

FDAC EMPLOYMENT BENEFITS AUTHORITY

Board of Directors Teleconference Meeting

Wednesday, February 19, 2020

1:00 pm – 2:30 pm

Call-in Number: 1-800-250-2600

Participant PIN: 451 9494

1364 Tavern Road, Alpine, CA
630 Second St. West, Sonoma, CA
5221 Deer Valley Road, Rescue, CA

7 Erba Lane, Scotts Valley, CA
700 R Street, Ste.200, Sacramento, CA
37 Jones Street, Murphys, CA

Agenda

- | <u>Item</u> | | <u>Action</u> |
|--------------------|---|----------------------|
| 1. | Call to Order and Introductions | |
| 2. | Approval of Agenda Items | Action |
| 3. | Public Comment
<i>At this time, members of the public may address the Board on any item that is not on the agenda. No action may be taken on items that are not on the agenda unless authorized by law. Comments are limited to three minutes per person.</i> | Discussion |
| 4. | Consent Calendar
<i>The Board will review and may approve the following:</i> <ul style="list-style-type: none">A. Minutes – December 10, 2019B. Financial Reports – January 2020C. New Member<ul style="list-style-type: none">i. City of Rio Dell, 3/1/2020, all lines, 42 livesii. City of Mill Valley, 10/1/2020, all lines, 150 livesD. Name Change<ul style="list-style-type: none">i. Geyserville FPD is now Northern Sonoma County FPD | Info/Action |
| 5. | Broker Report | Info/Action |
| 6. | Keenan Contract Amendment Discussion
<i>The Board will hear and update from Keenan and discuss possible action.</i> | |
| 7. | Request for Payment
<i>The Board will review and discuss approval of payment to MMM-Management for assistance with the feasibility study.</i> | Info/Action |
| 8. | FASIS/EBA Feasibility Study Update
<i>The Board will discuss the upcoming study session on February 21, 2020 to evaluate the benefits of a collaborative relationship with FASIS and FDAC EBA.</i> | |

- | | | |
|------------|--------------------------|--------------------|
| 9. | Director Comments | Information |
| 10. | Public Comments | Information |
| 11. | Next Meeting | Info/Action |
| 12. | Adjourn | Action |

FDAC EBA Board of Directors Teleconference Meeting

December 10, 2019

In Attendance

Steve Kovacs, President
Brian Wilkes, Vice President
Alicea Caccavo, Secretary/Treasurer
Georgette Darcy

Consultants/Guests

Melissa Manchester, FDAC EBA Administrator
Bordan Darm, Keenan
Dawn Almanzor, Keenan
Mary Boyer, Keenan
David McMurchie, Legal Counsel

President Steve Kovacs convened the meeting at 2:32 p.m. President Kovacs welcomed everyone and established a quorum.

Approval of Agenda Items

Director Alicea Caccavo moved to approve the agenda. Director Brian Wilkes seconded.

Ayes: Steve Kovacs, Brian Wilkes, Alicea Caccavo, Georgette Darcy

Noes:

Absent: Stephanie Layton

Public Comment

There was no public comment.

Consent Calendar

The Board reviewed the consent calendar, which included the minutes from October 25 meeting and the September 2019 financial reports. Director Caccavo moved to approve the consent calendar; Director Georgette Darcy seconded.

Ayes: Steve Kovacs, Brian Wilkes, Alicea Caccavo, Georgette Darcy

Noes:

Absent: Stephanie Layton

Stop Loss Renewal

Broker Bordan Darm presented to the Board the stop loss renewal for 2020. Keenan had marketed the coverage, and the existing carrier proposed a 6.7% increase. Another carrier, Symetra, proposed a .4% decrease. Director Wilkes moved to approve the switch to Symetra, and Director Caccavo seconded.

Ayes: Steve Kovacs, Brian Wilkes, Alicea Caccavo, Georgette Darcy

Noes:

Absent: Stephanie Layton

Modified Open Enrollment for Standard Life

Dawn Almanzor informed the Board that one of the member districts requested a special open enrollment period for Standard Life. Director Caccavo moved to approve the special open enrollment, and Director Wilkes seconded.

Ayes: Steve Kovacs, Brian Wilkes, Alicea Caccavo, Georgette Darcy
Noes:
Absent: Stephanie Layton

Benefit Enhancement for Standard Life

Almanzor noted that the Standard Life benefits did not include an accelerated death benefit. Standard is now including that benefit for no additional fee. Director Darcy moved to accept this increase in benefits, with Director Caccavo seconding.

Ayes: Steve Kovacs, Brian Wilkes, Alicea Caccavo, Georgette Darcy
Noes:
Absent: Stephanie Layton

SETECH Contract Extension

The SETECH contract expires January 31, 2020. The proposed extension would extend this to June 30, 2020, to be coterminous with the Keenan contract. Director Caccavo moved to approve the SETECH contract extension as presented; Director Wilkes seconded.

Ayes: Steve Kovacs, Brian Wilkes, Alicea Caccavo, Georgette Darcy
Noes:
Absent: Stephanie Layton

Keenan Contract Amendment Discussion

The Keenan contract with the FDAC EBA prohibits Keenan from marketing anything but the EBA plans to fire protection agencies. Darm would like this provision in the contract removed, as this prohibition is negatively affecting Keenan's ability to close new fire protection business. The Board requested Darm return to the Board at its next meeting with a written proposal.

Director Comments

There were no director comments.

Public Comments

There were no public comments.

Contract Negotiation for Administrative Services

Next Meeting

The next meeting will be held on

Adjourn

Director XXX moved to adjourn the meeting at XXX. Director XXX seconded.

Ayes: Steve Kovacs, Brian Wilkes, Alicea Caccavo, Georgette Darcy
Noes:
Absent: Stephanie Layton

Respectfully submitted,

Melissa Manchester

FIRE DISTRICTS ASSOCIATION OF CALIFORNIA EMPLOYMENT BENEFITS AUTHORITY (FDAC EBA)

TREASURER'S REPORT

FOR THE THREE MONTHS ENDED JANUARY 31, 2020

As mandated by Section 53646 of the California Government Code, Fire Districts Association of California Employment Benefits Authority (FDAC EBA) is able to meet its pool's expenditure requirements for the next six months.

Officer

FDAC EBA pools the claims experience of all member districts in all health and welfare pools. Operating as a blind pool since inception, individual claims experience is not available.

Prepared by:



Innovative Solutions. Enduring Principles.

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**Fire District Association of California
Employee Benefits Authority
(FDAC EBA)**

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Distribution and Use of Report

This financial management information report (Report) prepared by Service Enhancement Technologies (SETECH), a Division of Keenan & Associates, is intended solely for internal use by the Authority's Officers, Board Members, Advisory Committee Members, and for internal decision making purposes only in regards to the Authority's insurance program.

SETECH makes no representations or warranties regarding the use of this Report for any other purpose other than for the Authority's insurance program. The official version of the Report is finalized only upon approval by the Authority's Board of Directors and/or Advisory Committee in accordance with the Authority's Agreement and Bylaws following presentation by SETECH or Keenan & Associates. We understand that members may wish to provide a copy of this Report to auditors and regulatory authorities on the conditions that:

- A) The official approved Report is used,
- B) The entire Report be distributed rather than any excerpts,
- C) All recipients be made aware that a SETECH staff member is available to answer any questions regarding the contents of the Report,
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SETECH may utilize actuarial projections as an integral component of this Report, as provided by the Authority's actuary and in the case of some Benefit Groups, by a staff member of the Keenan & Associates Technical Department. We may also rely upon financial data provided by the Authority's Treasurer, Accountant or County Office of Education. We have not audited this data and are not responsible for its accuracy. With any financial analysis, the accuracy and relevance of the conclusions as well as the reasonableness of the recommendations depend upon the accuracy and relevance of the underlying data. Financial information provided in this Report is subject to an annual independent financial audit.

