

HEALTH WEALTH CAREER

EVERETT SCHOOL EMPLOYEE BENEFIT TRUST

2017 EMPLOYEE CONTRIBUTION SCENARIOS

September 14, 2016

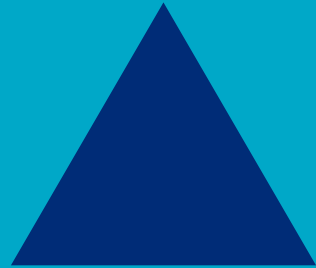
Sean White
Aanya Lee

Seattle

CONTENTS

- Loss ratio by plan review
- Employee contribution projected deficit reduction scenarios

LOSS RATIO BY PLAN REVIEW

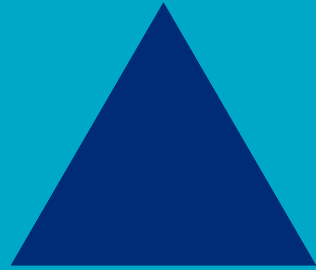


LOSS RATIO BY PLAN REVIEW

JANUARY THROUGH MAY 2016

Plan	Average Number of Employees	Paid Claims	Paid Premiums	Loss Ratio	Paid Claims PEPM	Paid Premiums PEPM	Average Employee Contribution	Average ESEBT Contribution	Ee Contrib as % of Claims	Ee Contrib as % of Premiums
Plan 1	89	\$638,825	\$648,507	98.5%	\$1,436	\$1,457	\$600	\$857	42%	41%
Plan 2	227	\$1,385,029	\$1,421,133	97.5%	\$1,220	\$1,252	\$389	\$863	32%	31%
Plan 3	463	\$2,351,065	\$2,720,626	86.4%	\$1,016	\$1,175	\$277	\$898	27%	24%
Plan 4	243	\$773,205	\$1,009,635	76.6%	\$636	\$831	\$200	\$631	31%	24%
Plan 5	40	\$105,145	\$178,508	58.9%	\$526	\$893	\$200	\$693	38%	22%
Plan 6	27	\$53,865	\$113,502	47.5%	\$399	\$841	\$200	\$641	50%	24%
QHDHP	28	\$55,494	\$83,680	66.3%	\$396	\$598	\$135	\$463	34%	23%
GHC	519	\$3,128,749	\$3,269,464	95.7%	\$1,206	\$1,260	\$261	\$999	22%	21%

EMPLOYEE CONTRIBUTION PROJECTED DEFICIT REDUCTION SCENARIOS



EMPLOYEE CONTRIBUTIONS

DEFICIT REDUCTION SCENARIOS

- The following pages summarize 6 employee contribution scenarios for 2017
 - Status quo: increase employee contributions evenly across the plans by the overall percentage increase in medical premium
 - Scenario 1: no increase to employee contributions for 2017
 - Scenario 2: increase employee contributions by the **same percentage** across the plans to result in a projected reserve at the end of 2017 equal to **2.0** months of expenses
 - Scenario 3: increase employee contributions by the **same percentage** across the plans to result in a projected reserve at the end of 2017 equal to **3.0** months of expenses
 - Scenario 4: increase employee contributions by **varying percentages** across the plans assigning larger increases to the most expensive plans to result in a projected reserve at the end of 2017 equal to **2.0** months of expenses
 - Scenario 5: increase employee contributions by **varying percentages** across the plans assigning larger increases to the most expensive plans to result in a projected reserve at the end of 2017 equal to **3.0** months of expenses

