

Douglas County School District Health Advisory Committee

District Office
1638 Mono Avenue
Minden, NV 89423

Tuesday, October 17, 2023
4:30 PM

Agenda

1. Call to Order

A. Roll Call of Committee Members

B. Adoption of Agenda (For Possible Action)

Committee members reserve the right to take items in a different order to accomplish business in the most efficient manner.

2. Public Comment #1

Public comment will be taken during this agenda item regarding any item appearing on the agenda. A sign-up sheet is provided and individuals may address the committee by indicating their desire to speak and the topic about which they will speak. The committee reserves the right to limit the amount of time that will be allowed for each individual to speak. (The time allotted is nontransferable for each speaker.) The committee is precluded from acting on items raised during Public Comment that are not already on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. Public Comment #2 will provide an opportunity for public comment on any matter within the Committee's jurisdiction, control, or advisory authority.

3. Committee Members' Comment

Comments from committee members are invited at this time for any item not specifically addressed elsewhere in the agenda. The intent of this standing item is to allow committee members to provide feedback to the committee as a whole regarding membership questions and comments. Committee members should limit the amount of time and be respectful of time constraints and not be repetitive of other committee members' comments.

4. Approval of Minutes of the September 26, 2023 Meeting (For Possible Action) **3**

Attached are the minutes of the September 26, 2023 Health Advisory Committee Meeting for review and approval.

5. Review of Claims (Information and Discussion) **7**

Lloyd Barnes, Nate Kerr

A representative from DCSD's broker, LP Insurance Services, Inc., will review claims expenses for Douglas County School District's self-funded health insurance.

6. Customer Service Review (Information and Discussion) **15**

Sam Bradley, Jose Sandoval

A representative from Douglas County School District's Third Party Administrator, Hometown Health, will review customer service statistics.

7. Self- Insurance Fund Projected Financials (Information and Discussion) **19**

Adam Dedmon, Executive Director of Human Resources, will provide an update in the projected financials of the district's self-insured health insurance fund.

8. Stop-Loss Insurance Renewal (Information, Discussion and Possible Action)

21

Nate Kerr, Lloyd Barnes

A representative from DCSD's broker, LP Insurance Services, Inc., will provide an overview of the District's Stop-Loss Insurance options for January 1, 2024 renewal. The Committee will discuss the information and recommendations that will be reviewed by the Board of Trustees during an upcoming School Board meeting.

9. DCSD Plan Review (Information, Discussion and Possible Action)

The DCSD Health Advisory Committee will review DCSD's Self-Funded Health Insurance Plan, and may provide revised plan rate projections and benefit reductions. The committee will discuss and review changes to the District's Plan for the purposes of a January 1, 2024 renewal. Changes may include, but are not limited to, premium rates, benefit reductions, participant premium contributions, expansion of HSAs, and plan design changes to medical, dental, prescription, and vision plans.

10. Correspondence (Information and Discussion)

Committee members will discuss or review any correspondence received pertaining to the Advisory Health Insurance Committee.

11. Future Agenda Items (Information, Discussion and Possible Action)

Committee members will discuss or propose upcoming items for future agenda items in addition to setting the next meeting date(s) and times.

12. Public Comment #2

Public comment will be taken during this agenda item on any matter within the committee's jurisdiction, control, or advisory authority. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. A sign-up sheet is provided and individuals may address the committee by indicating their desire to speak and the topic about which they will speak. The committee reserves the right to limit the amount of time that will be allowed for each individual to speak. (The time allotted is nontransferable for each speaker.) The committee is precluded from acting on items raised during Public Comment that are not already on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken.

13. Adjournment

(*) Times are estimated. Items on the Agenda may be taken out of order. The Health Advisory Committee may combine two or more agenda items for consideration, and may remove an item from the agenda or delay discussion relating to an item on the agenda at any time. Generally speaking, the item will be heard no earlier than the time indicated.

If copies of the complete agenda (and supporting materials) are desired in advance, they may be obtained at the District Office on the Friday or Monday preceding a regular Tuesday meeting of the Committee. Please contact Caryn Harper at 775-782-5134 or charper@dcsd.k12.nv.us.

Notice to Individuals with Disabilities: Members of the public who require special assistance or accommodations are asked to notify the District Administration at 1638 Mono Avenue, Minden, Nevada, 89423, or by calling 782-5134, so that such notification is received at least twenty-four (24) hours prior to the meeting. In conformance with the Open Meeting Law, it is hereby noted that the agenda for the meeting of the Douglas County School District Health Advisory Committee has been posted at the following locations:

Douglas County School District, Minden, NV

District website: www.dcsd.k12.nv.us

State of Nevada website: <https://notice.nv.gov>

**DRAFT -- Minutes of the Health Advisory
Committee Meeting of September 26, 2023**

Committee Members Present

Adam Dedmon, Executive Director of Human Resources
Darcy McInnis, DCPEA
Kerry Stack, DCPEA
Susan McNeall, DCAA
Jeff Johnson, Chapter #6 Bus Drivers Association

Absent

Lin Falkner, DCPEA

Lloyd Barnes, LP Insurance, Nate Kerr, LP Insurance, Sam Bradley, Hometown Health, Jose Sandoval, Hometown Health, Connor Deck, Hometown Health, Jason Olson, Maxor (via Google Meets), Sue Estes, DCSD Business Services, and Leeann Caires, DCSD Human Resources.

Meeting minutes are created and provided in accordance with NRS 241.035. They are not a word-for-word transcript of the meeting.

1. Call to Order

The meeting was called to order by Mr. Dedmon at 4:36 p.m.

Ms. Stack made a motion to adopt the flexible agenda. Ms. Mc Innis seconded the motion.

Motion carried 5-0.

2. Public Comment #1

No public comment.

3. Committee Members' Comment

Ms. Stack thanked Sam Bradley (Hometown Health) for her assistance with a physician and their contracting issues.

4. Approval of Minutes of the August 29, 2023 meeting (For Possible Action)

Ms. McNeall made a motion to approve the August 29, 2023 minutes. Ms. Stack seconded the motion.

Motion carried 5-0.

5. Review of Claims (Information and Discussion)

Mr. Kerr reported on the paid claims through August 2023.

Exhibit 1 – Total employee claims (line 10) are up approximately 26% compared to 2022. Total claims for dependents (Line 18) are up approximately 15% compared to 2022. Total claims (line 27) for the month of August were \$1,045,170. Average monthly composite cost for August (Line 28) per employee is \$1028 (prior year was \$844 per month – an increase of 22%).

Exhibit 3 – Total Plan Costs - paid claims plus fixed costs (fees such as operating costs, admin fees for Hometown Health, consulting fees for LP Insurance, pharmacy rebates, Stop-Loss reimbursements, etc.). Line 32 shows the total net plan costs for August was \$1,116,668. Average monthly composite net plan cost per employee is \$1,088 (Line 34) – a 20% increase from 2022.

Exhibit 5 – Large claims report. Large claim tracking begins when a claim reaches approximately 50% of Stop-Loss deductible (\$250,000). As of August, there are 7 large claims on this report. Two of the seven

claims are now eligible for stop-loss reimbursement because they have exceeded the \$250,000 deductible. It was noted that there are several cancers in the large claims report. According to the report, there is approximately \$126,000 in stop-loss reimbursements expected so far this plan year.

Exhibit 6 - Incurred but Not Reported (IBNR) is the outstanding estimated liability that DCSD carries on an on-going basis. August 2023 estimated IBNR is \$1,104,122.

Mr. Johnson asked if the increase in claims is a result of more claims or more expensive claims. To which Mr. Kerr answered that it is both. There has been an increase in frequency and severity and this is not unique to DCSD.