SETECH strives to maintain the strictest confidentiality of any information for our clients. The pages of this Report indicate that the information contained in the Report is for "Client Confidential Use Only." This indicates that SETECH will only disclose information contained in these Reports to our intended clients, their members or their contracted parties.

**Fire District Association of California
Employee Benefits Authority
(FDAC EBA)**

Treasurer's Report - Unaudited

For the Three Months Ended 01/31/2020

	Cash Transactions		Accruals	Balance Year To Date	Final Budget 2019/2020	% of Budget
	11/01/2019 - 01/31/2020	07/01/2019 - 10/31/2019				
Unaudited, Net Position as of 07/01/2019				\$ 1,572,351		
Operating Revenues						
Member Contributions						
Premium Earnings - 19/20	\$ 3,083,878	\$ 3,995,218	\$ 96,569	\$ 7,175,665	\$ 13,196,372	54.38 %
Premium Earnings - 18/19	--	618	--	618	--	--
Health Now Rebates	1,167	3,594	--	4,761	8,000	59.51
Total Operating Revenues	<u>3,085,045</u>	<u>3,999,430</u>	<u>96,569</u>	<u>7,181,044</u>	<u>13,204,372</u>	<u>54.38</u>
Operating Expenditures						
Self Funding						
Claims Expense	864,977	1,071,422	142,923	2,079,322	3,150,000	66.01
Administration	34,865	33,582	11,272	79,719	250,000	31.89
Insurance Rebate	(11,832)	(10,328)	--	(22,160)	--	--
Change in Incurred But Not Paid (IBNP)	--	--	--	--	--	--
Premium:						
Carrier Payments	1,912,034	2,413,411	11,932	4,337,377	9,092,651	47.70
Administrative:						
Third Party Administrator	25,019	38,176	2,335	65,530	120,000	54.61
Financial Services - SETECH	12,851	16,893	--	29,744	51,000	58.32
Broker Fees	93,114	53,000	--	146,114	159,000	91.90
Broker Commissions	--	53,292	--	53,292	172,000	30.98
Administration Contract	24,559	12,500	--	37,059	55,000	67.38
Pharmacy Benefit Management Services	2,727	3,626	--	6,353	8,022	79.19
FDAC Subsidiary Fee	30,000	--	--	30,000	30,000	100.00
Broker - Member Services	--	--	--	--	30,000	--
Board Meetings	99	100	--	199	2,500	7.96
FDAC Conference	--	--	--	--	5,000	--
E & O Insurance	--	1,497	--	1,497	1,600	93.56
Office Supplies Other	--	--	--	--	50	--
Postage & Delivery	2	2	--	4	300	1.33
Printing & Reproduction	4	--	--	4	100	4.00
Staff Travel	--	--	--	--	200	--
Tax Fee	244	--	1,000	1,244	1,000	124.40
Telephone	299	111	--	410	1,000	41.00
Storage	15	15	--	30	200	15.00
Audit	--	--	8,000	8,000	8,000	100.00
Legal Fees	2,052	2,187	1,755	5,994	8,000	74.93
Other	750	100	--	850	--	--
Prior Year Expenditures	--	714	--	714	--	--
Total Operating Expenditures	<u>2,991,779</u>	<u>3,690,300</u>	<u>179,217</u>	<u>6,861,296</u>	<u>13,145,623</u>	<u>52.19</u>
Income/(Loss) from Operations	<u>93,266</u>	<u>309,130</u>	<u>(82,648)</u>	<u>319,748</u>	<u>58,749</u>	<u>544.26</u>
Non Operating Revenues & Expenditures						
Investment Income	14,104	14,587	5,012	33,703	49,635	67.90
Total Non Operating Revenues & Expenditures	<u>14,104</u>	<u>14,587</u>	<u>5,012</u>	<u>33,703</u>	<u>49,635</u>	<u>67.90 %</u>
Net Increase/(Decrease)	<u>\$ 107,370</u>	<u>\$ 323,717</u>	<u>\$ (77,636)</u>	<u>353,451</u>		
Total Net Position, 01/31/2020				<u>\$ 1,925,802</u>		

**Fire District Association of California
Employee Benefits Authority
(FDAC EBA)**

Statement of Net Position

As of 06/30/2019 and 01/31/2020

	Unaudited Balance 06/30/2019	Activity 07/01/2019 Through 01/31/2020	Balance 01/31/2020
ASSETS:			
Current Assets			
Union Bank Checking	\$ 41,509	\$ 224,388	\$ 265,897
Local Agency Investment Fund	2,069,994	556,479	2,626,473
Delta Dental Prefund	84,800	--	84,800
Health Now Deposit	170,000	--	170,000
Subtotal Cash and Cash Equivalents	<u>2,366,303</u>	<u>780,867</u>	<u>3,147,170</u>
Member Contributions Receivable - 19/20	--	96,569	96,569
Member Contributions Receivable - 18/19	22,735	(22,675)	60
Member Contributions Receivable - 17/18	4,321	--	4,321
Accounts Receivable	--	--	--
Interest Receivable	12,979	(7,967)	5,012
Pre Paid Expenses	103,810	(103,810)	--
Subtotal Current Assets	<u>143,845</u>	<u>(37,883)</u>	<u>105,962</u>
Total Assets	<u>2,510,148</u>	<u>742,984</u>	<u>3,253,132</u>
LIABILITIES:			
Current Liabilities			
Accounts Payable	169,586	9,882	179,468
Unearned Revenue	282,025	379,651	661,676
	<u>451,611</u>	<u>389,533</u>	<u>841,144</u>
Claim Liabilities - IBNR	486,186	--	486,186
Subtotal	<u>486,186</u>	<u>--</u>	<u>486,186</u>
Total Current Liabilities	<u>937,797</u>	<u>389,533</u>	<u>1,327,330</u>
NET POSITIONS:			
Undesignated Net Position	1,522,351	353,451	1,875,802
Designated - Reserves & Contingencies	50,000	--	50,000
Total Net Position	<u>1,572,351</u>	<u>353,451</u>	<u>1,925,802</u>
Total Liabilities and Net Position	<u>\$ 2,510,148</u>	<u>\$ 742,984</u>	<u>\$ 3,253,132</u>

Fire Districts Association of California Employment Benefits Authority (FDACEBA)
Check Reimbursements and Wire Transfers
Payment Order Number 2019/2020 - 03
For the Period from 11/01/2019 through 01/31/2020

