# University of Alaska's Health Care Accounting: Projections

**Thursday, March 6, 2014**

**Presented by:**

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# Objectives

- Review the Health Care Plan Accounting Process
- Review Health Care Projections
- Discuss Health Care Employee Rates for FY2015

# Agenda

- Review the Accounting Timeline
- Review the Components of Health Care Projections
- Review of Health Costs projection methodology
- Review of Health Care Spreadsheets for FY2014-FY2015 Updated Projections
- Discuss Health Care Employee Rates for FY2015
- Questions
- Appendix

# Review of Health Care Accounting Timeline

**Projections**

January- March:

- Project the costs and recoveries for the current and the next fiscal year
- Finalize the employee health care rates that will be used for open enrollment in April and May by March 15th

**Fiscal Year Activity**

July- June:

- Costs are incurred and paid
- Recoveries are received

**Actuals**

August-October:

- Determine the actual costs and recoveries for the prior fiscal year
- Determine the over or under recovery that will be rolled into future periods

# Components of Health Care Accounting Projections

Net Costs

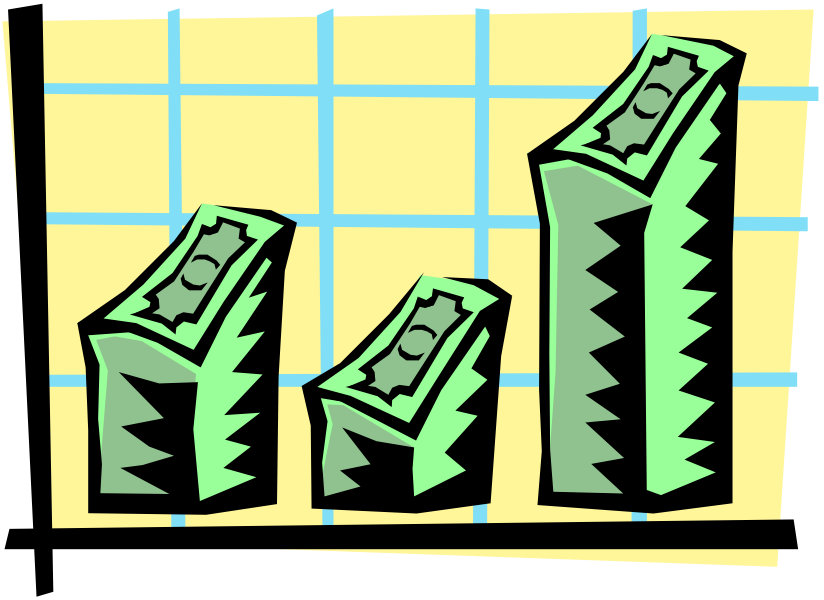
-UA Obligation

**Employee Recovery Needed**

**(18% Employee Obligation)**

**+/- Over(Under) Recovery**

**Adj Employee Recovery needed**



For more information about the health care accounting process, visit:
http://www.alaska.edu/benefits/downloads/overview.pdf

# UA Health Care Projections

**REMEMBER:**

The University of Alaska is on a

***<u>Prospective Model</u>***

for purposes of Health Care Accounting

# Health Care Projection: Administrative and Vision Premium Methodology

- UA projects the average headcount based on actual headcount for July through December 2013 period, historical trends, and anticipated budget changes

- UA projects vision insurance costs and administrative costs based on projected vendor rates and average projected headcount

