	\$1,015.71	12.5%	\$2,454,843	7.5%	\$70.88			

	Annual
Subscribers	20,719

	Annualized
Subscribers	21,690

% Subscribers Change	# Subscribers Change
4.7%	971

*Claims costs includes an escalator load.

**Stop Loss Recoveries are YTD and not annualized.

Annual Cost Comparison 2022/2023 vs. 2023/2024

Cost Categories	2022/2023 Annual Costs	PEPM Costs	2023/2024 Annual Costs	PEPM Costs	% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
Rx Claims Costs	\$4,989,762	\$248.56	\$5,520,400	\$266.44	10.6%	\$530,637	7.2%	\$17.89
Rx Rebates	(\$2,004,292)	(\$99.84)	(\$2,300,149)	(\$111.02)	14.8%	(\$295,857)	11.2%	(\$11.18)
Stop Loss Recoveries**	(\$3,191,532)	(\$158.98)	(\$919,320)	(\$44.37)		\$2,272,212		\$114.61
Admin Fees	\$1,422,872	\$70.88	\$1,654,205	\$79.84	16.3%	\$231,333	12.6%	\$8.96
HSA Contributions	\$311,849	\$15.53	\$355,729	\$17.17	14.1%	\$43,880	10.5%	\$1.64
Total Costs	\$18,172,091	\$905.21	\$19,575,817	\$944.82	7.7%	\$1,403,726	4.4%	\$39.61

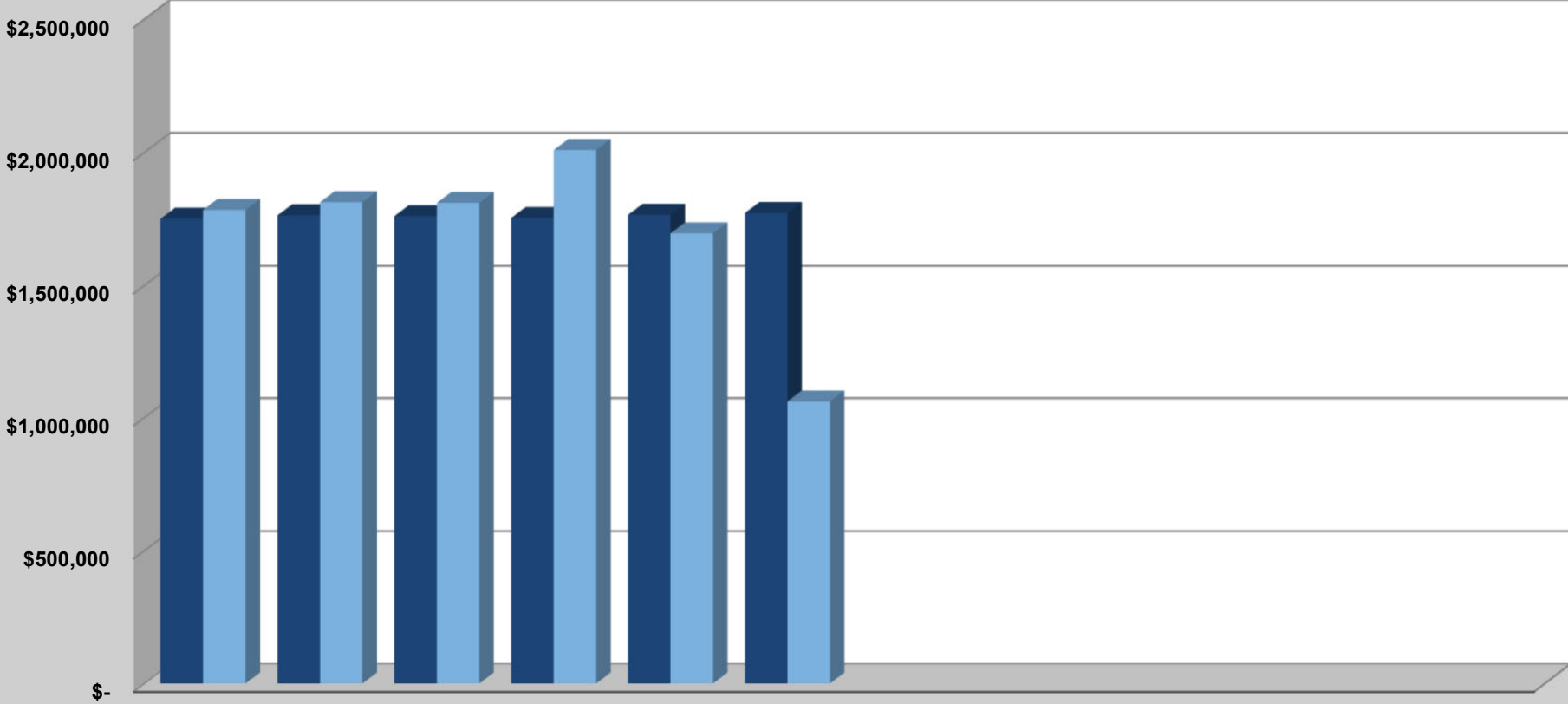
	Annual
Subscribers	20,075

	Annual
Subscribers	20,719

% Subscribers Change	# Subscribers Change
3.2%	644

**Stop Loss Recoveries are YTD and not annualized.

Pinal County Monthly Claims Experience Plan Year: July 2024 to June 2025



	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
Expected Claims Liability	\$1,749,541	\$1,762,198	\$1,759,277	\$1,752,462	\$1,764,145	\$1,770,960						
Total Claims Paid	\$1,782,720	\$1,811,483	\$1,809,007	\$2,007,458	\$1,694,540	\$1,059,638						

