

Self-Insurance Estimating Conference
State Employees' Group Health Self-Insurance Trust Fund
Executive Summary
December 8, 2020

The Outlook for the State Employees' Group Health Self-Insurance Trust Fund has been revised to reflect actual enrollment and cash flows through October 2020; revised growth factors for Preferred Provider Organization (PPO) and Health Maintenance Organization (HMO) pharmacy claims; revised growth factors for PPO and HMO medical claims for FY 2020-21; new fully-insured Medicare Insurance Premium rates, including lower Medicare Advantage Prescription Drug (MAPD) Plans, effective December 2020 for January 2021; inclusion of new Administrative Services Only (ASO) fee rates for the self-insured HMO plans effective January 1, 2021; and revised projections for the Shared Savings program. The fund is now expected to remain solvent through FY 2023-24, with increases in the ending cash balances for FY 2020-21 through FY 2024-25 when compared to the August 2020 Outlook. This is one additional year of expected solvency in the Trust Fund.

After the COVID-19 Public Health Emergency was declared in March, the Division of State Group Insurance noticed a reduction in medical claims expense and an increase in prescription drug expense during the fourth quarter of FY 2019-20. The reduction in medical claims was assumed to be a result of fewer doctor visits and elective procedures during the pandemic, while the increase in prescription drugs cost was attributed to members refilling prescriptions for longer periods due to stay-at-home orders and exposure concerns. Based on the available data, April and May 2020 were outliers for monthly medical claims, as evidenced by a 3% reduction in total medical claims expense for FY 2019-20. Prescription drugs costs were more consistent. As a result, the new forecast excludes medical claims expense for April and May 2020 in the development of the annual trends. Additionally, no cost assumptions for COVID-19 vaccination have been incorporated in the forecast due to uncertainty regarding the vaccine rollout, how the costs of the vaccine will be paid (federal, state or private pay), and what the member cost-share will be, if any. The Conference will continue to track COVID-19 related impacts and will incorporate them as sufficient and material data becomes available.

For FY 2020-21, the ending cash balance increased from \$712.2 million to \$750.3 million. The difference was primarily due to lower than expected expenses. For FY 2021-22, the ending cash balance increased from \$657.8 million to \$729.1 million; for FY 2022-23, the ending cash balance increased from \$400.2 million to \$500.8 million; for FY 2023-24, the ending cash balance moved from negative \$82.0 million to positive \$58.2 million. The forecast for subsequent years shows that expenses are expected to exceed revenues by amounts that generate negative cash balances of \$661.3 million in FY 2024-25 and \$1,004.8 million in FY 2025-26. The escalating negatives occur even though the Conference assumes that each year's deficit is cleared prior to the beginning of the next year.

A complete Executive Summary outlining all of the changes since the August 2020 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 August 2020 and December 2020 forecasts.

Financial Outlook for FY 2020-21 and 2021-22
Changes to Conference Forecast – August 2020 Compared to December 2020
(In Millions)

	FY 2020-21			FY 2021-22		
	20-Aug	20-Dec	Difference	20-Aug	20-Dec	Difference
Beginning Cash Balance	\$649.30	\$649.30	\$0.00	\$712.20	\$750.30	\$38.10
Total Revenues	\$2,881.60	\$2,884.30	\$2.70	\$2,977.60	\$2,972.70	(\$4.90)
Total Expenses	\$2,818.70	\$2,783.30	(\$35.40)	\$3,032.00	\$2,993.90	(\$38.10)
Ending Cash Balance	\$712.20	\$750.30	\$38.10	\$657.80	\$729.10	\$71.30

Slight differences in results due to rounding.

State Employees' Group Health Self-Insurance Trust Fund

Report on Financial Outlook

For the Fiscal Years Ending June 30, 2021 through June 30, 2026

**Adopted December 8, 2020, to the
Self-Insurance Estimating Conference**

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

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, 2021, through June 30, 2026. The Outlook is prepared to assist in the State's planning and budgeting in accordance with section 216.136(9), Florida Statutes, and 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 and enrollment data presented in the August 2020 Report on the Financial Outlook, henceforth referred to as the Prior Outlook. With the Prior Outlook as the base, this Outlook has adjustments for the following:

1. Actual enrollment and cash flows through October 2020.
2. Revised growth factors for Preferred Provider Organization (PPO) and Health Maintenance Organization (HMO) pharmacy claims.
3. Revised growth factors for PPO and HMO medical claims for FY 2020-21.
4. New fully-insured Medicare Insurance Premium rates, including lower Medicare Advantage Prescription Drug (MAPD) Plans, effective December 2020 for January 2021.
5. Inclusion of new Administrative Services Only (ASO) fee rates for the self-insured HMO plans effective January 1, 2021.
6. Revised projections for the Shared Savings program.

After the COVID-19 Public Health Emergency was declared on March 9, 2020, through Executive Order 20-52, the Division noticed a reduction in medical claims expense and an increase in prescription drug expense in the fourth quarter of FY 2019-20. The reduction in medical claims was assumed to be a result of fewer doctor visits and elective procedures during the pandemic, while the increase in prescription drugs cost was attributed to members refilling prescriptions for longer periods due to stay-at-home orders and exposure concerns. Based on available data, April and May 2020 were outliers for monthly medical claims, as evidenced by a 3% reduction in total medical claims expense for FY 2019-20. Prescription drugs cost were more consistent. As a result, this Outlook excludes medical claims expense for April and May 2020 in the development of the annual trends. Additionally, cost assumptions for possible COVID-19 vaccines have not been incorporated at this time due to the uncertainty of the vaccine rollout, who will pay for the vaccine (federal, state or private pay), or what the member cost-share will be. The Division of State Group Insurance will continue to track COVID-19 related impacts and will incorporate them as sufficient and material data becomes available.

This Outlook reflects an increase in revenues for FY 2020-21 and FY 2023-24 with decreases for all other years compared to the Prior Outlook. Expenses have been reduced for all years of the Outlook compared to the Prior Outlook. Increases in ending cash balances are reflected for all years of the Outlook. The FY 2023-24 projection now has a positive ending cash balance compared to the deficit previously projected in the Prior Outlook. The operating deficit projected for FY 2024-25 in the Prior Outlook has decreased. Finally, the projected ending cash balance for the added FY 2025-26 is also a deficit. This Outlook projects the Trust Fund to remain solvent through FY 2023-24.

The ending cash balance for FY 2020-21 is \$750.3 million, an increase of \$38.1 million from the Prior Outlook. The estimated operating gain of \$62.9 million is now a gain of \$101.0 million. For FY 2021-22, the forecasted ending cash balance is adjusted from \$657.8 million to \$729.1 million, and the estimated operating loss of \$54.4 is decreased to \$21.2 million. The ending cash balance for FY 2022-23 is adjusted from \$400.2 million to \$500.8 million. The estimated operating loss of \$257.6 million is decreased to \$228.3 million. For FY 2023-24, the ending cash balance is adjusted from a deficit of \$82.0 million to a positive balance of \$58.2 million, while the estimated operating loss of \$482.2 million is decreased to \$442.6 million. An ending cash balance deficit and operating loss is projected for FY 2024-25 and FY 2025-26.

Below is a summary of the Outlook for the Trust Fund through FY 2025-26:

	<u>FY 2020-21</u>	<u>FY 2021-22</u>	<u>FY 2022-23</u>	<u>FY 2023-24</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>
	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>
BEGINNING CASH BALANCE	\$ 649.3	\$ 750.3	\$ 729.1	\$ 500.8	\$ 58.2	\$ 0.0
TOTAL REVENUES	\$ 2,884.3	\$ 2,972.7	\$ 2,990.9	\$ 3,002.2	\$ 3,018.4	\$ 3,031.1
TOTAL EXPENSES	\$ 2,783.3	\$ 2,993.9	\$ 3,219.2	\$ 3,444.8	\$ 3,737.9	\$ 4,035.9
OPERATING GAIN/(LOSS)	\$ 101.0	\$ (21.2)	\$ (228.3)	\$ (442.6)	\$ (719.5)	\$ (1,004.8)
ENDING CASH BALANCE	\$ 750.3	\$ 729.1	\$ 500.8	\$ 58.2	\$ (661.3)	\$ (1,004.8)

Note: Assumes no carry forward of negative cash balance.

STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

ENROLLMENT

During the 2021 Open Enrollment, approximately 153,623 Active (Non-OPS) employees were offered coverage, compared to 156,373 offered coverage during the 2020 Open Enrollment. An additional 20,106 employees paid from Other Personal Services (OPS) funds were offered coverage, compared to 18,743 offered coverage during the 2020 Open Enrollment.

Final 2021 Open Enrollment numbers reflect that 134,547 (87.58%) of the eligible Active (Non-OPS) employees elected coverage, of which 54,623 (40.60%) enrolled in Individual coverage, 74,561 (55.42%) enrolled in Family coverage, and 5,363 (3.99%) enrolled in Spouse coverage. Active (Non-OPS) enrollment in PPO plans was 41.27%, and 58.73% enrolled in HMO plans. A total of 6,979 (34.71%) of the eligible OPS employees elected coverage, of which 4,766 (68.29%) enrolled in Individual coverage; 2,156 (30.89%) enrolled in Family coverage, and 57 (0.82%) enrolled in Spouse coverage. OPS enrollment in PPO plans was 53.03%, and 47.97% enrolled in HMO plans.

Enrollment patterns for FY 2020-21 through FY 2024-25 reflect an average annual increase of 33 subscribers for Active coverage, compared to an increase of 19 subscribers in the Prior Outlook. Early Retiree enrollment is projected to increase an average of 6 subscribers annually, compared to an increase of 7 subscribers projected in the Prior Outlook. Enrollment in the Medicare coverage categories, including the new Medicare Advantage Prescription Drug (MAPD) Plans, is expected to increase by an average of 51 subscribers annually, compared to an increase of 9 subscribers projected in the Prior Outlook. Total enrollment is projected to increase an average of 96 subscribers annually throughout the forecast period, compared to an increase of 37 subscribers annually, as projected in the Prior Outlook.

The impact of enrollment changes has resulted in decreased enrollment projections for FY 2020-21 and FY 2021-22, with a decrease of 194 subscribers and 43 subscribers respectively. Enrollment increased by 91 subscribers for FY 2022-23, 43 subscribers for FY 2023-24, and 46 subscribers for FY 2024-25, compared to the Prior Outlook.

As of October 2020, approximately 4,759 subscribers (4,655 active employees) were enrolled in a High Deductible Health Plan (2.71% of total enrollment). Active employees account for 97.81% of these subscribers, of which 94.65% are participating in the integrated state-sponsored Health Savings Account (HSA) offering.

The changes in enrollment between June 2020 and October 2020 reflect a net decrease of 994 contracts, or 0.56% of total subscribers. Enrollment in PPO plans decreased by 197 subscribers or 0.24%, and HMO plan enrollment decreased by 883 subscribers, or 0.95%. Active subscriber enrollment decreased by 1,047 subscribers, or 0.74%, and the net change in non-active membership was an increase of 53 subscribers, or 0.16%.

REVENUE

Combined premium contribution revenues for FY 2020-21 through FY 2024-25 are \$22.0 million lower than projected in the Prior Outlook; \$1.1 million of the reduction is due to the change in fully-insured Medicare rates with the remaining reduction due to shifts in case mix. Investment earnings increased a combined total of \$13.0 million for FY 2020-21 through FY 2023-24 due to the higher projected cash balance. TPA Refunds reflect a decrease of \$1.8 million per year due to lower actual experience. PBM Rebates increased a combined total of \$2.3 million based on new projections. Medicare Part D drug subsidy payments increased by a combined total of \$0.6 million from the Prior Outlook. Other Revenues reflect \$6.3 million in FY 2020-21 in actual revenues to date, primarily from performance guarantee penalties. Overall, Total Revenue changes in this outlook reflect a combined decrease of \$8.8 million from the Prior Outlook.

SPEND

PPO expenses for FY 2020-21 through FY 2024-25 reflect a combined projected decrease of \$117.6 million. PPO medical claims projections overall are \$57.3 million lower, reflecting a \$10.6 million decrease due to lower projected enrollment, \$5.0 million decrease due to growth trend adjustment for FY 2020-21 and \$41.7 million decrease from lower claims experience. PPO Pharmacy expenses overall are \$60.2 million lower, reflecting a \$6.3 million decrease due to lower projected enrollment, \$1.3 million increase due to higher growth trends, and a \$55.2 million decrease from lower projected claims. PPO ASO fees and PBM Administration fees reflect a combined decrease of \$0.1 million due to decreased enrollment projections.

The forecast of FY 2020-21 through FY 2024-25 reflects a combined decrease of \$79.4 million in fully-insured and self-insured HMO expenses. Fully-insured premium payments reflect a combined increase across all years totaling \$0.9 million, reflecting a \$11.5 million increase due to higher premium rates effective January 1, 2021, a decrease of \$4.9 million due to lower projected enrollment, and a decrease of \$5.9 million due to shifts between enrollment categories. HMO medical claims expense projections overall are \$7.9 million lower, reflecting a \$2.5 million decrease due to lower projected enrollment, \$6.4 million decrease due to growth trend adjustment for FY 2020-21, and \$0.9 million increase from lower claims experience. HMO pharmacy claims expense reflects a combined decrease across all years of \$68.7 million, reflecting a \$5.7 million

STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

decrease due to lower projected enrollment and a \$62.9 million decrease from lower projected claims. HMO ASO fees and PBM administration fees reflect a combined decrease of \$3.7 million due to lower projected enrollment and shifts between carriers.

Combined, PPO and HMO medical claims across all years of the forecast, compared to the Prior Outlook, reflect a \$65.2 million decrease. The net combined decrease in pharmacy claims costs across all years is \$128.9 million compared to the Prior Outlook.

Combined, MAPD expense for all years increased \$4.1 million, \$4.6 million due to an increase in enrollment and a decrease of \$0.5 million due to lower premium rates effective January 1, 2021. The forecast of the Shared Saving Programs reflects an overall decrease of \$1.0 million due to lower projected medical claims from the Prior Outlook. HSA Deposits reflect a combined increase of \$0.4 million for FY 2020-21 through FY 2024-25 due to higher enrollment in the High Deductible Health Plans. Other Expenses for FY 2020-21 reflect an increase of \$0.1 million due to various non-recurring expenses.

Overall, expenses across all years of the forecast reflect a combined decrease of \$193.4 million compared to the Prior Outlook.

Growth factors used to develop this Outlook are reflected below:

PPO MEDICAL							
Industry Range for CYs 2019-21: 3.8% - 7.7%							
	FY 20-21		FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
	Applied	Actual YTD + Projected	Applied	Applied	Applied	Applied	Applied
August 2020 Conference	7.90%	n/a	6.90%	6.85%	6.90%	6.90%	n/a
Dec 2020 Conference	7.20%	6.74%	6.90%	6.85%	6.90%	6.90%	6.90%

HMO MEDICAL							
Industry Range for CYs 2019-21: 3.8% - 6.6%							
	FY 20-21		FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
	Applied	Actual YTD + Projected	Applied	Applied	Applied	Applied	Applied
August 2020 Conference	7.20%	n/a	6.90%	6.85%	6.90%	6.90%	n/a
Dec 2020 Conference	6.40%	7.05%	6.90%	6.85%	6.90%	6.90%	6.90%

PPO PHARMACY							
Industry Range for CYs 2019-21: 4.6% - 7.5%							
	FY 20-21		FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
	Applied	Actual YTD + Projected	Applied	Applied	Applied	Applied	Applied
August 2020 Conference	7.50%	n/a	10.40%	9.80%	11.20%	12.80%	n/a
Dec 2020 Conference	8.10%	4.88%	10.50%	10.80%	10.90%	12.00%	11.90%

HMO PHARMACY							
Industry Range for CYs 2019-21: 4.6% - 7.5%							
	FY 20-21		FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
	Applied	Actual YTD + Projected	Applied	Applied	Applied	Applied	Applied
August 2020 Conference	7.60%	n/a	10.70%	10.10%	10.70%	13.10%	n/a
Dec 2020 Conference	8.50%	4.42%	10.50%	11.20%	10.50%	11.90%	11.70%

