

**ASSOCIATION OF FLORIDA COLLEGES**  
**Florida College System Council of Presidents**  
**Policy and Advocacy/Business Meeting**  
**Meeting Minutes**

**April 22, 2022**

**9:00 am**

**Policy and Advocacy Committee Meeting**

**1.0 Welcome and Remarks**

Dr. Angela M. Garcia-Falconetti called the April 22, 2022, Council of Presidents' meeting to order at 9:03 a.m., she asked Ms. Marsha Kiner to conduct the roll call. Dr. Falconetti welcomed the new President of Lake Sumter State College, Dr. Heather Bigard to the Council. Dr. Falconetti redirected the Policy and Advocacy Committee Meeting to Chair Williams at 9:06 a.m.

**2.0 Legislative Update**

Dr. Williams stated during the last Council of Presidents' meeting, that Mr. Seth McKeel and Ms. Lacey Hofmeyer provided legislative outcomes, and she thanked everyone for the work during the session. She shared that the budget has not been signed by Governor DeSantis. However, on April 19, 2022, he signed SB7044 which is the bill that contains measures related to post-secondary education, informed consumer choice, transparency, articulation, transfer of credit, and accreditation. She stated work is being conducted on how the accreditation changes will impact institutions in the Florida College System. She shared that the Florida College System Presidents and Chancellor Kathy Hebda met on April 21, 2022, to develop a equity based per student funding model. The goal is to have the model ready by September 30, 2022. She stated the next meeting will include Council sub-committee chairs. She mentioned that on April 22, 2022, Governor DeSantis recommended Senator Manny Diaz as the State of Florida's Commissioner of Education. She shared they are currently working on the four – five-year legislative plan, and met to review the matrix on the future goal of student completion.

**3.0 Dr. Williams adjourned the Policy and Advocacy Meeting at 9:11 a.m.**

**COP Business Meeting**

**1.0 CALL TO ORDER - Welcome and Remarks**

Dr. Angela M. Garcia-Falconetti, chair, called the April 22, 2022, Council of Presidents' Business Meeting to order at 9:11 a.m.

## 2.0 Quorum Check

Ms. Marsha Kiner, AFC CEO, took roll of the presidents who were present and on the conference call to ensure that a quorum was met.

President Tom LoBasso  
President Jeff Allbritten  
President Jon Avendano  
President John Holdnak  
President Heather Bigard  
President Ava Parker  
President Timothy Beard  
President Ed Meadows

President Angela M. Garcia  
Falconetti  
President Paul Broadie  
President Georgia Lorenz  
President Thomas Leitzel  
President Tonjua Williams  
President Kathleen Plinske

## 3.0 Council of Presidents Minutes

Dr. Falconetti called for a motion to approve the Council of Presidents' March 18, 2022, Business Meeting Minutes.

**Action:** *Upon a motion by Dr. Leitzel and a second by Dr. Broadie the March 18, 2022, Council of Presidents' Business Meeting Minutes were unanimously adopted.*

## 4.0 Report of the Chair – Dr. Angela Garcia M. Falconetti

Dr. Falconetti added to Dr. William's comments, that as a council they are pleased with the collaboration with Chancellor Hebda and the progress with the funding formula model the Council of Presidents will be producing.

## 5.0 Report of the Chancellor, Division of Florida Colleges – Chancellor Kathy Hebda

Chancellor Hebda shared they had a good start to the funding formula. She thanked Andrea Henning and the Collaborative Labs of St. Petersburg College for their assistance in facilitating the meeting. During the next meeting, they will discuss the resource documents and files with the data and information that could be used during the development of the funding model. She shared the Florida Student Success Center wrapped up the fourth of four Florida Pathways Institutes with the twelve institutions that have worked through the process over the past two years. The next step for Florida Pathways is to work on timely hot topics that would give suggestions for professional development that colleges would like to see. She shared that the division has research taking place through a grant from the Bill and Melinda Gates Foundation on Dual Enrollment, specifically to look at collegiate high school and early college programs in Florida. She stated the Governor signed SB7044 and to expect technical assistance on the bill. She provided an update on two rules: standardized military credit rule whereby the articulation coordination committee should meet with groups with military instruction and training to ensure there is a standardized way to accept courses across institutions for both clock hours and

college credit courses. They are also continuing to work on a new rule for colleges and universities authorized charter schools.

6.0 Report of the Senior Chancellor, Division of Career and Adult Education– Senior Chancellor Henry Mack

Senior Chancellor Mack reported in March that two new rules were adopted around work-based learning on standards for work-based learning for reporting and reimbursement for workers' compensation insurance premiums for any student who may need workers' compensation. He reported the Department of Revenue is hosting a webinar for an internship tax credit program. The webinar will discuss how eligible businesses offering internships or work-based learning opportunities through Florida College System Institutions or State University Institutions can apply for up to \$10,000.00 of a tax credit (\$2000.00 per eligible student or work-based learning students for this fiscal year). He stated institution Workforce Deans or Vice-Presidents should become familiar with how this works through the Department of Revenue and help share this information with industry partners. He reported that the funding for the Open Door Grant will no longer be funded out of Cares Act dollars. Moving forward it will be funded through state general revenue dollars. He reported moving forward all updates from the division will be provided by the new Chancellor, Dr. Kevin O'Farrell, as this will be his last meeting providing updates.

7.0 COP Committee and Work Group Reports

7.1 Articulation Coordinating Committee

Dr. Sidor was unable to attend the meeting, however, Dr. Falconetti stated there was an agenda item related to the Articulation Coordinating Committee to discuss. She shared her discussion with Dr. Sidor regarding his tenure ending on June 30, 2022, with collaboration from Chancellor Hebda, she asked if anyone had nominations or would like to serve as a member of the Articulation Coordinating Committee. She reminded the Presidents this chair is a Commissioner appointed position. Anyone interested or nominated will be asked to submit his/her resume to the Commissioner. President Williams nominated President Boardie as the Articulation Coordinating Committee chair, and Dr. Beard second the motion. Dr. Falconetti stated that Chancellor Hebda would be following up with President Boardie.

7.2 Florida College System Risk Management Consortium

Dr. Falconetti suspended the Council of Presidents' Business Meeting at 9:37 a.m. to hold the Florida College System Risk Management Consortium governance board meeting. Dr. John Holdnak stated there is one item for approval, ratification for a new premium on Cyber Coinsurance funding. Marsha Hackathorn of the Florida College System Risk Management Consortium gave an overview of the 2022-2023 Cyber Coinsurance funding. Ms. Hackathorn reported carriers are requiring minimum cyber-security requirements for the multi-factor

authentication and the privilege access management tools. Currently, only half of the institutions have met the requirements. This resulted in a 50% co-insurance on any ransomware claims. The FCSRMC is proposing that the Consortium will fund the 50% coinsurance for institutions for the first year. In the second year, it will become a 50 – 50 split between the Consortium and any institution filing a claim, and in the third year, the institution will be fully responsible for any claims. Dr. Williams asked for clarification once a college meets the criteria, will they no longer have the 50% coinsurance. Ms. Hackathorn said that is correct. Once their criteria is met, the underwriter will review to remove the coinsurance penalty. Dr. Meadows asked if there is data on the incidence of malware attacks on our colleges. Ms. Hackathorn said there have been no ransomware attacks on our colleges. Dr. Holdnak added that at Gulf Coast State College they solved the attack without having to pay the ransom.

Dr. Holdnak called for a motion to ratify the 2022 – 2023 Cyber Coinsurance funding as presented.

**Action:** *Upon a motion by Dr. Leitzel and a second by Dr. Williams the 2022 -2023, Cyber Coinsurance funding passed.*

The Florida College System Risk Management Consortium governance board meeting adjourned at 9:45 a.m.

### 7.3 Media and Public Relations Committee

Dr. Jeff Allbritten asked Ms. Karen Moore, The Moore Agency, to provide the Media and Public Relations report. Ms. Moore shared The Moore Agency will host a PIO meeting to brief PIO's on the upcoming bill signing from the Governor and provide tools to support local public media announcements. In January, The Faces Campaign was sent out every day. During February and March, the focus was on the benefits of the Florida College System (FCS), and in April, for Community College month, The Moore Agency featured a different college each day. She also reported that since her last report, they have made 93 posts on behalf of the FCS with graphics highlighting the FCS institutions. She shared they have been working on the branding and messaging for the Accelerate Florida campaign. Dr. Williams stated that she is proud that this campaign will give a three to five year legislative strategic plan to help the FCS align with the goals of the Governor and the Department of Education. She is hoping to have campaign items ready in May.

## 8.0 COP Support Council Reports

### 8.1 Council of Instructional Affairs

Dr. Locklear gave a summary of concerns regarding SB7044. The council is looking for guidance from the COP surrounding their concerns. She asked the COP to consider applying to another accreditor as a group for all FCS institutions. She stated the passage of SB 7044 requires each FCS institution to switch to a new accreditor following



their next 5th or 10th year accreditation period. Acceptable accreditors will be determined by the SBOE by September 1, 2022. If each accreditor on the list rejects candidacy for an institution, that institution may apply for another accreditor accepted by the USDOE, but not the current one (SACSCOC). If no accreditor accepts the institution before the next accreditation year (either the fifth or tenth) then the institution may remain with the current accreditor. Concerns include the time and resources needed to apply to multiple accreditors, the risks of going through a period of candidacy, and the unintended consequences of the law. The CIA would like to see the COP take an active role in the selection of the SBOE accreditors list, consider the financial costs of applying to one or more accreditors, and realize the impact it has on discipline-related accreditation for professional programs, such as nursing or dental hygiene, as those types of programs are linked to regional accreditors. The process for regional accreditation will have to be adjusted.

Dr. Lorenz stated she likes the idea of the FCS pursuing one accreditor. She asked if the CIA could research the published accrediting list for the pros and cons of using one accreditor. President Parker disagreed. She stated having different accreditors could speak to specific programs at individual institutions and could present a greater value and have more flexibility for each institution's goals. Dr. Albritten stated he would like to see the research results to review the benefits of using different models. Dr. Meadows said having served on the Commission of Colleges executive board and working on 30 plus reaffirmation visits, the sentiment will be they do not accredit systems, but individual institutions. Dr. LoBasso stated he appreciates the group's willingness to research the benefits or downfalls of using one accreditor. He would like to have guidance from the Chancellor's office giving insight on how this could be implemented. Dr. Beard commented that accreditation by itself can be complicated with many layers that create a lengthy process. He stated this process should be as less complicated as possible and he agrees with Dr. Meadows, that applying as a system will be hard to accomplish. Dr. Falconetti asked Chancellor Hebda to respond to the concerns. Chancellor Hebda said she would be happy to work with the CIA to make sure they have clear expectations of what accreditation goals should be. Dr. Holdnak commented one of the biggest challenges would be the attempt to intertwine the Technical Colleges and Centers with the college system and accreditation being an ongoing bearer to an easy implementation. This could be an opportunity to look for ways to more clearly articulate between the two systems or it could push us farther apart. If the Universities select different accrediting bodies, articulation efforts in Florida could be

destroyed because it will provide an easier way for Universities to say our institutions are incompatible and they can't accept our students.

Dr. Locklear stated she appreciates the support and guidance and the council is happy to work on the details.

## 8.2 Council of Student Affairs

Dr. Gerald Jones, Student Affairs Co-Chair reported the council will be meeting in person on June 8-10, 2022. He asked the Presidents to support members' attendance at the meeting. During the last business meeting, they held breakout sessions to discuss and strategize enrollment and how to manage through the pandemic in Student Affairs. Additional discussion during the meeting centered around how to support colleagues throughout the state on how to undertake hiring challenges in many of the institutions in the FCS. Additional discussion focused on how Student Affairs could help to strategically work to close equity gaps. CSA held its first virtual learning development conversation on strategic approaches to equity, diversity, and inclusion on April 19. These conversations will continue monthly virtually. Dr. Williams asked Dr. Jones to give the COP clarification on staffing issues facing Student Affairs. She asked if the reference was to retaining employees or new hires. Dr. Jones stated it was both. They found when posting new job opportunities the postings are taking longer than usual to fill. He shared this could present challenges in serving students. They are actively working to prepare employees currently working in Student Affairs for promotions. Dr. Williams also asked if he thought it was the competition for salaries? Dr. Jones said salaries do play a role in recruiting employees as well as how to compete with remote job opportunities. Dr. Parker stated the most pressing issues for colleges are enrollment decline and retention, and she stated we are not in competition with each other. If the system is going to work it must work with honesty and transparency. She asked the council to devote time to this issue as it is important to the success of our colleges. Dr. Beard asked if Dr. Jones thought our institutions are less apt to offer employees the accommodations to work remotely? Dr. Jones stated he did think that, but in Student Affairs they are in the business of being with students. He questioned how to offer remote working opportunities when their positions are critical to being on campus. He also stated he thinks there are ways to offer the balance of working remotely while providing positive results. Dr. LoBasso stated the sheer volume of people not applying is bigger than the salaries. Dr. Williams stated the definition of enrollment is recruitment and retention. She stated that Student Affairs does the work in recruitment and the classroom does the retention. She stated that Student Affairs will have to look at unique ways to onboard students as well as how to reach

students. Dr. Williams said CSA and CIA need to work collaboratively on how do we get students in the seat and across the stage.

#### 8.3 Council of Business Affairs

There was no report from the Council of Business Affairs, the written report will be emailed to the COP.

#### 8.4 Florida Council for Resource Development

Ms. Kristen Gammon's written report was included in the meeting materials.

#### 8.5 Council for Workforce Education

There was no report from the Council for Workforce Education.

#### 9.0 Florida College System Activities Association

10.0 Dr. LoBasso asked Mr. Rob Chaney to present the voting item, the athletics reconferencing alignment. He stated this is the same item that was discussed in the previous meeting and there were no changes to the item. Mr. Chaney made one correction to the written report listing under Division II Softball which listed Palm Beach State College. Currently, Palm Beach State College does not participate in softball. He shared that Florida Gateway College recently announced the softball program will return to its institution.

Dr. Falconetti asked for a motion on the athletics reconferencing alignment.

**Action:** *Upon a motion by Dr. LoBasso and a second by Dr. Williams, the athletics reconferencing alignment passed.*

Mr. Chaney also provided an update on the 2020-2021 Section 16 report which captures student-athletes academic progress, graduation rate, honors and accolades, and if they moved on to a professional sport.

#### 11.0 Association of Florida Colleges Report


Ms. Marsha Kiner provided the report on behalf of President Stephanie L. Campbell who was attending the Association of Florida Colleges' Region IV Spring Conference. She stated the written report was included in the meeting materials. She thanked Dr. Falconetti, Ms. Lacey Hofmeyer, Mr. Seth McKeel, and State Representative Chuck Clemmons for joining the AFC during the Legislative Townhall recapping the legislative session. Ms. Kiner shared that over the next few months the AFC will be hosting several professional development opportunities including sessions during the Campus Safety Symposium in July being held on the campus of Daytona State College.

#### 12.0 Announcements/Other Business

Dr. Falconetti reminded the Presidents of the next COP meeting being held on the campus of Polk State College on the Lakeland Campus. She asked if there were any announcements or other business from the Presidents. There were none.

13.0 ADJOURN

Dr. Falconetti adjourned the April 22, 2022, Council of Presidents' Business Meeting at 11:09 a.m.



# State of Women in Leadership in Higher Education

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FLORIDA ACE WOMEN'S  
NETWORK



## Women in Executive and Educational Leadership in Higher Education in Florida 2021

### Goals of the Florida Study:

- ❖ Creation of a baseline database of executive and academic leader positions in Florida with categories for analysis including sex, school size, position type, and school type
- ❖ Research strategies for gender equity in leadership in higher education
- ❖ Share this data with University presidents and leaders in Florida so that they can strategize efforts with their campus and/or networks



# State of Women in Higher Education

National Snapshot of Data and Literature

# Urgency and Impact

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- ❖ To close the current gender pay gap in North America at the current rate would take 135 years (widened by 36 years during the pandemic).
- ❖ Nationally, women are 57% of all college students, 26% of full professors, 23% of university presidents, and 14% of presidents at doctoral-granting institutions.
- ❖ Women have a greater share of the entry-level, teaching-only, and service positions, but not leadership positions. There are less women represented at the higher tenure ranks.
- ❖ Gender-diverse companies are 15% more likely to outperform their peers.



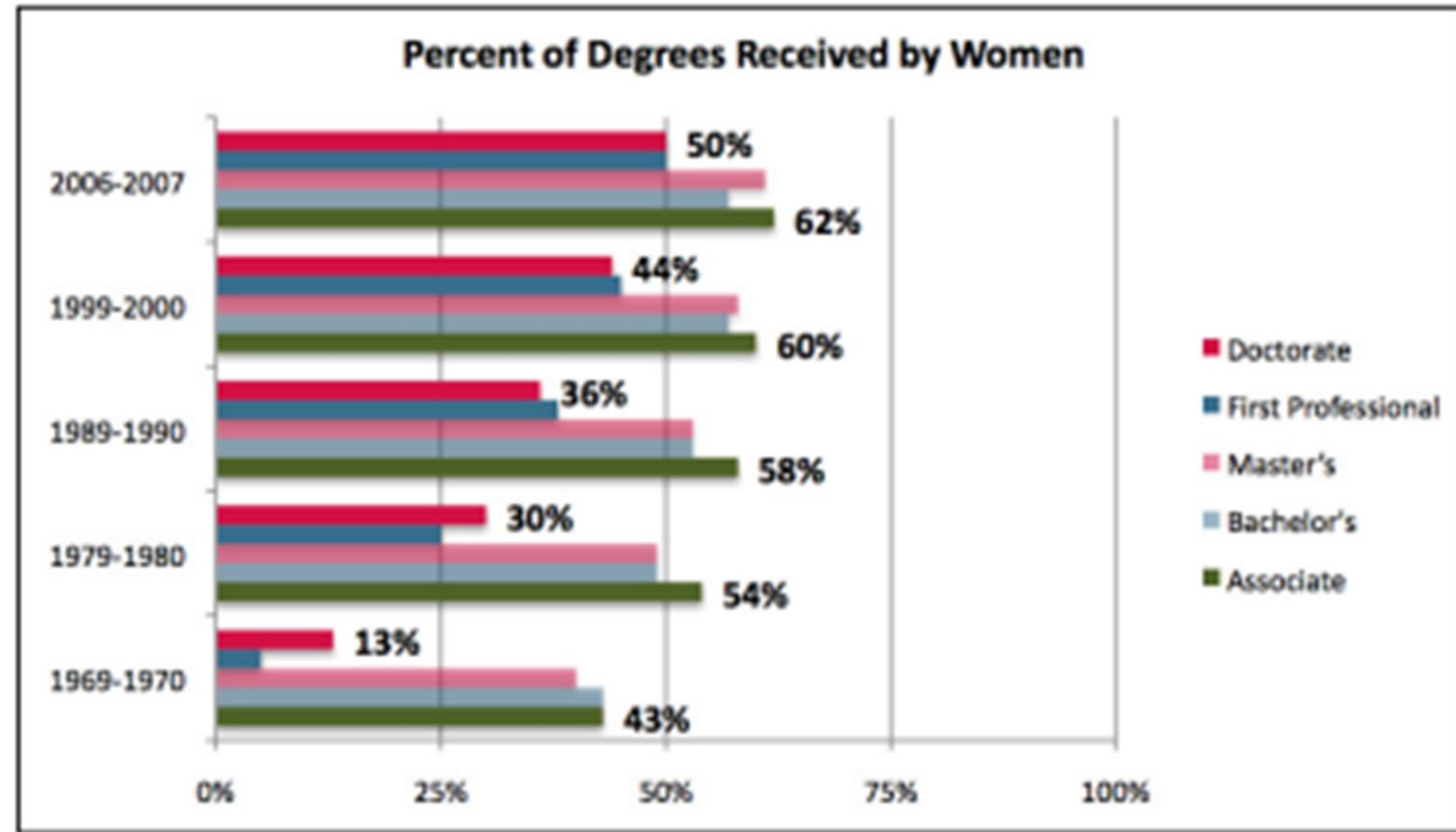
# Urgency and Impact

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- Higher education landscape:
  - financial instability
  - a shrinking and more diversified student population
  - an increased expectation from staff, faculty, and students for inclusion, equity, authenticity, and representative voice
- Women leaders have been shown overall to:
  - provide a “leadership with” versus “leadership over” model
  - are more likely to use a transformational style of leadership instead of a transaction style
  - more often adapt their style to the needs of those they are leading
  - more welcoming to change
  - more likely to delegate, collaborate, create teams, and empower others
  - are stronger at building relationships.

The Pipeline myth is the persistent idea that too few women are qualified for leadership positions. However, the data on degree attainment indicates that, there are more than enough qualified women to fill leadership positions. The data shows us that women are receiving 50% or more of all levels of degrees.

The pipeline does get effected as women get promoted less often. Women are less likely to be approved for different levels of tenure which impacts their ability to be seen as eligible for positions like chair, associate dean, dean, and VP for academic affairs.



Source: Digest of Educational Statistics 2008, Table 268 [http://nces.ed.gov/ipeds/data/digest/digest08/tables/dt08\\_268.asp](http://nces.ed.gov/ipeds/data/digest/digest08/tables/dt08_268.asp)

# Pipeline Myth

[HES-Pipelines-Pathways-and-Institutional-Leadership-2017.pdf \(acenet.edu\)](#)

# Pipeline Myth

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“It’s time for new approaches. Let’s stop trying to fix the women and instead fix the system. The lack of women presidents is not a pipeline issue—women serve as nearly 40% of all provosts. What we are seeing is systemic bias,” said Andrea Silbert, President of Eos. “Change must start with governing boards—only 38% of universities were willing to share board diversity data. If boards don’t provide transparency, what message does that send?”

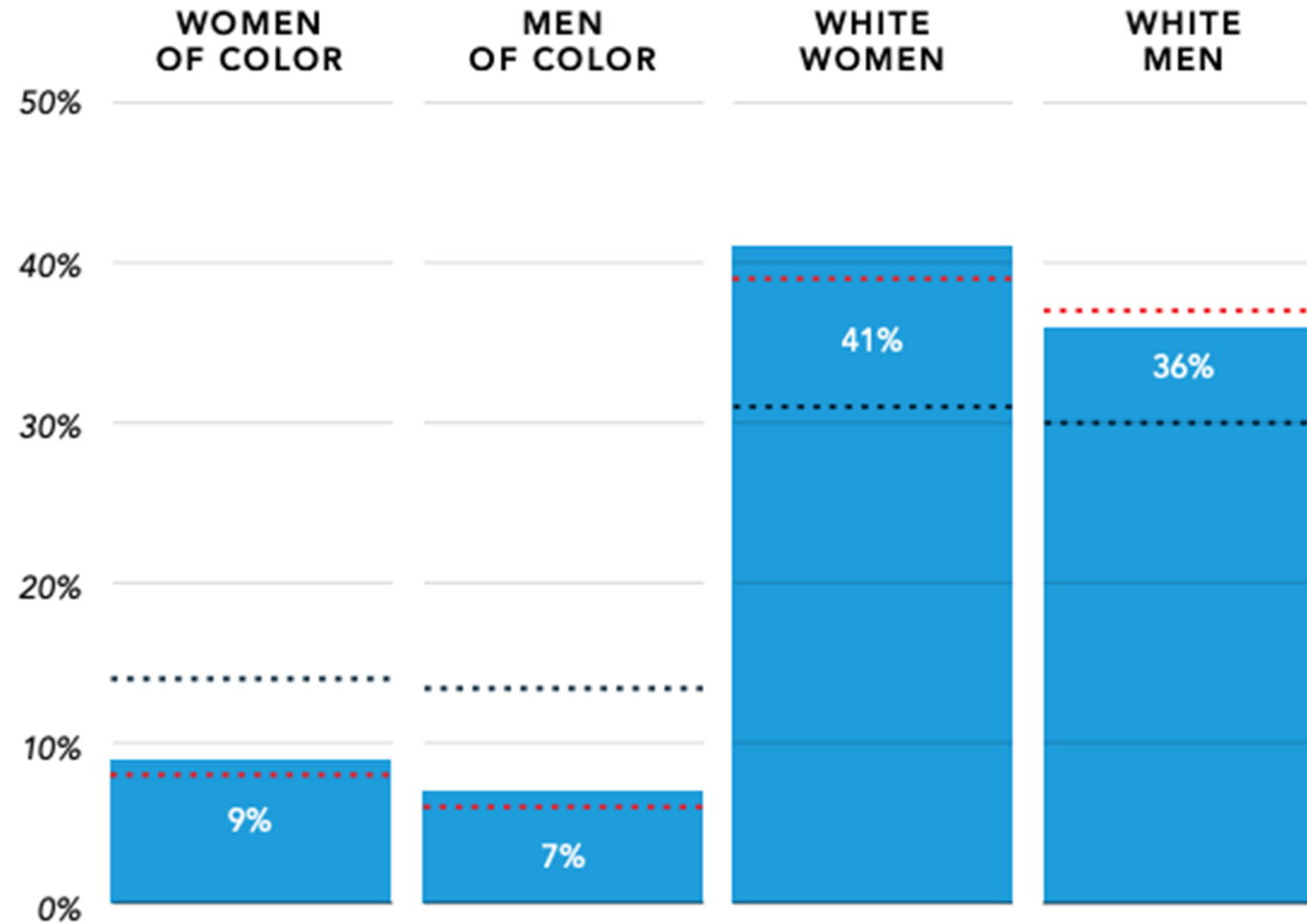
The AAUW and Eos noted in their report that of those that did, only 8% of boards have gender equity.

