Employee Medical Benefits Board
Special Meeting
Monday, December 11, 2023
Shared Meeting Room 1 at the Municipal Building, 3 Primrose Street, Newtown, CT

Meeting called to order at 6:15pm

THESE MINUTES ARE SUBJECT TO APPROVAL BY THE EMPLOYEE MEDICAL BENEFITS BOARD

Present: Jim O'Sullivan, Clinton DePoalo, Donna Van Waalwijk, Jim Loring, Peter Salonia
Also Present: Robert Tait, Joe Spurgeon

Minutes – Jim Loring moved to approve the minutes from the September 22, 2023 meeting. Donna Van Waalwijk seconded, all in favor.

Voter Comments – NONE

NEW BUSINESS

Review claims – Joe Spurgeon reviewed the running claim history (att).

Review current status of Self-funded Insurance Reserve Fund and estimate for year end 2023/2024 – Bob Tait reviewed claims analysis and fund forecast (att.).

Review other information board members, partners, insurance consultant make available – None

2024 Meeting Schedule – Jim Loring moved to approve the 2024 meeting schedule as presented. Donna Van Waalwijk seconded, all in favor.

COMMUNICATIONS - None

ANNOUNCEMENTS – None

Having no further business, the meeting was adjourned at 6:35pm.

Respectfully submitted,
Arlene Miles, Clerk

Attachments: Claims History, Claims Analysis, Forecast, 2024 Meeting Schedule

Newtown: TOWN and BOARD OF EDUCATION

Running Claim History

Net Paid Claims by Month

(1)(2)(3)(4)

	2018 - 2019	2019 -20	2020 -21	2021 -22 (1)(4)	2022 -23 (1)(4)	2023 -24 (1)(4)
July	$ 930,743	$ 1,022,721	$ 782,684	$ 1,137,821	$ 765,977	$ 1,179,253
August	$ 860,200	$ 897,093	$ 1,269,233	$ 870,723	$ 965,672	$ 1,425,159
September	$ 767,012	$ 940,257	$ 928,936	$ 1,214,073	$ 801,083	$ 1,197,256
October	$ 901,173	$ 1,164,432	$ 846,649	$ 1,116,896	$ 1,088,420	$ 1,441,767
November	$ 859,597	$ 1,026,411	$ 1,211,542	$ 1,370,143	$ 1,397,503	$ -
December	$ 941,132	$ 933,671	$ 1,290,761	$ 1,423,539	$ 1,081,289	$ -
January	$ 1,002,550	$ 993,564	$ 1,236,240	$ 1,155,222	$ 1,125,605	$ -
February	$ 956,407	$ 999,907	$ 968,566	$ 1,155,972	$ 1,558,738	$ -
March	$ 1,475,607	$ 1,403,005	$ 1,169,232	$ 1,182,946	$ 1,573,464	$ -
April	$ 981,788	$ 609,701	$ 991,055	$ 1,218,328	$ 1,240,872	$ -
May	$ 956,670	$ 662,064	$ 1,076,984	$ 1,198,872	$ 1,403,327	$ -
June	$ 1,093,314	$ 1,021,419	$ 1,181,847	$ 1,169,885	$ 1,344,717	$ -
TOTAL	$11,726,193	$11,674,246	$12,953,729	$14,214,421	$14,346,666	$5,243,436
Per Month	$ 977,183	$ 972,854	$ 1,079,477	$ 1,184,535	$ 1,195,556	$ 1,310,859
Average Contracts	744	744	748	737	718	704
Average Members	1,969	1,943	1,943	1,903	1,817	1,782
						Annualized
Average Cost/Contract	$15,770	$15,691	$17,312	$19,300	$19,993	$22,344
Average Cost/Member	$5,956	$6,008	$6,668	$7,469	$7,897	$8,826
% Change Cost/Contract		-0.5%	10.3%	11.5%	3.6%	11.8%
% Change Cost/Member		0.9%	11.0%	12.0%	5.7%	11.8%

(1) As of July 2019 Includes BOE Dental

(2) Anthem Reporting Logic Changed Jan. 20, Overall Claims Consistent with Previous Reports but Will Vary by Month

(3) Beginning March 2020, ***Potential*** Impact in Health Services Associated with the Coronavirus Stay at Home Protocols. See Additional 2019-20 Plan Year Potential Coronavirus Claim Impact

(4) Anthem has a Known Reporting Issues in the Most Last Reported Month. RX Claims are Understated and Corrected in the Following Month. But Last Month is Understated.

