



August 26, 2025

Mr. Jon Wilkerson, Director of Benefits and Retirement  
Oklahoma County  
320 Robert S. Kerr Ave., Room 203  
Oklahoma City, OK 73102

#### Oklahoma County 2026 Rates

Dear Jon:

SageView Consulting Group in conjunction with Actuarial Health Solutions, LLC (AHS) has been engaged to prepare premium rate equivalents rated by tier for the determination of employee and county contribution rates as well as COBRA rates for Oklahoma County's employee medical, prescription drug, vision and dental benefits. Based on our analysis of the data provided, our estimate of results, assumptions and methodology are summarized below and in the attached tables.

#### Data

We relied on the following claim and enrollment data obtained from Oklahoma County:

- Oklahoma County Paid claim and administrative charge data for FY 2025,
- Rates by tier for 2025 and projected Rates for 2026,
- Medical claim lag triangle with paid claims by incurred month for July 2022 through June 2025,
- Total medical claims paid by month for July 2022 through June 2025,
- Two enrollment reports reporting employees and members from January 2024 through June 2025,
- Dental claim lag triangle with paid claims by incurred month for July 2022 through June 2025,
- Total Dental claims paid and employee counts by month for July 2022 through June 2025,
- Vision lag triangles and total claims paid and employee counts by month for July 2022 through June 2025,
- Prescription Drug claim lag triangle with paid claims by incurred month for July 2022 through June 2025.

We did not audit the data except to perform a general test of reasonableness.

## Methods and Assumptions

We developed our rates using methods and assumptions which were similar to last year. In Table 1, we show the projection of the experience period using claims paid per employee/retiree per month (PEPM) to the effective period of the 2026 rates. We were not aware of any changes to benefits. However, all age 65 and older retirees and spouses were removed from the Medicare supplement plan and the self-funded RX plan effective 6/30/23. They were put on a Medicare Advantage supplement plan and RX plan. Also, Oklahoma County switched their TPA effective 7/1/24 and PBMs effective 10/1/23.

The COVID-19 pandemic was declared over by the Federal COVID-19 Public Health Emergency (PHE) Declaration in May 2023, claim payments appear to be at or above levels before the pandemic started. The County received nearly \$146,000 for paid claims related to COVID-19 during the year, down \$600,000 from last year, that may or may not be replicated going forward. Annual trends used for the projection were:

Medical:	8.0%	Dental:	5.5%
Prescription Drug:	9.5%	Vision:	4.0%

In Table 2, we summarize the results of the projection and estimate expenses for administration. Using current enrollment, we estimate 2026 costs for the self-insured benefits.

Table 3 gives a complete picture of the rates including the Medicare Advantage supplement premium. Also shown on Table 3 are the employee/retiree contributions as well as the COBRA rates for 2026.

In Table 4, we show the rates by benefits for the current tier structure and for each of the two requested tier options. We used a standard cost assumption and assumed that each employee and spouse cost the same and that the cost for one child was approximately 30% of an adult.

The two options requested were:

- Option 1: Single, Employee + 1, Family
- Option 2: Single, Employee + Spouse, Employee + Spouse + Child, Employee + Spouse + Children, Employee + Child, Employee + Children

Please note that “trend” is a by-product of our analysis. However, observed “trends” are benefit cost trends and reflect all underlying changes in the cost, including changes in enrollment, benefits, and claim administration.



### Actuarial Certification

I, John R. Governale, Consulting Actuary, am President of Actuarial Health Solutions, LLC. I am a Member of the American Academy of Actuaries and meet its Qualification Standards for performing rate projections. I am compliant with the continuing education requirements of the Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States. Neither AHS nor any of its employees have any relationship with the plan or its sponsor that could impair, or appear to impair, the objectivity of this certification. I have prepared this estimate using generally accepted actuarial methods and procedures.



John R. Governale, FSA, FCA, MAAA

President & Consulting Actuary, (215) 591-0492

### Conclusion

We have prepared this analysis using generally accepted actuarial methods and procedures. In performing this analysis, we relied on data which includes but is not necessarily limited to incurred and paid claim information, membership data, administrative costs, enrollment data, historical rates and other information provided by Oklahoma County. Differences between our projections and actual experience depend on the extent to which future experience adheres to the assumptions we have made. As with all projections, our analysis is based on the information available at some point in time and subject to unforeseen events. Therefore, even though it is our best estimate at the time, the actual experience is likely to fall within a range of this projection.

Please let us know if you have any questions or need any other information.

