

ISSUE FOUR

1
2 *What shall be the Self-Insured Health Insurance Plan's premiums for the 2012 plan year effective January 1, 2012? (Article*
3 *XII – Compensation and Insurance, Section 5)*

The Special Magistrate's Recommendation

4
5
6 "The parties are at odds over the District accepting the report of its outside consultant and a newly originated report from a
7 joint committee composed of representatives of the Superintendent and members of the bargaining unit. The latter has its genesis
8 in Art. XII, Sec. 4, "Health Insurance Committee." In that provision the parties agreed to such a committee from representatives of
9 the bargaining agents and those designated by the Superintendent "for the purpose of continuing to explore ways of containing the
10 cost of health insurance." The CBA empowers this committee to "recommend changes in the health plan" and to make requests for
11 proposals to permit a change in carriers "if such change is beneficial to the employee."

12 The evidence shows that this committee spent several months reviewing data relating to the three plan option benefits, and
13 administrative costs, claims and plan cost projection with savings options over a period of three years. It used an actuary to evaluate
14 premium requirements for the identified options and then designed a plan "to ensure the plan financial viability." In so doing it
15 recommended increasing premiums for employees. "More than \$6 million in premiums will be used to reduce the prior year's
16 deficit."

17 *Given that this contractual committee composed jointly of union and management representatives spent considerable time*
18 *and appear to have thoroughly analyzed the most current data, as opposed to Mercer, which ended its analysis in mid-2010, and*
19 *which an independent actuary pointed out that deficiency in its data, it is incumbent on the District to closely analyze the data and*
20 *results obtained by this joint contractually based committee. And it is so recommended. Again, this is not a one-sided*
21 *recommendation from the Union. It represents an effort by both parties. And if, as the committee recommends, the deficit will be*
22 *wiped clean by its proposal, then the rationale for needing the 2.5% (sic) salary decrease for teachers and the furlough days for*
23 *paraprofessional no longer exists. Instead the Union's proposals regarding salary, albeit the SM's concern about recurring step costs,*
24 *would be recommended."*

25
26 **MEA Position: MEA accepts the Health Insurance Committee Recommendation and the Special Magistrate Recommendations**
27 **pertaining to Health Insurance Premiums, Experience Step Advancement and Salary.** MEA proposes to accept the August 30, 2011
28 recommendations of the Health Insurance Committee (Union Exhibit #4A) established under Article XII, Section 5 related to
29 modifications to the Blue Choice Health Plan option benefits and the recommended Health Insurance Plan premiums for the 2012
30 plan year covering January 1, 2012 through December 31, 2012. The Health Insurance Committee worked over several months to

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1 review the plan specific data related to each of the three plan options benefits, utilization, medical cost ratios, high cost claims,
2 prescription drug costs, employee out of pocket expenses, alternative plan designs for the current plans, alternative plan design
3 options available from the current Third Party Administrator, alternative Pharmacy Benefit Plan designs available from the Pharmacy
4 Benefit Manager, including a variety of plan cost savings alternative. The Committee also utilized the Actuary to calculate premium
5 requirements for the options identified and for the final plan design recommendations to ensure the plan financial viability.
6 Premiums were increased for the 2011 year resulting in bargaining unit employee premiums of \$429,017 for the September 2011
7 through December 31, 2011 or an average of \$151.22 per employee. The impact of the Health Insurance Committee
8 recommendations is an increase in premiums for both the District and the Employees, primarily due to the need to reduce the
9 reported past plan deficits. This recommendation will result in increased employee premiums for the period of January 2012
10 through the August 2012 of \$860,209 or an additional increase of \$297.96 per bargaining unit member. Total increases in employee
11 premiums for the 2011-12 year as proposed are \$1,289,236 or \$441.84 per bargaining unit employee. Some employees will realize
12 increases much higher than this amount for dependent coverage. MEA's proposal is \$389,523 less than the Superintendent's
13 proposal for bargaining unit employee share of premiums for the 2011-12 year. MEA's proposal is \$157,080 more than the
14 Superintendent's proposal for bargaining unit Board share of premiums for the 2011-12 contract year and \$241,443 less than the
15 overall premium for fiscal year (Union Exhibit #4C).

16
17 **MEA Proposal: Union Exhibit #4A**
18

19 The Health Insurance Committee voted to recommend the plan modifications and premium structure developed by the Actuary as
20 evident in Union Exhibit #4A.