FULLY INSURED HMO PREMIUM PAYMENTS							
Industry Range for CYs 2019-21: 4.0% - 6.0%							
	CY 2020	CY 2021	CY 2022	CY 2023	CY 2024	CY 2025	CY 2026
August 2020 Conference	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	n/a
Dec 2020 Conference	4.00%	5.27%	4.00%	4.00%	4.00%	4.00%	4.00%

*Actual trend rates

STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND
Exhibit I
Financial Outlook by Fiscal Year ⁽¹⁾
Changes to Conference Forecast - December 2020 Compared to August 2020
(In Millions)

	FY 2020-21			FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26
	Aug '20	Dec '20	Diff.	Aug '20	Dec '20	Diff.	Aug '20	Dec '20	Diff.	Aug '20	Dec '20	Diff.	Aug '20	Dec '20	Diff.	Dec '20 ⁽²⁾
BEGINNING CASH BALANCE	\$ 649.3	\$ 649.3	\$ -	\$ 712.2	\$ 750.3	\$ 38.1	\$ 657.8	\$ 729.1	\$ 71.3	\$ 400.2	\$ 500.8	\$ 100.6	\$ 0.0 ⁽²⁾	\$ 58.2	\$ 58.2	\$ 0.0 ⁽²⁾
REVENUES:																
Insurance Premiums ⁽³⁾	\$ 2,626.7	\$ 2,620.9	\$ (5.8)	\$ 2,696.0	\$ 2,691.0	\$ (5.0)	\$ 2,694.6	\$ 2,691.9	\$ (2.7)	\$ 2,697.3	\$ 2,693.2	\$ (4.1)	\$ 2,698.8	\$ 2,694.4	\$ (4.4)	\$ 2,695.1
Investment Earnings	20.5	21.0	0.5	20.6	22.2	1.6	15.9	18.4	2.5	-	8.4	8.4	-	-	-	-
TPA & Self-Insured HMO Refunds	16.8	15.0	(1.8)	16.8	15.0	(1.8)	16.8	15.0	(1.8)	16.8	15.0	(1.8)	16.8	15.0	(1.8)	15.0
PBM Rebates	179.0	181.8	2.8	205.5	205.8	0.3	226.1	226.9	0.8	246.9	246.9	-	271.9	270.3	(1.6)	282.3
Pretax Trust Fund Transfer	21.7	21.7	-	21.7	21.7	-	21.7	21.7	-	21.7	21.7	-	21.7	21.7	-	21.7
Medicare Part D Subsidy	16.9	17.6	0.7	17.0	17.0	-	17.0	17.0	-	17.0	17.0	-	17.1	17.0	(0.1)	17.0
Other Revenues	-	6.3	6.3	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL REVENUES	\$ 2,881.6	\$ 2,884.3	\$ 2.7	\$ 2,977.6	\$ 2,972.7	\$ (4.9)	\$ 2,992.1	\$ 2,990.9	\$ (1.2)	\$ 2,999.7	\$ 3,002.2	\$ 2.5	\$ 3,026.3	\$ 3,018.4	\$ (7.9)	\$ 3,031.1
TOTAL CASH AVAILABLE	\$ 3,530.9	\$ 3,533.6	\$ 2.7	\$ 3,689.8	\$ 3,723.0	\$ 33.2	\$ 3,649.9	\$ 3,720.0	\$ 70.1	\$ 3,399.9	\$ 3,503.0	\$ 103.1	\$ 3,026.3	\$ 3,076.6	\$ 50.3	\$ 3,031.1
EXPENSES:																
PPO Plan	\$ 1,207.9	\$ 1,186.2	\$ (21.7)	\$ 1,305.4	\$ 1,282.8	\$ (22.6)	\$ 1,404.9	\$ 1,386.3	\$ (18.6)	\$ 1,524.0	\$ 1,500.5	\$ (23.5)	\$ 1,662.0	\$ 1,630.8	\$ (31.2)	\$ 1,772.3
Medical Claims	765.9	755.7	(10.2)	819.2	808.6	(10.6)	873.9	863.4	(10.5)	935.2	922.9	(12.3)	1,000.1	986.4	(13.7)	1,053.9
ASO Fee	18.0	17.9	(0.1)	18.1	18.1	-	18.1	18.1	-	18.1	18.1	-	18.1	18.1	-	18.1
Prescription Drug Claims	421.9	410.5	(11.4)	466.0	454.0	(12.0)	510.8	502.7	(8.1)	568.6	557.4	(11.2)	641.7	624.2	(17.5)	698.2
PBM Claims Administration	2.1	2.1	-	2.1	2.1	-	2.1	2.1	-	2.1	2.1	-	2.1	2.1	-	2.1
HMO Plan	\$ 1,579.7	\$ 1,565.6	\$ (14.1)	\$ 1,694.0	\$ 1,677.7	\$ (16.3)	\$ 1,811.9	\$ 1,799.2	\$ (12.7)	\$ 1,924.7	\$ 1,910.3	\$ (14.4)	\$ 2,094.6	\$ 2,072.7	\$ (21.9)	\$ 2,228.9
Premium Payments	337.3	337.5	0.2	352.0	352.7	0.7	366.3	367.0	0.7	364.1	364.5	0.4	398.4	397.3	(1.1)	413.3
Medical Claims	851.8	849.8	(2.0)	911.3	909.2	(2.1)	974.2	972.5	(1.7)	1,041.8	1,040.4	(1.4)	1,113.8	1,113.1	(0.7)	1,190.8
ASO Fee	26.1	25.7	(0.4)	27.1	26.2	(0.9)	27.1	26.3	(0.8)	27.1	26.3	(0.8)	27.1	26.3	(0.8)	26.4
Prescription Drug Claims	362.5	350.6	(11.9)	401.6	387.6	(14.0)	442.3	431.4	(10.9)	489.7	477.1	(12.6)	553.3	534.0	(19.3)	596.4
PBM Claims Administration	2.0	2.0	-	2.0	2.0	-	2.0	2.0	-	2.0	2.0	-	2.0	2.0	-	2.0
MA-PD Plan	\$ 2.5	\$ 3.0	\$ 0.5	\$ 2.5	\$ 3.4	\$ 0.9	\$ 2.5	\$ 3.4	\$ 0.9	\$ 2.5	\$ 3.4	\$ 0.9	\$ 2.5	\$ 3.4	\$ 0.9	\$ 3.4
Shared Savings Program	\$ 10.7	\$ 10.5	\$ (0.2)	\$ 12.2	\$ 12.0	\$ (0.2)	\$ 12.5	\$ 12.3	\$ (0.2)	\$ 12.8	\$ 12.6	\$ (0.2)	\$ 13.2	\$ 13.0	\$ (0.2)	\$ 13.3
Medical Claims	4.1	3.9	(0.2)	4.3	4.1	(0.2)	4.6	4.4	(0.2)	4.9	4.7	(0.2)	5.3	5.1	(0.2)	5.4
Administrative Fees ⁽⁴⁾	6.4	6.4	-	7.7	7.7	-	7.7	7.7	-	7.7	7.7	-	7.7	7.7	-	7.7
Shared Savings to Employees	0.2	0.2	-	0.2	0.2	-	0.2	0.2	-	0.2	0.2	-	0.2	0.2	-	0.2
HSA Deposits ⁽³⁾	7.1	7.1	-	7.1	7.2	0.1	7.1	7.2	0.1	7.1	7.2	0.1	7.1	7.2	0.1	7.2
Operating Costs & Admin Assessment	4.6	4.6	-	4.6	4.6	-	4.6	4.6	-	4.6	4.6	-	4.6	4.6	-	4.6
Premium Refunds	5.3	5.3	-	5.3	5.3	-	5.3	5.3	-	5.3	5.3	-	5.3	5.3	-	5.3
Other Expenses ⁽⁵⁾	0.9	1.0	0.1	0.9	0.9	-	0.9	0.9	-	0.9	0.9	-	0.9	0.9	-	0.9
TOTAL EXPENSES	\$ 2,818.7	\$ 2,783.3	\$ (35.4)	\$ 3,032.0	\$ 2,993.9	\$ (38.1)	\$ 3,249.7	\$ 3,219.2	\$ (30.5)	\$ 3,481.9	\$ 3,444.8	\$ (37.1)	\$ 3,790.2	\$ 3,737.9	\$ (52.3)	\$ 4,035.9
EXCESS OF REV. OVER EXP.	\$ 62.9	\$ 101.0	\$ 38.1	\$ (54.4)	\$ (21.2)	\$ 33.2	\$ (257.6)	\$ (228.3)	\$ 29.3	\$ (482.2)	\$ (442.6)	\$ 39.6	\$ (763.9)	\$ (719.5)	\$ 44.4	\$ (1,004.8)
ENDING CASH BALANCE ⁽⁶⁾	\$ 712.2	\$ 750.3	\$ 38.1	\$ 657.8	\$ 729.1	\$ 71.3	\$ 400.2	\$ 500.8	\$ 100.6	\$ (82.0)	\$ 58.2	\$ 140.2	\$ (763.9)	\$ (661.3)	\$ 102.6	\$ (1,004.8)
ADDITIONAL INFORMATION																
Shared Savings Credits ⁽⁷⁾	\$ 3.7	\$ 3.5	\$ (0.2)	\$ 3.9	\$ 3.8	\$ (0.1)	\$ 3.9	\$ 3.8	\$ (0.1)	\$ 3.9	\$ 3.8	\$ (0.1)	\$ 3.9	\$ 3.8	\$ (0.1)	\$ 3.8
Unreported PPO Plan Claims Liability ⁽⁸⁾	\$ 76.6	60.5	(16.1)	\$ 81.9	64.7	(17.2)	\$ 87.4	69.1	(18.3)	\$ 93.5	73.8	(19.7)	\$ 100.0	78.9	(21.1)	84.3
Unreported HMO Plan Claims Liability ⁽⁹⁾	119.2	119.0	(0.2)	127.5	127.3	(0.2)	136.3	136.2	(0.1)	145.8	145.7	(0.1)	155.9	155.8	(0.1)	166.7
Unreported PBM Claims Liability ⁽¹⁰⁾	7.8	7.6	(0.2)	8.7	8.4	(0.3)	9.5	9.3	(0.2)	10.6	10.4	(0.2)	11.9	11.5	(0.4)	13.0
Total Unreported Claims Liability	\$ 207.3	\$ 190.6	\$ (16.7)	\$ 222.0	\$ 204.2	\$ (17.8)	\$ 237.1	\$ 218.4	\$ (18.7)	\$ 253.8	\$ 233.7	\$ (20.1)	\$ 271.7	\$ 250.0	\$ (21.7)	\$ 267.8