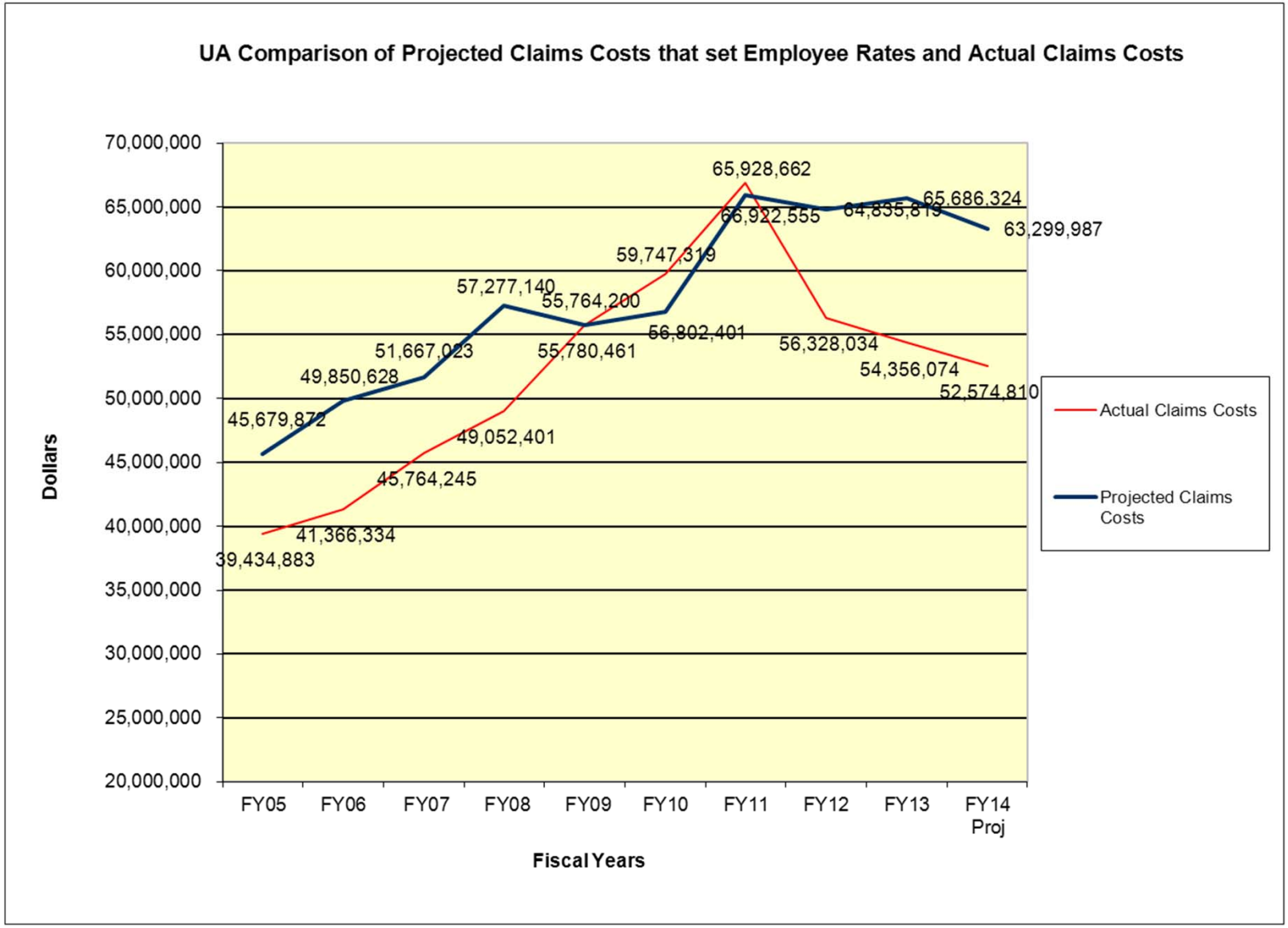
# Health Care Claims Projection Methodology

- High Projection (Premera Trend): Uses the Premera Alaska Book of Business trend rates to project claims.
- Medium Projection (Blended Trend): Uses a blend of the Lockton trend rate and that of Premera's Book of Business.
- Low Projection (Lockton Trend): Uses the UA claims data for the past three years and national trend rates to develop projected claims.

# Health Care Claims Projection: Trend Methodology

- Lockton applies the trend to the medical, pharmacy, and dental claims costs based on:
  - Past UA claims data
  - UA enrollment data
  - Projected future UA enrollment and
  - UA large dollar claims information

to project the claims costs for the next fiscal year.




FY14 actual figure is the updated projection as of Feb 2014

# Health Care Claims Projection: Review of Actual Claims Costs

| Claims History Per Vendor Reports | | Total FY $ Change | Total FY Percentage | Average Enrolled |
|---|---|---|---|---|
| Fiscal Year | Total FY Claims Cost | Inc(dec) claims | Inc(dec) claims | Headcount |
| 1992 | 13,887,609.65 | | | |
| 1993 | 14,048,467.87 | 160,858.22 | 1.16% | |
| 1994 | 15,272,548.49 | 1,224,080.62 | 8.71% | |
| 1995 | 16,425,691.90 | 1,153,143.41 | 7.55% | |
| 1996 | 15,074,943.46 | (1,350,748.44) | -8.22% | |
| 1997 | 17,202,246.13 | 2,127,302.67 | 14.11% | |
| 1998 | 17,734,687.39 | 532,441.26 | 3.10% | 3,300 |
| 1999 | 17,022,203.24 | (712,484.15) | -4.02% | 3,182 |
| 2000 | 17,891,969.36 | 869,766.12 | 5.11% | 3,325 |
| 2001 | 21,226,559.58 | 3,334,590.22 | 18.64% | 3,591 |
| 2002 | 25,578,389.39 | 4,351,829.81 | 20.50% | 3,911 |
| 2003* | 29,949,034.72 | 4,370,645.33 | 17.09% | 4,120 |
| 2004* | 34,126,073.61 | 4,177,038.89 | 13.95% | 4,244 |
| 2005** | 39,434,927.22 | 5,308,853.61 | 15.56% | 4,135 |
| 2006** | 41,366,334.16 | 1,931,406.94 | 4.90% | 4,008 |
| 2007** | 45,764,244.97 | 4,397,910.81 | 10.63% | 4,091 |
| 2008** | 49,052,401.37 | 3,288,156.40 | 7.18% | 4,184 |
| 2009** | 55,780,461.09 | 6,728,059.72 | 13.72% | 4,210 |
| 2010** | 59,747,318.84 | 3,966,857.75 | 7.11% | 4,300 |
| 2011** | 66,922,554.64 | 7,175,235.80 | 12.01% | 4,235 |
| 2012 ** | 56,328,033.78 | (10,594,520.86) | -15.83% | 4114 |
| 2013 ** | 54,356,073.65 | (1,971,960.13) | -3.50% | 3975 |
| 2014 Projection** | 52,574,810.00 | (1,781,263.65) | -3.28% | 3894 |
| 2015 Projection ** | 58,481,972.00 | 5,907,162.00 | 10.86% | 3894 |

