

**Self-Insurance Estimating Conference**  
**State Employees' Group Health Self-Insurance Trust Fund**  
**Executive Summary**  
**December 20, 2023 and January 10, 2024**

The Self-Insurance Estimating Conference has adopted a new Outlook for the State Employees' Group Health Self-Insurance Trust Fund. The fund is expected to remain solvent only through FY 2023-24. Even though the projected ending cash balance shows a projected surplus of \$323.7 million in the current year, the forecast for all subsequent years shows expenses that exceed revenues by amounts that generate negative cash balances of \$247.1 million in FY 2024-25, \$770.8 million in FY 2025-26, \$1,009.7 million in FY 2026-27, \$1,255.0 million in FY 2027-28 and \$1,522.9 million in FY 2028-29. The escalating negatives occur even though the Conference assumes that each year's deficit is cleared prior to the beginning of the following year.

While the Conference is continuing to project annual deficits that begin in FY 2024-25, the negative ending cash balances have been reduced relative to previous estimates by the net positive effect of multiple changes. Compared to the last several conferences, enrollment has stabilized and is beginning to show growth in line with past expectations. In this regard, enrollment in FY 2023-24 is 1,344 higher than expected in August. This increase continues throughout the forecast, with FY 2027-28 expected to be 2,270 higher than projected in August. Generally, changes in enrollment affect both expenses and revenues, with opposite effects on the bottom line. In this particular case, the medical expense impact of the upward enrollment adjustments was more than offset by a significant reduction in the growth of pharmacy claims and their average costs across the entire program.

A complete Executive Summary outlining all of the changes since the August 2023 Conference can be found at the beginning of the *Report on Financial Outlook* used as the conference packet. The following table shows the **major** net changes between the January 2024 and August 2023 forecasts.

**Financial Outlook for FY2023-24 and FY 2024-25**  
**Changes to Conference Forecast – August 2023 Compared to January 2024**  
**(In Millions)**

	FY 2023-24			FY 2024-25		
	Aug 2023	Jan 2024	Difference	Aug 2023	Jan 2024	Difference
Beginning Cash Balance	\$574.1	\$574.1	\$0.0	\$313.0	\$323.7	\$10.7
Total Revenues	\$3,035.8	\$3,085.1	\$49.3	\$2,914.5	\$3,024.2	\$109.7
Total Expenses	\$3,269.9	\$3,335.5	\$38.6	\$3,576.0	\$3,595.0	\$19.0
Ending Cash Balance	\$313.0	\$323.7	\$10.7	(\$348.5)	(\$247.1)	\$101.4

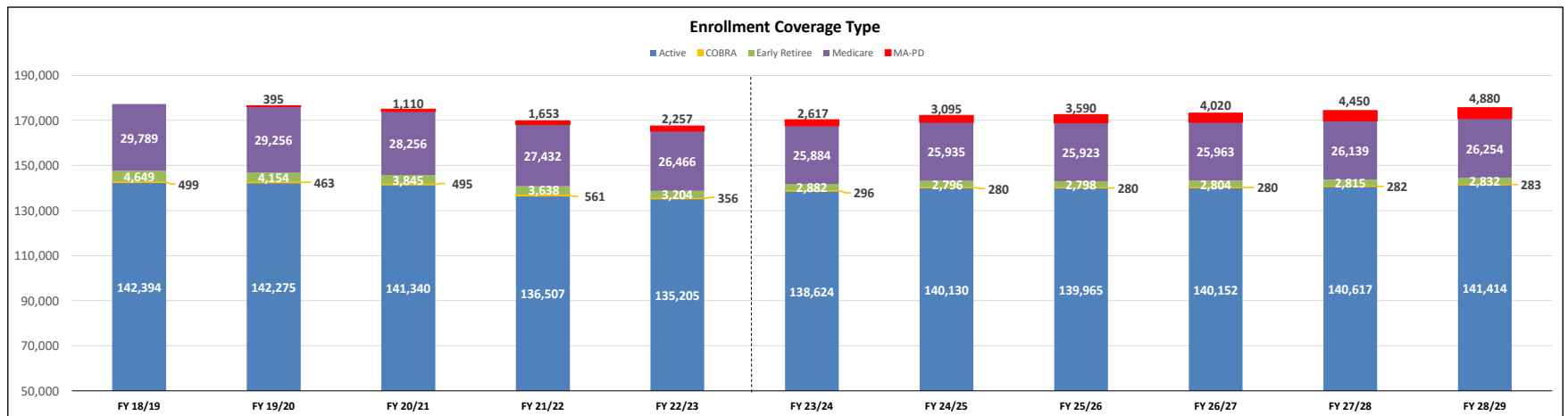
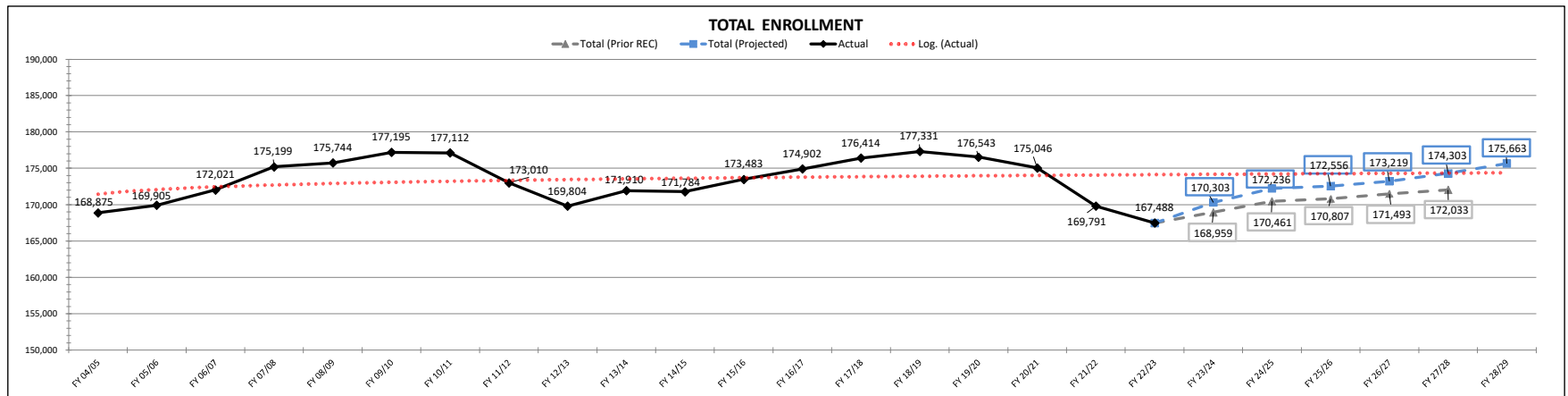
*Slight differences in results due to rounding.*

STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

Exhibit I

Enrollment Outlook by Fiscal Year

		FY 2023-24			FY 2024-25			FY 2025-26			FY 2026-27			FY 2027-28			FY 2028-29		
		Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.
Average Enrollment by Plan	PPO Standard	76,375	77,373	998	76,804	78,265	1,461	76,826	78,279	1,453	76,941	78,388	1,447	77,714	79,173	1,459	-	79,379	79,379
	PPO HDHP	4,119	4,234	115	4,138	4,241	103	4,142	4,245	103	4,151	4,251	100	4,194	4,294	100	-	4,305	4,305
	HMO Standard	84,390	84,626	236	84,924	85,187	263	84,740	84,988	248	84,860	85,095	235	84,156	84,915	759	-	85,608	85,608
	HMO HDHP	1,402	1,453	51	1,417	1,448	31	1,426	1,454	28	1,439	1,465	26	1,437	1,471	34	-	1,491	1,491
	MA-PD	2,673	2,617	(56)	3,178	3,095	(83)	3,673	3,590	(83)	4,102	4,020	(82)	4,532	4,450	(82)	-	4,880	4,880
	<b>Total</b>	<b>168,959</b>	<b>170,303</b>	<b>1,344</b>	<b>170,461</b>	<b>172,236</b>	<b>1,775</b>	<b>170,807</b>	<b>172,556</b>	<b>1,749</b>	<b>171,493</b>	<b>173,219</b>	<b>1,726</b>	<b>172,033</b>	<b>174,303</b>	<b>2,270</b>	-	<b>175,663</b>	<b>175,663</b>
Average Enrollment by Coverage Type	Active (Non-OPS) Standard	126,131	127,639	1,508	126,878	128,943	2,065	126,712	128,772	2,060	126,875	128,932	2,057	126,797	129,327	2,530	-	130,063	130,063
	Active (Non-OPS) HDHP	4,917	5,080	163	4,949	5,073	124	4,958	5,079	121	4,978	5,093	115	5,014	5,135	121	-	5,163	5,163
	OPS Standard	5,287	5,410	123	5,322	5,612	290	5,325	5,608	283	5,340	5,618	278	5,350	5,639	289	-	5,669	5,669
	OPS HDHP	502	495	(7)	504	502	(2)	508	506	(2)	510	509	(1)	515	516	1	-	519	519
	COBRA	314	296	(18)	315	280	(35)	315	280	(35)	315	280	(35)	316	282	(34)	-	283	283
	Early Retiree	3,071	2,882	(189)	3,093	2,796	(297)	3,099	2,798	(301)	3,111	2,804	(307)	3,118	2,815	(303)	-	2,832	2,832
	Medicare	26,064	25,884	(180)	26,222	25,935	(287)	26,217	25,923	(294)	26,262	25,963	(299)	26,391	26,139	(252)	-	26,254	26,254
	MA-PD	2,673	2,617	(56)	3,178	3,095	(83)	3,673	3,590	(83)	4,102	4,020	(82)	4,532	4,450	(82)	-	4,880	4,880
	<b>Total</b>	<b>168,959</b>	<b>170,303</b>	<b>1,344</b>	<b>170,461</b>	<b>172,236</b>	<b>1,775</b>	<b>170,807</b>	<b>172,556</b>	<b>1,749</b>	<b>171,493</b>	<b>173,219</b>	<b>1,726</b>	<b>172,033</b>	<b>174,303</b>	<b>2,270</b>	-	<b>175,663</b>	<b>175,663</b>



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# **State Employees' Group Health Self-Insurance Trust Fund**

## **Report on Financial Outlook**

**For the Fiscal Years Ending June 30, 2024 through June 30, 2029**

**Adopted January 10, 2024, by the  
Self-Insurance Estimating Conference**

Prepared by: Florida Department of Management Services  
Division of State Group Insurance

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# STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

## EXECUTIVE SUMMARY

The Florida Division of State Group Insurance (the Division) prepared an Outlook for the State Employees' Group Health Self-Insurance Trust Fund (Trust Fund) for the fiscal years (FY) ending June 30, 2024, through June 30, 2029. The Outlook is prepared to assist in the State's planning and budgeting in accordance with section 216.136(9), Florida Statutes. The Outlook is prepared using cash basis methods and modeling based on the healthcare benefit and funding design currently in place.