Highlights of Changes to Forecast

- A) Inclusion of actual enrollment and cash flows through October 2020
- B) Revised growth factors for Preferred Provider Organization (PPO) and Health Maintenance Organization (HMO) pharmacy claims.
- C) Inclusion of new Fully-Insured (including MAPD) Medicare Insurance Premium rates effective December 2020 for January 2021 coverage
- D) Revised growth factors for PPO and HMO medical claims for FY 2020-21
- E) Inclusion of new ASO fee rates for HMO plans starting January 1, 2020
- F) Revised projections for the Shared Savings program

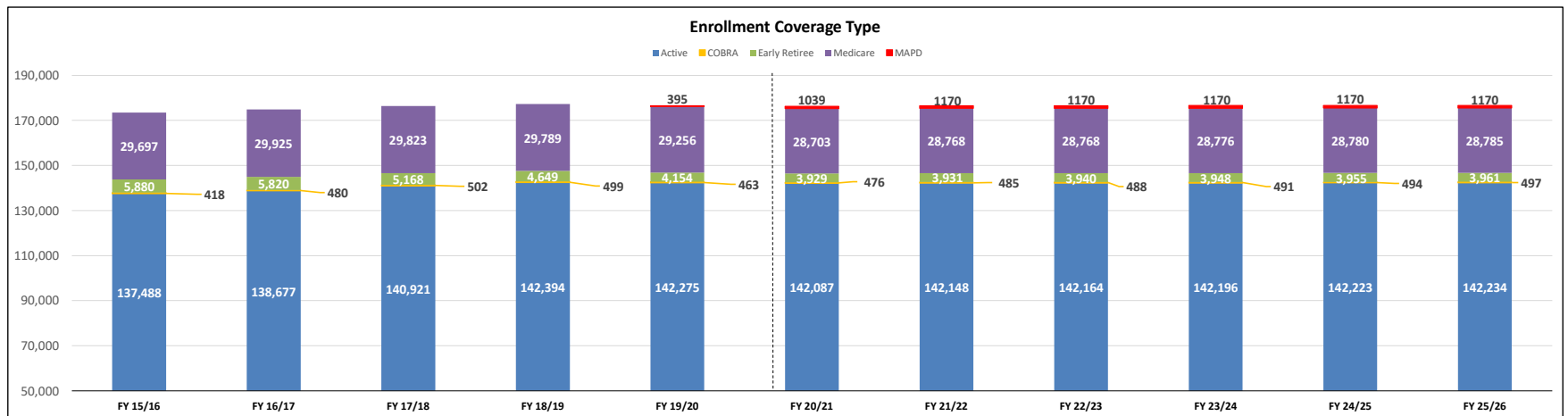
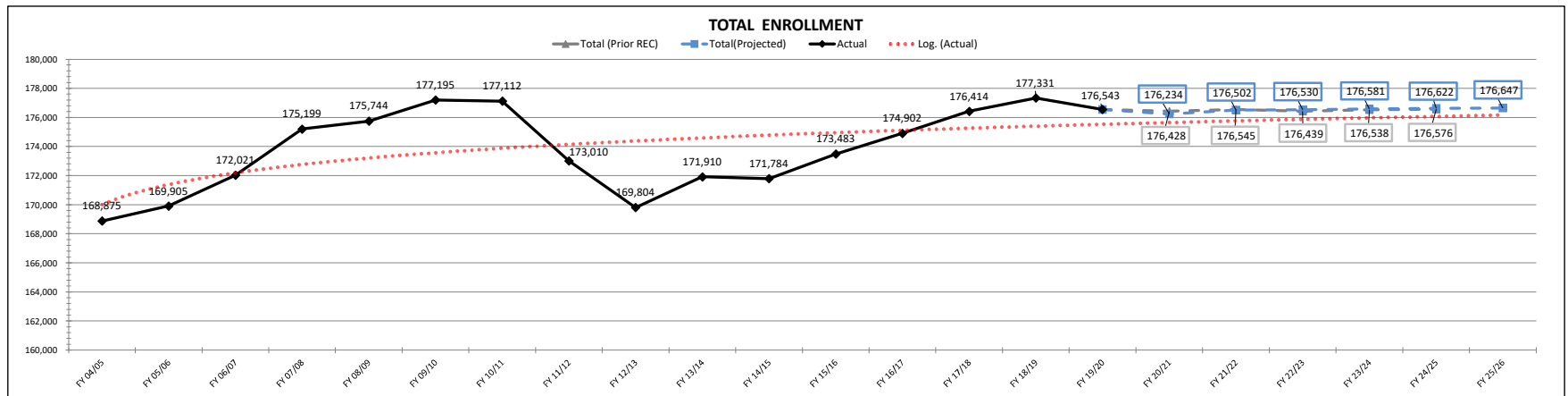
STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

