

PARMA CITY SCHOOL DISTRICT
INSURANCE COMMITTEE MINUTES
October 11, 2022
1:30 pm Board Meeting Room

Meeting called to order at 1:30

Financials

- The fund balance as of 9/30/2022 was \$5,032,417.99.

Oswald

- Oswald presented a demo for Benefit Technology Resources for an online benefits enrollment.
- Oswald reviewed their monthly performance reports.

BMI

- The last day to submit documentation for the BMI Audit is October 14th.

The next meeting is scheduled for November 15th at 1:30.

Insurance Fund Balances at the End of the Month

	FY2023	FY2022	FY 2021	FY 2020
July	5,645,206.14	5,558,392.85	5,573,815.38	5,433,836.70
August	5,085,511.73	5,191,023.25	5,147,981.24	4,854,018.56
September	5,032,417.99	5,316,651.75	4,994,762.70	4,913,615.37
October		4,825,201.69	4,874,579.62	4,931,366.00
November		4,767,091.73	5,197,410.84	4,581,131.85
December		4,895,542.80	5,606,006.57	4,383,919.56
January		5,150,539.91	5,637,525.80	4,694,488.51
February		5,425,134.16	6,234,559.58	4,729,110.00
March		5,491,269.67	6,312,470.98	4,611,370.67
April		5,197,783.64	5,644,422.93	4,804,538.54
May		5,737,002.57	5,627,511.97	5,539,052.32
June		6,795,523.85	6,670,919.06	6,256,702.07

Weekly Claims Excluding Monthly MMO Admin Fee

Week Ending	Medical Mutual	Express Scripts	Weekly Total
10/07/22	275,084.68	120,119.94	395,204.62
09/30/22	447,888.52	80,748.75	528,637.27
09/23/22	187,517.62	141,476.27	328,993.89
09/16/22	358,811.78	122,946.70	481,758.48
09/09/22	347,214.01	74,885.44	422,099.45
09/02/22	245,925.18	182,853.29	428,778.47
08/26/22	449,905.06	68,765.51	518,670.57
08/19/22	432,626.67	132,041.30	564,667.97
08/12/22	444,219.09	81,741.08	525,960.17
08/05/22	344,518.43	97,971.71	442,490.14
07/29/22	288,667.54	114,565.05	403,232.59
07/22/22	391,902.58	94,985.04	486,887.62
07/15/22	229,341.40	84,249.20	313,590.60
07/08/22	265,878.57	90,692.47	356,571.04
07/01/22	400,008.01	59,804.04	459,812.05
06/24/22	299,809.66	156,675.04	456,484.70
06/17/22	309,253.18	112,548.07	421,801.25
06/10/22	259,309.42	99,246.27	358,555.69
06/03/22	296,255.90	78,905.43	375,161.33
05/27/22	352,905.80	75,620.42	428,526.22
05/20/22	248,359.05	147,107.92	395,466.97
05/13/22	193,110.76	154,335.23	347,445.99
05/06/22	-210,748.86	80,002.26	-130,746.60
04/29/22	292,548.42	99,869.28	392,417.70
04/22/22	356,844.62	102,089.84	458,934.46
04/15/22	422,592.34	82,252.91	504,845.25
04/08/22	301,982.71	77,411.74	379,394.45

