

GROUP BENEFITS RENEWAL ANALYSIS - PLAN YEAR 2022-2023(Thru Dec 2021)

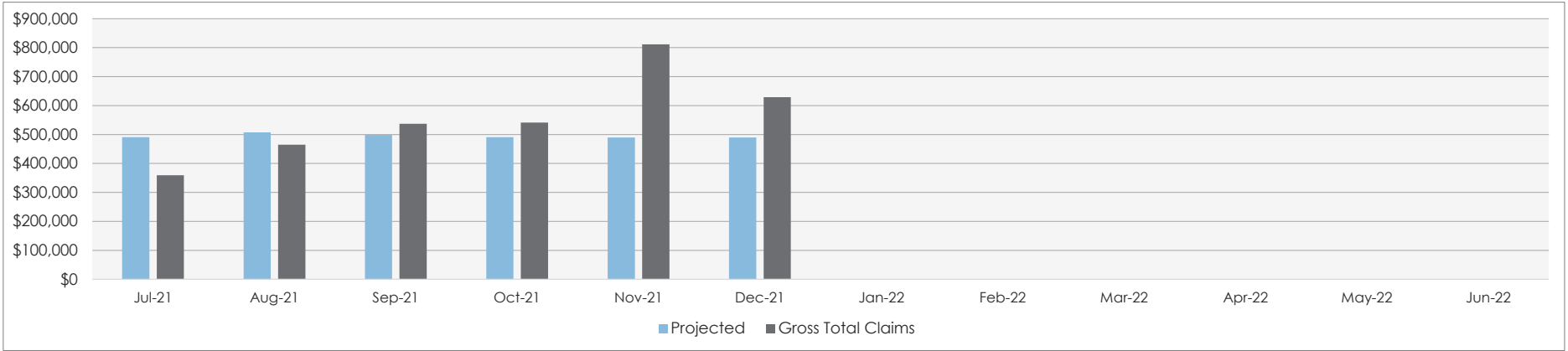
New Fairfield, Town & BOE

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Town of New Fairfield & New Fairfield BOE
 Medical / Rx Plan - Anthem
 Current Plan Year Cost Summary
 July 2021 to June 2022



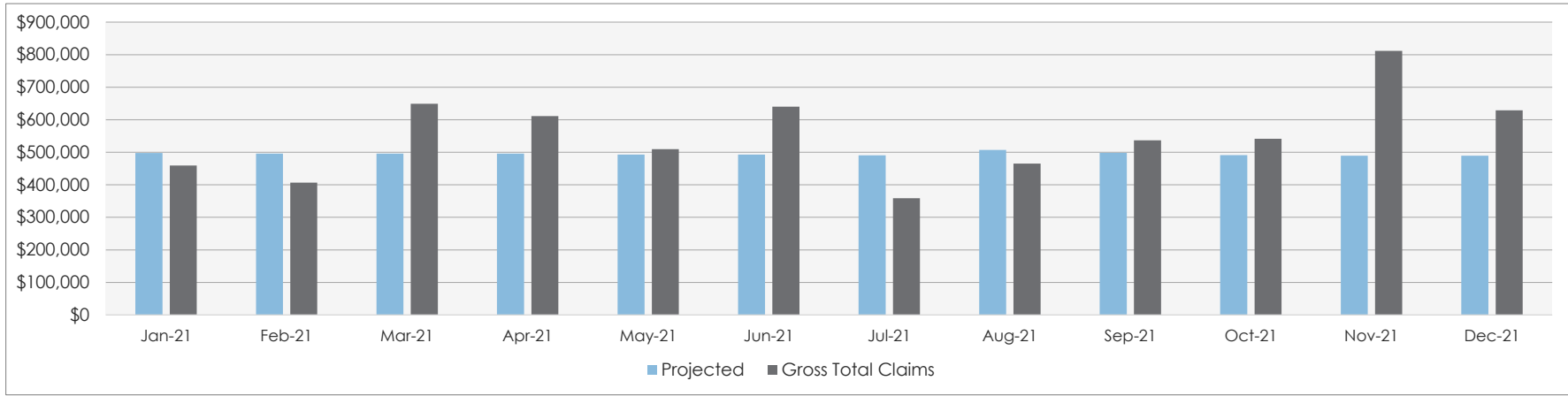
	Enrollment		Fixed Costs			Forecasted Claims	Paid Claims					Total Plan Costs			Position
	Medical/Rx Ees	Dental Ees	Admin Fees	Stop Loss Premium	Total	Projected	Medical Claims	Rx Claims	Dental Claims	Gross Total Claims	Claims / Ee	Budget Cost	Actual Gross Cost	Budget vs. Actual	Gross Claims / Projected
Jul-21	327	344	\$20,989	\$24,793	\$45,783	\$490,856	\$306,570	\$32,736	\$19,726	\$359,032	\$1,094.98	\$504,167	\$404,815	\$99,352	73.1%
Aug-21	338	356	\$21,697	\$25,627	\$47,324	\$507,392	\$328,741	\$111,504	\$24,663	\$464,908	\$1,371.78	\$504,167	\$512,232	(\$8,065)	91.6%
Sep-21	332	350	\$21,314	\$25,172	\$46,486	\$498,402	\$434,648	\$89,836	\$12,295	\$536,779	\$1,614.90	\$504,167	\$583,265	(\$79,098)	107.7%
Oct-21	327	345	\$20,994	\$24,793	\$45,787	\$490,911	\$436,919	\$94,923	\$9,620	\$541,462	\$1,654.31	\$504,167	\$587,249	(\$83,082)	110.3%
Nov-21	326	345	\$20,934	\$24,717	\$45,652	\$489,467	\$677,644	\$118,733	\$15,051	\$811,428	\$2,486.50	\$504,167	\$857,079	(\$352,912)	165.8%
Dec-21	326	345	\$20,934	\$24,717	\$45,652	\$489,467	\$467,729	\$147,085	\$14,371	\$629,185	\$1,927.59	\$504,167	\$674,836	(\$170,669)	128.5%
Jan-22															
Feb-22															
Mar-22															
Apr-22															
May-22															
Jun-22															
Totals	1,976	2,085	\$126,862	\$149,820	\$276,683	\$2,966,495	\$2,652,251	\$594,817	\$95,726	\$3,342,793	\$1,689.16	\$3,025,000	\$3,619,476	(\$594,476)	112.7%
							Claims Over SSL							(\$117,722)	
							Total Net Claims							\$3,225,072	108.7%