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22 **MEA Rationale:** MEA proposed the acceptance of the Health Insurance Committee (HIC) recommendations included within Union
23 Exhibit #4A. The committee studied the financial condition of the plan, the health insurance and prescription claims data for the
24 past 3 years, the administrative cost trends, as well as the claims and plan cost projections developed by the Actuary for 2012. The
25 committee also reviewed data about the premium share for the District and Employees as well as the out of pocket expenses for
26 employees prior to making the recommendation. The Superintendent's proposal (Union Exhibit #4B) is based on a Mercer report
27 developed in 2010 based on direction of the Superintendent that did not include data for claims for the second half of 2010 or any of
28 2011. The report also states that recommendations for 2012 should be reviewed and updated based on the continuing data

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1 collection prior to making the recommendation for premiums for the 2012 year. To our knowledge no updating of this report has
2 occurred.

3 According to the District's Comprehensive Annual Financial Report (CAFR) for the fiscal year ending June 30, 2011 the deficit
4 in the Self-Insurance Health Fund was reduced to \$6,102,489. This was a reduction of \$2,439,911 from the prior year's report. The
5 most recent report provided to the HIC shows that the actual revenues and expenses reported through the end of November 2011
6 are consistent with the calculations used in the HIC recommendation. The HIC recommendation includes more than six million
7 dollars in premiums for 2012 (\$6,245,000) to be used to reduce the prior years' deficit and begin to build reserves. This is more than
8 one hundred dollars (\$106.84) per employee per month in premium used to reduce the deficit and build fund reserves. In 2011,
9 nearly four and one-half million dollars (\$4,436,000) in premiums went toward reducing prior years' deficit. The deficit created over
10 a number of years of poor claims experience and insufficient increases in premiums will be eliminated by the end of the 2012 plan
11 year and there will be a \$1,307,000 surplus if the HIC recommendation is implemented, based on the Actuarial projections provided
12 to the HIC (Union Exit #4A).

13 The difference in total plan premium collected between the MEA proposed HIC recommendation and the Superintendent's
14 recommendation is \$291,000 for MEA bargaining unit employees for the 2012 plan year (Union Exhibit #4C). The difference in the
15 employee premium is \$484,382 with the Superintendent proposal being more expensive for employees. The difference in the
16 District share of premiums is \$193,200, with the HIC and MEA proposal being higher for the 2012 plan year. These calculations and
17 comparisons have been updated using the open enrollment data for the 2012 plan year.

18 There is no urgent need in the health plan that necessitates a reduction in employee pay so that the Board can make an
19 additional \$3,000,000 Board contribution to pad reserves. With premiums for the 2011 and 2012 plan years set higher than need to
20 fund the annual needs so that the deficit that was created over more than five years is reduced within two years, clearly establishes
21 the intent of the plan to maintain the appropriate financial backing. There is no need to further punish employees for the errors of
22 the past related to the Health Insurance fund. Since 2005-06 the level of planned premiums as presented in district Budget
23 documents failed to be realized in six consecutive years as reported in the Annual Financial Reports for 2005-06 through 2009-10. In
24 addition, the level of anticipated claims was outpaced by real claims in both the 2006-07 and 2007-08 years by more than \$5.3
25 million and \$6.3 million respectively (Union Exhibit #4D).

26

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1 MEA urges the Legislative Body to accept the Health Insurance Committee recommendation related to Health Insurance Premiums
2 and utilize the \$3 million dollars in support of MEA's Experience Step Advancement and Salary proposals.
3
4

MANATEE COUNTY SCHOOL BOARD
SELF-FUNDED HEALTH PLAN

OPERATING PROJECTIONS FOR SELF-INSURED HEALTH BENEFIT PLANS

PART I

Choice Benefits \$1500 Ded & \$3000 MOOP, Contributions increased 25%; Options Filed Rates: Care - Single \$40, Other Employee tiers increased 7.5%