Total FYTD			July	August	September	October	November	December	January	February	March	April	May	June
		Premiums												
\$	826,878.77	Employees	(3) \$	339,218.17	\$	230,344.40	\$	257,316.20						
\$	29,374.86	Vision - Emp	(5) \$	9,058.32	\$	9,131.51	\$	11,185.03						
\$	4,824,988.56	Board of Education	(2) \$	1,505,264.03	\$	1,493,701.65	\$	1,826,022.88						
\$	336.91	Vision - BOE	(4) \$	147.91	\$	107.13	\$	81.87						
\$	-	Misc	(1) \$	-										
<hr/>														
\$	5,681,579.10	Total Revenue		\$ 1,853,688.43	\$	1,733,284.69	\$	2,094,605.98	\$	-	\$	-	\$	-
\$	7,444,684.96	Total Expense		\$ 3,004,006.14	\$	2,292,979.10	\$	2,147,699.72	\$	-	\$	-	\$	-
\$	(1,763,105.86)	Reserve Gain/(Loss)		\$ (1,150,317.71)	\$	(559,694.41)	\$	(53,093.74)	\$	-	\$	-	\$	-
<hr/>														
		Claims												
\$	5,108,722.18	Medical	(1) \$	1,863,063.77	\$	1,667,633.88	\$	1,578,024.53						
\$	1,365,367.26	Prescription	(2) \$	637,481.22	\$	388,158.19	\$	339,727.85						
\$	35,796.94	Vision	(5) \$	17,686.49	\$	8,777.87	\$	9,332.58						
<hr/>														
		Fixed Costs & Other												
\$	206,917.06	Administration Fee	(4) \$	104,413.81	\$	51,523.27	\$	50,979.98						
\$	681,623.52	Stop Loss Premiums	(3) \$	345,220.35	\$	169,972.29	\$	166,430.88						
\$	36,707.18	Consultant/Legal Fees	(6) \$	30,939.98	\$	2,771.60	\$	2,995.60						
\$	524.00	Subrogation	(7) \$	206.90	\$	108.80	\$	208.30						
\$	(47.88)	Health Fair/Wellness	(9) \$	(47.88)	\$	-	\$	-						
\$	-	ACA Fees	(8) \$		\$		\$	-						
\$	9,074.70	Misc	(10) \$	5,041.50	\$	4,033.20	\$	-						