6. Customer Service Review (Information and Discussion)

Ms. Bradley from Hometown Health reported on customer service from August 2023. Customer Service Call Volume report data shows approximately 57 member calls in August (57 were answered). For August, the Average Seconds to Answer was 43 seconds (performance guarantee is 120 seconds). August 2023 Abandonment rate was 0% (performance guarantee is 10%). The claims report (clean and unclean claims) shows 1395 total claims for the month of August, 1581 were paid during the month, resulting in 98% of claims paid within 30 days. It was mentioned that claims numbers on previous reports seem to be different than the claims numbers on today's report. Ms. Bradley commented that Hometown Health had to redo the report because portions of the claims info were not being properly included. It was requested that the breakdown of claims be included in future reports (medical, dental, etc.). Ms. Bradley said that the breakdown will be included in future reports.

7. Self-Insurance Fund Projected Financials (Information and Discussion)

Ms. Estes commented on Breakdown of Insurance Revenue & Expense report (provides information regarding revenue, expenses and possible unique expenditures and abnormalities). August total revenue was \$607,995 while total expenses were \$1,181,271. Ms. Estes said it is important to note that DCSD had two "bad" months of claims (July & August) and we are hoping this stabilizes. Ms. Estes recommended discussions regarding ways to increase revenue.

Mr. Dedmon reported on the August financials. For the month of August, paid claims were \$1,112,051. Total claims for the fiscal year 23-24 so far are \$2,121,047. Number of employees covered in August was 738. Spouse/dependents covered was 358.

8. Hometown Health Proposal Review (Information, Discussion and Possible Action)

Mr. Sandoval reviewed the fees included in the proposal – a 3 year contract (2024 – 2026). Total administrative fees for each year are \$27.90 PEPM (2024), \$29.02 PEPM (2025), \$30.18 PEPM (2026). Current admin fees are \$17.46 PEPM. Other fees reviewed include National Network (\$4.75 PEPM), Claims Run-out (\$12 perprocessed claim), Custom Programming (\$120 per hour). Performance guarantees will continue to be implemented – average seconds to answer is being reduced from 120 seconds to 75 seconds.

Mr. Deck noted that the 2021 administrative fees were approximately \$24 PEPM but in acknowledgement of difficulties associated with the Hometown Health system change in 2022, they lowered DCSD's PEPM admin fees from September 2022 through the end of 2023. The current proposal is more "in line" with market pricing. Ms. Estes noted that this would be an increase in admin fees of approximately \$100,000 per year.

Ms. McInnis made a motion to accept the TPA (Third Party Administrator) proposal provided by Hometown Health. Ms. McNeall seconded the motion.

Motion carried 5-0.

9. Prescription Plan and Prescription Drug Savings Programs (Information, Discussion and Possible Action) – Item taken out of order.

Jason Olson from Maxor provided a summary of DCSD prescription plan performance for 4/1/23 – 6/30/23 (compared to 4/1/22 – 6/30/22). He noted that DCSD experienced an 11% increase in plan cost. Utilization decreased by 10% compared to the same time last year. Diabetes medications rank first in the top traditional drug classes. Other key notes - Generic dispensing increased 4% (currently 87.5%), 52% of plan cost goes towards specialty medications (but they are only 1.6% of claims), oncology ranked first in specialty drug classes (58%), chronic inflammatory disease ranked second. Medication adherence is 89% - 93% which is very good (which can impact medical costs).

Some programs Maxor utilizes with DCSD to help cost optimization are: Maxor Focus Formulary, Utilization Management, Maxor Specialty Care, Maxor Copay Solutions, Maxor Opioid Management Program, Care Improvement Program (savings numbers not yet available), myMaxor Link, Better Choices/Low Value Drug List. These programs have provided an estimated \$121,000 in savings.

Cost optimization recommendations include: 1 - move to closed formulary to increase rebates (DCSD currently has a closed formulary. Maxor will engage disrupted members if this change is made. 2 - GLP1 formulary restrictions (Mounjaro and Ozempic). 3 – BioSimilar Management (lower cost alternatives).

Mr. Barnes asked about the closed formulary option change – is there an idea of savings potential? Mr. Olson estimated possibly 4% - 5% savings. Number of people affected is not known at this time (possibly 10% would have to change medication). There is a strict formulary change and a middle of the road formulary change. Maxor recommended that the closed formulary would be the number one recommended change. Mr. Olson agreed to provide some analysis for the middle tier formulary and the more restrictive formulary to help determine if the change can/should be made by DCSD.

Mr. Dedmon asked about BioSimilar medications. Mr. Olson explained that biosimilar medications are medications that provide similar efficacy as medications traditionally used to treat conditions. Maxor currently provides access to biosimilar medications for DCSD.

10. DCSD Plan Review (Information, Discussion and Possible Action)

Ms. Estes said that she will need some time to put some “numbers” together based on cost analysis. She agreed that there is a need to look at the entire picture. Small plan changes will not provide enough increased revenue and DCSD may have to absorb some of the costs in the budget by increasing what DCSD pays for employees. DCSD is below what many other school districts are currently paying for their employees and what the employees are paying for their dependent coverage. Mr. Barnes commented that when thinking about what DCSD pays for employee’s premiums and increasing that rate, there should be a comparable increase for dependent premiums. It is important to keep the changes correlated so that there is not “shifting”, resulting in DCSD indirectly supplementing dependent costs. Ms. Estes agreed to come back to the committee with some budget “numbers” in October.

The committee agreed that it will be better to evaluate changes at the October HAC meeting based on what Ms. Estes can share about the budget. The importance of having changes in place prior to open enrollment was expressed.

11. Correspondence (Information and Discussion)

No correspondence.

12. Future Agenda Items (For Possible Action)

1 – Discussion regarding possible plan changes for the 2024 plan year; 2 – possible DCSD health insurance education or town hall; 3 – Stop-Loss Renewal.

HAC meeting dates scheduled for 2023-24: 10/17/2023, 11/28/2023, No December 2023 Meeting, 01/23/2024, 02/27/2024, 03/26/2024, 04/30/2024, 05/28/2024.

13. Public Comment #2

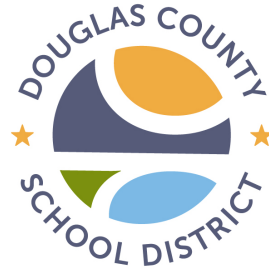
No public comment.

14. Adjournment

The meeting was adjourned by Mr. Dedmon.