Notes

1. Specific Stop Loss is \$225,000.



**Town of New Fairfield & New Fairfield BOE
Medical / Rx Plan - Anthem
Current Rolling 12 Months Cost Summary
January 2021 to December 2021**



	Enrollment		Fixed Costs			Forecasted Claims	Paid Claims					Total Plan Costs	Position
	Medical/Rx Ees	Dental Ees	Admin Fees	Stop Loss Premium	Total	Projected	Medical Claims	Rx Claims	Dental Claims	Gross Total Claims	Claims / Ee	Actual Gross Cost	Gross Claims / Projected
Jan-21	335	351	\$27,559	\$40,324	\$67,883	\$497,584	\$327,411	\$108,650	\$23,353	\$459,414	\$1,368.21	\$527,297	92.3%
Feb-21	334	350	\$27,477	\$40,204	\$67,680	\$496,101	\$264,894	\$122,779	\$18,744	\$406,417	\$1,214.25	\$474,098	81.9%
Mar-21	334	349	\$27,473	\$40,204	\$67,676	\$496,040	\$520,332	\$108,322	\$20,239	\$648,894	\$1,940.19	\$716,570	130.8%
Apr-21	334	349	\$27,473	\$40,204	\$67,676	\$496,040	\$426,961	\$163,868	\$20,084	\$610,914	\$1,826.50	\$678,590	123.2%
May-21	332	347	\$27,308	\$39,963	\$67,271	\$493,075	\$381,349	\$111,516	\$16,594	\$509,460	\$1,532.36	\$576,731	103.3%
Jun-21	332	347	\$27,308	\$39,963	\$67,271	\$493,075	\$454,494	\$167,243	\$18,479	\$640,216	\$1,925.95	\$707,487	129.8%
Jul-21	327	344	\$20,989	\$24,793	\$45,783	\$490,856	\$306,570	\$32,736	\$19,726	\$359,032	\$1,094.98	\$404,815	73.1%
Aug-21	338	356	\$21,697	\$25,627	\$47,324	\$507,392	\$328,741	\$111,504	\$24,663	\$464,908	\$1,371.78	\$512,232	91.6%
Sep-21	332	350	\$21,314	\$25,172	\$46,486	\$498,402	\$434,648	\$89,836	\$12,295	\$536,779	\$1,614.90	\$583,265	107.7%
Oct-21	327	345	\$20,994	\$24,793	\$45,787	\$490,911	\$436,919	\$94,923	\$9,620	\$541,462	\$1,654.31	\$587,249	110.3%
Nov-21	326	345	\$20,934	\$24,717	\$45,652	\$489,467	\$677,644	\$118,733	\$15,051	\$811,428	\$2,486.50	\$857,079	165.8%
Dec-21	326	345	\$20,934	\$24,717	\$45,652	\$489,467	\$467,729	\$147,085	\$14,371	\$629,185	\$1,927.59	\$674,836	128.5%
Totals	3,977	4,178	\$291,460	\$390,681	\$682,141	\$5,938,410	\$5,027,693	\$1,377,195	\$213,220	\$6,618,107	\$1,661.52	\$7,300,248	111.4%
										(\$166,692)		(\$166,692)	
										\$6,451,416	\$1,619.60	\$7,133,556	108.6%