WOMEN OF COLOR IN HIGHER ED

## Representation in the Higher Ed Workforce

..... Representation in U.S. Population

..... Representation Among Four-Year Degree Holders



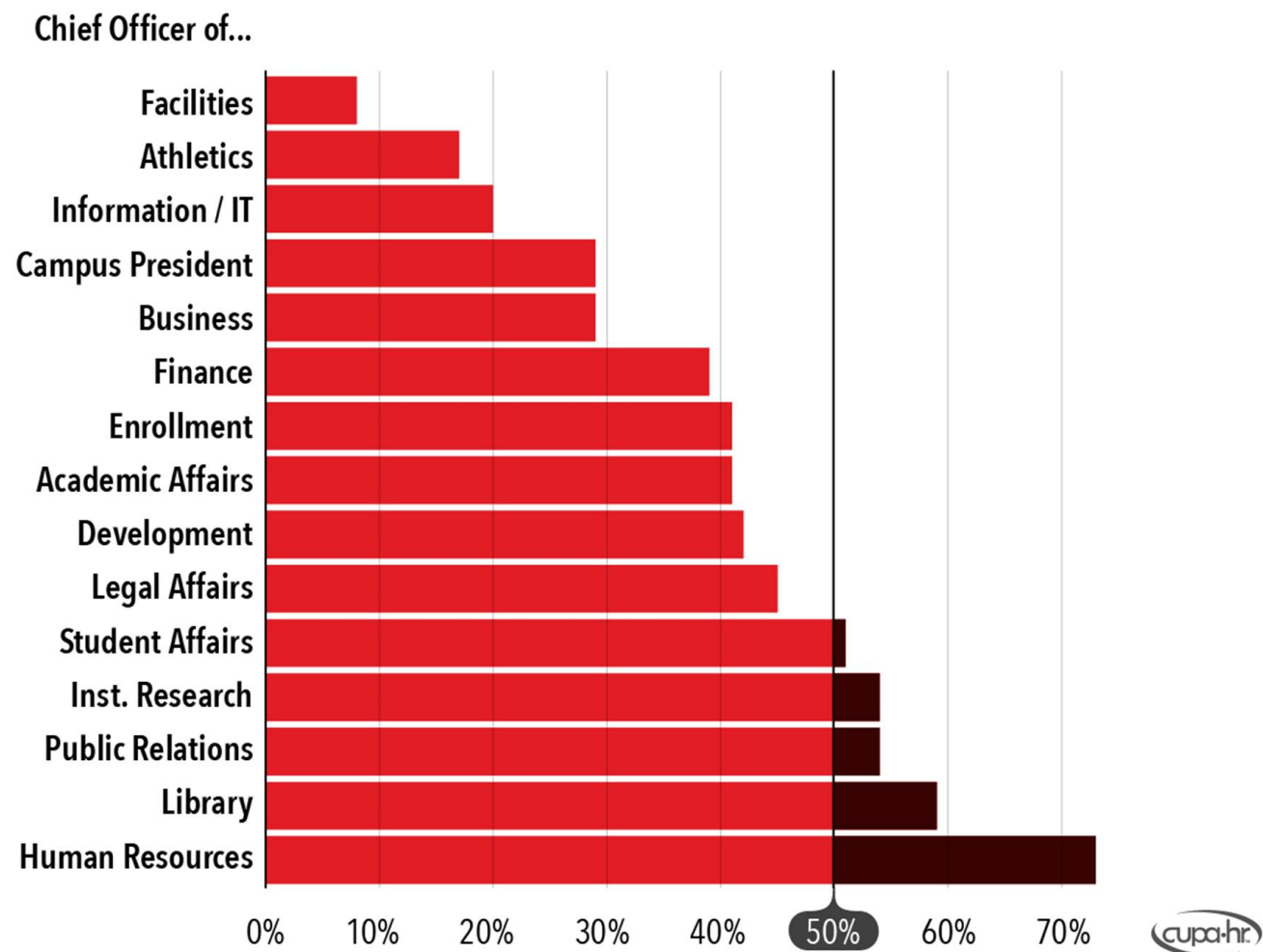
ADMINISTRATORS IN HIGHER EDUCATION

## Female Representation Across Position Types, 2001–16



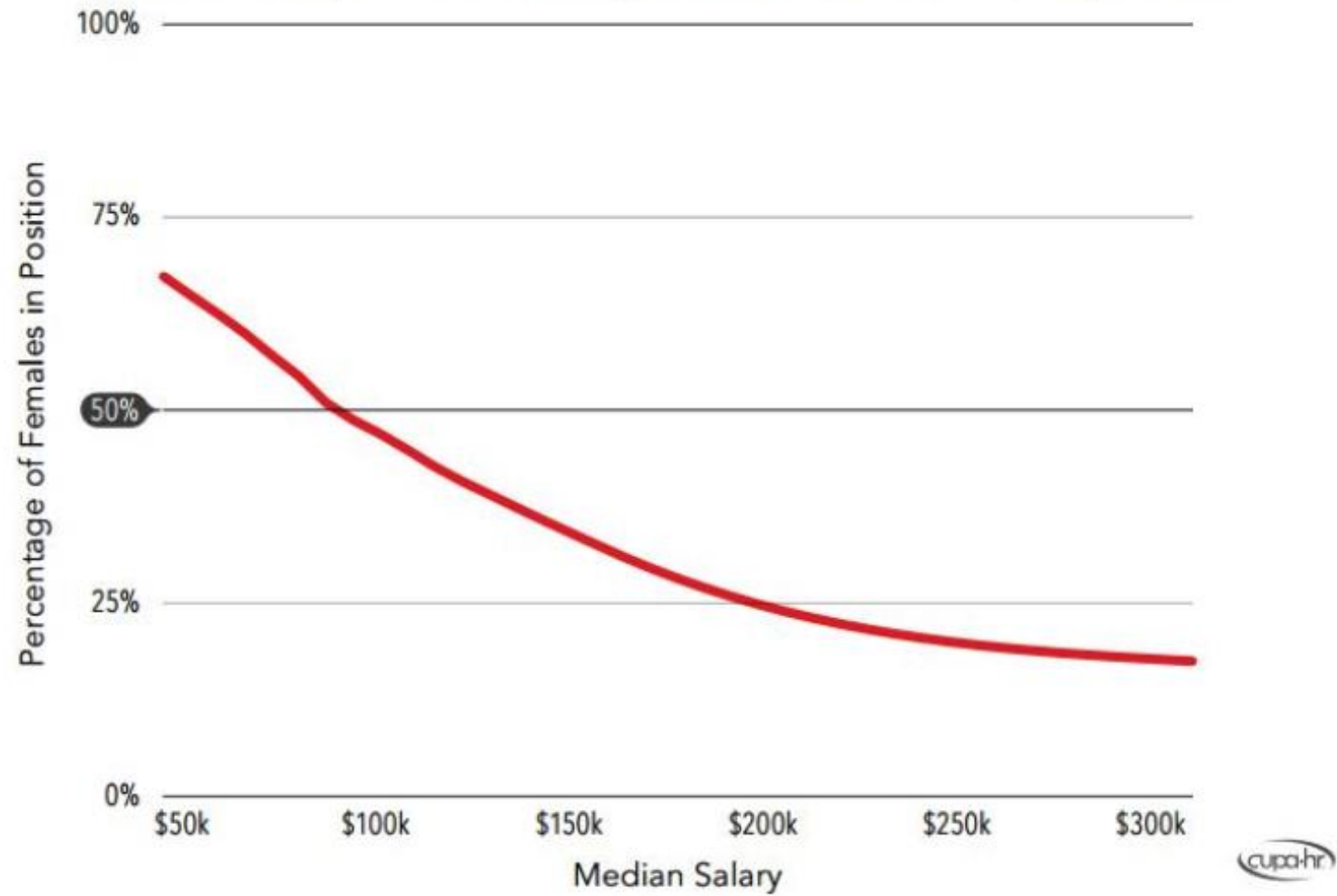
ADMINISTRATORS IN HIGHER EDUCATION

## Female Representation in Select Executive Positions, 2016



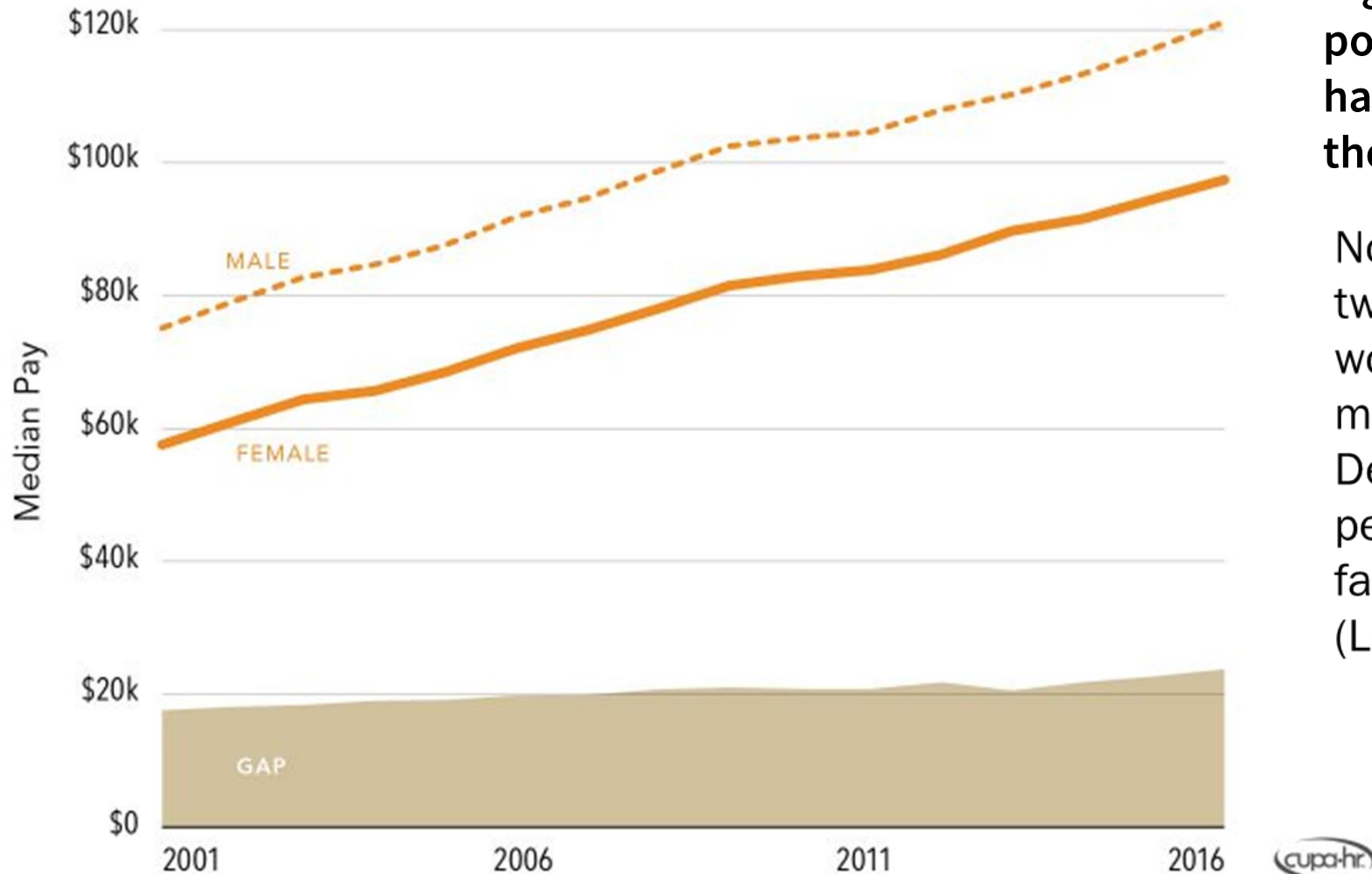
ADMINISTRATORS IN HIGHER EDUCATION

## Female Representation by Median Position Salary, 2016



ADMINISTRATORS IN HIGHER EDUCATION

## Male and Female Salaries, 2001–16



**Note: The gender pay gap in higher ed administrative positions is not narrowing. It has been fairly consistent for the past 15 years.**

Note: The gap is narrower at two-year institutions where women earn 96% of what men earn (AAUP, 2011). Despite the salary gaps, the percentage of women in faculty roles is nearing 50% (Lennon, 2013).

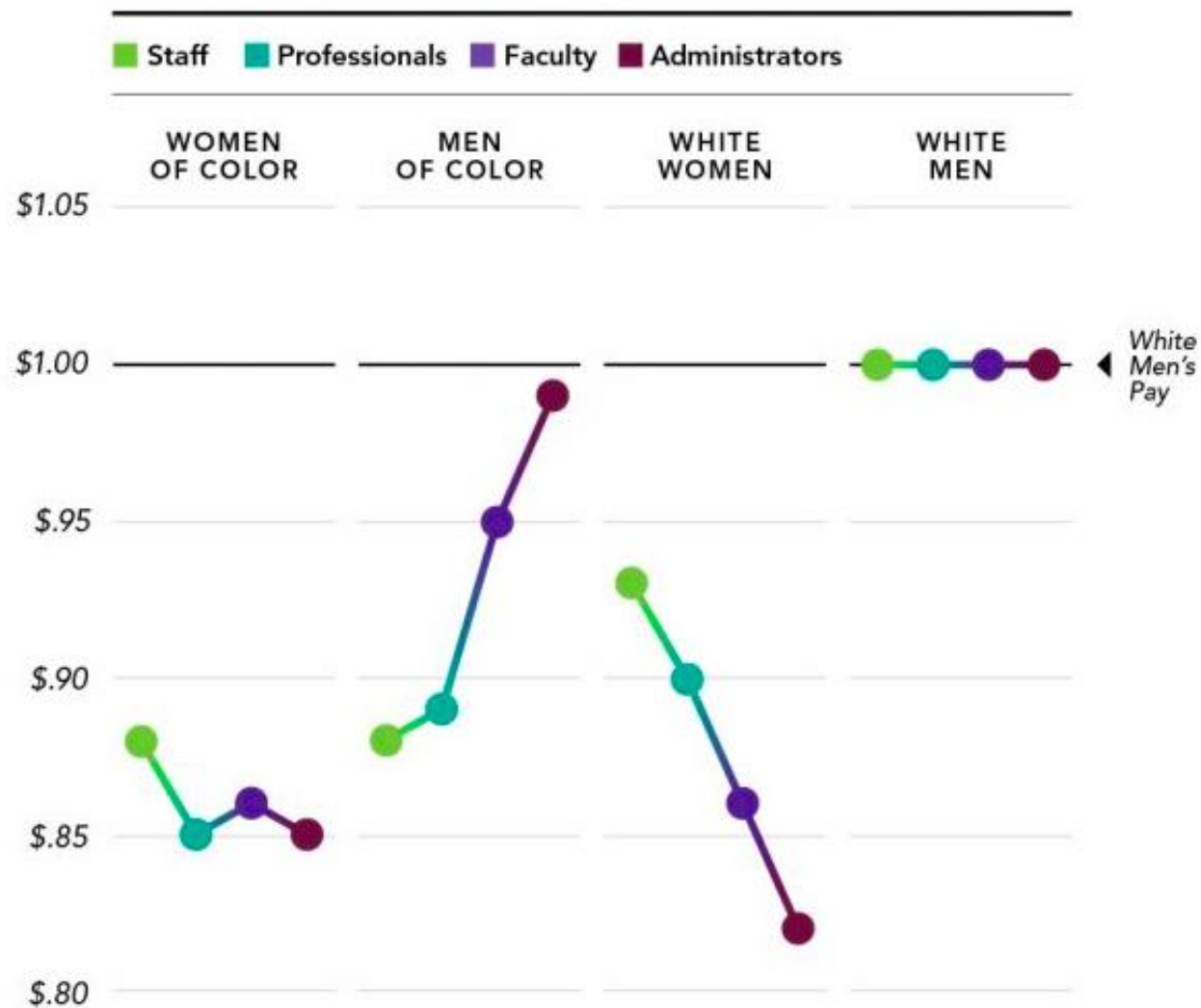




WOMEN OF COLOR IN HIGHER ED

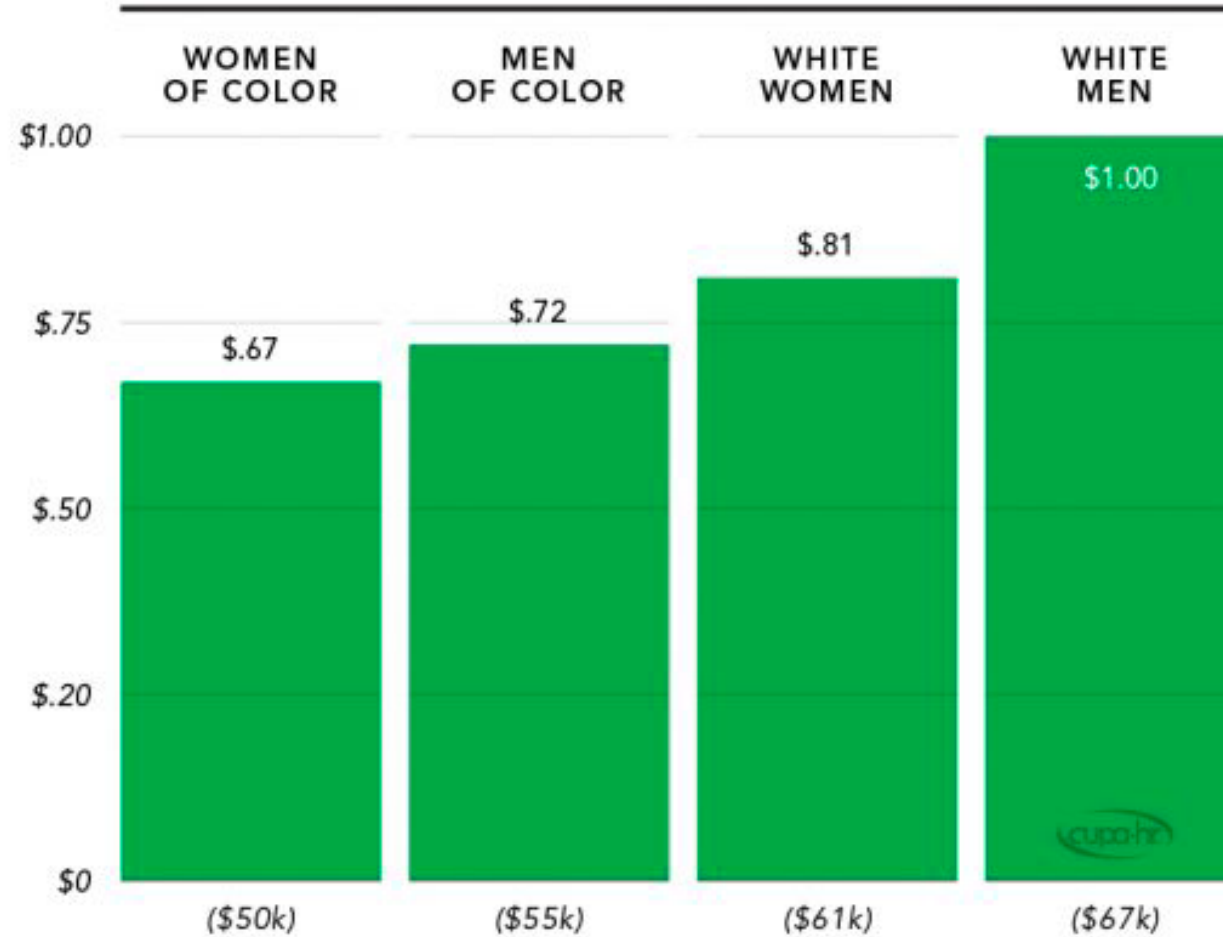
## Pay Equity by Position Type

Median Pay as Proportion of White Men's Pay



REPRESENTATION AND PAY OF WOMEN OF COLOR IN HIGHER ED

## Median Pay Compared to White Men



# Pay Equity and Representation of Women Increase with Female Presidents and Provosts

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- ❖ New research by CUPA-HR found that U.S. colleges and universities with women presidents or provosts have higher representation of women in administrative, dean and faculty positions. In fact, the findings show that institutions with female presidents have a higher percentage of women in all administrative categories.
- ❖ Although female administrators are generally paid less than male administrators in the same positions regardless of the sex of the president, the study found that female senior institutional officers, institutional administrators, and heads of divisions have higher pay and are paid more equitably at institutions with a female president.

- Nearly 33% of National College Presidents are Women
- They are compensated .91cents on the dollar of men's compensation
- Women are more likely to have come from a senior academic affairs role, whereas men presidents are more likely to come from other higher ed executive roles or outside of higher education
- Women presidents are more likely to have an EdD or PHD than their male counterparts
- Women Presidents and Provosts are significantly less likely to be married or have children than their male counterparts

# The State of Presidents

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# Barriers as reported by Women Higher Education Leaders

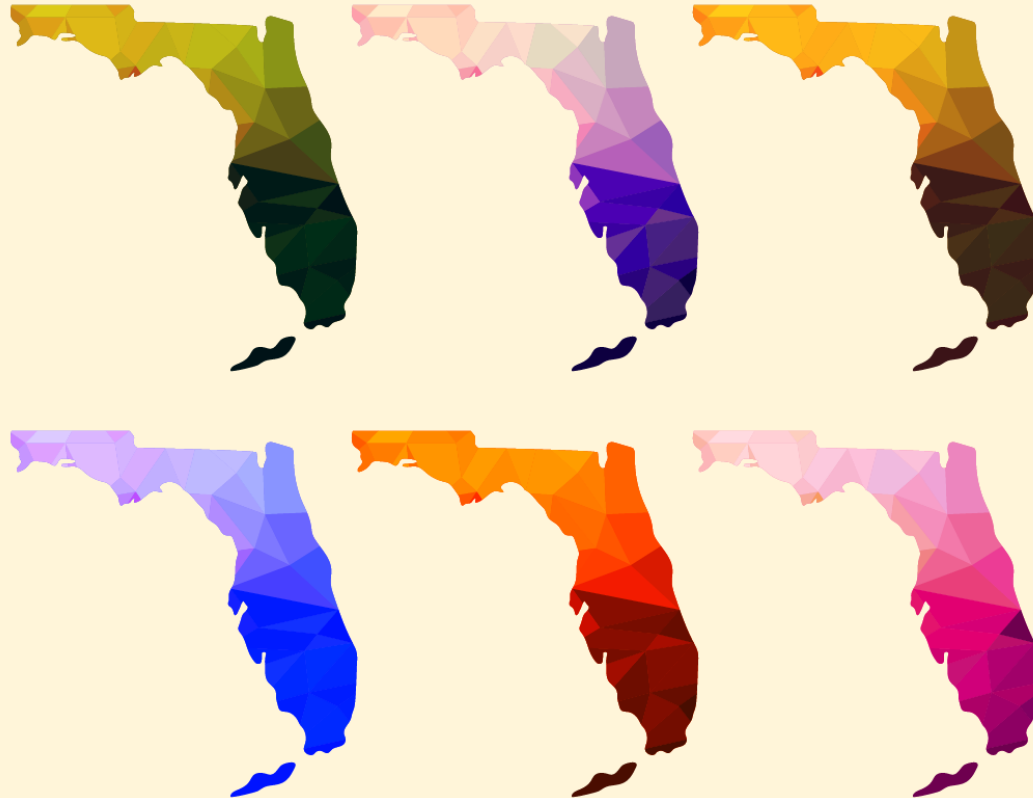
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- ❖ Different expectations for men and women leaders
- ❖ Lack of support (at a bigger deficit for women of color)
- ❖ Isolation
- ❖ Broad Scope of the Job (at a level of bigger concern for women on color)
- ❖ Not having voice valued
- ❖ Being less geographically mobile
- ❖ The conservative cultural and hiring nature of institutions

# Study of Women in Higher Education in the State of Florida

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FL ACE WOMEN'S  
LEADERSHIP NETWORK

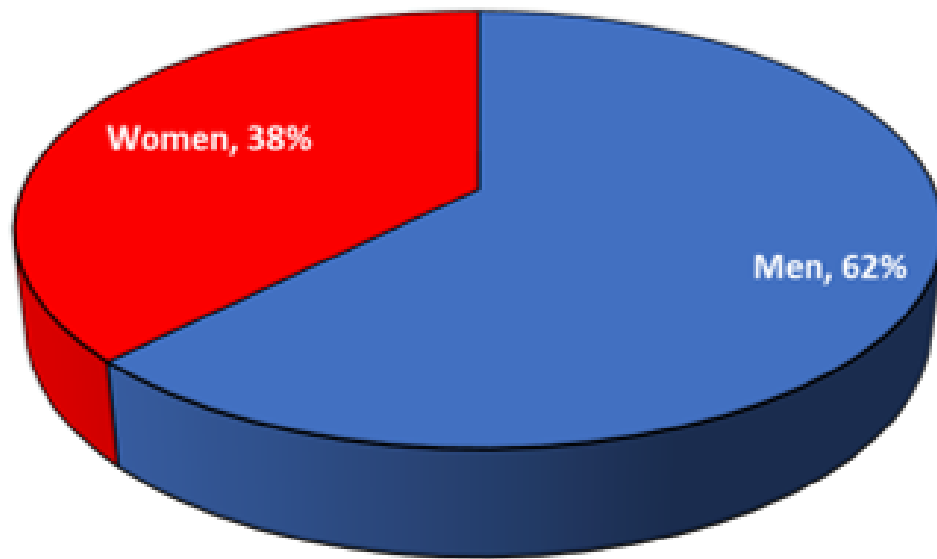


# Florida Data

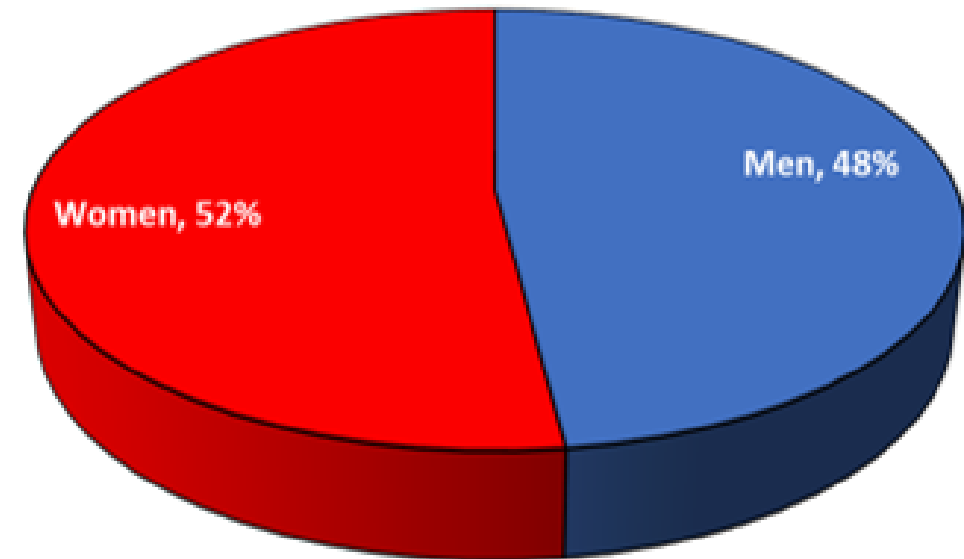
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- ❖ Gathered September 2021
- ❖ Data set includes the 74 SACS accredited institutions of higher education in Florida
- ❖ 4 of the institutions are not categorized as ICUF, SUS, or FLCC
- ❖ Executive Leadership was defined as the positions of President, Campus President, Chief Financial Officer, Chief Academic Officer, Chief Student Affairs Officer, Chief Marketing Officer, Chief Enrollment Officer, Chief Development Officer, Chief Athletics Officer, and, when listed as senior leadership/cabinet level, Legal Counsel, Chief Information Officer, Chief Diversity Officer, Chief Operating Officer, and Chief for External Relations/Workforce
- ❖ Academic Leadership is defined by Academic Deans and Chief Academic Officer
- ❖ The researcher used names, photos, and press release pronouns to classify personnel into two genders (acknowledging the limitations of this method vis-à-vis the trans community)
- ❖ Recognizing intersectionality, suggested further study should include race/ethnicity, but would need a survey-based form of data collection to collect this data

According to the most recent United States Bureau of Labor Statistics Women's Databook report from April 2021<sup>1</sup> (reporting data from 2019), 52% of the country's professional workforce was women, yet only 38% of the 576 individuals currently serving in executive leadership<sup>2</sup> positions at Florida's 74 institutions of higher education<sup>3</sup> are women<sup>4</sup>. This represents a statistically significant difference of small effect using a chi square test.



*Figure 1. FL Executive Leadership x Gender*



*Figure 2. US Professional Workforce x Gender*

<sup>1</sup> United States Bureau of Labor Statistics Report 1092: Women's Databook

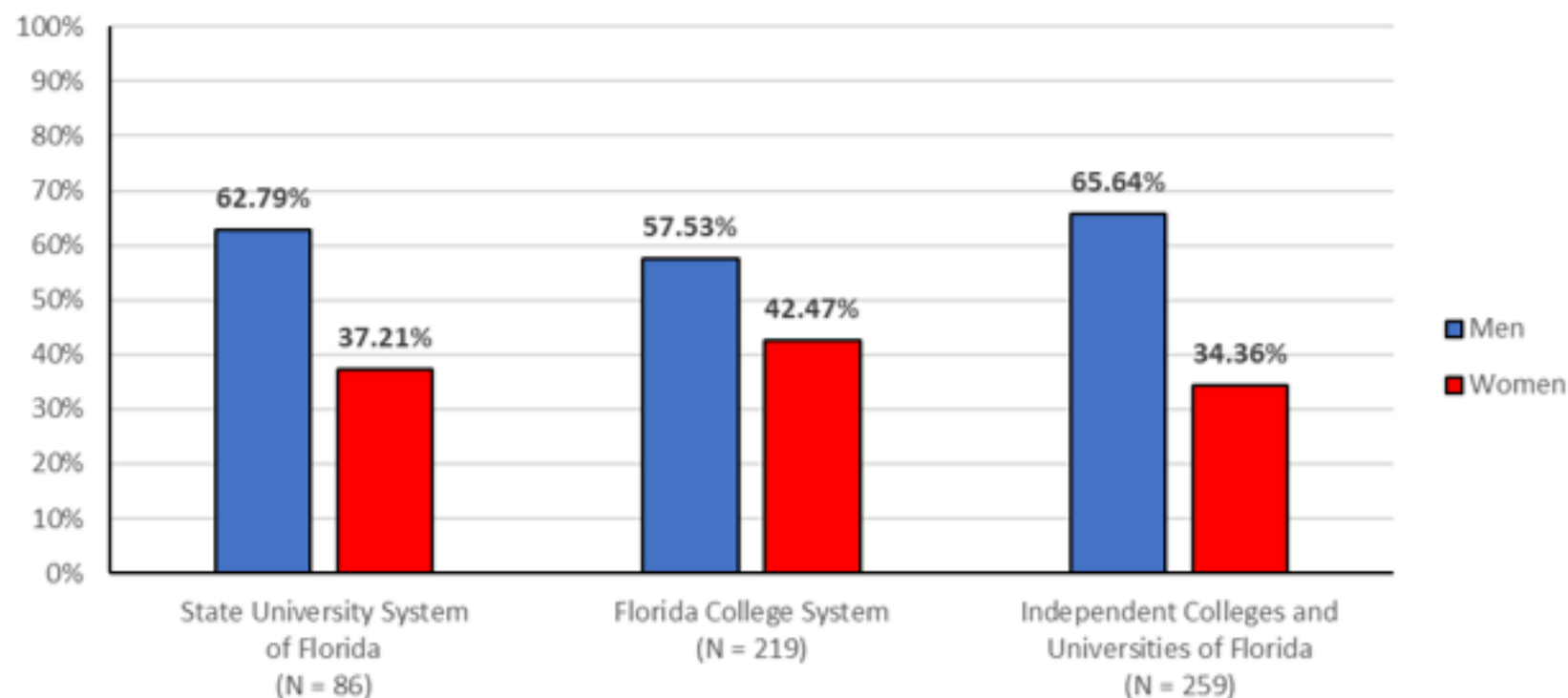
<sup>2</sup> An institution's president and chief officers; see Fig. 4 for a detailed listing of positions included

<sup>3</sup> Accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)

<sup>4</sup> The researcher used names, photos, and press release pronouns to classify personnel into two genders (acknowledging the limitations of this method vis-à-vis the trans community)



The observed distribution of men and women was significantly statistically different than the expected distribution based on the professional workforce distribution across the three primary types of organizations<sup>5</sup> within higher education in Florida. This difference was of medium effect size for the State University System of Florida and the Independent Colleges and Universities of Florida (ICUF), and small for the Florida College System.



*Figure 3. FL Executive Leadership x Organization Type & Gender*

This statistically significant departure from expectation was present in 40% of the positions within executive leadership in the state. Among the 15 positions researched, a statistically significant difference between the expected distribution (based on the US professional workforce) and the observed distribution was found in six areas. In five of these areas, a disproportionate number of men held positions, but in one area (Chief Diversity Officer) the direction of the difference was more women in the role.

Executive Leadership Position	Men		Women		Significance	
	N	%	N	%	P-Value	Effect Size
<b>President* (N = 74)</b>	<b>58</b>	<b>78.38%</b>	<b>16</b>	<b>21.62%</b>	<b><math>p &lt; .01</math></b>	<b>Large</b>
Campus President (N = 42)	21	50.00%	21	50.00%		
<b>Chief Academic Officer (N = 69)</b>	<b>43</b>	<b>62.32%</b>	<b>26</b>	<b>37.68%</b>	<b><math>p &lt; .05</math></b>	<b>Small</b>
<b>Chief Athletics Officer (N = 42)</b>	<b>36</b>	<b>85.71%</b>	<b>6</b>	<b>14.29%</b>	<b><math>p &lt; .01</math></b>	<b>Large</b>
Chief Development Officer (N = 53)	28	52.83%	25	47.17%		
<b>Chief Diversity Officer† (N = 18)</b>	<b>2</b>	<b>11.11%</b>	<b>16</b>	<b>88.89%</b>	<b><math>p &lt; .01</math></b>	<b>Large</b>
Chief Enrollment Officer (N = 46)	28	60.87%	18	39.13%		
Chief External Relations/Workforce Officer† (N = 14)	6	42.86%	8	57.14%		
<b>Chief Finance Officer (N = 68)</b>	<b>49</b>	<b>72.06%</b>	<b>19</b>	<b>27.94%</b>	<b><math>p &lt; .01</math></b>	<b>Medium</b>
<b>Chief Information Officer† (N = 37)</b>	<b>31</b>	<b>83.78%</b>	<b>6</b>	<b>16.22%</b>	<b><math>p &lt; .01</math></b>	<b>Large</b>
Chief Institutional Research Officer† (N = 15)	9	60.00%	6	40.00%		
Chief Marketing Officer (N = 39)	22	56.41%	17	43.59%		
Chief Operations Officer† (N = 10)	7	70.00%	3	30.00%		
Chief Student Affairs Officer (N = 64)	30	46.88%	34	53.13%		
Legal Counsel† (N = 14)	5	35.71%	9	64.29%		
* - Includes the CEO of Keiser University						
† - Only included if listed as a member of cabinet/executive leadership team						

Figure 4. FL Executive Leadership x Position & Gender

## Presidents

The difference in distribution of men and women in the role of president among the organizations, although not statistically significant, was rather substantially descriptively different, with presidents of ICUF being almost exclusively men.