The Outlook builds on the financial data presented in the August 2023 Report on the Financial Outlook, henceforth referred to as the Prior Outlook and enrollment data that was adopted on December 20, 2023. With the Prior Outlook as the base, this Outlook has adjustments for the following:

1. Actual enrollment and cash flows through November 2023.
2. Revised Investment Earnings rates.
3. Revised claims trends for Preferred Provider Organization (PPO) and Health Maintenance Organization (HMO) pharmacy claims.
4. Inclusion of new fully insured Insurance Premium rates, including Medicare Advantage Prescription Drug (MAPD) Plans, effective December 2023 for January 2024.
5. Inclusion of new HMO and PPO administrative fee rates, effective December 2023 for January 2024.
6. Inclusion of new Pharmacy Benefits Manager (PBM) administrative fee rates, effective December 2023 for January 2024.
7. Revised projected pharmacy rebates.
8. Revised growth factors for PPO and HMO medical claims for FY 2023-24.
9. Revised projections for the Shared Savings program.
10. Revised projections for Administrative Health Insurance Assessment (AHIA).
11. Revised Reverted Funds, per Ch. 2023-239 (SB 2500) – Section 238.

This Outlook reflects an increase in revenues for all years compared to the Prior Outlook. An increase in ending cash balance is reflected for FY 2023-24. The deficits previously projected for FY 2024-25 through FY 2027-28 in the Prior Outlook have decreased. Finally, the projected ending cash balance for the added FY 2028-29 is also a deficit. The Outlook reflects that the Trust Fund is projected to remain solvent through FY 2023-24.

The ending cash balance for FY 2023-24 is adjusted from \$313.0 million to \$323.7 million, an increase of \$10.7 million. The estimated operating loss has decreased from \$261.1 million to \$250.4 million. Ending cash balance deficits and operating losses are projected for FY 2024-25 through FY 2028-29.

Below is a summary of the Outlook for the Trust Fund through FY 2028-29:

	<u>FY 2023-24*</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>	<u>FY 2026-27</u>	<u>FY 2027-28</u>	<u>FY 2028-29</u>
	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>
<b>BEGINNING CASH BALANCE</b>	\$ 574.1	\$ 323.7	\$ 0.0	\$ 0.0	\$ 0.0	\$ 0.0
<b>TOTAL REVENUES</b>	\$ 3,085.1	\$ 3,024.2	\$ 3,065.4	\$ 3,114.3	\$ 3,172.7	\$ 3,242.9
<b>TOTAL EXPENSES</b>	\$ 3,335.5	\$ 3,595.0	\$ 3,836.2	\$ 4,124.0	\$ 4,427.7	\$ 4,765.8
<b>OPERATING GAIN/(LOSS)</b>	\$ (250.4)	\$ (570.8)	\$ (770.8)	\$ (1,009.7)	\$ (1,255.0)	\$ (1,522.9)
<b>ENDING CASH BALANCE</b>	<u>\$ 323.7</u>	<u>\$ (247.1)</u>	<u>\$ (770.8)</u>	<u>\$ (1,009.7)</u>	<u>\$ (1,255.0)</u>	<u>\$ (1,522.9)</u>

Note: Assumes no carry forward of negative cash balance.

\*Per Ch. 2023-239 (SB 2500) - Section 242: \$200 million added to beginning balance.

## ENROLLMENT

The changes in enrollment between June 2023 and November 2023 reflect a net increase of 1,217 contracts, or 0.72% of total subscribers. Enrollment in PPO plans increased by 1,042 subscribers, or 1.30%, and HMO plan enrollment increased by 68 subscribers, or 0.08%. Active subscriber enrollment increased by 1,424 subscribers, or 1.04%, and the net change in non-active membership was a decrease of 207 subscribers, or -0.65%.

During the 2024 Open Enrollment, approximately 154,354 Active (Non-OPS) employees were offered coverage, compared to 148,176 offered coverage during the 2023 Open Enrollment. An additional 18,152 employees paid from Other Personal Services (OPS) funds were offered coverage, compared to 19,062 offered coverage during the 2023 Open Enrollment.

Final 2024 Open Enrollment numbers reflect that 131,818 (85.40%) of the eligible Active (Non-OPS) employees elected coverage, of which 56,966 (43.22%) enrolled in Individual coverage, 69,880 (53.01%) enrolled in Family coverage, and 4,972 (3.77%) enrolled in Spouse coverage. Active (Non-OPS) enrollment in PPO plans was 44.77%, and 55.23% enrolled in HMO plans. A total of 6,150 (33.88%) of the eligible OPS employees elected coverage, of which 4,179 (68.52%) enrolled in Individual coverage; 1,864 (30.56%) enrolled in Family coverage, and 56 (0.92%) enrolled in Spouse coverage. OPS enrollment in PPO plans was 55.04% and 44.59% enrolled in HMO plans.

Enrollment patterns for FY 2023-24 through FY 2027-28 reflect an average annual increase of 497 subscribers for Active coverage, compared to an increase of 210 subscribers in the Prior Outlook. Early Retiree enrollment is projected to decrease an average of 17

## STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

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subscribers annually, compared to an increase of 12 subscribers projected in the Prior Outlook. Enrollment in the Medicare coverage categories, including the MAPD Plans, is expected to increase by an average of 522 subscribers annually, compared to an increase of 547 subscribers projected in the Prior Outlook. Total enrollment is projected to increase by an average of 999 subscribers annually throughout the forecast period, compared to an increase of 769 subscribers annually, as projected in the Prior Outlook.

As of November 2023, approximately 5,815 subscribers (5,704 active employees) were enrolled in a High Deductible Health Plan (3.43% of total enrollment). Active employees account for 98.09% of these subscribers, of which 93.37% are participating in the integrated state-sponsored Health Savings Account (HSA) offering. A total of 31,593 eligible employees, or 18.31%, opted out of enrollment in the Program, with 39.72% of those employees in OPS positions. The Prior Outlook reflected that 17.70% of eligible employees opted out of coverage and 42.30% were in OPS positions.

### **REVENUE**

Combined premium contribution revenues for FY 2023-24 through FY 2027-28 are \$131.8 million higher than projected in the Prior Outlook due to the increase in higher projected enrollment. Investment earnings increased \$2.0 million for FY 2023-24 due to higher interest rates and projected cash balance. The Administrative Health Insurance Assessment (AHIA) decreased \$14.4 million a year based on actual experience and lower anticipated vacancy rates. The annual reverted funds collected for FY 2023-24 increased \$10.3 million based revised budget information. TPA Refunds reflect an increase of \$1.6 million per year due to higher actual experience. PBM Rebates increased a combined total of \$577.5 million based on new contracted rebate guarantees. Medicare Part D drug subsidy payments decreased by a combined total of \$0.9 million from the Prior Outlook. Other Revenues reflect \$11.5 million in FY 2023-24 in actual revenues to date, primarily from performance guarantee penalties and Pharmacy Benefits Manager (PBM) audits. Overall, Total Revenue changes in this outlook reflect a combined increase of \$668.3 million from the Prior Outlook.

### **EXPENSES**

PPO expenses for FY 2023-24 through FY 2027-28 reflect a combined projected decrease of \$49.5 million. PPO medical claims projections overall are \$113.9 million higher, reflecting a \$97.2 million increase due to higher projected enrollment, \$6.6 million increase due to change in the growth rates going from 6.15% to 6.9%, and \$10.1 million increase from higher claims experience. PPO Pharmacy expenses overall are \$166.2 million lower, reflecting an \$81.7 million decrease due to changes in growth rates, a \$142.9 million decrease from lower projected claims, and an offset of a \$58.4 million increase due to higher projected enrollment. PPO ASO fees and PBM Administration fees reflect a combined increase of \$2.8 million due to higher projected enrollment.

The forecast of FY 2023-24 through FY 2027-28 reflects a combined increase of \$59.3 million in fully insured and self-insured HMO expenses. Fully insured premium payments reflect a projected combined increase totaling \$25.1 million due to higher projected enrollment. HMO medical claims projections overall are \$121.1 million higher, reflecting a \$0.3 million increase due to higher projected enrollment, \$6.6 million increase due to change in the growth rates going from 6.15% to 6.9% and a \$114.1 million increase in projected claims experience. HMO pharmacy expenses projections reflect a combined decrease of \$75.1 million, reflecting a \$31.5 million decrease due to lower growth trends used, a decrease of \$57.4 million in lower projected claims experience and an offset of a \$13.8 million increase due to higher projected enrollment. HMO ASO fees and PBM administration fees reflect a combined decrease of \$11.8 million due to lower contracted ASO.

Combined, PPO and HMO medical claims across all years of the forecast, compared to the Prior Outlook, reflect a \$235.0 million increase. The net combined decrease in pharmacy claims costs across all years is \$241.3 million compared to the Prior Outlook.

The forecast of FY 2023-24 through FY 2027-28 for the Shared Savings Program increased \$8.9 million based on actual utilization of Shared Saving payments to employees.

HSA Deposits increased \$0.5 million for all years of the Outlook.

Other Expenses for FY 2023-24 reflect an increase of \$0.1 million a year due to increased Patient-Centered Outcomes Research Institute (PCORI) Fees.

Overall, expenses across all years of the forecast reflect a combined increase of \$19.0 million compared to the Prior Outlook.

**STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND**

Growth factors used to develop this Outlook are reflected below:

PPO MEDICAL							
Industry Range for CYs 2022-24: 5.0% - 7.6%							
	*FY 23-24		FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29
	Applied	Actual YTD + Projected	Applied	Applied	Applied	Applied	Applied
August 2023 Conference	6.15%	n/a	6.90%	6.90%	6.90%	6.90%	n/a
January 2024 Conference	6.90%	6.45%	6.90%	6.90%	6.90%	6.90%	6.90%

HMO MEDICAL							
Industry Range for CYs 2022-24: 5.0% - 7.6%							
	*FY 23-24		FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29
	Applied	Actual YTD + Projected	Applied	Applied	Applied	Applied	Applied
August 2023 Conference	6.15%	n/a	6.90%	6.90%	6.90%	6.90%	n/a
January 2024 Conference	6.90%	8.44%	6.90%	6.90%	6.90%	6.90%	6.90%

PPO PHARMACY							
Industry Range for CYs 2022-24: 4.7% - 14.0%							
	*FY 23-24		FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29
	Applied	Actual YTD + Projected	Applied	Applied	Applied	Applied	Applied
August 2023 Conference	8.20%	n/a	9.00%	9.70%	8.40%	11.70%	n/a
January 2024 Conference	5.40%	6.29%	5.80%	6.90%	8.20%	6.50%	6.50%

HMO PHARMACY							
Industry Range for CYs 2022-24: 4.7% - 14.0%							
	*FY 23-24		FY 24-25	FY 25-26	FY 26-27	FY 27-28	FY 28-29
	Applied	Actual YTD + Projected	Applied	Applied	Applied	Applied	Applied
August 2023 Conference	8.30%	n/a	9.60%	10.10%	8.70%	12.10%	n/a
January 2024 Conference	6.90%	8.03%	7.00%	8.20%	10.30%	10.00%	10.00%

FULLY INSURED HMO PREMIUM PAYMENTS							
Industry Range for CYs 2021-23: 4.3% - 10.7%							
	*CY 2024	CY 2025	CY 2026	CY 2027	CY 2028	CY 2029	
August 2023 Conference	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	
January 2024 Conference	5.35%	5.35%	5.35%	5.35%	5.35%	5.35%	

\*Actual data through November 2023

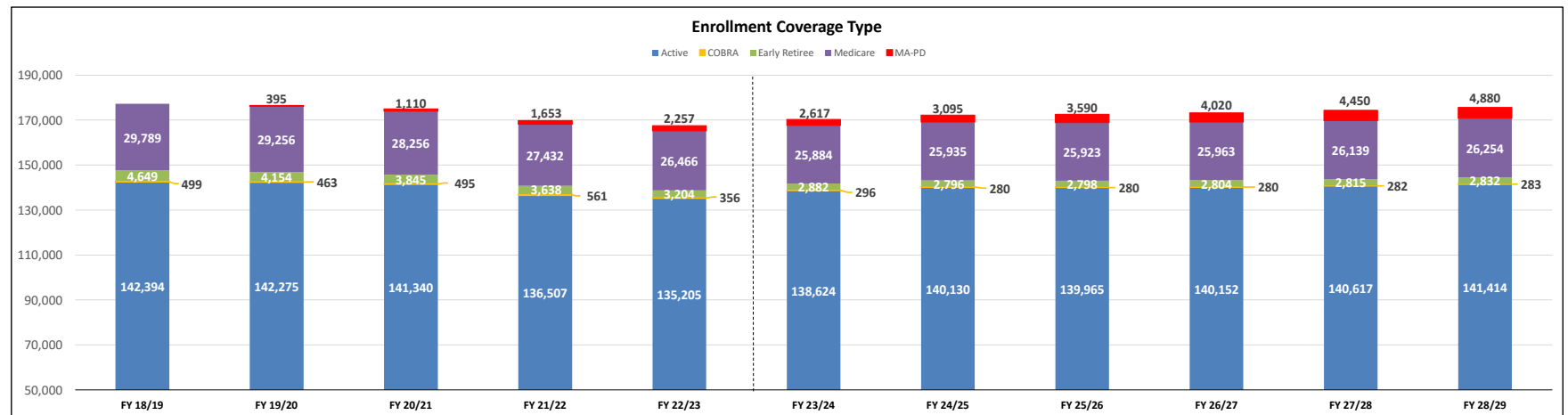
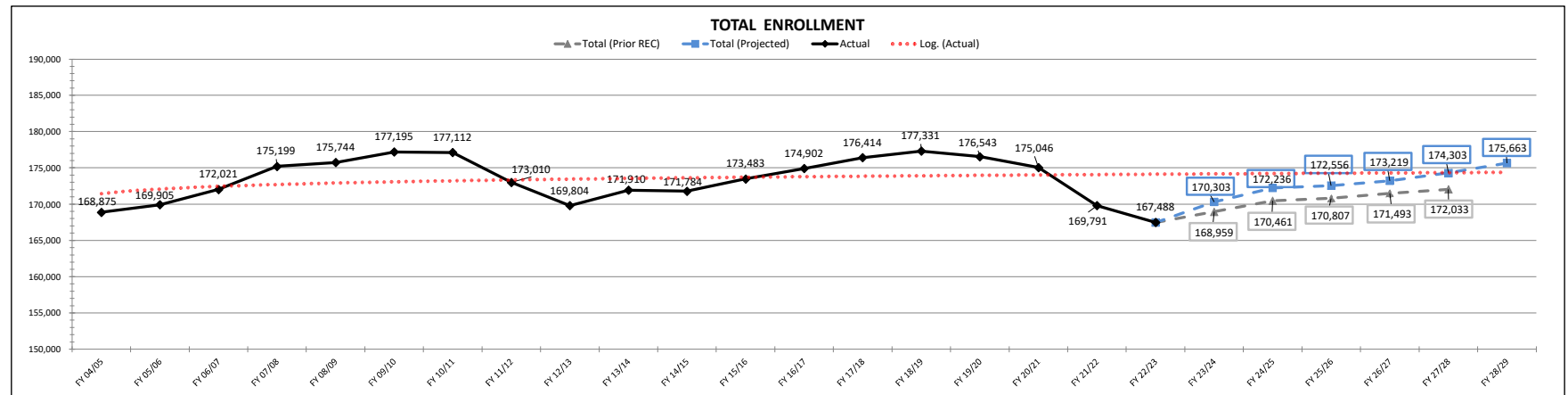
STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

Exhibit I

Enrollment Outlook by Fiscal Year

Changes to Conference Forecast - December 2023 Compared to August 2023

		FY 2023-24			FY 2024-25			FY 2025-26			FY 2026-27			FY 2027-28			FY 2028-29		
		Aug '23	Dec '23	Diff.	Aug '23	Dec '23	Diff.	Aug '23	Dec '23	Diff.	Aug '23	Dec '23	Diff.	Aug '23	Dec '23	Diff.	Aug '23	Dec '23	Diff.
<b>Average Enrollment by Plan</b>	PPO Standard	76,375	77,373	998	76,804	78,265	1,461	76,826	78,279	1,453	76,941	78,388	1,447	77,714	79,173	1,459	-	79,379	79,379
	PPO HDHP	4,119	4,234	115	4,138	4,241	103	4,142	4,245	103	4,151	4,251	100	4,194	4,294	100	-	4,305	4,305
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	HMO HDHP	1,402	1,453	51	1,417	1,448	31	1,426	1,454	28	1,439	1,465	26	1,437	1,471	34	-	1,491	1,491
	MA-PD	2,673	2,617	(56)	3,178	3,095	(83)	3,673	3,590	(83)	4,102	4,020	(82)	4,532	4,450	(82)	-	4,880	4,880
	<b>Total</b>	<b>168,959</b>	<b>170,303</b>	<b>1,344</b>	<b>170,461</b>	<b>172,236</b>	<b>1,775</b>	<b>170,807</b>	<b>172,556</b>	<b>1,749</b>	<b>171,493</b>	<b>173,219</b>	<b>1,726</b>	<b>172,033</b>	<b>174,303</b>	<b>2,270</b>	-	<b>175,663</b>	<b>175,663</b>
<b>Average Enrollment by Coverage Type</b>	Active (Non-OPS) Standard	126,131	127,639	1,508	126,878	128,943	2,065	126,712	128,772	2,060	126,875	128,932	2,057	126,797	129,327	2,530	-	130,063	130,063
	Active (Non-OPS) HDHP	4,917	5,080	163	4,949	5,073	124	4,958	5,079	121	4,978	5,093	115	5,014	5,135	121	-	5,163	5,163
	OPS Standard	5,287	5,410	123	5,322	5,612	290	5,325	5,608	283	5,340	5,618	278	5,350	5,639	289	-	5,669	5,669
	OPS HDHP	502	495	(7)	504	502	(2)	508	506	(2)	510	509	(1)	515	516	1	-	519	519
	COBRA	314	296	(18)	315	280	(35)	315	280	(35)	315	280	(35)	316	282	(34)	-	283	283
	Early Retiree	3,071	2,882	(189)	3,093	2,796	(297)	3,099	2,798	(301)	3,111	2,804	(307)	3,118	2,815	(303)	-	2,832	2,832
	Medicare	26,064	25,884	(180)	26,222	25,935	(287)	26,217	25,923	(294)	26,262	25,963	(299)	26,391	26,139	(252)	-	26,254	26,254
	MA-PD	2,673	2,617	(56)	3,178	3,095	(83)	3,673	3,590	(83)	4,102	4,020	(82)	4,532	4,450	(82)	-	4,880	4,880
	<b>Total</b>	<b>168,959</b>	<b>170,303</b>	<b>1,344</b>	<b>170,461</b>	<b>172,236</b>	<b>1,775</b>	<b>170,807</b>	<b>172,556</b>	<b>1,749</b>	<b>171,493</b>	<b>173,219</b>	<b>1,726</b>	<b>172,033</b>	<b>174,303</b>	<b>2,270</b>	-	<b>175,663</b>	<b>175,663</b>





STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

Exhibit II

Financial Outlook by Fiscal Year <sup>(1)</sup>  
 Changes to Conference Forecast - January 2024 Compared to August 2023  
 (In Millions)

