



Gallagher

Insurance | Risk Management | Consulting

A Self-Funded Evaluation

PREPARED EXCLUSIVELY FOR:

OKHEEI

January 1, 2024 - December 31, 2024

Plan Evaluation: OKHEEI

Medical & Pharmacy
Self-Funded
Status Quo

Renewal Plan Year: 1/1/2024 - 12/31/2024
Carrier(s): BCBS OK
Specific Deductible: \$300,000

Month	Subscribers	Members	Medical	Pharmacy	Total Claims
Feb-21	3,522	4,948			
Mar-21	3,516	4,947	\$1,672,028	\$697,330	\$2,369,358
Apr-21	3,514	4,935	\$1,746,221	\$799,175	\$2,545,396
May-21	3,494	4,919	\$1,506,002	\$680,013	\$2,186,015
Jun-21	3,453	4,860	\$1,714,637	\$618,963	\$2,333,600
Jul-21	3,412	4,803	\$1,656,294	\$787,164	\$2,443,457
Aug-21	3,358	4,703	\$1,824,073	\$669,672	\$2,493,745
Sep-21	3,449	4,808	\$1,817,899	\$659,586	\$2,477,485
Oct-21	3,466	4,825	\$1,696,089	\$839,901	\$2,535,990
Nov-21	3,466	4,819	\$2,325,648	\$642,211	\$2,967,858
Dec-21	3,472	4,827	\$2,079,267	\$893,363	\$2,972,630
Jan-22	3,398	4,698	\$1,996,232	\$630,938	\$2,627,171
Feb-22	3,390	4,686	\$1,552,682	\$741,373	\$2,294,055
Mar-22	3,392	4,693	\$2,114,928	\$627,018	\$2,741,946
Apr-22	3,374	4,673	\$1,411,109	\$855,946	\$2,267,055
May-22	3,361	4,661	\$1,682,563	\$767,676	\$2,450,239
Jun-22	3,324	4,603	\$1,684,605	\$690,201	\$2,374,806
Jul-22	3,297	4,568	\$1,804,401	\$779,694	\$2,584,094
Aug-22	3,268	4,519	\$1,948,635	\$729,381	\$2,678,015
Sep-22	3,350	4,630	\$1,843,831	\$916,377	\$2,760,208
Oct-22	3,364	4,653	\$1,686,347	\$856,822	\$2,543,168
Nov-22	3,360	4,640	\$1,667,115	\$856,177	\$2,523,292
Dec-22	3,350	4,615	\$1,761,599	\$964,753	\$2,726,352
Jan-23	3,001	4,161	\$1,627,193	\$737,701	\$2,364,894
Feb-23	3,032	4,203	\$1,413,636	\$627,884	\$2,041,520
Prior R12	41,520	58,092	\$21,587,072	\$8,659,689	\$30,246,761
Prior R12 PEPM	---	---	\$519.92	\$208.57	\$728.49
Prior R12 PMPM	---	---	\$371.60	\$149.07	\$520.67
Current R12	39,831	55,102	\$20,645,961	\$9,409,630	\$30,055,591
Current R12 PEPM	---	---	\$518.34	\$236.24	\$754.58
Current R12 PMPM	---	---	\$374.69	\$170.77	\$545.45

†This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.