Submitted by,

Leeann Caires,
Benefits & Risk Management Coordinator
Douglas County School District
(775) 782-7177



Douglas County School District

September-23

**Group Health Plan
Cost Analysis Report**

7

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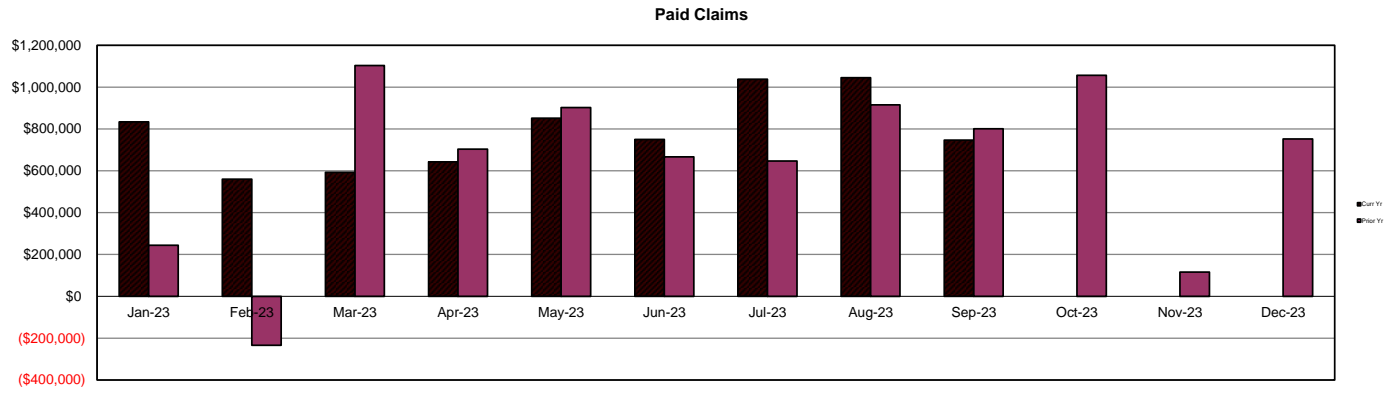
Exhibits	Description
1 & 2	Paid Claims
3 & 4	Total Plan Costs
5	Large Claim Data
6	Incurred But Not Reported Liability (IBNR)-Current
7	Incurred But Not Reported Liability (IBNR)-Previous Month



**Douglas County School District
PAID CLAIMS**

Line #		Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Totals	Current Year	Prior Year	%
		Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average	Mo. Average
ENROLLMENT																	
1	Employees	773	770	774	770	769	773	773	738	770	0	0	0	6,910	768	757	1.37%
2	Dependent Units	204	197	197	197	196	196	201	192	197	0	0	0	1,777	197	216	-8.38%
3	Total # of Dependents	378	364	361	360	359	361	368	358	369	0	0	0	3,278	364	435	-16.27%
EMPLOYEE CLAIMS																	
4	Medical	\$565,297	\$328,009	\$323,686	\$329,761	\$484,166	\$429,844	\$700,796	\$626,514	\$530,999	\$0	\$0	\$0	\$4,319,071	\$479,897	\$410,694	16.85%
5	Less Stop Loss Reimbursement	(\$23,860)	(\$100,450)	(\$17,554)	\$0	\$0	\$0	\$0	(\$13,977)	\$0	\$0	\$0	\$0	(\$155,841)	(\$17,316)	(\$59,929)	-71.11%
6	Net Medical Claims	\$541,437	\$227,558	\$306,132	\$329,761	\$484,166	\$429,844	\$700,796	\$612,537	\$530,999	\$0	\$0	\$0	\$4,163,229	\$462,581	\$350,765	31.88%
7	Prescription	\$76,441	\$123,522	\$90,951	\$131,001	\$114,396	\$113,569	\$140,931	\$83,215	\$89,635	\$0	\$0	\$0	\$963,661	\$107,073	\$96,305	11.18%
8	Dental	\$16,653	\$31,372	\$54,926	\$25,671	\$36,086	\$26,087	\$32,043	\$27,143	\$24,814	\$0	\$0	\$0	\$274,793	\$30,533	\$24,271	25.80%
9	Vision	\$3,645	\$4,554	\$4,681	\$3,593	\$3,904	\$3,395	\$3,103	\$5,459	\$1,808	\$0	\$0	\$0	\$34,142	\$3,794	\$3,487	8.79%
10	Total Employee	\$638,175	\$387,006	\$456,689	\$490,026	\$638,552	\$572,895	\$876,873	\$728,353	\$647,256	\$0	\$0	\$0	\$5,435,826	\$603,981	\$474,828	27.20%
11	Cost Per Employee	\$825.58	\$502.61	\$590.04	\$636.40	\$830.37	\$741.13	\$1,134.38	\$986.93	\$840.59	\$0.00	\$0.00	\$0.00	\$7,079.95	\$786.66	\$626.90	25.48%
DEPENDENT CLAIMS																	
12	Medical	\$159,845	\$135,490	\$90,749	\$123,484	\$180,613	\$137,474	\$123,233	\$271,243	\$71,802	\$0	\$0	\$0	\$1,293,934	\$143,770	\$180,105	-20.17%
13	Less Stop Loss Reimbursement	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(\$52,548)	0.00%
14	Net Medical Claims	\$159,845	\$135,490	\$90,749	\$123,484	\$180,613	\$137,474	\$123,233	\$271,243	\$71,802	\$0	\$0	\$0	\$1,293,934	\$143,770	\$127,556	12.71%
15	Prescription	\$19,462	\$18,434	\$15,026	\$18,228	\$10,918	\$24,505	\$22,482	\$23,422	\$19,080	\$0	\$0	\$0	\$171,559	\$19,062	\$20,923	-8.89%
16	Dental	\$14,601	\$18,087	\$29,032	\$9,901	\$20,971	\$14,267	\$14,411	\$21,349	\$7,932	\$0	\$0	\$0	\$150,552	\$16,728	\$15,021	11.37%
17	Vision	\$1,578	\$999	\$1,337	\$974	\$554	\$884	\$836	\$802	\$678	\$0	\$0	\$0	\$8,642	\$960	\$1,112	-13.64%
18	Total Dependent	\$195,486	\$173,011	\$136,144	\$152,588	\$213,057	\$177,130	\$160,962	\$316,817	\$99,493	\$0	\$0	\$0	\$1,624,687	\$180,521	\$164,612	9.66%
19	Cost Per Dependent Unit	\$958.27	\$878.23	\$691.09	\$774.56	\$1,087.02	\$903.72	\$800.81	\$1,650.09	\$505.04	\$0.00	\$0.00	\$0.00	\$8,228.58	\$914.29	\$763.86	19.69%
20	Cost Per Dependent	\$517.16	\$475.30	\$377.13	\$423.86	\$593.47	\$490.66	\$437.40	\$884.96	\$269.63	\$0.00	\$0.00	\$0.00	\$4,460.70	\$495.63	\$378.42	30.98%
EMPLOYEE + DEPENDENT																	
21	Medical	\$725,142	\$463,499	\$414,435	\$453,245	\$664,779	\$567,318	\$824,029	\$897,757	\$602,801	\$0	\$0	\$0	\$5,613,005	\$623,667	\$590,799	5.56%
22	Less Stop Loss Reimbursement	(\$23,860)	(\$100,450)	(\$17,554)	\$0	\$0	\$0	\$0	(\$13,977)	\$0	\$0	\$0	\$0	(\$155,841)	(\$17,316)	(\$112,477)	-84.61%
23	Net Medical Claims	\$701,282	\$363,049	\$396,881	\$453,245	\$664,779	\$567,318	\$824,029	\$883,780	\$602,801	\$0	\$0	\$0	\$5,457,164	\$606,352	\$478,322	26.77%
24	Prescription	\$95,903	\$141,956	\$105,977	\$149,230	\$125,315	\$138,074	\$163,413	\$106,638	\$108,715	\$0	\$0	\$0	\$1,135,220	\$126,136	\$117,227	7.60%
25	Dental	\$31,253	\$49,459	\$83,958	\$35,572	\$57,057	\$40,354	\$46,453	\$48,492	\$32,746	\$0	\$0	\$0	\$425,345	\$47,261	\$39,291	20.28%
26	Vision	\$5,223	\$5,553	\$6,017	\$4,567	\$4,458	\$4,279	\$3,939	\$6,260	\$2,487	\$0	\$0	\$0	\$42,784	\$4,754	\$4,599	3.37%
27	Total Claims	\$833,662	\$560,017	\$592,833	\$642,614	\$851,608	\$750,025	\$1,037,835	\$1,045,170	\$746,749	\$0	\$0	\$0	\$7,060,513	\$784,501	\$639,439	22.69%
28	Composite Cost Per Employee	\$1,078.48	\$727.30	\$765.93	\$834.56	\$1,107.42	\$970.28	\$1,342.61	\$1,416.22	\$969.80	\$0.00	\$0.00	\$0.00	\$9,196.04	\$1,021.78	\$844.24	21.03%
29	Composite Cost Per Member	\$724.29	\$493.84	\$522.32	\$568.69	\$754.97	\$661.40	\$909.58	\$953.62	\$655.62	\$0.00	\$0.00	\$0.00	\$6,237.20	\$693.02	\$536.25	29.23%