*Adjusted for claims refund from prior years.

** Does not include vision premium.

# Things to keep in mind for FY14

- When we set the rates for FY14 we were only projecting to carry forward $235K in over-recovery, we ended up with $980K.
- We opted to go with the Blended trend instead of Lockton's trend at the request of the JHCC, due to under-recovery and potential large claims concerns.
- Updated projections show that UA will not meet the defined contribution minimum of $12,285 PEPY, and as a result will over-recover roughly $3.4 million from employees in FY14.
- Wellness program had some contract issues, and the onsite coaching component was cut to save money.

# FY14 Updated Projections

| Line # | | FY14 Projections- Feb 2013 Set EE Rates | FY14 Projections- Feb 2014 Updated Projections | Variance |
|---|---|---|---|---|
| | **Costs** | | | |
| 1 | Combined Health/Pharmacy Claims (less pharmacy rebates) | 63,300,000 | 52,574,800 | (10,075,200) |
| 2 | Vision Insurance Premium | 565,500 | 560,200 | (5,300) |
| 3 | Admin Cost - Health Program | 2,622,100 | 2,619,900 | (2,200) |
| 4 | Cobra Outsourcing | 10,500 | 11,800 | 1,300 |
| 5 | Wellness | 2,114,400 | 798,800 | (1,315,600) |
| 6 | **Total Costs** | 68,612,500 | 56,565,500 | (12,047,000) |
| | **Recoveries** | | | |
| 7 | Cobra Health Recovery | (302,700) | (215,500) | (87,200) |
| 8 | **Total Recoveries** | (302,700) | (215,500) | (87,200) |
| 9 | **Net Cost** | 68,309,800 | 56,350,000 | (11,959,800) |

# FY14 Updated Projections

| Line # | | FY14 Projections- Feb 2013 Set EE Rates | FY14 Projections- Feb 2014 Updated Projections | Variance | |
|---|---|---|---|---|---|
| 9 | **Net Cost** | 68,309,800 | 56,350,000 | (11,959,800) | A |
| | **University Obligation:** | | | | |
| 10 | Yearly Defined Contribution Rate (per Mo =1023.75) | 12,285.00 | 12,285.00 | | |
| 11 | Average number of enrolled employees | 3934 | 3894 | (40) | |
| 12 | **University Obligation** | 48,329,200 | 47,837,800 | (491,400) | |
| 13 | University Defined Contribution - % of net costs | 70.75% | 84.89% | | |
| 14 | University obligation- to meet floor percentage | 7,684,800 | 0 | | |
| 15 | **Total University obligation** | **56,014,000** | **47,837,800** | **(8,176,200)** | C |
| 16 | Total University obligation minimum- % of net costs | 82.00% | 82.00% | | B |
| 17 | **Employee Recovery Needed Before Prior Year Adjustments (represents 18% EE obligation)** | **12,295,800** | **8,512,700** | **(3,783,100)** | |

UA Obligation: A * B = C

# FY14 Updated Projections

| Line # | | FY14 Projections- Feb 2013 Set EE Rates | FY14 Projections- Feb 2014 Updated Projections | Variance |
|---|---|---|---|---|
| 17 | **Employee Recovery Needed Before Prior Year Adjustments (represents 18% EE obligation)** | **12,295,800** | **8,512,700** | **(3,783,100)** |
| 18 | Employee and Dependent Recovery | (12,060,300) | (11,972,100) | (88,200) |
| 19 | **(Over)/Under Recovery for FY14** | **235,500** | **(3,459,400)** | |
| 20 | Accumulated (Over)/Under recovery from prior periods | 238,500 | (980,900) | |
| 21 | **Net (Over)/Under Recovery** | **(3,000)** | **(4,440,300)** | |