	CURRENT YEAR	PLAN YEAR 1		PLAN YEAR 2
	January 2011 - December 2011	January 2012 - December 2012		January 2013 - December 2013
1. NUMBER OF EMPLOYEES	4,871	4,871	4,871	4,871
2. PREMIUM INCOME	\$ 41,637,000	\$ 45,901,000	\$ 49,082,000	\$ 49,082,000
3. OTHER INCOME (INCLUDES INVESTMENT INCOME)	\$ -	\$ -	\$ -	\$ -
4. TOTAL INCOME (2 + 3)	\$ 41,637,000	\$ 45,901,000	\$ 49,082,000	\$ 49,082,000
5. TOTAL INCURRED CLAIMS	\$ 34,023,000	\$ 36,430,000	\$ 40,146,000	\$ 40,146,000
6. TOTAL EXPENSES	\$ 3,178,000	\$ 3,226,000	\$ 3,274,000	\$ 3,274,000
7. TOTAL DISBURSMENTS (5 + 6)	\$ 37,201,000	\$ 39,656,000	\$ 43,420,000	\$ 43,420,000
8. TOTAL GAIN OR LOSS (4 - 7)	\$ 4,436,000	\$ 6,245,000	\$ 5,662,000	\$ 5,662,000
9. SURPLUS BEGINNING OF YEAR (12/31/2010)	\$ (9,374,000)	\$ (4,938,000)	\$ 1,307,000	\$ 1,307,000
10. SURPLUS END OF YEAR (8 + 9)	\$ (4,938,000)	\$ 1,307,000	\$ 6,969,000	\$ 6,969,000
11. OIR 60-DAY SURPLUS REQUIREMENT	\$ 5,593,000	\$ 5,988,000	\$ 6,599,000	\$ 6,599,000
12. ADDITIONAL FUNDING NEEDED TO MEET SURPLUS REQUIREMENT	\$ 10,531,000	\$ 4,681,000	\$ -	\$ -

PART 2 - ASSUMPTIONS

	CURRENT YEAR	PLAN YEAR 1	PLAN YEAR 2
1. Revenue Increase	Actual Premium	10.2%	7.00%
2.a. Claim Trend (Composite Medical & Rx)		7.5%	10.2%
2.b. Expense Trend	Actual Expense/PEPM	1.5%	1.5%
3. Premium Contributions (See Below)			
4. Specific Stop Loss Attachment Point	\$425,000		

MONTHLY PREMIUM CONTRIBUTIONS					
		2011		January 2012 - December 2012	2013
BLUE CHOICE					
SINGLE	Board	\$354.00	\$335.00	\$380.00	\$407.00
	Employee	\$100.00	\$119.00	\$125.00	\$134.00
EMPLOYEE + 1	Board	\$559.00	\$559.00	\$600.00	\$642.00
	Employee	\$300.00	\$300.00	\$375.00	\$401.00
EMPLOYEE + 2 or more	Board	\$824.00	\$824.00	\$884.00	\$946.00
	Employee	\$500.00	\$500.00	\$625.00	\$669.00
BLUE OPTIONS					
SINGLE	Board	\$371.81	\$362.83	\$390.00	\$417.00
	Employee	\$47.26	\$56.24	\$71.00	\$76.00
EMPLOYEE + 1	Board	\$606.25	\$559.00	\$600.00	\$642.00
	Employee	\$210.00	\$257.25	\$288.00	\$308.00
EMPLOYEE + 2 or more	Board	\$930.31	\$824.00	\$884.00	\$946.00
	Employee	\$236.26	\$342.57	\$416.00	\$445.00
BLUE CARE					
SINGLE	Board	\$416.63	\$414.63	\$400.00	\$417.00
	Employee	\$10.50	\$12.50	\$40.00	\$50.00
EMPLOYEE + 1	Board	\$653.88	\$559.00	\$600.00	\$642.00
	Employee	\$157.50	\$252.38	\$272.00	\$291.00
EMPLOYEE + 2 or more	Board	\$962.18	\$824.00	\$884.00	\$946.00
	Employee	\$183.76	\$321.94	\$347.00	\$371.00

IF LINE 8 IS NEGATIVE, PROVIDE AN EXPLANATION AS TO WHY PREMIUM RATES CAN NOT BE INCREASED.

OIR-P2-573 Fr Adjusted BC Rates

* INCLUDES PREMIUMS FOR STOP LOSS INSURANCE.

MANATEE COUNTY SCHOOL BOARD
SELF-FUNDED HEALTH PLAN

OPERATING PROJECTIONS FOR SELF-INSURED HEALTH BENEFIT PLANS

PART 1

Choice Benefits \$1500 Ded & \$3000 MOOP, Contributions increased 25%; Options Filed Rates: Care - Single \$40, Other Employee tiers increased 7.5%