Douglas County School District
PAID CLAIMS

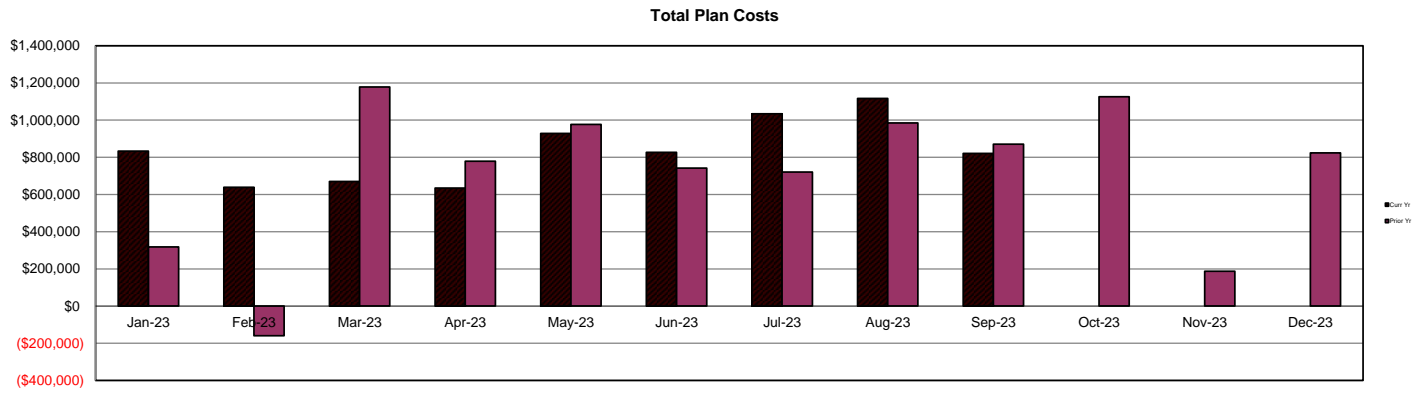


**Douglas County School District
TOTAL PLAN COSTS**

Line #		Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Totals	Current Year Mo. Average	Prior Year Mo. Average	% Difference
EMPLOYEE																	
1	TPA / UTIL REVIEW / COBRA / TELE DOC	\$17.46	\$17.46	\$17.46	\$17.46	\$17.46	\$17.46	\$17.46	\$17.46	\$17.46	\$0.00	\$0.00	\$0.00	\$120,649	\$13,405	\$15,432	-13.13%
2	Specific Stop Loss	\$58.41	\$58.41	\$58.41	\$58.41	\$58.41	\$58.41	\$58.41	\$58.41	\$58.41	\$0.00	\$0.00	\$0.00	\$403,613	\$44,846	\$41,355	8.44%
3	PPO Networks (Dental)	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.70	\$0.00	\$0.00	\$0.00	\$4,837	\$537	\$530	1.37%
4	VSP	\$1.68	\$1.68	\$1.68	\$1.68	\$1.68	\$1.68	\$1.68	\$1.68	\$1.68	\$0.00	\$0.00	\$0.00	\$11,609	\$1,290	\$1,272	1.37%
5	Consulting Fee (Estimated)	\$1.94	\$1.95	\$1.94	\$1.95	\$1.95	\$1.94	\$1.94	\$2.03	\$1.95	\$0.00	\$0.00	\$0.00	\$13,500	\$1,500	\$1,500	0.00%
6	Total Fixed	\$80.19	\$80.20	\$80.19	\$80.20	\$80.20	\$80.19	\$80.19	\$80.28	\$80.20	\$0.00	\$0.00	\$0.00	\$554,208	\$61,579	\$60,090	2.48%
7	Exposures	773	770	774	770	769	773	773	738	770	0	0	0	6,910	768	757	1.37%
8	Employee Fixed Costs	\$61,987	\$61,753	\$62,066	\$61,753	\$61,674	\$61,987	\$61,987	\$59,249	\$61,753	\$0	\$0	\$0	\$554,208	\$61,579	\$60,090	2.48%
9	Total Gross Claims	\$662,036	\$487,457	\$474,243	\$490,026	\$638,552	\$572,895	\$876,873	\$742,330	\$647,256	\$0	\$0	\$0	\$5,591,668	\$621,296	\$534,757	16.18%
10	Gross Plan Costs	\$724,023	\$549,209	\$536,309	\$551,778	\$700,226	\$634,883	\$938,860	\$801,579	\$709,009	\$0	\$0	\$0	\$6,145,875	\$682,875	\$594,846	14.80%
11	Stop-Loss Reimbursements	(\$23,860)	(\$100,450)	(\$17,554)	\$0	\$0	\$0	\$0	(\$13,977)	\$0	\$0	\$0	\$0	(\$155,841)	(\$17,316)	(\$59,929)	-71.11%
12	Net Plan Costs	\$700,163	\$448,759	\$518,755	\$551,778	\$700,226	\$634,883	\$938,860	\$787,602	\$709,009	\$0	\$0	\$0	\$5,990,034	\$665,559	\$534,917	24.42%
13	Per Employee Gross Plan Costs	\$936.64	\$713.26	\$692.91	\$716.60	\$910.57	\$821.32	\$1,214.57	\$1,086.15	\$920.79	\$0.00	\$0.00	\$0.00	\$8,004.76	\$889.42	\$785.36	13.25%
14	Per Employee Net Plan Costs	\$905.77	\$582.80	\$670.23	\$716.60	\$910.57	\$821.32	\$1,214.57	\$1,067.21	\$920.79	\$0.00	\$0.00	\$0.00	\$7,801.78	\$866.86	\$706.24	22.74%
DEPENDENT																	
15	Specific Stop Loss (+ 1 Dep.)	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$0.00	\$0.00	\$0.00	\$59,334	\$6,593	\$5,980	10.25%
16	Specific Stop Loss (+ Fam.)	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$63.80	\$0.00	\$0.00	\$0.00	\$54,039	\$6,004	\$6,875	10.66%
17	Dependent Units (+ 1 Dep.)	107	103	104	103	104	103	108	99	99	0	0	0	930	103	100	3.08%
18	Dependent Units (Fam.)	97	94	93	94	92	93	93	93	98	0	0	0	847	94	115	-18.34%
19	Dependent Fixed Costs	\$13,015	\$12,569	\$12,569	\$12,569	\$12,505	\$12,505	\$12,824	\$12,250	\$12,569	\$0	\$0	\$0	\$113,373	\$12,597	\$12,855	-2.00%
20	Total Gross Claims	\$195,486	\$173,011	\$136,144	\$152,588	\$213,057	\$177,130	\$160,962	\$316,817	\$99,493	\$0	\$0	\$0	\$1,624,687	\$180,521	\$217,160	-16.87%
21	Gross Plan Costs	\$208,501	\$185,580	\$148,712	\$165,157	\$225,562	\$189,634	\$173,786	\$329,066	\$112,061	\$0	\$0	\$0	\$1,738,060	\$193,118	\$230,014	-16.04%
22	Stop-Loss Reimbursements	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	(\$52,548)	-100.00%
23	Net Plan Costs	\$208,501	\$185,580	\$148,712	\$165,157	\$225,562	\$189,634	\$173,786	\$329,066	\$112,061	\$0	\$0	\$0	\$1,738,060	\$193,118	\$177,466	8.82%
24	Per Dependent Unit Gross Plan Costs	\$1,022.07	\$942.03	\$754.89	\$838.36	\$1,150.82	\$967.52	\$864.61	\$1,713.89	\$568.84	\$0.00	\$0.00	\$0.00	\$8,823.02	\$980.34	\$1,067.35	-8.15%
25	Per Dependent Unit Net Plan Costs	\$1,022.07	\$942.03	\$754.89	\$838.36	\$1,150.82	\$967.52	\$864.61	\$1,713.89	\$568.84	\$0.00	\$0.00	\$0.00	\$8,823.02	\$980.34	\$823.51	19.04%
26	Per Dependent Net Plan Costs	\$551.59	\$509.83	\$411.95	\$458.77	\$628.31	\$525.30	\$472.24	\$919.18	\$303.69	\$0.00	\$0.00	\$0.00	\$4,780.86	\$531.21	\$409.84	29.61%
EMPLOYEE + DEPENDENT																	
27	*Fixed Costs	\$78,499	\$78,907	\$77,326	\$79,312	\$76,942	\$76,755	\$80,019	\$71,498	\$74,321	\$0	\$0	\$0	\$693,579	\$77,064	\$72,944	5.65%
28	Total Claims	\$857,522	\$660,468	\$610,387	\$642,614	\$851,608	\$750,025	\$1,037,835	\$1,059,147	\$746,749	\$0	\$0	\$0	\$7,216,355	\$801,817	\$751,916	6.64%
29	Gross Plan Costs	\$936,020	\$739,375	\$687,714	\$721,926	\$928,550	\$826,780	\$1,117,854	\$1,130,645	\$821,070	\$0	\$0	\$0	\$7,909,933	\$878,881	\$824,861	6.55%
30	Stop-Loss Reimbursements	(\$23,860)	(\$100,450)	(\$17,554)	\$0	\$0	\$0	\$0	(\$13,977)	\$0	\$0	\$0	\$0	(\$155,841)	(\$17,316)	(\$112,477)	-84.61%
31	Pharmacy Rebates	(\$78,776)	\$0	\$0	(\$87,222)	\$0	\$0	(\$83,750)	\$0	\$0	\$0	\$0	\$0	(\$249,748)	(\$27,750)	(\$26,003)	6.72%
32	Net Plan Costs	\$833,385	\$638,924	\$670,160	\$634,704	\$928,550	\$826,780	\$1,034,103	\$1,116,668	\$821,070	\$0	\$0	\$0	\$7,504,344	\$833,816	\$686,380	21.48%
33	Composite Gross Plan Cost Per Employee	\$1,210.89	\$960.23	\$888.52	\$937.57	\$1,207.48	\$1,069.57	\$1,446.12	\$1,532.04	\$1,066.32	\$0.00	\$0.00	\$0.00	\$10,302.37	\$1,144.71	\$1,089.04	5.11%
34	Composite Net Plan Cost Per Employee	\$1,078.12	\$829.77	\$865.84	\$824.29	\$1,207.48	\$1,069.57	\$1,337.78	\$1,513.10	\$1,066.32	\$0.00	\$0.00	\$0.00	\$9,774.11	\$1,086.01	\$906.21	19.84%
35	Composite Net Plan Cost Per Member	\$724.05	\$563.43	\$590.45	\$561.68	\$823.18	\$729.08	\$906.31	\$1,018.86	\$720.87	\$0.00	\$0.00	\$0.00	\$6,239.18	\$693.24	\$597.43	16.04%

