

**Employee Medical Benefits Board  
Regular Meeting  
Monday, November 7, 2022  
Council Chambers in 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 Loring, Clinton DePoalo, Donna Van Waalwijk, Jim O'Sullivan, Peter Salonia

**Also Present:** Robert Tait, Joe Spurgeon

**Minutes** – D. Van Waalwijk moved to accept the minutes of the September 12, 2022, J. O'Sullivan seconded, all in favor.

**Voter Comments** – None

**NEW BUSINESS**

*Review claims* – J. Spurgeon reviewed attachment A. Currently we are about 33% under expected as of the first quarter. He anticipates that by the end of the year we should be at or under expected.

*Review current status of Self-funded Insurance Reserve Fund and estimate for year end 22/23-* R. Tait reviewed Attachment B.

*Review other information board members, partners, insurance consultants make available-* None

D. Van Waalwijk moved to add election of a Chair to the agenda. P. Salonia seconded, all in favor.

D. Van Waalwijk moved to nominate J. O'Sullivan as Chair. P. Salonia seconded, all in favor.

*2023 Meeting Schedule* – D. Van Waalwijk moved to approve the 2023 Meeting Schedule (attachment C). J. O'Sullivan seconded, all in favor.

Having no further business, the meeting was adjourned at 6:46pm

Respectfully submitted,  
Arlene Miles, Clerk

# Attachment A

## Newtown: TOWN and BOARD OF EDUCATION

### Running Claim History

#### Net Paid Claims by Month

*Excess Claims All Reported in June*

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

	<i>2017 - 2018</i>	<i>2018 - 2019</i>	<i>2019 -20</i>	<i>2020 -21</i>	<i>2021 -22 <sup>(1)(4)</sup></i>	<i>2022 -23 <sup>(1)(4)</sup></i>
July	\$ 814,547	\$ 930,743	\$ 1,022,721	\$ 782,684	\$ 1,137,821	\$ 765,977
August	\$ 880,663	\$ 860,200	\$ 897,093	\$ 1,269,233	\$ 870,723	\$ 965,672
September	\$ 742,950	\$ 767,012	\$ 940,257	\$ 928,936	\$ 1,214,073	\$ 801,083
October	\$ 784,993	\$ 901,173	\$ 1,164,432	\$ 846,649	\$ 1,116,896	\$ -
November	\$ 881,106	\$ 859,597	\$ 1,026,411	\$ 1,211,542	\$ 1,370,143	\$ -
December	\$ 879,984	\$ 941,132	\$ 933,671	\$ 1,290,761	\$ 1,423,539	\$ -
January	\$ 976,437	\$ 1,002,550	\$ 993,564	\$ 1,236,240	\$ 1,155,222	\$ -
February	\$ 942,337	\$ 956,407	\$ 999,907	\$ 968,566	\$ 1,155,972	\$ -
March	\$ 817,907	\$ 1,475,607	\$ 1,403,005	\$ 1,169,232	\$ 1,182,946	\$ -
April	\$ 1,053,245	\$ 981,788	\$ 609,701	\$ 991,055	\$ 1,218,328	\$ -
May	\$ 1,183,464	\$ 956,670	\$ 662,064	\$ 1,076,984	\$ 1,198,872	\$ -
June	<u>\$ 1,007,754</u>	<u>\$ 1,093,314</u>	<u>\$ 1,021,419</u>	<u>\$ 1,181,847</u>	<u>\$ 1,169,885</u>	<u>\$ -</u>
TOTAL	\$10,965,387	\$11,726,193	\$11,674,246	\$12,953,729	\$14,214,421	\$2,532,732
Per Month	\$ 913,782	\$ 977,183	\$ 972,854	\$ 1,079,477	\$ 1,184,535	\$ 844,244
Average Contracts	754	744	744	748	737	718
Average Members	1,965	1,969	1,943	1,943	1,903	1,827
						<i>Annualized</i>
Average Cost/Contract	\$14,548	\$15,770	\$15,691	\$17,312	\$19,300	\$14,116
Average Cost/Member	\$5,581	\$5,956	\$6,008	\$6,668	\$7,469	\$5,544
% Change Cost/Contract		8.4%	-0.5%	10.3%	11.5%	-26.9%
% Change Cost/Member		6.7%	0.9%	11.0%	12.0%	-25.8%