# Things to keep in mind for FY15

- Impact of FY12 and FY14 health plan changes and Health Care Reform on future years (lots of moving parts).
- Reduction in the Health Care FSA maximum amount in FY14 per federal legislation.
- Expect more employees to take up the CDHP as they become familiar with it, which will lead to lower claims cost trend.
- Addition of Medical Travel Benefit, and Premera's new Contracting Strategy, which has impacted claims cost.
- Still experiencing a negative trend, and favorable high dollar claims experience

# FY2015 Projections

| Line # | | FY14 Projections- Feb 2014 Updated Projections | FY15 Projections- Feb 2014 Set EE Rates | Variance |
|---|---|---|---|---|
| | **Costs** | | | |
| 1 | Combined Health/Pharmacy Claims (less pharmacy rebates) | 52,574,800 | 58,482,000 | 5,907,200 |
| 2 | Vision Insurance Premium | 560,200 | 582,800 | 22,600 |
| 3 | Admin Cost - Health Program | 2,619,900 | 2,681,100 | 61,200 |
| 4 | Cobra Outsourcing | 11,800 | 11,800 | 0 |
| 5 | Wellness | 798,800 | 616,200 | (182,600) |
| 6 | **Total Costs** | 56,565,500 | 62,373,900 | 5,808,400 |
| | **Recoveries** | | | |
| 7 | Cobra Health Recovery | (215,500) | (215,500) | 0 |
| 8 | **Total Recoveries** | (215,500) | (215,500) | 0 |
| 9 | **Net Cost** | 56,350,000 | 62,158,400 | 5,808,400 |

# FY2015 Projections

| Line # | | FY14 Projections- Feb 2014 Updated Projections | FY15 Projections- Feb 2014 Set EE Rates | Variance |
|---|---|---|---|---|
| 9 | **Net Cost** | 56,350,000 | 62,158,400 | 5,808,400 |
| | **University Obligation:** | | | |
| 10 | Yearly Defined Contribution Rate (per Mo =1023.75) | 12,285.00 | 12,285.00 | |
| 11 | Average number of employees | 3894 | 3894 | |
| 12 | **University Obligation** | 47,837,800 | 47,837,800 | |
| 13 | University Defined Contribution - % of net costs | 84.89% | 76.96% | -7.93% |
| 14 | University obligation- to meet floor percentage | 0 | 3,132,100 | 3,132,100 |
| 15 | **Total University obligation** | **47,837,800** | **50,969,900** | **3,132,100** |
| 16 | Total University obligation minimum- % of net costs | 82.00% | 82.00% | |
| 17 | **Employee Recovery Needed Before Prior Year Adjustments (Represents EE obligation)** | **8,512,200** | **11,188,500** | **2,676,300** |

# FY2015 Projections

| Line # | | FY14 Projections- Feb 2014 Updated Projections | FY15 Projections- Feb 2014 Set EE Rates | Variance |
|---|---|---|---|---|
| 17 | **Employee Recovery Needed Before Prior Year Adjustments (represents EE obligation)** | **8,512,200** | **11,188,500** | **2,676,300** |
| | **Adjustments** | | | |
| | Wellness Rebate | | (1,317,400) | |
| | **Total Adjustments** | | (1,317,400) | |
| | **Net Employee Recovery Needed (after Adj)** | 8,512,200 | 9,871,100 | |
| 18 | Employee and Dependent Recovery | (11,972,100) | | |
| 19 | **(Over)/Under Recovery for FY14** | **(3,459,400)** | | |
| 20 | Accumulated (Over)/Under recovery from prior periods | (980,900) | (4,440,300) | |
| 21 | **Net (Over)/Under Recovery** | **(4,440,300)** | | |

# Employee and Dependent Rate Development

- The employee rate structure is based on plan values and tier ratios, not actual costs incurred.
- Increase in employee obligation in FY14 to 18%
- We are re-evaluating the benefit ratio for the plans for FY15

# Questions

# Appendix

A. Administrative Rates for FY13-FY15
B. Pharmacy Rebates YTD for FY14
C. Projected Health Admin Costs for FY15
D. Wellness Costs for FY15
E. Multi Year Comparison: FY13-FY15
F. $2.2 Million Over-Recovery Rate

# Monthly Admin Rates Comparison FY13-FY15

| | FY13 | FY14 | FY15 |
|---|---|---|---|
| Health | 47.72 | 43.55 | 43.66 |
| Vision | 12.16 | 11.90 | 12.38 |
| Cobra Outsourcing | .22 | .25 | .25 |
| Disease Management | 2.85 | N/A | N/A |
| Best Doctors | 2.55 | 2.55 | 2.26 |

# Pharmacy Rebates for FY14

FY14 Actual Rebate received through December 2013:

$247,260.27

# Total Projected Health Administrative Costs for FY15

| | |
|---|---|
| Health (PEPM) | 2,055,300 |
| Health Utilization | 120,200 |
| Health Care Reform Taxes | 399,200 |
| Best Doctors | 106,400 |
| Total | $2,681,100 |

# Wellness Costs for FY15

| | |
|---|---|
| Wellness (PEPM) | 407,207 |
| Wellness Incentives | 100,000 |
| Biometric Screenings | 103,000 |
| Total | $616,207 |

# UA Health Care
## Defined Contribution Summary - Combined Plans
## Comparison with Prior Years

| Line # | Costs | FY13 Totals | FY14 Proj. Totals | FY15 Proj. Totals | Change in FY13-12Totals | FY13 % Change | Change in FY14-13 Totals | FY14 % Change | Change in FY15-14 Totals | FY15 % Change |
|---|---|---|---|---|---|---|---|---|---|---|
| 1 | Total Health and Pharmacy Claims Cost | 54,356,073.65 | 52,574,810.00 | 58,481,972.00 | (1,971,960.13) | -3.50% | (1,781,263.65) | -3.28% | 5,907,162.00 | 10.10% |
| 2 | Vision Insurance Premium | 579,546.15 | 560,221.49 | 582,800.88 | 11,081.48 | 1.95% | (19,324.66) | -3.33% | 22,579.39 | 3.87% |
| 3 | Admin Cost - Health and Pharmacy Program | 2,662,497.59 | 2,619,922.31 | 2,681,068.36 | (122,699.28) | -4.41% | (42,575.28) | -1.60% | 61,146.05 | 2.28% |
| 4 | Cobra Outsourcing | 10,534.78 | 11,814.84 | 11,814.00 | (2,517.38) | -19.29% | 1,280.06 | 12.15% | (0.84) | -0.01% |
| 5 | Wellness | 1,877,804.03 | 798,842.44 | 616,207.40 | (80,556.66) | -4.11% | (1,078,961.59) | -57.46% | (182,635.04) | -29.64% |
| 6 | **Total Costs** | 59,486,456.20 | 56,565,611.08 | 62,373,862.64 | (2,166,651.97) | -3.51% | (2,920,845.12) | -4.91% | 5,808,251.56 | 9.31% |
| | **Recoveries** | | | | | | | | | |
| 7 | Cobra Health | (294,632.56) | (215,499.00) | (215,499.00) | (164,665.90) | 126.70% | 79,133.56 | -26.86% | - | 0.00% |
| 8 | **Total Recoveries** | (294,632.56) | (215,499.00) | (215,499.00) | (164,665.90) | 126.70% | 79,133.56 | -26.86% | - | 0.00% |
| 9 | **Net Cost** | 59,191,823.64 | 56,350,112.08 | 62,158,363.64 | (2,331,317.87) | -3.79% | (2,841,711.56) | -4.80% | 5,808,251.56 | 9.34% |
| | **University Commitment:** | | | | | | | | | |
| 10 | Yearly Defined Contribution Rate | 12,285.00 | 12,285.00 | 12,285.00 | - | 0.00% | - | 0.00% | - | 0.00% |
| 11 | Average number of employees | 3,975 | 3,894 | 3,894 | (139.00) | -3.38% | (81) | -2.04% | 0 | 0.00% |
| 12 | **University Obligation** | 48,832,875.00 | 47,837,790.00 | 47,837,790.00 | (1,707,615.00) | -3.38% | (995,085.00) | -2.04% | - | 0.00% |
| 13 | University Defined Contribution - % of net costs | 82.50% | 84.89% | 76.96% | 0.00 | 0.43% | 0.02 | 2.90% | -7.93% | -10.30% |
| 14 | University obligation- to meet floor percentage | 296,338.62 | - | 3,132,068.18 | (227,378.83) | -43.42% | (296,338.62) | -100.00% | 3,132,068.18 | 100.00% |