■ Expected Claims Liability
 ■ Total Claims Paid



Pinal County

Aetna - Large Loss Claims Report Over \$100k

2024-2025 Plan Year: Processed July 2024 through June 2025 (as of December 2024)

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Plan	Prior Month's Paid Claims	Current Month's Paid Claims		Current Month's Paid Claims	Change from Prior Paid Claims	% of \$240K ISL*	% of \$200K Aggregating Specific Limit**
					Medical	Pharmacy				
1	C003	Y	PPO Plus	\$287,408	\$343,468		\$343,468	\$56,059	100%	52%
2	C018	Y	PPO Plus	\$238,347	\$292,605		\$292,605	\$54,258	100%	26%
3	D001	N	PPO Basic	\$202,101	\$230,986		\$230,986	\$28,885	96%	
4	D002	N	PPO Basic	\$202,366	\$218,696		\$218,696	\$16,330	91%	
5	A020***	Y	PPO Plus	\$202,792	\$202,792		\$202,792	\$0	68%	
6	C005	Y	EPO Plus	\$158,612	\$153,475	\$2,830	\$156,304	(\$2,308)	65%	
7	D004	N	PPO Plus		\$151,460		\$151,460	\$151,460	63%	
8	A004	Y	PPO Plus	\$119,464		\$146,094	\$146,094	\$26,630	61%	
9	D003	N	PPO Basic	\$136,723	\$127,079	\$11,545	\$138,624	\$1,901	58%	
10	D005	N	PPO Basic		\$112,204		\$112,204	\$112,204	47%	
11	A013	Y	EPO Plus	\$106,517	\$104,482	\$4,805	\$109,286	\$2,769	46%	

Grand Total	\$1,654,330	\$1,937,247	\$165,272	\$2,102,519	\$448,189
--------------------	--------------------	--------------------	------------------	--------------------	------------------

Large Claims % of Total Paid Claims	19.3%
--	--------------

Green highlight indicates new claimant.

*ISL is the Individual Stop Loss Limit set at \$240K.

**IAD (Aggregating Specific) Stop Loss Limit is set at \$200K

*** Claimant A020 ISL is 300K



Pinal County

Aetna - Large Loss Claims Report Over \$100k

2023-2024 Plan Year: Processed July 2023 through June 2024

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Plan	Prior Month's Paid Claims	Current Month's Paid Claims		Current Month's Paid Claims	Change from Prior Paid Claims	% of \$240K ISL*	% of \$200K Aggregating Specific Limit**	Stop Loss Reimbursements	Net Paid after SL Reimbursements
					Medical	Pharmacy						
1	A020	N	PPO Plus	\$571,683	\$662,419	\$133	\$662,553	\$90,870	100%		(\$422,553)	\$240,000
2	A018***	Y	PPO Basic	\$607,994	\$571,769	\$37,655	\$609,424	\$1,430	100%	100%	(\$109,424)	\$500,000
3	C003	N	PPO Plus	\$285,651	\$413,484	\$1,989	\$415,473	\$129,822	100%		(\$175,473)	\$240,000
4	C002	N	HDHP Basic	\$395,684	\$392,808	\$4,311	\$397,119	\$1,435	100%		(\$157,119)	\$240,000
5	C012	N	PPO Basic	\$264,406	\$50,281	\$214,270	\$264,551	\$145	100%		(\$24,551)	\$240,000
6	C004	N	PPO Plus	\$235,932	\$223,220	\$32,922	\$256,142	\$20,210	100%		(\$16,142)	\$240,000
7	C005	N	EPO Plus	\$233,384	\$175,520	\$75,108	\$250,628	\$17,244	100%		(\$10,628)	\$240,000
8	C008	N	PPO Basic	\$240,981	\$242,883	\$546	\$243,429	\$2,448	100%		(\$3,429)	\$240,000
9	C016	N	EPO Basic	\$209,736	\$211,256		\$211,256	\$1,520	88%			\$211,256
10	A013	Y	EPO Plus	\$183,646	\$174,190	\$15,303	\$189,493	\$5,847	79%			\$189,493
11	B014	Y	PPO Basic	\$160,786	\$46,542	\$132,560	\$179,102	\$18,317	75%			\$179,102
12	C017	N	PPO Plus	\$110,771	\$174,613		\$174,613	\$63,842	73%			\$174,613
13	C018	N	PPO Plus	\$132,691	\$149,635		\$149,635	\$16,944	62%			\$149,635
14	C020	N	PPO Plus	\$130,913	\$64,520	\$83,244	\$147,764	\$16,851	62%			\$147,764
15	C009	N	PPO Basic	\$139,793	\$138,649	\$3,180	\$141,829	\$2,036	59%			\$141,829

Pinal County

Aetna - Large Loss Claims Report Over \$100k

2023-2024 Plan Year: Processed July 2023 through June 2024

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Plan	Prior Month's Paid Claims	Current Month's Paid Claims		Current Month's Paid Claims	Change from Prior Paid Claims	% of \$240K ISL*	% of \$200K Aggregating Specific Limit**	Stop Loss Reimbursements	Net Paid after SL Reimbursements
					Medical	Pharmacy						
16	C015	N	PPO Basic	\$136,969	\$140,783		\$140,783	\$3,814	59%			\$140,783
17	C001	N	PPO Plus	\$133,104	\$134,205		\$134,205	\$1,101	56%			\$134,205
18	C019	N	PPO Plus	\$113,742	\$43,885	\$87,661	\$131,546	\$17,804	55%			\$131,546
19	C010	N	HDHP Basic	\$120,363	\$84,847	\$38,155	\$123,002	\$2,640	51%			\$123,002
20	C014	N	PPO Plus	\$114,356	\$90,747	\$24,550	\$115,297	\$941	48%			\$115,297
21	C013	N	HDHP Plus	\$108,375		\$111,464	\$111,464	\$3,089	46%			\$111,464
22	C011	N	PPO Plus	\$105,819	\$28,965	\$79,799	\$108,764	\$2,946	45%			\$108,764
23	C021	N	PPO Plus		\$86,315	\$21,315	\$107,630	\$107,630	45%			\$107,630
24	C007	N	PPO Plus	\$106,453	\$106,453		\$106,453	\$0	44%			\$106,453