Newtown: Town and BOE
Anthem Projections vs Actual

I. **Carrier Values**	July-June 2018 - 2019	July-June 2019 - 2020 (3)	July-June 2020 - 2021 (3)	July-June 2021 - 2022	July-June 2022 - 2023	Thru Oct July-June 2023 - 2024
Anthem Expected Claims	$12,528,012	$12,473,724	$13,542,516	$14,745,216	$15,101,909	$15,369,627
Expected Plan YTD (July-YTD)						$5,123,209
Actual Claims						
Gross Claims:	$12,775,721	$12,130,249	$14,449,228	$16,955,537	$15,285,916	$6,265,856
Excess Claims Over Stop Loss:	-$1,049,528	-$456,003	-$1,495,499	-$2,741,116	-$939,250	-$1,022,420
Actual Net Claims:	$11,726,193	$11,674,246	$12,953,729	$14,214,421	$14,346,666	$5,243,436
Plan Year Differential	*$ (801,819)*	*$ (799,478)*	*$ (588,787)*	*$ (530,795)*	*$ (755,243)*	*$ 120,227*
% Differential	*-6.40%*	*-6.41%*	*-4.35%*	*-3.60%*	*-5.00%*	*2.35%*
Stop Loss Premium	$928,991	$1,041,599	$1,325,347	$1,277,338	$2,034,051	$2,320,986
Stop Loss Levels (ISL/ASL)	$175K/125%	$175K/125%	$175K/125%	$175K/125%	$175K/125%	$175K/125%
	ISL MED & RX	*ISL MED & RX*	*ISL MED & RX*	*ISL MED & RX*	*ISL MED & RX*	*ISL MED & RX*
II. **Non-Catastrophic/Catastrophic Claims**						
Total Employer Paid	**$11,726,193**	**$11,674,246**	**$12,953,729**	**$14,214,421**	**$14,346,666**	**$5,243,436**
HDC Employer Paid:	$3,590,868	$4,548,594	$5,103,204	$5,251,098	$6,013,142	$1,735,862
Non-HDC Employer Paid:	$8,135,325	$7,125,652	$7,850,525	$8,963,323	$8,333,524	$3,507,574
Members:						
Average Total Members:	1,969	1,943	1,943	1,903	1,817	1,782
HDC Members:	39	49	49	54	64	17
HDC %:						
$:	30.62%	38.96%	39.40%	36.94%	41.91%	33.11%
Members:	1.98%	2.52%	2.52%	2.84%	3.52%	0.95%
Non HDC PMPM	$344.32	$305.61	$336.74	$392.51	$382.26	$492.01
Year-Over-Year % Change	4.44%	-11.24%	10.19%	16.56%	-2.61%	28.71%

III. Additional Data

Med and RX Claims Over $50K Bucketed [1]

		2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024
$50k-75K	$	$1,299,621	$1,397,038	$1,159,812	$1,413,498	$2,058,357	$283,547
	#	21	23	18	23	33	5
$75-100K	$	$355,390	$771,407	$854,436	$1,021,950	$869,210	$447,782
	#	4	9	10	12	10	5
$100-125K	$	$751,342	$694,555	$629,730	$757,495	$420,349	$332,845
	#	7	6	6	7	4	3
$125-150K	$	$0	$819,206	$560,439	$0	$938,738	$0
	#	0	6	4	0	7	0
$150-175K	$	$484,515	$166,388	$323,787	$483,155	$151,488	$496,688
	#	3	1	2	3	1	3
$175-200K	$	$0	$0	$190,121	$0	$372,458	$0
	#	0	0	1	0	2	0
$200-300K	$	$547,676	$508,384	$1,160,721	$733,189	$1,262,957	$0
	#	2	2	5	3	5	0
$300-400K	$	$301,388	$647,620	$393,758	$638,188	$318,055	$0
	#	1	2	1	2	1	0
$400K-500K	$	$0	$0	$417,940	$434,764	$0	$0
	#	0	0	1	1	0	0
$500K+	$	$900,464	$0	$907,959	$2,509,976	$560,780	$1,197,420
	#	1	0	1	3	1	1
Highest Claimant		$900,464	$275,487	$907,959	$1,111,131	$560,780	$1,197,420
Inactive Members		1	7	2	6	2	1

(1) Bucketed Large Claims From Updated Anthem Reports (May vary slightly from Section I)