Ck Date	Check/WT #	Payee	Invoice #	Amount	Transaction Description
11/06/2019	10231	ASi Administrative Solutions	165348	1,644.00	Cobra Admin 10/19
- -	- -	- -	165348RETIREE	715.00	Retiree Admin 10/19
11/06/2019	10232	Hourglass Systems Inc	FDAC2019-11	7,882.00	TPA 11/19
11/06/2019	10233	Kaiser-FDAC	000601044-0074-1119	660.49	Premium 11/19
- -	- -	- -	000601044-0074-1019	-4.82	Premium 10/19
- -	- -	- -	000601044-0141-1119	723.14	Premium 11/19
- -	- -	- -	000601044-0055-1119	2,892.52	Premium 11/19
- -	- -	- -	000234498-0002-1119	6,603.50	Premium 11/19
- -	10234	MetLife - Group Benefits	KMO057347400001-1119	3,979.64	Premium 11/19
11/06/2019	WT110619	HealthNow Admin Services-C WT	1119	127,853.36	Stop Loss Premium 11/19
- -	- -	- -	1119-110119MED	43,864.27	Med Claims 10/25-10/31
- -	- -	- -	1119-110119SPEC	-44,384.08	Spec Reimbursement 10/25-31/19
- -	WT110619A	Kaiser-FDAC WT	000601044-0122-1119	112,519.80	Premium 11/19
- -	WT110619B	Kaiser-FDAC WT	000234498-0000-1119	11,716.29	Premium 11/19
11/11/2019	10235	HealthNow Admin Service-C	1119-110819MED	52,122.27	Med Claims 11/01-07/19
- -	- -	- -	119-110819SPEC	-2,424.56	Spec Reimb 11/01-07/19
- -	10236	VOID	VOID	0.00	VOID
- -	10237	SMA	20190485	4,166.67	Admin 10/19
- -	- -	- -	20190541	4,166.67	Admin 11/19
- -	10238	VSP	807842995	21,115.54	Premium 11/19
11/11/2019	WT111119	EmpiRx Health WT	INV2073	610.00	Admin 10/19
- -	- -	- -	0004952	16,720.38	Claims 10/31/19
- -	WT111119A	Kaiser-FDAC WT	000601044-0000-1119	302,650.54	Premium 11/19
11/18/2019	10239	HealthNow Admin Service-C	1119-111519MED	30,117.89	Med Claims 11/08-14/19
- -	10240	Keenan & Associates ADMIN	236211	4,278.80	SETECH 11/19
- -	10241	McMurchie Law Firm	4445	540.00	Legal Fee 19/20
- -	10242	Retiree First	12012019MED	3,740.00	Med Premium 12/19
- -	- -	- -	12012019RX	6,281.00	RX Premium 12/19
11/18/2019	WT111819	Standard Insurance Company WT	1119	19,215.52	Premium 11/19
11/22/2019	10243	HealthNow Admin Service-C	1119-112219MED	52,653.56	Med Claims 11/15-21/19
- -	- -	- -	1119-112219RX	-1,166.79	RX 11/15-21/19
- -	- -	- -	1119-112219SPEC	-14,093.84	Spec Reimbursement 11/15-21/19
- -	10244	Keenan & Associates ADMIN	236325	911.75	KPS 11/19
11/22/2019	WT112219	Delta Dental of California WT	BE003657725C	91,160.50	Claims 10/19
- -	WT112219A	Delta Dental of California WT	BE003657725A	10,927.28	Admin 10/19
- -	WT112219B	EmpiRx Health WT	0005021	18,449.80	Claims 11/15/19
Nov-19				898,808.09	
12/2/2019	WT120219	HealthNow Admin Services-C WT	1219	123,920.69	Stop Loss Premium 12/19
- -	WT120219A	Kaiser-FDAC WT	000234498-0000-1219	13,036.99	Premium 12/19
- -	WT120219B	Kaiser-FDAC WT	000601044-0005-1219	448,396.04	Premium 12/19
12/4/2019	10245	ASi Administrative Solutions	166690	2,250.00	Annual Cobra Enrollment
- -	- -	ASi Administrative Solutions	167350	1,604.00	Cobra Admin 11/19
- -	- -	ASi Administrative Solutions	167350RETIREE	720.00	Retiree Admin 11/19
- -	10246	Hourglass Systems Inc	FDAC2019-12	7,899.50	TPA 12/19
- -	10247	MetLife - Group Benefits	KMO057347400001-1219	4,121.96	Premium 12/19
12/10/2019	10248	HealthNow Admin Service-C	1219-120319MED	32,843.19	Med Claims 11/22-12/02/19
- -	- -	HealthNow Admin Service-C	1219-120619MED	29,176.09	Med Claims 12/03-05/19
- -	10249	SMA	20190585	4,166.67	Admin 12/19
- -	WT121019	Delta Dental of California WT	BE003702259C	71,406.80	Claims 11/19
- -	- -	Delta Dental of California WT	BE003702259A	10,937.16	Admin 11/19
- -	WT121019A	EmpiRx Health WT	INV2272	555.00	Admin 11/19
- -	- -	EmpiRx Health WT	0005090	21,265.11	Claims 11/30/19
12/17/2019	10250	HealthNow Admin Service-C	1219-121319MED	97,579.03	Med Claims 12/06-12/19
- -	10251	TBG Conferencing	INUS191100846	11.33	Audio Conference Svc 11/19
12/23/2019	10252	ASi Administrative Solutions	168950	1,604.00	Cobra Admin 12/19
- -	- -	- -	168950RETIREE	700.00	Retiree Admin 12/19
- -	10253	HealthNow Admin Service-C	1219-122019MED	20,298.71	Med Claims 12/13-19/19
- -	10254	Keenan & Associates ADMIN	235762	13,250.00	Consult 12/19
- -	- -	- -	236525	4,288.30	SETECH 12/19
- -	- -	- -	234521	13,250.00	Consult 11/19
- -	10255	McMurchie Law Firm	4454	1,512.00	Legal Fee 11/19
- -	10256	Melissa M Manchester Mgmt LLC	9	750.00	Consulting 07/19-12/19
- -	10257	Retiree First	01012020MED	4,007.30	Med Premium 01/20
- -	- -	- -	01012020RX	6,485.16	RX Premium 01/20
- -	10258	SMA	20190626	110.44	Printing, Postage & Phone 10/19 & 11/19
- -	10259	Symetra Life Insurance Company	16-014864-00-0120	96,946.75	Premium 01/19

Fire Districts Association of California Employment Benefits Authority (FDACEBA)
Check Reimbursements and Wire Transfers
Payment Order Number 2019/2020 - 03
For the Period from 11/01/2019 through 01/31/2020