Grand Total	\$4,843,231	\$4,407,990	\$964,167	\$5,372,157	\$528,926
--------------------	--------------------	--------------------	------------------	--------------------	------------------

(\$919,320)	\$4,452,838
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Large Claims % of Total Paid Claims	25.8%
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*ISL is the Individual Stop Loss Limit set at \$240K.

**IAD (Aggregating Specific) Stop Loss Limit is set at \$200K

*** Claimant A018 ISL is 300K, A004 ISL is 450K





Dental Reports



Pinal County

Delta Dental Paid Claims

Plan Year: July 2024 to June 2025 (as of December 2024)

All Plans - Basic Plan and Buy-Up Plan							
Month	Enrollment	Claim Count	Estimated Claims Liability	Admin Fee	Dental Paid Claims	% Actual Claims vs. Estimated Claims Liability	Paid Claims PEPM
Jul-24	1,888	791	\$127,100	\$7,420	\$161,355	127.0%	\$85.46
Aug-24	1,898	672	\$127,773	\$7,459	\$131,927	103.3%	\$69.51
Sep-24	1,891	603	\$127,302	\$7,432	\$110,218	86.6%	\$58.29
Oct-24	1,890	705	\$127,235	\$7,428	\$132,270	104.0%	\$69.98
Nov-24	1,900	560	\$127,908	\$7,467	\$120,528	94.2%	\$63.44
Dec-24	1,904	605	\$128,177	\$7,483	\$114,311	89.2%	\$60.04
Jan-25							
Feb-25							
Mar-25							
Apr-25							
May-25							
Jun-25							
Total	11,371	3,936	\$765,496	\$44,688	\$770,609	100.7%	\$67.77
Average Enrollment	1,895						

Admin Fees	Employee
Administration	\$3.93

Claim Expenses	
Estimated Claim Factor	\$67.32



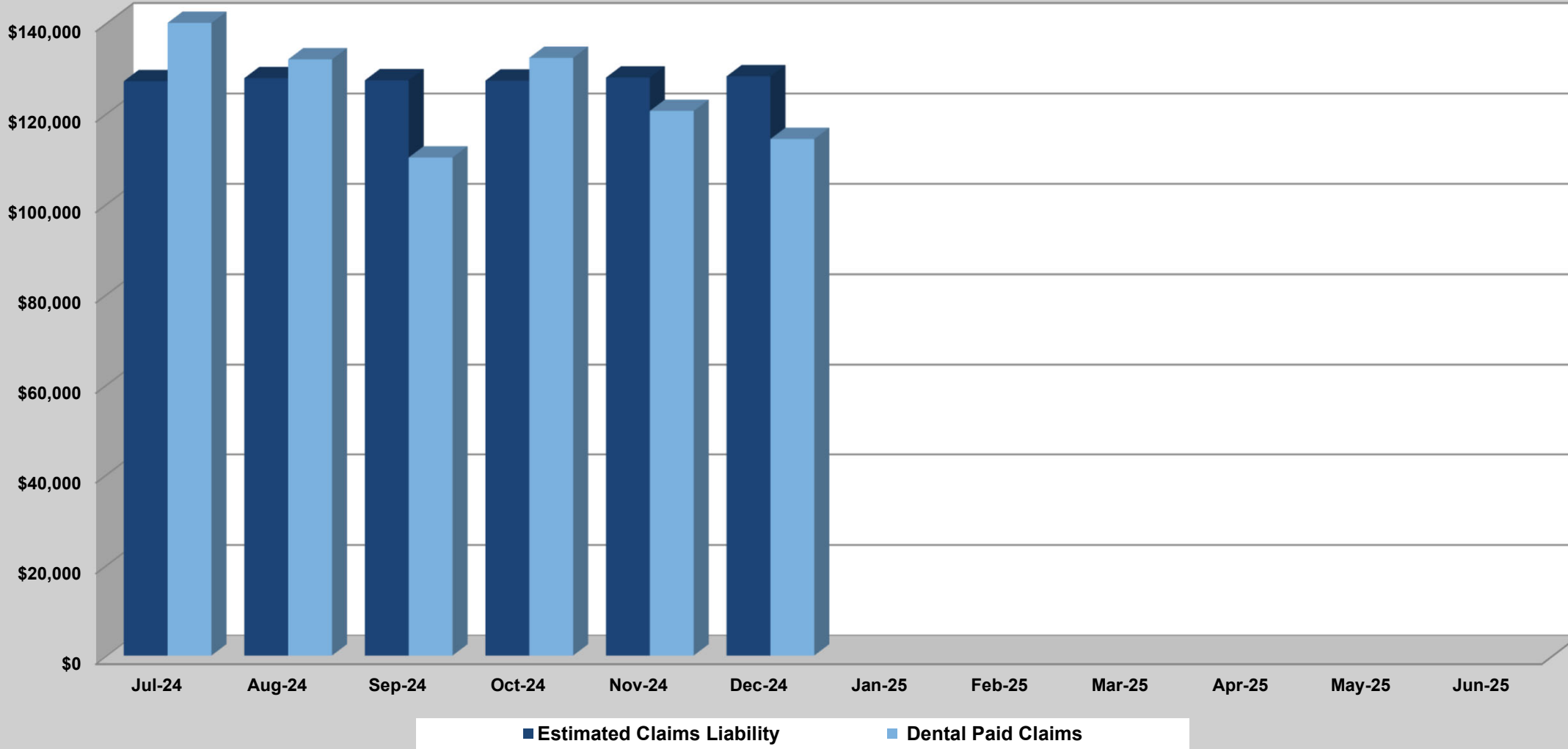
Pinal County
Delta Dental Paid Claims
Plan Year: July 2024 to June 2025 (as of December 2024)