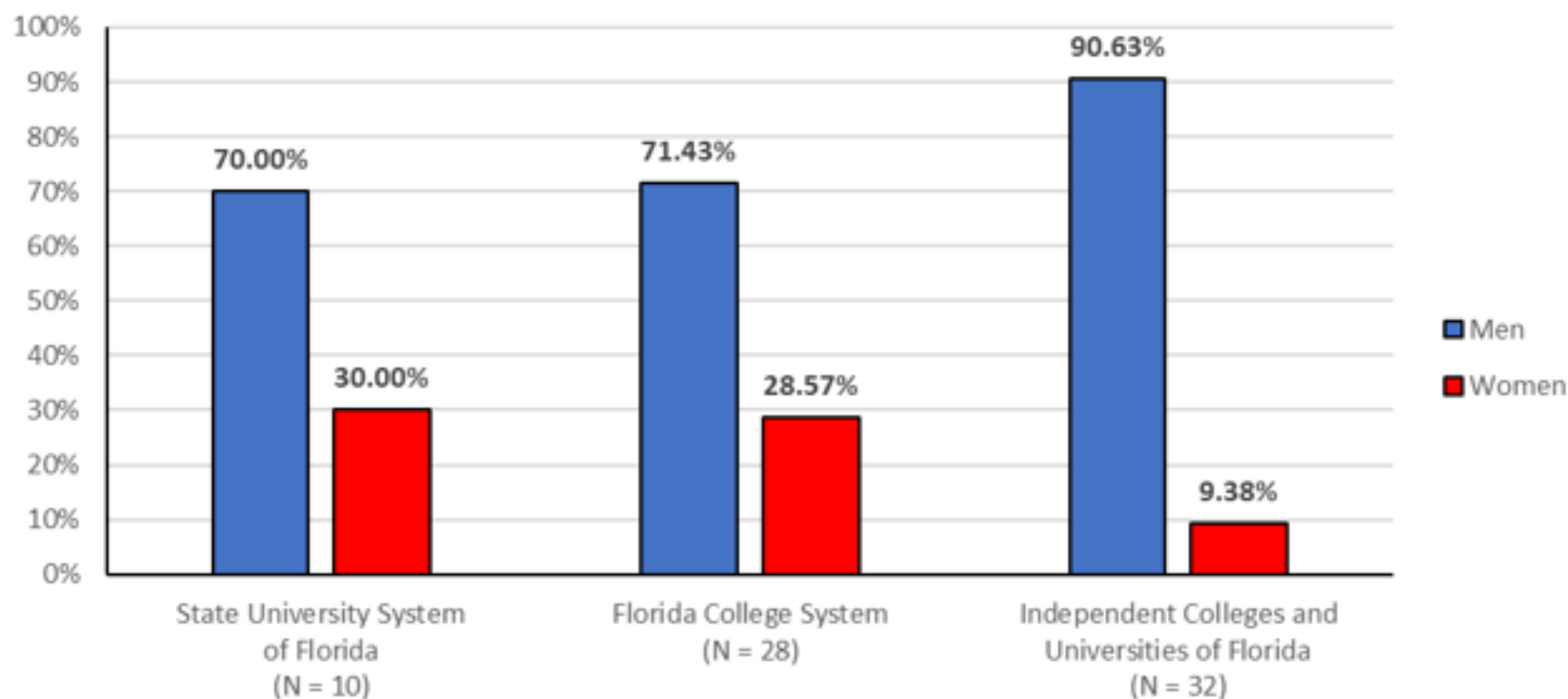


Figure 5. FL Presidents x Organization Type & Gender

### Institutional Characteristics

Regarding region, institutions in the north did not have a statistically significant difference between the expected and observed distribution of gender. A medium effect size statistically significant difference was present in the central and south regions.

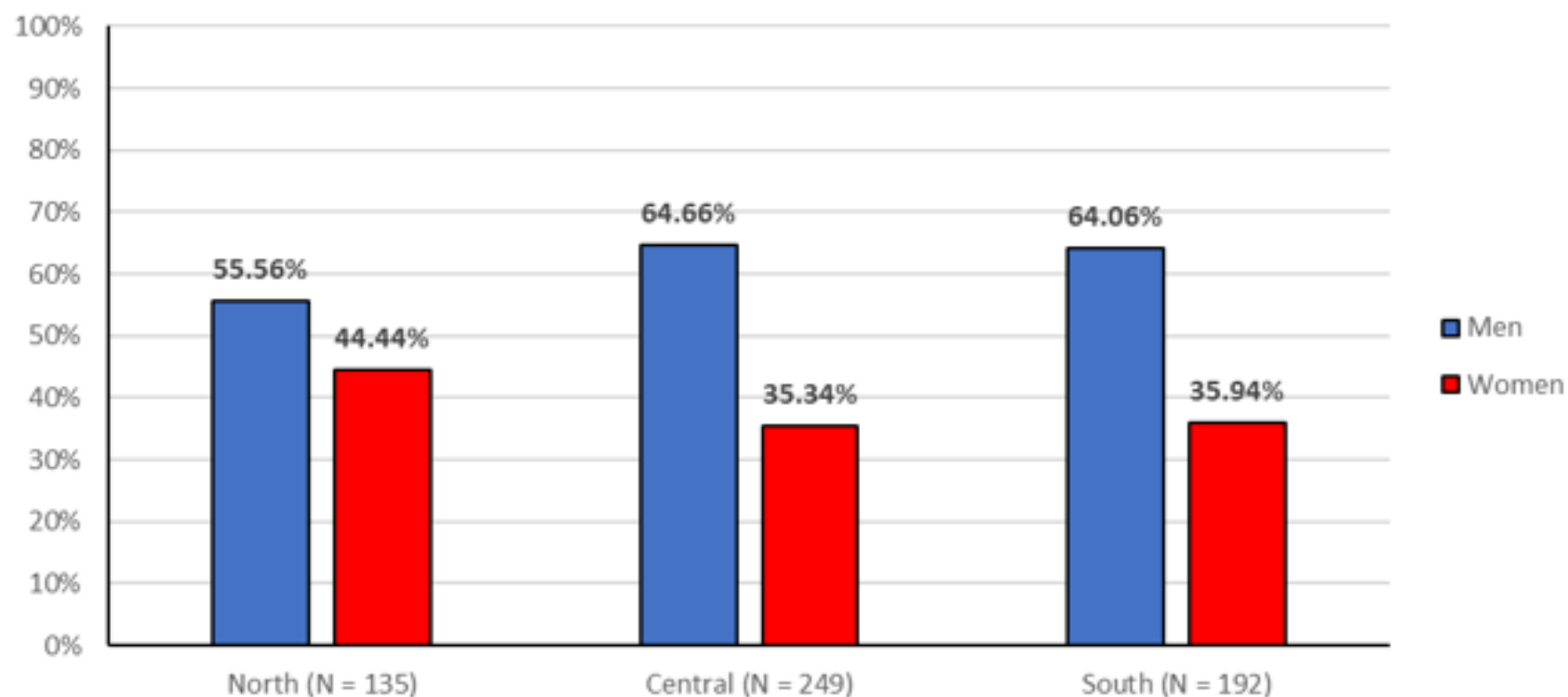


Figure 6. FL Executive Leadership x Region & Gender

### Institutional Characteristics

The difference between the expected and observed distribution of men and women was statistically significant for all but the very small institutions<sup>6</sup>. The effect size was small for very large and medium sized institutions and medium for large and small institutions.

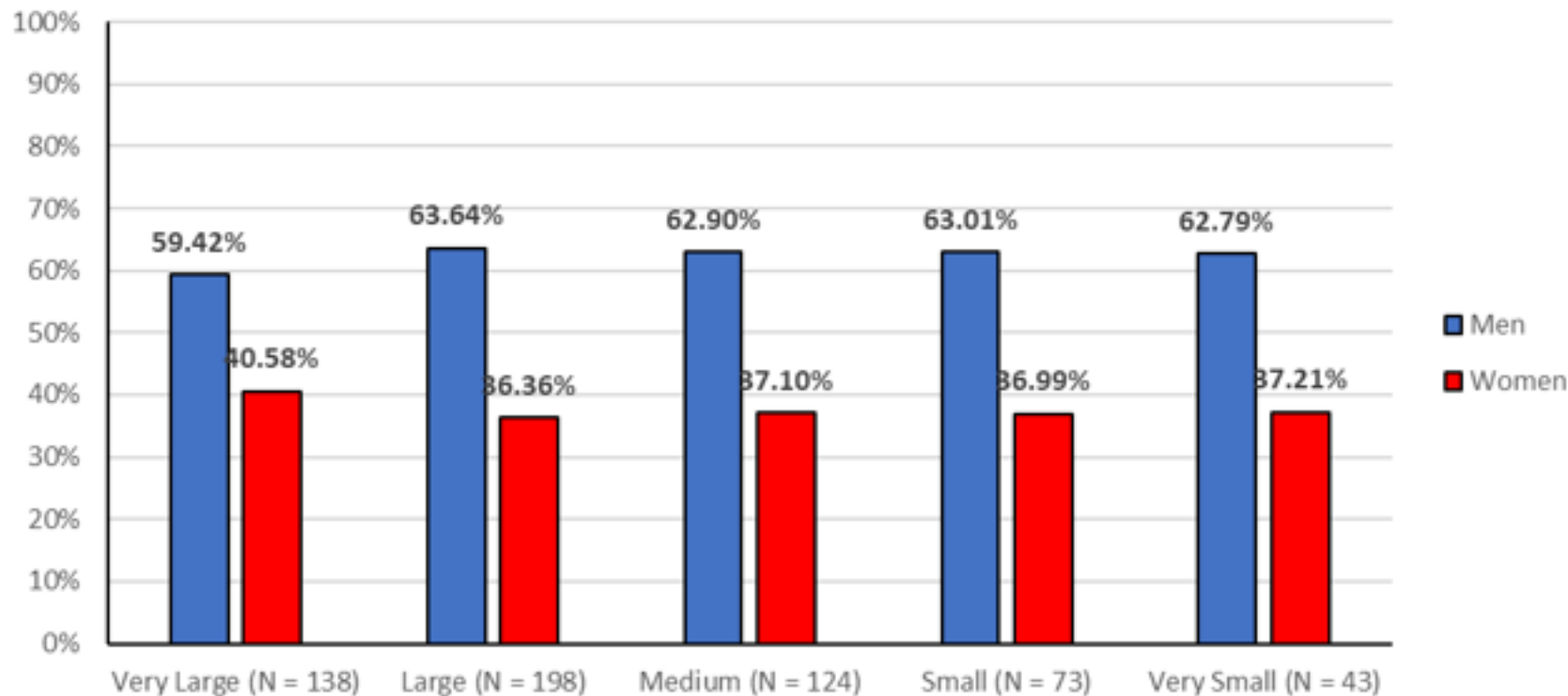
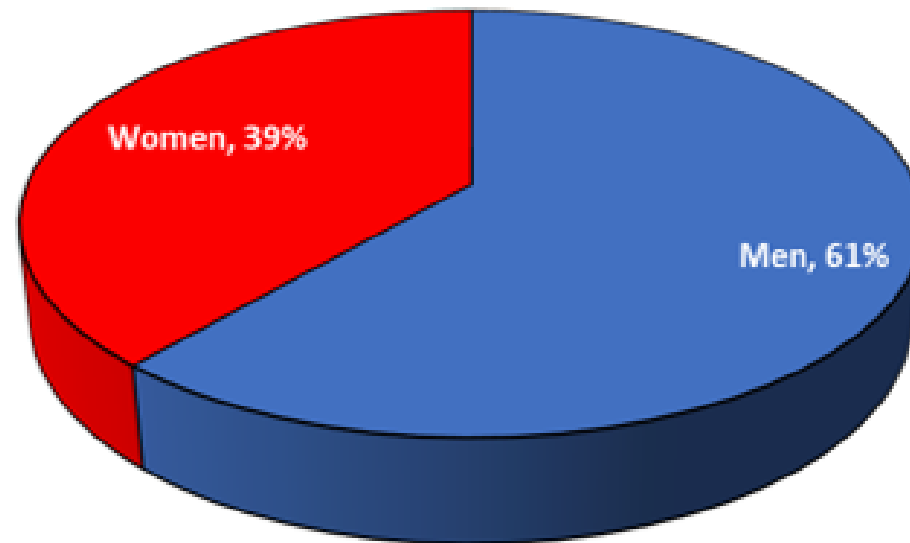


Figure 7. FL Executive Leadership x Size & Gender

### Academic Leadership

Florida's academic leadership positions are also disproportionately held by men, with only 39% of the 359 chief academic officer or academic dean positions currently held by women, a statistically significant difference of small effect.



*Figure 8. FL Academic Leadership x Gender*

The difference was not, however, statistically significant within the Florida College System, where 47% of academic leaders are women. The difference was of medium effect size for the State University System of Florida and ICUF.

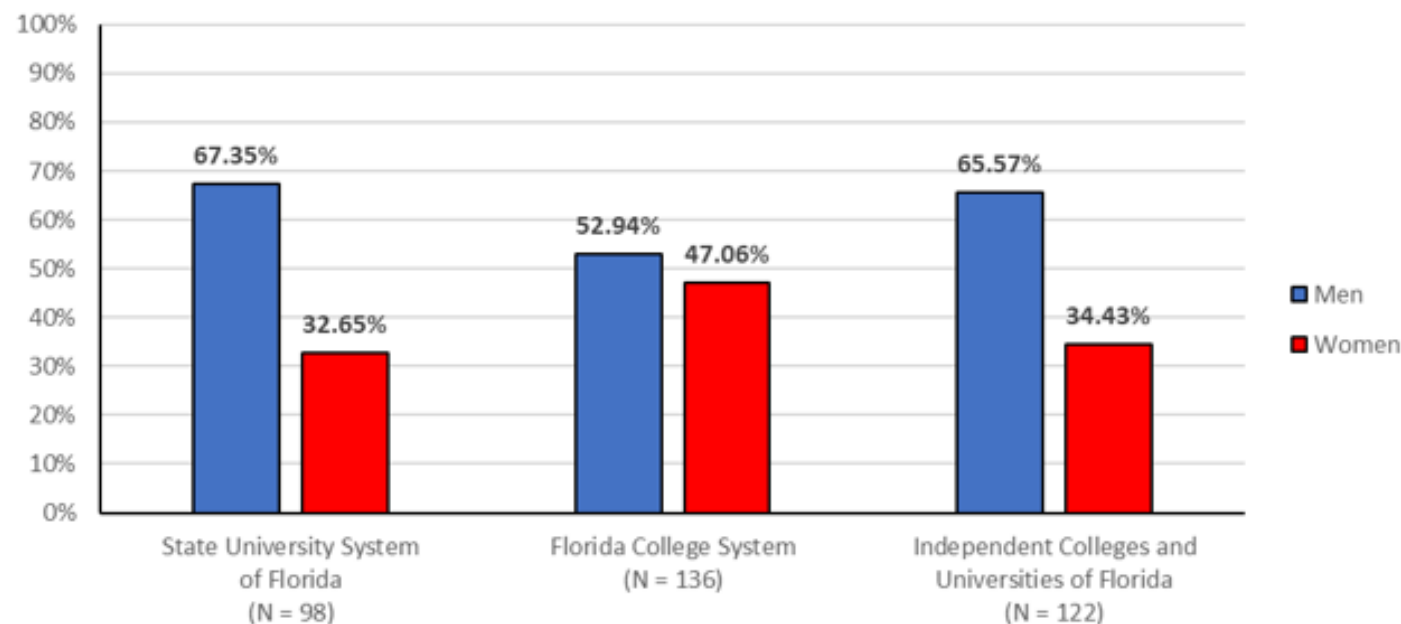


Figure 9. FL Academic Leadership x Organization Type & Gender

The difference between expected and observed gender distribution among academic leaders within the state of a statistically significant difference for both chief academic officers and academic deans.

Academic Leadership Position	Men		Women		Significance	
	N	%	N	%	P-Value	Effect Size
Chief Academic Officer (N = 69)	43	62.32%	26	37.68%	$p < .05$	Small
Academic Dean (N = 293)	178	60.75%	115	39.25%	$p < .01$	Small

Figure 10. FL Academic Leadership x Position & Gender

# ACTION

## Suggested next steps

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FL ACE WOMEN'S  
LEADERSHIP NETWORK



# ideals.

## ACE Women's Leadership IDEALS

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- ❖ Identify women leaders
- ❖ Develop their leadership abilities
- ❖ Encourage the use of those abilities
- ❖ Advance women's careers
- ❖ Link them to other women and mentors
- ❖ Support women in mid- and executive level positions

# Suggested Strategies

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## DATA:

- ❖ Institution-specific data examination of percentage and pay equity of women. Identify specific goals and create plans for impact.
- ❖ Increase equity data transparency.

## POLICY & FINANCIAL LEVERAGING:

- ❖ Strategically leverage financial resources towards equity goals (salary, benefits, professional development, professional coaching).
- ❖ Adjust policies that disproportionately impact women such as ability to be hybrid, pause of tenure clocks, accrual and loss of leave, flexibility in work-place structures; awareness of meeting and event timing.

# Suggested Strategies

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## LEADERSHIP & CULTURE

- ❖ Do strategic succession planning that leverages equity on leadership teams and boards.
- ❖ Create a tipping point/mass of women in executive and administrative leadership.
- ❖ Create joyful cultures where leaders know each other personally, tackle change together in communicative ways, and invite constructive criticism and voice.
- ❖ Dedicate time to talk with current women in leadership to discuss why they would or would not seek positions of advancement, or factors that contributed to their current roles.
- ❖ Male leaders examine traditional masculine and feminine approaches and capacity. Mindfully balance and apply to your leadership style.
- ❖ Train leadership teams in conflict management, crisis communication, development, and business aspects of higher education.
- ❖ Diversify and train search committees and have an expectation for diverse applicant pools.
- ❖ Promptly and swiftly address any harassment, discrimination or other bias.

# Suggested Strategies

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## **LISTENING, MENTORING, COACHING AND NOMINATION:**

- ❖ Amplify women's voices.
- ❖ Identify highly talented women and engage in a mentoring relationships
- ❖ Identify mid-level women leaders and coach them on advancing to the executive level
- ❖ Nominate women to lead committees, serve on accreditation teams, for promotion while watching for service overload.
- ❖ Create connections and assist with networking for women leaders.
- ❖ Create pathways for women in areas such as CAOs, Athletics Directors, and presidents including looking beyond sitting women in those positions.



# References

# References

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1. ACE: Pipelines, pathways, and institutional leadership <https://www.acenet.edu/Documents/HES-Pipelines-Pathways-and-Institutional-Leadership-2017.pdf>
2. ACE: Moving the needle: Advancing women in higher educational leadership [Moving the Needle: Advancing Women in Higher Education Leadership \(acenet.edu\)](https://www.acenet.edu/Moving-the-Needle-Advancing-Women-in-Higher-Education-Leadership)
3. Dear, R. (2016) Surviving at the Top: A critical case study of female administrators in higher education, [Surviving at the Top: A Critical Case Study of Female Administrators in Higher Education \(georgiasouthern.edu\)](https://www.georgiasouthern.edu/surviving-at-the-top)
4. DeFrank-Cole, L. & Tan, Sherylle (eds.) (2019) *Women's Leadership Journeys: Stories, Research, and Novel Perspectives*,. 61-71. London, England: Routledge/Taylor & Francis Group.
5. Hannum, K., Muhly, S., Shockley-Zalabak, P, & White, J. (2015) "Women Leaders within Higher Education in the United States: Supports, Barriers, and Experiences of Being a Senior Leader." *Advancing Women in Leadership*, 35: 65-75, <https://journals.tdl.org/awl/index.php/awl/article/download/129/114>
6. [The Gender Pay Gap and the Representation of Women in Higher Education Administrative Positions | CUPA-HR \(cupahr.org\)](https://www.cupahr.org/gender-pay-gap-representation-women-higher-education-administrative-positions)
7. Women earn more under female presidents (2022). [Study: Women-led colleges hire more women and pay them better \(insidehighered.com\)](https://www.insidehighered.com/study-women-led-colleges-hire-more-women-and-pay-them-better)

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7. Shepherd, S (2017). “Why are there so few female leaders in higher education: A case of structure or agency?” *Management in Education*, 31, 2: 82-87
8. Stefano, C.; webinar with Credo (2021) Baret Leadership Consulting, The role of women cabinet members in transforming leadership: Creating opportunities for women’s advancement in higher education.
9. Stories from the Summit Trail: Leadership journeys of senior women in higher education (2014), HERS, Center for Creative Leadership, University of Colorado, Colorado Springs, TIAA CREF, [StoriesfromtheSummitTrail.pdf \(hersnetwork.org\)](#)
10. Tidy, A. (2021) [Germany to set quota for women in top companies' boardrooms as progress stalls | Euronews](#)
11. The White House Project Report Benchmarking Women’s Leadership (2009) [benchmarking\\_final\\_report\\_11.15.09.pdf \(harvard.edu\)](#)
12. World Economic Forum, Global Gender Gap Report (2021) [Global Gender Gap Report 2021 | World Economic Forum \(weforum.org\)](#)
13. Women in the Leadership Pipeline in Higher Education Have Better Representation and Pay in Institutions With Female Presidents and Provosts Report (2022). <https://www.cupahr.org/surveys/research-briefs/women-executives-in-higher-ed/>

**Florida College System Council of Presidents  
Agenda Item Request Form**

**1. Agenda Item Name:**

FCSRMC Report

**2. Date of COP Meeting for Agenda Item Consideration:**

May 20, 2022

**3. Presenter:**

Dr. John Holdnak to be listed as presenter:

(FYI - FCSRMC staff may attend via Zoom. We are waiting to hear back from Dr. Holdnak on whether we will need to attend or not.)

**4. Description of Agenda Item:**

Ratification Items:

Property/Casualty:

- 2022 Property/Casualty Optional Program Renewals - Ratification

Employee Benefits:

- 2021 Employee Benefit Plans Audit - Ratification
- Health Insurance Plans – 2023 Health Platform
- The Standard Life Program – Rate Extension

Information Items:

- Review of the FCSRMC Financials, Miscellaneous Items and FCSRMC Operations Committee Membership.

**5. Action Requested:**

- COP Approval YES
- Information Only YES
- Discussion Item NO

**6. List Background Information Provided:**

Due to Operations Committee being held on May 17<sup>th</sup>, the FCSRMC presentation will be sent electronically to Rita Miller and Marsha Kiner, AFC on the 18<sup>th</sup>.

-----  
**Disposition of Item:**





FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM

# Risk Management Council Meeting

*Friday, May 20, 2022*

*FCSRMC Mission Statement:*

*FCSRMC delivers comprehensive and innovative enterprise-wide risk management services and solutions to support the educational mission of the Florida College System.*



## **Risk Management Council Meeting May 20, 2022**

---

### **AGENDA**

#### **Action Items:**

1. Property/Casualty Program:
  - a. Renewal of Optional Programs:
    1. Allied Health (Student Professional)..... pg 01
    2. Student Accident..... pg 01
    3. Intercollegiate Athletics..... pg 01
2. Employee Benefit Plans:
  - a. Health Insurance Plans – 2023 Health Platform..... pg 07
  - b. The Standard Life Program – Rate Extension..... pg 228
  - c. Employee Benefit Plans Audit:
    1. James Moore 2021 Audit..... pg 253
    2. Management Letter..... pg 276
    3. Actuary Letter..... pg 280
    4. State Reserve Approval Letter..... pg 285

#### **Information Items:**

3. Employee Benefit Plans:
  - a. Self-Insured Health Program:
    1. Cost & Utilization Highlights..... pg 286
    2. COVID Report Update..... pg 289
4. Financial Statements:
  - a. Property/Casualty Program..... pg 291
  - b. Employee Benefit Plans..... pg 295
  - c. Investment Program..... pg 299
5. Miscellaneous:
  - a. Operations Committee Members..... pg 322
  - b. Future Operations Committee Meeting Dates..... pg 324

Action Item 1.a.(1.-3.)  
Property/Casualty Program

Renewal of Optional Programs:

1. Allied Health (Student Professional)
2. Student Accident
3. Intercollegiate Athletics

## ACTION

**Council of Presidents - Risk Management Council  
May 20, 2022**

**Action Item: 1.a.(1.-3.)**

### ***Property/Casualty Program***

---

Renewal of Optional Programs

1.a.(1.-3.)

---

Motion to ratify the Renewal of Optional Programs as submitted:

1. Allied Health:  
Extend Current term to 3/1/23 prorated rate \$4.38 and \$25.60 per Additional Insured  
- \$155,521 (minimum premium)
2. Student Accident:  
Extend current term to 3/1/23 prorated rate \$2.43
3. Athletics:  
7 month term 8/1/22-3/1/23:  
Basic \$1,147,965  
Cat \$111,300

For future renewals 3/1/23 and forward census data will be collected along with 3/1 PC renewals in November/December for the January Operations Committee meeting.

## **Operations Committee Approvals:**

### **Allied Health:**

Extend Current term to 3/1/23 prorated rate \$4.38 and \$25.60 per Additional Insured - \$155,521 (minimum premium)

### **Student Accident:**

Extend current term to 3/1/23 prorated rate \$2.43

### **Athletics:**

7 month term 8/1/22-3/1/23:

- a. Basic \$1,147,965
- b. Cat \$111,300

For future renewals 3/1/23 and forward census data will be collected along with 3/1 PC renewals in November/December for the January Operations Committee meeting.

**Optional Programs Renewal  
2022-2023**

	2021-2022	2022-2023	2022-2023 Proposed	Premium Difference		
<b>5.d.1) Allied Health (Professional)</b>						
Coverage is with CNA; rate is per student	\$8.15	\$8.15	\$8.56	\$0.41	5.03%	
\$50 Charge for each facility to be shown as Additional Insured	\$50	\$50	\$50	\$0	0.00%	
Claims are handled by the insurance carrier						
Coverage limits - \$2,000,000/\$5,000,000 per college; no college deductible applies						
Carrier limits exposed of \$5M/\$140M						
Recent claim resulted in loss of 5% claim credit						
Premium based on census of reported students and additional insureds						
<b>5.d.2) Student Accident</b>						
	\$4.75	\$4.75	\$4.75	\$0.00	0.00%	
Coverage was moved to QBE in 2017; rate is per student						
Limit was increased to \$25,000 in 2017 vs. \$15,000						
Claims are handled by A-G Administrators; cost is included in the premium						
\$0 deductible applies; coverage is excess						
Loss Ratio Averaging 37% since moving program						
Premium based on census of reported students						
<b>5.d.3) Intercollegiate Athletics</b>						
	Basic	\$1,497,181	\$1,497,181	\$1,435,224	-\$61,957	-4.14%
Coverage is with Mutual of Omaha through Dissinger Reed						
Claims are handled by Mutual of Omaha						
\$0 deductible applies; coverage is excess						
Coverage/limits remain same - \$25,000 per incident/\$1,000,000 Air Travel Aggregate						
Catastrophic limit is \$5M based on a lifetime benefit period; \$6,625 per college	Catastrophic	\$139,125	\$139,125	\$139,125	\$0	0.00%
</						

Options:

Allied Health

1. Extend Current term to 3/1/23 prorated rate \$4.38 and \$25.60 per Additional Insured - \$155,521 (minimum premium)
2. Revised Census 8/26/22-23 \$8.56 and \$50 per Additional Insured – will exclude the following

**NON-MEDICAL STUDENTS (Current Listing)**

911 Public Safety Telecommunicator  
Agribusiness  
Automotive Training  
Business Administration  
Collegiate Hospitality  
Collegiate Law Enforcement  
Collegiate Office/Administrative  
Collegiate Schools/Education  
Cosmetology / Barber  
Criminal Justice  
Critical Care / OR (grant)  
Culinary Arts  
Digital Arts, Media & Interactive Web Design  
Environmental Science Technology  
Equine Studies  
Fire Science  
Funeral Science  
General Internships  
Heating and Air Conditioning  
Human Services  
Information Technology  
Instructional Services Technician  
Interpreter Training  
Pathways Program  
Paralegal Studies  
Restaurant Management  
Sign Language  
Teachers Education  
Water Resource Management

Premium Illustration:

Full Census \$301,552

Revised Census \$271,455 – reduction of about 10%

#### Student Accident

1. Extend current term to 3/1/23 prorated rate \$2.43

#### Athletics

1. 19 months 8/1/22-3/1/24
  - a. Basic \$2,582,920
  - b. Cat \$250,425
2. 7 months 8/1/22-3/1/23
  - a. Basic \$1,147,965
  - b. Cat \$111,300
3. 24 month rate guarantee 8/1/22-8/1/24
  - a. Basic \$1,435,224
  - b. Cat \$139,125



Action Item 2.a.  
Employee Benefit Plans Audit

Health Insurance Plans  
2023 Health Platforms

## ACTION

**Council of Presidents - Risk Management Council  
May 20, 2022**

**Action Item: 2.(a.-b.)**

### ***Employee Benefit Plans***

---

Health Insurance Plans – 2023 Health Platform

2.(a.-b.)

---

Motion to ratify the 2023 Health Insurance Plans Platform with suggested contribution strategies, as submitted.

- Approval of moving from 9 GOLD plan offerings to the recommended 6 plans (3 Gold, 2 Silver, and 1 Bronze) Plan Offerings as presented.
- Approval of recommended funding rates for 2023 as presented with the continued process of rate development per college.
- Approval of FHCP Fully Insured Plan and rates for 2023.
- Approval of LAD (Life, Accident, and Disability) renewal as presented.
- Approval of Communication Expenditure as presented.

Discussion:

AFC to provide voting results.