Ck Date	Check/WT #	Payee	Invoice #	Amount	Transaction Description
- -	10260	TBG Conferencing	INUS191000939	31.97	Audio Conference Svc 10/19
- -	10261	VSP	808080151	21,110.18	Premium 12/19
- -	WT122319	EmpiRx Health WT	0005160	30,301.11	Claims 12/15/19
- -	WT122319A	Standard Insurance Company WT	1219	19,374.11	Premium 12/19
				Dec-19	<u>1,103,909.59</u>
01/06/2020	WT010620	Delta Dental of California WT	BE003744359A	10,966.80	Admin 12/19
- -	- -	- -	BE003744359C	72,995.72	Claims 12/19
01/06/2020	WT010620A	HealthNow Admin Services-C WT	0120	100,699.81	Stop Loss Premium 01/20
- -	WT010620B	Kaiser-FDAC WT	000601044-0005-0120	392,070.92	Premium 01/20
- -	WT010620C	Kaiser-FDAC WT	000234498-0000-0120	12,376.64	Premium 01/20
01/10/2020	10262	HealthNow Admin Service-C	1219-122719MED	35,784.55	Med Claims 12/20-27/19
- -	- -	- -	0120-010320MED	28,761.25	Med Claims 12/28/19-01/02/20
- -	10263	Keenan & Associates ADMIN	237778	918.75	KPS 12/19
- -	10264	MetLife - Group Benefits	KMO057347400001-0120	4,119.16	Premium 01/20
- -	10265	My Workplace Inc.	FDAC 2020-1	7,892.50	TPA 01/20
- -	10266	Pacific Storage Company	4186291	5.00	Storage 11/19
- -	10267	SMA	20190603	4,166.67	Admin 01/20
01/11/2020	WT011020	EmpiRx Health WT	0005230	15,526.92	Claims 12/31/19
- -	- -	- -	INV2477	870.00	Admin 12/19
01/16/2020	10268	HealthNow Admin Service-C	0120-011020MED	15,818.33	Med Claims 01/03-09/20
- -	10269	Keenan & Associates ADMIN	237811	53,363.73	Admin Fee 4th Qtr 19/20 - Commission
- -	10270	Pacific Storage Company	4187093	5.00	Storage 12/19
01/21/2020	10271	HealthNow Admin Service-C	0120-011720MED	28,622.75	Med Claims 01/10-16/20
- -	- -	- -	0120-011720SPEC	-6,064.74	Spec Reimb 01/10-16/20
01/21/2020	10272	Keenan & Associates ADMIN	236541	13,250.00	Consult 01/19
- -	- -	- -	237813	4,284.50	SETECH 01/20
01/21/2020	10273	Pacific Storage Company	4187093	5.00	Storage 12/19
- -	10274	Retiree First	02012020	10,492.46	Med Premium 02/20
- -	10275	SMA	20201022	114.09	Printing, Postage & Phone 12/19
- -	10276	TBG Conferencing	INUS191200795	46.52	Audio Conference Svc 12/19
- -	10277	VSP	808383626	5.85	Premium 12/19
01/21/2020	WT012120	Standard Insurance Company WT	0120	20,480.45	Premium 01/20
01/24/2020	WT012420	American Fidelity WT	0120	4,421.52	01/20
- -	WT012420A	EmpiRx Health WT	0005241	34,464.11	Claims 01/15/20
01/27/2020	10278	FDAC	2020FDACEBA	30,000.00	Annual Sponsorship 19/20
- -	10279	HealthNow Admin Service-C	0120-012420MED	96,952.23	Med Claims 01/17-23/20
- -	- -	- -	0120-012420SPEC	-4,940.60	Spec Reimb
- -	10280	Keenan & Associates ADMIN	238397	896.00	KPS 01/20
01/29/2020	10281	SMA	20190509	90.37	Printing, Postage & Phone 09/19
- -	10282	United States Treasury - Form 970	06302017	244.39	20-31809738 Form 720-06/30/17
				Jan-20	<u>989,706.65</u>
				Report Total	<u>2,992,424.33</u>

**Fire District Association of California
Employee Benefits Authority
(FDAC EBA)**

**Monthly Cash Flows Statement
As of 01/31/2020**

	Actual							As of 01/31/2020	Estimated					As of 06/30/2020	Adopted Budget
	07/2019	08/2019	09/2019	10/2019	11/2019	12/2019	01/2020		02/2020	03/2020	04/2020	05/2020	06/2020		
As of 07/01/2019	\$ 2,111,503							\$ 2,111,503						\$ 2,111,503	\$ 2,111,503
Beginning Cash Balance		\$ 2,674,188	\$ 2,540,209	\$ 2,480,332	\$ 2,677,320	\$ 2,790,586	\$ 2,659,397		\$ 2,892,370	\$ 3,022,406	\$ 2,914,887	\$ 2,811,737	\$ 2,700,087		
Deposits and Interest:															
Member Contributions	902,561	1,001,292	1,051,080	1,040,285	1,014,565	1,112,668	956,645	7,079,096	1,300,452	1,203,883	1,203,883	1,203,883	1,203,881	13,195,078	13,196,372
Member Contributions - P.Y.	--	618	--	--	--	--	--	618	--	--	--	--	--	618	--
Health Now Rebates	3,594	--	--	--	1,167	--	--	4,761	--	--	--	--	--	4,761	8,000
Interest Earned	382	243	390	13,574	231	330	13,542	28,692	310	310	8,810	310	310	38,742	49,635
Interest Receivable	12,979	--	--	--	--	--	--	12,979	--	--	--	--	--	12,979	--
Unearned Revenue 18/19	(266,912)	(390)	(787)	(13,936)	--	--	--	(282,025)	--	--	--	--	--	(282,025)	--
Unearned Revenue 19/20	816,632	(155,343)	(156,020)	60,041	(2,721)	(152,110)	251,197	661,676	--	--	--	--	--	661,676	--
Prepaid - 19/20	103,810	--	--	(10,021)	10,021	(10,492)	10,492	103,810	--	--	--	--	--	103,810	--
Accounts Receivable	20,971	--	408	--	--	--	1,294	22,673	--	4,383	--	--	--	27,056	--
Total Deposits and Credits	1,594,017	846,420	895,071	1,089,943	1,023,263	950,396	1,233,170	7,632,280	1,300,762	1,208,576	1,212,693	1,204,193	1,204,191	13,762,695	13,254,007
Disbursements/ Other Payments:															
Claims Expense	(82,111)	(349,719)	(253,531)	(386,061)	(244,186)	(302,870)	(317,921)	(1,936,399)	(386,809)	(206,698)	(206,698)	(206,698)	(206,698)	(3,150,000)	(3,150,000)
Carrier Payments	(749,585)	(593,993)	(594,232)	(475,601)	(629,968)	(726,908)	(555,158)	(4,325,445)	(657,874)	(1,027,333)	(1,027,333)	(1,027,333)	(1,027,333)	(9,092,651)	(9,092,651)
Administrative Exp.	(30,302)	(36,687)	(106,471)	(41,621)	(35,843)	(63,639)	(127,118)	(441,681)	(126,043)	(81,812)	(81,812)	(81,812)	(81,812)	(894,972)	(894,972)
Insurance Rebate	--	--	--	10,328	--	11,832	--	22,160	--	--	--	--	--	22,160	--
Prior Year Expense	--	--	(714)	--	--	--	--	(714)	--	--	--	--	--	(714)	--
Accounts Payable	(169,334)	--	--	--	--	--	--	(169,334)	--	(252)	--	--	--	(169,586)	--
Total Disbursements	(1,031,332)	(980,399)	(954,948)	(892,955)	(909,997)	(1,081,585)	(1,000,197)	(6,851,413)	(1,170,726)	(1,316,095)	(1,315,843)	(1,315,843)	(1,315,843)	(13,285,763)	(13,137,623)
Ending Cash Balance	\$ 2,674,188	\$ 2,540,209	\$ 2,480,332	\$ 2,677,320	\$ 2,790,586	\$ 2,659,397	\$ 2,892,370	\$ 2,892,370	\$ 3,022,406	\$ 2,914,887	\$ 2,811,737	\$ 2,700,087	\$ 2,588,435	\$ 2,588,435	
Summary:															
Union Bank Checking	\$ 257,215	\$ 278,236	\$ 102,359	\$ 111,088	\$ 211,354	\$ 213,165	\$ 265,897		\$ --	\$ --	\$ --	\$ --	\$ --		
Local Agency Investment Fund	2,416,973	2,261,973	2,377,973	2,566,232	2,579,232	2,446,232	2,626,473		--	--	--	--	--		
Ending Cash Balance	\$ 2,674,188	\$ 2,540,209	\$ 2,480,332	\$ 2,677,320	\$ 2,790,586	\$ 2,659,397	\$ 2,892,370		\$ --	\$ --	\$ --	\$ --	\$ --		