	FY 2023-24			FY 2024-25			FY 2025-26			FY 2026-27			FY 2027-28			FY 2028-29		
	Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.	Aug '23	Jan '24	Diff.
BEGINNING CASH BALANCE <sup>(11)</sup>	\$ 374.1	\$ 374.1	\$ -	\$ 313.0	\$ 323.7	\$ 10.7	\$ 0.0 <sup>(2)</sup>	\$ 0.0	\$ -	\$ 0.0 <sup>(2)</sup>	\$ 0.0 <sup>(2)</sup>	\$ -	\$ 0.0 <sup>(2)</sup>	\$ 0.0 <sup>(2)</sup>	\$ -	\$ 0.0 <sup>(2)</sup>	\$ 0.0 <sup>(2)</sup>	\$ -
GAA Fund Transfer <sup>(11)(12)</sup>	\$ 200.0	\$ 200.0	\$ -	\$ 0.0	\$ 0.0	\$ -												
<b>REVENUES:</b>																		
Insurance Premiums <sup>(3)</sup>	\$ 2,491.1	\$ 2,511.6	\$ 20.5	\$ 2,507.3	\$ 2,533.5	\$ 26.2	\$ 2,509.0	\$ 2,534.4	\$ 25.4	\$ 2,515.1	\$ 2,540.3	\$ 25.2	\$ 2,515.8	\$ 2,550.3	\$ 34.5	\$ -	\$ 2,567.1	\$ 2,567.1
Investment Earnings	5.3	7.3	2.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health Assessment <sup>(13)</sup>	78.3	66.1	(12.2)	93.4	78.6	(14.8)	93.6	78.7	(14.9)	93.4	78.6	(14.8)	93.5	78.3	(15.2)	-	77.9	77.9
Reverted Funds <sup>(14)</sup>	112.3	122.6	10.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TPA & Self-Insured HMO Refunds	14.6	16.2	1.6	14.6	16.2	1.6	14.6	16.2	1.6	14.6	16.2	1.6	14.6	16.2	1.6	-	16.2	16.2
PBM Rebates	293.1	308.6	15.5	258.0	354.9	96.9	272.9	395.1	122.2	284.2	438.1	153.9	297.7	486.7	189.0	-	540.4	540.4
Pretax Trust Fund Transfer	25.0	25.0	-	25.0	25.0	-	25.0	25.0	-	25.0	25.0	-	25.0	25.0	-	-	25.0	25.0
Medicare Part D Subsidy	16.1	16.2	0.1	16.2	16.0	(0.2)	16.3	16.0	(0.3)	16.3	16.1	(0.2)	16.5	16.2	(0.3)	-	16.3	16.3
Other Revenues	-	11.5	11.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL REVENUES</b>	<b>\$ 3,035.8</b>	<b>\$ 3,085.1</b>	<b>\$ 49.3</b>	<b>\$ 2,914.5</b>	<b>\$ 3,024.2</b>	<b>\$ 109.7</b>	<b>\$ 2,931.4</b>	<b>\$ 3,065.4</b>	<b>\$ 134.0</b>	<b>\$ 2,948.6</b>	<b>\$ 3,114.3</b>	<b>\$ 165.7</b>	<b>\$ 2,963.1</b>	<b>\$ 3,172.7</b>	<b>\$ 209.6</b>	<b>\$ -</b>	<b>\$ 3,242.9</b>	<b>\$ 3,242.9</b>
	<b>\$ 3,609.9</b>	<b>\$ 3,659.2</b>	<b>\$ 49.3</b>	<b>\$ 3,227.5</b>	<b>\$ 3,347.9</b>	<b>\$ 120.4</b>	<b>\$ 2,931.4</b>	<b>\$ 3,065.4</b>	<b>\$ 134.0</b>	<b>\$ 2,948.6</b>	<b>\$ 3,114.3</b>	<b>\$ 165.7</b>	<b>\$ 2,963.1</b>	<b>\$ 3,172.7</b>	<b>\$ 209.6</b>	<b>\$ -</b>	<b>\$ 3,242.9</b>	<b>\$ 3,242.9</b>
<b>EXPENSES:</b>																		
<b>PPO Plan</b>	<b>\$ 1,462.7</b>	<b>\$ 1,476.6</b>	<b>\$ 13.9</b>	<b>\$ 1,582.2</b>	<b>\$ 1,588.9</b>	<b>\$ 6.7</b>	<b>\$ 1,706.6</b>	<b>\$ 1,697.3</b>	<b>\$ (9.3)</b>	<b>\$ 1,835.2</b>	<b>\$ 1,823.7</b>	<b>\$ (11.5)</b>	<b>\$ 2,014.6</b>	<b>\$ 1,965.3</b>	<b>\$ (49.3)</b>	<b>\$ -</b>	<b>\$ 2,102.3</b>	<b>\$ 2,102.3</b>
Medical Claims	917.5	933.3	15.8	986.4	1,008.8	22.4	1,054.7	1,078.6	23.9	1,129.2	1,154.7	25.5	1,220.4	1,246.7	26.3	-	1,336.2	1,336.2
ASO Fee	17.7	17.8	0.1	17.8	17.8	-	17.8	17.5	(0.3)	17.8	17.8	-	18.0	18.3	0.3	-	18.4	18.4
Prescription Drug Claims	525.5	523.3	(2.2)	576.0	559.8	(16.2)	632.1	598.6	(33.5)	686.2	648.5	(37.7)	774.2	697.6	(76.6)	-	744.9	744.9
PBM Claims Administration	2.0	2.2	0.2	2.0	2.5	0.5	2.0	2.6	0.6	2.0	2.7	0.7	2.0	2.7	0.7	-	2.8	2.8
<b>HMO Plan</b>	<b>\$ 1,786.1</b>	<b>\$ 1,809.1</b>	<b>\$ 23.0</b>	<b>\$ 1,944.0</b>	<b>\$ 1,954.7</b>	<b>\$ 10.7</b>	<b>\$ 2,083.7</b>	<b>\$ 2,085.6</b>	<b>\$ 1.9</b>	<b>\$ 2,234.8</b>	<b>\$ 2,245.1</b>	<b>\$ 10.3</b>	<b>\$ 2,392.0</b>	<b>\$ 2,405.4</b>	<b>\$ 13.4</b>	<b>\$ -</b>	<b>\$ 2,604.5</b>	<b>\$ 2,604.5</b>
Premium Payments	347.2	350.1	2.9	385.0	389.4	4.4	405.9	410.6	4.7	429.3	434.2	4.9	448.4	456.6	8.2	-	484.9	484.9
Medical Claims	948.2	969.8	21.6	1,020.3	1,041.5	21.2	1,088.7	1,111.0	22.3	1,166.4	1,189.8	23.4	1,236.3	1,268.9	32.6	-	1,367.7	1,367.7
ASO Fee	25.1	23.2	(1.9)	25.3	21.7	(3.6)	25.2	22.1	(3.1)	25.3	22.7	(2.6)	25.1	23.1	(2.0)	-	23.3	23.3
Prescription Drug Claims	463.5	463.9	0.4	511.3	499.8	(11.5)	561.8	539.5	(22.3)	611.7	595.9	(15.8)	680.1	654.2	(25.9)	-	726.0	726.0
PBM Claims Administration	2.1	2.1	-	2.1	2.3	0.2	2.1	2.4	0.3	2.1	2.5	0.4	2.1	2.6	0.5	-	2.6	2.6
<b>MA-PD Plan</b>	<b>\$ 7.4</b>	<b>\$ 7.2</b>	<b>\$ (0.2)</b>	<b>\$ 8.7</b>	<b>\$ 8.5</b>	<b>\$ (0.2)</b>	<b>\$ 10.0</b>	<b>\$ 9.9</b>	<b>\$ (0.1)</b>	<b>\$ 11.2</b>	<b>\$ 11.1</b>	<b>\$ (0.1)</b>	<b>\$ 12.4</b>	<b>\$ 12.3</b>	<b>\$ (0.1)</b>	<b>\$ -</b>	<b>\$ 13.5</b>	<b>\$ 13.5</b>
<b>Shared Savings Program</b>	<b>\$ 17.0</b>	<b>\$ 18.6</b>	<b>\$ 1.6</b>	<b>\$ 17.4</b>	<b>\$ 19.1</b>	<b>\$ 1.7</b>	<b>\$ 17.8</b>	<b>\$ 19.6</b>	<b>\$ 1.8</b>	<b>\$ 18.3</b>	<b>\$ 20.2</b>	<b>\$ 1.9</b>	<b>\$ 18.9</b>	<b>\$ 20.8</b>	<b>\$ 1.9</b>	<b>\$ -</b>	<b>\$ 21.6</b>	<b>\$ 21.6</b>
Medical Claims	8.6	9.8	1.2	8.9	10.1	1.2	9.2	10.5	1.3	9.5	10.9	1.4	9.9	11.3	1.4	-	11.8	11.8
Administrative Fees <sup>(4)</sup>	6.4	6.4	-	6.4	6.4	-	6.4	6.4	-	6.4	6.4	-	6.4	6.4	-	-	6.4	6.4
Shared Savings to Employees	2.0	2.4	0.4	2.1	2.6	0.5	2.2	2.7	0.5	2.4	2.9	0.5	2.6	3.1	0.5	-	3.4	3.4
HSA Deposits <sup>(5)</sup>	9.6	9.8	0.2	9.6	9.6	-	9.5	9.6	0.1	9.6	9.7	0.1	9.6	9.7	0.1	-	9.7	9.7
Operating Costs & Admin Assessment	6.9	6.9	-	6.9	6.9	-	6.9	6.9	-	6.9	6.9	-	6.9	6.9	-	-	6.9	6.9
Premium Refunds	6.2	6.2	-	6.2	6.2	-	6.2	6.2	-	6.2	6.2	-	6.2	6.2	-	-	6.2	6.2
Other Expenses <sup>(5)</sup>	1.0	1.1	0.1	1.0	1.1	0.1	1.0	1.1	0.1	1.0	1.1	0.1	1.0	1.1	0.1	-	1.1	1.1
<b>TOTAL EXPENSES</b>	<b>\$ 3,296.9</b>	<b>\$ 3,335.5</b>	<b>\$ 38.6</b>	<b>\$ 3,576.0</b>	<b>\$ 3,595.0</b>	<b>\$ 19.0</b>	<b>\$ 3,841.7</b>	<b>\$ 3,836.2</b>	<b>\$ (5.5)</b>	<b>\$ 4,123.2</b>	<b>\$ 4,124.0</b>	<b>\$ 0.8</b>	<b>\$ 4,461.6</b>	<b>\$ 4,427.7</b>	<b>\$ (33.9)</b>	<b>\$ -</b>	<b>\$ 4,765.8</b>	<b>\$ 4,765.8</b>
<b>EXCESS OF REV. OVER EXP.</b>	<b>\$ (261.1)</b>	<b>\$ (250.4)</b>	<b>\$ 10.7</b>	<b>\$ (661.5)</b>	<b>\$ (570.8)</b>	<b>\$ 90.7</b>	<b>\$ (910.3)</b>	<b>\$ (770.8)</b>	<b>\$ 139.5</b>	<b>\$ (1,174.6)</b>	<b>\$ (1,009.7)</b>	<b>\$ 164.9</b>	<b>\$ (1,498.5)</b>	<b>\$ (1,255.0)</b>	<b>\$ 243.5</b>	<b>\$ -</b>	<b>\$ (1,522.9)</b>	<b>\$ (1,522.9)</b>
<b>ENDING CASH BALANCE <sup>(6)</sup></b>	<b>\$ 313.0</b>	<b>\$ 323.7</b>	<b>\$ 10.7</b>	<b>\$ (348.5)</b>	<b>\$ (247.1)</b>	<b>\$ 101.4</b>	<b>\$ (910.3)</b>	<b>\$ (770.8)</b>	<b>\$ 139.5</b>	<b>\$ (1,174.6)</b>	<b>\$ (1,009.7)</b>	<b>\$ 164.9</b>	<b>\$ (1,498.5)</b>	<b>\$ (1,255.0)</b>	<b>\$ 243.5</b>	<b>\$ -</b>	<b>\$ (1,522.9)</b>	<b>\$ (1,522.9)</b>
<b>ADDITIONAL INFORMATION</b>																		
Shared Savings Credits <sup>(7)</sup>	\$ 1.1	\$ 0.9	\$ (0.2)	\$ 1.1	\$ 0.9	\$ (0.2)	\$ 1.2	\$ 1.0	\$ (0.2)	\$ 1.3	\$ 1.0	\$ (0.3)	\$ 1.4	\$ 1.1	\$ (0.3)	\$ -	\$ 1.2	\$ (0.3)
Unreported PPO Plan Claims Liability <sup>(8)</sup>	\$ 91.8	78.6	(13.2)	\$ 98.6	83.7	(14.9)	\$ 105.5	89.5	(16.0)	\$ 112.9	95.8	(17.1)	\$ 122.0	103.4	(18.6)	\$ -	\$ 111.0	111.0
Unreported HMO Plan Claims Liability <sup>(9)</sup>	161.2	147.1	(14.1)	173.5	136.9	(36.6)	185.1	146.1	(39.0)	198.3	156.4	(41.9)	210.2	166.8	(43.4)	-	179.8	179.8
Unreported PBM Claims Liability <sup>(10)</sup>	9.9	9.8	(0.1)	10.9	10.6	(0.3)	11.9	11.4	(0.5)	13.0	12.5	(0.5)	14.5	13.5	(1.0)	-	14.7	14.7
<b>Total Unreported Claims Liability</b>	<b>\$ 264.0</b>	<b>\$ 236.4</b>	<b>\$ (27.6)</b>	<b>\$ 284.1</b>	<b>\$ 232.1</b>	<b>\$ (52.0)</b>	<b>\$ 303.7</b>	<b>\$ 247.9</b>	<b>\$ (55.8)</b>	<b>\$ 325.5</b>	<b>\$ 265.7</b>	<b>\$ (59.8)</b>	<b>\$ 348.1</b>	<b>\$ 284.8</b>	<b>\$ (63.3)</b>	<b>\$ -</b>	<b>\$ 306.7</b>	<b>\$ 306.7</b>