*MAXOR Admin Fee Added to Employee & Dependent Fixed Costs

Douglas County School District
TOTAL PLAN COSTS



Douglas County School District
MEDICAL CLAIMS ONLY IN EXCESS OF \$125,000 (Accumulative Paid Amounts Year to Date)

CLAIMANT		Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
Claim #	<u>Total Amount of Claim Year to Date</u>												
1	Subscriber	\$0	\$0	\$143,273	\$184,532	\$213,889	\$243,379	\$263,977	\$303,121	\$309,361			
2	Subscriber	\$0	\$0	\$0	\$171,087	\$209,889	\$210,072	\$210,361	\$322,969	\$322,985			
3	Subscriber	\$0	\$0	\$0	\$0	\$0	\$126,612	\$132,424	\$137,737	\$138,841			
4	Subscriber	\$0	\$0	\$0	\$0	\$0	\$144,079	\$145,305	\$145,331	\$145,659			
5	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$131,313	\$146,642	\$171,051			
6	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$241,001	\$241,212	\$241,212			
7	Dependent	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$143,721	\$152,016			
8	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$144,186			
9		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			

Total	\$0	\$0	\$143,273	\$355,619	\$423,778	\$724,142	\$1,124,381	\$1,440,734	\$1,625,309	\$0	\$0	\$0
Increase Over Previous Month:		\$0	\$143,273	\$212,346	\$68,159	\$300,363	\$400,239	\$316,354	\$184,575	\$0	\$0	\$0

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Claim #	<u>Amount Over Specific Stop-Loss (\$250,000)</u>												
1	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$13,977	\$53,121	\$59,361			
2	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$72,969	\$72,985			
3	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
4	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
5	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
6	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
7	Dependent	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
8	Subscriber	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
9		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			

Total	\$0	\$0	\$0	\$0	\$0	\$0	\$13,977	\$126,091	\$132,345	\$0	\$0	\$0
Increase Over Previous Month:		\$0	\$0	\$0	\$0	\$0	\$13,977	\$112,114	\$6,255	\$0	\$0	\$0

Douglas County School District

Hometown Health self-funded health plan reserve as of September 30, 2023

Based on claims from October 01, 2022 through September 30, 2023

FORMULA

Estimated IBNR = (Most recent 12 months of Actual Net Paid Claims) x (Lag Days/365)
 x (Current Employee Count / Average 12 month Lagged Employee Count)

Net Paid Claims from October 01, 2022 through September 30, 2023

Medical	\$ 6,900,264
Dental	\$ 533,268
Prescription Drugs	\$ 1,497,447
Vision	<u>\$ 53,626</u>
Total Claims	\$ 8,984,605

Average Estimated Lag Days

Medical	55 Days
Dental	30 Days
Rx	11 Days
Vision	22 Days

Number of employees covered:

Current enrollment all Medical Plans = 770 : 60 day lagged enrollment = 761
 Current enrollment all Dental Plans = 770 : 60 day lagged enrollment = 761
 Current enrollment all Rx Plans = 770 : 60 day lagged enrollment = 761
 Current enrollment all Vision Plans = 770 : 60 day lagged enrollment = 761

Estimated IBNR Calculation

Medical	\$6,900,264 X (55/365) X (770/761) =	\$ 1,051,832	15.2%
+			
Dental	\$533,268 X (30/365) X (770/761) =	\$ 44,339	8.3%
+			
Rx	\$1,497,447 X (11/365) X (770/761) =	\$ 45,652	3.0%
+			
Vision	\$53,626 X (22/365) X (770/761) =	<u>\$ 3,270</u>	6.1%
=			
Total estimated IBNR as of September 30, 2023 =		\$ 1,145,093	12.7%

Note: Above reserve estimate excludes experience period claim(s) which have exceeded specific stop specific stop loss level. Any large ongoing claims or claim anomalies at termination may cause great fluctuations in actual runout numbers. These reserve estimates are calculated based on claims for the period stated above.