Month Ending 2022-09-30		Fiscal Year	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
FY Beg. Balance (cash)			\$ 6,795,523.85	\$ 6,670,919.06	\$ 6,256,702.07	\$ 6,488,027.19	\$ 5,343,845.39	\$ 4,799,522.57	\$ 2,982,710.77	\$ 3,350,780.29	\$ 5,786,969.17	\$ 5,736,379.40	\$ 6,393,935.92
Premiums													
\$ 339,218.17	Employees - Med/Rx	\$	826,878.77	\$ 3,169,690.73	\$ 2,925,120.11	\$ 2,674,470.05	\$ 2,683,445.83	\$ 2,359,558.98	\$ 2,724,714.10	\$ 2,535,761.10	\$ 2,465,516.77	\$ 2,414,510.89	\$ 2,204,412.05
\$ 9,058.32	Vision - Emp	\$	29,374.86	\$ 1,229.04	\$ 1,120.21	\$ 1,023.57	\$ 994.94	\$ 1,383.55	\$ 1,676.96	\$ 2,015.56	\$ 2,793.64	\$ 2,014.23	\$ 3,566.93
\$ 1,505,264.03	Board of Education - Med/Rx	\$	4,824,988.56	\$ 20,561,037.63	\$ 19,104,884.15	\$ 17,515,914.74	\$ 17,125,079.05	\$ 17,030,980.86	\$ 17,224,978.01	\$ 15,926,119.85	\$ 15,070,084.63	\$ 15,001,485.69	\$ 13,496,594.93
\$ 147.91	Vision - BoE	\$	336.91	\$ 335.34	\$ 335,305.78	\$ 336,592.71	\$ 337,462.64	\$ 142,749.73	\$ 171,423.81	\$ 160,159.71	\$ 162,782.47	\$ 162,407.73	\$ 162,488.24
\$ -	Misc	\$	-	\$ 9,703.71	\$ 9,000.00	\$ 49,925.69	\$ 27,464.30	\$ 753,157.19	\$ 268,078.03	\$ 24,088.21	\$ 15,195.30	\$ 2,337.43	\$ 4,425.05
\$ 1,851,688.43	Total Revenue	\$	5,681,579.10	\$ 23,877,231.26	\$ 22,175,440.25	\$ 20,377,926.78	\$ 19,969,466.26	\$ 20,287,860.31	\$ 20,390,970.91	\$ 18,648,144.43	\$ 17,715,172.81	\$ 17,582,765.97	\$ 15,871,487.20
\$ 3,004,006.14	Total Expense	\$	7,444,684.96	\$ 23,753,030.47	\$ 21,761,223.26	\$ 20,609,251.90	\$ 18,825,284.96	\$ 19,743,537.45	\$ 18,574,059.11	\$ 19,016,213.95	\$ 20,151,361.69	\$ 17,532,176.20	\$ 16,529,043.72
\$ (1,150,317.71)	Reserve Gain/(Loss)	\$	(1,763,105.86)	\$ 124,604.79	\$ 414,216.99	\$ (231,325.12)	\$ 1,144,181.80	\$ 544,322.82	\$ 1,816,811.80	\$ (368,069.52)	\$ (2,436,188.88)	\$ 50,589.77	\$ (657,556.52)
Claims													
\$ 1,863,063.77	Medical	\$	5,108,712.18	\$ 16,659,816.69	\$ 14,755,253.70	\$ 13,751,511.58	\$ 12,594,429.26	\$ 12,805,135.78	\$ 12,410,709.56	\$ 12,191,718.50	\$ 13,643,059.28	\$ 12,337,980.26	\$ 11,339,032.57
\$ 637,481.22	Prescription	\$	1,165,367.26	\$ 4,394,392.30	\$ 4,536,612.46	\$ 4,600,248.78	\$ 4,161,413.27	\$ 5,005,947.29	\$ 4,151,399.04	\$ 4,790,250.84	\$ 4,526,933.50	\$ 3,747,170.86	\$ 3,772,949.84
\$ 17,686.49	Vision	\$	35,796.94	\$ 100,206.56	\$ 83,933.76	\$ 102,607.72	\$ 122,284.71	\$ 113,906.54	\$ 100,999.01	\$ 129,630.55	\$ 137,197.73	\$ 143,737.38	\$ 113,297.05
Fixed Costs & Other													
\$ 104,413.81	Administration Fee	\$	206,917.06	\$ 635,960.30	\$ 638,393.22	\$ 635,669.15	\$ 636,916.31	\$ 649,950.50	\$ 651,483.70	\$ 677,053.00	\$ 723,097.84	\$ 673,213.62	\$ 751,386.62
\$ 145,220.35	Stop Loss Premiums	\$	681,623.52	\$ 1,813,794.64	\$ 1,614,492.54	\$ 1,190,000.01	\$ 1,204,448.72	\$ 1,032,355.96	\$ 996,384.92	\$ 896,407.56	\$ 812,550.39	\$ 510,777.65	\$ 462,275.96
\$ 30,939.98	Consultant/Legal Fees	\$	36,707.13	\$ 121,892.17	\$ 101,804.70	\$ 104,542.75	\$ 87,160.92	\$ 90,535.01	\$ 82,180.80	\$ 73,371.40	\$ 71,231.60	\$ 77,437.50	\$ 66,062.50
\$ 206.90	Subrogation	\$	524.00	\$ 5,001.98	\$ 5,159.90	\$ 4,053.44	\$ 4,531.85	\$ 5,089.16	\$ 5,823.01	\$ 4,704.93	\$ 5,814.35	\$ 3,435.43	\$ 3,871.43
\$ (47.88)	Health Fair/Wellness	\$	(47.88)	\$ 9,391.59	\$ 10,448.48	\$ 9,222.17	\$ 8,725.92	\$ 9,018.92	\$ 13,620.00	\$ 17,719.27	\$ -	\$ 18,423.50	\$ 20,167.75
\$ -	ACA Fees	\$	-	\$ -	\$ -	\$ -	\$ -	\$ 6,428.63	\$ 91,085.77	\$ 159,718.00	\$ 330,477.00	\$ -	\$ -
\$ 5,041.50	Misc	\$	9,074.70	\$ 12,564.24	\$ 15,124.50	\$ 9,710.00	\$ -	\$ 25,169.70	\$ 70,371.30	\$ 75,000.00	\$ -	\$ -	\$ -
FY Ending Balance (cash)			\$ 5,032,417.99	\$ 6,795,523.85	\$ 6,670,919.06	\$ 6,256,702.07	\$ 6,488,027.19	\$ 5,343,845.39	\$ 4,799,522.57	\$ 2,982,710.77	\$ 3,350,780.29	\$ 5,786,969.17	\$ 5,736,379.40