| 15 | **Total University obligation** | **49,129,213.62** | **47,837,790.00** | **50,969,858.18** | (1,934,993.83) | -3.79% | (1,291,423.62) | -2.63% | 3,132,068.18 | 6.14% |
| 16 | Total University obligation minimum- % of net costs | 83.00% | 82.00% | 82.00% | - | 0.00% | (0.01) | -1.20% | 0.00% | 0.00% |
| 17 | UA obligation as percentage of total cost | 82.59% | 84.57% | 81.72% | | | | | | |
| 18 | UA obligation as percentage of total net cost | 83.00% | 84.89% | 82.00% | | | | | | |
| 19 | **Employee Recovery Needed (before PY adj's)** | **10,062,610.02** | **8,512,322.08** | **11,188,505.46** | (396,324.04) | -3.79% | (1,550,287.94) | -15.41% | 2,676,183.38 | 23.92% |
| 20 | Employee cost (before PY adj) as % of total cost | 16.92% | 15.05% | 17.94% | | | | | | |
| 21 | Employee cost (before PY adj) as % of total net cost | 17.00% | 15.11% | 18.00% | | | | | | |
| | **Adjustments** | | | | | | | | | |
| 22 | Wellnes Rebate | - | - | (1,317,420.00) | | | | | | |
| 24 | **Total Adjustments** | 0.00 | 0.00 | (1,317,420.00) | NA | NA | NA | NA | NA | NA |
| 25 | **Net Employee/Dependent Recovery Needed** | **10,062,610.02** | **8,512,322.08** | **9,871,085.46** | (396,324.04) | -3.79% | (1,550,287.94) | -15.41% | 1,358,763.38 | 13.77% |
| 26 | Employee Recovery Received/Projected | (7,642,894.78) | (6,466,270.70) | - | (3,740,902.78) | 95.87% | 1,176,624.08 | -15.40% | - | #DIV/0! |
| 27 | Spouse/Dependent Recovery | (6,365,923.01) | (5,505,795.55) | - | (2,937,128.52) | 85.66% | 860,127.46 | -13.51% | - | #DIV/0! |
| 28 | **Total Projected Recovery** | **(14,008,817.79)** | **(11,972,066.25)** | **-** | (6,678,031.30) | 91.10% | 2,036,751.54 | -14.54% | - | #DIV/0! |
| 29 | **Employee Net (Over) Under Recovery** | **(3,946,207.77)** | **(3,459,744.17)** | **9,871,085.46** | (7,074,355.34) | -226.15% | 486,463.60 | -12.33% | 13,330,829.63 | 135.05% |
| | Employee cost (after PY adj) as percentage of total cost | 16.92% | 15.05% | 15.83% | | | | | | |
| | Employee cost (after PY adj) as percentage of total net cost | 17.00% | 15.11% | 15.88% | | | | | | |
| | Employee Headcount less Opt-outs | 3,975 | 3,894 | 3,894 | (132.00) | -3.32% | (81) | -2.08% | - | 0.00% |
| | **Yearly Health Claims Cost Per Employee** | **13,674.48** | **13,501.49** | **15,018.48** | (40.65) | -0.30% | (172.99) | -1.28% | 1,516.99 | 10.10% |
| | **Yearly Total Cost Per Employee** | **14,965.15** | **14,526.35** | **16,017.94** | (46.56) | -0.31% | (438.80) | -3.02% | 1,491.59 | 9.31% |
| | **Participants** | 8,990 | 8,863 | 8,863 | (668.00) | -7.43% | (127) | -1.43% | - | 0.00% |
| | **Yearly Health Claims Cost Per Participant** | **6,046.28** | **5,931.94** | **6,598.44** | 214.01 | 3.54% | (114.34) | -1.93% | 666.50 | 10.10% |
| | **Yearly Total Cost Per Participant** | **6,616.96** | **6,382.22** | **7,037.56** | 233.33 | 3.53% | (234.74) | -3.68% | 655.34 | 9.31% |