Douglas County School District

Hometown Health self-funded health plan reserve as of August 31, 2023

Based on claims from September 01, 2022 through August 31, 2023

FORMULA

Estimated IBNR = (Most recent 12 months of Actual Net Paid Claims) x (Lag Days/365)
 x (Current Employee Count / Average 12 month Lagged Employee Count)

Net Paid Claims from September 01, 2022 through August 31, 2023

Medical	\$ 6,928,063
Dental	\$ 541,531
Prescription Drugs	\$ 1,514,190
Vision	<u>\$ 54,968</u>
Total Claims	\$ 9,038,751

Average Estimated Lag Days

Medical	55 Days
Dental	30 Days
Rx	11 Days
Vision	22 Days

Number of employees covered:

Current enrollment all Medical Plans = 738 : 60 day lagged enrollment = 760

Current enrollment all Dental Plans = 738 : 60 day lagged enrollment = 760

Current enrollment all Rx Plans = 738 : 60 day lagged enrollment = 760

Current enrollment all Vision Plans = 738 : 60 day lagged enrollment = 760

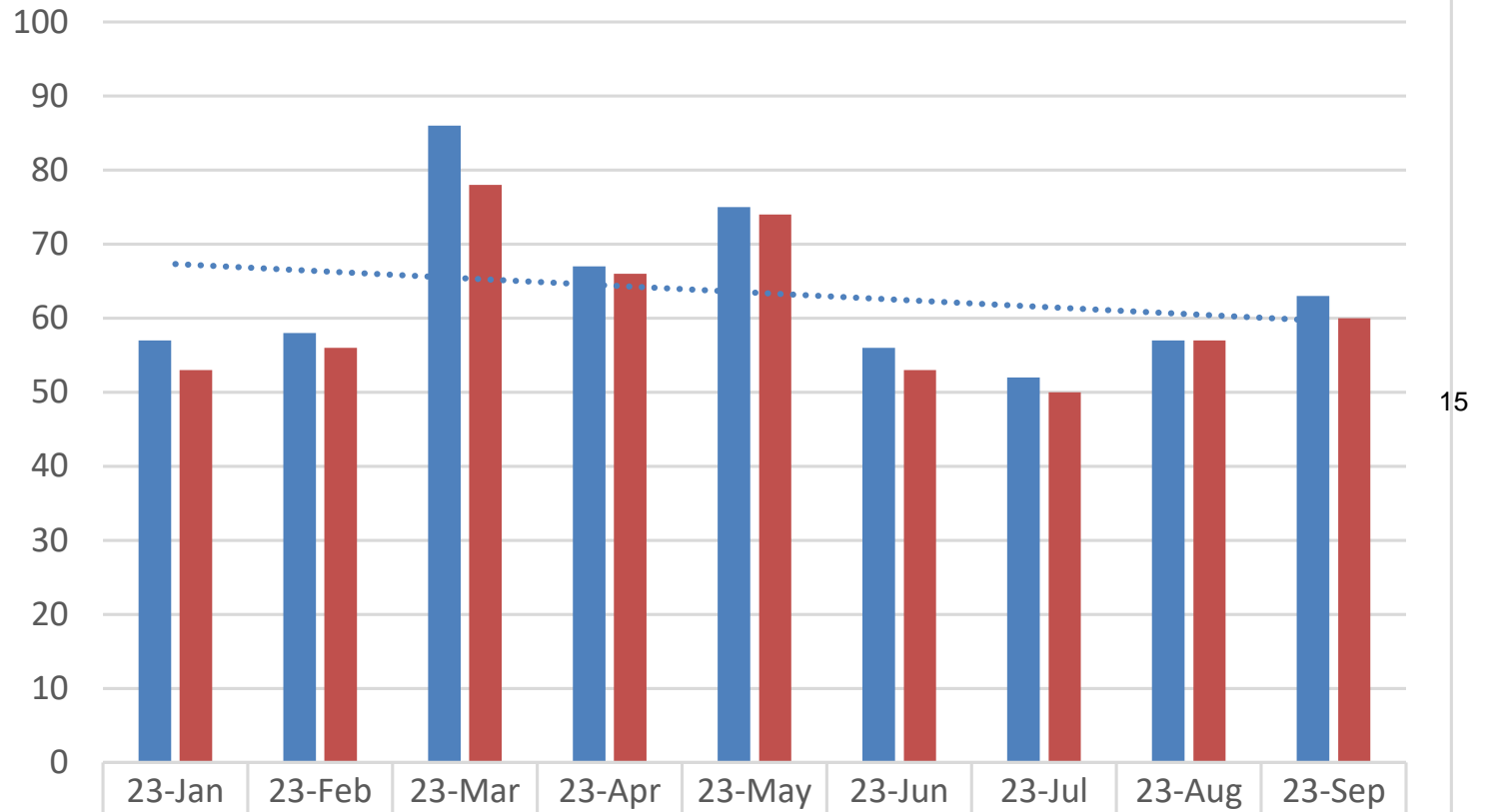
Estimated IBNR Calculation

Medical	\$6,928,063 X (55/365) X (738/760) =	\$ 1,013,402	14.6%
+			
Dental	\$541,531 X (30/365) X (738/760) =	\$ 43,207	8.0%
+			
Rx	\$1,514,190 X (11/365) X (738/760) =	\$ 44,298	2.9%
+			
Vision	\$54,968 X (22/365) X (738/760) =	<u>\$ 3,216</u>	5.9%
=			
Total estimated IBNR as of August 31, 2023 =		\$ 1,104,122	12.2%

Note: Above reserve estimate excludes experience period claim(s) which have exceeded specific stop specific stop loss level. Any large ongoing claims or claim anomalies at termination may cause great fluctuations in actual runout numbers.