Highlights of Changes to Forecast

- A) Inclusion of actual enrollment and cash flows through November 2023.
- B) Revised Investment Earnings rates.
- C) Revised growth factors for Preferred Provider Organization (PPO) and Health Maintenance Organization (HMO) pharmacy claims and rebates.
- D) Inclusion of new ASO rates for medical and Pharmacy services based on new vendor contracts effective January 2024.
- E) Revised growth factors for PPO and HMO medical claims for FY 2023-24.
- F) Revised projections for the Shared Savings program.
- G) Revised projected Administrative Health Insurance Assessment (AHIA) collections, per Ch. 2023-239 (SB 2500) – Section 8 (3)(b). FY 2023-24 assumes only 10 payments collected due to the timing of the billing. The out-year assessments are for 12 months but have been adjusted for changes in active coverage enrollment.
- H) Revised projected Reverted Funds, per Ch. 2023-239 (SB 2500) – Section 238.



STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

Exhibit III

Financial Outlook by Fiscal Year <sup>(1)</sup>

(In Millions)

	<u>FY 2023-24</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>	<u>FY 2026-27</u>	<u>FY 2027-28</u>	<u>FY 2028-29</u>
	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>
<b>BEGINNING CASH BALANCE</b>	\$ 374.1	\$ 323.7	\$ 0.0 <sup>(2)</sup>	\$ 0.0 <sup>(2)</sup>	\$ 0.0 <sup>(2)</sup>	\$ 0.0 <sup>(2)</sup>
GAA Fund Transfer (11) (12)	200.0 <sup>(11)</sup>	0.0 <sup>(12)</sup>				
<b>REVENUES:</b>						
Insurance Premiums:						
Employer	\$ 2,130.5	\$ 2,151.3	\$ 2,148.7	\$ 2,151.5	\$ 2,158.3	\$ 2,170.5
Employee	161.9	163.0	162.8	163.0	163.6	164.5
HSA Contributions <sup>(3)</sup>	9.8	9.6	9.6	9.7	9.7	9.7
COBRA	4.1	3.9	3.9	3.9	3.9	3.9
Early Retiree	35.9	34.9	35.0	35.1	35.3	35.4
Medicare	169.4	170.8	174.4	177.1	179.5	183.1
Investment Earnings	7.3	0.0	0.0	0.0	0.0	0.0
Health Assessment <sup>(13)</sup>	66.1	78.6	78.7	78.6	78.3	77.9
Reverted Funds <sup>(14)</sup>	122.6	0.0	0.0	0.0	0.0	0.0
PPO - TPA Refunds	8.4	8.4	8.4	8.4	8.4	8.4
PPO - PBM Rebates	162.0	192.0	212.9	235.3	260.4	288.1
HMO - Self-Insured Refunds	7.8	7.8	7.8	7.8	7.8	7.8
HMO - PBM Rebates	146.6	162.9	182.2	202.8	226.3	252.3
Pretax Trust Fund Transfer	25.0	25.0	25.0	25.0	25.0	25.0
PPO - Medicare Part D Subsidy	14.8	14.7	14.6	14.7	14.8	14.9
HMO - Medicare Part D Subsidy	1.4	1.3	1.4	1.4	1.4	1.4
Other Revenues	11.5	0.0	0.0	0.0	0.0	0.0
<b>TOTAL REVENUES</b>	\$ 3,085.1	\$ 3,024.2	\$ 3,065.4	\$ 3,114.3	\$ 3,172.7	\$ 3,242.9
<b>TOTAL CASH AVAILABLE</b>	\$ 3,659.2	\$ 3,347.9	\$ 3,065.4	\$ 3,114.3	\$ 3,172.7	\$ 3,242.9
<b>EXPENSES:</b>						
State PPO Plan:						
Medical Claims	\$ 933.3	\$ 1,008.8	\$ 1,078.6	\$ 1,154.7	\$ 1,246.7	\$ 1,336.2
ASO Fee	17.8	17.8	17.5	17.8	18.3	18.4
Prescription Drug Claims	523.3	559.8	598.6	648.5	697.6	744.9
PBM Claims Administration	2.2	2.5	2.6	2.7	2.7	2.8
HMO Plan:						
Premium Payments	350.1	389.4	410.6	434.2	456.6	484.9
Medical Claims	969.8	1,041.5	1,111.0	1,189.8	1,268.9	1,367.7
ASO Fee	23.2	21.7	22.1	22.7	23.1	23.3
Prescription Drug Claims	463.9	499.8	539.5	595.9	654.2	726.0
PBM Claims Administration	2.1	2.3	2.4	2.5	2.6	2.6
Medicare Advantage Prescription Drug Plan	7.2	8.5	9.9	11.1	12.3	13.5
Shared Savings Program:						
Medical Claims	9.8	10.1	10.5	10.9	11.3	11.8
Administrative Fees <sup>(4)</sup>	6.4	6.4	6.4	6.4	6.4	6.4
Shared Savings to Employees	2.4	2.6	2.7	2.9	3.1	3.4
HSA Deposits <sup>(3)</sup>	9.8	9.6	9.6	9.7	9.7	9.7
Operating Costs & Admin Assessment	6.9	6.9	6.9	6.9	6.9	6.9
Premium Refunds	6.2	6.2	6.2	6.2	6.2	6.2
Other Expenses <sup>(5)</sup>	1.1	1.1	1.1	1.1	1.1	1.1
<b>TOTAL EXPENSES</b>	\$ 3,335.5	\$ 3,595.0	\$ 3,836.2	\$ 4,124.0	\$ 4,427.7	\$ 4,765.8
<b>EXCESS OF REVENUES OVER EXPENSES</b>	\$ (250.4)	\$ (570.8)	\$ (770.8)	\$ (1,009.7)	\$ (1,255.0)	\$ (1,522.9)
<b>ENDING CASH BALANCE <sup>(6)</sup></b>	\$ 323.7	\$ (247.1)	\$ (770.8)	\$ (1,009.7)	\$ (1,255.0)	\$ (1,522.9)

**ADDITIONAL INFORMATION**

<b>Total Unreported Claims Liability</b>	\$ 236.4	\$ 232.1	\$ 247.9	\$ 265.7	\$ 284.8	\$ 306.7
<b>Average Enrollment by Plan</b>						
PPO Standard	77,373	78,265	78,279	78,388	79,173	79,379
PPO HDHP	4,234	4,241	4,245	4,251	4,294	4,305
HMO Standard	84,626	85,187	84,988	85,095	84,915	85,608
HMO HDHP	1,453	1,448	1,454	1,465	1,471	1,491
MAPD	2,617	3,095	3,590	4,020	4,450	4,880
<b>Total</b>	<b>170,303</b>	<b>172,236</b>	<b>172,556</b>	<b>173,219</b>	<b>174,303</b>	<b>175,663</b>
<b>Average Enrollment by Coverage Type</b>						
Active (Non-OPS) Standard	127,639	128,943	128,772	128,932	129,327	130,063
Active (Non-OPS) HDHP	5,080	5,073	5,079	5,093	5,135	5,163
OPS Standard	5,410	5,612	5,608	5,618	5,639	5,669
OPS HDHP	495	502	506	509	516	519
COBRA	296	280	280	280	282	283
Early Retiree	2,882	2,796	2,798	2,804	2,815	2,832
Medicare	25,884	25,935	25,923	25,963	26,139	26,254
MAPD	2,617	3,095	3,590	4,020	4,450	4,880
<b>Total</b>	<b>170,303</b>	<b>172,236</b>	<b>172,556</b>	<b>173,219</b>	<b>174,303</b>	<b>175,663</b>

