

Oklahoma County
Analysis of Employee Benefits Fund
25-26 Budget Projections

Expenditures	19/20 Actual	20/21 Actual	21/22 Actual	22/23 Actual	23/24 Actual	24/25 Budget	24/25 Projection	25/26 Estimates	Difference	Change	% Change	Assumptions/Basis
Medical Claims	\$ 14,218,101	\$ 14,782,140	\$ 15,025,582	\$ 19,142,731	\$ 18,114,785	\$ 18,999,356	\$ 19,100,000	\$ 19,482,000	\$ 382,000		2.0%	
Medical Claims reimbursed by CARES		1,959,388	\$ 2,655,755	2,434,882	584,447	300,000	150,000	-	(150,000)		-100.0%	
Medical Claims Paid by Stop Loss	-	317,114	518,685	1,687,269	-	-	-		-			
Prescription Drugs	6,036,135	6,763,524	9,029,728	12,021,376	11,410,196	11,820,584	12,191,149	12,678,795	487,646		4.0%	
Total Medical and Rx	20,254,236	23,822,167	27,229,750	35,286,258	30,109,428	31,119,940	31,441,149	32,160,795	719,646	-	2.3%	
Dental Claims	1,407,069	1,464,694	1,414,163	1,668,243	1,632,337	1,635,621	1,821,524	1,857,954	36,431		2.0%	
Vision Claims	156,031	175,267	200,983	195,160	191,625	166,927	189,440	189,440	(0)		0.0%	
County Pharmacy	255,981	254,176	286,574	270,820	195,052	179,036	58,775	-	(58,775)		-100.0%	
Healthsmart Admin Fees	550,829	564,034	579,454	592,544	595,834	597,329	603,447	603,447	-		0.0%	
Summit Consolidated-Rx Plan	54,167	50,000	41,667	58,333	56,158	50,000	50,000	50,000	-		0.0%	
Delta Dental Admin Fees	180,897	87,882	201,955	157,364	172,961	175,146	164,694	167,988	3,294		2.0%	
VSP Admin Fees	23,405	26,290	30,158	26,886	28,200	21,756	26,396	26,396	0		0.0%	
Actuary Fees	31,700	32,275	32,925	34,750	47,825	47,825	43,579	45,000	1,421		3.3%	
Prepaid Legal	-	51,064	61,277	63,941	44,412	57,736	64,913	64,913	-		0.0%	
Life/AD&D Premiums	346,284	357,948	375,081	388,284	370,136	368,450	367,638	367,638	-		0.0%	
Stop Loss Premiums	1,082,060	1,131,387	1,318,177	1,222,138	1,245,326	1,246,233	1,212,602	1,038,281	(174,321)		-14.4%	
Bestco Mutual Medicare Premium	1,052,524	940,560	1,202,661	1,090,242	1,476,527	1,480,187	1,678,228	1,978,228	300,000		17.9%	
TPG Group (Retirees Medicare Suppl & Presc Plan)					-		-	-			#DIV/0!	
Employee Assistance Program	19,946	21,165	21,393	19,610	23,175	23,770	21,993	21,993	-		0.0%	
YMCA Membership	19,839	21,896	20,893	24,174	19,584	21,194	19,357	19,357	-		0.0%	
Misc Refunds/Reimb/Flex Spending Acct	-	8,098	7,940	13,775	8,106	-	2,476	2,476	0		0.0%	
Total Expenditures	\$ 25,434,967	\$ 29,008,900	\$ 33,025,050	\$ 41,112,522	\$ 36,216,685	\$ 37,191,150	\$ 37,766,210	\$ 38,593,906	\$ 827,696	\$ -	2.2%	
Revenue/Transfers/Fund Balance												
Employer Premiums	\$ 16,028,513	\$ 15,307,586	\$ 17,098,828	\$ 18,368,910	\$ 18,375,075	\$ 18,390,661	\$ 20,786,550	\$20,786,550	\$ (0)		0.0%	339,060.00
Employee Premiums	3,271,600	3,171,986	3,235,066	3,241,249	3,193,557	3,160,895	3,125,610	3,125,610	(0)		0.0%	-
Retiree Premiums/COBRA Premiums	925,763	862,623	853,743	943,566	900,362	928,058	961,347	961,347	(0)		0.0%	-
Cobra Premiums	6,181	17,126	34,182	22,346	42,897	44,663	-	-	-		0.0%	339,060.00
Stop Loss Reimb	121,257	466,815	1,070,001	2,036,683	293,159	293,159	235,021	235,021	0		0.0%	
Rx Rebates	1,661,194	1,434,785	3,010,157	3,399,888	3,193,989	2,916,532	2,844,674	2,844,674	0		0.0%	
Retiree Drug Subsidy	-	147,247	202,856	203,136	-	203,136	-	-	-		#DIV/0!	
Refunds/Reimbursements	129,460	241,120	224,726	78,069	433,939	100,000	109,182	100,000	(9,182)		0.0%	
ARPA Reimbursements			2,655,755	2,434,882	584,447	300,000	150,000	-	(150,000)		0.0%	
Interest	4	4	-		-	-	-	-	-		0.0%	
Transfers In	3,400,000	5,800,000	3,600,000	7,925,000	9,441,000	8,696,775	8,696,775	10,340,703	1,643,928		0.0%	
Beginning Fund Balance	1,308,158	1,417,164	1,816,938	777,203	753,292	-	995,032	200,000			0.0%	
Total Available Funds	\$ 26,852,131	\$ 28,866,456	\$ 33,802,253	\$ 39,430,932	\$ 37,211,717	\$ 35,033,879	\$ 37,904,192	\$ 38,593,905	\$ 1,484,745	\$ -	0.0%	
Ending Fund Balance	\$ 1,417,164	\$ (142,443)	\$ 777,203	\$ (1,681,590)	\$ 995,032	\$ (2,157,271)	\$ 137,983	\$ (0)	\$ 657,049	\$ 1	0.0%	