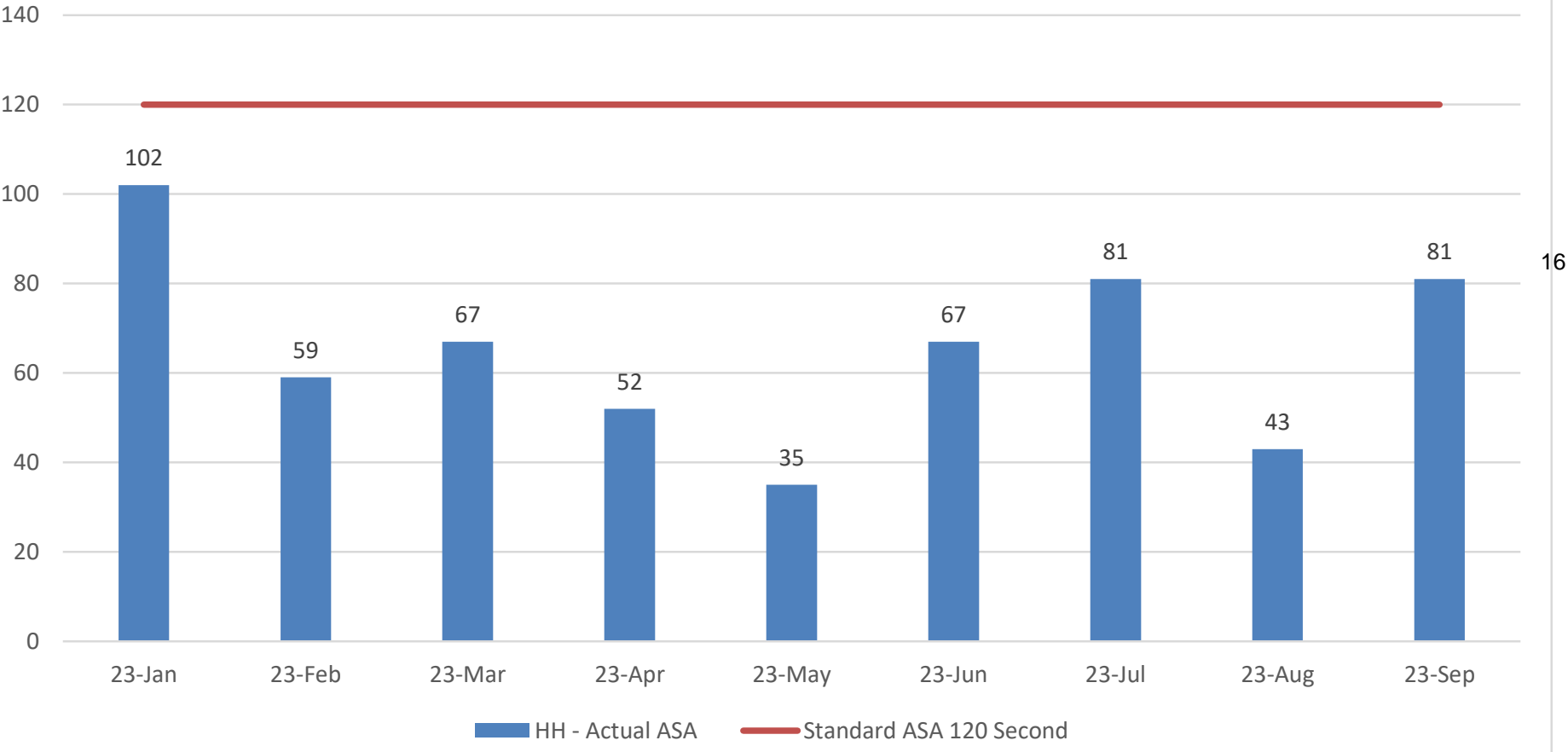
These reserve estimates are calculated based on claims for the period stated above.

Douglas County School District Call Volume



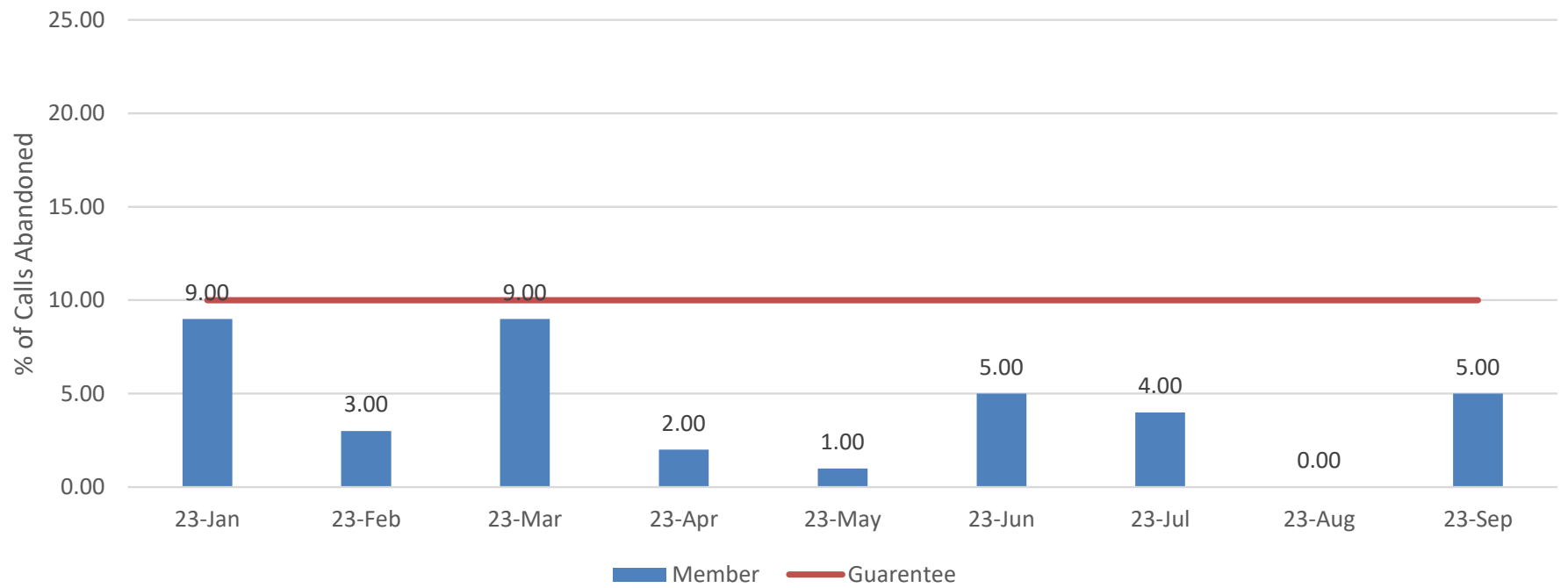
Member Calls Offered	57	58	86	67	75	56	52	57	63
Member Calls Answered	53	56	78	66	74	53	50	57	60

Douglas County School District Average Speed of Answer In seconds



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Douglas County School District Abandonment Rate





Claims Turnaround Time

Excludes Non-Business Days


332 - DOUGLAS COUNTY SCHOOL DISTRICT

	2023 Avg	January	February	March	April	May	June	July	August	September
Total										
Total Claims Received During Month	1,297	1,172	1,229	1,257	1,244	1,268	1,638	1,189	1,395	1,277
Total Claims Paid During Month	1,642	978	1,983	2,070	1,816	1,601	1,734	1,538	1,581	1,481
Claims Open at End of Month	283	906	408	239	174	150	166	175	157	172
Percentage of Claims Paid Within 30 Days	97.0%	90.0%	98.5%	91.1%	98.0%	98.0%	99.4%	98.0%	98.9%	99.8%
Number of Claims Paid Over 30 Days	49	98	30	184	36	32	11	30	17	3

DOUGLAS COUNTY SCHOOL DISTRICT

SELF-INSURED HEALTH INSURANCE PLAN OVERVIEW

September-23

Month	Paid Claims			Plan Participants		DCSD Benefit Plan Design Cyle & Meter
	Monthly	Total	Average	Employee	Spouse or	
September	\$746,749	\$7,060,513	\$784,501	770	369	Incurred But Not Reported (IBNR) \$1,145,093
August	\$1,045,170	\$6,015,343	\$751,918	738	358	
2022-23 Comparison YTD						 1 IBNR = \$1,145,093 2 IBNR = \$2,290,186 3 IBNR = \$3,435,279
Month	Paid Claims			Plan Participants		
September	\$540,995	\$2,128,484	\$709,495	757	435	Projected 2023-24 Ending Fund Balance (\$213,191)
August	\$937,616	\$1,587,489	\$393,745	705	418	