Sincerely,



Dmitriy Sherman, ASA, MAAA

Consulting Actuary

copy: Dan Homan, SageView Consulting



**Oklahoma County**  
**Table 1: Underwriting Analysis - Current Period**  
**6/30/2025**

<i>Begin Date</i>						<b>Current Period</b>
<i>End Date</i>						7/1/2024
<i>Months</i>						6/30/2025
						12
<i>Center of Period</i>						1/1/2025
	Medical	Prescription Drug	Dental	Vision	Total	
<i>Total Employees</i>	15,236	15,236	19,331	19,669		
<i>Average Monthly Employee</i>	1,270	1,270	1,611	1,639		
<i>Paid Claims</i>						
<i>Gross Paid Claims</i>	\$ 18,664,906	\$ 13,527,101	\$ 1,808,512	\$ 208,570	\$	34,209,089
<i>Estimated County Pharmacy Costs</i>	0	0	0	0		0
<i>Stop Loss Reimbursements</i>	<u>(290,299)</u>	<u>0</u>	<u>0</u>	<u>0</u>		<u>(290,299)</u>
<i>Claims Net of Stop Loss</i>	\$ 18,374,606	\$ 13,527,101	\$ 1,808,512	\$ 208,570	\$	33,918,790
<i>Refunds/Voids/Drug Rebates</i>	(365,894)	(4,026,382)	0	0		(4,392,276)
<i>RDS Reimbursement</i>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>		<u>0</u>
<i>Net Claims</i>	\$ 18,008,713	\$ 9,500,719	\$ 1,808,512	\$ 208,570	\$	29,526,514
<i>Claims PEPM</i>	\$ 1,181.98	\$ 623.57	\$ 93.56	\$ 10.60		
<u><i>Claim Adjustment Factors</i></u>						
<i>Benefit Adjustment</i>	1.000	1.000	1.000	1.000		
<i>Maturation/Incurral</i>	1.000	1.000	1.000	1.000		
<i>Other</i>	1.000	1.000	1.000	1.000		
<i>Adjusted Claims PEPM</i>	\$ 1,181.98	\$ 623.57	\$ 93.56	\$ 10.60		
<u><i>Trend</i></u>						
<i>Annual Trend</i>	8.0%	9.5%	5.5%	4.0%		
<i>Projection Months</i>	18	18	18	18		
<i>Trend Factor</i>	1.122	1.146	1.084	1.061		
<i>Projected Claims PEPM</i>	\$ 1,326.18	\$ 714.61	\$ 101.42	\$ 11.25	\$	2,153.46

*Notes:*

Active and non-Medicare retiree counts are from Data Summary report sent 8/10/2024

Medicare retiree counts are estimated from Data Summary report sent on 8/10/2024

**Oklahoma County**  
**Table 2: Underwriting Analysis - Summary**  
**6/30/2025**

<i>Begin Date</i>						<b>Projection Period</b>
<i>End Date</i>						1/1/2026
<i>Months</i>						12/31/2026
						12
<i>Center of Period</i>						7/1/2026
	Medical	Prescription Drug	Dental	Vision	Total	
<b><u>Summary</u></b>						
<b><i>Projected Claims PEPM</i></b>	\$ 1,326.18	\$ 714.61	\$ 101.42	\$ 11.25	\$	2,153.46
<i>Credibility:Current 100%</i>						
<b><u>Expenses PEPM</u></b>						
<b><i>Projected Admin Fee</i></b>	\$ 116.63	\$ -	10%	15%	\$	116.88
<b><i>Total PEPM</i></b>	\$ 1,442.81	\$ 714.61	\$ 111.56	\$ 12.94	\$	2,281.92
<b><i>Employee/Retirees 6/2025</i></b>	1,340	1,340	1,691	1,691		
<b><i>Expected Annual Cost 2026</i></b>	\$ 23,200,384.80	\$ 11,490,928.80	\$ 2,263,775.52	\$ 262,578.48	\$	37,217,667.60

*Notes:*

*Medical Administration fee does NOT include an estimate for ACA Fees, but does include an estimated PCORI fee of \$3.73 per covered life.*

*Admin fees estimated using FY 25 fees:Medical \$40.37 PEPM & SL Avg. \$ 75.61 PEPM, Dental & Vision are 10% & 15% of claims repectively*