**Exhibit IV**  
**Notes to the Financial Outlook**

- 1) Actual results may differ from projected values with increasing likelihood of variance in future periods.
- 2) Assumes no carry forward of a negative ending cash balance from prior year.
- 3) Includes HSA contributions which approximate a split between employer and employee of 40% and 60%, respectively.
- 4) Administrative expenses for Health Reimbursement Arrangement (HRA) account administration, transparency services entity, and comprehensive surgical and medical procedures entity.
- 5) Other Expenses include the estimated impact of Patient-Centered Outcomes Research Institute (PCORI) fees.
- 6) Includes funds held in accounts outside of the Trust Fund at the Department of Financial Services, Division of Treasury, for the purpose of paying medical claims.
- 7) Includes funds designated for employee HRA accounts as a result of shared savings and employer funds designated for, but not yet transferred to the Pre-Tax Trust Fund, for employee Flexible Spending Account (FSA) accounts as a result of shared savings. Projected amounts of bundled service medical claims and shared savings to employees is unknown and expenditures have not been included at this time.
- 8) Includes estimated HMO IBNR medical claims and outstanding drafts.
- 9) Includes estimated PPO and HMO IBNR Rx claims.
- 10) Includes estimated PPO Plan and Self-Insured HMO Plans Incurred but not Reported (IBNR) claims and outstanding drafts, HRA account balances, and shared savings designated for FSA accounts not yet transferred to the Pre-Tax Trust Fund.
- 11) Ch. 2022-156 (HB 5001) - General Appropriations Act: SECTION 199. The Chief Financial Officer shall transfer \$200,000,000 from the General Revenue Fund to the State Employees' Health Insurance Trust Fund for Fiscal Year 2022-2023.
- 12) Ch. 2023-239 (SB 2500) - General Appropriations Act: SECTION 242. The Chief Financial Officer shall transfer \$200,000,000 from the General Revenue Fund to the State Employees' Health Insurance Trust Fund for Fiscal Year 2023-2024.
- 13) Ch. 2023-239 (SB 2500) - General Appropriations Act: SECTION 8 (3)(b). State Health Insurance Administrative Health Insurance Assessment Funds are provided in each agency's budget to pay an administrative health insurance assessment equal to the employer's cost of single employee health care coverage for each vacant position eligible for coverage through the Division of State Group Insurance. FY 2023-24 assumes only 10 payments collected due to the timing of the billing. The out-year assessments are for 12 months but have been adjusted for changes in active coverage enrollment.
- 14) Ch. 2023-239 (SB 2500) - General Appropriations Act: SECTION 238. The unexpended balance from the General Revenue Fund provided in the appropriation category "Salaries and Benefits" in chapter 2022-156, Laws of Florida, that is reverted pursuant to section 216.301, Florida Statutes, shall be transferred by the Chief Financial Officer to the State Employees Health Insurance Trust Fund in the Department of Management Services no later than October 15, 2023.

**Exhibit V**  
**Comparison of Financial Outlooks**  
**Fiscal Year 2023-24**  
(In Millions)

<b>\$ 313.0</b>	<b>- Previous Ending Cash Balance Forecast <sup>(1)</sup></b>
49.3	- Increase in Revenue Forecast
20.5	- Net Increase in Insurance Premiums
25.7	- Increase in employer and enrollee Insurance Premiums due to higher actual enrollment from 168,959 to 170,303
0.2	- Increase in employer and enrollee HSA contributions.
(5.4)	- Decrease in Insurance Premiums due to shifts in enrollment categories.
2.0	- Increase in Investment Earnings
1.9	- Increase due to higher projected interest rates from 1.5% to 2.0%
0.1	- Increase due to higher projected cash balance
(12.2)	- Decrease in Administrative Health Insurance Assessment due to lower actual experience.
10.3	- Increase in projection prior year Reverted Runds based revised budget information.
0.6	- Increase in PPO - TPA Refunds.
0.1	- Increase due to higher projected enrollment from 80,494 to 81,607
0.5	- Increase due to higher than projected activity.
4.8	- Increase in PPO - PBM Rebates
0.8	- Increase due to higher projected enrollment from 80,494 to 81,607
4.0	- Increase due to new contracted PBM Rebate guarantees
1.0	- Increase in HMO - Self-Insured Refunds due to higher actual than projected activity.
10.7	- Increase in HMO - PBM Rebates
0.5	- Increase due to higher projected enrollment from 79,985 to 80,248
10.2	- Increase due to new contracted PBM Rebate guarantees
0.1	- Increase in PPO - Medicare Part D Subsidy
(0.1)	- Decrease due to a lower projected enrollment from 19,521 to 18,335.
0.2	- Increase due to higher actual per member subsidy.
11.5	- Increase in Other Revenues
11.0	- Increase due to Performance Guarantee Penalties.
0.2	- Increase due to PBM Audits Adjustments.
0.2	- Increase due to Litigation Settlements.
0.1	- Increase due to Other Revenue.
38.6	- Increase in Expense Forecast
13.9	- Increase in State PPO Plan
15.8	- Increase in Medical Claims
12.7	- Increase due to higher projected enrollment from 80,494 to 81,607
0.4	- Increase due to lower projected Shared Savings
6.6	- Increase due to higher growth factor from 6.15% to 6.90%
(3.9)	- Decrease due to lower claims experience.
0.1	- Increase in ASO Fee Expense
(0.1)	- Decrease due to new contract rates effective January 2024
0.2	- Increase due to higher projected enrollment from 80,494 to 81,607
(2.2)	- Decrease in Prescription Drug Claims
7.3	- Increase due to higher projected enrollment from 80,494 to 81,607
(13.8)	- Decrease due to lower growth factor from 8.20% to 5.40%
4.3	- Increase due to higher claims experience.
0.2	- Increase in PBM Claims Administration
0.1	- Increase due to new contract rates effective January 2024
0.1	- Increase due to higher projected enrollment from 80,494 to 81,607
23.0	- Increase in HMO Plan
2.9	- Increase in Premium Payments
3.1	- Increase due to higher projected enrollment from 29,656 to 29,918
(0.2)	- Decrease due to shifts in enrollment categories
21.6	- Increase in Medical Claims
0.5	- Increase due to higher actual enrollment from 56,132 to 56,162
0.5	- Increase due to lower projected Shared Savings
6.7	- Increase due to higher growth factor from 6.15% to 6.90%
13.9	- Increase due to higher actual claims experience.
(1.9)	- Decrease in ASO Fee Expense
(2.7)	- Decrease due to new contract rates effective January 2024
0.8	- Increase due to shifts in enrollment between HMO plans
0.4	- Increase in Prescription Drug Claims
1.5	- Increase due to higher projected enrollment from 79,985 to 80,248
(6.0)	- Decrease due to lower growth factor from 8.30% to 6.90%
4.9	- Increase due to higher claims experience.
(0.2)	- Decrease in MA-PD Premium Payments due to lower projected enrollment from 2,673 to 2,617
1.6	- Increase in Shared Savings Program
1.2	- Increase due to higher actual Bundled Surgical Service claims.
0.4	- Increase in Shared Savings rewards to Employees
0.3	- Increase in Other Expense Categories and Enrollee HSA Deposits and enrollee HSA Deposits
0.2	- Increase due to higher employer and enrollee HSA Deposits.
0.1	- Increase in Other Expenses due to higher actual experience.

**323.7 - Ending Cash Balance <sup>(1)</sup>**

<sup>(1)</sup> Self-Insurance Estimating Conference held in August 2023.

**Exhibit VI**  
**Comparison of Financial Outlooks**  
**Fiscal Year 2024-25**  
(In Millions)

**\$ (348.5) - Previous Ending Cash Balance Forecast <sup>(i)</sup>**

- 10.7 - Increase in Revenue Forecast
- 109.7 - Increase in Revenue Forecast
  - 26.2 - Net Increase in Insurance Premiums
    - 34.6 - Increase in employer and enrollee Insurance Premiums due to higher projected enrollment from 170,461 to 172,236
    - (8.4) - Decrease in Insurance Premiums due to shifts in enrollment categories
  - (14.8) - Decrease in Administrative Health Insurance Assessment due to lower actual experience.
  - 0.6 - Increase in PPO - TPA Refunds.
    - 0.2 - Increase due to higher projected enrollment from 80,942 to 82,506
    - 0.4 - Increase due to higher than projected activity.
  - 53.1 - Increase in PPO - PBM Rebates
    - 3.7 - Increase due to higher projected enrollment from 80,942 to 82,506
    - 49.4 - Increase due to new contracted PBM Rebate guarantees
  - 1.0 - Increase in HMO - Self-Insured Refunds due to higher actual than projected activity.
  - 43.8 - Increase in HMO - PBM Rebates
    - 0.6 - Increase due to higher projected enrollment from 80,501 to 80,797
    - 43.2 - Increase due to new contracted PBM Rebate guarantees
  - (0.1) - Decrease in PPO - Medicare Part D Subsidy
    - (0.2) - Decrease due to a lower projected enrollment from 18,625 to 18,390
    - 0.1 - Increase due to higher actual per member subsidy.
  - (0.1) - Decrease in HMO - Medicare Part D Subsidy due to lower projected per member subsidy enrollment from 1,757 to 1,706
- 19.0 - Increase in Expense Forecast
  - 6.7 - Increase in State PPO Plan
    - 22.4 - Increase in Medical Claims
      - 19.1 - Increase due to higher projected enrollment from 80,942 to 82,506
      - 0.4 - Increase due to lower projected Shared Savings
      - 2.9 - Increase due to higher claims experience
    - (16.2) - Decrease in Prescription Drug Claims
      - 11.1 - Increase due to higher projected enrollment from 80,942 to 82,506
      - (16.9) - Decrease due to lower growth factor from 9.00% to 5.80%
      - (10.4) - Decrease due to lower claims experience
    - 0.5 - Increase in PBM Claims Administration
      - 0.4 - Increase due to new contract rates effective January 2024
      - 0.1 - Increase due to higher projected enrollment from 80,942 to 82,506
  - 10.7 - Increase in HMO Plan
    - 4.4 - Increase in Premium Payments
      - 4.8 - Increase due to higher projected enrollment from 29,842 to 30,210
      - (0.4) - Decrease due to shifts in enrollment categories
    - 21.2 - Increase in Medical Claims
      - (1.3) - Decrease due to lower actual enrollment from 56,499 to 56,426
      - 0.5 - Increase due to lower projected Shared Savings
      - 22.0 - Increase due to higher projected claims experience
    - (3.6) - Decrease in ASO Fee Expense
      - (5.3) - Decrease due to new contract rates effective January 2024
      - 1.7 - Increase due to shifts in enrollment between HMO plans
    - (11.5) - Decrease in Prescription Drug Claims
      - 1.9 - Increase due to higher projected enrollment from 80,501 to 80,797
      - (12.1) - Decrease due to lower growth factor from 9.60% to 7.00%
      - (1.3) - Decrease due to lower claims experience
    - 0.2 - Increase in PBM Claims Administration due to new contract rates effective January 2024.
      - 0.1 - Increase due to new contract rates effective January 2024
      - 0.1 - Increase due to higher projected enrollment from 80,501 to 80,797
    - (0.2) - Decrease in MA-PD Premium Payments due to lower projected enrollment from 3,178 to 3,095
    - 1.7 - Increase in Shared Savings Program
      - 1.2 - Increase due to higher actual Bundled Surgical Service claims
      - 0.5 - Increase in Shared Savings rewards to Employees
    - 0.1 - Increase in Other Expense Categories