## Health Insurance Plans 2023 Health Platform

### ***FCSRMC 2023 EBP PLATFORM TIMELINE:***

#### **Strategic Planning: Initial Planning, OPS approval, Research, & Testing:**

- 1/24/22 OPS Initial Approval
- 1/26/22 COBA Presentation
- Month of February: 2022 Stakeholders Identification
- 2/22/22 HR Listening Session
- JAN-MARCH: MERCER & Florida Blue, plan creation & testing

#### **Meetings – Individual College Meetings with appropriate staff:**

- 4/24: FSW
- 4/27: DSC
- 5/5: NWFSC
- 5/6: SCFMS, SPC, CCF
- 5/9: FGC, GCSC, PHSC
- 5/10: NFC, SF, CC, PeSC, FSCJ, CFK
- 5/11: EFSC, SFSC, LSSC, SJRSC, PBSC
- 5/12: IRSC, PSC, SSC

#### **Approvals & Presentations: OPS, COP, & COBA**

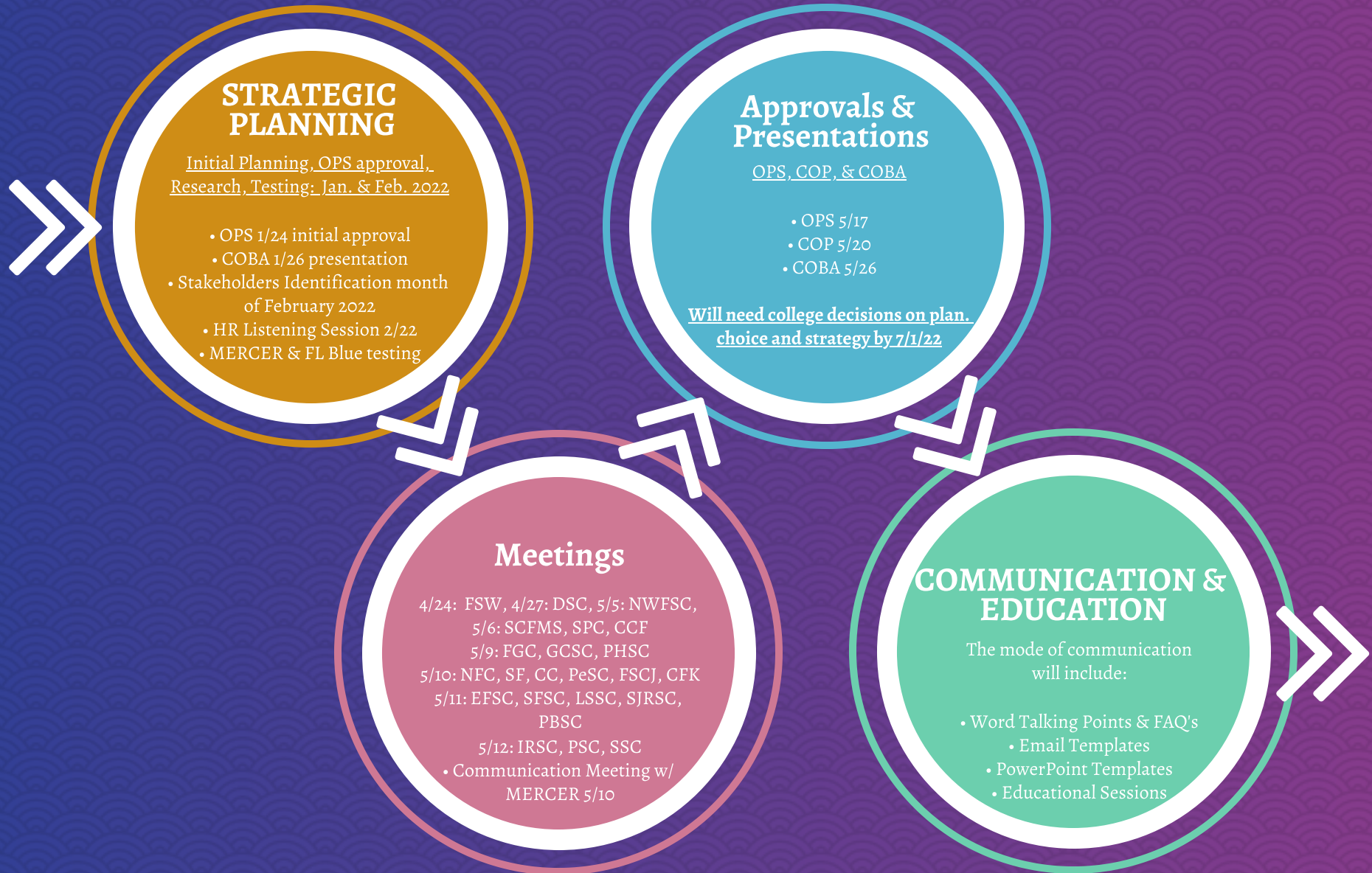
- 5/17: OPS
- 5/20: COP
- 5/26: COBA

#### **Communication & Education:**

- Word Talking Points & FAQ
- Email Templates
- PowerPoint Templates
- Educational Sessions

***Will need College decision on plan choice and strategy by 7/1/22.***

# FCSRMC 2023 EBP PLATFORM TIMELINE



## 2023 FCSRMC Health Platform



May 2022

welcome to brighter

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### Recap of Decision for 2023 Plan Year

#### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice


#### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

**Note:** All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.

## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver


### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86% HMO Gold		Target 84% PPO Gold		Target 76% PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80% HDHP Gold		Target 74% HDHP Silver		Target <70% PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
			Copyright © 2022 Mercer (US) Inc. All rights reserved.		4	
Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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Tier	New Tier Relationship
EE	1.0
One Dependent / EE + Sp	2.10
Two Dependents / EE + Ch(ren)	1.8
Family	2.9

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.

## EXHIBIT

### Funding Rates by College w/ possible Contribution Strategy Scenarios





## CCF 2023 Medical Plan Discussion



May 2022

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

**Note:** All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.



## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3769 - 85.7%	Employee	274	\$685.00	\$685.00	\$0.00	0.0%
	One Dep	17	\$1,370.00	\$685.00	\$685.00	50.0%
	Two Deps	17	\$1,856.00	\$685.00	\$1,171.00	63.1%
HDHP 5190/5191 - 84.7%	Employee	40	\$406.00	\$406.00	\$0.00	0.0%
	One Dep	15	\$754.00	\$406.00	\$348.00	46.2%
	Two Deps	16	\$988.00	\$406.00	\$582.00	58.9%
PPO 3769 - 85.7%			\$2,910,384	\$2,531,760	\$378,624	13.0%
HDHP 5190/5191 - 84.7%			\$520,296	\$345,912	\$174,384	33.5%
Combined			\$3,430,680	\$2,877,672	\$553,008	16.1%

Overall Chg (+/-) \$391,008  
 % (+/-) 11.4%  
 ER Change \$328,055  
 % (+/-) 11.4%  
 EE Change \$63,043  
 % (+/-) 11.4%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	274	\$763.09	\$763.09	\$0.00	0.0%	\$0.00	0.0%
	One Dep	17	\$1,526.18	\$763.09	\$763.09	50.0%	\$78.09	11.4%
	Two Deps	17	\$2,067.58	\$763.09	\$1,304.49	63.1%	\$133.49	11.4%
HDHP 5190/5191 - 84.7%	Employee	40	\$452.28	\$452.28	\$0.00	0.0%	\$0.00	0.0%
	One Dep	15	\$839.96	\$452.28	\$387.67	46.2%	\$39.67	11.4%
	Two Deps	16	\$1,100.63	\$452.28	\$648.35	58.9%	\$66.35	11.4%
PPO 3769 - 85.7%			\$3,242,168	\$2,820,381	\$421,787	13.0%	\$43,163	11.4%
HDHP 5190/5191 - 84.7%			\$579,610	\$385,346	\$194,264	33.5%	\$19,880	11.4%
Combined			\$3,821,778	\$3,205,727	\$616,051	16.1%	\$63,043	11.4%

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## 2023 New Plan Rates - CCF

Plan	Tier Relationship	Tier	Funding Rates
Gold HMO	1.00	EE	\$680.02
	2.10	Sp	\$1,428.04
	1.80	CH	\$1,224.03
	2.90	FAM	\$1,972.06
Gold PPO	1.00	EE	\$665.36
	2.10	Sp	\$1,397.26
	1.80	CH	\$1,197.64
	2.90	FAM	\$1,929.54
Silver PPO	1.00	EE	\$607.26
	2.10	Sp	\$1,275.22
	1.80	CH	\$1,093.06
	2.90	FAM	\$1,761.03
Bronze PPO	1.00	EE	\$544.85
	2.10	Sp	\$1,144.17
	1.80	CH	\$980.72
	2.90	FAM	\$1,580.04
Gold HDHP	1.00	EE	\$633.92
	2.10	Sp	\$1,331.24
	1.80	CH	\$1,141.06
	2.90	FAM	\$1,838.37
Silver HDHP	1.00	EE	\$584.53
	2.10	Sp	\$1,227.52
	1.80	CH	\$1,052.16
	2.90	FAM	\$1,695.14

Tier	Current Tier Relationship PPO	Current Tier Relationship HDHP	New Tier Relationship
EE	1.0	1.0	1.0
One Dependent / EE + Sp	2.0	1.9	2.10
Two Dependents / EE + Ch(ren)	2.7	2.4	1.8
N/A - Family	2.7	2.4	2.9

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## 2022 vs. 2023 New Plans Scenario (Defined Contribution)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans: New Tiers, Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	137	\$685.00	\$685.00	\$0.00	0.0%	\$665.36	\$584.53	\$80.83	12.1%	\$80.83	0.0%
	One Dep	9	\$1,370.00	\$685.00	\$685.00	50.0%	\$1,397.26	\$797.89	\$599.37	42.9%	-\$85.63	-12.5%
	Two Deps	9	\$1,856.00	\$685.00	\$1,171.00	63.1%	\$1,197.64	\$683.90	\$513.74	42.9%	-\$657.26	-56.1%
PPO 3769 - 85.7%	Employee	137	\$685.00	\$685.00	\$0.00	0.0%	\$1,929.54	\$1,101.84	\$827.70	42.9%	-\$343.30	0.0%
	One Dep	9	\$1,370.00	\$685.00	\$685.00	50.0%	\$607.26	\$584.53	\$22.73	3.7%	\$22.73	0.0%
	Two Deps	9	\$1,856.00	\$685.00	\$1,171.00	63.1%	\$1,275.22	\$797.89	\$477.34	37.4%	-\$207.66	-30.3%
HDHP 5190/5191 84.7%	Employee	40	\$406.00	\$406.00	\$0.00	0.0%	\$1,093.06	\$683.90	\$409.15	37.4%	-\$761.85	-65.1%
	One Dep	15	\$754.00	\$406.00	\$348.00	46.2%	\$1,761.03	\$1,101.84	\$659.18	37.4%	-\$511.82	0.0%
	Two Deps	16	\$988.00	\$406.00	\$582.00	58.9%	\$584.53	\$584.53	\$0.00	0.0%	\$0.00	0.0%
Total	PPO 3769 - 85.7%	308	\$2,910,384	\$2,531,760	\$378,624	13.0%	\$1,227.52	\$797.89	\$429.63	35.0%	\$81.63	23.5%
	HDHP 5190/5191	71	\$520,296	\$345,912	\$174,384	33.5%	\$1,052.16	\$683.90	\$368.26	35.0%	-\$213.74	-36.7%
	Combined	379	\$3,430,680	\$2,877,672	\$553,008	16.1%	\$1,695.14	\$1,101.84	\$593.30	35.0%	\$11.30	0.0%
Gold PPO - 84.3%	Employee	137	\$665.36	\$584.53	\$80.83	12.1%	\$1,533.779	\$1,212.184	\$321.594	21.0%	-\$57,030	-15.1%
	EE + Sp	9	\$1,397.26	\$797.89	\$599.37	42.9%	\$1,399.841	\$1,212.184	\$187.657	13.4%	-\$190,967	-50.4%
	EE + Ch(ren)	4	\$1,197.64	\$683.90	\$513.74	42.9%	\$604.638	\$491.215	\$113.422	18.8%	-\$60,962	-35.0%
Silver PPO - 77%	Family	10	\$1,929.54	\$1,101.84	\$827.70	42.9%						
	Employee	137	\$607.26	\$584.53	\$22.73	3.7%						
	EE + Sp	9	\$1,275.22	\$797.89	\$477.34	37.4%						
Silver HDHP - 74.1%	EE + Ch(ren)	4	\$1,093.06	\$683.90	\$409.15	37.4%						
	Family	10	\$1,761.03	\$1,101.84	\$659.18	37.4%						
	Employee	40	\$406.00	\$406.00	\$0.00	0.0%						
Silver HDHP - 74.1%	EE + Sp	7	\$754.00	\$406.00	\$348.00	46.2%						
	EE + Ch(ren)	3	\$1,052.16	\$683.90	\$368.26	35.0%						
	Family	9	\$1,695.14	\$1,101.84	\$593.30	35.0%						
Total	Gold PPO - 84.3%	160	\$1,533,779	\$1,212,184	\$321,594	21.0%						
	Silver PPO - 77%	160	\$1,399,841	\$1,212,184	\$187,657	13.4%						
	Silver HDHP - 74.1%	59	\$604,638	\$491,215	\$113,422	18.8%						
	Combined	379	\$3,538,258	\$2,915,584	\$622,674	17.6%						

Overall Chg (+/-)  
 % (+/-) 3.1%  
 ER Change  
 % (+/-) 1.3%  
 EE Change  
 % (+/-) (\$308,958)  
 -55.9%

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**FCSRMC**  
 FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM



## Chipola College 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 85.7%	EE	115	\$579.00	\$579.00	\$0.00	0.0%	PPO 3769 85.7%	EE	115	\$645.01	\$645.01	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	19	\$1,158.00	\$579.00	\$579.00	50.0%		EE + Sp	19	\$1,290.01	\$645.01	\$645.01	50.0%	\$66.01	11.4%
	EE + Ch (1-2)	13	\$988.00	\$579.00	\$409.00	41.4%		EE + Ch (1-2)	13	\$1,100.63	\$645.01	\$455.63	41.4%	\$46.63	11.4%
	EE + Ch (3-4)	1	\$1,278.00	\$579.00	\$699.00	54.7%		EE + Ch (3-4)	1	\$1,423.69	\$645.01	\$778.69	54.7%	\$79.69	11.4%
	Family	17	\$1,556.00	\$579.00	\$977.00	62.8%		Family	17	\$1,733.38	\$645.01	\$1,088.38	62.8%	\$111.38	11.4%
PPO 376985.7%		165	\$1,549.932	\$1,146.420	\$403.512	26.0%	PPO 376985.7%		165	\$1,726.624	\$1,277.112	\$449.512	26.0%	\$46,000	11.4%
Combined		165	\$1,549.932	\$1,146.420	\$403.512	26.0%	Combined		165	\$1,726.624	\$1,277.112	\$449.512	26.0%	\$46,000	11.4%
Overall Chg (+/-)			\$176,692												
% (+/-)			11.4%												
ER Change			\$130,692												
% (+/-)			11.4%												
EE Change			\$46,000												
% (+/-)			11.4%												

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 86%			Target 84%		Target 76%	
HMO Gold			PPO Gold		PPO Silver	
Plan Details	N/A		N/A		N/A	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 80%			Target 74%		Target <70%	
HDHP Gold			HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – Chipola

Plan	Tier	Funding Rates
Gold HMO	EE	\$611.75
	Sp	\$1,284.68
	CH	\$1,101.15
	FAM	\$1,774.07
Gold PPO	EE	\$598.56
	Sp	\$1,256.98
	CH	\$1,077.41
	FAM	\$1,735.82
Silver PPO	EE	\$546.29
	Sp	\$1,147.20
	CH	\$983.32
	FAM	\$1,584.23
Bronze PPO	EE	\$490.15
	Sp	\$1,029.30
	CH	\$882.26
	FAM	\$1,421.42
Gold HDHP	EE	\$570.28
	Sp	\$1,197.59
	CH	\$1,026.51
	FAM	\$1,653.81
Silver HDHP	EE	\$525.85
	Sp	\$1,104.28
	CH	\$946.53
	FAM	\$1,524.96

Tier	Current Tier Relationship	New Tier Relationship
EE	1.0	1.0
EE + Sp	2.0	2.1
EE + Ch(ren)	1.7/2.2	1.8
Family	2.7	2.9

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## 2022 vs. 2023 New Plans Scenario 1 (Maintain current strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3769 85.7%	Employee	115	\$579.00	\$579.00	\$0.00	0.0%
	Spouse/Dep	19	\$1,158.00	\$579.00	\$579.00	50.0%
	Child (1-2)	13	\$988.00	\$579.00	\$409.00	41.4%
	Child (3-4)	1	\$1,278.00	\$579.00	\$699.00	54.7%
	Family	17	\$1,556.00	\$579.00	\$977.00	62.8%
Total	PPO 3769 85.7%	165	\$1,549,932	\$1,146,420	\$403,512	26.0%
	Combined	165	\$1,549,932	\$1,146,420	\$403,512	26.0%

Overall Chg (+/-) \$97,781  
 % +/- 6.3%  
 ER Change \$38,724  
 % +/- 3.4%  
 EE Change \$59,057  
 % +/- 14.6%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Maintain Current Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
Gold PPO - 84.3%	EE	115	\$598.56	\$598.56	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	19	\$1,256.98	\$598.56	\$658.42	52.4%	\$79.42	13.7%
	EE + Ch	14	\$1,077.41	\$598.56	\$478.85	44.4%	\$69.85	17.1%
	Family	17	\$1,735.82	\$598.56	\$1,137.26	65.5%	\$160.26	16.4%
Total	Gold PPO - 84.3%	165	\$1,647,713	\$1,185,144	\$462,569	28.1%	\$59,057	14.6%
	Combined	165	\$1,647,713	\$1,185,144	\$462,569	28.1%	\$59,057	14.6%

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86%		Target 84%		Target 76%	
	HMO Gold		PPO Gold		PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875



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Note - Ded & OOP Max do not cross accumulate

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80%		Target 74%		Target <70%	
	HDHP Gold		HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	



## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3559 87%	EE	164	\$707.00	\$604.24	\$102.76	14.5%	PPO 3559 87%	EE	164	\$787.60	\$673.12	\$114.47	14.5%	\$11.71	11.4%
	EE + Sp	39	\$1,371.00	\$938.40	\$432.60	31.6%		EE + Sp	39	\$1,527.29	\$1,045.38	\$481.92	31.6%	\$49.32	11.4%
	EE + Ch	37	\$1,170.00	\$827.28	\$342.72	29.3%		EE + Ch	37	\$1,303.38	\$921.59	\$381.79	29.3%	\$39.07	11.4%
	Family	39	\$1,731.00	\$1,093.74	\$637.26	36.8%		Family	39	\$1,928.33	\$1,218.43	\$709.91	36.8%	\$72.65	11.4%
PPO 3769 85.7%	EE	40	\$695.00	\$604.14	\$90.86	14.5%	PPO 3769 85.7%	EE	40	\$774.23	\$673.01	\$101.22	13.1%	\$10.36	11.4%
	EE + Sp	8	\$1,343.00	\$937.42	\$405.58	31.6%		EE + Sp	8	\$1,496.10	\$1,044.29	\$451.82	30.2%	\$46.24	11.4%
	EE + Ch	9	\$1,145.00	\$822.62	\$322.38	29.3%		EE + Ch	9	\$1,275.53	\$916.40	\$359.13	28.2%	\$36.75	11.4%
	Family	12	\$1,695.00	\$1,086.66	\$608.34	36.8%		Family	12	\$1,888.23	\$1,210.54	\$677.69	35.9%	\$69.35	11.4%
HDHP 5190/5191 84.7%	EE	17	\$436.00	\$394.80	\$41.20	9.4%	HDHP 5190/5191 84.7%	EE	17	\$485.70	\$439.81	\$45.90	9.4%	\$4.70	11.4%
	EE + Sp	6	\$843.00	\$606.10	\$236.90	28.1%		EE + Sp	6	\$939.10	\$675.20	\$263.91	28.1%	\$27.01	11.4%
	EE + Ch	4	\$718.00	\$534.40	\$183.60	25.6%		EE + Ch	4	\$799.85	\$595.32	\$204.53	25.6%	\$20.93	11.4%
	Family	4	\$1,062.00	\$654.00	\$408.00	38.4%		Family	4	\$1,183.07	\$728.56	\$454.51	38.4%	\$46.51	11.4%
Total	PPO 3559/87%	279	\$3,362,592	\$2,507,498	\$855,094	25.4%	Total	PPO 3559/87%	279	\$3,745,927	\$2,793,353	\$952,575	25.4%	\$97,481	11.4%
	PPO 3769/85.7%	69	\$830,208	\$625,302	\$204,906	24.7%		PPO 3769/85.7%	69	\$924,919	\$696,586	\$228,333	24.7%	\$23,366	11.4%
	HDHP 5190/5191/84.7%	31	\$235,080	\$181,222	\$53,858	22.9%		HDHP 5190/5191/84.7%	31	\$261,879	\$201,881	\$59,998	22.9%	\$6,140	11.4%
	Combined	379	\$4,427,880	\$3,314,021	\$1,113,856	25.2%		Combined	379	\$4,932,725	\$3,691,820	\$1,240,905	25.2%	\$126,987	11.4%
Overall Chg (+/-)			\$504,785												
% (+/-)			11.4%												
ER Change			\$377,798												
% (+/-)			11.4%												
EE Change			\$126,987												
% (+/-)			11.4%												

Note: All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.



## Current 2022 vs. 2023 New Plans Scenario 1 (Defined Cont.)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: New Tiers, Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3559 87%	EE	164	\$707.00	\$604.24	\$102.76	14.5%	Gold PPO 84.3%	EE	164	\$685.35	\$571.99	\$113.36	16.5%	\$10.60	10.3%
	EE + Sp	39	\$1,371.00	\$938.40	\$432.60	31.6%		EE + Sp	39	\$1,439.25	\$948.31	\$490.94	34.1%	\$58.34	13.5%
	EE + Ch	37	\$1,170.00	\$827.28	\$342.72	29.3%		EE + Ch	37	\$1,233.64	\$812.84	\$420.81	34.1%	\$78.09	22.8%
PPO 3769 85.7%	Family	39	\$1,731.00	\$1,093.74	\$637.26	36.8%	Silver PPO 77%	Family	39	\$1,987.53	\$1,309.57	\$677.97	34.1%	\$40.71	6.4%
	EE	40	\$695.00	\$604.14	\$90.86	14.5%		EE	40	\$625.51	\$571.99	\$53.51	8.6%	-\$37.35	-41.1%
	EE + Sp	8	\$1,343.00	\$937.42	\$405.58	31.6%		EE + Sp	8	\$1,313.56	\$948.31	\$365.24	27.8%	-\$40.34	-9.9%
HDHP \$190/\$191 84.7%	EE + Ch	9	\$1,145.00	\$822.62	\$322.38	29.3%	Silver HDHP 74.1%	EE + Ch	9	\$1,125.91	\$812.84	\$313.07	27.8%	-\$9.31	-2.9%
	Family	12	\$1,695.00	\$1,086.66	\$608.34	36.8%		Family	12	\$1,813.96	\$1,309.57	\$504.39	27.8%	-\$103.95	-17.1%
	EE	17	\$436.00	\$394.80	\$41.20	9.4%		EE	17	\$602.10	\$571.99	\$30.10	5.0%	-\$11.10	-26.9%
Total	EE + Sp	6	\$843.00	\$606.10	\$236.90	28.1%	Total	EE + Sp	6	\$1,264.42	\$948.31	\$316.10	25.0%	\$79.20	33.4%
	EE + Ch	4	\$718.00	\$534.40	\$183.60	25.6%		EE + Ch	4	\$1,083.78	\$812.84	\$270.95	25.0%	\$87.35	47.6%
	Family	4	\$1,062.00	\$654.00	\$408.00	38.4%		Family	4	\$1,746.09	\$1,309.57	\$436.52	25.0%	\$28.52	7.0%
Total	PPO 3559/87%	279	\$3,362,592	\$2,507,498	\$855,094	25.4%	Total	Gold PPO/84.3%	279	\$3,500,252	\$2,543,270	\$956,982	27.3%	\$101,888	11.9%
	PPO 3769/85.7%	69	\$830,268	\$625,302	\$204,966	24.7%		Silver PPO/77%	69	\$809,153	\$641,959	\$167,195	20.7%	-\$37,772	-18.4%
	HDHP \$190/\$191/84.7%	31	\$235,080	\$181,222	\$53,858	22.9%		Silver HDHP/74.1%	31	\$349,700	\$286,841	\$62,859	18.0%	\$9,001	16.7%
Combined			\$4,427,940	\$3,314,021	\$1,113,919	25.2%	Combined			\$4,659,105	\$3,472,070	\$1,187,035	25.5%	\$73,117	6.6%

Overall Chg (+/-) \$231,165  
% (+/-) 5.2%  
ER Change \$158,048  
% (+/-) 4.8%  
EE Change \$73,117  
% (+/-) 6.6%

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## Current 2022 vs. 2023 New Plans Scenario 2 (Two-Plan Model)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Two-Plan Model					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3559 87%	EE	164	\$707.00	\$604.24	\$102.76	14.5%	Gold PPO 84.3%	EE	164	\$685.35	\$550.45	\$134.91	19.7%	\$32.15	31.3%
	EE + Sp	39	\$1,371.00	\$938.40	\$432.60	31.6%		EE + Sp	39	\$1,439.25	\$985.17	\$454.09	31.6%	\$21.49	5.0%
	EE + Ch	37	\$1,170.00	\$827.28	\$342.72	29.3%		EE + Ch	37	\$1,233.64	\$844.43	\$389.21	31.5%	\$46.49	13.6%
PPO 3769 85.7%	Family	39	\$1,731.00	\$1,093.74	\$637.26	36.8%	Silver PPO 77%	Family	39	\$1,987.53	\$1,360.47	\$627.07	31.5%	-\$10.19	-1.6%
	EE	40	\$695.00	\$604.14	\$90.86	14.5%		EE	57	\$625.51	\$550.45	\$75.06	12.0%	-\$15.80	-17.4%
	EE + Sp	8	\$1,343.00	\$937.42	\$405.58	31.6%		EE + Sp	14	\$1,313.56	\$985.17	\$328.39	25.0%	-\$77.19	-19.0%
HDHP \$190/\$191 84.7%	EE + Ch	9	\$1,145.00	\$822.62	\$322.38	29.3%	Silver HDHP 74.1%	EE + Ch	13	\$1,125.91	\$844.43	\$281.48	25.0%	-\$40.90	-12.7%
	Family	12	\$1,695.00	\$1,086.66	\$608.34	36.8%		Family	16	\$1,813.96	\$1,360.47	\$453.49	25.0%	-\$154.85	-25.5%
	EE	17	\$436.00	\$394.80	\$41.20	9.4%		EE							
Total	EE + Sp	6	\$843.00	\$606.10	\$236.90	28.1%	Total	EE + Sp							
	EE + Ch	4	\$718.00	\$534.40	\$183.60	25.6%		EE + Ch							
	Family	4	\$1,062.00	\$654.00	\$408.00	38.4%		Family							
Total	PPO 3559/87%	279	\$3,362,592	\$2,507,498	\$855,094	25.4%	Total	Gold PPO/84.3%	279	\$3,500,252	\$2,555,965	\$944,287	27.0%	\$89,193	10.4%
	PPO 3769/85.7%	69	\$830,268	\$625,302	\$204,966	24.7%		Silver PPO/77%	100	\$1,172,447	\$934,955	\$237,492	20.3%	\$32,525	15.9%
	HDHP \$190/\$191/84.7%	31	\$235,080	\$181,222	\$53,858	22.9%		Silver HDHP/74.1%	0	\$0	\$0	\$0	0.0%	-\$53,858	-100.0%
Combined			\$4,427,940	\$3,314,021	\$1,113,919	25.2%	Combined			\$4,672,698	\$3,490,920	\$1,181,778	25.3%	\$67,859	6.1%

Overall Chg (+/-) \$244,758  
% (+/-) 5.5%  
ER Change \$176,899  
% (+/-) 5.3%  
EE Change \$67,859  
% (+/-) 6.1%

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## 2023 New Plan Rates - DSC

Plan	Tier Relationship	Tier	Funding Rates
Gold HMO	1.00	EE	\$700.46
	2.10	Sp	\$1,470.97
	1.80	CH	\$1,260.83
	2.90	FAM	\$2,031.33
Gold PPO	1.00	EE	\$685.35
	2.10	Sp	\$1,439.25
	1.80	CH	\$1,233.64
	2.90	FAM	\$1,987.53
Silver PPO	1.00	EE	\$625.51
	2.10	Sp	\$1,313.56
	1.80	CH	\$1,125.91
	2.90	FAM	\$1,813.96
Bronze PPO	1.00	EE	\$561.22
	2.10	Sp	\$1,178.56
	1.80	CH	\$1,010.20
	2.90	FAM	\$1,627.54
Gold HDHP	1.00	EE	\$652.98
	2.10	Sp	\$1,371.25
	1.80	CH	\$1,175.36
	2.90	FAM	\$1,893.63
Silver HDHP	1.00	EE	\$602.10
	2.10	Sp	\$1,264.42
	1.80	CH	\$1,083.78
	2.90	FAM	\$1,746.09



Tier	Current Tier Relationship	New Tier Relationship
EE	1.00	1.00
Sp	1.90	2.10
CH	1.60	1.80
FAM	2.40	2.90

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## Eastern Florida College 2023 Medical Plan Discussion

May 2022

welcome to brighter



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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 Status Quo				\$ CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %		
Plan A PPO 3769 - 86.7%	EE	111	\$832.00	\$734.00	\$98.00	11.8%	\$926.85	\$817.68	\$109.17	11.8%	\$11.17	11.4%
	EE + Sp	14	\$1,649.00	\$734.00	\$915.00	55.5%	\$1,836.99	\$817.68	\$1,019.31	55.5%	\$104.31	11.4%
	EE + Ch	12	\$1,379.00	\$734.00	\$645.00	46.8%	\$1,536.21	\$817.68	\$718.53	46.8%	\$73.53	11.4%
	Family	7	\$2,154.00	\$734.00	\$1,420.00	65.9%	\$2,399.56	\$817.68	\$1,581.88	65.9%	\$161.88	11.4%
Plan D - HDHP \$190/\$191 - 84.7%	EE	39	\$642.00	\$642.00	\$0.00	0.0%	\$715.19	\$715.19	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	3	\$1,272.00	\$642.00	\$630.00	49.5%	\$1,417.01	\$715.19	\$701.82	49.5%	\$71.82	11.4%
	EE + Ch	6	\$1,064.00	\$642.00	\$422.00	39.7%	\$1,185.30	\$715.19	\$470.11	39.7%	\$48.11	11.4%
	Family	2	\$1,661.00	\$642.00	\$1,019.00	61.3%	\$1,850.35	\$715.19	\$1,135.17	61.3%	\$116.17	11.4%
Plan B - BlueCare 58 - 86.3%	EE	369	\$733.00	\$733.00	\$0.00	0.0%	\$816.56	\$816.56	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	25	\$1,447.00	\$733.00	\$714.00	49.3%	\$1,611.96	\$816.56	\$795.40	49.3%	\$81.40	11.4%
	EE + Ch	37	\$1,182.00	\$733.00	\$449.00	38.0%	\$1,316.75	\$816.56	\$500.19	38.0%	\$51.19	11.4%
	Family	16	\$1,854.00	\$733.00	\$1,121.00	60.5%	\$2,065.36	\$816.56	\$1,248.79	60.5%	\$127.79	11.4%
Total	Plan A PPO 3769 - 86.7%	144	\$1,764,768	\$1,268,352	\$496,416	28.1%	\$1,985,952	\$1,412,944	\$553,007	28.1%	\$58,591	11.4%
	Plan D - HDHP \$190/\$191 - 84.7%	50	\$462,720	\$365,200	\$77,520	16.8%	\$515,470	\$429,113	\$86,357	16.8%	\$8,837	11.4%
	Plan B - BlueCare 58 - 86.3%	447	\$4,560,600	\$3,931,812	\$628,788	13.8%	\$5,080,508	\$4,380,039	\$700,470	13.8%	\$71,682	11.4%
	Combined	641	\$6,788,088	\$5,565,364	\$1,202,724	17.7%	\$7,581,930	\$6,222,095	\$1,339,835	17.7%	\$137,111	11.4%
Overall Chg (+/-)			\$773,842									
% (+/-)			11.4%									
ER Change			\$636,731									
% (+/-)			11.4%									
EE Change			\$137,111									
% (+/-)			11.4%									

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 86%			Target 84%		Target 76%	
HMO Gold			PPO Gold		PPO Silver	
Plan Details	N/A		N/A		N/A	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 80%			Target 74%		Target <70%	
HDHP Gold			HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – Eastern Florida

Plan	Tier	Funding Rates
Gold HMO	EE	\$808.48
	Sp	\$1,697.81
	CH	\$1,455.26
	FAM	\$2,344.59
Gold PPO	EE	\$791.04
	Sp	\$1,661.21
	CH	\$1,423.89
	FAM	\$2,294.04
Silver PPO	EE	\$721.97
	Sp	\$1,516.12
	CH	\$1,299.54
	FAM	\$2,093.69
Bronze PPO	EE	\$647.77
	Sp	\$1,360.31
	CH	\$1,165.99
	FAM	\$1,878.53
Gold HDHP	EE	\$753.67
	Sp	\$1,582.72
	CH	\$1,356.62
	FAM	\$2,185.65
Silver HDHP	EE	\$694.95
	Sp	\$1,459.40
	CH	\$1,250.92
	FAM	\$2,015.36

Tier	Current Tier Relationship	New Tier Relationship
EE	1.0	1.0
EE + Sp	2.0	2.1
EE + Ch(ren)	1.7	1.8
Family	2.6	2.9

Note: All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.