(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**

	July-June 2017 - 2018	July-June 2018 - 2019	July-June 2019 - 2020 <sup>(3)</sup>	July-June 2020 - 2021 <sup>(3)</sup>	July-June 2021 - 2022	Thru Sept. July-June 2022 - 2023
<b>I. Carrier Values</b>						
Anthem Expected Claims Expected Plan YTD (July-YTD)	\$12,959,316	\$12,528,012	\$12,473,724	\$13,542,516	\$14,745,216	\$15,101,909 \$3,775,477
Actual Claims						
Gross Claims:	\$11,046,746	\$12,775,721	\$12,130,249	\$14,449,228	\$16,955,537	\$2,532,732
Excess Claims Over Stop Loss:	-\$81,359	-\$1,049,528	-\$456,003	-\$1,495,499	-\$2,741,116	\$0
Actual Net Claims:	\$10,965,387	\$11,726,193	\$11,674,246	\$12,953,729	\$14,214,421	\$2,532,732
Plan Year Differential	\$ (1,993,929)	\$ (801,819)	\$ (799,478)	\$ (588,787)	\$ (530,795)	\$ (1,242,746)
% Differential	-15.39%	-6.40%	-6.41%	-4.35%	-3.60%	-32.92%
Stop Loss Premium	\$855,006	\$928,991	\$1,041,599	\$1,325,347	\$1,277,338	\$2,034,051
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
<b>II. Non-Catastrophic/Catastrophic Claims</b>						
Total Employer Paid	\$10,965,387	\$11,726,193	\$11,674,246	\$12,953,729	\$14,214,421	\$2,532,732
HDC Employer Paid:	\$3,192,503	\$3,590,868	\$4,548,594	\$5,103,204	\$5,251,098	\$354,881
Non-HDC Employer Paid:	\$7,772,884	\$8,135,325	\$7,125,652	\$7,850,525	\$8,963,323	\$2,177,851
Members:						
Average Total Members:	1,965	1,969	1,943	1,943	1,903	1,827
HDC Members:	36	39	49	49	54	6
HDC %:						
\$:	29.11%	30.62%	38.96%	39.40%	36.94%	14.01%
Members:	1.83%	1.98%	2.52%	2.52%	2.84%	0.33%
Non HDC PMPM	\$329.69	\$344.32	\$305.61	\$336.74	\$392.51	\$397.27
Year-Over-Year % Change	-4.48%	4.44%	-11.24%	10.19%	16.56%	1.21%
<b>III. Additional Data</b>						
Med and RX Claims Over \$50K Bucketed <sup>1</sup>						
\$50k-75K	\$1,096,817	\$1,299,621	\$1,397,038	\$1,159,812	\$1,413,498	\$354,881
#	18	21	23	18	23	6
\$75-100K	\$715,440	\$355,390	\$771,407	\$854,436	\$1,021,950	\$0
#	8	4	9	10	12	0
\$100-125K	\$531,045	\$751,342	\$694,555	\$629,730	\$757,495	\$0
#	5	7	6	6	7	0
\$125-150K	\$153,818	\$0	\$819,206	\$560,439	\$0	\$0
#	1	0	6	4	0	0
\$150-175K	\$170,383	\$484,515	\$166,388	\$323,787	\$483,155	\$0
#	1	3	1	2	3	0
\$175-200K	\$373,559	\$0	\$0	\$190,121	\$0	\$0
#	2	0	0	1	0	0
\$200-300K	\$232,800	\$547,676	\$508,384	\$1,160,721	\$733,189	\$0
#	1	2	2	5	3	0
\$300-400K	\$0	\$301,388	\$647,620	\$393,758	\$638,188	\$0
#	0	1	2	1	2	0
\$400K-500K	\$0	\$0	\$0	\$417,940	\$434,764	\$0
#	0	0	0	1	1	0
\$500K+	\$0	\$900,464	\$0	\$907,959	\$2,509,976	\$0
#	0	1	0	1	3	0
Highest Claimant Inactive Members	\$232,800 0	\$900,464 1	\$275,487 7	\$907,959 2	\$1,111,131 6	\$74,670 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