EMPLOYEE CONTRIBUTIONS

DEFICIT REDUCTION SCENARIOS

	Number of Employees	2016 Contribs	2017 Contribs SQ Flat %	% Incr	\$ Incr	2017 Contribs Sc 1 No \$ Incr	% Incr	\$ Incr	2017 Contribs Sc 2 Even % 2 mo rsv	% Incr	\$ Incr	2017 Contribs Sc 3 Even % 3 mo rsv	% Incr	\$ Incr	2017 Contribs Sc 4 Uneven % 2 mo rsv	% Incr	\$ Incr	2017 Contribs Sc 5 Uneven % 3 mo rsv	% Incr	\$ Incr
Aetna Option 2																				
Employee Only	95	\$252.24	\$269.35	6.8%	\$17.11	\$252.24	0.0%	\$0.00	\$282.51	12.0%	\$30.27	\$388.45	54.0%	\$136.21	\$300.16	19.0%	\$47.93	\$421.24	67.0%	\$169.00
EE + Spouse	43	\$517.45	\$552.56	6.8%	\$35.11	\$517.45	0.0%	\$0.00	\$579.54	12.0%	\$62.09	\$796.87	54.0%	\$279.42	\$615.77	19.0%	\$98.32	\$864.14	67.0%	\$346.69
EE + Child(ren)	50	\$359.28	\$383.65	6.8%	\$24.38	\$359.28	0.0%	\$0.00	\$402.39	12.0%	\$43.11	\$553.29	54.0%	\$194.01	\$427.54	19.0%	\$68.26	\$599.99	67.0%	\$240.72
EE + Family	37	\$633.74	\$676.74	6.8%	\$43.00	\$633.74	0.0%	\$0.00	\$709.79	12.0%	\$76.05	\$975.96	54.0%	\$342.22	\$754.15	19.0%	\$120.41	\$1,058.35	67.0%	\$424.61
Total	225																			
Aetna Option 3																				
Employee Only	176	\$164.47	\$175.63	6.8%	\$11.16	\$164.47	0.0%	\$0.00	\$184.21	12.0%	\$19.74	\$253.28	54.0%	\$88.81	\$195.72	19.0%	\$31.25	\$274.66	67.0%	\$110.19
EE + Spouse	92	\$356.83	\$381.04	6.8%	\$24.21	\$356.83	0.0%	\$0.00	\$399.65	12.0%	\$42.82	\$549.51	54.0%	\$192.69	\$424.63	19.0%	\$67.80	\$595.90	67.0%	\$239.07
EE + Child(ren)	99	\$242.10	\$258.53	6.8%	\$16.43	\$242.10	0.0%	\$0.00	\$271.16	12.0%	\$29.05	\$372.84	54.0%	\$130.74	\$288.10	19.0%	\$46.00	\$404.31	67.0%	\$162.21
EE + Family	98	\$441.18	\$471.11	6.8%	\$29.93	\$441.18	0.0%	\$0.00	\$494.12	12.0%	\$52.94	\$679.42	54.0%	\$238.24	\$525.01	19.0%	\$83.82	\$736.77	67.0%	\$295.59
Total	465																			
Aetna Option 4, 5, 6																				
Employee Only	118	\$116.74	\$124.66	6.8%	\$7.92	\$116.74	0.0%	\$0.00	\$130.75	12.0%	\$14.01	\$179.78	54.0%	\$63.04	\$116.74	0.0%	\$0.00	\$134.25	15.0%	\$17.51
EE + Spouse	43	\$253.28	\$270.46	6.8%	\$17.18	\$253.28	0.0%	\$0.00	\$283.67	12.0%	\$30.39	\$390.05	54.0%	\$136.77	\$253.28	0.0%	\$0.00	\$291.27	15.0%	\$37.99
EE + Child(ren)	65	\$171.85	\$183.51	6.8%	\$11.66	\$171.85	0.0%	\$0.00	\$192.47	12.0%	\$20.62	\$264.64	54.0%	\$92.80	\$171.85	0.0%	\$0.00	\$197.62	15.0%	\$25.78
EE + Family	82	\$313.15	\$334.39	6.8%	\$21.25	\$313.15	0.0%	\$0.00	\$350.72	12.0%	\$37.58	\$482.24	54.0%	\$169.10	\$313.15	0.0%	\$0.00	\$360.12	15.0%	\$46.97