Basic Plan							
Month	Enrollment	Claim Count	Estimated Claims Liability	Admin Fee	Dental Paid Claims	% Actual Claims vs. Estimated Claims Liability	Paid Claims PEPM
Jul-24	345	119	\$23,225	\$1,356	\$24,936	107.4%	\$72.28
Aug-24	350	108	\$23,562	\$1,376	\$17,819	75.6%	\$50.91
Sep-24	352	90	\$23,697	\$1,383	\$13,531	57.1%	\$38.44
Oct-24	346	102	\$23,293	\$1,360	\$22,076	94.8%	\$63.80
Nov-24	350	102	\$23,562	\$1,376	\$17,790	75.5%	\$50.83
Dec-24	351	80	\$23,629	\$1,379	\$13,403	56.7%	\$38.18
Jan-25							
Feb-25							
Mar-25							
Apr-25							
May-25							
Jun-25							
Total	2,094	601	\$140,968	\$8,229	\$109,553	77.7%	\$52.32
Average	349						

Buy-Up Plan							
Month	Enrollment	Claim Count	Estimated Claims Liability	Admin Fee	Dental Paid Claims	% Actual Claims vs. Estimated Claims Liability	Paid Claims PEPM
Jul-24	1,543	672	\$103,875	\$6,064	\$136,419	131.3%	\$88.41
Aug-24	1,548	564	\$104,211	\$6,084	\$114,109	109.5%	\$73.71
Sep-24	1,539	513	\$103,605	\$6,048	\$96,687	93.3%	\$62.82
Oct-24	1,544	603	\$103,942	\$6,068	\$110,195	106.0%	\$71.37
Nov-24	1,550	458	\$104,346	\$6,092	\$102,738	98.5%	\$66.28
Dec-24	1,553	525	\$104,548	\$6,103	\$100,908	96.5%	\$64.98
Jan-25							
Feb-25							
Mar-25							
Apr-25							
May-25							
Jun-25							
Total	9,277	3,335	\$624,528	\$36,459	\$661,056	105.8%	\$71.26
Average	1,546						



**Pinal County
Delta Dental Paid Claims
Plan Year: July 2024 to June 2025**



Pinal County
Delta Dental Paid Claims
Plan Year: July 2023 to June 2024

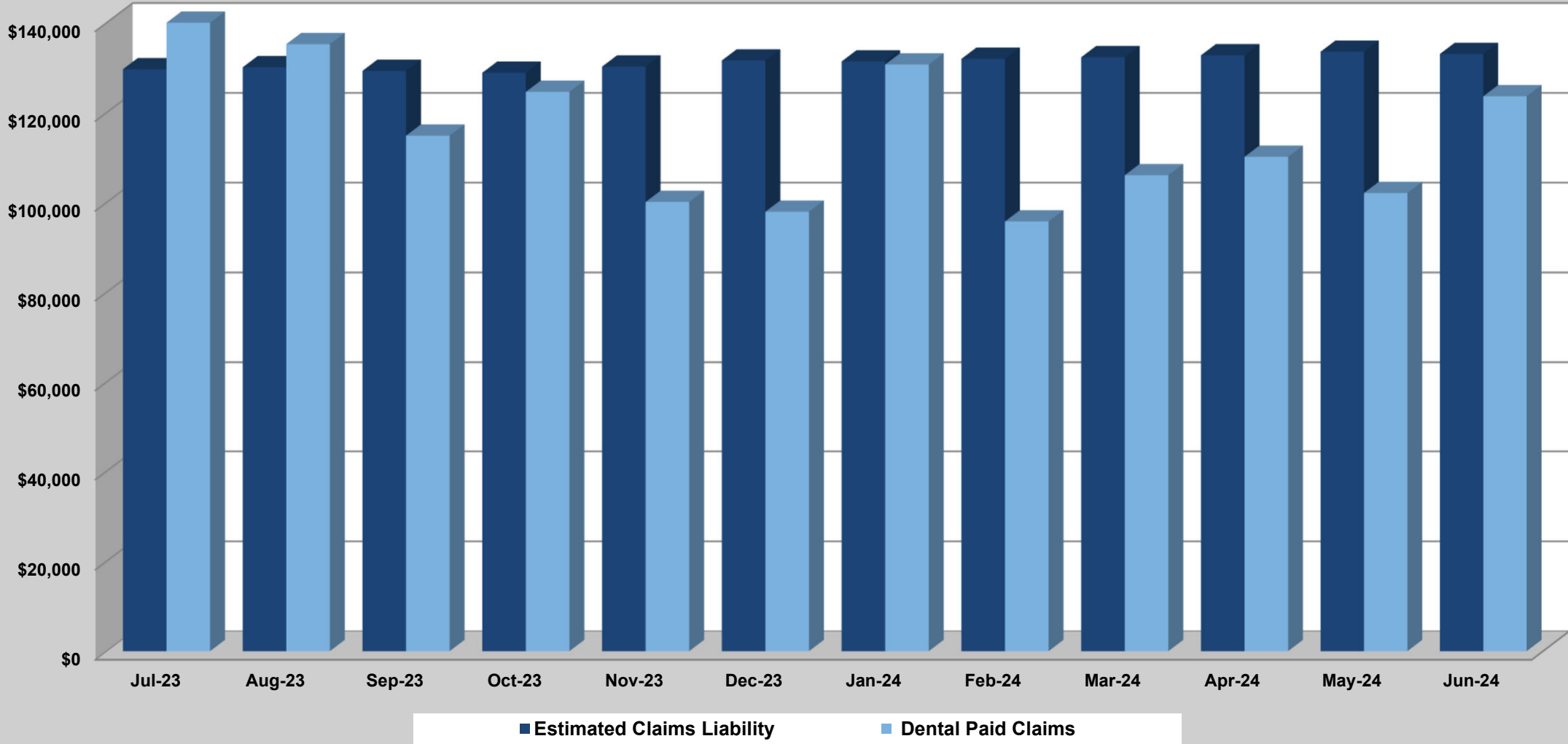
All Plans - Basic Plan and Buy-Up Plan							
Month	Enrollment	Claim Count	Estimated Claims Liability	Admin Fee	Dental Paid Claims	% Actual Claims vs. Estimated Claims Liability	Paid Claims PEPM
Jul-23	1,797	664	\$129,654	\$6,757	\$144,213	111.2%	\$80.25
Aug-23	1,803	780	\$130,086	\$6,779	\$135,231	104.0%	\$75.00
Sep-23	1,792	594	\$129,293	\$6,734	\$114,853	88.8%	\$64.09
Oct-23	1,786	665	\$128,860	\$6,715	\$124,601	96.7%	\$69.77
Nov-23	1,805	504	\$130,231	\$6,787	\$100,079	76.8%	\$55.45
Dec-23	1,824	563	\$131,602	\$6,858	\$97,915	74.4%	\$53.68
Jan-24	1,821	708	\$131,385	\$6,847	\$130,694	99.5%	\$71.77
Feb-24	1,829	538	\$131,962	\$6,877	\$95,742	72.6%	\$52.35
Mar-24	1,834	586	\$132,323	\$6,896	\$106,044	80.1%	\$57.82
Apr-24	1,840	597	\$132,756	\$6,922	\$110,141	83.0%	\$59.86
May-24	1,851	552	\$133,550	\$6,960	\$102,076	76.4%	\$55.15
Jun-24	1,844	680	\$133,045	\$6,937	\$123,612	92.9%	\$67.03
Total	21,826	7,431	\$1,574,746	\$82,070	\$1,385,202	88.0%	\$63.47
Average Enrollment	1,819						