Health Care Committee Meeting

October 11, 2022

Kelsey Finucan
Tom Sigman
Susan Worgull

We See Risk So You See Opportunity



oswald

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Benefit Tech. & Integration



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System Demo

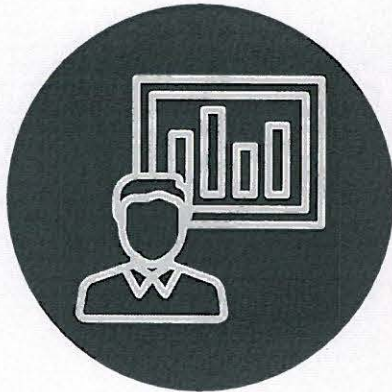


iBenefit
COMMUNICATION

PCSD
Parma City School District

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WHO WE ARE



**Leading National HR
Technology & Communication**
firm established in 2008



**100+ full time
employees** dedicated to
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As your **technology partner**,
we go above and beyond
the direct benefits providers



Over 400 BenAdmin
clients on BTR's
supported platforms



WHY CHOOSE US

- ✓ We have been a certified PlanSource Reseller since 2014
- ✓ Dedicated “one team” approach to each client account
- ✓ Enhanced service & support over the direct provider focus on partnership
- ✓ Direct access. No ticketing system or 1-800 numbers. Response time expected in 2 business days



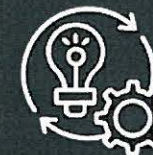
SUBJECT MATTER
EXPERTS



AWARD
WINNING TEAM



OUTSTANDING
SERVICE



CONTINUOUSLY SUPERIOR
EXECUTION



MORE THAN JUST A CALL CENTER



Employee Service Center

- Login & Navigation Support
- Client-Specific Phone Number & Email Address
- Call Recordings Available Upon Request
- Warm Transfers to Carrier & Vendor
- Custom Scripts
- Technical support for Life Events & Enrollment Navigation support
- Year-round support for all employees

SERVICE CENTER ADD-ONS

- Life Event Processing
- Dependent Verification



Additional Services Available

- Evidence of Insurability Processing
- Payroll Demographic Import Monitoring
- Managed Carrier Discrepancies
- Manual Carrier Communication
- COBRA Tracking
- COBRA & FSA Services – *powered by Flores*



WHY CHOOSE PLANSOURCE

Robust Solutions for your Strategy

Benefit Platform Technology

- ✓ Interactive & Customizable Employee Homepage
- ✓ Enrollment – Annual/Open, Life Events, New Hire, Class Changes
- ✓ Mobile-First Site
- ✓ Mobile App
- ✓ SMS Notifications*
- ✓ Defined Contribution
- ✓ Decision Support*
- ✓ Foreign Language Support (Spanish)
- ✓ Canadian Address Support
- ✓ Total Compensation Statements*
- ✓ HSA Employee/Employer Contributions
- ✓ Custom Pay Schedules
- ✓ Wellness/Spousal/Attestation Surcharges
- ✓ Employee Email Notifications & Alerts

Data Connections & Integrations

- ✓ Electronic Data Interchange (EDI) Services
- ✓ Single Sign-on (SSO)
- ✓ Application Program Interface (API)
- ✓ Auto & Ad-Hoc Import Capabilities
- ✓ Strategic Partnerships and Templated Solutions with:
 - Insurance Carriers
 - Benefits Vendors
 - Payroll, HCM, & HRIS Systems
- ✓ Custom Solutions for Non-Templated Data Integrations