Exhibit II

Enrollment Outlook by Fiscal Year

Changes to Conference Forecast - December 2020 Compared to August 2020

		FY 2020-21			FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		Aug '20	Dec '20	Diff.	Aug '20	Dec '20	Diff.	Aug '20	Dec '20	Diff.	Aug '20	Dec '20	Diff.	Aug '20	Dec '20	Diff.	Aug '20	Dec '20	Diff.
Average Enrollment by Plan	PPO Standard	79,660	79,359	(301)	79,711	79,413	(298)	79,570	79,362	(208)	79,650	79,353	(297)	79,686	79,338	(348)	-	79,305	79,305
	PPO HDHP	3,396	3,481	85	3,396	3,498	102	3,396	3,494	98	3,401	3,491	90	3,401	3,488	87	-	3,485	3,485
	HMO Standard	91,288	91,082	(206)	91,340	91,134	(206)	91,363	91,204	(159)	91,365	91,256	(109)	91,355	91,303	(52)	-	91,352	91,352
	HMO HDHP	1,245	1,273	28	1,259	1,287	28	1,271	1,300	29	1,283	1,311	28	1,295	1,323	28	-	1,335	1,335
	MAPD	839	1,039	200	839	1,170	331	839	1,170	331	839	1,170	331	839	1,170	331	-	1,170	1,170
	Total	176,428	176,234	(194)	176,545	176,502	(43)	176,439	176,530	91	176,538	176,581	43	176,576	176,622	46	-	176,647	176,647
Average Enrollment by Coverage Type	Active (Non-OPS) Standard	132,770	131,706	(1,064)	132,834	131,574	(1,260)	132,730	131,574	(1,156)	132,759	131,593	(1,166)	132,753	131,604	(1,149)	-	131,601	131,601
	Active (Non-OPS) HDHP	4,107	4,180	73	4,121	4,201	80	4,133	4,209	76	4,150	4,216	66	4,162	4,224	62	-	4,232	4,232
	OPS Standard	5,183	5,732	549	5,193	5,893	700	5,201	5,900	699	5,212	5,905	693	5,220	5,912	692	-	5,917	5,917
	OPS HDHP	427	469	42	427	480	53	427	481	54	427	482	55	427	483	56	-	484	484
	COBRA	450	476	26	450	485	35	450	488	38	450	491	41	450	494	44	-	497	497
	Early Retiree	3,989	3,929	(60)	3,996	3,931	(65)	4,004	3,940	(64)	4,014	3,948	(66)	4,021	3,955	(66)	-	3,961	3,961
	Medicare	28,663	28,703	40	28,685	28,768	83	28,655	28,768	113	28,687	28,776	89	28,704	28,780	76	-	28,785	28,785
	MAPD	839	1,039	200	839	1,170	331	839	1,170	331	839	1,170	331	839	1,170	331	-	1,170	1,170
	Total	176,428	176,234	(194)	176,545	176,502	(43)	176,439	176,530	91	176,538	176,581	43	176,576	176,622	46	-	176,647	176,647



STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

Exhibit III

Financial Outlook by Fiscal Year ⁽¹⁾

(In Millions)

	<u>FY 2020-21</u>	<u>FY 2021-22</u>	<u>FY 2022-23</u>	<u>FY 2023-24</u>	<u>FY 2024-25</u>	<u>FY 2025-26</u>
	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>
BEGINNING CASH BALANCE	\$ 649.3	\$ 750.3	\$ 729.1	\$ 500.8	\$ 58.2	\$ 0.0 ⁽²⁾
REVENUES:						
Insurance Premiums:						
Employer	\$ 2,199.5	\$ 2,262.8	\$ 2,263.0	\$ 2,263.5	\$ 2,263.9	\$ 2,264.1
Employee	173.8	173.8	173.8	173.9	173.9	173.9
HSA Contributions ⁽³⁾	7.1	7.2	7.2	7.2	7.2	7.2
COBRA	6.3	6.6	6.6	6.6	6.7	6.7
Early Retiree	47.5	48.8	49.0	49.2	49.3	49.5
Medicare	186.7	191.8	192.3	192.8	193.4	193.7
Investment Earnings	21.0	22.2	18.4	8.4	0.0	0.0
PPO - TPA Refunds	7.2	7.2	7.2	7.2	7.2	7.2
PPO - PBM Rebates	97.3	110.0	121.1	131.5	143.1	152.1
HMO - Self-Insured Refunds	7.8	7.8	7.8	7.8	7.8	7.8
HMO - PBM Rebates	84.5	95.8	105.8	115.4	127.2	130.2
Pretax Trust Fund Transfer	21.7	21.7	21.7	21.7	21.7	21.7
PPO - Medicare Part D Subsidy	16.2	15.7	15.7	15.7	15.7	15.7
HMO - Medicare Part D Subsidy	1.4	1.3	1.3	1.3	1.3	1.3
Other Revenues	6.3	0.0	0.0	0.0	0.0	0.0
TOTAL REVENUES	\$ 2,884.3	\$ 2,972.7	\$ 2,990.9	\$ 3,002.2	\$ 3,018.4	\$ 3,031.1
TOTAL CASH AVAILABLE	\$ 3,533.6	\$ 3,723.0	\$ 3,720.0	\$ 3,503.0	\$ 3,076.6	\$ 3,031.1
EXPENSES:						
State PPO Plan:						
Medical Claims	\$ 755.7	\$ 808.6	\$ 863.4	\$ 922.9	\$ 986.4	\$ 1,053.9
ASO Fee	17.9	18.1	18.1	18.1	18.1	18.1
Prescription Drug Claims	410.5	454.0	502.7	557.4	624.2	698.2
PBM Claims Administration	2.1	2.1	2.1	2.1	2.1	2.1
HMO Plan:						
Premium Payments	337.5	352.7	367.0	364.5	397.3	413.3
Medical Claims	849.8	909.2	972.5	1,040.4	1,113.1	1,190.8
ASO Fee	25.7	26.2	26.3	26.3	26.3	26.4
Prescription Drug Claims	350.6	387.6	431.4	477.1	534.0	596.4
PBM Claims Administration	2.0	2.0	2.0	2.0	2.0	2.0
Medicare Advantage Prescription Drug Plan	3.0	3.4	3.4	3.4	3.4	3.4
Shared Savings Program:						
Medical Claims	3.9	4.1	4.4	4.7	5.1	5.4
Administrative Fees ⁽⁴⁾	6.4	7.7	7.7	7.7	7.7	7.7
Shared Savings to Employees	0.2	0.2	0.2	0.2	0.2	0.2
HSA Deposits ⁽³⁾	7.1	7.2	7.2	7.2	7.2	7.2
Operating Costs & Admin Assessment	4.6	4.6	4.6	4.6	4.6	4.6
Premium Refunds	5.3	5.3	5.3	5.3	5.3	5.3
Other Expenses ⁽⁵⁾	1.0	0.9	0.9	0.9	0.9	0.9
TOTAL EXPENSES	\$ 2,783.3	\$ 2,993.9	\$ 3,219.2	\$ 3,444.8	\$ 3,737.9	\$ 4,035.9
EXCESS OF REVENUES OVER EXPENSES	\$ 101.0	\$ (21.2)	\$ (228.3)	\$ (442.6)	\$ (719.5)	\$ (1,004.8)
ENDING CASH BALANCE ⁽⁶⁾	\$ 750.3	\$ 729.1	\$ 500.8	\$ 58.2	\$ (661.3)	\$ (1,004.8)
ADDITIONAL INFORMATION						
Total Unreported Claims Liability	\$ 190.6	\$ 204.2	\$ 218.4	\$ 233.7	\$ 250.0	\$ 267.8
Average Enrollment by Plan						
PPO Standard	79,359	79,413	79,362	79,353	79,338	79,305
PPO HDHP	3,481	3,498	3,494	3,491	3,488	3,485
HMO Standard	91,082	91,134	91,204	91,256	91,303	91,352
HMO HDHP	1,273	1,287	1,300	1,311	1,323	1,335
MAPD	1,039	1,170	1,170	1,170	1,170	1,170
Total	176,234	176,502	176,530	176,581	176,622	176,647
Average Enrollment by Coverage Type						
Active (Non-OPS) Standard	131,706	131,574	131,574	131,593	131,604	131,601
Active (Non-OPS) HDHP	4,180	4,201	4,209	4,216	4,224	4,232
OPS Standard	5,732	5,893	5,900	5,905	5,912	5,917
OPS HDHP	469	480	481	482	483	484
COBRA	476	485	488	491	494	497
Early Retiree	3,929	3,931	3,940	3,948	3,955	3,961
Medicare	28,703	28,768	28,768	28,776	28,780	28,785
MAPD	1,039	1,170	1,170	1,170	1,170	1,170
Total	176,234	176,502	176,530	176,581	176,622	176,647

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 47% and 53%, respectively.
- 4) Administrative expenses for 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 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

Exhibit V
Comparison of Financial Outlooks
Fiscal Year 2020-21
(In Millions)