Note 1: Prior to FY05 employee recovery needed was retrospective

Note 2: FY06 the unions transitioned to the UAChoice plans.

Note 3: FY06 is the first year of the Wellness program

Note 4: Starting in FY09, the University obligation is calculated based on participating employees without opt outs included.

# UNIVERSITY OF ALASKA

## Employee Plan Scenerios with Base Annual Rates $2.2 Million Recovery for Fiscal Year 2015

| Line # | | Headcount projection as of Feb 2014 | FY14 Actual Rates | OPTION A Proj Rates | Proj Rates Post-Rebate | % Change | $ Change |
|---|---|---|---|---|---|---|---|
| | **"750" Plan** | | | | | | |
| 1 | EE | 707 | $2,073.00 | $2,437.00 | **$1,837.00** | -11.38% | ($236.00) |
| 2 | EE + SP | 506 | 4,146.00 | 4,874.00 | **3,674.00** | -11.38% | ($472.00) |
| 3 | EE + CH | 114 | 3,110.00 | 3,356.00 | **2,756.00** | -11.38% | ($354.00) |
| 4 | EE + 2CH | 64 | 3,939.00 | 4,091.00 | **3,491.00** | -11.37% | ($448.00) |
| 5 | EE + 3 or more CH | 19 | 4,561.00 | 4,642.00 | **4,042.00** | -11.38% | ($519.00) |
| 6 | EE + SP + 1CH | 164 | 5,183.00 | 5,793.00 | **4,593.00** | -11.38% | ($590.00) |
| 7 | EE + SP + 2CH | 164 | 6,012.00 | 6,528.00 | **5,328.00** | -11.38% | ($684.00) |
| 8 | EE + SP + 3 or more CH | 101 | 6,634.00 | 7,079.00 | **5,879.00** | -11.38% | ($755.00) |
| | **HDHP Plan** | | | | | | |
| 9 | EE | 602 | $1,333.00 | $1,456.00 | **$856.00** | -35.78% | ($477.00) |
| 10 | EE + SP | 352 | 2,666.00 | 2,912.00 | **1,712.00** | -35.78% | ($954.00) |
| 11 | EE + CH | 61 | 2,000.00 | 1,884.00 | **1,284.00** | -35.80% | ($716.00) |
| 12 | EE + 2CH | 46 | 2,533.00 | 2,227.00 | **1,627.00** | -35.77% | ($906.00) |
| 13 | EE + 3 or more CH | 16 | 2,933.00 | 2,484.00 | **1,884.00** | -35.77% | ($1,049.00) |
| 14 | EE + SP + 1CH | 179 | 3,333.00 | 3,340.00 | **2,140.00** | -35.79% | ($1,193.00) |
| 15 | EE + SP + 2CH | 216 | 3,866.00 | 3,683.00 | **2,483.00** | -35.77% | ($1,383.00) |
| 16 | EE + SP + 3 or more CH | 90 | 4,266.00 | 3,940.00 | **2,740.00** | -35.77% | ($1,526.00) |
| | **CDHP Plan** | | | | | | |
| 17 | EE | 195 | $1,183.00 | $1,158.00 | **$558.00** | -52.83% | ($625.00) |
| 18 | EE + SP | 74 | 2,366.00 | 2,316.00 | **1,116.00** | -52.83% | ($1,250.00) |
| 19 | EE + CH | 15 | 1,775.00 | 1,437.00 | **837.00** | -52.85% | ($938.00) |
| 20 | EE + 2CH | 13 | 2,248.00 | 1,661.00 | **1,061.00** | -52.80% | ($1,187.00) |
| 21 | EE + 3 or more CH | 4 | 2,603.00 | 1,828.00 | **1,228.00** | -52.82% | ($1,375.00) |
| 22 | EE + SP + 1CH | 89 | 2,958.00 | 2,595.00 | **1,395.00** | -52.84% | ($1,563.00) |
| 23 | EE + SP + 2CH | 84 | 3,431.00 | 2,819.00 | **1,619.00** | -52.81% | ($1,812.00) |
| 24 | EE + SP + 3 or more CH | 49 | 3,786.00 | 2,986.00 | **1,786.00** | -52.83% | ($2,000.00) |

# UNIVERSITY OF ALASKA

## Employee Plan Scenerios with 19 Pay Periods $2.2 Million Recovery for Fiscal Year 2015

| Line # | | Headcount projection as of Feb 2014 | FY14 Actual Rates | OPTION A Proj Rates | Proj Rates Post- | % Change | $ Change |
|---|---|---|---|---|---|---|---|
| | **"750" Plan** | | | | | | |
| 1 | EE | 707 | $109.11 | $128.26 | **$96.68** | 17.55% | 19.15 |
| 2 | EE + SP | 506 | 218.21 | 256.53 | **193.37** | 17.56% | 38.32 |
| 3 | EE + CH | 114 | 163.68 | 176.63 | **145.05** | 7.91% | 12.95 |
| 4 | EE + 2CH | 64 | 207.32 | 215.32 | **183.74** | 3.86% | 8.00 |
| 5 | EE + 3 or more CH | 19 | 240.05 | 244.32 | **212.74** | 1.78% | 4.27 |
| 6 | EE + SP + 1CH | 164 | 272.79 | 304.89 | **241.74** | 11.77% | 32.10 |
| 7 | EE + SP + 2CH | 164 | 316.42 | 343.58 | **280.42** | 8.58% | 27.16 |
| 8 | EE + SP + 3 or more CH | 101 | 349.16 | 372.58 | **309.42** | 6.71% | 23.42 |
| | **HDHP Plan** | | | | | | |
| 9 | EE | 602 | $70.16 | $76.63 | **$45.05** | 9.22% | 6.47 |
| 10 | EE + SP | 352 | 140.32 | 153.26 | **90.11** | 9.22% | 12.94 |
| 11 | EE + CH | 61 | 105.26 | 99.16 | **67.58** | -5.80% | (6.10) |
| 12 | EE + 2CH | 46 | 133.32 | 117.21 | **85.63** | -12.08% | (16.11) |
| 13 | EE + 3 or more CH | 16 | 154.37 | 130.74 | **99.16** | -15.31% | (23.63) |
| 14 | EE + SP + 1CH | 179 | 175.42 | 175.79 | **112.63** | 0.21% | 0.37 |
| 15 | EE + SP + 2CH | 216 | 203.47 | 193.84 | **130.68** | -4.73% | (9.63) |
| 16 | EE + SP + 3 or more CH | 90 | 224.53 | 207.37 | **144.21** | -7.64% | (17.16) |
| | **CDHP Plan** | | | | | | |
| 17 | EE | 195 | $62.26 | $60.95 | **$29.37** | -2.10% | (1.31) |
| 18 | EE + SP | 74 | 124.53 | 121.89 | **58.74** | -2.12% | (2.64) |
| 19 | EE + CH | 15 | 93.42 | 75.63 | **44.05** | -19.04% | (17.79) |
| 20 | EE + 2CH | 13 | 118.32 | 87.42 | **55.84** | -26.12% | (30.90) |
| 21 | EE + 3 or more CH | 4 | 137.00 | 96.21 | **64.63** | -29.77% | (40.79) |
| 22 | EE + SP + 1CH | 89 | 155.68 | 136.58 | **73.42** | -12.27% | (19.10) |
| 23 | EE + SP + 2CH | 84 | 180.58 | 148.37 | **85.21** | -17.84% | (32.21) |
| 24 | EE + SP + 3 or more CH | 49 | 199.26 | 157.16 | **94.00** | -21.13% | (42.10) |