Rates shown below

	CURRENT YEAR January 2011 - December 2011	PLAN YEAR 1 January 2012 - December 2012	PLAN YEAR 2 January 2013 - December 2013
1. NUMBER OF EMPLOYEES	4,871	4,871	4,871
2. PREMIUM INCOME	\$ 41,637,000	\$ 45,901,000	\$ 49,082,000
3. OTHER INCOME (INCLUDES INVESTMENT INCOME)	\$ -	\$ -	\$ -
4. TOTAL INCOME (2 + 3)	\$ 41,637,000	\$ 45,901,000	\$ 49,082,000
5. TOTAL INCURRED CLAIMS*	\$ 34,023,000	\$ 36,430,000	\$ 40,146,000
6. TOTAL EXPENSES	\$ 3,178,000	\$ 3,226,000	\$ 3,274,000
7. TOTAL DISBURSMENTS (5 + 6)	\$ 37,201,000	\$ 39,656,000	\$ 43,420,000
8. TOTAL GAIN OR LOSS (4 - 7)	\$ 4,436,000	\$ 6,245,000	\$ 5,662,000
9. SURPLUS BEGINNING OF YEAR (12/31/2010)	\$ (9,374,000)	\$ (4,938,000)	\$ 1,307,000
10. SURPLUS END OF YEAR (8 + 9)	\$ (4,938,000)	\$ 1,307,000	\$ 6,969,000
11. OR 60-DAY SURPLUS REQUIREMENT	\$ 5,593,000	\$ 5,988,000	\$ 6,599,000
12. ADDITIONAL FUNDING NEEDED TO MEET SURPLUS REQUIREMENT	\$ 10,531,000	\$ 4,681,000	\$ -

PART 2 - ASSUMPTIONS

	CURRENT YEAR Actual Premium	PLAN YEAR 1	PLAN YEAR 2
1. Revenue Increase		10.2%	7.00%
2.a. Claim Trend (Composite Medical & Rx)		7.5%	10.2%
2.b. Expense Trend	Actual Expense PEPM	1.5%	1.5%
3. Premium Contributions (See Below)			
4. Specific Stop Loss Attachment Point	\$425,000		

TOTAL MONTHLY PREMIUM CONTRIBUTIONS (BOARD + EMPLOYEE)							
		2011		January 2012 - December 2012		2013	
BLUE CHOICE							
	SINGLE	\$454.00	\$454.00	\$505.00		\$541.00	
	EMPLOYEE + 1	\$859.00	\$859.00	\$975.00		\$1,043.00	
	EMPLOYEE + 2 or more	\$1,324.00	\$1,324.00	\$1,509.00		\$1,615.00	
BLUE OPTIONS							
	SINGLE	\$419.07	\$419.07	\$461.00		\$493.00	
	EMPLOYEE + 1	\$816.25	\$816.25	\$888.00		\$950.00	
	EMPLOYEE + 2 or more	\$1,166.57	\$1,166.57	\$1,300.00		\$1,391.00	
BLUE CARE							
	SINGLE	\$427.13	\$427.13	\$440.00		\$467.00	
	EMPLOYEE + 1	\$811.38	\$811.38	\$872.00		\$933.00	
	EMPLOYEE + 2 or more	\$1,145.94	\$1,145.94	\$1,231.00		\$1,317.00	

IF LINE 8 IS NEGATIVE, PROVIDE AN EXPLANATION AS TO WHY PREMIUM RATES CAN NOT BE INCREASED.

* INCLUDES PREMIUMS FOR STOP LOSS INSURANCE.

**MEA Health Insurance Premium Proposals Jan - Aug 2012
Following Fall 2011 Open Enrollment**

MEA Proposal	EE's	JAN - AUG Increase	TOTAL COST JAN- AUG	% Increase Premium	Average Monthly Increase	Employee Impact 2011-12	% of Para Salary Impact	% of Teacher Salary Impact
EE Share	2876	\$ 860,219	\$ 5,213,501	19.76%	\$ 35.19	\$ 299.10	-1.64%	-0.63%
Board Share	2876	\$ 827,150	\$ 14,358,540	6.11%	\$ 33.84	\$ 287.60	1.58%	0.60%
TOTAL Premium	2876	\$ 1,687,369	\$ 19,572,041	9.43%	\$ 69.02	\$ 586.71	3.22%	1.23%

Board Proposal	EE's	JAN - AUG Increase	TOTAL COST JAN- AUG	% Increase Premium	Average Monthly Increase	Employee Impact 2011-12	% of Para Salary Impact	% of Teacher Salary Impact
EE Share	2876	\$ 1,258,742	\$ 5,612,023	28.91%	\$ 51.49	\$ 437.67	-2.40%	-0.90%
Board Share	2876	\$ 663,658	\$ 14,201,460	4.90%	\$ 27.15	\$ 230.76	1.27%	0.48%
TOTAL Premium	2876	\$ 1,922,400	\$ 19,813,483	10.75%	\$ 78.64	\$ 668.43	3.67%	1.40%