\$ 712.2 - Previous Ending Cash Balance Forecast⁽ⁱ⁾

- 2.7 - Increase in Revenue Forecast
 - (5.8) - Net Decrease in Insurance Premiums
 - (5.6) - Decrease in employer and enrollee Insurance Premiums due to lower actual enrollment from 176,428 to 176,234
 - (0.1) - Decrease in Medicare Insurance Premiums due to lower actual rates than projected effective December 2020 for January 2021 coverage
 - (0.1) - Decrease in Insurance Premiums due to shifts in enrollment categories
 - 0.5 - Increase in Investment Earnings due to higher actual cash balance than projected
 - (1.2) - Decrease in PPO - TPA Refunds due to lower actual activity than projected
 - 1.2 - Increase in PPO - PBM Rebates
 - (0.3) - Decrease due to lower than projected enrollment from 83,056 to 82,840
 - 1.5 - Increase due to higher projected activity
 - (0.6) - Decrease in HMO - Self-Insured Refunds due to lower projected activity
 - 1.6 - Increase in HMO - PBM Rebates
 - (0.3) - Decrease due to lower projected enrollment from 86,957 to 86,674
 - 1.9 - Increase due to higher projected activity
 - 0.6 - Increase in PPO - Medicare Part D Subsidy
 - (0.1) - Decrease due to lower projected Medicare enrollment from 21,293 to 21,171
 - 0.7 - Increase due to higher projected per member subsidy
 - 0.1 - Increase in HMO - Medicare Part D Subsidy due to higher projected Medicare enrollment from 1,789 to 1,842
 - 6.3 - Increase in Other Revenues
 - 5.4 - Increase due to Performance Guarantee Penalties
 - 0.8 - Increase due to PBM Audits Adjustments
 - 0.1 - Increase due to Warrant Cancellations
- (35.4) - Decrease in Expense Forecast
 - (21.7) - Decrease in State PPO Plan
 - (10.2) - Decrease in Medical Claims
 - (2.0) - Decrease due to lower projected enrollment from 83,056 to 82,840
 - 0.1 - Increase due to lower projected Shared Savings
 - (5.0) - Decrease due to lower growth factor from 7.90% to 7.20%
 - (3.3) - Decrease due to lower claims experience
 - (0.1) - Decrease in ASO Fee Expense due to lower actual than projected enrollment from 83,056 to 82,840
 - (11.4) - Decrease in Prescription Drug Claims
 - (1.1) - Decrease due to lower projected enrollment from 83,056 to 82,840
 - 2.3 - Increase due to higher growth factor from 7.50% to 8.10%
 - (12.6) - Decrease due to lower actual claims experience
 - (14.1) - Decrease in HMO Plan
 - 0.2 - Increase in Premium Payments
 - (1.1) - Decrease due to lower actual enrollment from 31,301 to 31,195
 - 1.2 - Increase due to new contract rates effective January 2021
 - 0.1 - Increase due to shifts in enrollment categories
 - (2.0) - Decrease in Medical Claims
 - (1.0) - Decrease due to lower projected enrollment from 61,231 to 61,159
 - 0.2 - Increase due to lower Shared Savings
 - (6.4) - Decrease due to lower growth factor from 7.20% to 6.40%
 - 5.2 - Increase due to higher actual claims experience
 - (0.4) - Decrease in ASO Fees
 - (0.3) - Decrease due to new contract rates effective January 2021
 - (0.1) - Decrease due to shifts in enrollment between HMO vendors
 - (11.9) - Decrease in Prescription Drug Claims
 - (1.2) - Decrease due to lower projected enrollment from 86,957 to 86,674
 - 3.0 - Increase due to higher growth factor from 7.60% to 8.50%
 - (13.7) - Decrease due to lower claims experience
 - 0.5 - Increase in MAPD Premium Payments
 - 0.6 - Increase due to higher actual enrollment from 839 to 1039
 - (0.1) - Decrease due to new contract rates effective January 2021
 - (0.2) - Decrease in Shared Savings Program due to lower projected Bundled Surgical Service claims
 - 0.1 - Increase in Other Expense Categories due to various non-recurring expenses

750.3 - Ending Cash Balance⁽¹⁾⁽ⁱ⁾ Self Insurance Estimating Conference held in August 2020.

Exhibit VI
Comparison of Financial Outlooks
Fiscal Year 2021-22
(In Millions)

\$ 657.8 - Previous Ending Cash Balance Forecast ⁽ⁱ⁾

- 38.1 - Increase in Beginning Cash Balance Forecast
- (4.9) - Decrease in Revenue Forecast
 - (5.0) - Net Decrease in Insurance Premiums
 - (4.9) - Decrease in employer and enrollee Insurance Premiums due to lower projected enrollment from 176,545 to 176,502
 - 0.1 - Increase in projected employer and enrollee HSA contributions
 - (0.3) - Decrease in Medicare Insurance Premiums due to lower actual rates than projected effective December 2020 for January 2021 coverage
 - 0.1 - Increase in Insurance Premiums due to shifts in enrollment categories
 - 1.6 - Increase in Investment Earnings due to higher actual cash balance
 - (1.2) - Decrease in PPO - TPA Refunds due to lower projected activity
 - (0.6) - Decrease in HMO - Self-Insured Refunds due to lower projected activity
 - 0.3 - Increase in HMO - PBM Rebates
 - (0.3) - Decrease due to lower projected enrollment from 87,024 to 86,715
 - 0.6 - Increase due to higher projected activity
- (38.1) - Decrease in Expense Forecast
 - (22.6) - Decrease in State PPO Plan
 - (10.6) - Decrease in Medical Claims
 - (1.9) - Decrease due to lower projected enrollment from 83,107 to 82,911
 - 0.2 - Increase due to lower projected Shared Savings
 - (8.9) - Decrease due to lower projected claims experience
 - (12.0) - Decrease in Prescription Drug Claims
 - (1.1) - Decrease due to lower projected enrollment from 83,107 to 82,911
 - 0.4 - Increase due to higher growth factor from 10.40% to 10.50%
 - (11.3) - Decrease due to lower actual claims experience
 - (16.3) - Decrease in HMO Plan
 - 0.7 - Increase in Premium Payments
 - (1.2) - Decrease due to lower projected enrollment from 31,317 to 31,210
 - 2.4 - Increase due to new contract rates effective January 2021
 - (0.5) - Decrease due to shifts in enrollment categories
 - (2.1) - Decrease in Medical Claims
 - (1.1) - Decrease due to lower projected enrollment from 61,283 to 61,208
 - 0.2 - Increase due to lower projected Shared Savings
 - (1.2) - Decrease due to lower projected claims experience
 - (0.9) - Decrease in ASO Fees
 - (0.8) - Decrease due to new contract rates effective January 2021
 - (0.1) - Decrease due to shifts in between HMO plans
 - (14.0) - Decrease in Prescription Drug Claims
 - (1.4) - Decrease due to lower projected enrollment from 87,024 to 86,715
 - (0.7) - Decrease due to lower growth factor from 10.70% to 10.50%
 - (11.9) - Decrease due to lower claims experience
 - 0.9 - Increase in MAPD Premium Payments
 - 1.3 - Increase due to higher actual enrollment from 839 to 1170
 - (0.1) - Decrease due to new contract rates effective January 2021
 - (0.3) - Decrease due to shifts in enrollment categories
 - (0.2) - Decrease in Shared Savings Program due to lower projected Bundled Surgical Service claims
 - 0.1 - Increase in Other Expense Categories due to higher projected employer and enrollee HSA Deposits

729.1 - Ending Cash Balance ⁽¹⁾

⁽ⁱ⁾ Self Insurance Estimating Conference held in August 2020.