FDAC EBA Experience Report
October 1st through December 31, 2019

Margin Accumulation	2016	2017	2018	2019	2016 - 2019
Board Meeting	3/16/2017	4/13/2018	04/05/2019	2/19/2020	Jan 1, 2016 -
Month Reported Through	Dec 16	Dec 17	Dec 18	Dec 19	Dec 31, 2019
Blue Shield Self-Funded Plan	\$ 132,401	\$ 277,177	\$ (326,946)	\$ (312,888)	\$ (230,256)
Kaiser HMO	\$ 23,007	\$ 24,626	\$ 58,868	\$ 61,276	\$ 167,777
Total Medical	\$ 155,409	\$ 301,803	\$ (268,078)	\$ (251,612)	\$ (62,478)
Retiree First Medicare	\$ 2,017	\$ 1,256	\$ 1,973	\$ 1,726	\$ 6,972
Kaiser Medicare	\$ 289	\$ 1,375	\$ 606	\$ 647	\$ 2,917
Total Medicare	\$ 2,306	\$ 2,632	\$ 2,579	\$ 2,373	\$ 9,889
Delta Dental	\$ 74,853	\$ 317,420	\$ 473,262	\$ 477,216	\$ 1,342,751
MetLife DHMO	\$ 1,147	\$ 2,618	\$ 3,305	\$ 3,154	\$ 10,224
Total Dental	\$ 76,000	\$ 320,038	\$ 476,567	\$ 480,370	\$ 1,352,974
VSP / Total Vision	\$ 9,310	\$ 12,253	\$ 17,701	\$ 19,514	\$ 58,779
Life Insurance	\$ 8,409	\$ 6,623	\$ 11,040	\$ 6,692	\$ 32,765
<u>EAP</u>	\$ -	\$ -	\$ -	\$ -	\$ -
Total FDAC EBA	\$ 251,434	\$ 643,349	\$ 239,809	\$ 257,337	\$ 1,391,928
<u>2020 IBNR Estimate</u>					\$ 433,980
Balance					\$ 957,948

FDAC EBA	2019			
Plan Year Summary	Premium	Plan Cost	\$ Difference	% Difference
Blue Shield Self-Funded Plan	\$ 3,397,634	\$ 3,710,522	\$ (312,888)	109.2%
Kaiser HMO	\$ 5,328,317	\$ 5,267,041	\$ 61,276	98.9%
Total Medical	\$ 8,725,951	\$ 8,977,564	\$ (251,612)	102.9%
Retiree First Medicare	\$ 150,079	\$ 148,353	\$ 1,726	98.9%
Kaiser Medicare	\$ 56,236	\$ 55,589	\$ 647	98.9%
Total Medicare	\$ 206,315	\$ 203,942	\$ 2,373	98.9%
Delta Dental	\$ 1,756,106	\$ 1,278,890	\$ 477,216	72.8%
MetLife DHMO	\$ 50,138	\$ 46,984	\$ 3,154	93.7%
Total Dental	\$ 1,806,244	\$ 1,325,874	\$ 480,370	73.4%
VSP / Total Vision	\$ 349,720	\$ 330,206	\$ 19,514	94.4%
Life Insurance	\$ 148,718	\$ 142,026	\$ 6,692	95.5%
<u>EAP</u>	<u>\$ 22,049</u>	<u>\$ 22,049</u>	<u>\$ -</u>	<u>100.0%</u>
2019 FDAC EBA	\$ 11,258,997	\$ 11,001,660	\$ 257,337	97.7%
FDAC EBA	2018			
Plan Year Summary	Premium	Plan Cost	\$ Difference	% Difference
Blue Shield Self-Funded Plan	\$ 3,048,477	\$ 3,375,423	\$ (326,946)	110.7%
Kaiser HMO	\$ 5,118,987	\$ 5,060,118	\$ 58,868	98.9%
Total Medical	\$ 8,167,464	\$ 8,435,542	\$ (268,078)	103.3%
Blue Shield Medicare	\$ 171,559	\$ 169,586	\$ 1,973	98.9%
Kaiser Medicare	\$ 52,675	\$ 52,070	\$ 606	98.9%
Total Medicare	\$ 224,235	\$ 221,656	\$ 2,579	98.9%
Delta Dental	\$ 1,759,979	\$ 1,286,717	\$ 473,262	73.1%
MetLife DHMO	\$ 52,542	\$ 49,237	\$ 3,305	93.7%
Total Dental	\$ 1,812,521	\$ 1,335,954	\$ 476,567	73.7%
VSP / Total Vision	\$ 317,223	\$ 244,420	\$ 72,803	77.0%
Life Insurance	\$ 245,339	\$ 234,299	\$ 11,040	95.5%
<u>EAP</u>	<u>\$ 2,324</u>	<u>\$ 2,324</u>	<u>\$ -</u>	<u>100.0%</u>
2018 FDAC EBA	\$ 10,769,106	\$ 10,474,195	\$ 294,911	97.3%

FDAC EBA	2019						
Budget Summary	Premium	Budgeted Plan Cost	FDAC EBA Admin	Keenan Consulting Fee	Hourglass Ben Admin	Margin	Total Budgeted Cost
Blue Shield Self-Funded	\$ 3,397,634	\$ 3,169,993	\$ 56,061	\$ 90,037	\$ 42,470	\$ 39,073	\$ 3,397,634
Kaiser HMO	\$ 5,328,317	\$ 4,971,320	\$ 87,917	\$ 141,200	\$ 66,604	\$ 61,276	\$ 5,328,317
Total Medical	\$ 8,725,951	\$ 8,141,313	\$ 143,978	\$ 231,238	\$ 109,074	\$ 100,348	\$ 8,725,951
Retiree First Medicare	\$ 150,079	\$ 140,023	\$ 2,476	\$ 3,977	\$ 1,876	\$ 1,726	\$ 150,079
Kaiser Medicare	\$ 56,236	\$ 52,468	\$ 928	\$ 1,490	\$ 703	\$ 647	\$ 56,236
Total Medicare	\$ 206,315	\$ 192,492	\$ 3,404	\$ 5,467	\$ 2,579	\$ 2,373	\$ 206,315
Delta Dental	\$ 1,756,106	\$ 1,548,183	\$ 28,976	\$ 46,537	\$ 21,951	\$ 110,459	\$ 1,756,106
MetLife DHMO	\$ 50,138	\$ 44,201	\$ 827	\$ 1,329	\$ 627	\$ 3,154	\$ 50,138
Total Dental	\$ 1,806,244	\$ 1,592,385	\$ 29,803	\$ 47,865	\$ 22,578	\$ 113,613	\$ 1,806,244
VSP / Total Vision	\$ 349,720	\$ 310,796	\$ 5,770	\$ 9,268	\$ 4,372	\$ 19,514	\$ 349,720
Life Insurance	\$ 148,718	\$ 133,772	\$ 2,454	\$ 3,941	\$ 1,859	\$ 6,692	\$ 148,718
EAP	\$ 22,049	\$ 22,049	\$ -	\$ -	\$ -	\$ -	\$ 22,049
Total FDAC EBA	\$ 11,258,997	\$ 10,392,806	\$ 185,410	\$ 297,779	\$ 140,462	\$ 242,541	\$ 11,258,997
FDAC EBA	2018						
Budget Summary	Premium	Budgeted Plan Cost	FDAC EBA Admin	Keenan Consulting Fee	Hourglass Ben Admin	Margin	Total Budgeted Cost
Blue Shield Self-Funded	\$ 3,048,477	\$ 2,844,229	\$ 50,300	\$ 80,785	\$ 38,106	\$ 35,057	\$ 3,048,477
Kaiser HMO	\$ 5,118,987	\$ 4,776,014	\$ 84,463	\$ 135,653	\$ 63,987	\$ 58,868	\$ 5,118,987
Total Medical	\$ 8,167,464	\$ 7,620,244	\$ 134,763	\$ 216,438	\$ 102,093	\$ 93,926	\$ 8,167,464
Blue Shield Medicare	\$ 171,559	\$ 160,065	\$ 2,831	\$ 4,546	\$ 2,144	\$ 1,973	\$ 171,559
Kaiser Medicare	\$ 52,675	\$ 49,146	\$ 869	\$ 1,396	\$ 658	\$ 606	\$ 52,675
Total Medicare	\$ 224,235	\$ 209,211	\$ 3,700	\$ 5,942	\$ 2,803	\$ 2,579	\$ 224,235
Delta Dental	\$ 1,759,979	\$ 1,551,597	\$ 29,040	\$ 46,639	\$ 22,000	\$ 110,703	\$ 1,759,979
MetLife DHMO	\$ 52,542	\$ 46,321	\$ 867	\$ 1,392	\$ 657	\$ 3,305	\$ 52,542
Total Dental	\$ 1,812,521	\$ 1,597,918	\$ 29,907	\$ 48,032	\$ 22,657	\$ 114,008	\$ 1,812,521
VSP / Total Vision	\$ 317,223	\$ 281,916	\$ 5,234	\$ 8,406	\$ 3,965	\$ 17,701	\$ 317,223
Life Insurance	\$ 245,339	\$ 220,683	\$ 4,048	\$ 6,501	\$ 3,067	\$ 11,040	\$ 245,339
EAP	\$ 2,324	\$ 2,324	\$ -	\$ -	\$ -	\$ -	\$ 2,324
Total FDAC EBA	\$ 10,769,106	\$ 9,932,296	\$ 177,652	\$ 285,320	\$ 134,585	\$ 239,253	\$ 10,769,106