Admin Fees	Employee
Administration	\$3.76

Claim Expenses	
Estimated Claim Factor	\$72.15



**Pinal County
Delta Dental Paid Claims
Plan Year: July 2023 to June 2024**



Pinal County
Delta Dental Dental Claims
Plan Year: July 2024 to June 2025 (as of December 2024)

Annual Cost Comparison Analysis 2023/2024 vs. 2024/2025

Cost Categories	2023/2024 Annual Costs	PEPM Costs	2024/2025 Estimated Annual Costs	PEPM Costs
Dental Claims	\$1,385,202	\$63.47	\$1,510,393	\$66.41
Admin Fees	\$82,070	\$3.76	\$89,376	\$3.93
Total Costs	\$1,467,271	\$67.23	\$1,599,770	\$70.34

% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
9.0%	\$125,192	4.6%	\$2.95
8.9%	\$7,307	4.5%	\$0.17
9.0%	\$132,498	4.6%	\$3.12

PEPM Total Cost History		Increase/Decrease
2021/2022	\$62.32	
2022/2023	\$63.48	1.9%
2023/2024	\$67.23	5.9%
2024/2025	\$70.34	4.6%

	Annual
Enrollment	21,826

	Annualized
Enrollment	22,742

% Enrollment Change	# Enrollment Change
4.2%	916

Annual Cost Comparison Analysis 2022/2023 vs. 2023/2024

Cost Categories	2022/2023 Annual Costs	PEPM Costs	2023/2024 Annual Costs	PEPM Costs
Dental Claims	\$1,248,719	\$59.72	\$1,385,202	\$63.47
Admin Fees	\$78,629	\$3.76	\$82,070	\$3.76
Total Costs	\$1,327,348	\$63.48	\$1,467,271	\$67.23

% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
10.9%	\$136,483	6.3%	\$3.75
4.4%	\$3,440	0.0%	(\$0.00)
10.5%	\$139,924	5.9%	\$3.75

	Annual
Enrollment	20,910

	Annual
Enrollment	21,826

% Enrollment Change	# Enrollment Change
4.4%	916



Vision Reports



Pinal County

VSP Vision Paid Claims

Plan Year: July 2024 to June 2025 (as of December 2024)

VSP - All Plans							
Month	Enrollment	Claim Count	Estimated Claims Liability	Admin Fee Including Adjustments	Vision Paid Claims	% Actual Claims vs. Estimated Claims Liability	Paid Claims PEPM
Jul-24	1,840	289	\$36,972	\$3,399	\$47,507	128.5%	\$25.82
Aug-24	1,850	415	\$37,125	\$3,415	\$52,254	140.8%	\$28.25
Sep-24	1,848	272	\$36,999	\$3,405	\$37,829	102.2%	\$20.47
Oct-24	1,850	236	\$36,895	\$3,411	\$34,266	92.9%	\$18.52
Nov-24	1,849	198	\$36,729	\$3,428	\$28,395	77.3%	\$15.36
Dec-24	1,858	166	\$36,917	\$3,432	\$28,274	76.6%	\$15.22
Jan-25							
Feb-25							
Mar-25							
Apr-25							
May-25							
Jun-25							
Total	11,095	1,576	\$221,636	\$20,491	\$228,524	103.1%	\$20.60
Average Enrollment	1,849						