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## 2022 vs. 2023 New Plans Scenario 1 (Current Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans - Current Contribution Strategy				\$ CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %		
Plan A - PPO 3769 - 85.7%	EE	111	\$832.00	\$734.00	\$98.00	11.8%	\$791.00	\$691.00	\$100.00	12.6%	\$2.00	2.0%
	EE + Sp	14	\$1,649.00	\$734.00	\$915.00	55.5%	\$1,661.00	\$691.00	\$970.00	58.4%	\$55.00	6.0%
	EE + Ch	12	\$1,379.00	\$734.00	\$645.00	46.8%	\$1,424.00	\$691.00	\$733.00	51.5%	\$88.00	13.6%
	Family	7	\$2,154.00	\$734.00	\$1,420.00	65.9%	\$2,294.00	\$691.00	\$1,603.00	69.9%	\$183.00	12.9%
Plan D - HDHP 5190/5191 - 84.7%	EE	39	\$642.00	\$642.00	\$0.00	0.0%	\$754.00	\$754.00	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	3	\$1,272.00	\$642.00	\$630.00	49.5%	\$1,583.00	\$754.00	\$829.00	52.4%	\$199.00	31.6%
	EE + Ch	6	\$1,064.00	\$642.00	\$422.00	39.7%	\$1,357.00	\$754.00	\$603.00	44.4%	\$181.00	42.9%
	Family	2	\$1,661.00	\$642.00	\$1,019.00	61.3%	\$2,186.00	\$754.00	\$1,432.00	65.5%	\$413.00	40.5%
Plan B - BlueCare 58 - 86.3%	EE	369	\$733.00	\$733.00	\$0.00	0.0%	\$808.00	\$808.00	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	25	\$1,447.00	\$733.00	\$714.00	49.3%	\$1,698.00	\$808.00	\$890.00	52.4%	\$176.00	24.6%
	EE + Ch	37	\$1,182.00	\$733.00	\$449.00	38.0%	\$1,455.00	\$808.00	\$647.00	44.5%	\$198.00	44.1%
	Family	16	\$1,854.00	\$733.00	\$1,121.00	60.5%	\$2,345.00	\$808.00	\$1,537.00	65.5%	\$416.00	37.1%
Total	Plan A PPO 3769 - 85.7%	144	\$1,764,768	\$1,268,352	\$496,416	28.1%	\$1,730,412	\$1,194,048	\$536,364	31.0%	\$39,948	8.0%
	Plan D - HDHP 5190/5191 - 84.7%	50	\$462,720	\$385,200	\$77,520	16.8%	\$560,028	\$452,400	\$107,628	19.2%	\$30,108	38.8%
Total	Plan B - BlueCare 58 - 86.3%	447	\$4,560,600	\$3,931,812	\$628,788	13.8%	\$5,193,494	\$4,334,112	\$859,372	16.4%	\$220,584	35.1%
	Combined	641	\$6,788,088	\$5,585,364	\$1,202,724	17.7%	\$7,473,924	\$5,980,560	\$1,493,364	20.0%	\$290,640	24.2%

Overall Chg (+/-)	\$685,836
% (+/-)	10.1%
ER Change	\$395,198
% (+/-)	7.1%
EE Change	\$290,640
% (+/-)	24.2%

Note: All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.



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## 2022 vs. 2023 New Plans Scenario 2 (Defined Contribution – Base Silver HDHP – Dep 70/30 cost share)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans - Defined Contribution Strategy (Silver HDHP as Base)					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
Plan A PPO 3769 - 85.7%	EE	56	\$832.00	\$734.00	\$98.00	11.8%	\$791.00	\$695.00	\$96.00	12.1%	-\$2.00	-2.0%
	EE + Sp	7	\$1,649.00	\$734.00	\$915.00	55.5%	\$1,661.00	\$1,021.30	\$639.70	38.5%	-\$275.30	-30.1%
	EE + Ch	6	\$1,379.00	\$734.00	\$645.00	46.8%	\$1,424.00	\$875.70	\$548.30	38.5%	-\$96.70	-15.0%
	Family	4	\$2,154.00	\$734.00	\$1,420.00	65.9%	\$2,294.00	\$1,410.50	\$883.50	38.5%	-\$536.50	-37.8%
Plan A PPO 3769 - 85.7%	EE	55	\$832.00	\$734.00	\$98.00	11.8%	\$722.00	\$695.00	\$27.00	3.7%	-\$71.00	-72.4%
	EE + Sp	7	\$1,649.00	\$734.00	\$915.00	55.5%	\$1,516.00	\$1,021.30	\$494.70	32.6%	-\$420.30	-45.9%
	EE + Ch	6	\$1,379.00	\$734.00	\$645.00	46.8%	\$1,300.00	\$875.70	\$424.30	32.6%	-\$220.70	-34.2%
	Family	3	\$2,154.00	\$734.00	\$1,420.00	65.9%	\$2,094.00	\$1,410.50	\$683.50	32.6%	-\$736.50	-51.9%
Plan D - HDHP 5190/5191 - 84.7%	EE	39	\$642.00	\$642.00	\$0.00	0.0%	\$695.00	\$695.00	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	3	\$1,272.00	\$642.00	\$630.00	49.5%	\$1,459.00	\$1,021.30	\$437.70	30.0%	-\$192.30	-30.5%
	EE + Ch	6	\$1,064.00	\$642.00	\$422.00	39.7%	\$1,251.00	\$875.70	\$375.30	30.0%	-\$46.70	-11.1%
	Family	2	\$1,661.00	\$642.00	\$1,019.00	61.3%	\$2,015.00	\$1,410.50	\$604.50	30.0%	-\$414.50	-40.7%
Plan B - BlueCare 58 - 86.3%	EE	369	\$733.00	\$733.00	\$0.00	0.0%	\$808.00	\$895.00	\$113.00	14.0%	\$113.00	0.0%
	EE + Sp	25	\$1,447.00	\$733.00	\$714.00	49.3%	\$1,698.00	\$1,021.30	\$676.70	39.9%	-\$52.30	-5.2%
	EE + Ch	37	\$1,182.00	\$733.00	\$449.00	38.0%	\$1,455.00	\$875.70	\$579.30	39.8%	\$130.30	29.0%
	Family	16	\$1,854.00	\$733.00	\$1,121.00	60.5%	\$2,345.00	\$1,410.50	\$934.50	39.9%	-\$186.50	-16.6%
Total	Plan A PPO 3769 - 85.7%	73	\$1,764,768	\$1,268,352	\$496,416	28.1%	\$883,716	\$683,584	\$200,132	22.6%	-\$296,284	-59.7%
	Plan D - HDHP 5190/5191 - 84.7%	50	\$462,720	\$385,200	\$77,520	16.8%	\$772,848	\$658,317	\$114,530	14.8%	\$114,530	0.0%
	Plan B - BlueCare 58 - 86.3%	447	\$4,560,600	\$3,931,812	\$628,788	13.8%	\$516,216	\$458,929	\$57,287	11.1%	-\$20,233	-28.1%
	Combined	570	\$6,788,088	\$5,585,364	\$1,202,724	17.7%	\$5,163,484	\$4,043,477	\$1,140,007	22.0%	\$511,219	81.3%

Overall Chg (+/-) \$568,176  
 % (+/-) 8.4%  
 ER Change \$258,943  
 % (+/-) 4.6%  
 EE Change \$309,233  
 % (+/-) 25.7%

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.



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## 2022 vs. 2023 New Plans Scenario 3 (Defined Contrib – Base Silver PPO - Dep Cost Share 60/40)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans - Defined Contribution - added Gold HDHP (Silver PPO as Base)					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
Plan A PPO 3769 - 85.7%	EE	56	\$832.00	\$734.00	\$98.00	11.8%	\$791.00	\$722.00	\$69.00	8.7%	-\$29.00	-29.6%
	EE + Sp	7	\$1,649.00	\$734.00	\$915.00	55.5%	\$1,661.00	\$909.60	\$751.40	45.2%	-\$163.60	-17.9%
	EE + Ch	6	\$1,379.00	\$734.00	\$645.00	46.8%	\$1,424.00	\$780.00	\$644.00	45.2%	-\$1.00	-0.2%
	Family	4	\$2,154.00	\$734.00	\$1,420.00	65.9%	\$2,294.00	\$1,256.40	\$1,037.60	45.2%	-\$382.40	-26.9%
Plan A PPO 3769 - 85.7%	EE	55	\$832.00	\$734.00	\$98.00	11.8%	\$722.00	\$722.00	\$0.00	0.0%	-\$98.00	-100.0%
	EE + Sp	7	\$1,649.00	\$734.00	\$915.00	55.5%	\$1,516.00	\$909.60	\$606.40	40.0%	-\$308.60	-33.7%
	EE + Ch	6	\$1,379.00	\$734.00	\$645.00	46.8%	\$1,300.00	\$780.00	\$520.00	40.0%	-\$125.00	-19.4%
	Family	3	\$2,154.00	\$734.00	\$1,420.00	65.9%	\$2,094.00	\$1,256.40	\$837.60	40.0%	-\$582.40	-41.0%
Plan D - HDHP 5190/5191 - 84.7%	EE	39	\$642.00	\$642.00	\$0.00	0.0%	\$754.00	\$722.00	\$32.00	4.2%	\$32.00	0.0%
	EE + Sp	3	\$1,272.00	\$642.00	\$630.00	49.5%	\$1,583.00	\$909.60	\$673.40	42.5%	\$43.40	6.9%
	EE + Ch	6	\$1,064.00	\$642.00	\$422.00	39.7%	\$1,357.00	\$780.00	\$577.00	42.5%	\$155.00	36.7%
	Family	2	\$1,661.00	\$642.00	\$1,019.00	61.3%	\$2,186.00	\$1,256.40	\$929.60	42.5%	-\$99.40	-8.8%
Plan B - BlueCare 58 - 86.3%	EE	369	\$733.00	\$733.00	\$0.00	0.0%	\$808.00	\$722.00	\$86.00	10.6%	\$86.00	0.0%
	EE + Sp	25	\$1,447.00	\$733.00	\$714.00	49.3%	\$1,698.00	\$909.60	\$788.40	46.4%	\$74.40	10.4%
	EE + Ch	37	\$1,182.00	\$733.00	\$449.00	38.0%	\$1,455.00	\$780.00	\$675.00	46.4%	\$226.00	50.3%
	Family	16	\$1,854.00	\$733.00	\$1,121.00	60.5%	\$2,345.00	\$1,256.40	\$1,088.60	46.4%	-\$32.40	-2.9%
Total	Plan A PPO 3769 - 85.7%	73	\$1,764,768	\$1,268,352	\$496,416	28.1%	\$883,716	\$678,058	\$205,658	23.3%	-\$290,758	-58.6%
	Plan D - HDHP 5190/5191 - 84.7%	50	\$462,720	\$385,200	\$77,520	16.8%	\$772,848	\$654,317	\$118,530	15.3%	\$118,530	0.0%
	Plan B - BlueCare 58 - 86.3%	447	\$4,560,600	\$3,931,812	\$628,788	13.8%	\$560,028	\$458,955	\$103,073	18.4%	\$25,553	33.0%
	Combined	570	\$6,788,088	\$5,585,364	\$1,202,724	17.7%	\$5,163,484	\$4,057,445	\$1,126,039	21.7%	\$497,251	79.1%

Overall Chg (+/-) \$611,988  
 % (+/-) 9.0%  
 ER Change \$261,410  
 % (+/-) 4.7%  
 EE Change \$350,578  
 % (+/-) 29.1%

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.



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## Florida Gateway College 2023 Medical Plan Discussion



May 2022

welcome to brighter

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### Recap of Decision for 2023 Plan Year

#### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

#### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

**Note:** All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.



## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3559 - 87.0%	EE	36	\$872.00	\$830.00	\$42.00	4.8%	PPO 3559 - 87.0%	EE	36	\$971.41	\$924.62	\$46.79	4.8%	\$4.79	11.4%
	One Dep	2	\$1,718.00	\$830.00	\$888.00	51.7%		One Dep	2	\$1,913.85	\$924.62	\$989.23	51.7%	\$101.23	11.4%
	Two Deps	1	\$1,999.00	\$830.00	\$1,169.00	58.5%		Two Deps	1	\$2,226.89	\$924.62	\$1,302.27	58.5%	\$133.27	11.4%
	Three+ Deps	0	\$2,436.00	\$830.00	\$1,606.00	65.9%		Three+ Deps	0	\$2,713.70	\$924.62	\$1,789.08	65.9%	\$183.08	11.4%
PPO 3769 - 85.7%	EE	123	\$830.00	\$830.00	\$0.00	0.0%	PPO 3769 - 85.7%	EE	123	\$924.62	\$924.62	\$0.00	0.0%	\$0.00	0.0%
	One Dep	5	\$1,635.00	\$830.00	\$805.00	49.2%		One Dep	5	\$1,821.39	\$924.62	\$896.77	49.2%	\$91.77	11.4%
	Two Deps	2	\$1,903.00	\$830.00	\$1,073.00	56.4%		Two Deps	2	\$2,119.94	\$924.62	\$1,195.32	56.4%	\$122.32	11.4%
	Three+ Deps	2	\$2,320.00	\$830.00	\$1,490.00	64.2%		Three+ Deps	2	\$2,584.48	\$924.62	\$1,659.86	64.2%	\$169.86	11.4%
BlueCare 58 - 86.3%	EE	16	\$877.00	\$830.00	\$47.00	5.4%	BlueCare 58 - 86.3%	EE	16	\$976.98	\$924.62	\$52.36	5.4%	\$5.36	11.4%
	One Dep	0	\$1,729.00	\$830.00	\$899.00	52.0%		One Dep	0	\$1,926.11	\$924.62	\$1,001.49	52.0%	\$102.49	11.4%
	Two Deps	0	\$2,014.00	\$830.00	\$1,184.00	58.8%		Two Deps	0	\$2,243.60	\$924.62	\$1,318.98	58.8%	\$134.98	11.4%
	Three+ Deps	0	\$2,456.00	\$830.00	\$1,626.00	66.2%		Three+ Deps	0	\$2,735.98	\$924.62	\$1,811.36	66.2%	\$185.36	11.4%
Total	PPO 3559	39	\$441,924	\$388,440	\$53,484	12.1%	Total	PPO 3559	39	\$492,303	\$432,722	\$59,581	12.1%	\$6,097	11.4%
	PPO 3769	132	\$1,424,532	\$1,314,720	\$109,812	7.7%		PPO 3769	132	\$1,586,929	\$1,464,598	\$122,331	7.7%	\$12,519	11.4%
	BlueCare 58	16	\$168,384	\$159,360	\$9,024	5.4%		BlueCare 58	16	\$187,580	\$177,527	\$10,053	5.4%	\$1,029	11.4%
	Combined	187	\$2,034,840	\$1,862,520	\$172,320	8.5%		Combined	187	\$2,266,812	\$2,074,847	\$191,964	8.5%	\$19,644	11.4%

Overall Chg (+/-) \$231,972  
 % (+/-) 11.4%  
 ER Change \$212,327  
 % (+/-) 11.4%  
 EE Change \$19,644  
 % (+/-) 11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver


### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 86%			Target 84%		Target 76%	
HMO Gold			PPO Gold		PPO Silver	
Plan Details			HSA Employer Seed   EE / FAM		N/A	
Medical Benefit Details			N/A		N/A	
			In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details			Retail		Mail-Order	
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
	Target 80%		Target 74%		Target <70%	
Plan Details	HDHP Gold		HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate		

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## 2023 New Plan Rates - Gateway

Plan	Tier Relationship	Tier	Funding Rates
Gold HMO	1.00	EE	\$880.20
	2.10	Sp	\$1,848.43
	1.80	CH	\$1,584.36
	2.90	FAM	\$2,552.59
Gold PPO	1.00	EE	\$861.22
	2.10	Sp	\$1,808.58
	1.80	CH	\$1,550.21
	2.90	FAM	\$2,497.55
Silver PPO	1.00	EE	\$786.02
	2.10	Sp	\$1,650.62
	1.80	CH	\$1,414.83
	2.90	FAM	\$2,279.43
Bronze PPO	1.00	EE	\$705.24
	2.10	Sp	\$1,480.99
	1.80	CH	\$1,269.43
	2.90	FAM	\$2,045.18
Gold HDHP	1.00	EE	\$820.54
	2.10	Sp	\$1,723.13
	1.80	CH	\$1,476.97
	2.90	FAM	\$2,379.55
Silver HDHP	1.00	EE	\$756.60
	2.10	Sp	\$1,588.87
	1.80	CH	\$1,361.89
	2.90	FAM	\$2,194.15



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Tier	Current Tier Relationship	New Tier Relationship
EE	1.0	1.0
EE + Sp	2.0	2.1
EE + Ch(ren)	2.3	1.8
Family	2.8	2.9

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.

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## 2022 vs. 2023 New Plans Scenario 1 (Current Contribution Methodology)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans with Current Contribution Methodology					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3559 - 87.0%	EE	36	\$872.00	\$830.00	\$42.00	4.8%	PPO Gold - 84.3%	EE	36	\$861.22	\$786.02	\$75.20	8.7%	\$33.20	79.1%
	One Dep	2	\$1,718.00	\$830.00	\$888.00	51.7%		EE + Sp	2	\$1,808.58	\$786.02	\$1,022.56	56.5%	\$134.56	15.2%
	Two Deps	1	\$1,999.00	\$830.00	\$1,169.00	58.5%		EE + Ch	1	\$1,550.21	\$786.02	\$764.19	49.3%	-\$404.81	-34.6%
	Three+ Deps	0	\$2,436.00	\$830.00	\$1,606.00	65.9%		Family	0	\$2,497.55	\$786.02	\$1,711.53	68.5%	\$105.53	6.6%
PPO 3769 - 85.7%	EE	123	\$830.00	\$830.00	\$0.00	0.0%	PPO Silver - 77%	EE	123	\$786.02	\$786.02	\$0.00	0.0%	\$0.00	0.0%
	One Dep	5	\$1,635.00	\$830.00	\$805.00	49.2%		EE + Sp	5	\$1,650.62	\$786.02	\$864.61	52.4%	\$59.61	7.4%
	Two Deps	2	\$1,903.00	\$830.00	\$1,073.00	56.4%		EE + Ch	2	\$1,414.83	\$786.02	\$628.81	44.4%	-\$444.19	-41.4%
	Three+ Deps	2	\$2,320.00	\$830.00	\$1,490.00	64.2%		Family	2	\$2,279.43	\$786.02	\$1,493.42	65.5%	\$3.42	0.2%
BlueCare 58 - 86.3%	EE	16	\$877.00	\$830.00	\$47.00	5.4%	HMO Gold - 86.2%	EE	16	\$880.20	\$786.02	\$94.19	10.7%	\$47.19	100.4%
	One Dep	0	\$1,729.00	\$830.00	\$899.00	52.0%		EE + Sp	0	\$1,848.43	\$786.02	\$1,062.41	57.5%	\$163.41	18.2%
	Two Deps	0	\$2,014.00	\$830.00	\$1,184.00	58.8%		EE + Ch	0	\$1,584.36	\$786.02	\$798.35	50.4%	-\$385.65	-32.6%
	Three+ Deps	0	\$2,456.00	\$830.00	\$1,626.00	66.2%		Family	0	\$2,552.59	\$786.02	\$1,766.57	69.2%	\$140.57	8.6%
Total	PPO 3559	39	\$441,924	\$388,440	\$53,484	12.1%	Total	PPO Gold	39	\$434,056	\$367,856	\$66,200	15.3%	\$12,716	23.8%
	PPO 3769	132	\$1,424,532	\$1,314,720	\$109,812	7.7%		PPO Silver	132	\$1,347,862	\$1,245,053	\$102,810	7.6%	-\$7,002	-0.4%
	BlueCare 58	16	\$168,384	\$159,360	\$9,024	5.4%		HMO Gold	16	\$168,999	\$150,915	\$18,084	10.7%	\$9,060	100.4%
	Combined	187	\$2,034,840	\$1,862,520	\$172,320	8.5%		Combined	187	\$1,950,918	\$1,763,825	\$187,093	9.6%	\$14,773	8.6%

Overall Chg (+/-) (\$83,922)  
 % (+/-) -4.1%  
 ER Change (\$98,695)  
 % (+/-) -5.3%  
 EE Change \$14,773  
 % (+/-) 8.6%

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## 2022 vs. 2023 New Plans Scenario 2 (Using 2022 ER Contribution Amount)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans with Revised Contribution Methodology					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3559 - 87.0%	EE	36	\$872.00	\$830.00	\$42.00	4.8%	PPO Gold - 84.3%	EE	36	\$861.22	\$830.00	\$31.22	3.6%	-\$10.78	-25.7%
	One Dep	2	\$1,718.00	\$830.00	\$888.00	51.7%		EE + Sp	2	\$1,808.58	\$830.00	\$978.58	54.1%	\$90.58	10.2%
	Two Deps	1	\$1,999.00	\$830.00	\$1,169.00	58.5%		EE + Ch	1	\$1,550.21	\$830.00	\$720.21	46.5%	-\$448.79	-38.4%
	Three+ Deps	0	\$2,436.00	\$830.00	\$1,606.00	65.9%		Family	0	\$2,497.55	\$830.00	\$1,667.55	66.8%	\$61.55	3.8%
PPO 3769 - 85.7%	EE	123	\$830.00	\$830.00	\$0.00	0.0%	PPO Silver - 77%	EE	123	\$786.02	\$786.02	\$0.00	0.0%	\$0.00	0.0%
	One Dep	5	\$1,635.00	\$830.00	\$805.00	49.2%		EE + Sp	5	\$1,650.62	\$830.00	\$820.62	49.7%	\$15.62	1.9%
	Two Deps	2	\$1,903.00	\$830.00	\$1,073.00	56.4%		EE + Ch	2	\$1,414.83	\$830.00	\$584.83	41.3%	-\$488.17	-45.5%
	Three+ Deps	2	\$2,320.00	\$830.00	\$1,490.00	64.2%		Family	2	\$2,279.43	\$830.00	\$1,449.43	63.6%	-\$40.57	-2.7%
BlueCare 58 - 86.3%	EE	16	\$877.00	\$830.00	\$47.00	5.4%	HMO Gold - 86.2%	EE	16	\$880.20	\$830.00	\$50.20	5.7%	\$3.20	6.8%
	One Dep	0	\$1,729.00	\$830.00	\$899.00	52.0%		EE + Sp	0	\$1,848.43	\$830.00	\$1,018.43	55.1%	\$119.43	13.3%
	Two Deps	0	\$2,014.00	\$830.00	\$1,184.00	58.8%		EE + Ch	0	\$1,584.36	\$830.00	\$754.36	47.6%	-\$429.64	-36.3%
	Three+ Deps	0	\$2,456.00	\$830.00	\$1,626.00	66.2%		Family	0	\$2,552.59	\$830.00	\$1,722.59	67.5%	\$96.59	5.9%
Total	PPO 3559	39	\$441,924	\$388,440	\$53,484	12.1%	Total	PPO Gold	39	\$434,056	\$388,440	\$45,616	10.5%	-\$7,868	-14.7%
	PPO 3769	132	\$1,424,532	\$1,314,720	\$109,812	7.7%		PPO Silver	132	\$1,347,862	\$1,245,803	\$98,060	7.3%	-\$11,752	-10.7%
	BlueCare 58	16	\$168,384	\$159,360	\$9,024	5.4%		HMO Gold	16	\$168,999	\$159,360	\$9,639	5.7%	\$615	6.8%
	Combined	187	\$2,034,840	\$1,862,520	\$172,320	8.5%		Combined	187	\$1,950,918	\$1,797,603	\$153,315	7.9%	-\$19,005	-11.0%

Overall Chg (+/-) (\$83,922)  
 % (+/-) -4.1%  
 ER Change (\$64,917)  
 % (+/-) -3.5%  
 EE Change (\$19,005)  
 % (+/-) -11.0%

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## 2022 vs. 2023 New Plans Scenario 3 (Defined Contribution by tier)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans with Current Contribution Methodology					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3559 - 87.0%	EE	36	\$872.00	\$830.00	\$42.00	4.8%	PPO Gold - 84.3%	EE	36	\$861.22	\$786.02	\$75.20	8.7%	\$33.20	79.1%
	One Dep	2	\$1,716.00	\$830.00	\$886.00	51.7%		EE + Sp	2	\$1,808.58	\$990.37	\$818.20	45.2%	-\$69.80	-7.9%
	Two Deps	1	\$1,999.00	\$830.00	\$1,169.00	58.5%		EE + Ch	1	\$1,550.21	\$848.90	\$701.31	45.2%	-\$467.69	-40.0%
	Three+ Deps	0	\$2,436.00	\$830.00	\$1,606.00	65.9%		Family	0	\$2,497.55	\$1,367.66	\$1,129.89	45.2%	-\$476.11	-29.6%
PPO 3769 - 85.7%	EE	123	\$830.00	\$830.00	\$0.00	0.0%	PPO Silver - 77%	EE	123	\$786.02	\$786.02	\$0.00	0.0%	\$0.00	0.0%
	One Dep	5	\$1,635.00	\$830.00	\$805.00	49.2%		EE + Sp	5	\$1,650.62	\$990.37	\$660.25	40.0%	-\$144.75	-18.0%
	Two Deps	2	\$1,903.00	\$830.00	\$1,073.00	56.4%		EE + Ch	2	\$1,414.83	\$848.90	\$565.93	40.0%	-\$507.07	-47.3%
	Three+ Deps	2	\$2,320.00	\$830.00	\$1,490.00	64.2%		Family	2	\$2,279.43	\$1,367.66	\$911.77	40.0%	-\$578.23	-38.8%
BlueCare 58 - 86.3%	EE	16	\$877.00	\$830.00	\$47.00	5.4%	HMO Gold - 86.2%	EE	16	\$880.20	\$786.02	\$94.19	10.7%	\$47.19	100.4%
	One Dep	0	\$1,729.00	\$830.00	\$899.00	52.0%		EE + Sp	0	\$1,848.43	\$990.37	\$858.05	46.4%	-\$40.95	-4.6%
	Two Deps	0	\$2,014.00	\$830.00	\$1,184.00	58.8%		EE + Ch	0	\$1,584.36	\$848.90	\$735.47	46.4%	-\$448.53	-37.9%
	Three+ Deps	0	\$2,456.00	\$830.00	\$1,626.00	66.2%		Family	0	\$2,552.59	\$1,367.66	\$1,184.93	46.4%	-\$441.07	-27.1%
Total	PPO 3559	39	\$441,924	\$388,440	\$53,484	12.1%	Total	PPO Gold	39	\$434,056	\$373,516	\$60,540	13.9%	\$7,056	13.2%
	PPO 3769	132	\$1,424,532	\$1,314,720	\$109,812	7.7%		PPO Silver	132	\$1,347,862	\$1,272,783	\$75,080	5.6%	-\$34,732	-31.6%
	BlueCare 58	16	\$168,384	\$159,360	\$9,024	5.4%		HMO Gold	16	\$168,999	\$150,915	\$18,084	10.7%	\$9,060	100.4%
	Combined	187	\$2,034,840	\$1,862,520	\$172,320	8.5%		Combined	187	\$1,950,918	\$1,797,214	\$153,704	7.9%	-\$18,616	-10.8%

Overall Chg (+/-) (\$83,922)  
 % (+/-) -4.1%  
 ER Change (\$65,306)  
 % (+/-) -3.5%  
 EE Change (\$18,616)  
 % (+/-) -10.8%

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**FCSRMC**  
 FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM



## Gulf Coast State College 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.



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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	FUNDING RATES	2022 Current Plans EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	PLAN	RATE TIERS	PROJ. ENROLLED	FUNDING RATES	2023 Status Quo EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	13	\$767.00	\$728.65	\$38.35	5.0%	PPO 3769 - 85.7%	Employee	13	\$854.44	\$811.72	\$42.72	5.0%	\$4.37	11.4%
	Spouse/Dep	1	\$1,534.00	\$728.65	\$805.35	52.5%		Spouse/Dep	1	\$1,708.88	\$811.72	\$897.16	52.5%	\$91.81	11.4%
	Child (1-2)	2	\$1,160.00	\$728.65	\$431.35	37.2%		Child (1-2)	2	\$1,292.24	\$811.72	\$480.52	37.2%	\$49.17	11.4%
	Child (3-4)	0	\$1,553.00	\$728.65	\$824.35	53.1%		Child (3-4)	0	\$1,730.04	\$811.72	\$918.33	53.1%	\$93.98	11.4%
	Family	3	\$1,894.00	\$728.65	\$1,165.35	61.5%		Family	3	\$2,109.92	\$811.72	\$1,298.20	61.5%	\$132.85	11.4%
PPO 3766 - 88.1%	Employee	224	\$809.00	\$768.55	\$40.45	5.0%	PPO 3766 - 88.1%	Employee	224	\$901.23	\$856.16	\$45.06	5.0%	\$4.61	11.4%
	Spouse/Dep	18	\$1,618.00	\$768.55	\$849.45	52.5%		Spouse/Dep	18	\$1,802.45	\$856.16	\$946.29	52.5%	\$96.84	11.4%
	Child (1-2)	24	\$1,223.00	\$768.55	\$454.45	37.2%		Child (1-2)	24	\$1,362.42	\$856.16	\$506.26	37.2%	\$51.81	11.4%
	Child (3-4)	0	\$1,639.00	\$768.55	\$870.45	53.1%		Child (3-4)	0	\$1,825.85	\$856.16	\$969.68	53.1%	\$99.23	11.4%
	Family	6	\$1,997.00	\$768.55	\$1,228.45	61.5%		Family	6	\$2,224.66	\$856.16	\$1,368.49	61.5%	\$140.04	11.4%
HDHP 5190/5191 - 84.7%	Employee	3	\$491.00	\$466.45	\$24.55	5.0%	HDHP 5190/5191 - 84.7%	Employee	3	\$546.97	\$519.63	\$27.35	5.0%	\$2.80	11.4%
	Spouse/Dep	2	\$982.00	\$466.45	\$515.55	52.5%		Spouse/Dep	2	\$1,093.95	\$519.63	\$574.32	52.5%	\$58.77	11.4%
	Child (1-2)	0	\$0.00	\$0.00	\$0.00	0.0%		Child (1-2)	0	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	0.0%
	Child (3-4)	0	\$0.00	\$0.00	\$0.00	0.0%		Child (3-4)	0	\$0.00	\$0.00	\$0.00	0.0%	\$0.00	0.0%
	Family	9	\$1,211.00	\$466.45	\$744.55	61.5%		Family	9	\$1,349.05	\$519.63	\$829.43	61.5%	\$84.88	11.4%
Total	PPO 3769 - 85.7%	19	\$234,084	\$166,132	\$67,952	29.0%	Total	PPO 3769 - 85.7%	19	\$260,770	\$185,071	\$75,698	29.0%	\$7,747	11.4%
	PPO 3766 - 88.1%	272	\$3,020,088	\$2,508,547	\$511,541	16.9%		PPO 3766 - 88.1%	272	\$3,364,378	\$2,794,522	\$569,856	16.9%	\$58,316	11.4%
	HDHP 5190/5191 - 84.7%	14	\$172,032	\$78,364	\$93,668	54.4%		HDHP 5190/5191 - 84.7%	14	\$191,644	\$97,297	\$104,347	54.4%	\$19,678	11.4%
Combined			\$3,426,204	\$2,753,043	\$673,161	19.6%	Combined			\$3,816,791	\$3,068,890	\$749,901	19.6%	\$76,740	11.4%
Overall Chg (+/-)			\$390,587												
% (+/-)			11.4%												
ER Change			\$313,847												
% (+/-)			11.4%												
EE Change			\$76,740												
% (+/-)			11.4%												

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver


### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86% HMO Gold		Target 84% PPO Gold		Target 76% PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80% HDHP Gold		Target 74% HDHP Silver		Target <70% PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – Gulf Coast

Plan	Tier Relationship	Tier	Funding Rates
Gold HMO	1.00	EE	\$812.95
	2.10	Sp	\$1,707.20
	1.80	CH	\$1,463.31
	2.90	FAM	\$2,357.55
Gold PPO	1.00	EE	\$795.42
	2.10	Sp	\$1,670.39
	1.80	CH	\$1,431.76
	2.90	FAM	\$2,306.72
Silver PPO	1.00	EE	\$725.96
	2.10	Sp	\$1,524.51
	1.80	CH	\$1,306.73
	2.90	FAM	\$2,105.27
Bronze PPO	1.00	EE	\$651.35
	2.10	Sp	\$1,367.83
	1.80	CH	\$1,172.43
	2.90	FAM	\$1,888.91
Gold HDHP	1.00	EE	\$757.84
	2.10	Sp	\$1,591.47
	1.80	CH	\$1,364.12
	2.90	FAM	\$2,197.74
Silver HDHP	1.00	EE	\$698.79
	2.10	Sp	\$1,467.47
	1.80	CH	\$1,257.83
	2.90	FAM	\$2,026.50



Tier	Current Tier Relationship	New Tier Relationship
EE	1.0	1.0
EE + Sp	2.0	2.1
Child (1-2)	1.5	1.8
Child (3-4)*	2.0	1.8
Family	2.5	2.9

\*No enrollment in Child (3-4) Tier

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## 2022 vs. 2023 New Plans Scenario 1 (With Current Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans with Current Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	13	\$767.00	\$728.65	\$38.35	5.0%	\$725.96	\$689.66	\$36.30	5.0%	-\$2.05	-5.4%
	Spouse/Dep	1	\$1,534.00	\$728.65	\$805.35	52.5%	\$1,524.51	\$689.66	\$834.84	54.8%	\$29.49	3.7%
	Child (1-2)	2	\$1,160.00	\$728.65	\$431.35	37.2%	\$1,306.73	\$689.66	\$617.06	47.2%	\$185.71	43.1%
	Family	3	\$1,894.00	\$728.65	\$1,165.35	61.5%	\$2,105.27	\$689.66	\$1,415.61	67.2%	\$250.26	21.5%
PPO 3766 - 88.1%	Employee	224	\$809.00	\$768.55	\$40.45	5.0%	\$795.42	\$755.65	\$39.77	5.0%	-\$0.68	-1.7%
	Spouse/Dep	18	\$1,618.00	\$768.55	\$849.45	52.5%	\$1,670.39	\$755.65	\$914.74	54.8%	\$65.29	7.7%
	Child (1-2)	24	\$1,223.00	\$768.55	\$454.45	37.2%	\$1,431.76	\$755.65	\$676.11	47.2%	\$221.66	48.8%
	Family	6	\$1,997.00	\$768.55	\$1,228.45	61.5%	\$2,306.72	\$755.65	\$1,551.07	67.2%	\$322.62	26.3%
HDHP 5190/5191 - 84.7%	Employee	3	\$491.00	\$466.45	\$24.55	5.0%	\$698.79	\$663.85	\$34.94	5.0%	\$10.39	42.3%
	Spouse/Dep	2	\$982.00	\$466.45	\$515.55	52.5%	\$1,467.47	\$663.85	\$803.62	54.8%	\$288.07	55.9%
	Child (1-2)	0	\$0.00	\$0.00	\$0.00	0.0%	\$1,257.83	\$663.85	\$593.98	47.2%	\$593.98	0.0%
	Family	9	\$1,211.00	\$466.45	\$744.55	61.5%	\$2,026.50	\$663.85	\$1,362.65	67.2%	\$618.10	83.0%
Total	PPO 3769	19	\$234,084	\$166,132	\$67,952	29.0%	\$238,695	\$157,243	\$81,452	34.1%	\$13,500	19.9%
	PPO 3766	272	\$3,020,088	\$2,508,547	\$511,541	16.9%	\$3,077,319	\$2,466,433	\$610,886	19.9%	\$99,345	19.4%
	HDHP 5190/51	14	\$172,032	\$78,364	\$93,668	54.4%	\$279,238	\$111,527	\$167,711	60.1%	\$74,043	79.0%
	Combined	305	\$3,426,204	\$2,753,043	\$673,161	19.6%	\$3,595,253	\$2,735,204	\$860,049	23.9%	\$186,888	27.8%

Overall Chg (+/-) \$169,049  
 % (+/-) 4.9%  
 ER Change (\$17,839)  
 % (+/-) -0.6%  
 EE Change \$186,888  
 % (+/-) 27.8%

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## 2022 vs. 2023 New Plans Scenario 2 (Defined Contribution)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3769 - 85.7%	Employee	13	\$767.00	\$728.65	\$38.35	5.0%
	Spouse/Dep	1	\$1,534.00	\$728.65	\$805.35	52.5%
	Child (1-2)	2	\$1,160.00	\$728.65	\$431.35	37.2%
	Family	3	\$1,894.00	\$728.65	\$1,165.35	61.5%
PPO 3766 - 88.1%	Employee	224	\$809.00	\$768.55	\$40.45	5.0%
	Spouse/Dep	18	\$1,618.00	\$768.55	\$849.45	52.5%
	Child (1-2)	24	\$1,223.00	\$768.55	\$454.45	37.2%
	Family	6	\$1,997.00	\$768.55	\$1,228.45	61.5%
HDHP 5190/5191 - 84.7%	Employee	3	\$491.00	\$466.45	\$24.55	5.0%
	Spouse/Dep	2	\$982.00	\$466.45	\$515.55	52.5%
	Child (1-2)	0	\$0.00	\$0.00	\$0.00	0.0%
	Family	9	\$1,211.00	\$466.45	\$744.55	61.5%
Total	PPO 3769	19	\$234,084	\$166,132	\$67,952	29.0%
	PPO 3766	272	\$3,020,088	\$2,508,547	\$511,541	16.9%
	HDHP 5190/5191	14	\$172,032	\$78,364	\$93,668	54.4%
	Combined	305	\$3,426,204	\$2,753,043	\$673,161	19.6%

Overall Chg (+/-) \$169,049  
 % (+/-) 4.9%  
 ER Change \$159,456  
 % (+/-) 5.8%  
 EE Change \$9,593  
 % (+/-) 1.4%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans with Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO Silver 77%	Employee	13	\$725.96	\$698.79	\$27.17	3.7%	-\$11.18	-29.2%
	Spouse/Dep	1	\$1,524.51	\$1,100.60	\$423.90	27.8%	-\$381.45	-47.4%
	EE + Ch(ren)	2	\$1,306.73	\$943.37	\$363.35	27.8%	-\$68.00	-15.8%
	Family	3	\$2,105.27	\$1,519.88	\$585.39	27.8%	-\$579.96	-49.8%
PPO Gold 84.3%	Employee	224	\$795.42	\$698.79	\$96.63	12.1%	\$56.18	138.9%
	Spouse/Dep	18	\$1,670.39	\$1,100.60	\$569.79	34.1%	-\$279.66	-32.9%
	EE + Ch(ren)	24	\$1,431.76	\$943.37	\$488.38	34.1%	\$33.93	7.5%
	Family	6	\$2,306.72	\$1,519.88	\$786.84	34.1%	-\$441.61	-35.9%
HDHP Silver 74.1%	Employee	3	\$698.79	\$698.79	\$0.00	0.0%	-\$24.55	-100.0%
	Spouse/Dep	2	\$1,467.47	\$1,100.60	\$366.87	25.0%	-\$148.68	-28.8%
	EE + Ch(ren)	0	\$1,257.83	\$943.37	\$314.46	25.0%	\$314.46	0.0%
	Family	9	\$2,026.50	\$1,519.88	\$506.63	25.0%	-\$237.92	-32.0%
Total	PPO Silver	19	\$238,695	\$199,575	\$39,120	16.4%	-\$28,832	-42.4%
	PPO Gold	272	\$3,077,319	\$2,497,205	\$580,114	18.9%	\$68,573	13.4%
	HDHP Silver	14	\$279,238	\$215,718	\$63,520	22.7%	-\$30,148	-32.2%
	Combined	305	\$3,595,253	\$2,912,499	\$682,754	19.0%	\$9,593	1.4%

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## Florida Keys 2023 Medical Plan Discussion



May 2022

welcome to brighter



## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIBUTION	CONTRIB. %
PPO 3769 - 85.7%	Employee	61	\$939.00	\$939.00	\$0.00	0.0%
	Dependent	4	\$2,013.00	\$939.00	\$1,074.00	53.4%
HDHP 5190/5191 - 84.7%	Employee	13	\$584.00	\$584.00	\$0.00	0.0%
	Dependent	11	\$1,168.00	\$584.00	\$584.00	50.0%
Total			\$783,972	\$732,420	\$51,552	6.6%
	Combined	89	\$245,280	\$168,192	\$77,088	31.4%

Overall Chg (+/-) \$117,335  
 % (+/-) 11.4%  
 ER Change \$102,670  
 % (+/-) 11.4%  
 EE Change \$14,665  
 % (+/-) 11.4%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo				\$ CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIBUTION	CONTRIB. %		
PPO 3769 - 85.7%	Employee	61	\$1,046.05	\$1,046.05	\$0.00	0.0%	\$0.00	0.0%
	Dependent	4	\$2,242.48	\$1,046.05	\$1,196.44	53.4%	\$122.44	11.4%
HDHP 5190/5191 - 84.7%	Employee	13	\$650.58	\$650.58	\$0.00	0.0%	\$0.00	0.0%
	Dependent	11	\$1,301.15	\$650.58	\$650.58	50.0%	\$66.58	11.4%
Total			\$873,345	\$815,916	\$57,429	6.6%	\$5,877	11.4%
	Combined	89	\$273,242	\$187,366	\$85,876	31.4%	\$8,768	11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 86%			Target 84%		Target 76%	
HMO Gold			PPO Gold		PPO Silver	
Plan Details	N/A		N/A		N/A	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 80%			Target 74%		Target <70%	
HDHP Gold			HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – Florida Keys

Plan	Tier	Funding Rates
Gold HMO	EE	\$823.71
	Sp	\$1,729.79
	CH	\$1,482.67
	FAM	\$2,388.75
Gold PPO	EE	\$805.94
	Sp	\$1,692.49
	CH	\$1,450.70
	FAM	\$2,337.24
Silver PPO	EE	\$735.57
	Sp	\$1,544.68
	CH	\$1,324.02
	FAM	\$2,133.13
Bronze PPO	EE	\$659.97
	Sp	\$1,385.93
	CH	\$1,187.95
	FAM	\$1,913.91
Gold HDHP	EE	\$767.87
	Sp	\$1,612.53
	CH	\$1,382.17
	FAM	\$2,226.82
Silver HDHP	EE	\$708.04
	Sp	\$1,486.89
	CH	\$1,274.48
	FAM	\$2,053.32

Tier	HDHP Current Tier Relationship	PPO Current Tier Relationship	New Tier Relationship
EE	1.0	1.0	1.0
EE + Sp	2.0	2.1	2.1
EE + Ch(ren)	2.0	2.1	1.8
Family	2.0	2.1	2.9

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## 2022 vs. 2023 New Plans (Current Strategy + Migration Assumptions)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Contribution Strategy + Migration Assumption						
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE	
PPO 3769 - 85.7%	Employee	31	\$939.00	\$939.00	\$0.00	0.0%	Gold PPO - 84.3%	EE	30	\$805.94	\$805.94	\$0.00	0.0%	\$0.00	0.0%	
	Dependent	2	\$2,013.00	\$939.00	\$1,074.00	53.4%		EE + SP	3	\$1,692.49	\$805.94	\$886.55	52.4%	-\$187.45	-17.5%	
								EE + CH	0	\$1,450.70	\$805.94	\$644.76	44.4%	-\$429.24	-40.0%	
								Family	3	\$2,337.24	\$805.94	\$1,531.30	65.5%	\$457.30	42.8%	
	Employee	30	\$939.00	\$939.00	\$0.00	0.0%	Silver PPO - 77%	EE	22	\$735.57	\$735.57	\$0.00	0.0%	\$0.00	0.0%	
Dependent	2	\$2,013.00	\$939.00	\$1,074.00	53.4%	EE + SP		2	\$1,544.68	\$735.57	\$809.11	52.4%	-\$264.89	-24.7%		
						EE + CH		0	\$1,324.02	\$735.57	\$588.45	44.4%	-\$485.55	-45.2%		
						Family		2	\$2,133.13	\$735.57	\$1,397.56	65.5%	\$323.56	30.1%		
HDHP \$190/\$191 - 84.7%	Employee	13	\$584.00	\$584.00	\$0.00	0.0%	Gold HDHP - 80.4%	EE	22	\$767.87	\$767.87	\$0.00	0.0%	\$0.00	0.0%	
	Dependent	11	\$1,168.00	\$584.00	\$584.00	50.0%		EE + SP	2	\$1,612.53	\$767.87	\$844.66	52.4%	\$260.66	44.6%	
						EE + CH		1	\$1,382.17	\$767.87	\$614.30	44.4%	\$30.30	5.2%		
						Family		2	\$2,226.82	\$767.87	\$1,458.95	65.5%	\$874.95	149.8%		
Total	PPO 3769 - 85.7%	33	\$397,620	\$371,844	\$25,776	6.5%	Total	Gold PPO - 84.3%	36	\$435,210	\$348,168	\$87,043	20.0%	\$61,267	237.7%	
	PPO 3769 - 85.7%	32	\$386,352	\$360,576	\$25,776	6.7%		Silver PPO - 77%	26	\$282,457	\$229,497	\$52,960	18.7%	\$27,184	105.5%	
	HDHP \$190/\$191 - 84.7%	24	\$245,280	\$168,192	\$77,088	31.4%		Gold HDHP - 80.4%	27	\$311,448	\$248,790	\$62,658	20.1%	-\$14,430	-18.7%	
	Combined	89	\$1,029,252	\$900,612	\$128,640	12.5%		Combined	89	\$1,029,115	\$826,454	\$202,661	19.7%	\$74,021	57.5%	
Overall Chg (+/-)			(\$137)													
% (+/-)			0.0%													
ER Change			\$74,021													
% (+/-)			57.5%													

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## 2022 vs. 2023 New Plans (Defined Contribution + Migration Assumptions – Silver PPO as Base)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Contribution Strategy + Migration Assumption					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	31	\$939.00	\$939.00	\$0.00	0.0%	Gold PPO - 84.3%	EE	30	\$805.94	\$735.57	\$70.38	8.7%	\$70.38	0.0%
	Dependent	2	\$2,013.00	\$939.00	\$1,074.00	53.4%		EE + SP	3	\$1,692.49	\$1,158.51	\$533.99	31.6%	-\$540.01	-50.3%
								EE + CH	0	\$1,450.70	\$993.01	\$457.69	31.5%	-\$616.31	-57.4%
	Family	3						Family	3	\$2,337.24	\$1,599.85	\$737.40	31.5%	-\$336.60	-31.3%
HDHP 5190/5191 - 84.7%	Employee	30	\$939.00	\$939.00	\$0.00	0.0%	Silver PPO - 77%	EE	22	\$735.57	\$735.57	\$0.00	0.0%	\$0.00	0.0%
	Dependent	2	\$2,013.00	\$939.00	\$1,074.00	53.4%		EE + SP	2	\$1,544.68	\$1,158.51	\$386.17	25.0%	-\$687.83	-64.0%
								EE + CH	0	\$1,324.02	\$993.01	\$331.00	25.0%	-\$743.00	-69.2%
	Family	2						Family	2	\$2,133.13	\$1,599.85	\$533.28	25.0%	-\$540.72	-50.3%
Total	Employee	13	\$584.00	\$584.00	\$0.00	0.0%	Gold HDHP - 80.4%	EE	22	\$767.87	\$735.57	\$32.30	4.2%	\$32.30	0.0%
	Dependent	11	\$1,168.00	\$584.00	\$584.00	50.0%		EE + SP	2	\$1,612.53	\$1,158.51	\$454.02	28.2%	-\$129.98	-22.3%
								EE + CH	1	\$1,382.17	\$993.01	\$389.15	28.2%	-\$194.85	-33.4%
	Family	2						Family	2	\$2,226.82	\$1,599.85	\$626.97	28.2%	-\$42.97	-7.4%
Total	PPO 3769 - 85.7%	33	\$397,620	\$371,844	\$25,776	6.5%	Total	Gold PPO - 84.3%	36	\$435,210	\$364,105	\$71,105	16.3%	\$45,329	175.9%
	PPO 3769 - 85.7%	32	\$386,352	\$360,576	\$25,776	6.7%		Silver PPO - 77%	26	\$282,457	\$260,390	\$22,067	7.8%	-\$3,709	-14.4%
	HDHP 5190/5191 - 84.7%	24	\$245,280	\$168,192	\$77,088	31.4%		Gold HDHP - 80.4%	27	\$311,448	\$272,306	\$39,141	12.6%	-\$37,947	-49.2%
	Combined	89	\$1,029,252	\$900,612	\$128,640	12.5%		Combined	89	\$1,029,115	\$896,801	\$132,314	12.9%	\$3,674	2.9%

Overall Chg (+/-) (\$137)  
 % (+/-) 0.0%  
 ER Change (\$3,811)  
 % (+/-) -0.4%  
 EE Change \$3,674  
 % (+/-) 2.9%

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## FSCJ 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## Current 2022 vs. 2023 "Status Quo" - PPO

PLAN	Salary Band	RATE TIER	PROJ. ENROLLED	2022 Current Plans				PLAN	Salary Band	RATE TIER	PROJ. ENROLLED	2023 Status Quo					
				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %					FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	< \$30k	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO 3769 - 85.7%	< \$30k	EE	105	\$940.86	\$940.86	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$1,086.54	\$460.58	29.8%			EE + Sp	10	\$1,723.49	\$1,210.41	\$513.09	29.8%	\$52.51	11.4%
		EE + Ch	11	\$1,331.59	\$1,013.97	\$317.62	23.9%			EE + Ch	11	\$1,483.39	\$1,129.56	\$353.83	23.9%	\$36.21	11.4%
		Family	9	\$1,913.79	\$1,214.77	\$699.02	36.5%			Family	9	\$2,131.96	\$1,353.25	\$778.71	36.5%	\$79.69	11.4%
PPO 3769 - 85.7%	\$30k - \$39,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO 3769 - 85.7%	\$30k - \$39,999	EE	105	\$940.86	\$940.86	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$1,045.41	\$501.71	32.4%			EE + Sp	10	\$1,723.49	\$1,164.59	\$558.90	32.4%	\$57.19	11.4%
		EE + Ch	11	\$1,331.59	\$984.93	\$346.66	26.0%			EE + Ch	11	\$1,483.39	\$1,097.21	\$386.18	26.0%	\$39.52	11.4%
		Family	9	\$1,913.79	\$1,149.44	\$764.35	39.9%			Family	9	\$2,131.96	\$1,280.48	\$851.49	39.9%	\$87.14	11.4%
PPO 3769 - 85.7%	\$40k - \$49,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO 3769 - 85.7%	\$40k - \$49,999	EE	105	\$940.86	\$940.86	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$904.61	\$552.51	35.7%			EE + Sp	10	\$1,723.49	\$1,108.00	\$615.50	35.7%	\$62.99	11.4%
		EE + Ch	11	\$1,331.59	\$948.64	\$382.95	28.8%			EE + Ch	11	\$1,483.39	\$1,056.78	\$426.61	28.8%	\$43.66	11.4%
		Family	10	\$1,913.79	\$1,074.45	\$839.34	43.9%			Family	10	\$2,131.96	\$1,196.94	\$935.02	43.9%	\$95.68	11.4%
PPO 3769 - 85.7%	\$50k - \$59,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO 3769 - 85.7%	\$50k - \$59,999	EE	105	\$940.86	\$940.86	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$951.03	\$596.09	38.5%			EE + Sp	10	\$1,723.49	\$1,059.45	\$664.04	38.5%	\$67.95	11.4%
		EE + Ch	12	\$1,331.59	\$917.18	\$414.41	31.1%			EE + Ch	12	\$1,483.39	\$1,021.74	\$461.65	31.1%	\$47.24	11.4%
		Family	10	\$1,913.79	\$1,004.27	\$909.52	47.5%			Family	10	\$2,131.96	\$1,118.76	\$1,013.21	47.5%	\$103.69	11.4%
PPO 3769 - 85.7%	\$60k - \$69,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO 3769 - 85.7%	\$60k - \$69,999	EE	105	\$940.86	\$940.86	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$905.07	\$642.05	41.5%			EE + Sp	10	\$1,723.49	\$1,008.25	\$715.24	41.5%	\$73.19	11.4%
		EE + Ch	12	\$1,331.59	\$885.71	\$445.88	33.5%			EE + Ch	12	\$1,483.39	\$986.68	\$496.71	33.5%	\$50.83	11.4%
		Family	10	\$1,913.79	\$936.53	\$977.26	51.1%			Family	10	\$2,131.96	\$1,043.29	\$1,088.67	51.1%	\$111.41	11.4%
PPO 3769 - 85.7%	> \$70k	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO 3769 - 85.7%	> \$70k	EE	105	\$940.86	\$940.86	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$844.58	\$702.54	45.4%			EE + Sp	10	\$1,723.49	\$940.86	\$782.63	45.4%	\$80.09	11.4%
		EE + Ch	12	\$1,331.59	\$844.58	\$487.01	36.6%			EE + Ch	12	\$1,483.39	\$940.86	\$542.53	36.6%	\$55.52	11.4%
		Family	10	\$1,913.79	\$844.58	\$1,069.21	55.9%			Family	10	\$2,131.96	\$940.86	\$1,191.10	55.9%	\$121.89	11.4%

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## Current 2022 vs. 2023 “Status Quo” - HMO

PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %					FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HMO 51 - 88.6%	< \$30k	EE	12	\$894.97	\$844.57	\$50.40	5.6%	HMO 51 - 88.6%	< \$30k	EE	12	\$997.00	\$940.85	\$56.15	5.6%	\$5.75	11.4%
		EE + Sp	1	\$1,614.31	\$1,088.95	\$525.36	32.5%			EE + Sp	1	\$1,798.34	\$1,213.09	\$585.25	32.5%	\$59.89	11.4%
		EE + Ch	4	\$1,393.19	\$1,013.95	\$379.24	27.2%			EE + Ch	4	\$1,552.01	\$1,129.54	\$422.47	27.2%	\$43.23	11.4%
		Family	3	\$1,994.97	\$1,217.20	\$777.77	39.0%			Family	3	\$2,222.40	\$1,355.96	\$866.44	39.0%	\$88.67	11.4%
HMO 51 - 88.6%	\$30k - \$39,999	EE	12	\$894.97	\$844.57	\$50.40	5.6%	HMO 51 - 88.6%	\$30k - \$39,999	EE	12	\$997.00	\$940.85	\$56.15	5.6%	\$5.75	11.4%
		EE + Sp	1	\$1,614.31	\$1,045.43	\$568.88	35.2%			EE + Sp	1	\$1,798.34	\$1,164.61	\$633.73	35.2%	\$64.85	11.4%
		EE + Ch	4	\$1,393.19	\$984.90	\$408.29	29.3%			EE + Ch	4	\$1,552.01	\$1,097.18	\$454.84	29.3%	\$46.55	11.4%
		Family	3	\$1,994.97	\$1,151.86	\$843.11	42.3%			Family	3	\$2,222.40	\$1,283.17	\$939.22	42.3%	\$96.11	11.4%
HMO 51 - 88.6%	\$40k - \$49,999	EE	12	\$894.97	\$844.57	\$50.40	5.6%	HMO 51 - 88.6%	\$40k - \$49,999	EE	12	\$997.00	\$940.85	\$56.15	5.6%	\$5.75	11.4%
		EE + Sp	1	\$1,614.31	\$997.02	\$617.29	38.2%			EE + Sp	1	\$1,798.34	\$1,110.68	\$687.66	38.2%	\$70.37	11.4%
		EE + Ch	4	\$1,393.19	\$951.02	\$442.17	31.7%			EE + Ch	4	\$1,552.01	\$1,059.44	\$492.58	31.7%	\$50.41	11.4%
		Family	3	\$1,994.97	\$1,076.87	\$918.10	46.0%			Family	3	\$2,222.40	\$1,199.63	\$1,022.76	46.0%	\$104.66	11.4%
HMO 51 - 88.6%	\$50k - \$59,999	EE	12	\$894.97	\$844.57	\$50.40	5.6%	HMO 51 - 88.6%	\$50k - \$59,999	EE	12	\$997.00	\$940.85	\$56.15	5.6%	\$5.75	11.4%
		EE + Sp	2	\$1,614.31	\$951.03	\$663.28	41.1%			EE + Sp	2	\$1,798.34	\$1,059.45	\$738.89	41.1%	\$75.61	11.4%
		EE + Ch	4	\$1,393.19	\$917.14	\$476.05	34.2%			EE + Ch	4	\$1,552.01	\$1,021.69	\$530.32	34.2%	\$54.27	11.4%
		Family	3	\$1,994.97	\$1,006.68	\$988.29	49.5%			Family	3	\$2,222.40	\$1,121.44	\$1,100.96	49.5%	\$112.67	11.4%
HMO 51 - 88.6%	\$60k - \$69,999	EE	13	\$894.97	\$844.57	\$50.40	5.6%	HMO 51 - 88.6%	\$60k - \$69,999	EE	13	\$997.00	\$940.85	\$56.15	5.6%	\$5.75	11.4%
		EE + Sp	2	\$1,614.31	\$905.09	\$709.22	43.9%			EE + Sp	2	\$1,798.34	\$1,008.27	\$790.07	43.9%	\$80.85	11.4%
		EE + Ch	4	\$1,393.19	\$885.66	\$507.53	36.4%			EE + Ch	4	\$1,552.01	\$986.63	\$565.39	36.4%	\$57.86	11.4%
		Family	3	\$1,994.97	\$936.52	\$1,058.45	53.1%			Family	3	\$2,222.40	\$1,043.28	\$1,179.11	53.1%	\$120.66	11.4%
HMO 51 - 88.6%	> \$70k	EE	13	\$894.97	\$844.57	\$50.40	5.6%	HMO 51 - 88.6%	> \$70k	EE	13	\$997.00	\$940.85	\$56.15	5.6%	\$5.75	11.4%
		EE + Sp	2	\$1,614.31	\$844.57	\$769.74	47.7%			EE + Sp	2	\$1,798.34	\$940.85	\$857.49	47.7%	\$87.75	11.4%
		EE + Ch	4	\$1,393.19	\$844.56	\$548.63	39.4%			EE + Ch	4	\$1,552.01	\$940.84	\$611.17	39.4%	\$62.54	11.4%
		Family	3	\$1,994.97	\$844.57	\$1,150.40	57.7%			Family	3	\$2,222.40	\$940.85	\$1,281.55	57.7%	\$131.15	11.4%

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## Current 2022 vs. 2023 “Status Quo” – HDHP + Overall Summary

PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %					FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HDHP 5190/5191 - 84.7%	N/A	EE	169	\$553.20	\$553.20	\$0.00	0.0%	HDHP 5190/5191 - 84.7%	N/A	EE	169	\$616.26	\$616.26	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	19	\$1,013.36	\$553.20	\$460.16	45.4%			EE + Sp	19	\$1,128.88	\$616.26	\$512.62	45.4%	\$52.46	11.4%
		EE + Ch	36	\$872.19	\$553.20	\$318.99	36.6%			EE + Ch	36	\$971.62	\$616.26	\$355.35	36.6%	\$36.36	11.4%
		Family	32	\$1,253.53	\$553.20	\$700.33	55.9%			Family	32	\$1,396.43	\$616.26	\$780.17	55.9%	\$79.84	11.4%
Total	PPD 3769 - 85.7%	EE	817	\$9,933.506	\$8,573.119	\$1,360.387	13.7%	Total	PPD 3769 - 85.7%	EE	817	\$11,065.925	\$9,550.454	\$1,515.471	13.7%	\$155.084	11.4%
		EE + Sp	125	\$1,801.231	\$1,345.452	\$455.779	25.3%			EE + Sp	125	\$2,006.571	\$1,498.833	\$507.738	25.3%	\$51.959	11.4%
		EE + Ch	256	\$2,211.077	\$1,699.430	\$511.647	23.1%			EE + Ch	256	\$2,463.140	\$1,893.165	\$569.975	23.1%	\$58.328	11.4%
		Family	1,198	\$13,945.814	\$11,618.001	\$2,327.813	16.7%			Family	1,198	\$15,535.637	\$12,942.453	\$2,593.184	16.7%	\$265.371	11.4%

Overall Chg (+/-)	\$1,589,823
% (+/-)	11.4%
ER Change	\$1,324,452
% (+/-)	11.4%
EE Change	\$265,371
% (+/-)	11.4%

In addition to the Consortium’s HSA Contribution of \$500/\$1,000/\$1,500, FSCJ also contributes an additional \$1,500 regardless of tier.