# UNIVERSITY OF ALASKA

## Employee Plan Scenerios with 26 Pay Periods $2.2 Million Recovery for Fiscal Year 2015

| Line # | | Headcount projection as of Feb 2014 | FY14 Actual Rates | OPTION A Proj Rates | Proj Rates Post- | % Change | $ Change |
|---|---|---|---|---|---|---|---|
| | **"750" Plan** | | | | | | |
| 1 | EE | 707 | $79.73 | $93.73 | **$70.65** | 17.56% | 14.00 |
| 2 | EE + SP | 506 | 159.46 | $187.46 | **141.31** | 17.56% | 28.00 |
| 3 | EE + CH | 114 | 119.62 | $129.08 | **106.00** | 7.91% | 9.46 |
| 4 | EE + 2CH | 64 | 151.50 | $157.35 | **134.27** | 3.86% | 5.85 |
| 5 | EE + 3 or more CH | 19 | 175.42 | $178.54 | **155.46** | 1.78% | 3.12 |
| 6 | EE + SP + 1CH | 164 | 199.35 | $222.81 | **176.65** | 11.77% | 23.46 |
| 7 | EE + SP + 2CH | 164 | 231.23 | $251.08 | **204.92** | 8.58% | 19.85 |
| 8 | EE + SP + 3 or more CH | 101 | 255.15 | $272.27 | **226.12** | 6.71% | 17.12 |
| | **HDHP Plan** | | | | | | |
| 9 | EE | 602 | $51.27 | $56.00 | **$32.92** | 9.23% | 4.73 |
| 10 | EE + SP | 352 | 102.54 | $112.00 | **65.85** | 9.23% | 9.46 |
| 11 | EE + CH | 61 | 76.92 | $72.46 | **49.38** | -5.80% | (4.46) |
| 12 | EE + 2CH | 46 | 97.42 | $85.65 | **62.58** | -12.08% | (11.77) |
| 13 | EE + 3 or more CH | 16 | 112.81 | $95.54 | **72.46** | -15.31% | (17.27) |
| 14 | EE + SP + 1CH | 179 | 128.19 | $128.46 | **82.31** | 0.21% | 0.27 |
| 15 | EE + SP + 2CH | 216 | 148.69 | $141.65 | **95.50** | -4.73% | (7.04) |
| 16 | EE + SP + 3 or more CH | 90 | 164.08 | $151.54 | **105.38** | -7.64% | (12.54) |
| | **CDHP Plan** | | | | | | |
| 17 | EE | 195 | $45.50 | $44.54 | **$21.46** | -2.11% | (0.96) |
| 18 | EE + SP | 74 | 91.00 | $89.08 | **42.92** | -2.11% | (1.92) |
| 19 | EE + CH | 15 | 68.27 | $55.27 | **32.19** | -19.04% | (13.00) |
| 20 | EE + 2CH | 13 | 86.46 | $63.88 | **40.81** | -26.12% | (22.58) |
| 21 | EE + 3 or more CH | 4 | 100.12 | $70.31 | **47.23** | -29.77% | (29.81) |
| 22 | EE + SP + 1CH | 89 | 113.77 | $99.81 | **53.65** | -12.27% | (13.96) |
| 23 | EE + SP + 2CH | 84 | 131.96 | $108.42 | **62.27** | -17.84% | (23.54) |
| 24 | EE + SP + 3 or more CH | 49 | 145.62 | $114.85 | **68.69** | -21.13% | (30.77) |