Admin Fees	
Administration	\$1.30

Claim Expenses	
Estimated Claim Factor	\$19.93



Pinal County

VSP Vision Paid Claims

Plan Year: July 2024 to June 2025 (as of December 2024)

Base Plan							
Month	Enrollment	Claim Count	Estimated Claims Liability	Admin Fee	Vision Paid Claims	% Actual Claims vs. Estimated Claims Liability	Paid Claims PEPM
Jul-24	378	36	\$4,231	\$491	\$3,353	79.2%	\$8.87
Aug-24	380	40	\$4,269	\$494	\$3,119	73.1%	\$8.21
Sep-24	383	38	\$4,265	\$498	\$3,572	83.7%	\$9.33
Oct-24	382	45	\$4,252	\$495	\$3,641	85.6%	\$9.53
Nov-24	383	27	\$4,271	\$499	\$2,812	65.8%	\$7.34
Dec-24	384	14	\$4,292	\$499	\$1,248	29.1%	\$3.25
Jan-25							
Feb-25							
Mar-25							
Apr-25							
May-25							
Jun-25							
Total	2,290	200	\$25,580	\$2,977	\$17,745	69.4%	\$7.75
Average	382						

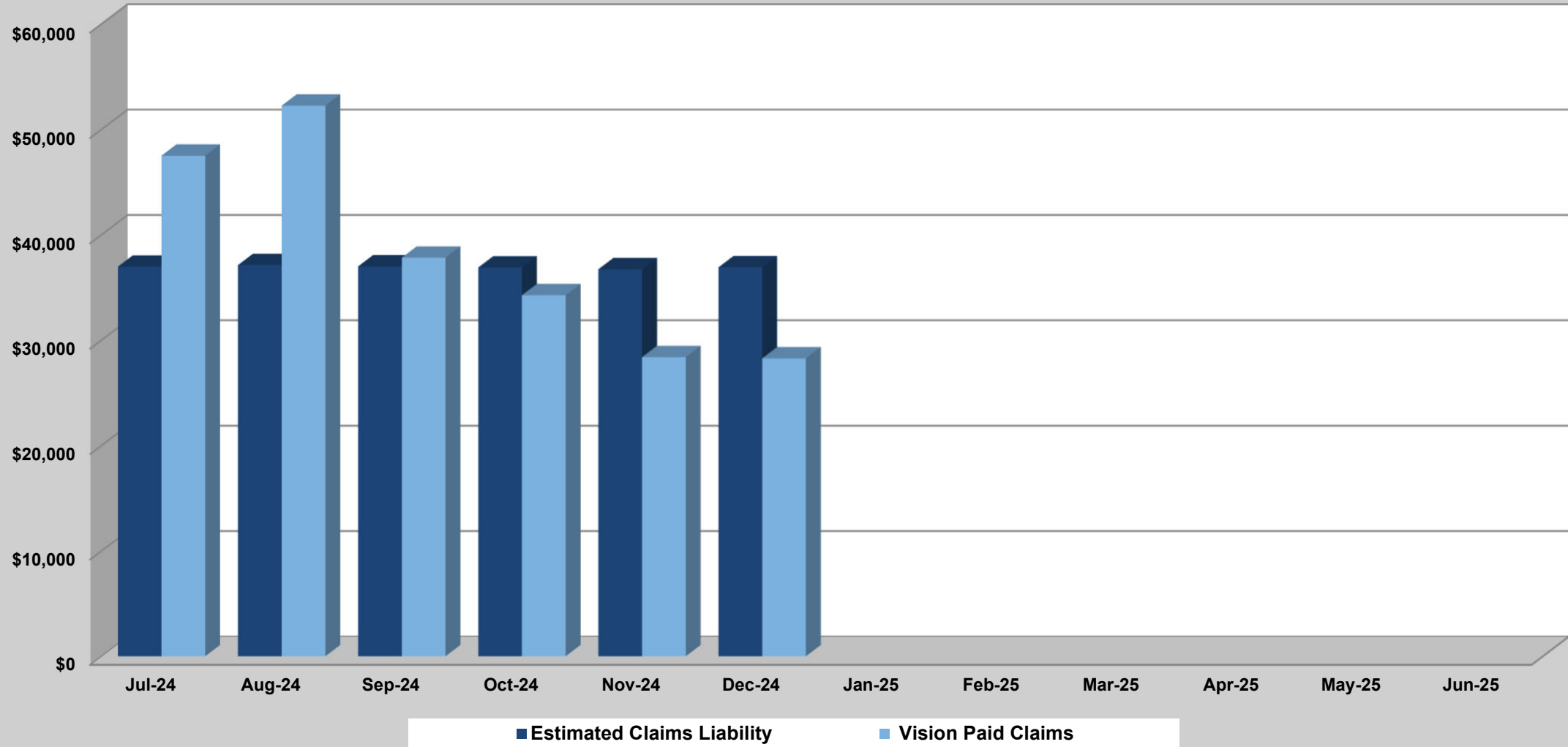
Claim Expenses	Employee	EE + Spouse	EE + Children	EE + Family
Expected Claim Factor	\$5.51	\$13.40	\$11.69	\$19.50