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86% HMO Gold		Target 84% PPO Gold		Target 76% PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80% HDHP Gold		Target 74% HDHP Silver		Target <70% PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – FSCJ

Plan	Tier	Funding Rates
Gold HMO	EE	\$807.73
	Sp	\$1,696.23
	CH	\$1,453.91
	FAM	\$2,342.42
Gold PPO	EE	\$790.31
	Sp	\$1,659.66
	CH	\$1,422.57
	FAM	\$2,291.91
Silver PPO	EE	\$721.30
	Sp	\$1,514.72
	CH	\$1,298.34
	FAM	\$2,091.75
Bronze PPO	EE	\$647.17
	Sp	\$1,359.05
	CH	\$1,164.91
	FAM	\$1,876.78
Gold HDHP	EE	\$752.98
	Sp	\$1,581.25
	CH	\$1,355.36
	FAM	\$2,183.62
Silver HDHP	EE	\$694.30
	Sp	\$1,458.05
	CH	\$1,249.76
	FAM	\$2,013.49

Tier	PPO Tier Relationship	HMO Tier Relationship	HDHP Tier Relationship	New Tier Relationship
EE	1.0	1.0	1.0	1.0
EE + Sp	1.8	1.8	1.8	2.1
EE + Ch(ren)	1.6	1.6	1.6	1.8
Family	2.3	2.3	2.3	2.9

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## 2022 vs. 2023 New Plans Scenario (PPO to PPO Gold using current Contribution %)

PLAN	SALARY BAND	RATE TIERS	PROJ. ENROLLED	FUNDING RATES	2022 Current Plans EMPLOYER COST SHARE	2022 Current Plans EMPLOYEE CONTRIB.	CONTRIB. %	PLAN	SALARY BAND	RATE TIERS	PROJ. ENROLLED	FUNDING RATES	2023 - New Plans EMPLOYER COST SHARE	2023 - New Plans EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	< \$30k	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Gold - 84.3%	< \$30k	EE	105	\$790.31	\$790.31	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$1,086.54	\$460.58	29.8%			EE + Sp	10	\$1,659.66	\$1,165.58	\$494.08	29.8%	\$33.50	7.3%
		EE + Ch	11	\$1,331.59	\$1,013.97	\$317.62	23.9%			EE + Ch	11	\$1,422.57	\$1,083.25	\$339.32	23.9%	\$21.70	6.8%
		Family	9	\$1,913.79	\$1,214.77	\$699.02	36.5%			Family	9	\$2,291.91	\$1,454.78	\$837.13	36.5%	\$138.11	19.8%
PPO 3769 - 85.7%	\$30k - \$39,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Gold - 84.3%	\$30k - \$39,999	EE	105	\$790.31	\$790.31	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$1,045.41	\$501.71	32.4%			EE + Sp	10	\$1,659.66	\$1,121.46	\$538.21	32.4%	\$36.50	7.3%
		EE + Ch	11	\$1,331.59	\$984.03	\$346.66	26.0%			EE + Ch	11	\$1,422.57	\$1,052.22	\$370.34	26.0%	\$23.68	6.8%
		Family	9	\$1,913.79	\$1,149.44	\$764.35	39.9%			Family	9	\$2,291.91	\$1,376.54	\$915.37	39.9%	\$151.02	19.8%
PPO 3769 - 85.7%	\$40k - \$49,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Gold - 84.3%	\$40k - \$49,999	EE	105	\$790.31	\$790.31	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$994.61	\$552.51	35.7%			EE + Sp	10	\$1,659.66	\$1,066.96	\$592.70	35.7%	\$40.19	7.3%
		EE + Ch	11	\$1,331.59	\$948.64	\$382.95	28.8%			EE + Ch	11	\$1,422.57	\$1,013.45	\$409.11	28.8%	\$26.16	6.8%
		Family	10	\$1,913.79	\$1,074.45	\$839.34	43.9%			Family	10	\$2,291.91	\$1,286.74	\$1,005.17	43.9%	\$165.83	19.8%
PPO 3769 - 85.7%	\$50k - \$59,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Gold - 84.3%	\$50k - \$59,999	EE	105	\$790.31	\$790.31	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$951.03	\$596.09	38.5%			EE + Sp	10	\$1,659.66	\$1,020.21	\$639.45	38.5%	\$43.36	7.3%
		EE + Ch	12	\$1,331.59	\$917.18	\$414.41	31.1%			EE + Ch	12	\$1,422.57	\$979.84	\$442.72	31.1%	\$28.31	6.8%
		Family	10	\$1,913.79	\$1,004.27	\$909.52	47.5%			Family	10	\$2,291.91	\$1,202.69	\$1,089.22	47.5%	\$179.70	19.8%
PPO 3769 - 85.7%	\$60k - \$69,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Gold - 84.3%	\$60k - \$69,999	EE	105	\$790.31	\$790.31	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$905.07	\$642.05	41.5%			EE + Sp	10	\$1,659.66	\$970.91	\$688.76	41.5%	\$46.71	7.3%
		EE + Ch	12	\$1,331.59	\$885.71	\$445.88	33.5%			EE + Ch	12	\$1,422.57	\$946.22	\$476.34	33.5%	\$30.46	6.8%
		Family	10	\$1,913.79	\$936.53	\$977.26	51.1%			Family	10	\$2,291.91	\$1,121.57	\$1,170.34	51.1%	\$193.08	19.8%
PPO 3769 - 85.7%	> \$70k	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Gold - 84.3%	> \$70k	EE	105	\$790.31	\$790.31	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$844.58	\$702.54	45.4%			EE + Sp	10	\$1,659.66	\$906.02	\$753.65	45.4%	\$51.11	7.3%
		EE + Ch	12	\$1,331.59	\$844.58	\$487.01	36.6%			EE + Ch	12	\$1,422.57	\$902.28	\$520.28	36.6%	\$33.27	6.8%
		Family	10	\$1,913.79	\$844.58	\$1,069.21	55.9%			Family	10	\$2,291.91	\$1,011.45	\$1,280.46	55.9%	\$211.25	19.8%

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## 2022 vs. 2023 New Plans Scenario (PPO to PPO Silver using current Contribution %)

PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2023 - New Plans					
				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %					FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	< \$30k	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Silver - 77%	< \$30k	EE	105	\$721.30	\$721.30	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$1,086.54	\$460.58	29.8%			EE + Sp	10	\$1,514.72	\$1,063.78	\$450.93	29.8%	-\$9.65	-2.1%
		EE + Ch	11	\$1,331.59	\$1,013.97	\$317.62	23.9%			EE + Ch	11	\$1,298.34	\$988.65	\$309.69	23.9%	-\$7.93	-2.5%
		Family	9	\$1,913.79	\$1,214.77	\$699.02	36.5%			Family	9	\$2,091.75	\$1,327.73	\$764.02	36.5%	\$65.00	9.3%
PPO 3769 - 85.7%	\$30k - \$39,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Silver - 77%	\$30k - \$39,999	EE	105	\$721.30	\$721.30	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$1,045.41	\$501.71	32.4%			EE + Sp	10	\$1,514.72	\$1,023.51	\$491.20	32.4%	-\$10.51	-2.1%
		EE + Ch	11	\$1,331.59	\$984.93	\$346.66	26.0%			EE + Ch	11	\$1,298.34	\$960.33	\$338.00	26.0%	-\$8.66	-2.5%
		Family	9	\$1,913.79	\$1,149.44	\$764.35	39.9%			Family	9	\$2,091.75	\$1,256.33	\$835.43	39.9%	\$71.08	9.3%
PPO 3769 - 85.7%	\$40k - \$49,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Silver - 77%	\$40k - \$49,999	EE	105	\$721.30	\$721.30	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$994.61	\$552.51	35.7%			EE + Sp	10	\$1,514.72	\$973.78	\$540.94	35.7%	-\$11.57	-2.1%
		EE + Ch	11	\$1,331.59	\$948.64	\$382.95	28.8%			EE + Ch	11	\$1,298.34	\$924.95	\$373.39	28.8%	-\$9.56	-2.5%
		Family	10	\$1,913.79	\$1,074.45	\$839.34	43.9%			Family	10	\$2,091.75	\$1,174.36	\$917.39	43.9%	\$78.05	9.3%
PPO 3769 - 85.7%	\$50k - \$59,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Silver - 77%	\$50k - \$59,999	EE	105	\$721.30	\$721.30	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$951.03	\$596.09	38.5%			EE + Sp	10	\$1,514.72	\$931.11	\$583.61	38.5%	-\$12.48	-2.1%
		EE + Ch	12	\$1,331.59	\$917.18	\$414.41	31.1%			EE + Ch	12	\$1,298.34	\$894.27	\$404.06	31.1%	-\$10.35	-2.5%
		Family	10	\$1,913.79	\$1,004.27	\$909.52	47.5%			Family	10	\$2,091.75	\$1,097.66	\$994.10	47.5%	\$84.58	9.3%
PPO 3769 - 85.7%	\$60k - \$69,999	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Silver - 77%	\$60k - \$69,999	EE	105	\$721.30	\$721.30	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$905.07	\$642.05	41.5%			EE + Sp	10	\$1,514.72	\$886.11	\$628.60	41.5%	-\$13.45	-2.1%
		EE + Ch	12	\$1,331.59	\$885.71	\$445.88	33.5%			EE + Ch	12	\$1,298.34	\$863.59	\$434.74	33.5%	-\$11.14	-2.5%
		Family	10	\$1,913.79	\$936.53	\$977.26	51.1%			Family	10	\$2,091.75	\$1,023.62	\$1,068.13	51.1%	\$90.87	9.3%
PPO 3769 - 85.7%	> \$70k	EE	105	\$844.58	\$844.58	\$0.00	0.0%	PPO Silver - 77%	> \$70k	EE	105	\$721.30	\$721.30	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	10	\$1,547.12	\$844.58	\$702.54	45.4%			EE + Sp	10	\$1,514.72	\$826.89	\$687.83	45.4%	-\$14.71	-2.1%
		EE + Ch	12	\$1,331.59	\$844.58	\$487.01	36.6%			EE + Ch	12	\$1,298.34	\$823.49	\$474.85	36.6%	-\$12.16	-2.5%
		Family	10	\$1,913.79	\$844.58	\$1,069.21	55.9%			Family	10	\$2,091.75	\$923.12	\$1,168.63	55.9%	\$99.42	9.3%

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## 2022 vs. 2023 New Plans Scenario (HMO to HMO Gold using current Contribution %)

PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2023 - New Plans					
				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %					FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HMO 51 - 88.6%	< \$30k	EE	12	\$894.97	\$844.57	\$50.40	5.6%	HMO Gold - 86.2%	< \$30k	EE	12	\$807.73	\$757.33	\$50.40	6.2%	\$0.00	0.0%
		EE + Sp	1	\$1,614.31	\$1,088.95	\$525.36	32.5%			EE + Sp	1	\$1,696.23	\$1,144.21	\$552.02	32.5%	\$26.66	5.1%
		EE + Ch	4	\$1,393.19	\$1,013.95	\$379.24	27.2%			EE + Ch	4	\$1,453.91	\$1,058.14	\$395.77	27.2%	\$16.53	4.4%
		Family	3	\$1,994.97	\$1,217.20	\$777.77	39.0%			Family	3	\$2,342.42	\$1,428.19	\$913.23	39.0%	\$135.46	17.4%
HMO 51 - 88.6%	\$30k - \$39,999	EE	12	\$894.97	\$844.57	\$50.40	5.6%	HMO Gold - 86.2%	\$30k - \$39,999	EE	12	\$807.73	\$757.33	\$50.40	6.2%	\$0.00	0.0%
		EE + Sp	1	\$1,614.31	\$1,045.43	\$568.88	35.2%			EE + Sp	1	\$1,696.23	\$1,098.48	\$597.75	35.2%	\$28.87	5.1%
		EE + Ch	4	\$1,393.19	\$984.00	\$408.29	29.3%			EE + Ch	4	\$1,453.91	\$1,027.83	\$426.09	29.3%	\$17.80	4.4%
		Family	3	\$1,994.97	\$1,151.86	\$843.11	42.3%			Family	3	\$2,342.42	\$1,352.47	\$989.95	42.3%	\$146.84	17.4%
HMO 51 - 88.6%	\$40k - \$49,999	EE	12	\$894.97	\$844.57	\$50.40	5.6%	HMO Gold - 86.2%	\$40k - \$49,999	EE	12	\$807.73	\$757.33	\$50.40	6.2%	\$0.00	0.0%
		EE + Sp	1	\$1,614.31	\$997.02	\$617.29	38.2%			EE + Sp	1	\$1,696.23	\$1,047.62	\$648.62	38.2%	\$31.33	5.1%
		EE + Ch	4	\$1,393.19	\$951.02	\$442.17	31.7%			EE + Ch	4	\$1,453.91	\$992.47	\$461.44	31.7%	\$19.27	4.4%
		Family	3	\$1,994.97	\$1,076.87	\$918.10	46.0%			Family	3	\$2,342.42	\$1,264.42	\$1,078.00	46.0%	\$159.90	17.4%
HMO 51 - 88.6%	\$50k - \$59,999	EE	12	\$894.97	\$844.57	\$50.40	5.6%	HMO Gold - 86.2%	\$50k - \$59,999	EE	12	\$807.73	\$757.33	\$50.40	6.2%	\$0.00	0.0%
		EE + Sp	2	\$1,614.31	\$951.03	\$663.28	41.1%			EE + Sp	2	\$1,696.23	\$999.29	\$696.94	41.1%	\$33.66	5.1%
		EE + Ch	4	\$1,393.19	\$917.14	\$476.05	34.2%			EE + Ch	4	\$1,453.91	\$957.11	\$496.80	34.2%	\$20.75	4.4%
		Family	3	\$1,994.97	\$1,006.68	\$988.29	49.5%			Family	3	\$2,342.42	\$1,182.00	\$1,160.41	49.5%	\$172.12	17.4%
HMO 51 - 88.6%	\$60k - \$69,999	EE	13	\$894.97	\$844.57	\$50.40	5.6%	HMO Gold - 86.2%	\$60k - \$69,999	EE	13	\$807.73	\$757.33	\$50.40	6.2%	\$0.00	0.0%
		EE + Sp	2	\$1,614.31	\$905.09	\$709.22	43.9%			EE + Sp	2	\$1,696.23	\$951.02	\$745.21	43.9%	\$35.99	5.1%
		EE + Ch	4	\$1,393.19	\$885.66	\$507.53	36.4%			EE + Ch	4	\$1,453.91	\$924.26	\$529.65	36.4%	\$22.12	4.4%
		Family	3	\$1,994.97	\$936.52	\$1,058.45	53.1%			Family	3	\$2,342.42	\$1,099.63	\$1,242.79	53.1%	\$184.34	17.4%
HMO 51 - 88.6%	> \$70k	EE	13	\$894.97	\$844.57	\$50.40	5.6%	HMO Gold - 86.2%	> \$70k	EE	13	\$807.73	\$757.33	\$50.40	6.2%	\$0.00	0.0%
		EE + Sp	2	\$1,614.31	\$844.57	\$769.74	47.7%			EE + Sp	2	\$1,696.23	\$887.43	\$808.80	47.7%	\$39.06	5.1%
		EE + Ch	4	\$1,393.19	\$844.58	\$548.63	39.4%			EE + Ch	4	\$1,453.91	\$881.37	\$572.54	39.4%	\$23.91	4.4%
		Family	3	\$1,994.97	\$844.57	\$1,150.40	57.7%			Family	3	\$2,342.42	\$991.66	\$1,350.75	57.7%	\$200.35	17.4%

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## 2022 vs. 2023 New Plans Scenario (HDHP to HDHP Gold or HDHP Silver)

PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	Salary Band	RATE TIERS	PROJ. ENROLLED	2023 - New Plans					
				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %					FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HDHP 5190/5191 - 84.7%	N/A	EE	169	\$553.20	\$553.20	\$0.00	0.0%	HDHP Gold - 80.4%	N/A	EE	169	\$752.98	\$752.98	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	19	\$1,013.36	\$553.20	\$460.16	45.4%			EE + Sp	19	\$1,581.25	\$863.22	\$718.04	45.4%	\$257.88	56.0%
		EE + Ch	36	\$872.19	\$553.20	\$318.99	36.6%			EE + Ch	36	\$1,355.36	\$859.66	\$495.70	36.6%	\$176.71	55.4%
		Family	32	\$1,253.53	\$553.20	\$700.33	55.9%			Family	32	\$2,183.62	\$963.66	\$1,219.96	55.9%	\$519.63	74.2%
HDHP 5190/5191 - 84.7%	N/A	EE	169	\$553.20	\$553.20	\$0.00	0.0%	HDHP Silver - 74.1%	N/A	EE	169	\$694.30	\$694.30	\$0.00	0.0%	\$0.00	0.0%
		EE + Sp	19	\$1,013.36	\$553.20	\$460.16	45.4%			EE + Sp	19	\$1,458.05	\$795.96	\$662.09	45.4%	\$201.93	43.9%
		EE + Ch	36	\$872.19	\$553.20	\$318.99	36.6%			EE + Ch	36	\$1,249.76	\$792.68	\$457.08	36.6%	\$138.09	43.3%
		Family	32	\$1,253.53	\$553.20	\$700.33	55.9%			Family	32	\$2,013.49	\$888.58	\$1,124.91	55.9%	\$424.58	60.6%

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**FCSRMC**  
FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM



## FSW 2023 Medical Plan Discussion

April 2022

welcome to brighter



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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86%		Target 84%		Target 76%	
	HMO Gold		PPO Gold		PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80%		Target 74%		Target <70%	
	HDHP Gold		HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 03769 85.7%	EE	153	\$724.00	\$624.00	\$100.00	13.8%	PPO 03769 85.7%	EE	153	\$806.54	\$695.14	\$111.40	13.8%	\$11.40	11.4%
	EE + Sp	15	\$1,424.00	\$624.00	\$800.00	56.2%		EE + Sp	15	\$1,586.34	\$695.14	\$891.20	56.2%	\$91.20	11.4%
	EE + Ch (1-2)	15	\$1,250.00	\$624.00	\$626.00	50.1%		EE + Ch (1-2)	15	\$1,392.50	\$695.14	\$697.36	50.1%	\$71.36	11.4%
	EE + Ch (3-4)	1	\$1,447.00	\$624.00	\$823.00	56.9%		EE + Ch (3-4)	1	\$1,611.96	\$695.14	\$916.82	56.9%	\$93.82	11.4%
	Family	13	\$1,588.00	\$624.00	\$964.00	60.7%		Family	13	\$1,769.03	\$695.14	\$1,073.90	60.7%	\$109.90	11.4%
HDHP 5190/5191 84.7%	EE	127	\$529.00	\$529.00	\$0.00	13.8%	HDHP 5190/5191 84.7%	EE	127	\$589.31	\$589.31	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	12	\$1,040.00	\$529.00	\$511.00	56.2%		EE + Sp	12	\$1,158.56	\$589.31	\$569.25	49.1%	\$58.25	11.4%
	EE + Ch (1-2)	14	\$913.00	\$529.00	\$384.00	50.1%		EE + Ch (1-2)	14	\$1,017.08	\$589.31	\$427.78	42.1%	\$43.78	11.4%
	EE + Ch (3-4)	5	\$1,058.00	\$529.00	\$529.00	56.9%		EE + Ch (3-4)	5	\$1,178.61	\$589.31	\$589.31	50.0%	\$60.31	11.4%
	Family	24	\$1,159.00	\$529.00	\$630.00	60.7%		Family	24	\$1,291.13	\$589.31	\$701.82	54.4%	\$71.82	11.4%
HMO 58 86.3%	EE	177	\$683.00	\$683.00	\$0.00	0.0%	HMO 58 86.3%	EE	177	\$760.86	\$760.86	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	10	\$1,366.00	\$683.00	\$683.00	50.0%		EE + Sp	10	\$1,521.72	\$760.86	\$760.86	50.0%	\$77.86	11.4%
	EE + Ch (1-2)	11	\$1,201.00	\$683.00	\$518.00	43.1%		EE + Ch (1-2)	11	\$1,337.91	\$760.86	\$577.05	43.1%	\$59.05	11.4%
	EE + Ch (3-4)	3	\$1,388.00	\$683.00	\$705.00	50.8%		EE + Ch (3-4)	3	\$1,546.23	\$760.86	\$785.37	50.8%	\$80.37	11.4%
	Family	22	\$1,525.00	\$683.00	\$842.00	55.2%		Family	22	\$1,698.85	\$760.86	\$937.99	55.2%	\$95.99	11.4%
Total	PPO 03769/85.7%	197	\$2,075,676	\$1,475,136	\$600,540	28.9%	Total	PPO 03769/85.7%	197	\$2,312,303	\$1,643,302	\$669,002	28.9%	\$68,462	11.4%
	HDHP 5190/5191/84.7%	182	\$1,506,612	\$1,155,336	\$351,276	23.3%		HDHP 5190/5191/84.7%	182	\$1,678,366	\$1,287,044	\$391,321	23.3%	\$40,045	11.4%
	HMO 58/86.3%	223	\$2,225,712	\$1,827,708	\$398,004	17.9%		HMO 58/86.3%	223	\$2,479,443	\$2,036,067	\$443,376	17.9%	\$45,372	11.4%
		Combined	\$5,808,000	\$4,458,180	\$1,349,820	23.2%			Combined	\$6,470,112	\$4,966,413	\$1,503,699	23.2%	\$153,879	11.4%
Overall Chg (+/-)			\$662,112												
% (+/-)			11.4%												
ER Change			\$508,233												
% (+/-)			11.4%												
EE Change			\$153,879												
% (+/-)			11.4%												

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## Current 2022 vs. 2023 New Plans Scenario

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: New Tiers, Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 03769 85.7%	EE	153	\$724.00	\$624.00	\$100.00	13.8%	Gold PPO 84.3%	EE	137	\$666.58	\$585.60	\$80.98	12.1%	-\$19.02	-19.0%
	EE + Sp	15	\$1,424.00	\$624.00	\$800.00	56.2%		EE + Sp	11	\$1,399.82	\$799.35	\$600.47	42.9%	-\$199.53	-24.9%
	EE + Ch (1-2)	15	\$1,250.00	\$624.00	\$626.00	50.1%		EE + Child(ren)	15	\$1,199.85	\$685.16	\$514.69	42.9%	-\$111.31	-17.8%
	EE + Ch (3-4)	1	\$1,447.00	\$624.00	\$823.00	56.9%		Family	18	\$1,933.08	\$1,103.87	\$829.22	42.9%	-\$134.78	-14.0%
	Family	13	\$1,588.00	\$624.00	\$964.00	60.7%		EE	137	\$585.60	\$585.60	\$0.00	0.0%	\$0.00	0.0%
HDHP 5190/5191 84.7%	EE	127	\$529.00	\$529.00	\$0.00	13.8%	Silver HDHP 74.1%	EE + Sp	11	\$1,229.77	\$799.35	\$430.42	35.0%	-\$80.58	-15.8%
	EE + Sp	12	\$1,040.00	\$529.00	\$511.00	56.2%		EE + Child(ren)	14	\$1,054.09	\$685.16	\$368.93	35.0%	-\$15.07	-3.9%
	EE + Ch (1-2)	14	\$913.00	\$529.00	\$384.00	50.1%		Family	17	\$1,698.26	\$1,103.87	\$594.39	35.0%	-\$35.61	-5.7%
	EE + Ch (3-4)	5	\$1,058.00	\$529.00	\$529.00	56.9%		EE	183	\$681.27	\$585.60	\$95.67	14.0%	\$95.67	0.0%
	Family	24	\$1,159.00	\$529.00	\$630.00	60.7%		EE + Sp	15	\$1,430.67	\$799.35	\$631.31	44.1%	-\$51.69	-7.6%
HMO 58 86.3%	EE	177	\$683.00	\$683.00	\$0.00	0.0%	Gold HMO 86.2%	EE + Child(ren)	20	\$1,226.28	\$685.16	\$541.12	44.1%	\$23.12	4.5%
	EE + Sp	10	\$1,366.00	\$683.00	\$683.00	50.0%		Family	24	\$1,975.68	\$1,103.87	\$871.82	44.1%	\$29.82	3.5%
	EE + Ch (1-2)	11	\$1,201.00	\$683.00	\$518.00	43.1%		Gold PPO84.3%	181	\$1,993.339	\$1,514.582	\$478.757	24.0%	-\$121.783	-20.3%
	EE + Ch (3-4)	3	\$1,388.00	\$683.00	\$705.00	50.8%		Silver HDHP74.1%	179	\$1,735.731	\$1,440.586	\$295.145	17.0%	-\$56.131	-16.0%
	Family	22	\$1,525.00	\$683.00	\$842.00	55.2%		Gold HMO86.2%	242	\$2,302.147	\$1,721.604	\$580.543	25.2%	\$182.539	45.9%
Total	PPO 0376985.7%	197	\$2,075.676	\$1,475.136	\$600.540	28.9%	Total	Combined	602	\$6,031.217	\$4,676.772	\$1,354.445	22.5%	\$4,625	0.3%
	HDHP 5190/519184.7%	182	\$1,506.612	\$1,155.336	\$351.276	23.3%									
Total	HMO 5886.3%	223	\$2,225.712	\$1,827.708	\$398.004	17.9%									
	Combined	602	\$5,808.000	\$4,458.180	\$1,349.820	23.2%									

Overall Chg (+/-) \$223,217  
% (+/-) 3.8%  
ER Change \$218,592  
% (+/-) 4.9%  
EE Change \$4,625  
% (+/-) 0.3%

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## 2023 New Plan Rates - FSW

Plan	Tier Relationship	Tier	Funding Rates
Gold HMO	1.00	EE	\$681.27
	2.10	Sp	\$1,430.67
	1.80	CH	\$1,226.28
	2.90	FAM	\$1,975.68
Gold PPO	0.98	EE	\$666.58
	2.05	Sp	\$1,399.82
	1.76	CH	\$1,199.85
	2.84	FAM	\$1,933.08
Silver PPO	0.89	EE	\$608.37
	1.88	Sp	\$1,277.57
	1.61	CH	\$1,095.06
	2.59	FAM	\$1,764.26
Bronze PPO	0.80	EE	\$545.85
	1.68	Sp	\$1,146.27
	1.44	CH	\$982.53
	2.32	FAM	\$1,582.95
Gold HDHP	0.93	EE	\$635.09
	1.96	Sp	\$1,333.69
	1.68	CH	\$1,143.16
	2.70	FAM	\$1,841.75
Silver HDHP	0.86	EE	\$585.60
	1.81	Sp	\$1,229.77
	1.55	CH	\$1,054.09
	2.49	FAM	\$1,698.26

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## Indian River 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