Total	308																			
Aetna Option 1																				
Employee Only	43	\$420.85	\$449.40	6.8%	\$28.55	\$420.85	0.0%	\$0.00	\$471.35	12.0%	\$50.50	\$648.11	54.0%	\$227.26	\$500.81	19.0%	\$79.96	\$702.82	67.0%	\$281.97
EE + Spouse	16	\$826.02	\$882.06	6.8%	\$56.04	\$826.02	0.0%	\$0.00	\$925.14	12.0%	\$99.12	\$1,272.06	54.0%	\$446.05	\$982.96	19.0%	\$156.94	\$1,379.45	67.0%	\$553.43
EE + Child(ren)	20	\$584.38	\$624.03	6.8%	\$39.65	\$584.38	0.0%	\$0.00	\$654.50	12.0%	\$70.13	\$899.94	54.0%	\$315.56	\$695.41	19.0%	\$111.03	\$975.91	67.0%	\$391.53
EE + Family	11	\$1,003.69	\$1,071.79	6.8%	\$68.10	\$1,003.69	0.0%	\$0.00	\$1,124.14	12.0%	\$120.44	\$1,545.69	54.0%	\$541.99	\$1,194.39	19.0%	\$190.70	\$1,676.17	67.0%	\$672.47
Total	90																			
Aetna HDHP Option 7																				
Employee Only	16	\$91.29	\$97.48	6.8%	\$6.19	\$91.29	0.0%	\$0.00	\$102.24	12.0%	\$10.95	\$140.58	54.0%	\$49.30	\$91.29	0.0%	\$0.00	\$91.29	0.0%	\$0.00
EE + Spouse	4	\$198.06	\$211.50	6.8%	\$13.44	\$198.06	0.0%	\$0.00	\$221.83	12.0%	\$23.77	\$305.01	54.0%	\$106.95	\$198.06	0.0%	\$0.00	\$198.06	0.0%	\$0.00
EE + Child(ren)	6	\$134.38	\$143.49	6.8%	\$9.12	\$134.38	0.0%	\$0.00	\$150.50	12.0%	\$16.13	\$206.94	54.0%	\$72.56	\$134.38	0.0%	\$0.00	\$134.38	0.0%	\$0.00
EE + Family	4	\$244.88	\$261.50	6.8%	\$16.61	\$244.88	0.0%	\$0.00	\$274.27	12.0%	\$29.39	\$377.12	54.0%	\$132.24	\$244.88	0.0%	\$0.00	\$244.88	0.0%	\$0.00
Total	30																			
GHC																				
Employee Only	206	\$146.28	\$156.20	6.8%	\$9.92	\$146.28	0.0%	\$0.00	\$163.83	12.0%	\$17.55	\$225.27	54.0%	\$78.99	\$153.59	5.0%	\$7.31	\$212.11	45.0%	\$65.83
EE + Spouse	86	\$333.90	\$356.55	6.8%	\$22.65	\$333.90	0.0%	\$0.00	\$373.97	12.0%	\$40.07	\$514.21	54.0%	\$180.31	\$350.60	5.0%	\$16.70	\$484.16	45.0%	\$150.26
EE + Child(ren)	93	\$226.84	\$242.23	6.8%	\$15.39	\$226.84	0.0%	\$0.00	\$254.06	12.0%	\$27.22	\$349.33	54.0%	\$122.49	\$238.18	5.0%	\$11.34	\$328.92	45.0%	\$102.08
EE + Family	134	\$412.34	\$440.32	6.8%	\$27.98	\$412.34	0.0%	\$0.00	\$461.82	12.0%	\$49.48	\$635.00	54.0%	\$222.66	\$432.96	5.0%	\$20.62	\$597.89	45.0%	\$185.55
Total	519																			
Projected reserve months at end of 2017 under each scenario			1.8			1.7			2.0			3.0			2.0			3.0		
Projected reserve months at end of 2018 under each scenario			(0.2)			(0.5)			0.0			2.0			0.1			1.9		

MAKE
TOMORROW,
TODAY