Exhibit VII
Comparison of Financial Outlooks
Fiscal Year 2022-23
(In Millions)

\$ 400.2 - Previous Ending Cash Balance Forecast ⁽ⁱ⁾

- 71.3 - Increase in Beginning Cash Balance Forecast
- (1.2) - Decrease in Revenue Forecast
 - (2.7) - Net Decrease in Insurance Premiums
 - 0.1 - Increase in projected employer and enrollee HSA contributions
 - (0.2) - Decrease in Medicare Insurance Premiums due to lower actual rates than projected effective December 2020 for January 2021 coverage
 - (2.6) - Decrease in Insurance Premiums due to shifts in enrollment categories
 - 2.5 - Increase in Investment Earnings due to higher projected cash balance
 - (1.2) - Decrease in PPO - TPA Refunds due to lower projected activity
 - 0.2 - Increase in PPO - PBM Rebates
 - (0.2) - Decrease due to lower projected enrollment from 82,966 to 82,856
 - 0.4 - Increase due to higher projected activity
 - (0.6) - Decrease in HMO - Self-Insured Refunds due to lower projected activity
 - 0.6 - Increase in HMO - PBM Rebates
 - (0.3) - Decrease due to lower projected enrollment from 87,057 to 86,795
 - 0.9 - Increase due to higher projected activity
- (30.5) - Decrease in Expense Forecast
 - (18.6) - Decrease in State PPO Plan
 - (10.5) - Decrease in Medical Claims
 - (1.2) - Decrease due to lower projected enrollment from 82,966 to 82,856
 - 0.1 - Increase due to lower Shared Savings
 - (9.4) - Decrease due to lower projected claims experience
 - (8.1) - Decrease in Prescription Drug Claims
 - (0.7) - Decrease due to lower projected enrollment from 82,966 to 82,856
 - 4.5 - Increase due to higher growth factor from 9.80% to 10.80%
 - (11.9) - Decrease due to lower projected claims experience
 - (12.7) - Decrease in HMO Plan
 - 0.7 - Increase in Premium Payments
 - (1.1) - Decrease due to lower projected enrollment from 31,320 to 31,230
 - 2.5 - Increase due to new contract rates effective January 2021
 - (0.7) - Decrease due to shifts in enrollment categories
 - (1.7) - Decrease in Medical Claims
 - (0.7) - Decrease due to lower projected enrollment from 61,314 to 61,270
 - 0.3 - Increase due to lower Shared Savings
 - (1.3) - Decrease due to lower projected claims experience
 - (0.8) - Decrease in ASO Fees
 - (0.7) - Decrease due to new contract rates effective January 2021
 - (0.1) - Decrease due to shifts between HMO plans
 - (10.9) - Decrease in Prescription Drug Claims
 - (1.3) - Decrease due to lower projected enrollment from 87,057 to 86,795
 - 4.3 - Increase due to higher growth factor from 10.10% to 11.20%
 - (13.9) - Decrease due to lower claims experience
 - 0.9 - Increase in MAPD Premium Payments
 - 1.3 - Increase due to higher actual enrollment from 839 to 1170
 - (0.1) - Decrease due to new contract rates effective January 2021
 - (0.3) - Decrease due to shifts in enrollment categories
 - (0.2) - Decrease in Shared Savings Program due to lower projected Bundled Surgical Service claims
 - 0.1 - Increase in Other Expense Categories due to higher projected employer and enrollee HSA Deposits

500.8 - Ending Cash Balance ⁽¹⁾

⁽ⁱ⁾ Self Insurance Estimating Conference held in August 2020.

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

\$ (82.0) - Previous Ending Cash Balance Forecast ⁽ⁱ⁾

- 100.6 - Increase in Beginning Cash Balance Forecast
- 2.5 - Increase in Revenue Forecast
 - (4.1) - Net Decrease in Insurance Premiums
 - 0.1 - Increase in projected employer and enrollee HSA contributions
 - (0.3) - Decrease in Medicare Insurance Premiums due to lower actual rates than projected effective December 2020 for January 2021 coverage
 - (3.9) - Decrease in Insurance Premiums due to shifts in enrollment categories
 - 8.4 - Increase in Investment Earnings due to higher projected cash balance
 - (1.2) - Decrease in PPO - TPA Refunds due to lower projected activity
 - (0.6) - Decrease in PPO - PBM Rebates
 - (0.3) - Decrease due to lower projected enrollment from 83,051 to 82,844
 - (0.3) - Decrease due to higher projected activity
 - (0.6) - Decrease in HMO - Self-Insured Refunds due to lower projected activity
 - 0.6 - Increase in HMO - PBM Rebates
 - (0.3) - Decrease due to lower projected enrollment from 87,072 to 86,860
 - 0.9 - Increase due to higher projected activity
- (37.1) - Decrease in Expense Forecast
 - (23.5) - Decrease in State PPO Plan
 - (12.3) - Decrease in Medical Claims
 - (2.3) - Decrease due to lower projected enrollment from 83,051 to 82,844
 - 0.2 - Increase due to lower projected Shared Savings
 - (10.2) - Decrease due to lower projected claims experience
 - (11.2) - Decrease in Prescription Drug Claims
 - (1.4) - Decrease due to lower projected enrollment from 83,051 to 82,844
 - (1.5) - Decrease due to lower growth factor from 11.20% to 10.90%
 - (8.3) - Decrease due to lower projected claims experience
 - (14.4) - Decrease in HMO Plan
 - 0.4 - Increase in Premium Payments
 - (0.8) - Decrease due to lower projected enrollment from 31,316 to 31,245
 - 2.7 - Increase due to new contract rates effective January 2021
 - (1.5) - Decrease due to shifts in enrollment categories
 - (1.4) - Decrease in Medical Claims
 - (0.2) - Decrease due to lower projected enrollment from 61,331 to 61,321
 - 0.2 - Increase due to lower projected Shared Savings
 - (1.4) - Decrease due to lower projected claims experience
 - (0.8) - Decrease in ASO Fees
 - (0.7) - Decrease due to new contract rates effective January 2021
 - (0.1) - Decrease due to shifts between HMO plans
 - (12.6) - Decrease in Prescription Drug Claims
 - (1.2) - Decrease due to lower projected enrollment from 87,072 to 86,860
 - (0.9) - Decrease due to lower growth factor from 10.70% to 10.50%
 - (10.5) - Decrease due to lower projected claims experience
 - 0.9 - Increase in MAPD Premium Payments
 - 1.3 - Increase due to higher actual enrollment from 839 to 1170
 - (0.1) - Decrease due to new contract rates effective January 2021
 - (0.3) - Decrease due to shifts in enrollment categories
 - (0.2) - Decrease in Shared Savings Program due to lower projected Bundled Surgical Service claims
 - 0.1 - Increase in Other Expense Categories due to higher projected employer and enrollee HSA Deposits

58.2 - Ending Cash Balance⁽¹⁾

⁽ⁱ⁾ Self Insurance Estimating Conference held in August 2020.

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

\$ (763.9) - Previous Ending Cash Balance Forecast ⁽ⁱ⁾

- 58.2 - Increase in Beginning Cash Balance Forecast
- (7.9) - Decrease in Revenue Forecast
 - (4.4) - Net Decrease in Insurance Premiums
 - 0.1 - Increase in projected employer and enrollee HSA contributions
 - (0.2) - Decrease in Medicare Insurance Premiums due to lower actual rates than projected effective December 2020 for January 2021 coverage
 - (4.3) - Decrease in Insurance Premiums due to shifts in enrollment categories
 - (1.2) - Decrease in PPO - TPA Refunds due to lower projected activity
 - (1.7) - Decrease in PPO - PBM Rebates
 - (0.4) - Decrease due to lower projected enrollment from 83,086 to 82,826
 - (1.3) - Decrease due to higher projected activity
 - (0.6) - Decrease in HMO - Self-Insured Refunds due to lower projected activity
 - 0.1 - Increase in HMO - PBM Rebates
 - (0.1) - Decrease due to lower projected enrollment from 86,985 to 86,890
 - 0.2 - Increase due to higher projected activity
 - (0.1) - Decrease in PPO - Medicare Part D Subsidy due to lower projected Medicare enrollment from 21,300 to 21,172
- (52.3) - Decrease in Expense Forecast
 - (31.2) - Decrease in State PPO Plan
 - (13.7) - Decrease in Medical Claims
 - (3.1) - Decrease due to lower projected enrollment from 83,086 to 82,826
 - 0.2 - Increase due to lower projected Shared Savings
 - (10.8) - Decrease due to lower projected claims experience
 - (17.5) - Decrease in Prescription Drug Claims
 - (2.0) - Decrease due to lower projected enrollment from 83,086 to 82,826
 - (4.5) - Decrease due to lower growth factor from 12.80% to 12.00%
 - (11.0) - Decrease due to lower projected claims experience
 - (21.9) - Decrease in HMO Plan
 - (1.1) - Decrease in Premium Payments
 - (0.7) - Decrease due to lower projected enrollment from 31,311 to 31,256
 - 2.9 - Increase due to new contract rates effective January 2021
 - (3.3) - Decrease due to shifts in enrollment categories
 - (0.7) - Decrease in Medical Claims
 - 0.5 - Increase due to higher projected enrollment from 61,339 to 61,368
 - 0.3 - Increase due to lower projected Shared Savings
 - (1.5) - Decrease due to lower projected claims experience
 - (0.8) - Decrease in ASO Fees
 - (0.7) - Decrease due to new contract rates effective January 2021
 - (0.1) - Decrease due to shifts between HMO plans
 - (19.3) - Decrease in Prescription Drug Claims
 - (0.6) - Decrease due to lower projected enrollment from 86,985 to 86,890
 - (5.7) - Decrease due to lower growth factor from 13.10% to 11.90%
 - (13.0) - Decrease due to lower projected claims experience
 - 0.9 - Increase in MAPD Premium Payments
 - 1.3 - Increase due to higher actual enrollment from 839 to 1170
 - (0.1) - Decrease due to new contract rates effective January 2021
 - (0.3) - Decrease due to shifts in enrollment categories
 - (0.2) - Decrease in Shared Savings Program due to lower projected Bundled Surgical Service claims
 - 0.1 - Increase in Other Expense Categories due to higher projected employer and enrollee HSA Deposits