(2) As of July 2019 Includes BOE Dental

(3) See Important Notes Previous Page re: 19-20 Claims

TOWN OF NEWTOWN CLAIMS ANALYSIS

2023 - 24

							FISCAL YEAR 2015 - 2016							171,250	h.s.a.	
	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	TOTALS			
TOWN	268,000	291,000	258,000	571,000	288,000	228,000	320,000	268,000	425,000	268,000	221,000	264,000	3,670,000			
BOE	1,080,000	817,000	737,000	701,000	655,000	848,000	671,000	753,000	1,005,000	690,000	693,000	1,055,000	9,705,000			
TOTAL	1,348,000	1,108,000	995,000	1,272,000	943,000	1,076,000	991,000	1,021,000	1,430,000	958,000	914,000	1,319,000	13,375,000	13,375,000	42%	% not incl h.s.a.
							FISCAL YEAR 2016 - 2017							314,000		
	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16	Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17	TOTALS			
TOWN	327,000	300,000	242,000	375,000	296,000	295,000	218,000	219,000	310,000	260,000	332,000	241,000	3,415,000			
BOE	891,000	781,000	619,000	643,000	909,000	800,000	626,000	547,000	833,000	587,000	825,000	920,000	8,981,000			
TOTAL	1,218,000	1,081,000	861,000	1,018,000	1,205,000	1,095,000	844,000	766,000	1,143,000	847,000	1,157,000	1,161,000	12,396,000	12,396,000	43%	% not incl h.s.a.
							FISCAL YEAR 2017 - 2018							682,000	h.s.a.	
	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	TOTALS			
TOWN	265,000	269,000	221,000	258,000	260,000	287,000	293,000	314,000	338,000	373,000	345,000	234,000	3,457,000			
BOE	698,000	723,000	588,000	557,000	651,000	637,000	740,000	683,000	539,000	721,000	886,000	855,000	8,278,000			
TOTAL	963,000	992,000	809,000	815,000	911,000	924,000	1,033,000	997,000	877,000	1,094,000	1,231,000	1,089,000	11,735,000	$ 11,735,000	38%	% not incl h.s.a.
							FISCAL YEAR 2018 - 2019							749,026	h.s.a.	
	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	TOTALS	3,000	h.s.a.	
TOWN			1,126,168	255,141	321,331	326,327	287,957	378,999	382,099	284,960	218,565	214,686	3,796,233			
BOE			1,729,425	589,305	737,760	645,957	659,030	818,547	1,016,875	661,497	903,645	695,155	8,457,196			
TOTAL	-	-	2,855,593	844,446	1,059,091	972,284	946,987	1,197,546	1,398,974	946,457	1,122,210	909,841	12,253,429	$ 12,253,429	39%	% not incl h.s.a.
							FISCAL YEAR 2019 - 2020							830,500	h.s.a.	
	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	TOTALS	2,000	h.s.a.	
TOWN	321,122	320,551	437,527	299,405	263,470	309,380	314,796	301,487	313,361	169,916	150,548	235,859	3,437,422			
BOE	662,102	718,426	530,377	716,254	719,899	865,425	708,195	735,914	1,071,171	529,875	561,046	820,824	8,639,508			
TOTAL	983,224	1,038,977	967,904	1,015,659	983,369	1,174,805	1,022,991	1,037,401	1,384,532	699,791	711,594	1,056,683	12,076,930	$ 12,076,930	41%	% not incl h.s.a.
							FISCAL YEAR 2020 - 2021							576,383	h.s.a.	
	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	TOTALS			
TOWN		828,055	212,234	318,238	365,558	315,638	128,612	291,562	289,799	332,843	223,709	366,031	3,672,280			
BOE		1,327,642	525,647	819,355	832,794	1,016,925	527,474	1,102,071	817,079	857,202	801,187	751,065	9,378,442			
TOTAL	-	2,155,697	737,882	1,137,593	1,198,352	1,332,563	656,086	1,393,633	1,106,878	1,190,045	1,024,896	1,117,097	13,050,722	$ 13,626,722	38%	% not incl h.s.a.
							FISCAL YEAR 2021 - 2022							706,000	h.s.a.	
	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	TOTALS			
TOWN		555,476	318,191	740,513	161,176	270,854	395,860	298,782	197,792	231,280	252,318	347,257	3,769,498			
BOE		1,561,845	625,557	794,735	824,038	829,462	1,337,099	911,038	922,442	979,638	859,390	1,119,103	10,764,347			
TOTAL	-	2,117,321	943,748	1,535,248	985,214	1,100,316	1,732,959	1,209,820	1,120,234	1,210,918	1,111,708	1,466,360	14,533,846	$ 15,065,875	37%	% not incl h.s.a.
										estimate						
							FISCAL YEAR 2022 - 2023							865,836	h.s.a.	
	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	TOTALS			
TOWN	340,602	217,061	387,909	218,202	233,574	322,153	330,137	321,682	412,778	90,000	275,008	205,788	3,354,894			
BOE	827,147	576,333	668,916	804,397	1,142,218	1,011,862	689,338	1,221,095	1,469,304	980,588	990,268	1,202,754	11,584,220			
TOTAL	1,167,749	793,394	1,056,825	1,022,599	1,375,792	1,334,015	1,019,475	1,542,777	1,882,082	1,070,588	1,265,276	1,408,542	14,939,114	$ 15,804,950	34%	% not incl h.s.a.
							FISCAL YEAR 2023 - 2024								h.s.a.	420,356
	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	TOTALS			
TOWN	252,071	432,123	273,959	221,514	358,548									with "hsa"		
BOE	1,021,764	1,222,346	918,385	1,094,982	992,691									**Estimated Annual**		
TOTAL	1,273,835	1,654,469	1,192,344	1,316,496	1,351,239	-	-	-	-	-	-	-	6,788,383	$ 17,500,000		
				from 5 months prior year:												
				TOWN	12%											
				BOE	38%											
				TOTAL	31%											