Buy-Up Plan							
Month	Enrollment	Claim Count	Estimated Claims Liability	Admin Fee	Vision Paid Claims	% Actual Claims vs. Estimated Claims Liability	Paid Claims PEPM
Jul-24	1,462	253	\$32,740	\$2,907	\$44,154	134.9%	\$30.20
Aug-24	1,470	375	\$32,856	\$2,921	\$49,135	149.5%	\$33.43
Sep-24	1,465	234	\$32,734	\$2,907	\$34,257	104.7%	\$23.38
Oct-24	1,468	191	\$32,644	\$2,915	\$30,625	93.8%	\$20.86
Nov-24	1,466	171	\$32,458	\$2,929	\$25,582	78.8%	\$17.45
Dec-24	1,474	152	\$32,625	\$2,933	\$27,026	82.8%	\$18.33
Jan-25							
Feb-25							
Mar-25							
Apr-25							
May-25							
Jun-25							
Total	8,805	1,376	\$196,056	\$17,514	\$210,779	107.5%	\$23.94
Average	1,468						

Claim Expenses	Employee	EE + Spouse	EE + Children	EE + Family
Expected Claim Factor	\$10.65	\$25.01	\$23.10	\$38.12



**Pinal County
VSP Vision Paid Claims
Plan Year: July 2024 to June 2025**



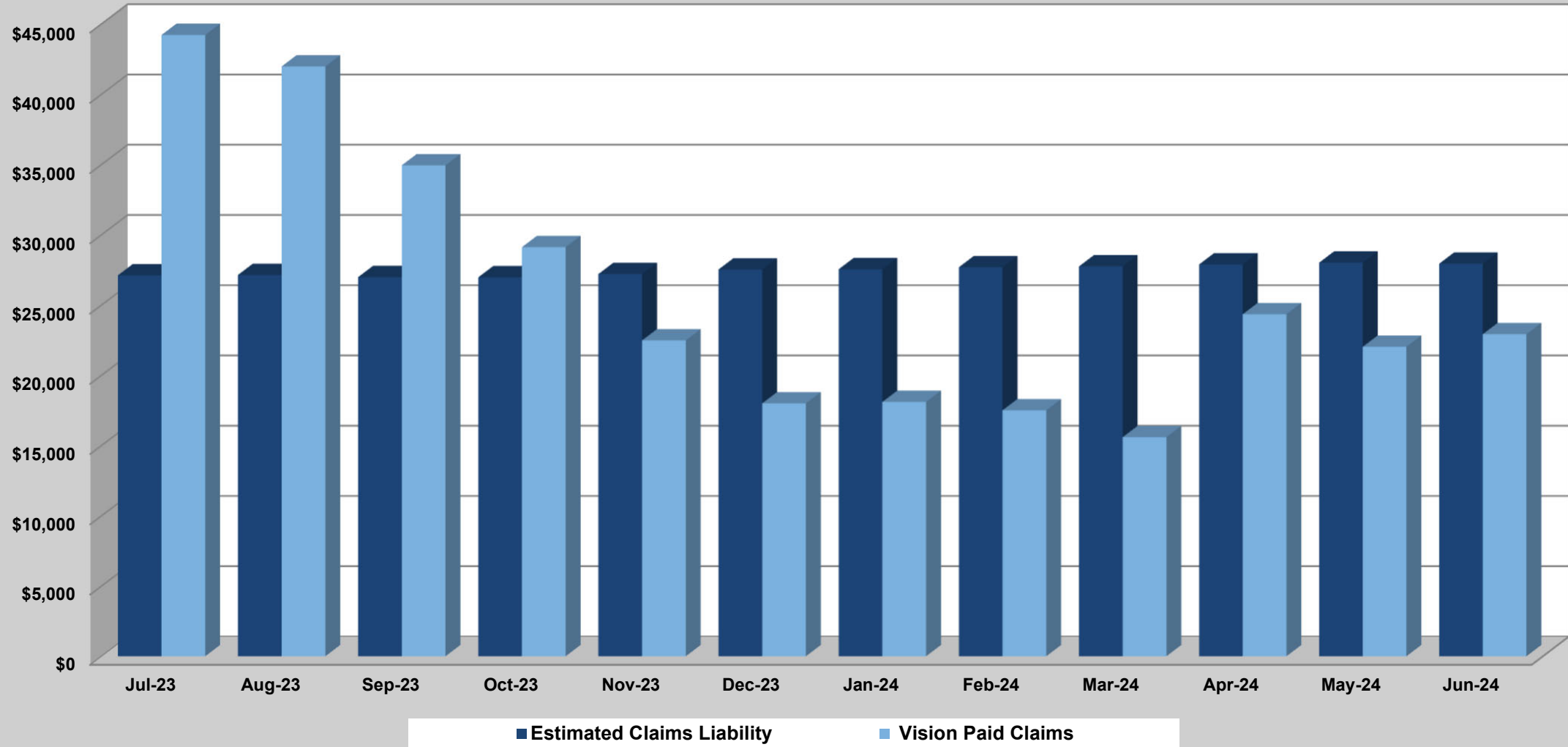
Pinal County
VSP Vision Paid Claims
Plan Year: July 2023 to June 2024

VSP							
Month	Enrollment	Claim Count	Estimated Claims Liability	Admin Fee Including Adjustments	Vision Paid Claims	% Actual Claims vs. Estimated Claims Liability	Paid Claims PEPM
Jul-23	1,739	344	\$27,111	\$2,934	\$44,220	163.1%	\$25.43
Aug-23	1,741	319	\$27,142	\$2,934	\$41,981	154.7%	\$24.11
Sep-23	1,731	279	\$26,986	\$2,918	\$34,945	129.5%	\$20.19
Oct-23	1,730	223	\$26,971	\$2,916	\$29,119	108.0%	\$16.83
Nov-23	1,745	176	\$27,205	\$2,944	\$22,483	82.6%	\$12.88
Dec-23	1,766	135	\$27,532	\$2,979	\$18,002	65.4%	\$10.19
Jan-24	1,767	161	\$27,548	\$2,980	\$18,102	65.7%	\$10.24
Feb-24	1,776	131	\$27,688	\$2,993	\$17,508	63.2%	\$9.86
Mar-24	1,780	148	\$27,750	\$3,000	\$15,594	56.2%	\$8.76
Apr-24	1,789	206	\$27,891	\$3,016	\$24,347	87.3%	\$13.61
May-24	1,797	184	\$28,015	\$3,029	\$22,028	78.6%	\$12.26
Jun-24	1,792	193	\$27,937	\$3,021	\$22,923	82.1%	\$12.79
Total	21,153	2,499	\$329,775	\$35,664	\$311,253	94.4%	\$14.71
Average Enrollment	1,763						