**(247.1) - Ending Cash Balance<sup>(1)</sup>**<sup>(i)</sup> Self-Insurance Estimating Conference held in August 2023.

**Exhibit VII**  
**Comparison of Financial Outlooks**  
**Fiscal Year 2025-26**  
(In Millions)

**\$ (910.3) - Previous Ending Cash Balance Forecast<sup>(i)</sup>**

- 134.0 - Increase in Revenue Forecast
  - 25.4 - Net Increase in Insurance Premiums
    - 34.4 - Increase in employer and enrollee Insurance Premiums due to higher projected enrollment from 170,807 to 172,556
      - 0.1 - Increase in projected employer and enrollee HSA contributions
    - (9.1) - Decrease in Insurance Premiums due to shifts in enrollment categories
  - (14.9) - Decrease in Administrative Health Insurance Assessment due to lower actual experience.
    - 0.6 - Increase in PPO - TPA Refunds.
      - 0.2 - Increase due to higher projected enrollment from 80,968 to 82,525
      - 0.4 - Increase due to higher than projected activity.
  - 65.9 - Increase in PPO - PBM Rebates
    - 4.1 - Increase due to higher projected enrollment from 80,968 to 82,525
    - 61.8 - Increase due to new contracted PBM Rebate guarantees
  - 1.0 - Increase in HMO - Self-Insured Refunds due to higher actual than projected activity.
  - 56.3 - Increase in HMO - PBM Rebates
    - 0.6 - Increase due to higher projected enrollment from 80,340 to 80,619
    - 55.7 - Increase due to new contracted PBM Rebate guarantees
  - (0.3) - Decrease in PPO - Medicare Part D Subsidy
    - (0.2) - Decrease due to lower projected Medicare enrollment from 19,630 to 18,393
    - (0.1) - Decrease due to lower projected per member subsidy
- (5.5) - Decrease in Expense Forecast
  - (9.3) - Decrease in State PPO Plan
    - 23.9 - Increase in Medical Claims
      - 20.4 - Increase due to higher projected enrollment from 80,968 to 82,525
        - 0.4 - Increase due to lower projected Shared Savings
        - 3.1 - Increase due to higher claims experience
    - (0.3) - Decrease in ASO Fee Expense
      - (0.6) - Decrease due to new contract rates effective January 2024
      - 0.3 - Increase due to higher projected enrollment from 80,968 to 82,525
    - (33.5) - Decrease in Prescription Drug Claims
      - 12.2 - Increase due to higher projected enrollment from 80,968 to 82,525
      - (15.7) - Decrease due to lower growth factor from 9.70% to 6.90%
      - (30.0) - Decrease due to lower claims experience
    - 0.6 - Increase in PBM Claims Administration
      - 0.5 - Increase due to new contract rates effective January 2024
      - 0.1 - Increase due to higher projected enrollment from 80,968 to 82,525
  - 1.9 - Increase in HMO Plan
    - 4.7 - Increase in Premium Payments
      - 5.1 - Increase due to higher projected enrollment from 29,768 to 30,139
      - (0.4) - Decrease due to shifts in enrollment categories
    - 22.3 - Increase in Medical Claims
      - (1.8) - Decrease due to lower actual enrollment from 56,397 to 56,305
      - 0.5 - Increase due to lower Shared Savings
      - 23.6 - Increase due to higher projected claims experience.
    - (3.1) - Decrease in ASO Fee Expense
      - (4.8) - Decrease due to new contract rates effective January 2024
      - 1.7 - Increase due to shifts between HMO plans
    - (22.3) - Decrease in Prescription Drug Claims
      - 2.0 - Increase due to higher projected enrollment from 80,340 to 80,619
      - (9.5) - Decrease due to lower growth factor from 10.10% to 8.20%
      - (14.8) - Decrease due to lower claims experience
    - 0.3 - Increase in PBM Claims Administration due to new contract rates effective January 2024.
  - (0.1) - Decrease in MA-PD Premium Payments due to lower projected enrollment from 3,673 to 3,590
  - 1.8 - Increase in Shared Savings Program
    - 1.3 - Increase due to higher actual Bundled Surgical Service claims
    - 0.5 - Increase in Shared Savings rewards to Employees
  - 0.2 - Increase in Other Expense Categories and Enrollee HSA Deposits and enrollee HSA Deposits
    - 0.1 - Increase due to higher projected employer and enrollee HSA Deposits
    - 0.1 - Increase in Other Expenses due to higher actual experience.

**(770.8) - Ending Cash Balance<sup>(1)</sup>**

<sup>(i)</sup> Self-Insurance Estimating Conference held in August 2023.

## Exhibit VIII

## Comparison of Financial Outlooks

Fiscal Year 2026-27

(In Millions)

**\$ (1,174.6) - Previous Ending Cash Balance Forecast<sup>(1)</sup>**

- 165.7 - Increase in Revenue Forecast
  - 25.2 - Net Increase in Insurance Premiums
    - 34.0 - Increase in employer and enrollee Insurance Premiums due to higher projected enrollment from 170,493 to 173,219
    - 0.1 - Increase in projected employer and enrollee HSA contributions
    - (8.9) - Decrease in Insurance Premiums due to shifts in enrollment categories
  - (14.8) - Decrease in Administrative Health Insurance Assessment due to lower actual experience.
  - 0.6 - Increase in PPO - TPA Refunds.
    - 0.2 - Increase due to higher projected enrollment from 80,968 to 82,525
    - 0.4 - Increase due to higher than projected activity.
  - 82.3 - Increase in PPO - PBM Rebates
    - 4.5 - Increase due to higher projected enrollment from 80,968 to 82,525
    - 77.8 - Increase due to new contracted PBM Rebate guarantees
  - 1.0 - Increase in HMO - Self-Insured Refunds due to higher actual than projected activity.
  - 71.6 - Increase in HMO - PBM Rebates
    - 0.7 - Increase due to higher projected enrollment from 80,467 to 80,727
    - 70.9 - Increase due to new contracted PBM Rebate guarantees
  - (0.2) - Decrease in PPO - Medicare Part D Subsidy due to lower projected per member subsidy enrollment from 18,656 to 18,418
- 0.8 - Increase in Expense Forecast
  - (11.5) - Decrease in State PPO Plan
    - 25.5 - Increase in Medical Claims
      - 21.7 - Increase due to higher projected enrollment from 80,968 to 82,525
      - 0.5 - Increase due to lower projected Shared Savings
      - 3.3 - Increase due to higher claims experience
    - (37.7) - Decrease in Prescription Drug Claims
      - 13.1 - Increase due to higher projected enrollment from 80,968 to 82,525
      - (1.2) - Decrease due to lower growth factor from 8.40% to 8.20%
      - (49.6) - Decrease due to lower claims experience
    - 0.7 - Increase in PBM Claims Administration
      - 0.5 - Increase due to new contract rates effective January 2024
      - 0.2 - Increase due to higher projected enrollment from 80,968 to 82,525
  - 10.3 - Increase in HMO Plan
    - 4.9 - Increase in Premium Payments
      - 5.4 - Increase due to higher enrollment from 29,803 to 30,174
      - (0.5) - Decrease due to shifts in enrollment categories
    - 23.4 - Increase in Medical Claims
      - (2.2) - Decrease due to lower actual enrollment from 56,517 to 56,409
      - 0.5 - Increase due to lower projected Shared Savings
      - 25.1 - Increase due to higher projected claims experience.
    - (2.6) - Decrease in ASO Fee Expense
      - (4.2) - Decrease due to new contract rates effective January 2024
      - 1.6 - Increase due to shifts between HMO plans
    - (15.8) - Decrease in Prescription Drug Claims
      - 2.0 - Increase due to higher projected enrollment from 80,467 to 80,727
      - 8.6 - Increase due to lower growth factor from 8.70% to 10.30%
      - (26.4) - Decrease due to lower claims experience
    - 0.4 - Increase in PBM Claims Administration due to new contract rates effective January 2024.
  - (0.1) - Decrease in MA-PD Premium Payments due to lower projected enrollment from 4,102 to 4,020
  - 1.9 - Increase in Shared Savings Program
    - 1.4 - Increase in Bundled Service claims based on higher utilization
    - 0.5 - Increase in Shared Savings rewards to Employees
  - 0.2 - Increase in Other Expense Categories and Enrollee HSA Deposits and enrollee HSA Deposits
    - 0.1 - Increase due to higher projected employer and enrollee HSA Deposits
    - 0.1 - Increase in Other Expenses due to higher actual experience.

**(1,009.7) - Ending Cash Balance<sup>(1)</sup>**<sup>(1)</sup> Self-Insurance Estimating Conference held in August 2023.

**Exhibit IX**  
**Comparison of Financial Outlooks**  
**Fiscal Year 2027-28**  
(In Millions)

**\$ (1,498.5) - Previous Ending Cash Balance Forecast<sup>(i)</sup>**

- 209.6 - Increase in Revenue Forecast
  - 34.5 - Net Increase in Insurance Premiums
    - 42.5 - Increase in employer and enrollee Insurance Premiums due to higher projected enrollment from 172,033 to 174,303
    - 0.1 - Increase in projected employer and enrollee HSA contributions
    - (8.1) - Decrease in Insurance Premiums due to shifts in enrollment categories
  - (15.2) - Decrease in Administrative Health Insurance Assessment due to lower actual experience.
    - 0.6 - Increase in PPO - TPA Refunds.
      - 0.2 - Increase due to higher projected enrollment from 81,908 to 83,465
      - 0.4 - Increase due to higher than projected activity.
  - 100.5 - Increase in PPO - PBM Rebates
    - 4.9 - Increase due to higher projected enrollment from 81,908 to 83,465
    - 95.6 - Increase due to new contracted PBM Rebate guarantees
  - 1.0 - Increase in HMO - Self-Insured Refunds due to higher actual than projected activity.
  - 88.5 - Increase in HMO - PBM Rebates
    - 2.1 - Increase due to higher projected enrollment from 79,813 to 80,567
    - 86.4 - Increase due to new contracted PBM Rebate guarantees
  - (0.3) - Decrease in PPO - Medicare Part D Subsidy
    - (0.2) - Decrease due to lower projected Medicare enrollment from 18,842 to 18,602
    - (0.1) - Decrease due to lower projected per member subsidy
- (33.9) - Decrease in Expense Forecast
  - (49.3) - Decrease in State PPO Plan
    - 26.3 - Increase in Medical Claims
      - 23.3 - Increase due to higher projected enrollment from 81,908 to 83,465
      - 0.5 - Increase due to lower projected Shared Savings
      - 2.5 - Increase due to higher claims experience
    - 0.3 - Increase in ASO Fee Expense due to shifts in enrollment categories from 81,908 to 83,465
    - (76.6) - Decrease in Prescription Drug Claims
      - 14.7 - Increase due to higher projected enrollment from 81,908 to 83,465
      - (34.1) - Decrease due to lower growth factor from 11.70% to 6.50%
      - (57.2) - Decrease due to lower claims experience
    - 0.7 - Increase in PBM Claims Administration
      - 0.5 - Increase due to new contract rates effective January 2024
      - 0.2 - Increase due to higher projected enrollment from 81,908 to 83,465
  - 13.4 - Increase in HMO Plan
    - 8.2 - Increase in Premium Payments
      - 8.6 - Increase due to higher projected enrollment from 29,553 to 30,112
      - (0.4) - Decrease due to shifts in enrollment categories
    - 32.6 - Increase in Medical Claims
      - 5.1 - Increase due to higher actual enrollment from 56,041 to 56,271
      - 0.6 - Increase due to lower projected Shared Savings
      - 26.9 - Increase due to higher projected claims experience.
    - (2.0) - Decrease in ASO Fee Expense
      - (3.8) - Decrease due to new contract rates effective January 2024
      - 1.8 - Increase due to shifts between HMO plans
    - (25.9) - Decrease in Prescription Drug Claims
      - 6.4 - Increase due to higher projected enrollment from 79,813 to 80,567
      - (12.5) - Decrease due to lower growth factor from 12.10% to 10.00%
      - (19.8) - Decrease due to lower claims experience
    - 0.5 - Increase in PBM Claims Administration due to new contract rates effective January 2024.
  - (0.1) - Decrease in MA-PD Premium Payments due to lower projected enrollment from 4,532 to 4,450
  - 1.9 - Increase in Shared Savings Program
    - 1.4 - Increase in Bundled Service claims based on higher utilization
    - 0.5 - Increase in Shared Savings rewards to Employees
  - 0.2 - Increase in Other Expense Categories and Enrollee HSA Deposits and enrollee HSA Deposits
    - 0.1 - Increase due to higher projected employer and enrollee HSA Deposits
    - 0.1 - Increase in Other Expenses due to higher actual experience.