Attachment B

TOWN OF NEWTOWN  
MEDICAL SELF INSURANCE FUND ANALYSIS @ OCT 31, 2022  
FISCAL YEAR 2022 - 2023 FORECAST

TOWN OF NEWTOWN  
MEDICAL SELF INSURANCE FUND ANALYSIS @ OCT 31, 2022  
FISCAL YEAR 2023 - 2024 FORECAST

FUND BALANCE @ JULY 1, 2022		ESTIMATED FUND BALANCE @ JULY 1, 2023	
Unaudited		3,432,471	3,155,471
<b>ESTIMATED REVENUES</b>			
<b>EMPLOYER CONTRIBUTIONS:</b>			
MUNICIPAL	3,205,000	MUNICIPAL	3,397,300
EDUCATION	8,642,000	EDUCATION	9,160,520
			12,557,820 6.0%
<b>EMPLOYEE CONTRIBUTIONS:</b>			
MUNICIPAL	593,000	MUNICIPAL	610,790
EDUCATION	2,360,000	EDUCATION	2,430,800
			3,041,590 3.0%
<b>RETIREE/COBRA/AGENCY CONTRIBUTIONS:</b>			
MUNICIPAL	434,000	MUNICIPAL	447,020
EDUCATION	244,000	EDUCATION	251,320
			698,340
<b>INTEREST EARNED ON INVESTMENTS</b>			
<b>TOTAL REVENUES</b>	<b>25,000</b>	<b>15,503,000</b>	<b>16,297,750</b>
<b>ESTIMATED EXPENSES</b>			
<b>CLAIMS/NAF:</b>			
MUNICIPAL		FROM CLAIMS ANALYSIS	13,800,000
EDUCATION			
<b>ADMINISTRATIVE FEES:</b>			
MUNICIPAL			1,980,000
EDUCATION			
<b>CONSULTANT FEES</b>			
<b>TOTAL EXPENSES</b>	<b>15,780,000</b>	<b>3,155,471 23%</b>	<b>2,000,000</b>
<b>STIMATED FUND BALANCE @ JUNE 30, 2023</b>			
25% OF TOTAL CLAIMS =		3,450,000	2,963,221 20%
<b>STIMATED FUND BALANCE @ JUNE 30, 2024</b>			
25% OF TOTAL CLAIMS =		3,622,500	

TOWN OF NEWTOWN CLAIMS ANALYSIS  
2022 - 23

		FISCAL YEAR 2015 - 2016												171,250	h.s.a.	
TOWN	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			
30E	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			
30E	1,080,000	817,000	737,000	701,000	655,000	888,000	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		35%	not incl h.s.a.
		FISCAL YEAR 2016 - 2017												314,000		
TOWN	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			
30E	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			
30E	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		34%	not incl h.s.a.
		FISCAL YEAR 2017 - 2018												682,000	h.s.a.	
TOWN	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			
30E	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			
30E	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		30%	not incl h.s.a.
		FISCAL YEAR 2018 - 2019												749,026	h.s.a.	
TOWN	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			
30E	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			
30E	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		33%	not incl h.s.a.
		FISCAL YEAR 2019 - 2020												830,500	h.s.a.	
TOWN	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			
30E	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			
30E	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		33%	not incl h.s.a.
		FISCAL YEAR 2020 - 2021												576,383	h.s.a.	
TOWN	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			
30E	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	9,378,442			
30E	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	13,050,722	13,626,722		30%	not incl h.s.a.
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		30%	not incl h.s.a.
		FISCAL YEAR 2021 - 2022												706,000	h.s.a.	
TOWN	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			
30E	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	10,764,347			
30E	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	14,533,846	15,065,875		31%	
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		31%	
		FISCAL YEAR 2022 - 2023												429,599	h.s.a.	
TOWN	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			
30E	340,602	217,061	387,909	218,202	804,397	1,163,774	2,876,793	4,040,567	13,759,087	13,759,087	13,759,087	13,759,087	13,759,087			
30E	827,147	576,333	668,916	804,397	804,397	804,397	804,397	804,397	804,397	804,397	804,397	804,397	8,043,970			
TOTAL	1,167,749	793,394	1,056,825	1,022,599	1,608,794	1,968,171	3,681,194	4,844,964	14,563,484	14,563,484	14,563,484	14,563,484	22,403,057			
		with "h.s.a." Estimated Annual												13,759,087		

# Attachment C

## **EMPLOYEE MEDICAL BENEFITS BOARD**

The following is a list of meetings of the Employee Medical Benefits Board for 2023. Meetings are held at the Newtown Municipal Center, Meeting Room #1, 3 Primrose Street, Newtown, CT at 6:15 p.m.

February 6, 2023

May 1, 2023

September 11, 2023

November 6, 2023

February 5, 2024