A	B	C	D	E	F	G	H	I	J	K	M	N	O
Self-Funded Medical 2019	Enrollment	Gross Premium	Medical Claims	RX Claims	Total Claims (D + E)	Medical Admin. Cost	Net Total Cost (F + G)	FDAC EBA Admin (C * 1.65%)	Keenan Consulting (C * 2.65%)	Benefits Administration (C * 1.25%)	Total Cost (H+I+J+K)	Loss Ratio (M / C)	\$ Difference (C - M)
Jan-19	144	\$ 255,083	\$ 236,739	\$ 18,382	\$ 255,122	\$ 85,611	\$ 340,733	\$ 4,209	\$ 6,760	\$ 3,189	\$ 354,890	139.1%	\$ (99,807)
Feb-19	145	\$ 256,392	\$ 167,393	\$ 27,366	\$ 194,759	\$ 86,935	\$ 281,694	\$ 4,230	\$ 6,794	\$ 3,205	\$ 295,924	115.4%	\$ (39,531)
Mar-19	142	\$ 249,766	\$ (56,895)	\$ 35,820	\$ (21,075)	\$ 91,676	\$ 70,602	\$ 4,121	\$ 6,619	\$ 3,122	\$ 84,464	33.8%	\$ 165,302
Apr-19	145	\$ 256,387	\$ 190,534	\$ 18,403	\$ 208,937	\$ 88,396	\$ 297,333	\$ 4,230	\$ 6,794	\$ 3,205	\$ 311,562	121.5%	\$ (55,175)
May-19	146	\$ 258,227	\$ 312,365	\$ 30,961	\$ 343,325	\$ 90,238	\$ 433,563	\$ 4,261	\$ 6,843	\$ 3,228	\$ 447,895	173.5%	\$ (189,668)
Jun-19	156	\$ 272,580	\$ 97,208	\$ 20,791	\$ 117,999	\$ 88,036	\$ 206,036	\$ 4,498	\$ 7,223	\$ 3,407	\$ 221,164	81.1%	\$ 51,416
Jul-19	204	\$ 344,993	\$ 98,758	\$ 44,365	\$ 143,123	\$ 103,810	\$ 246,933	\$ 5,692	\$ 9,142	\$ 4,312	\$ 266,080	77.1%	\$ 78,912
Aug-19	181	\$ 300,229	\$ 128,691	\$ 37,948	\$ 166,639	\$ 148,660	\$ 315,299	\$ 4,954	\$ 7,956	\$ 3,753	\$ 331,962	110.6%	\$ (31,734)
Sep-19	183	\$ 301,912	\$ 163,579	\$ 26,836	\$ 190,414	\$ 121,786	\$ 312,201	\$ 4,982	\$ 8,001	\$ 3,774	\$ 328,957	109.0%	\$ (27,044)
Oct-19	188	\$ 306,049	\$ 155,758	\$ 41,515	\$ 197,273	\$ 128,122	\$ 325,395	\$ 5,050	\$ 8,110	\$ 3,826	\$ 342,381	111.9%	\$ (36,332)
Nov-19	186	\$ 303,893	\$ 324,795	\$ 39,715	\$ 364,509	\$ 127,853	\$ 492,363	\$ 5,014	\$ 8,053	\$ 3,799	\$ 509,229	167.6%	\$ (205,335)
Dec-19	177	\$ 292,123	\$ 135,837	\$ 29,160	\$ 164,997	\$ 123,921	\$ 288,917	\$ 4,820	\$ 7,741	\$ 3,652	\$ 305,130	104.5%	\$ (13,007)
Total	1997	\$ 3,397,634	\$ 1,954,761	\$ 371,262	\$ 2,326,023	\$ 1,285,046	\$ 3,611,069	\$ 56,061	\$ 90,037	\$ 42,470	\$ 3,799,638	111.8%	\$ (402,003)
Large Claim Adjustment					\$ 89,115								
Adjusted Total		\$ 3,397,634			\$ 2,236,908	\$ 1,285,046	\$ 3,521,953	\$ 56,061	\$ 90,037	\$ 42,470	\$ 3,710,522	109.2%	\$ (312,888)