Note 1:

Employer rates will change for FY 2024-25 3% Premium increase

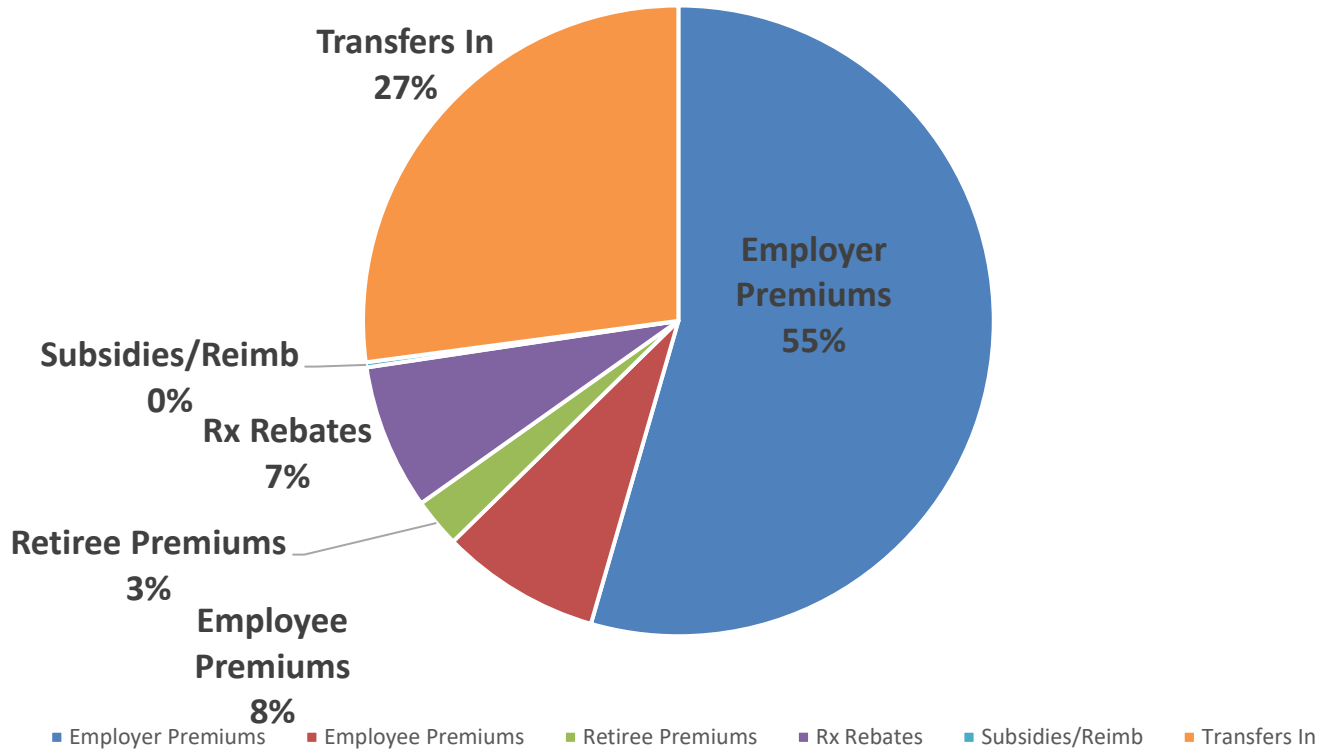
The updated rates are based on rates established by Budget Board.

No increases in employee rates were factored in for January 2023.

Estimated 70% Participation in HRA (35% retirees) - premium free month

Health Smart		July 2024		
Premiums				
Specific Reinsurance	Cost	Number	Total	Annualized
Employee	\$33.82	678	\$22,929.96	\$275,159.52
Dependent	\$123.10	609	\$74,967.90	\$899,614.80
Aggregate Reinsurance	\$6.23	1247	\$7,768.81	\$93,225.72
Total			\$105,666.67	\$1,268,000.04
Life Insurance-Active Employees				
Life Insurance	Cost	Number	Total	
Term	\$0.28	90601000	\$25,368.28	\$304,419.36
AD&D	\$0.02	90414000	\$1,808.28	\$21,699.36
Total			\$27,176.56	\$326,118.72
Life Insurance-Retirees				
Life Insurance	Cost	Number	Total	
Term	\$1.57	1927688	\$3,026.47	\$36,317.64
AD&D	\$0.05	1910400	\$95.52	\$1,146.24
Total			\$3,121.99	\$37,463.88
Total Premiums			\$135,965.22	\$1,631,582.64
Admin Fees				
	Cost	Number	Total	
Medical	\$17.25	1287	\$22,200.75	\$266,409.00
My Decision	\$9.00	1207	\$9,780.00	\$117,360.00
PBM Fee	\$0.20	1207	\$241.40	\$2,896.80
Utilization Review	\$3.50	1287	\$4,504.50	\$54,054.00
NSA Fees	\$0.34	1207	\$410.38	\$4,924.56
PPO Access	\$9.40	1287	\$12,097.80	\$145,173.60
Total			\$49,234.83	\$590,817.96
Total Mutual Admin + Premiums			\$185,200.05	\$2,222,400.60
SBC Prep Fee			600.00	\$7,200.00

Employee Benefits Fund
Revenue
FY 2023-2024



Employee Benefits Fund
Expenses
FY 2023-2024