Claims Report	2018-19	2019-20	2020-21	2021-22	2022-23	2023-2024
	12 Months	12 Months	12 Months	12 Months	12 Months	12 Months
						Unaudited
July	\$433,914	\$707,103	\$593,957	\$1,047,051	\$649,873	\$1,008,996
August	\$567,057	\$504,522	\$533,442	\$801,080	\$937,616	\$1,112,051
September	\$411,577	\$419,473	\$922,103	\$709,220	\$540,995	\$735,590
October	\$942,438	\$575,237	\$580,104	\$758,601	\$993,427	
November	\$365,469	\$751,140	\$974,578	\$820,396	\$214,398	
December	\$577,289	\$409,511	\$629,310	\$1,754,598	\$919,954	
January	\$842,303	\$585,200	\$508,567	\$211,099	\$520,765	
February	\$342,650	\$425,889	\$454,486	-\$155,452	\$553,752	
March	\$298,929	\$463,808	(\$63,850)	\$1,124,963	\$642,894	
April	\$580,877	\$590,274	\$581,293	\$116,358	\$561,828	
May	\$595,059	\$386,887	\$735,299	\$610,376	\$872,626	
June	\$506,841	\$690,699	\$833,568	\$997,886	\$728,608	
Total Claims	\$6,464,403	\$6,509,743	\$7,282,857	\$8,796,176	\$8,136,736	\$2,856,637
Participants - Employees	796	770	803	763	773	768
Participants - Spouse or Dependents	385	414	456	443	378	364
Average Cost Per Participant	\$5,473.67	\$5,498.09	\$5,784.64	\$7,293.68	\$7,069.28	\$2,523.53

Fund Balance Report	2018-19	2019-20	2020-21	FY 21-22	FY 22-23
	Actuals	Actuals	Actuals	Dec Amend	May Final
Fund Balance Report - As of June 30	\$3,485,417	\$2,900,257	\$3,055,107	\$1,713,523.00	\$403,413.00
Premium Payments	\$6,827,457	\$7,339,180	\$7,564,729	\$8,007,604	\$7,888,920
Insurance Proceeds	\$491,801	\$452,484	\$657,098	\$1,000,000	\$1,000,000
Other	(\$7,306)	(\$3,890)	(\$3,955)	(\$3,845)	(\$31,030)
Claims Expenses	(\$6,966,774)	(\$6,731,736)	(\$8,541,210)	(\$9,067,362)	(\$7,950,000)
Purchased Services	(\$306,856)	(\$271,441)	(\$284,913)	(\$287,536)	(\$330,000)
Other	(\$679,916)	(\$669,791)	(\$707,462)	(\$707,462)	(\$793,000)
Interest on Investment/Checking	\$56,434	\$40,044	\$9,387	\$3,008	\$5,000
Ending Fund Balance	\$2,900,257	\$3,055,107	\$1,748,781	\$657,930	\$193,303

Estimated Cash Flow	2023-24	2023-24 Administrative	2023-24	2023-24
	Operating Revenues	Expenses	Claims Expenses	Cash Flow
July	\$728,435	(\$87,515)	(\$1,008,995)	(\$368,075)
August	\$598,000	(\$83,196)	(\$1,098,074)	(\$583,270)
September	\$635,578	(\$78,937)	(\$735,590)	(\$178,949)
October				\$0
November				\$0
December				\$0
January				\$0
February				\$0
March				\$0
April				\$0
May				\$0
June				\$0
Total Claims	\$1,962,013	(\$249,648)	(\$2,842,659)	(\$1,130,294)

Excess Loss Renewal & Marketing Analysis

Prepared for

Douglas County School District

Presented By

LP Insurance Services
Employee Benefits Division

Effective: January 1, 2024



Douglas County School District

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Douglas County School District

Response to Bid Summary

<u>CARRIERS CONTACTED</u>	<u>BID RESPONSE</u>	<u>% OVER/UNDER CURRENT</u>
EXCESS LOSS		
1 Granular	Current/Renewal Presented	29.9%
2 Berkley A&H	Not Presented - Not Competitive	38.0%
3 Symetra	Not Presented - Not Competitive	46.5%
4 Berkshire Hathaway	Declined to Quote - Not Competitive	-
5 Crum & Foster	Declined to Quote - Not Competitive	-
6 Intermediary Insurance Services	Declined to Quote - Not Competitive	-
7 Companion Life	Declined to Quote - Not Competitive	-
8 QBE A&H	Declined to Quote - Not Competitive	-
9 Sun Life	Declined to Quote - Not Competitive	-
10 Swiss Re	Declined to Quote - Not Competitive	-
11 Voya Financial	Declined to Quote - Not Competitive	-
12 Prodigy Health Insurance Services	Declined to Quote - Not Competitive	-
13 Rockport Benefits	Declined to Quote - Not Competitive	-
14 Tokio Marine/HCC	Declined to Quote - Not Competitive	-
15 Unum Group	Declined to Quote - Not Competitive	-
16 Vista Underwriting	Declined to Quote - Not Competitive	-

Douglas County School District

STOP LOSS - Benefit & Cost Comparison

Specific Deductible Levels - \$250K, \$275K, \$300K

CARRIER	Current Granular	Renewal Granular	Option 1 Granular	Option 2 Granular
EXPOSURES:				
Employee Only	547	547	547	547
Employee + Family	192	192	192	192
TOTAL EMPLOYEES	739	739	739	739
SPECIFIC STOP LOSS:				
Stop Loss Level	\$250,000	\$250,000	\$275,000	\$300,000
Contract Basis	Paid	Paid	Paid	Paid
Benefits Covered	Medical/Rx	Medical/Rx	Medical/Rx	Medical/Rx
Limit of Liability (Annual Maximum)	Unlimited	Unlimited	Unlimited	Unlimited
Limit of Liability (Lifetime Maximum)	Unlimited	Unlimited	Unlimited	Unlimited
Reimbursement Percent	100%	100%	100%	100%
Specific Advancement	Yes	Yes	Yes	Yes
Actively at Worked Waived	Waived w/disclosure	Waived w/disclosure	Waived w/disclosure	Waived w/disclosure
No New Laser Provision	Included (40% cap)	Included (40% cap)	Included (40% cap)	Included (40% cap)
Plan Mirroring	Included	Included	Included	Included
Retirees	Included	Included	Included	Included
SPECIFIC RATES:				
Employee Only	\$58.41	\$75.87	\$67.78	\$62.31
Employee + Family	\$122.21	\$158.75	\$141.82	\$130.37
ESTIMATED ANNUAL FIXED COST				
Single Specific Stop Loss	\$383,403	\$498,041	\$444,908	\$409,003
Family Specific Stop Loss	\$281,572	\$365,762	\$326,753	\$300,372
TOTAL ANNUAL FIXED EXPENSES	\$664,975	\$863,803	\$771,661	\$709,375
% over/(under) current	-	29.9%	16.0%	6.7%
\$ over/(under) current	-	\$198,828	\$106,686	\$44,400
LASERS				
Claimant 1 - Current	\$500K	\$500K	\$500K	\$500K
Compared to Renewal				
\$ Under Renewal	-	-	-\$92,141	-\$154,427
# of Claims	-	-	-3.7	-3.1
Contingencies				
Firm and Final	-	Yes	Yes	Yes
Acceptance Requirement	-	Email Confirmation	Email Confirmation	Email Confirmation
Proposal Expiration Date	-	11/3/23	11/3/23	11/3/23

Historical Data

Plan Year	Specific Ded	Renewal	Carrier	Lasers	Approx. Premium	Claims over Spec	Total \$ Over Spec
2018	\$175,000	4%	Voya	None	\$ 555,000	1	\$484,768
2019	\$175,000	10%	Voya	None	\$ 625,000	2	\$127,683
2020	\$200,000	-1%	Voya	None	\$ 643,000	3	\$977,120
2021	\$250,000	9%	Voya	\$1.5M	\$ 660,000	3	\$1,686,541
2022	\$250,000	-3%	Granular	\$500K	\$ 665,000	5	\$915,245
2023 (thru Aug)	\$250,000	7%	Granular	\$500K	\$ 687,000	2	\$126,091
5 years 8 months						14 (avg. 2.2 claims/yr)	\$4,317,448 (avg. \$719,575/yr)