Note -Lasered Amount \$309,655 of \$725,000

A	B	C	D	E	F	G	H	I	J	K	M	N	O
Self-Funded Medical 2018	Enrollment	Gross Premium	Medical Claims	RX Claims	Total Claims (D + E)	Medical Admin. Cost	Net Total Cost (F + G)	FDAC EBA Admin (C * 1.65%)	Keenan Consulting (C * 2.65%)	Benefits Administration (C * 1.25%)	Total Cost (H+I+J+K)	Loss Ratio (M / C)	\$ Difference (C - M)
Jan-18	147	\$ 235,500	\$ 103,254	\$ 27,846	\$ 131,100	\$ 84,437	\$ 215,538	\$ 3,886	\$ 6,241	\$ 2,944	\$ 228,608	97.1%	\$ 6,892
Feb-18	147	\$ 252,978	\$ 77,654	\$ 24,336	\$ 101,990	\$ 85,847	\$ 187,837	\$ 4,174	\$ 6,704	\$ 3,162	\$ 201,877	79.8%	\$ 51,101
Mar-18	145	\$ 248,380	\$ 104,307	\$ 41,516	\$ 145,822	\$ 85,847	\$ 231,669	\$ 4,098	\$ 6,582	\$ 3,105	\$ 245,454	98.8%	\$ 2,926
Apr-18	145	\$ 245,445	\$ 142,805	\$ 35,287	\$ 178,092	\$ 82,093	\$ 260,185	\$ 4,050	\$ 6,504	\$ 3,068	\$ 273,808	111.6%	\$ (28,363)
May-18	145	\$ 246,128	\$ 335,423	\$ 30,674	\$ 366,097	\$ 80,951	\$ 447,048	\$ 4,061	\$ 6,522	\$ 3,077	\$ 460,708	187.2%	\$ (214,580)
Jun-18	153	\$ 250,730	\$ 58,600	\$ 32,609	\$ 91,209	\$ 82,732	\$ 173,941	\$ 4,137	\$ 6,644	\$ 3,134	\$ 187,857	74.9%	\$ 62,873
Jul-18	164	\$ 250,885	\$ 279,534	\$ 38,623	\$ 318,157	\$ 82,461	\$ 400,618	\$ 4,140	\$ 6,648	\$ 3,136	\$ 414,542	165.2%	\$ (163,657)
Aug-18	150	\$ 255,212	\$ 77,195	\$ 30,429	\$ 107,624	\$ 82,754	\$ 190,378	\$ 4,211	\$ 6,763	\$ 3,190	\$ 204,542	80.1%	\$ 50,670
Sep-18	168	\$ 273,976	\$ 270,764	\$ 32,857	\$ 303,621	\$ 82,754	\$ 386,375	\$ 4,521	\$ 7,260	\$ 3,425	\$ 401,581	146.6%	\$ (127,605)
Oct-18	144	\$ 245,117	\$ 128,835	\$ 43,935	\$ 172,770	\$ 80,985	\$ 253,755	\$ 4,044	\$ 6,496	\$ 3,064	\$ 267,359	109.1%	\$ (22,242)
Nov-18	168	\$ 267,122	\$ 135,746	\$ 30,717	\$ 166,463	\$ 82,526	\$ 248,989	\$ 4,408	\$ 7,079	\$ 3,339	\$ 263,815	98.8%	\$ 3,308
Dec-18	167	\$ 277,004	\$ 194,473	\$ 39,312	\$ 233,785	\$ 91,110	\$ 324,895	\$ 4,571	\$ 7,341	\$ 3,463	\$ 340,269	122.8%	\$ (63,265)
Total	1843	\$ 3,048,477	\$ 1,908,589	\$ 408,142	\$ 2,316,731	\$ 1,004,497	\$ 3,321,229	\$ 50,300	\$ 80,785	\$ 38,106	\$ 3,490,419	114.5%	\$ (441,942)
Large Claim Adjustment					\$ 114,996								
Adjusted Total		\$ 3,048,477			\$ 2,201,735	\$ 1,004,497	\$ 3,206,233	\$ 50,300	\$ 80,785	\$ 38,106	\$ 3,375,423	110.7%	\$ (326,946)

Note - Lasered Amount \$559,897.06 of \$725,000

A	B	C	D	E	F	G	H	I	K	L	M
Self-Funded Dental 2019	Enrollment	Gross Premium	Dental Claims	Dental Admin. Cost	Net Dental Cost (D + E)	FDAC EBA Admin (C * 1.65%)	Keenan Consulting Fee (C * 2.65%)	Hourglass Ben Admin (C * 1.25%)	Dental Cost (F+G+H+I)	Loss Ratio (K / C)	Excess Reserve (C - K)
Jan-19	1063	\$ 146,120	\$ 88,363	\$ 10,502	\$ 98,865	\$ 2,411	\$ 3,872	\$ 1,826	\$ 106,975	73.2%	\$ 39,145
Feb-19	1074	\$ 147,206	\$ 91,956	\$ 10,611	\$ 102,567	\$ 2,429	\$ 3,901	\$ 1,840	\$ 110,737	75.2%	\$ 36,469
Mar-19	1077	\$ 146,540	\$ 84,049	\$ 10,641	\$ 94,690	\$ 2,418	\$ 3,883	\$ 1,832	\$ 102,823	70.2%	\$ 43,717
Apr-19	1088	\$ 148,071	\$ 93,937	\$ 10,749	\$ 104,686	\$ 2,443	\$ 3,924	\$ 1,851	\$ 112,904	76.3%	\$ 35,167
May-19	1092	\$ 148,226	\$ 104,458	\$ 10,789	\$ 115,247	\$ 2,446	\$ 3,928	\$ 1,853	\$ 123,473	83.3%	\$ 24,752
Jun-19	1086	\$ 146,123	\$ 97,365	\$ 10,730	\$ 108,095	\$ 2,411	\$ 3,872	\$ 1,827	\$ 116,205	79.5%	\$ 29,919
Jul-19	1078	\$ 144,973	\$ 81,096	\$ 10,651	\$ 91,747	\$ 2,392	\$ 3,842	\$ 1,812	\$ 99,793	68.8%	\$ 45,180
Aug-19	1075	\$ 144,420	\$ 101,716	\$ 10,621	\$ 112,337	\$ 2,383	\$ 3,827	\$ 1,805	\$ 120,352	83.3%	\$ 24,068
Sep-19	1088	\$ 145,570	\$ 74,759	\$ 10,749	\$ 85,508	\$ 2,402	\$ 3,858	\$ 1,820	\$ 93,588	64.3%	\$ 51,982
Oct-19	1093	\$ 147,630	\$ 91,161	\$ 10,799	\$ 101,960	\$ 2,436	\$ 3,912	\$ 1,845	\$ 110,153	74.6%	\$ 37,477
Nov-19	1103	\$ 148,279	\$ 71,407	\$ 10,898	\$ 82,305	\$ 2,447	\$ 3,929	\$ 1,853	\$ 90,534	61.1%	\$ 57,744
Dec-19	1055	\$ 142,948	\$ 72,996	\$ 10,423	\$ 83,419	\$ 2,359	\$ 3,788	\$ 1,787	\$ 91,353	63.9%	\$ 51,595
Total	12972	\$ 1,756,106	\$ 1,053,263	\$ 128,163	\$ 1,181,426	\$ 28,976	\$ 46,537	\$ 21,951	\$ 1,278,890	72.8%	\$ 477,216

A	B	C	D	E	F	G	H	I	K	L	M
Self-Funded Dental 2018	Enrollment	Gross Premium	Dental Claims	Dental Admin. Cost	Net Dental Cost (D + E)	FDAC EBA Admin (C * 1.65%)	Keenan Consulting Fee (C * 2.65%)	Hourglass Ben Admin (C * 1.25%)	Dental Cost (F+G+H+I)	Loss Ratio (K / C)	Excess Reserve (C - K)
Jan-18	1025	\$ 140,468	\$ 77,796	\$ 10,226	\$ 88,022	\$ 2,318	\$ 3,722	\$ 1,756	\$ 95,818	68.2%	\$ 44,650
Feb-18	1024	\$ 140,292	\$ 83,889	\$ 10,196	\$ 94,085	\$ 2,315	\$ 3,718	\$ 1,754	\$ 101,871	72.6%	\$ 38,421
Mar-18	1019	\$ 139,571	\$ 112,509	\$ 10,068	\$ 122,577	\$ 2,303	\$ 3,699	\$ 1,745	\$ 130,323	93.4%	\$ 9,248
Apr-18	1024	\$ 139,989	\$ 84,400	\$ 10,117	\$ 94,517	\$ 2,310	\$ 3,710	\$ 1,750	\$ 102,286	73.1%	\$ 37,703
May-18	1019	\$ 139,482	\$ 93,274	\$ 10,068	\$ 103,342	\$ 2,301	\$ 3,696	\$ 1,744	\$ 111,083	79.6%	\$ 28,399
Jun-18	1095	\$ 145,624	\$ 81,490	\$ 10,819	\$ 92,309	\$ 2,403	\$ 3,859	\$ 1,820	\$ 100,391	68.9%	\$ 45,234
Jul-18	1126	\$ 150,084	\$ 78,262	\$ 11,125	\$ 89,387	\$ 2,476	\$ 3,977	\$ 1,876	\$ 97,717	65.1%	\$ 52,367
Aug-18	1116	\$ 151,026	\$ 106,247	\$ 11,026	\$ 117,273	\$ 2,492	\$ 4,002	\$ 1,888	\$ 125,655	83.2%	\$ 25,371
Sep-18	1152	\$ 156,482	\$ 68,587	\$ 11,382	\$ 79,969	\$ 2,582	\$ 4,147	\$ 1,956	\$ 88,653	56.7%	\$ 67,828
Oct-18	1095	\$ 149,118	\$ 83,857	\$ 10,819	\$ 94,676	\$ 2,460	\$ 3,952	\$ 1,864	\$ 102,952	69.0%	\$ 46,167
Nov-18	1152	\$ 155,375	\$ 104,898	\$ 11,382	\$ 116,279	\$ 2,564	\$ 4,117	\$ 1,942	\$ 124,903	80.4%	\$ 30,473
Dec-18	1141	\$ 152,468	\$ 85,331	\$ 11,273	\$ 96,604	\$ 2,516	\$ 4,040	\$ 1,906	\$ 105,066	68.9%	\$ 47,402
Total	12988	\$ 1,759,979	\$ 1,060,539	\$ 128,499	\$ 1,189,038	\$ 29,040	\$ 46,639	\$ 22,000	\$ 1,286,717	73.1%	\$ 473,262