**(1,255.0) - Ending Cash Balance<sup>(1)</sup>**

<sup>(i)</sup> Self-Insurance Estimating Conference held in August 2023.



# State Employees' Group Health Self-Insurance Trust Fund Premium Rate Table

Premium rate change for all participants effective December 2022 for January 2023 coverage.

Subscriber Category/Contribution Cycle		Coverage Types	PPO/HMO Standard			PPO/HMO HDHP		
			Employer	Enrollee	Total	Employer (4)	Enrollee	Total
Career Service/OPS	Monthly Full-Time Employees (1)	Single	763.46	50.00	813.46	763.46	15.00	778.46
		Family	1,651.08	180.00	1,831.08	1,651.08	64.30	1,715.38
		Spouse	1,801.08	30.00	1,831.08	1,685.40	30.00	1,715.40
	Bi-Weekly Full-Time Employees (1)	Single	381.73	25.00	406.73	381.73	7.50	389.23
		Family	825.54	90.00	915.54	825.54	32.15	857.69
		Spouse	900.54	15.00	915.54	842.70	15.00	857.70
SES/SMS	Monthly Full-Time Employees (1,2)	Single	805.12	8.34	813.46	770.12	8.34	778.46
		Family	1,801.08	30.00	1,831.08	1,685.38	30.00	1,715.38
	Bi-Weekly Full-Time Employees (1,2)	Single	402.56	4.17	406.73	385.06	4.17	389.23
		Family	900.54	15.00	915.54	842.69	15.00	857.69
COBRA (Non-Medicare)	Monthly (3)	Single	0.00	829.73	829.73	0.00	751.54	751.54
		Family	0.00	1,867.70	1,867.70	0.00	1,664.69	1,664.69
Early Retirees/ Eligible Former Employees	Monthly	Single	0.00	813.46	813.46	0.00	736.80	736.80
		Family	0.00	1,831.08	1,831.08	0.00	1,632.05	1,632.05
Over-age Dependents		Single	0.00	813.46	813.46	0.00	736.80	736.80

Medicare Monthly Premium Rates					
Plan Name	Plan Type	Medicare I	Medicare II	Medicare III	MA-PD Plan
		One Eligible (5)	One Under/Over (6)	Both Eligible (7)	
Self-Insured PPO/HMO	Standard	430.18	1,243.63	860.35	
	HDHP	324.26	1,061.06	648.52	
Capital Health Plan (8)	Standard (Retiree Advantage)	282.62	1,118.13	565.24	
	HDHP (Retiree Advantage)	257.23	1,007.87	514.46	
	MA-PD (9) (Classic)				165.00
Humana	MA-PD (9)				44.63
UnitedHealthcare	MA-PD (9)				195.00
COBRA Self-Insured PPO/HMO (3)	Standard	438.78	1,268.50	877.56	
	HDHP	330.75	1,082.28	661.49	
COBRA Capital Health Plan (3,8)	Standard	288.27	1,140.49	576.54	
	HDHP	262.37	1,028.03	524.75	

## Notes

- Premium contribution for Part-Time Employees (FTE < 0.75) is to be calculated as follows:  
Step 1. State Contribution x FTE% = Calculated State Contribution  
Step 2. Total Contribution - Calculated State Contribution = Employee Contribution
- SES/SMS – Includes executive, legislative and judicial branch agencies for employees with enhanced benefits, excluding Spouse Program participants.
- Includes an additional 2% for administrative costs as permitted by federal regulations.
- The employer monthly HSA contribution of \$41.66/single (\$500 annually) and \$83.33/family (\$1,000 annually) is included in the listed employer rates.
- Single coverage for participant eligible for Medicare Parts A and B. Does not include monthly Medicare Part B premium.
- Family coverage for two or more participants, if at least one participant is eligible for Medicare Parts A and B. Does not include Medicare Part B premium.
- Family coverage for two participants and both are eligible for Medicare Parts A and B. Does not include Medicare Part B premium.
- Must be enrolled in Medicare and must complete the HMO's Retiree Advantage application process to be eligible for this coverage.
- You must be enrolled in Medicare Parts A and B to be eligible for an MA-PD plan. If you are enrolled in family coverage, all covered family members must be enrolled in Medicare Parts A and B to be eligible for an MA-PD plan. The premiums listed above are per member. Multiply the premium by the number of members covered under your plan to calculate total cost. Premiums do not include Medicare Part B. COBRA premiums include an additional 2% for administrative costs as permitted by federal regulations. The People First Service Center must have your Medicare information on file. If your Medicare enrollment cannot be verified, you will be moved to the PPO plan through Florida Blue. To confirm your Medicare information is on file, contact the People First Service Center.

# State Employees' Group Health Self-Insurance Trust Fund Premium Rate Table



Premium rate change for all participants effective December 2023 for January 2024 coverage.

Subscriber Category/Contribution Cycle		Coverage Types	PPO/HMO Standard			PPO/HMO HDHP		
			Employer	Enrollee	Total	Employer (4)	Enrollee	Total
Career Service/OPS	Monthly Full-Time Employees (1)	Single	763.46	50.00	813.46	763.46	15.00	778.46
		Family	1,651.08	180.00	1,831.08	1,651.08	64.30	1,715.38
		Spouse	1,801.08	30.00	1,831.08	1,685.40	30.00	1,715.40
	Bi-Weekly Full-Time Employees (1)	Single	381.73	25.00	406.73	381.73	7.50	389.23
		Family	825.54	90.00	915.54	825.54	32.15	857.69
		Spouse	900.54	15.00	915.54	842.70	15.00	857.70
SES/SMS	Monthly Full-Time Employees (1,2)	Single	805.12	8.34	813.46	770.12	8.34	778.46
		Family	1,801.08	30.00	1,831.08	1,685.38	30.00	1,715.38
	Bi-Weekly Full-Time Employees (1,2)	Single	402.56	4.17	406.73	385.06	4.17	389.23
		Family	900.54	15.00	915.54	842.69	15.00	857.69
COBRA (Non-Medicare)	Monthly (3)	Single	0.00	829.73	829.73	0.00	751.54	751.54
		Family	0.00	1,867.70	1,867.70	0.00	1,664.69	1,664.69
Early Retirees/ Eligible Former Employees	Monthly	Single	0.00	813.46	813.46	0.00	736.80	736.80
		Family	0.00	1,831.08	1,831.08	0.00	1,632.05	1,632.05
Over-age Dependents		Single	0.00	813.46	813.46	0.00	736.80	736.80

Medicare Monthly Premium Rates					
Plan Name	Plan Type	Medicare I One Eligible (5)	Medicare II One Under/Over (6)	Medicare III Both Eligible (7)	MA-PD Plan
Self-Insured PPO/HMO	Standard	430.18	1,243.63	860.35	
	HDHP	324.26	1,061.06	648.52	
Capital Health Plan (8)	Standard (Retiree Advantage)	269.38	1,150.11	538.76	
	HDHP (Retiree Advantage)	245.18	1,028.54	490.36	
	MA-PD (9) (Classic)				165.00
Humana	MA-PD (9)				47.85
UnitedHealthcare	MA-PD (9)				195.00
COBRA Self-Insured PPO/HMO (3)	Standard	438.78	1,268.50	877.56	
	HDHP	330.75	1,082.28	661.49	
COBRA Capital Health Plan (3,8)	Standard	288.27	1,140.49	576.54	
	HDHP	262.37	1,028.03	524.75	

- Notes**
- Premium contribution for Part-Time Employees (FTE < 0.75) is to be calculated as follows:  
Step 1. State Contribution x FTE% = Calculated State Contribution  
Step 2. Total Contribution - Calculated State Contribution = Employee Contribution
  - SES/SMS – Includes executive, legislative and judicial branch agencies for employees with enhanced benefits, excluding Spouse Program participants.
  - Includes an additional 2% for administrative costs as permitted by federal regulations.
  - The employer monthly HSA contribution of \$41.66/single (\$500 annually) and \$83.33/family (\$1,000 annually) is included in the listed employer rates.
  - Single coverage for participant eligible for Medicare Parts A and B. Does not include monthly Medicare Part B premium.
  - Family coverage for two or more participants, if at least one participant is eligible for Medicare Parts A and B. Does not include Medicare Part B premium.
  - Family coverage for two participants and both are eligible for Medicare Parts A and B. Does not include Medicare Part B premium.
  - Must be enrolled in Medicare and must complete the HMO's Retiree Advantage application process to be eligible for this coverage.
  - You must be enrolled in Medicare Parts A and B to be eligible for an MA-PD plan. If you are enrolled in family coverage, all covered family members must be enrolled in Medicare Parts A and B to be eligible for an MA-PD plan. The premiums listed above are per member. Multiply the premium by the number of members covered under your plan to calculate total cost. Premiums do not include Medicare Part B. COBRA premiums include an additional 2% for administrative costs as permitted by federal regulations. The People First Service Center must have your Medicare information on file. If your Medicare enrollment cannot be verified, you will be moved to the PPO plan through Florida Blue. To confirm your Medicare information is on file, contact the People First Service Center.