Admin Fees	
Administration	\$1.42

Claim Expenses	
Estimated Claim Factor	\$15.59

**Pinal County
VSP Vision Paid Claims
Plan Year: July 2023 to June 2024**



Pinal County
VSP Vision Paid Claims
Plan Year: July 2024 to June 2025 (as of December 2024)

Annual Cost Comparison Analysis 2023/2024 vs. 2024/2025

Cost Categories	2023/2024 Annual Costs	PEPM Costs	2024/2025 Estimated Annual Costs	PEPM Costs
Vision Claims	\$311,253	\$14.71	\$356,498	\$16.07
Admin Fees	\$35,664	\$1.69	\$40,982	\$1.85
Total Costs	\$346,917	\$16.40	\$397,480	\$17.91

% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
14.5%	\$45,245	9.2%	\$1.35
14.9%	\$5,318	9.5%	\$0.16
14.6%	\$50,563	9.2%	\$1.51

PEPM Total Cost History		Increase/Decrease
2021/2022	\$15.39	
2022/2023	\$15.89	3.2%
2023/2024	\$16.40	3.2%
2024/2025	\$17.91	9.2%

	Annual
Enrollment	21,153

Annualized
22,190

% Enrollment Change	# Enrollment Change
4.9%	1,037

Annual Cost Comparison Analysis 2022/2023 vs. 2023/2024

Cost Categories	2022/2023 Annual Costs	PEPM Costs	2023/2024 Annual Costs	PEPM Costs
Vision Claims	\$284,247	\$14.20	\$311,253	\$14.71
Admin Fees	\$33,730	\$1.69	\$35,664	\$1.69
Total Costs	\$317,977	\$15.89	\$346,917	\$16.40

% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
9.5%	\$27,006	3.6%	\$0.51
5.7%	\$1,934	0.0%	\$0.00
9.1%	\$28,940	3.2%	\$0.51

	Annual
Enrollment	20,014

Annual
21,153

% Enrollment Change	# Enrollment Change
5.7%	1,139



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

February 25, 2025 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

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

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	Who	Approval
Time		

ATTACHMENTS:

Click to download
<input type="checkbox"/> Financial Statements



PINAL COUNTY

WIDE OPEN OPPORTUNITY

Employee Health Benefits Trust Fund
Financial Statements
Period Ended December 31, 2024

Pinal County, Arizona - Employee Health Benefits Trust Fund
Schedule of Revenues, Expenditures, and Changes in Net Position For the Period Ended December 31, 2024

	Period Ended 12/31/2024
OPERATING REVENUES	
Employee Contributions	
Medical	879,532
Dental	657,576
Vision	148,170
Voluntary Products	1,159,022
HSA/EE	205,444
FSA/EE	595,001
Employer Contributions	
Medical	10,696,850
Dental	191,576
Vision	49,610
Voluntary Products	283,971
HSA/ER	170,004
FSA/ER	55,032
STD Admin Fee	36,951
Cobra Contributions	8,874
Rebates	665,185
Wellness Reimbursement	26,041
Miscellaneous Revenue	2,545
Interest Revenue	86,220
Total Operating Revenues	15,917,604
OPERATING EXPENSES	
Administrative	
Medical	467,906
Medical Stop Loss	585,535
Dental	44,779
Vision	20,487
STD Admin Fee	36,952
Claims	
Medical	8,478,427
Prescription	3,269,367
Dental	772,330
Vision	228,524
Professional & Outside Services	50,170
Wellness	
Preventative Well Being	22,529
EAP	23,738
Employer Provided Insurance	
Short Term Disability	184,100
Life Insurance	403,198
Health Savings Accounts	371,984
Flexible Spending Accounts	630,898
Voluntary Products	820,558
Miscellaneous Expenses	(3,653)
Total Operating Expenditures	16,407,829
Excess (deficiency) of revenues over expenditures	(490,226)
Change in Fund Balances	\$ (490,226)
Fund Balance June 30, 2024	8,523,651
Fund Balance December 31, 2024	\$ 8,033,426

Pinal County, Arizona
Health Benefits Trust Fund - Balance Sheet
For the Period Ended December 31, 2024

	Period Ended 12/31/2024
ASSETS	
Cash and Cash Equivalent	11,120,184
Accounts Receivable	19,756
Prepaid Expenses	9,631
Total Assets	11,149,571
LIABILITIES	
Accounts Payable	57,383
Claims Payable	415,447
IBNR	2,643,315
Total Liabilities	3,116,145
NET POSITION (Deficit)	
Unrestricted	8,033,426
Total Net Position	<u>\$ 8,033,426</u>



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

February 25, 2025 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Discussion Only- Discussion of items to include in Future Health Benefits Trust Board meeting agenda

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	Who	Approval
Time		

ATTACHMENTS:
Click to download
No Attachments Available



PINAL COUNTY

WIDE OPEN OPPORTUNITY

AGENDA ITEM

February 25, 2025 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Posted this 20th of February, 2025 around 9:00 AM/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:

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