A	B	C	D	E	F	G	H	I	J	K	L
Fully Insured Vision 2019	Enrollment	Gross Premium	Vision Claims	Vision Admin. Cost	Net Vision Cost (D + E)	FDAC EBA Admin (C * 1.65%)	Keenan Consulting Fee (C * 2.65%)	Hourglass Ben Admin (C * 1.25%)	Vision Cost (F+G+H+I)	Loss Ratio (K / C)	\$ Difference (C - K)
Jan-19	1380	\$ 28,750	\$ 20,130	\$ 3,446	\$ 23,576	\$ 474	\$ 762	\$ 359	\$ 25,172	87.6%	\$ 3,578
Feb-19	1390	\$ 28,879	\$ 17,460	\$ 3,427	\$ 20,887	\$ 477	\$ 765	\$ 361	\$ 22,490	77.9%	\$ 6,390
Mar-19	1391	\$ 28,768	\$ 17,569	\$ 2,865	\$ 20,434	\$ 475	\$ 762	\$ 360	\$ 22,031	76.6%	\$ 6,738
Apr-19	1398	\$ 28,851	\$ 14,897	\$ 3,386	\$ 18,283	\$ 476	\$ 765	\$ 361	\$ 19,884	68.9%	\$ 8,967
May-19	1403	\$ 28,856	\$ 13,643	\$ 3,396	\$ 17,039	\$ 476	\$ 765	\$ 361	\$ 18,641	64.6%	\$ 10,216
Jun-19	1400	\$ 28,480	\$ 11,424	\$ 3,427	\$ 14,851	\$ 470	\$ 755	\$ 356	\$ 16,432	57.7%	\$ 12,048
Jul-19	1400	\$ 28,490	\$ 16,143	\$ 3,346	\$ 19,489	\$ 470	\$ 755	\$ 356	\$ 21,070	74.0%	\$ 7,420
Aug-19	1397	\$ 28,328	\$ 18,708	\$ 3,345	\$ 22,053	\$ 467	\$ 751	\$ 354	\$ 23,625	83.4%	\$ 4,702
Sep-19	1419	\$ 28,594	\$ 12,954	\$ 3,346	\$ 16,300	\$ 472	\$ 758	\$ 357	\$ 17,887	62.6%	\$ 10,707
Oct-19	1432	\$ 29,616	\$ 16,638	\$ 3,375	\$ 20,013	\$ 489	\$ 785	\$ 370	\$ 21,657	73.1%	\$ 7,959
Nov-19	1479	\$ 31,610	\$ 13,391	\$ 3,387	\$ 16,778	\$ 522	\$ 838	\$ 395	\$ 18,532	58.6%	\$ 13,078
Dec-19	1435	\$ 30,498	\$ 21,994	\$ 3,389	\$ 25,383	\$ 503	\$ 808	\$ 381	\$ 27,076	88.8%	\$ 3,422
Total	16924	\$ 349,720	\$ 194,951	\$ 40,135	\$ 235,086	\$ 5,770	\$ 9,268	\$ 4,372	\$ 254,495	72.8%	\$ 95,225

A	B	C	D	E	F	G	H	I	J	K	L
Fully Insured Vision 2018	Enrollment	Gross Premium	Vision Claims	Vision Admin. Cost	Net Vision Cost (D + E)	FDAC EBA Admin (C * 1.65%)	Keenan Consulting Fee (C * 2.65%)	Hourglass Ben Admin (C * 1.25%)	Vision Cost (F+G+H+I)	Loss Ratio (K / C)	\$ Difference (C - K)
Jan-18	1346	\$ 26,481	\$ 14,617	\$ 3,813	\$ 18,430	\$ 437	\$ 702	\$ 331	\$ 19,900	75.1%	\$ 6,581
Feb-18	1349	\$ 23,267	\$ 13,154	\$ 3,350	\$ 16,504	\$ 384	\$ 617	\$ 291	\$ 17,795	76.5%	\$ 5,472
Mar-18	1347	\$ 23,382	\$ 14,482	\$ 3,366	\$ 17,848	\$ 386	\$ 620	\$ 292	\$ 19,146	81.9%	\$ 4,236
Apr-18	1351	\$ 23,332	\$ 16,084	\$ 3,359	\$ 19,443	\$ 385	\$ 618	\$ 292	\$ 20,738	88.9%	\$ 2,594
May-18	1495	\$ 23,159	\$ 14,463	\$ 3,334	\$ 17,797	\$ 382	\$ 614	\$ 289	\$ 19,082	82.4%	\$ 4,077
Jun-18	1436	\$ 22,809	\$ 13,674	\$ 3,284	\$ 16,958	\$ 376	\$ 604	\$ 285	\$ 18,224	79.9%	\$ 4,586
Jul-18	1447	\$ 23,635	\$ 16,714	\$ 3,403	\$ 20,117	\$ 390	\$ 626	\$ 295	\$ 21,429	90.7%	\$ 2,206
Aug-18	1475	\$ 29,910	\$ 18,541	\$ 3,381	\$ 21,922	\$ 494	\$ 793	\$ 374	\$ 23,582	78.8%	\$ 6,328
Sep-18	1483	\$ 30,468	\$ 18,585	\$ 3,400	\$ 21,985	\$ 503	\$ 807	\$ 381	\$ 23,676	77.7%	\$ 6,792
Oct-18	1442	\$ 29,759	\$ 17,704	\$ 3,406	\$ 21,110	\$ 491	\$ 789	\$ 372	\$ 22,762	76.5%	\$ 6,997
Nov-18	1483	\$ 30,436	\$ 10,667	\$ 3,414	\$ 14,081	\$ 502	\$ 807	\$ 380	\$ 15,770	51.8%	\$ 14,665
Dec-18	1489	\$ 30,585	\$ 17,188	\$ 3,431	\$ 20,619	\$ 505	\$ 811	\$ 382	\$ 22,316	73.0%	\$ 8,269
Total	17143	\$ 317,223	\$ 185,873	\$ 40,941	\$ 226,814	\$ 5,234	\$ 8,406	\$ 3,965	\$ 244,420	77.0%	\$ 72,803