Compliance Support Technology

- ✓ ACA Hours Tracking and Eligibility Measurement
- ✓ ACA Reporting and Form Processing
- ✓ ACA Form Fulfillment*
- ✓ ACA e-Filing
- ✓ Federal & State

Benefits & Billing Administration

- ✓ COBRA, HSA, & FSA Integrations
- ✓ Billing Suite for Self-Billing

Reporting

- ✓ Employee & Administrator Alerts
- ✓ Standard & Custom Reporting

Additional Modules*

- ✓ Document Management
- ✓ Text Messaging
- ✓ Billing Reconciliation & Payment

*Fee based



YOUR PLANSOURCE SERVICE TEAM

Client Experience Manager



- Lead client service team
- Manage project timelines
- Oversee incoming and outgoing integration projects
- ACA project management
- Escalation POC and backup for Service Analyst
- Importing & data reconciliation

Service Analyst



- Day to Day Ongoing Service Contact
- Admin System Training
- Create Admin and Employee-facing Guides

Configuration Analyst



- Build custom sites tailored to client needs
- Configuration work for acquisitions, renewals
- System testing

Data Integrations Team



- Configure and maintain EDI files per carrier specifications
- EDI renewal administration and database management
- Facilitate payroll file builds
- Update file structures as needed



DATA & SYSTEM INTEGRATIONS

Employee
demographics



Dependent
demographics



Employee & dependent
benefit elections

Payroll

- New Hire/Terms
- Demographic info
- Employment info
- Eligibility/profile changes

Demographic
file



Payroll
deduction file



PLANSOURCE

- Benefit Elections
- Deductions/billing info
- Life Event/OE Changes
- Dependents /beneficiaries

Enrollment &
Eligibility files
via SFTP



Insurance Carriers

- Benefit plan data
- Eligibility data
- COBRA



Let's get started!



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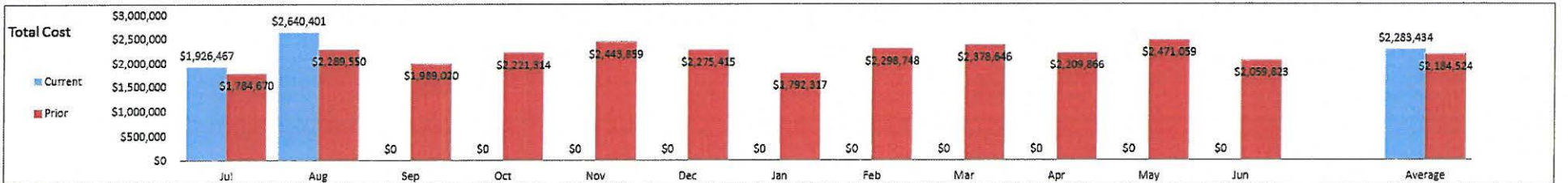
Oswald Monthly Report