Difference	EE's	Difference JAN - AUG Increase	Difference TOTAL COST JAN- AUG	Difference % Increase Premium	Difference Monthly Increase	Dif Employee Impact 2011-12	Dif % of Para Salary Impact	Dif % of Teacher Salary Impact
EE Share	2876	\$ (398,523)	\$ (398,523)	-9.15%	\$ (16.30)	\$ (138.57)	0.76%	0.27%
Board Share	2876	\$ 163,492	\$ 157,080	1.21%	\$ 6.69	\$ 56.85	0.31%	0.12%
TOTAL Premium	2876	\$ (235,031)	\$ (241,443)	-1.31%	\$ (9.61)	\$ (81.72)	-0.45%	-0.17%

MEA Health Insurance Premium Proposals Jan - Aug 2012
Following Fall 2011 Open Enrollment

MEA Proposed Health Insurance Premium MEA Unit Employee Share Increase JAN - AUG 2012

Plan	Tier	MEA/HIC Proposed Employee Share/Pay	2011 Imposed Employee Share/Pay	EE Share Change Per Pay	% EE Share Change	Employee Share Change JAN - AUG	Teachers & Paras	Teacher/ Para EE Share Increase JAN - AUG	Teacher/ Para EE Share 2012	EE Share % Change (MEA)
Blue Choice	Plus one	\$ 187.50	\$ 150.00	\$ 37.50	25.00%	\$ 637.50	34	\$ 21,675.00	\$ 108,375	
	Family	\$ 312.50	\$ 250.00	\$ 62.50	25.00%	\$ 1,062.50	11	\$ 11,687.50	\$ 58,438	
	Single	\$ 62.50	\$ 59.50	\$ 3.00	5.04%	\$ 51.00	51	\$ 2,601.00	\$ 54,188	
Blue Options	Plus one	\$ 144.00	\$ 128.62	\$ 15.38	11.96%	\$ 261.46	394	\$ 103,015.24	\$ 964,512	
	Family	\$ 208.00	\$ 171.28	\$ 36.72	21.44%	\$ 624.24	698	\$ 435,719.52	\$ 2,468,128	
	Single	\$ 35.50	\$ 28.12	\$ 7.38	26.24%	\$ 125.46	898	\$ 112,663.08	\$ 541,943	
Blue Care HMO	Plus one	\$ 136.00	\$ 126.19	\$ 9.81	7.77%	\$ 166.77	114	\$ 19,011.78	\$ 263,568	
	Family	\$ 173.50	\$ 160.97	\$ 12.53	7.78%	\$ 213.01	201	\$ 42,815.01	\$ 592,850	
	Single	\$ 20.00	\$ 6.25	\$ 13.75	220.00%	\$ 233.75	475	\$ 111,031.25	\$ 161,500	
TOTALS							2876	\$ 860,219	\$ 5,213,501	19.76%
								\$ 299.10	\$ 1,812.76	

HIC Recommended Rates for 2012 (August 30, 2011)

MEA Proposed Health Insurance Premium MEA Unit Board Share Increase JAN - AUG 2012

Plan	Tier	MEA/HIC Proposed Board Share/Pay	2011 Imposed Board Share/Pay	Board Share Change Per Pay	% Board Share Change	Board Share Change JAN - AUG	Teachers & Paras	Board Share Change (MEA)	Board Share JAN - AUG 2012	Board Share % Change (MEA)
Blue Choice	Plus one	\$ 300.00	\$ 279.50	\$ 20.50	7.33%	\$ 348.50	34	\$ 11,849.00	\$ 173,400	
	Family	\$ 442.00	\$ 412.00	\$ 30.00	7.28%	\$ 510.00	11	\$ 5,610.00	\$ 82,654	
	Single	\$ 190.00	\$ 167.50	\$ 22.50	13.43%	\$ 382.50	51	\$ 19,507.50	\$ 164,730	
Blue Options	Plus one	\$ 300.00	\$ 279.50	\$ 20.50	7.33%	\$ 348.50	394	\$ 137,309.00	\$ 2,009,400	
	Family	\$ 442.00	\$ 412.00	\$ 30.00	7.28%	\$ 510.00	698	\$ 355,980.00	\$ 5,244,772	
	Single	\$ 195.00	\$ 181.00	\$ 14.00	7.73%	\$ 238.00	898	\$ 213,724.00	\$ 2,976,870	
Blue Care HMO	Plus one	\$ 300.00	\$ 279.50	\$ 20.50	7.33%	\$ 348.50	114	\$ 39,729.00	\$ 581,400	
	Family	\$ 442.00	\$ 412.00	\$ 30.00	7.28%	\$ 510.00	201	\$ 102,510.00	\$ 1,510,314	
	Single	\$ 200.00	\$ 207.32	\$ (7.32)	-3.53%	\$ (124.36)	475	\$ (59,068.63)	\$ 1,615,000	
TOTALS							2876	\$ 827,150	\$ 14,358,540	6.11%
								\$ 287.60	\$ 4,992.54	