12/11/2023

TOWN OF NEWTOWN
MEDICAL SELF INSURANCE FUND ANALYSIS @ NOV 30, 2023
FISCAL YEAR 2023 - 2024 FORCAST

FUND BALANCE @ JULY 1, 2023	**Audited**	1,363,000	
ESTIMATED REVENUES			
EMPLOYER CONTRIBUTIONS:			
MUNICIPAL	3,492,000		
EDUCATION	9,420,000	12,912,000	
BUDGET CONTRIBUTION FROM FUND BAL		1,000,000	
EMPLOYEE CONTRIBUTIONS:			
MUNICIPAL	645,000		
EDUCATION	2,630,000	3,275,000	
RETIREE/COBRA/AGENCY CONTRIBUTIONS:			
MUNICIPAL	420,000		
EDUCATION	245,000	665,000	
INTEREST EARNED ON INVESTMENTS		60,000	
TOTAL REVENUES		17,912,000	
ESTIMATED EXPENSES			
CLAIMS/NAF:			
MUNICIPAL EDUCATION	FROM CLAIMS ANALYSIS	17,500,000	
ADMINISTRATIVE FEES:			
MUNICIPAL EDUCATION		2,100,000	
CONSULTANT FEES		55,000	
TOTAL EXPENSES		19,655,000	
ESTIMATED FUND BALANCE @ JUNE 30, 2024		(380,000)	-2%
25% OF TOTAL CLAIMS =	4,375,000		

TOWN OF NEWTOWN
MEDICAL SELF INSURANCE FUND ANALYSIS @ NOV 30, 2023
FISCAL YEAR 2024 - 2025 FORECAST

ESTIMATED FUND BALANCE @ JULY 1, 2024		(380,000)	
ESTIMATED REVENUES			
EMPLOYER CONTRIBUTIONS:			
MUNICIPAL	3,806,280		
EDUCATION	10,267,800	14,074,080	9.0%
BUDGET CONTRIBUTION FROM FUND BAL		1,000,000	
EMPLOYEE CONTRIBUTIONS:			
MUNICIPAL	683,700		
EDUCATION	2,787,800	3,471,500	6.0%
RETIREE/COBRA/AGENCY CONTRIBUTIONS:			
MUNICIPAL	432,600		
EDUCATION	252,350	684,950	
INTEREST EARNED ON INVESTMENTS			
TOTAL REVENUES		19,230,530	
ESTIMATED EXPENSES			
CLAIMS/NAF:			
MUNICIPAL EDUCATION		18,375,000	5.00%
ADMINISTRATIVE FEES:			
MUNICIPAL EDUCATION		2,100,000	
CONSULTANT FEES		55,000	
TOTAL EXPENSES		20,530,000	
ESTIMATED FUND BALANCE @ JUNE 30, 2025		(1,679,470)	-9%
25% OF TOTAL CLAIMS =	4,593,750		

EMPLOYEE MEDICAL BENEFITS BOARD

The following is a list of meetings of the Employee Medical Benefits Board for 2024. Meetings are held at the Newtown Municipal Center, Meeting Room #1, 3 Primrose Street, Newtown, CT at 6:15 p.m.

February 5, 2024

May 6, 2024

September 9, 2024

November 4, 2024

February 3, 2025