Notes

1. Specific Stop Loss reflects \$225,000.



Town of New Fairfield & New Fairfield BOE
Estimated Renewal Projection
July 1, 2022 Renewal Date

Time Periods	
Renewal Period	July 1, 2022 to June 30, 2023
Experience Period	January 1, 2021 to December 31, 2021

Estimated Renewal Projection		Medical	Drug	Total Med/Rx	Dental
Actual Paid Claims		\$5,027,693	\$1,377,195	\$6,404,888	\$213,220
- Remove Entire Claim Amount		(\$616,692)	\$0	(\$616,692)	\$0
- Cyclical Spike Adjustments including COVID		(\$268,000)			
Net Paid Claims		\$4,143,001	\$1,377,195	\$5,520,196	\$213,220
Adjusted for Benefit Change	0.00%	\$0	\$0	\$0	\$0
Annual Trend		7.5%	7.5%		3.5%
Midpoint Months		18	18		18
Applied Trend		11.5%	11.5%		5.3%
Trended Net Claims		\$4,617,722	\$1,534,999	\$6,152,721	\$224,511
Add back in claims to \$225,000 Specific Stop Loss (1 x \$225,000)		\$225,000		\$225,000	\$0
Trended Adjusted Net Claims		\$4,842,722	\$1,534,999	\$6,377,721	\$224,511
Average Employees in the Experience Period		331	331	331	348
Projected Renewal Claims Per Employee Per Month		\$1,217.68	\$385.97	\$1,603.65	\$53.74
Current Expected Claims Per Employee Per Month		\$1,103.09	\$340.74	\$1,443.83	\$54.43
Percentage Change from Current		10.4%	13.3%	11.1%	-1.3%

Notes

1. Combined Medical/Rx case specific Trend is 12.3%. This does not include Dental.



**Town of New Fairfield & New Fairfield BOE
Medical/Rx Plan - Renewal Projection
July 1, 2022 Renewal Date**

Stop Loss Outline		Current	Renewal 18 Months of Trend	Renewal 15 Months of Trend
TPA / Network Name		Anthem	Anthem	Anthem
Stop Loss Carrier		Anthem	Anthem	Anthem
Specific Stop Loss (SSL)		\$225,000	\$225,000	\$225,000
Contract Basis		Paid	Paid	Paid
Coverages Included		Medical & Rx	Medical & Rx	Medical & Rx
Aggregate Stop Loss (ASL)		120%	120%	120%
Fixed Costs				
Administration				
Medical/Rx Admin Fee & Managed Benefit Fee	326	\$27.69	\$28.52	\$28.52
Monthly Rolling Cap	326	\$0.49	\$0.49	\$0.49
Medical/Rx Broker Fee	326	\$9.07	\$9.07	\$9.07
Discount Share	326	\$21.79	\$24.35	\$24.35
PCORI Fee	326	\$0.54	\$0.56	\$0.56
Dental Administration Fee	345	\$4.16	\$4.16	\$4.16
Dental Broker Fee	345	\$0.22	\$0.22	\$0.22
Monthly Total Fees		\$20,934	\$22,046	\$22,046
Annual Total		\$251,210	\$264,555	\$264,555
Dollar Change			\$13,345	\$13,345
Percentage Change			5.3%	5.3%
Specific Premium	326	\$63.79	\$76.55	\$76.55
Aggregate Premium	326	\$12.03	\$12.63	\$12.63
Annual Total		\$296,608	\$348,870	\$348,870
Dollar Change			\$52,262	\$52,262
Percentage Change			17.6%	17.6%
Annual Total Fixed Costs		\$547,818	\$613,426	\$613,426
Dollar Change			\$65,608	\$65,608
Percentage Change			12.0%	12.0%
Expected Claims Liability				
Total Medical/Rx PEPM	326	\$1,443.83	\$1,603.65	\$1,575.93
Monthly Total Medical Claim Liability		\$470,689	\$522,790	\$513,753
Annual Total Medical Claim Liability		\$5,648,263	\$6,273,483	\$6,165,038
Dollar Change			\$625,220	\$516,775
Percentage Change			11.1%	9.1%
Total Dental PEPM	345	\$54.43	\$53.74	\$53.28
Monthly Total Dental Claim Liability		\$18,778	\$18,539	\$18,382
Annual Total Dental Claim Liability		\$225,340	\$222,469	\$220,579
Dollar Change			(\$2,871)	(\$4,761)
Percentage Change			-1.3%	-2.1%
Total Cost				
Annual Total Expected Costs		\$6,421,421	\$7,109,378	\$6,999,043
Dollar Change from Current			\$687,957	\$577,622
Percentage Change			10.7%	9.0%
Current Annual Budget		\$6,050,000		
Renewal Annual Budget			\$7,109,378	\$6,999,043
Dollar Change			\$1,059,378	\$949,043
Percentage Change			17.5%	15.7%