HIC Recommended Rates for 2012 (August 30, 2011)

MEA Proposed Health Insurance Premium MEA Unit Total Premium JAN AUG 2012

Plan	Tier	MEA/HIC Proposed Total Premium/ Pay	2011 Imposed Total Premium/ Pay	Total Premium Change Per Pay	% Total Premium Change	Total Premium Change JAN - AUG 2012	Teachers & Paras	Total Premium Change (MEA)	Total Premium (MEA) JAN - AUG 2012	Total Premium % Change (MEA)
Blue Choice	Plus one	\$ 487.50	\$ 429.50	\$ 58.00	13.50%	\$ 986.00	34	\$ 33,524.00	\$ 281,775	
	Family	\$ 754.50	\$ 662.00	\$ 92.50	13.97%	\$ 1,572.50	11	\$ 17,297.50	\$ 141,092	
	Single	\$ 252.50	\$ 227.00	\$ 25.50	11.23%	\$ 433.50	51	\$ 22,108.50	\$ 218,918	
Blue Options	Plus one	\$ 444.00	\$ 408.12	\$ 35.88	8.79%	\$ 609.96	394	\$ 240,324.24	\$ 2,973,912	
	Family	\$ 650.00	\$ 583.28	\$ 66.72	11.44%	\$ 1,134.24	698	\$ 791,699.52	\$ 7,712,900	
	Single	\$ 230.50	\$ 209.12	\$ 21.38	10.22%	\$ 363.46	898	\$ 326,387.08	\$ 3,518,813	
Blue Care HMO	Plus one	\$ 436.00	\$ 405.69	\$ 30.31	7.47%	\$ 515.27	114	\$ 58,740.78	\$ 844,968	
	Family	\$ 615.50	\$ 572.97	\$ 42.53	7.42%	\$ 723.01	201	\$ 145,325.01	\$ 2,103,164	
	Single	\$ 220.00	\$ 213.57	\$ 6.44	3.01%	\$ 109.40	475	\$ 51,962.63	\$ 1,776,500	
TOTALS							2876	\$ 1,687,369	\$ 19,572,041	9.43%
								\$ 586.71	\$ 6,805.30	

HIC Recommended Rates for 2012 (August 30, 2011)

Enrollment data provided by the District 12/2/2011

District Proposed Health Insurance Premiums JAN - AUG 2012
Following Fall 2011 Open Enrollment

Board Proposed Health Insurance Premium MEA Unit Employee Share Increase JAN - AUG 2012

Plan	Tier	Proposed Employee Share/Pay	2011 Employee Share/Pay	EE Share Change Per Pay	% EE Share Change	EE Share Change JAN - AUG 2012	Teachers & Paras	Teacher & Para Share Change	Teacher & Para Share JAN - AUG 2012	MEA % Change
Blue Choice	Plus one	\$ 150.00	\$ 150.00	\$ -	0.00%	\$ -	34	\$ -	\$ 86,700	
	Family	\$ 250.00	\$ 250.00	\$ -	0.00%	\$ -	11	\$ -	\$ 46,750	
	Single	\$ 59.50	\$ 59.50	\$ -	0.00%	\$ -	51	\$ -	\$ 51,587	
Blue Options	Plus one	\$ 144.00	\$ 128.62	\$ 15.38	11.96%	\$ 261.46	394	\$ 103,015	\$ 964,512	
	Family	\$ 208.00	\$ 171.28	\$ 36.72	21.44%	\$ 624.24	698	\$ 435,720	\$ 2,468,128	
	Single	\$ 40.50	\$ 28.12	\$ 12.38	44.03%	\$ 210.46	898	\$ 188,993	\$ 618,273	
Blue Care HMO 42	Plus one	\$ 149.00	\$ 126.19	\$ 22.81	18.08%	\$ 387.77	114	\$ 44,206	\$ 288,762	
	Family	\$ 209.50	\$ 160.97	\$ 48.53	30.15%	\$ 825.01	201	\$ 165,827	\$ 715,862	
	Single	\$ 46.00	\$ 6.25	\$ 39.75	636.00%	\$ 675.75	475	\$ 320,981	\$ 371,450	
Blue Care HMO 52	Plus one	\$ 50.00						\$ -	\$ -	
	Family	\$ 75.00						\$ -	\$ -	
	Single	\$ 10.00						\$ -	\$ -	
TOTALS							2876	\$ 1,258,742	\$ 5,612,023	28.91%
								\$ 437.67	\$ 1,951.33	