Claim Development: OKHEEI

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	3/1/2021 - 2/28/2022		3/1/2022 - 2/28/2023		Fixed Cost Estimates PEPM	Current 2023	Change (%)	Renewal 2024
	Medical	Pharmacy	Medical	Pharmacy				
Gross Paid Claims	\$21,587,072	\$8,659,689	\$20,645,961	\$9,409,630	Administrative Fee	-\$30.33	48.5%	-\$45.03
Pharmacy Rebates		(\$427,387)		(\$192,102)	Zero Card Fee	\$8.29	4.3%	\$8.65
Claims over Specific Deductible	(\$644,115)	(\$534,069)	(\$950,822)	(\$469,629)	ISL Premium	\$52.59	7.5%	\$56.51
Total Net Paid Claims	\$20,942,957	\$7,698,233	\$19,695,139	\$8,747,899	ASL Premium	\$1.04	0.00%	\$1.04
Subscriber Months	41,520	41,388	39,831	39,473	Consulting Fee	\$3.62	0.00%	\$3.57
Average Claim Value	\$504.41	\$186.00	\$494.47	\$221.62				
Experience Midpoint	9/1/2021	9/1/2021	9/1/2022	9/1/2022	Total Fixed Costs PEPM	\$35.21	-29.7%	\$24.74
Projection Midpoint	7/1/2024	7/1/2024	7/1/2024	7/1/2024				
Trend Months	34	34	22	22				
Claims Adjusted Trend Rate	7.1%	10.0%	7.1%	10.0%				
Trend Factor	1.215	1.310	1.134	1.191	Renewal Summary			
Change in Reserve Adjustment	1.006	1.000	1.006	1.000				
Contract Size Adjustment	0.991	0.991	1.002	1.002	Current Budgeting Rate PEPM			\$852.80
Experienced Incurred Claims PEPM	\$610.43	\$241.42	\$565.09	\$264.47	Projected Premium Equivalent (Exp)			\$850.09
Combined Experienced Incurred Claims PEPM	\$851.85		\$829.56		Calculated Rate Action (%)			-0.3%
COVID19 Impact	1.004		1.003					
Adjusted Incurred Claims PEPM	\$854.90		\$832.39					
Add Large Claimants	\$21.68		\$22.60					
Total Experienced Incurred Claims PEPM	\$876.58		\$854.98					
Experience Weighting	5%		95%					
Projected Incurred Claims PEPM			\$856.06					
Rx Negotiations			(\$30.71)					
Total Projected Incurred Claims PEPM (Exp)			\$825.35					

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Rate Development: OKHEEI

Medical & Pharmacy

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Coverage Tier	Enrollment	Current Plan Year 2023	Renewal Plan Year		
		Total Rates	No Plan Changes	Plan Changes	Plan Changes, and remove Zero on Therapy and Heart Hospital
Plan A				No Change	
Employee	793	\$851.83	\$849.13	\$849.13	\$844.91
Employee + Spouse	10	\$1,658.30	\$1,653.04	\$1,653.04	\$1,644.82
Employee + Child	58	\$1,088.55	\$1,085.10	\$1,085.10	\$1,079.70
Employee + Children	10	\$1,471.27	\$1,466.61	\$1,466.61	\$1,459.31
Employee + Family	3	\$2,124.66	\$2,117.93	\$2,117.93	\$2,107.39
Plan B				Remove BP/BC tiers	
Employee	957	\$743.75	\$741.39	\$741.39	\$737.70
Employee + Spouse	63	\$1,347.70	\$1,343.43	\$1,343.43	\$1,336.75
Employee + Child	83	\$955.69	\$952.66	\$952.66	\$947.92
Employee + Children	50	\$1,298.34	\$1,294.22	\$1,294.22	\$1,287.78
Employee + Family	42	\$1,765.21	\$1,759.62	\$1,759.62	\$1,750.87
Plan C				Increase Deductible and OOP Max	
Employee	580	\$631.39	\$629.39	\$607.11	\$604.09
Employee + Spouse	51	\$1,214.92	\$1,211.07	\$1168.19	\$1,162.38
Employee + Child	137	\$837.28	\$834.63	\$805.08	\$801.07
Employee + Children	69	\$1,170.13	\$1,166.42	\$1125.13	\$1,119.53
Employee + Family	86	\$1,620.50	\$1,615.36	\$1558.17	\$1,550.42
Plan F				Increase Deductible	
Employee	26	\$637.95	\$635.93	\$579.95	\$577.07
Employee + Spouse	3	\$1,200.91	\$1,197.10	\$1091.74	\$1,086.30
Employee + Child	6	\$813.89	\$811.31	\$739.90	\$736.22
Employee + Children	4	\$1,152.98	\$1,149.33	\$1048.16	\$1,042.95
Employee + Family	1	\$1,655.48	\$1,650.23	\$1504.98	\$1,497.49
Plan Cost Composite PEPM	3,032	\$852.80	\$850.09	\$840.30	\$836.12
PCORI Fees		\$0.37	\$0.40	\$0.40	\$0.40
Annual		\$31,041,596	\$30,944,281	\$30,588,161	\$30,436,053
Change From Current (\$)			-\$97,314	-\$453,435	-\$605,543
Change From Current (%)			-0.3%	-1.5%	-2.0%

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