(661.3) - Ending Cash Balance⁽¹⁾

⁽ⁱ⁾ Self Insurance Estimating Conference held in August 2020.

STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

Premium Rate Table

Effective December 2019 for January 2020 Coverage

(Premium rate change for all participants)

Subscriber Category / Contribution Cycle		Coverage Type	PPO/HMO Standard			PPO/HMO HDHP		
			Employer	Enrollee	Total	Employer ⁽⁴⁾	Enrollee	Total
Career Service / OPS	Monthly Full -Time Employees ⁽¹⁾	Single	713.80	50.00	763.80	713.80	15.00	728.80
		Family	1,539.32	180.00	1,719.32	1,539.32	64.30	1,603.62
		Spouse	1,689.32	30.00	1,719.32	1,573.64	30.00	1,603.64
	Bi-Weekly Full -Time Employees ⁽¹⁾	Single	356.90	25.00	381.90	356.90	7.50	364.40
		Family	769.66	90.00	859.66	769.66	32.15	801.81
		Spouse	844.66	15.00	859.66	786.82	15.00	801.82
SES / SMS	Monthly Full -Time Employees ^(1,2)	Single	755.46	8.34	763.80	720.46	8.34	728.80
		Family	1,689.32	30.00	1,719.32	1,573.62	30.00	1,603.62
	Bi-Weekly Full -Time Employees ^(1,2)	Single	377.73	4.17	381.90	360.23	4.17	364.40
		Family	844.66	15.00	859.66	786.81	15.00	801.81
COBRA (Non-Medicare)	Monthly ⁽³⁾	Single	0.00	779.08	779.08	0.00	700.88	700.88
		Family	0.00	1,753.71	1,753.71	0.00	1,550.70	1,550.70
Early Retirees	Monthly	Single	0.00	763.80	763.80	0.00	687.14	687.14
		Family	0.00	1,719.32	1,719.32	0.00	1,520.29	1,520.29
Overage Dependents		Single	0.00	763.80	763.80	0.00	687.14	687.14

Medicare Monthly Premium Rates				
Plan Name	Plan Type	Medicare I One Eligible ⁽⁵⁾	Medicare II One Under/Over ⁽⁶⁾	Medicare III Both Eligible ⁽⁷⁾
Self-Insured PPO/HMO	Standard	403.92	1,167.71	807.83
	HDHP	304.47	991.61	608.94
Capital Health Plan ⁽⁸⁾	Standard	282.62	1,000.47	565.24
	HDHP	257.23	902.17	514.46
COBRA Self-Insured PPO/HMO ⁽³⁾	Standard	412.00	1,191.06	823.99
	HDHP	310.56	1,011.44	621.12
COBRA Capital Health Plan ^(3,8)	Standard	288.27	1,020.48	576.54
	HDHP	262.37	920.21	524.75

Notes:

- (1) 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
- (2) SES/SMS - Includes executive, legislative and judicial branch agencies for employees with enhanced benefits, excluding Spouse Program participants.
- (3) Includes an additional 2% for administrative costs as permitted by federal regulations.
- (4) 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.
- (5) Single coverage for participant eligible for Medicare Parts A and B. Does not include monthly Medicare Part B premium.
- (6) 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.
- (7) Family coverage for two participants and both are eligible for Medicare Parts A and B. Does not include Medicare Part B premium.
- (8) Must be enrolled in Medicare and must complete the HMO's Retiree Advantage application process to be eligible for this coverage.

**Medicare Advantage and Prescription Drug (MA-PD) Plans
Premium Rate Table
Effective December 2019 for January 2020 Coverage**

MA-PD Plan Premium Rates			
Plan Name	Plan Type	Monthly Cost Per Member	Monthly Cost Per Member through COBRA
Capital Health Plan - MA-PD	MA-PD	165.00	168.30
Humana - MA-PD	MA-PD	40.47	41.28
UnitedHealthcare - MA-PD	MA-PD	219.97	224.37

Important Information:

You must be **enrolled** in Medicare Parts A&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&B to be eligible for one of these MA-PD plans. The premiums listed above are per member. If you have yourself and a dependent under your family plan, multiply the premium by 2, etc.

Premiums **do not** include your Medicare Part B premium.

COBRA premiums include an additional 2% for administrative costs as permitted by federal regulations.

The People First Service Center **must** have your Medicare information. If your Medicare enrollment cannot be verified, you will be moved to the PPO plan through Florida Blue. Call the People First Service Center to confirm your Medicare information is on file if you have not done so.

STATE EMPLOYEES' GROUP HEALTH SELF-INSURANCE TRUST FUND

Premium Rate Table

Effective December 2020 for January 2021 Coverage

(Premium rate change for all participants)

Subscriber Category / Contribution Cycle		Coverage Type	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	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
Overage 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⁾
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	282.62	1,038.30	565.24
	HDHP	257.23	936.15	514.46
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	1,059.07	576.54
	HDHP	262.37	954.87	524.75

Notes:

- (1) 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
- (2) SES/SMS - Includes executive, legislative and judicial branch agencies for employees with enhanced benefits, excluding Spouse Program participants.
- (3) Includes an additional 2% for administrative costs as permitted by federal regulations.
- (4) 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.
- (5) Single coverage for participant eligible for Medicare Parts A and B. Does not include monthly Medicare Part B premium.
- (6) 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.
- (7) Family coverage for two participants and both are eligible for Medicare Parts A and B. Does not include Medicare Part B premium.
- (8) Must be enrolled in Medicare and must complete the HMO's Retiree Advantage application process to be eligible for this coverage.

**Medicare Advantage and Prescription Drug (MA-PD) Plans
Premium Rate Table
Effective December 2020 for January 2021 Coverage**

MA-PD Plan Premium Rates			
Plan Name	Plan Type	Monthly Cost Per Member	Monthly Cost Per Member through COBRA
Capital Health Plan - MA-PD	MA-PD	165.00	168.30
Humana - MA-PD	MA-PD	33.86	34.54
UnitedHealthcare - MA-PD	MA-PD	209.97	214.17

Important Information:

You must be **enrolled** in Medicare Parts A&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&B to be eligible for one of these MA-PD plans. The premiums listed above are per member. If you have yourself and a dependent under your family plan, multiply the premium by 2, etc.

Premiums **do not** include your Medicare Part B premium.

COBRA premiums include an additional 2% for administrative costs as permitted by federal regulations.

The People First Service Center **must** have your Medicare information. If your Medicare enrollment cannot be verified, you will be moved to the PPO plan through Florida Blue. Call the People First Service Center to confirm your Medicare information is on file if you have not done so.