District Proposal October 5, 2011

Board Proposed Health Insurance Premium Board Share Increase Jan - Aug 2012

Plan	Tier	Proposed Board Share/Pay	Prior Board Share/Pay	Board Share Change Per Pay	% Board Share Change	Board Share Change JAN - AUG 2012	Teachers & Paras	Board Share (MEA) Change	Board Share (MEA) JAN - AUG 2012	Board % Change (MEA)
Blue Choice	Plus one	\$ 300.00	\$ 279.50	\$ 20.50	7.33%	\$ 348.50	34	\$ 11,849	\$ 173,400	
	Family	\$ 442.00	\$ 412.00	\$ 30.00	7.28%	\$ 510.00	11	\$ 5,610	\$ 82,654	
	Single	\$ 190.00	\$ 167.50	\$ 22.50	13.43%	\$ 382.50	51	\$ 19,508	\$ 164,730	
Blue Options	Plus one	\$ 300.00	\$ 279.50	\$ 20.50	7.33%	\$ 348.50	394	\$ 137,309	\$ 2,009,400	
	Family	\$ 442.00	\$ 412.00	\$ 30.00	7.28%	\$ 510.00	698	\$ 355,980	\$ 5,244,772	
	Single	\$ 190.00	\$ 181.42	\$ 8.58	4.73%	\$ 145.86	898	\$ 130,982	\$ 2,900,540	
Blue Care HMO 42	Plus one	\$ 300.00	\$ 279.50	\$ 20.50	7.33%	\$ 348.50	114	\$ 39,729	\$ 581,400	
	Family	\$ 442.00	\$ 412.00	\$ 30.00	7.28%	\$ 510.00	201	\$ 102,510	\$ 1,510,314	
	Single	\$ 190.00	\$ 207.32	\$ (17.32)	-8.35%	\$ (294.36)	475	\$ (139,819)	\$ 1,534,250	
Blue Care HMO 52	Plus one	\$ 300.00						\$ -	\$ -	
	Family	\$ 442.00						\$ -	\$ -	
	Single	\$ 190.00						\$ -	\$ -	
TOTALS							2876	\$ 663,658	\$ 14,201,460	4.90%
								\$ 230.76	\$ 4,937.92	

District Proposal October 5, 2011

Board Proposed Health Insurance Premium MEA Unit Total Premium Increases JAN - AUG 2012

Plan	Tier	Proposed Total Premium/Pay	Prior Total Premium/Pay	Total Premium Change Per Pay	% Total Rate Change	Total Premium Change JAN - AUG 2012	Teachers & Paras	Total Premium Change (MEA)	Total Premium (MEA) JAN - AUG 2012	Total Plan % Change (MEA)
Blue Choice	Plus one	\$ 450.00	\$ 429.50	\$ 20.50	4.77%	\$ 348.50	34	\$ 11,849	\$ 260,100	
	Family	\$ 692.00	\$ 662.00	\$ 30.00	4.53%	\$ 510.00	11	\$ 5,610	\$ 129,404	
	Single	\$ 249.50	\$ 227.00	\$ 22.50	9.91%	\$ 382.50	51	\$ 19,508	\$ 216,317	
Blue Options	Plus one	\$ 444.00	\$ 408.12	\$ 35.88	8.79%	\$ 609.96	394	\$ 240,324	\$ 2,973,912	
	Family	\$ 650.00	\$ 583.28	\$ 66.72	11.44%	\$ 1,134.24	698	\$ 791,700	\$ 7,712,900	
	Single	\$ 230.50	\$ 209.54	\$ 20.96	10.00%	\$ 356.32	898	\$ 319,975	\$ 3,518,813	
Blue Care HMO 42	Plus one	\$ 449.00	\$ 405.69	\$ 43.31	10.68%	\$ 736.27	114	\$ 83,935	\$ 870,162	
	Family	\$ 651.50	\$ 572.97	\$ 78.53	13.71%	\$ 1,335.01	201	\$ 268,337	\$ 2,226,176	
	Single	\$ 236.00	\$ 213.57	\$ 22.44	10.50%	\$ 381.40	475	\$ 181,163	\$ 1,905,700	
Blue Care HMO 52	Plus one	\$ 350.00	\$ -					\$ -	\$ -	
	Family	\$ 517.00	\$ -					\$ -	\$ -	
	Single	\$ 200.00	\$ -					\$ -	\$ -	
TOTALS							2876	\$ 1,922,400	\$ 19,813,483	10.75%
								\$ 668.43	\$ 6,889.25	