**Oklahoma County**  
**Table 3: Rate and Premium Summary**

Rates Effective January 1, 2026											
	Current Enrollment	Cost Breakdown - Estimated							Employee/ Retiree Contribution 18.4%	County Contribution 81.6%	COBRA Rates (w/ 2% Fee)
		Medical	Rx Drug	Med Supp	Med + Rx	Dental	Vision	Total			
<u>Active and Cobra</u>											
Single	559	\$ 894.00	\$ 436.00	N/A	\$ 1,330.00	\$ 54.00	\$ 6.00	\$ 1,390.00	\$ 256.00	\$ 1,134.00	\$ 1,418.00
Family	579	2,053.00	1,022.00	N/A	3,075.00	170.00	20.00	3,265.00	601.00	2,664.00	3,330.00
	1,138										
<u>Retirees</u>											
Ret/Surv Sp Single w/ Medicare	235	N/A	N/A	\$ 318.72	\$ 318.72	\$ 54.00	\$ 6.00	\$ 378.72	\$ 70.00	\$ 308.72	N/A
Ret/Surv Sp Single w/o Medicare	60	\$ 894.00	436.00	N/A	1,330.00	54.00	6.00	1,390.00	256.00	1,134.00	\$ 1,418.00
Ret & Sp both with Medicare	116	N/A	N/A	637.44	637.44	170.00	20.00	827.44	152.00	675.44	N/A
Ret & Sp both without Medicare	72	2,053.00	1,022.00	N/A	3,075.00	170.00	20.00	3,265.00	601.00	2,664.00	3,330.00
Ret w/ Medicare, Sp w/o Medicare	27	894.00	436.00	318.72	1,648.72	170.00	20.00	1,838.72	338.00	1,500.72	1,418.00
Ret w/o Medicare, Sp w/Medicare	0	894.00	436.00	318.72	1,648.72	170.00	20.00	1,838.72	338.00	1,500.72	1,418.00
Ret w/ Medicare, Sp & Fam w/o	3	1,159.00	586.00	318.72	2,063.72	170.00	20.00	2,253.72	415.00	1,838.72	1,906.00
Sp w/ Medicare, Ret & Fam w/o	6	1,159.00	586.00	318.72	2,063.72	170.00	20.00	2,253.72	415.00	1,838.72	1,906.00
Ret & Sp w/ Medicare, Fam w/o	34	265.00	150.00	637.44	1,052.44	170.00	20.00	1,242.44	229.00	1,013.44	503.00
	553										
<u>Retirees with Frozen Contributions</u>											
Ret/Surv Sp Single w/ Medicare	1	N/A	N/A	\$ 318.72	\$ 318.72	N/A	N/A	\$ 318.72	\$ 27.00	\$ 291.72	N/A
Ret/Surv Sp Single w/ Medicare	-	N/A	N/A	318.72	318.72	N/A	N/A	318.72	21.00	297.72	N/A
	1										
Monthly Premium								\$ 3,283,397.84	\$ 604,471.00	\$ 2,678,926.84	
Annual Premium								\$ 39,400,774.08	\$ 7,253,652.00	\$ 32,147,122.08	

Notes:

Rates include Stop Loss Premiums, Dental and Vision.

Rates include County Pharmacy.

Medicare Advantage & Rx Plan 2026 rate is \$318.72.

COBRA rates are for non-medicare eligibles only.

**Oklahoma County**  
**Table 4: Rate Tier Options**

		Rates Effective January 1, 2026							
Active and Non-Medicare Retirees	Estimated Current Enrollment	Cost Breakdown					Employee/ Retiree Contribution	County Contribution	COBRA Rates
		Medical	Rx Drug	Dental	Vision	Total	18.4%	81.6%	(w/ 2% Fee)
<u>Current Tiers (2 Tiers)</u>									
Single	646	\$ 894.00	\$ 436.00	\$ 54.00	\$ 6.00	\$ 1,390.00	\$ 256.00	\$ 1,134.00	\$ 1,418.00
Family	694	2,053.00	1,022.00	170.00	20.00	3,265.00	601.00	2,664.00	3,330.00
	1,340					\$ 3,163,850.00			
<u>Option 1 (3 Tiers)</u>									
Single	646	\$ 894.00	\$ 436.00	\$ 54.00	\$ 6.00	\$ 1,390.00	\$ 256.00	\$ 1,134.00	\$ 1,418.00
Employee + 1	272	1,648.00	804.00	100.00	11.00	2,563.00	472.00	2,091.00	2,614.00
Family	422	2,391.00	1,166.00	144.00	16.00	3,717.00	684.00	3,033.00	3,791.00
	1,340					\$ 3,163,650.00			
<u>Option 2 (6 Tiers)</u>									
Single	646	\$ 894.00	\$ 436.00	\$ 54.00	\$ 6.00	\$ 1,390.00	\$ 256.00	\$ 1,134.00	\$ 1,418.00
Employee & Spouse	211	1,788.00	872.00	108.00	12.00	2,780.00	512.00	2,268.00	2,836.00
Employee, Spouse & Child	110	2,108.00	1,028.00	127.00	14.00	3,277.00	603.00	2,674.00	3,343.00
Employee, Spouse & Children	249	2,717.00	1,325.00	164.00	18.00	4,224.00	777.00	3,447.00	4,308.00
Employee & Child	61	1,162.00	567.00	70.00	8.00	1,807.00	332.00	1,475.00	1,843.00
Employee & Children	63	1,601.00	781.00	97.00	11.00	2,490.00	458.00	2,032.00	2,540.00
	1,340					\$ 3,163,863.00			