Claim Experience - Prior Year													Total	Average	PEPY
	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22	Apr 22	May 22	Jun 22			
Medical Claims	\$1,248,470	\$1,742,057	\$1,422,541	\$1,666,240	\$1,842,460	\$1,615,579	\$1,286,517	\$1,781,735	\$1,809,647	\$1,641,691	\$1,764,099	\$1,423,372	\$19,194,408	\$1,599,534	\$15,665
Prescription Claims	\$426,594	\$439,425	\$455,414	\$415,848	\$461,037	\$519,702	\$393,150	\$454,543	\$457,706	\$366,612	\$505,080	\$434,436	\$5,329,547	\$444,129	\$4,349
Rx Rebates	(\$89,906)	(\$89,906)	(\$89,906)	(\$62,197)	(\$62,197)	(\$62,197)	(\$89,635)	(\$89,635)	(\$89,635)				(\$725,214)	(\$80,579)	(\$592)
Total Claims	\$1,585,157	\$2,091,576	\$1,788,049	\$2,019,891	\$2,241,300	\$2,073,084	\$1,590,032	\$2,096,642	\$2,177,718	\$2,008,303	\$2,269,179	\$1,857,808	\$23,798,740	\$1,963,084	\$19,422
Fees/Premium	\$199,513	\$197,974	\$200,971	\$201,424	\$202,558	\$202,332	\$202,285	\$202,106	\$200,927	\$201,562	\$201,879	\$202,015	\$2,415,546	\$201,295	\$1,971
Total Cost	\$1,784,670	\$2,289,550	\$1,989,020	\$2,221,314	\$2,443,859	\$2,275,415	\$1,792,317	\$2,298,748	\$2,378,646	\$2,209,866	\$2,471,059	\$2,059,823	\$26,214,286	\$2,184,524	\$21,394
Reimbursed Claims													(\$2,080,990)		(\$1,698)
Grand Total													\$24,133,296	\$2,011,108	\$19,695

Subscribers Medical/Rx	1,208	1,200	1,224	1,226	1,234	1,233	1,231	1,232	1,225	1,229	1,231	1,231	14,704	1,225	
Medical/Rx Claim PEPM	\$1,312.22	\$1,742.98	\$1,460.82	\$1,647.55	\$1,816.29	\$1,681.33	\$1,291.66	\$1,701.82	\$1,777.73	\$1,634.10	\$1,843.36	\$1,509.19		\$1,618	\$19,422

Claims Experience - Current Year													Total	Average	PEPY
	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23			
Medical Claims	\$1,304,600	\$1,912,095											\$3,216,695	\$1,608,348	\$16,043
Prescription Claims	\$400,370	\$509,126											\$909,496	\$454,748	\$4,536
Rx Rebates													\$0	\$0	\$0
Total Claims	\$1,704,970	\$2,421,221											\$4,126,191	\$2,063,096	\$20,580
Fees/Premium	\$221,497	\$219,180											\$440,677	\$220,338	\$2,198
Total Cost	\$1,926,467	\$2,640,401											\$4,566,868	\$2,283,434	\$22,777
Reimbursed Claims													\$0		\$0
Grand Total													\$4,566,868	\$2,283,434	\$22,777

Subscribers Medical/Rx	1,207	1,199											2,406	1,203	
Medical/Rx Claim PEPM	\$1,412.57	\$2,019.37												\$1,716	\$20,580



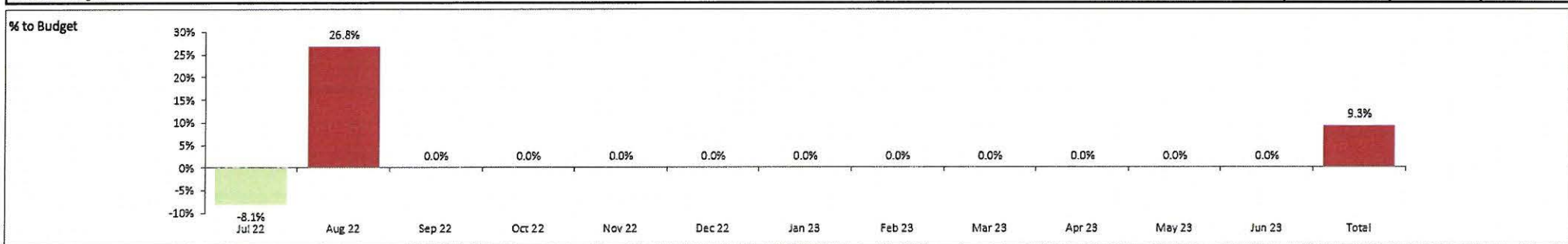
Oswald Monthly Report (cont.)