District Proposal October 5, 2011

Enrollment Data Received form District 12/2/2011

Manatee County School District
Self Insured Health Plan Budget History 2003 -2011

SELF INSURED HEALTH	2003-04 Actual	2004-05 Actual	2005-06 Budget	AFR FY 2006
Premium Income	30,986,086	33,204,366	33,976,304	29,560,790
Beginning Balance	(3,166,733)	256,805	1,996,547	570,927
Administration	1,238,091	2,185,519	2,442,289	3,344,570
Claims	23,459,647	27,188,443	27,495,460	24,678,008
Ending Balance	182,840	570,927	1,324,882	2,110,453

Effective January 1, 2004 increased premiums and reduced benefits
Board share of additional \$2 million
Promised for 2004-05
What caused \$3 mil+ decrease in premiums?

SELF INSURED HEALTH	2004-05 Actual	2005-06 Actual	2006-07 Budget	AFR FY 2007
Premium Income	33,204,366	31,150,797	33,156,000	30,472,446
Beginning Balance	256,805	1,996,547	3,536,073	2,110,453
Administration	2,185,519	3,344,570	4,005,897	3,458,164
Claims	27,188,443	24,679,008	24,450,000	29,822,995
Ending Balance	570,927	2,110,043	4,315,983	(697,152)

Why are actuals not tracking with AFRs?
What would cause 2006-07 budget balance of \$3.536 million when end of 2005-06 balance was \$2.11 million?
No change in premium
What would cause premiums to be nearly \$3 million less in AFR than budgeted?

SELF INSURED HEALTH	2005-06 Actual	2006-07 Actual	2007-08 Budget	AFR FY 2008
Premium Income	31,150,797	32,783,283	34,551,000	34,470,594
Beginning Balance	1,996,547	3,536,073	(359,279)	(697,152)
Administration	3,344,570	3,458,164	3,418,746	3,671,502
Claims	24,679,008	29,822,995	27,940,500	34,303,446
Ending Balance	2,110,043	(697,154)	-	(4,137,965)

Why are actuals not tracking with AFRs?
Effective September 2007 employee premiums increased 5%
Effective January 2008 Board share increased 15%
\$2 million plan funding promised

SELF INSURED HEALTH	2006-07 Actual	2007-08 Actual	2008-09 Budget	AFR FY 2009
Premium Income	30,472,446	32,051,000	38,000,000	33,638,406
Beginning Balance	2,110,451	2,020,125	(3,300,000)	(4,137,965)
Administration	3,458,164	3,671,502	3,824,053	3,691,623
Claims	29,822,995	34,303,446	40,159,053	33,266,805
Ending Balance	(697,154)	(4,137,965)	(6,296,018)	(7,019,090)

Why are actuals not tracking with AFRs?
Premiums remained the same
Plan changes and premiums imposed effective January 2009

SELF INSURED HEALTH	2007-08 Actual	2008-09 Actual	2009-10 Budget	AFR FY 2010
Premium Income	34,470,594	33,638,406	34,250,000	33,245,715
Beginning Balance	(697,152)	(4,137,965)	(7,019,089)	(7,019,090)
Administration	3,671,502	3,691,323	3,363,490	3,871,867
Claims	34,303,446	33,266,805	32,200,000	31,041,500
Ending Balance	(4,137,965)	(7,019,089)	(8,332,579)	(8,402,079)

Why are premium collection decreasing?
No changes in premium or plan design

SELF INSURED HEALTH	2008-09 Actual	2009-10 Actual	2010-11 Budget	AFR FY 2011
Premium Income	33,638,406	33,245,715	36,750,000	38,798,182
Beginning Balance	(4,137,965)	(7,019,089)	(8,402,079)	(8,402,079)
Administration	3,691,323	3,872,426	2,776,833	3,650,370
Claims	33,266,805	31,040,941	34,598,350	33,273,898
Ending Balance	(7,019,089)	(8,402,079)	(9,027,262)	(6,102,489)

Increased Board share of premium
Increased employee premiums
imposed by the Board

SELF INSURED HEALTH	2009-10 Actual	2010-11 Actual	2011-12 Budget
Premium Income	33,245,715	38,798,182	44,444,340
Beginning Balance	(7,019,089)	(8,402,079)	(6,102,489)
Administration	3,872,426	3,650,598	3,304,502
Claims	31,040,941	33,273,670	33,102,500
Ending Balance	(8,402,079)	(6,102,489)	2,234,852