Large Claims: July 2022 - June 2023		Claims	Estimated Reimbursement
#1		\$122,312	
#2		\$121,302	
		\$243,614	\$0

Plan Information	
Insurer/Medical	MMO
Rx	ESI
Contract Type	Self-Insured
Specific Stop-Loss Coverage	Medical/Rx
Specific Stop-Loss Deductible	\$200,000
Aggregate Stop-Loss Coverage	Medical/Rx
Aggregate Stop-Loss Corridor	115%

Due to reporting limitations, reimbursements are shown on medical claims only.
The stop loss contract covers both medical and Rx claims so actual reimbursements may differ.

Year to Date Actual vs Budgeted Plan Cost													Total	Average	PEPY
	Jul 22	Aug 22	Sep 22	Oct 22	Nov 22	Dec 22	Jan 23	Feb 23	Mar 23	Apr 23	May 23	Jun 23			
Budget Plan Cost	\$2,095,738	\$2,081,848											\$4,177,586	\$2,088,793	\$20,836
Actual Plan Cost	\$1,926,467	\$2,640,401											\$4,566,868	\$2,283,434	\$22,777
% Actual to Budget	91.9%	126.8%											109.3%		



2022/23 PCSD Service Calendar | Q4 & Q1



Strategy/Reporting



Compliance



Meetings

Q4 2022

	OCTOBER	NOVEMBER	DECEMBER
Strategy/ Reporting	<ul style="list-style-type: none"> Monthly financials (Aug.) Technology Resources 	<ul style="list-style-type: none"> Monthly financials (Sept.) Teladoc evaluation & other solutions 	<ul style="list-style-type: none"> Monthly financials (Oct.) Wellness Update w People One & Oswald
Compliance			<ul style="list-style-type: none"> CMS Rx Dx (12/27)
Meetings	<ul style="list-style-type: none"> HC Committee 10/11 	<ul style="list-style-type: none"> HC Committee 11/8 	<ul style="list-style-type: none"> HC Committee 12/13

Q1 2023

JANUARY	FEBRUARY	MARCH
<ul style="list-style-type: none"> Enrollment eligibility/enrollment review Monthly financials (Nov.) 	<ul style="list-style-type: none"> Current state assessment/strategy meeting Monthly financials (Dec.) 	<ul style="list-style-type: none"> Monthly financials (Jan) Preliminary FY23 projection
		<ul style="list-style-type: none"> CMS Disclosure Due (3/1) 1095 Distribution Deadline (3/2) 1094 Filing Deadline if filing electronically (3/31)
<ul style="list-style-type: none"> HC Committee 1/10 	<ul style="list-style-type: none"> HC Committee 2/14 	<ul style="list-style-type: none"> HC Committee 3/14

To be refined on an ongoing basis

Thank You

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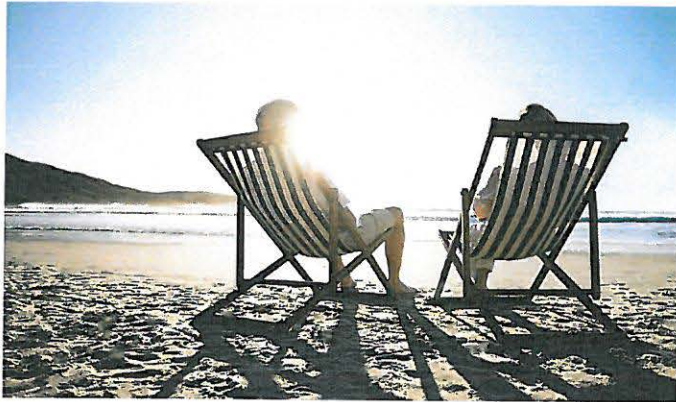
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FREQUENTLY ASKED QUESTIONS ABOUT MEDICARE

- ① Am I required to enroll in Medicare at age 65?
- ① Will I pay a penalty for delaying enrollment in Medicare?
- ① Would it be better to keep my health insurance at work or enroll in Medicare?
- ① What is the difference between Original Medicare and Medicare Advantage Plans?
- ① Who can I call for personal assistance?