**Note:** All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.

## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3789 - 85.7%	EE	14	\$711.00	\$711.00	\$0.00	0.0%	PPO 3789 - 85.7%	EE	14	\$792.05	\$792.05	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	5	\$1,422.00	\$711.00	\$711.00	50.0%		EE + SP	5	\$1,584.11	\$792.05	\$792.05	50.0%	\$81.05	11.4%
	EE + CH	8	\$1,251.00	\$711.00	\$540.00	43.2%		EE + CH	8	\$1,393.61	\$792.05	\$601.56	43.2%	\$61.56	11.4%
	Family	6	\$1,871.00	\$711.00	\$1,160.00	62.0%		Family	6	\$2,084.29	\$792.05	\$1,292.24	62.0%	\$132.24	11.4%
PPO 3900 - 79.1%	EE	3	\$651.00	\$651.00	\$0.00	0.0%	PPO 3900 - 79.1%	EE	3	\$725.21	\$725.21	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	2	\$1,302.00	\$651.00	\$651.00	50.0%		EE + SP	2	\$1,450.43	\$725.21	\$725.21	50.0%	\$74.21	11.4%
	EE + CH	1	\$1,146.00	\$651.00	\$495.00	43.2%		EE + CH	1	\$1,276.64	\$725.21	\$551.43	43.2%	\$56.43	11.4%
	Family	0	\$1,711.00	\$651.00	\$1,060.00	62.0%		Family	0	\$1,906.05	\$725.21	\$1,180.84	62.0%	\$120.84	11.4%
PPO 3766 - 88.1%	EE	551	\$780.00	\$780.00	\$0.00	0.0%	PPO 3766 - 88.1%	EE	551	\$868.92	\$868.92	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	44	\$1,560.00	\$780.00	\$780.00	50.0%		EE + SP	44	\$1,737.84	\$868.92	\$868.92	50.0%	\$88.92	11.4%
	EE + CH	42	\$1,375.00	\$780.00	\$595.00	43.3%		EE + CH	42	\$1,531.75	\$868.92	\$662.83	43.3%	\$67.83	11.4%
	Family	36	\$2,050.00	\$780.00	\$1,270.00	62.0%		Family	36	\$2,283.70	\$868.92	\$1,414.78	62.0%	\$144.78	11.4%
HDHP \$190/\$191 - 84.7%	EE	12	\$473.00	\$473.00	\$0.00	0.0%	HDHP \$190/\$191 - 84.7%	EE	12	\$526.92	\$526.92	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	5	\$946.00	\$473.00	\$473.00	50.0%		EE + SP	5	\$1,053.84	\$526.92	\$526.92	50.0%	\$53.92	11.4%
	EE + CH	3	\$835.00	\$473.00	\$362.00	43.4%		EE + CH	3	\$930.19	\$526.92	\$403.27	43.4%	\$41.27	11.4%
	Family	7	\$1,247.00	\$473.00	\$774.00	62.1%		Family	7	\$1,389.16	\$526.92	\$862.24	62.1%	\$88.24	11.4%
Total	PPO 3789 - 85.7%	33	\$459,576	\$281,556	\$178,020	38.7%	Total	PPO 3789 - 85.7%	33	\$511,968	\$313,653	\$198,314	38.7%	\$20,294	11.4%
	PPO 3900 - 79.1%	6	\$68,436	\$46,872	\$21,564	31.5%		PPO 3900 - 79.1%	6	\$76,238	\$52,215	\$24,022	31.5%	\$2,458	11.4%
	PPO 3766 - 88.1%	673	\$7,559,640	\$6,299,280	\$1,260,360	16.7%		PPO 3766 - 88.1%	673	\$8,421,439	\$7,017,398	\$1,404,041	16.7%	\$143,681	11.4%
	HDHP \$190/\$191 - 84.7%	27	\$259,680	\$153,252	\$106,428	41.0%		HDHP \$190/\$191 - 84.7%	27	\$289,284	\$170,723	\$118,561	41.0%	\$12,133	11.4%
Combined		739	\$8,347,332	\$6,780,960	\$1,566,372	18.8%	Combined		739	\$9,298,928	\$7,553,989	\$1,744,938	18.8%	\$178,566	11.4%

Overall Chg (+/-) \$951,596  
 % (+/-) 11.4%  
 ER Change \$773,029  
 % (+/-) 11.4%  
 EE Change \$178,566  
 % (+/-) 11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86%		Target 84%		Target 76%	
	HMO Gold		PPO Gold		PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875

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Note - Ded & OOP Max do not cross accumulate




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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80%		Target 74%		Target <70%	
	HDHP Gold		HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – Indian River

Plan	Tier	Funding Rates
Gold HMO	EE	\$811.45
	Sp	\$1,704.05
	CH	\$1,460.61
	FAM	\$2,353.20
Gold PPO	EE	\$793.95
	Sp	\$1,667.31
	CH	\$1,429.12
	FAM	\$2,302.47
Silver PPO	EE	\$724.62
	Sp	\$1,521.69
	CH	\$1,304.31
	FAM	\$2,101.39
Bronze PPO	EE	\$650.15
	Sp	\$1,365.31
	CH	\$1,170.27
	FAM	\$1,885.43
Gold HDHP	EE	\$756.44
	Sp	\$1,588.53
	CH	\$1,361.60
	FAM	\$2,193.68
Silver HDHP	EE	\$697.50
	Sp	\$1,464.77
	CH	\$1,255.51
	FAM	\$2,022.77

Tier	Current Tier Relationship	New Tier Relationship
EE	1.0	1.0
EE + Sp	2.0	2.1
EE + Ch(ren)	1.8	1.8
Family	2.6	2.9

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## 2022 vs. 2023 New Plans Scenario 1 (Maintain Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Same Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	EE	14	\$711.00	\$711.00	\$0.00	0.0%	Silver PPO - 77.0%	EE	14	\$724.62	\$724.62	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	5	\$1,422.00	\$711.00	\$711.00	50.0%		EE + SP	5	\$1,521.69	\$724.62	\$797.07	52.4%	\$86.07	12.1%
	EE + CH	8	\$1,251.00	\$711.00	\$540.00	43.2%		EE + CH	8	\$1,304.31	\$724.62	\$579.69	44.4%	\$39.69	7.4%
	Family	6	\$1,871.00	\$711.00	\$1,160.00	62.0%		Family	6	\$2,101.39	\$724.62	\$1,376.76	65.5%	\$216.76	18.7%
PPO 3900 - 79.1%	EE	3	\$651.00	\$651.00	\$0.00	0.0%	Bronze PPO - 69.1%	EE	3	\$650.15	\$650.15	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	2	\$1,302.00	\$651.00	\$651.00	50.0%		EE + SP	2	\$1,365.31	\$650.15	\$715.16	52.4%	\$64.16	9.9%
	EE + CH	1	\$1,146.00	\$651.00	\$495.00	43.2%		EE + CH	1	\$1,170.27	\$650.15	\$520.12	44.4%	\$25.12	5.1%
	Family	0	\$1,711.00	\$651.00	\$1,060.00	62.0%		Family	0	\$1,885.43	\$650.15	\$1,235.27	65.5%	\$175.27	16.5%
PPO 3766 - 88.1%	EE	551	\$780.00	\$780.00	\$0.00	0.0%	Gold PPO - 84.3%	EE	551	\$793.95	\$793.95	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	44	\$1,560.00	\$780.00	\$780.00	50.0%		EE + SP	44	\$1,667.31	\$793.95	\$873.36	52.4%	\$93.36	12.0%
	EE + CH	42	\$1,375.00	\$780.00	\$595.00	43.3%		EE + CH	42	\$1,429.12	\$793.95	\$635.17	44.4%	\$40.17	6.8%
	Family	36	\$2,050.00	\$780.00	\$1,270.00	62.0%		Family	36	\$2,302.47	\$793.95	\$1,508.51	65.5%	\$238.51	18.8%
HDBP 5190/5191 84.7%	EE	12	\$473.00	\$473.00	\$0.00	0.0%	Silver HDBP - 74.1%	EE	12	\$697.50	\$697.50	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	5	\$946.00	\$473.00	\$473.00	50.0%		EE + SP	5	\$1,464.77	\$697.50	\$767.26	52.4%	\$294.26	62.2%
	EE + CH	3	\$835.00	\$473.00	\$362.00	43.4%		EE + CH	3	\$1,255.51	\$697.50	\$558.01	44.4%	\$196.01	54.1%
	Family	7	\$1,247.00	\$473.00	\$774.00	62.1%		Family	7	\$2,022.77	\$697.50	\$1,325.26	65.5%	\$551.26	71.2%
Total	PPO 3769 - 85.7%	33	\$459,576	\$281,556	\$178,020	38.7%	Total	Silver PPO - 77.0%	33	\$489,552	\$286,950	\$202,602	41.4%	\$24,582	13.8%
	PPO 3900 - 79.1%	6	\$68,436	\$46,872	\$21,564	31.5%		Bronze PPO - 69.1%	6	\$70,216	\$46,811	\$23,405	33.3%	\$1,841	8.5%
	PPO 3766 - 88.1%	673	\$7,559,640	\$6,299,280	\$1,260,360	16.7%		Gold PPO - 84.3%	673	\$7,844,681	\$6,411,946	\$1,432,935	18.3%	\$172,575	13.7%
	HDBP 5190/5191 - 84.7%	27	\$259,680	\$153,252	\$106,428	41.0%		Silver HDBP - 74.1%	27	\$403,437	\$225,991	\$177,446	44.0%	\$171,018	66.7%
Combined		739	\$8,347,332	\$6,780,960	\$1,566,372	18.8%	Combined		739	\$8,808,086	\$6,971,698	\$1,836,388	20.8%	\$270,016	17.2%
Overall Chg (+/-)		\$460,754													
% (+/-)		5.5%													
ER Change		\$190,738													
% (+/-)		2.8%													
EE Change		\$270,016													
% (+/-)		17.2%													

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## 2022 vs. 2023 New Plans Scenario 2 (Defined Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution + Migration Assumptions					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	EE	14	\$711.00	\$711.00	\$0.00	0.0%	Silver PPO - 77.0%	EE	232	\$724.62	\$697.50	\$27.12	3.7%	\$27.12	0.0%
	EE + SP	5	\$1,422.00	\$711.00	\$711.00	50.0%		EE + SP	232	\$1,521.69	\$1,025.34	\$496.36	32.6%	-\$214.64	-30.2%
	EE + CH	8	\$1,251.00	\$711.00	\$540.00	43.2%		EE + CH	22	\$1,304.31	\$878.86	\$425.46	32.6%	-\$114.54	-21.2%
	Family	6	\$1,871.00	\$711.00	\$1,160.00	62.0%		Family	20	\$2,101.39	\$1,415.94	\$685.45	32.6%	-\$474.55	-40.9%
PPO 3900 - 79.1%	EE	3	\$651.00	\$651.00	\$0.00	0.0%	Bronze PPO - 69.1%	EE	3	\$650.15	\$650.15	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	2	\$1,302.00	\$651.00	\$651.00	50.0%		EE + SP	2	\$1,365.31	\$955.72	\$409.59	30.0%	-\$241.41	-37.1%
	EE + CH	1	\$1,146.00	\$651.00	\$495.00	43.2%		EE + CH	1	\$1,170.27	\$819.19	\$351.08	30.0%	-\$143.92	-29.1%
	Family	0	\$1,711.00	\$651.00	\$1,060.00	62.0%		Family	0	\$1,885.43	\$1,319.80	\$565.63	30.0%	-\$494.37	-46.6%
PPO 3766 - 88.1%	EE	551	\$780.00	\$780.00	\$0.00	0.0%	Gold PPO - 84.3%	EE	261	\$793.95	\$697.50	\$96.45	12.1%	\$96.45	0.0%
	EE + SP	44	\$1,560.00	\$780.00	\$780.00	50.0%		EE + SP	25	\$1,667.31	\$1,025.34	\$641.97	38.5%	-\$138.03	-17.7%
	EE + CH	42	\$1,375.00	\$780.00	\$595.00	43.3%		EE + CH	24	\$1,429.12	\$878.86	\$550.26	38.5%	-\$44.74	-7.5%
	Family	36	\$2,050.00	\$780.00	\$1,270.00	62.0%		Family	22	\$2,302.47	\$1,415.94	\$886.53	38.5%	-\$383.47	-30.2%
HDBP 5190/5191 84.7%	EE	12	\$473.00	\$473.00	\$0.00	0.0%	Silver HDBP - 74.1%	EE	82	\$697.50	\$697.50	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	5	\$946.00	\$473.00	\$473.00	50.0%		EE + SP	7	\$1,464.77	\$1,025.34	\$439.43	30.0%	-\$33.57	-7.1%
	EE + CH	3	\$835.00	\$473.00	\$362.00	43.4%		EE + CH	7	\$1,255.51	\$878.86	\$376.65	30.0%	\$14.65	4.0%
	Family	7	\$1,247.00	\$473.00	\$774.00	62.1%		Family	7	\$2,022.77	\$1,415.94	\$606.83	30.0%	-\$167.17	-21.6%
Total	PPO 3769 - 85.7%	33	\$459,576	\$281,556	\$178,020	38.7%	Total	Silver PPO - 77.0%	296	\$3,267,745	\$2,784,378	\$483,367	14.8%	\$305,347	171.5%
	PPO 3900 - 79.1%	6	\$68,436	\$46,872	\$21,564	31.5%		Bronze PPO - 69.1%	6	\$70,216	\$56,173	\$14,043	20.0%	-\$7,521	-34.9%
	PPO 3766 - 88.1%	673	\$7,559,640	\$6,299,280	\$1,260,360	16.7%		Gold PPO - 84.3%	332	\$4,006,283	\$3,119,096	\$887,187	22.1%	-\$373,173	-29.6%
	HDBP 5190/5191 - 84.7%	27	\$259,680	\$153,252	\$106,428	41.0%		Silver HDBP - 74.1%	105	\$1,101,498	\$981,973	\$119,525	10.9%	\$13,097	12.3%
	Combined	739	\$8,347,332	\$6,780,960	\$1,566,372	18.8%		Combined	739	\$8,445,741	\$6,941,620	\$1,504,121	17.8%	-\$62,251	-4.0%
Overall Chg (+/-)		\$98,409													
% (+/-)		1.2%													
ER Change		\$160,660													
% (+/-)		2.4%													
EE Change		(\$62,251)													
% (+/-)		-4.0%													

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## 2022 vs. 2023 New Plans Scenario 3 (Defined Contribution Strategy + greater Dependent Coverage)

PLAN	RATE TIERS	PROJ. ENROLLED	FUNDING RATES	2022 Current Plans EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	PLAN	RATE TIERS	PROJ. ENROLLED	FUNDING RATES	2023 New Plans: Defined Contribution + Migration Assumptions EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	EE EE + SP EE + CH Family	14 5 8 6	\$711.00 \$1,422.00 \$1,251.00 \$1,871.00	\$711.00 \$711.00 \$540.00 \$711.00	\$0.00 \$711.00 \$540.00 \$1,160.00	0.0% 50.0% 43.2% 62.0%	Silver PPO - 77.0%	EE EE + SP EE + CH Family	232 22 22 20	\$724.62 \$1,521.69 \$1,304.31 \$2,101.39	\$697.50 \$1,098.57 \$941.63 \$1,517.07	\$27.12 \$423.12 \$362.68 \$584.31	3.7% 27.8% 27.8% 27.8%	\$27.12 -\$287.88 -\$177.32 -\$575.69	0.0% -40.5% -32.8% -49.6%
PPO 3900 - 79.1%	EE EE + SP EE + CH Family	3 2 1 0	\$651.00 \$1,302.00 \$1,146.00 \$1,711.00	\$651.00 \$651.00 \$651.00 \$651.00	\$0.00 \$651.00 \$495.00 \$1,060.00	0.0% 50.0% 43.2% 62.0%	Bronze PPO - 69.1%	EE EE + SP EE + CH Family	3 2 1 0	\$650.15 \$1,365.31 \$1,170.27 \$1,885.43	\$650.15 \$1,023.98 \$877.70 \$1,414.07	\$0.00 \$341.33 \$202.57 \$471.36	0.0% 25.0% 25.0% 25.0%	\$0.00 -\$309.67 -\$202.43 -\$588.64	0.0% -47.6% -40.9% -55.5%
PPO 3766 - 88.1%	EE EE + SP EE + CH Family	551 44 42 36	\$780.00 \$1,560.00 \$1,375.00 \$2,050.00	\$780.00 \$780.00 \$780.00 \$780.00	\$0.00 \$780.00 \$595.00 \$1,270.00	0.0% 50.0% 43.3% 62.0%	Gold PPO - 84.3%	EE EE + SP EE + CH Family	261 25 24 22	\$793.95 \$1,667.31 \$1,429.12 \$2,302.47	\$697.50 \$1,098.57 \$941.63 \$1,517.07	\$96.45 \$568.73 \$487.48 \$785.39	12.1% 34.1% 34.1% 34.1%	\$96.45 -\$211.27 -\$107.52 -\$484.61	0.0% -27.1% -18.1% -38.2%
HDHP 5190/5191 84.7%	EE EE + SP EE + CH Family	12 5 3 7	\$473.00 \$946.00 \$835.00 \$1,247.00	\$473.00 \$473.00 \$473.00 \$473.00	\$0.00 \$473.00 \$362.00 \$774.00	0.0% 50.0% 43.4% 62.1%	Silver HDHP - 74.1%	EE EE + SP EE + CH Family	84 7 7 7	\$697.50 \$1,464.77 \$1,255.51 \$2,022.77	\$697.50 \$1,098.57 \$941.63 \$1,517.07	\$0.00 \$366.19 \$313.88 \$505.69	0.0% 25.0% 25.0% 25.0%	\$0.00 -\$106.81 -\$48.12 -\$268.31	0.0% -22.6% -13.3% -34.7%
Total	PPO 3769 - 85.7% PPO 3900 - 79.1% PPO 3766 - 88.1% HDHP 5190/5191 84.7%	33 6 673 27	\$459,576 \$68,436 \$7,559,640 \$259,680	\$281,556 \$46,872 \$6,299,280 \$153,252	\$178,020 \$21,564 \$1,260,360 \$106,428	38.7% 31.5% 16.7% 41.0%	Total	Silver PPO - 77.0% Bronze PPO - 69.1% Gold PPO - 84.3% Silver HDHP - 74.1%	296 6 332 105	\$3,267,745 \$70,216 \$4,006,283 \$1,011,498	\$2,844,559 \$58,513 \$3,185,847 \$1,001,894	\$423,186 \$11,703 \$820,436 \$99,604	13.0% 16.7% 20.5% 9.0%	\$245,166 -\$9,861 -\$439,924 -\$6,824	13.7% -45.7% -34.9% -6.4%
Overall Chg (+/-)		739	\$8,347,332	\$6,780,960	\$1,566,372	18.8%	Combined		739	\$8,445,741	\$7,090,813	\$1,354,928	16.0%	-\$211,444	-13.5%
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## 2022 vs. 2023 New Plans Scenario 4 (Gold HDHP + Maintain Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	FUNDING RATES	2022 Current Plans EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	PLAN	RATE TIERS	PROJ. ENROLLED	FUNDING RATES	2023 New Plans: Gold HDHP + Same Contribution Strategy EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	EE EE + SP EE + CH Family	14 5 8 6	\$711.00 \$1,422.00 \$1,251.00 \$1,871.00	\$711.00 \$711.00 \$540.00 \$711.00	\$0.00 \$711.00 \$540.00 \$1,160.00	0.0% 50.0% 43.2% 62.0%	Silver PPO - 77.0%	EE EE + SP EE + CH Family	14 5 8 6	\$724.62 \$1,521.69 \$1,304.31 \$2,101.39	\$724.62 \$797.07 \$724.62 \$1,376.76	\$0.00 \$24.41 \$579.69 \$1,376.76	0.0% 52.4% 44.4% 65.5%	\$0.00 \$86.07 \$39.69 \$216.76	0.0% 12.1% 7.4% 18.7%
PPO 3900 - 79.1%	EE EE + SP EE + CH Family	3 2 1 0	\$651.00 \$1,302.00 \$1,146.00 \$1,711.00	\$651.00 \$651.00 \$651.00 \$651.00	\$0.00 \$651.00 \$495.00 \$1,060.00	0.0% 50.0% 43.2% 62.0%	Bronze PPO - 69.1%	EE EE + SP EE + CH Family	3 2 1 0	\$650.15 \$1,365.31 \$1,170.27 \$1,885.43	\$650.15 \$715.16 \$650.15 \$1,235.27	\$0.00 \$715.16 \$520.12 \$1,235.27	0.0% 52.4% 44.4% 65.5%	\$0.00 \$64.16 \$25.12 \$175.27	0.0% 9.9% 5.1% 16.5%
PPO 3766 - 88.1%	EE EE + SP EE + CH Family	551 44 42 36	\$780.00 \$1,560.00 \$1,375.00 \$2,050.00	\$780.00 \$780.00 \$780.00 \$780.00	\$0.00 \$780.00 \$595.00 \$1,270.00	0.0% 50.0% 43.3% 62.0%	Gold PPO - 84.3%	EE EE + SP EE + CH Family	551 44 42 36	\$793.95 \$1,667.31 \$1,429.12 \$2,302.47	\$793.95 \$873.36 \$793.95 \$1,508.51	\$0.00 \$873.36 \$635.17 \$1,508.51	0.0% 52.4% 44.4% 65.5%	\$0.00 \$93.36 \$40.17 \$238.51	0.0% 12.0% 6.8% 18.8%
HDHP 5190/5191 84.7%	EE EE + SP EE + CH Family	12 5 3 7	\$473.00 \$946.00 \$835.00 \$1,247.00	\$473.00 \$473.00 \$473.00 \$473.00	\$0.00 \$473.00 \$362.00 \$774.00	0.0% 50.0% 43.4% 62.1%	Gold HDHP - 80.4%	EE EE + SP EE + CH Family	12 5 3 7	\$756.44 \$1,588.53 \$756.44 \$2,193.68	\$756.44 \$832.09 \$756.44 \$1,437.24	\$0.00 \$832.09 \$605.16 \$1,437.24	0.0% 52.4% 44.4% 65.5%	\$0.00 \$359.09 \$243.16 \$663.24	0.0% 75.9% 67.2% 85.7%
Total	PPO 3769 - 85.7% PPO 3900 - 79.1% PPO 3766 - 88.1% HDHP 5190/5191 84.7%	33 6 673 27	\$459,576 \$68,436 \$7,559,640 \$259,680	\$281,556 \$46,872 \$6,299,280 \$153,252	\$178,020 \$21,564 \$1,260,360 \$106,428	38.7% 31.5% 16.7% 41.0%	Total	Silver PPO - 77.0% Bronze PPO - 69.1% Gold PPO - 84.3% Gold HDHP - 80.4%	33 6 673 27	\$489,552 \$70,216 \$7,844,881 \$437,527	\$286,950 \$46,811 \$6,411,946 \$245,088	\$202,602 \$23,405 \$1,432,335 \$192,439	41.4% 33.3% 18.3% 44.0%	\$24,582 \$1,841 \$172,575 \$86,011	13.8% 8.5% 13.7% 80.8%
Overall Chg (+/-)		739	\$8,347,332	\$6,780,960	\$1,566,372	18.8%	Combined		739	\$8,842,176	\$6,990,795	\$1,851,381	20.9%	\$285,009	18.2%
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## 2022 vs. 2023 New Plans Scenario 5 (Gold HDHP + Defined Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans : Gold HDHP + Defined Contribution + Migration Assumptions					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	EE	14	\$711.00	\$711.00	\$0.00	0.0%	\$724.62	\$724.62	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	5	\$1,422.00	\$711.00	\$711.00	50.0%	\$1,521.69	\$989.10	\$532.59	35.0%	-\$178.41	-25.1%
	EE + CH	8	\$1,251.00	\$711.00	\$540.00	43.2%	\$1,304.31	\$847.80	\$456.51	35.0%	-\$83.49	-15.5%
	Family	6	\$1,871.00	\$711.00	\$1,160.00	62.0%	\$2,101.39	\$1,365.90	\$735.48	35.0%	-\$424.52	-36.6%
PPO 3900 - 79.1%	EE	3	\$651.00	\$651.00	\$0.00	0.0%	\$650.15	\$650.15	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	2	\$1,302.00	\$651.00	\$651.00	50.0%	\$1,365.31	\$887.45	\$477.86	35.0%	-\$173.14	-26.6%
	EE + CH	1	\$1,146.00	\$651.00	\$495.00	43.2%	\$1,170.27	\$760.68	\$409.59	35.0%	-\$85.41	-17.3%
	Family	0	\$1,711.00	\$651.00	\$1,060.00	62.0%	\$1,885.43	\$1,225.53	\$659.90	35.0%	-\$400.10	-37.7%
PPO 3766 - 88.1%	EE	551	\$780.00	\$780.00	\$0.00	0.0%	\$793.95	\$724.62	\$69.33	8.7%	\$69.33	0.0%
	EE + SP	44	\$1,560.00	\$780.00	\$780.00	50.0%	\$1,667.31	\$989.10	\$678.21	40.7%	-\$101.79	-13.1%
	EE + CH	42	\$1,375.00	\$780.00	\$595.00	43.3%	\$1,429.12	\$847.80	\$581.31	40.7%	-\$13.69	-2.3%
	Family	36	\$2,050.00	\$780.00	\$1,270.00	62.0%	\$2,302.47	\$1,365.90	\$936.56	40.7%	-\$333.44	-26.3%
HDHP 5190/5191 84.7%	EE	12	\$473.00	\$473.00	\$0.00	0.0%	\$756.44	\$724.62	\$31.82	4.2%	\$31.82	0.0%
	EE + SP	5	\$946.00	\$473.00	\$473.00	50.0%	\$1,588.53	\$989.10	\$599.43	37.7%	\$126.43	26.7%
	EE + CH	3	\$835.00	\$473.00	\$362.00	43.4%	\$1,361.60	\$847.80	\$513.79	37.7%	\$151.79	41.9%
	Family	7	\$1,247.00	\$473.00	\$774.00	62.1%	\$2,193.68	\$1,365.90	\$827.78	37.7%	\$53.78	6.9%
Total	PPO 3769 - 85.7%	33	\$459,576	\$281,556	\$178,020	38.7%	\$3,267,745	\$2,830,105	\$437,639	13.4%	\$259,619	145.8%
	PPO 3900 - 79.1%	6	\$68,436	\$46,872	\$21,564	31.5%	\$70,216	\$53,832	\$16,384	23.3%	-\$5,180	-24.0%
	PPO 3766 - 88.1%	673	\$7,559,640	\$6,299,280	\$1,260,360	16.7%	\$4,006,283	\$3,171,010	\$835,273	20.8%	-\$425,087	-33.7%
	HDHP 5190/5191 - 84.7%	27	\$259,680	\$153,252	\$106,428	41.0%	\$1,194,575	\$999,454	\$195,121	16.3%	\$88,693	83.3%
Combined			\$8,347,332	\$6,780,960	\$1,566,372	18.8%	\$8,538,818	\$7,054,402	\$1,484,417	17.4%	-\$81,955	-5.2%

Overall Chg (+/-) \$191,486  
 % (+/-) 2.3%  
 ER Change \$273,442  
 % (+/-) 4.0%  
 EE Change (\$81,955)  
 % (+/-) -5.2%

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## 2022 vs. 2023 New Plans Scenario 6 (Gold HDHP + Defined Contribution Strategy + Greater Dep Coverage)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans : Gold HDHP + Defined Contribution + Migration Assumptions					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	EE	14	\$711.00	\$711.00	\$0.00	0.0%	\$724.62	\$724.62	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	5	\$1,422.00	\$711.00	\$711.00	50.0%	\$1,521.69	\$1,065.18	\$456.51	30.0%	-\$254.49	-35.8%
	EE + CH	8	\$1,251.00	\$711.00	\$540.00	43.2%	\$1,304.31	\$913.02	\$391.29	30.0%	-\$148.71	-27.5%
	Family	6	\$1,871.00	\$711.00	\$1,160.00	62.0%	\$2,101.39	\$1,470.97	\$630.42	30.0%	-\$529.58	-45.7%
PPO 3900 - 79.1%	EE	3	\$651.00	\$651.00	\$0.00	0.0%	\$650.15	\$650.15	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	2	\$1,302.00	\$651.00	\$651.00	50.0%	\$1,365.31	\$955.72	\$409.59	30.0%	-\$241.41	-37.1%
	EE + CH	1	\$1,146.00	\$651.00	\$495.00	43.2%	\$1,170.27	\$819.19	\$351.08	30.0%	-\$143.92	-29.1%
	Family	0	\$1,711.00	\$651.00	\$1,060.00	62.0%	\$1,885.43	\$1,319.80	\$565.63	30.0%	-\$494.37	-46.6%
PPO 3766 - 88.1%	EE	551	\$780.00	\$780.00	\$0.00	0.0%	\$793.95	\$724.62	\$69.33	8.7%	\$69.33	0.0%
	EE + SP	44	\$1,560.00	\$780.00	\$780.00	50.0%	\$1,667.31	\$1,065.18	\$602.12	36.1%	-\$177.88	-22.8%
	EE + CH	42	\$1,375.00	\$780.00	\$595.00	43.3%	\$1,429.12	\$913.02	\$516.10	36.1%	-\$78.90	-13.3%
	Family	36	\$2,050.00	\$780.00	\$1,270.00	62.0%	\$2,302.47	\$1,470.97	\$831.50	36.1%	-\$438.50	-34.5%
HDHP 5190/5191 84.7%	EE	12	\$473.00	\$473.00	\$0.00	0.0%	\$756.44	\$724.62	\$31.82	4.2%	\$31.82	0.0%
	EE + SP	5	\$946.00	\$473.00	\$473.00	50.0%	\$1,588.53	\$1,065.18	\$523.35	32.9%	\$50.35	10.6%
	EE + CH	3	\$835.00	\$473.00	\$362.00	43.4%	\$1,361.60	\$913.02	\$448.58	32.9%	\$86.58	23.9%
	Family	7	\$1,247.00	\$473.00	\$774.00	62.1%	\$2,193.68	\$1,470.97	\$722.71	32.9%	-\$51.29	-6.6%
Total	PPO 3769 - 85.7%	33	\$459,576	\$281,556	\$178,020	38.7%	\$3,267,745	\$2,892,625	\$375,119	11.5%	\$197,099	110.7%
	PPO 3900 - 79.1%	6	\$68,436	\$46,872	\$21,564	31.5%	\$70,216	\$56,173	\$14,043	20.0%	-\$7,521	-34.9%
	PPO 3766 - 88.1%	673	\$7,559,640	\$6,299,280	\$1,260,360	16.7%	\$4,006,283	\$3,240,356	\$765,927	19.1%	-\$494,433	-39.2%
	HDHP 5190/5191 - 84.7%	27	\$259,680	\$153,252	\$106,428	41.0%	\$1,194,575	\$1,020,149	\$174,426	14.6%	\$67,998	63.9%
Combined			\$8,347,332	\$6,780,960	\$1,566,372	18.8%	\$8,538,818	\$7,209,303	\$1,329,515	15.6%	-\$236,857	-15.1%

Overall Chg (+/-) \$191,486  
 % (+/-) 2.3%  
 ER Change \$428,943  
 % (+/-) 6.3%  
 EE Change (\$236,857)  
 % (+/-) -15.1%

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## LSSC 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

**Note:** All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.

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## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3769 - 85.7%	Employee	151	\$938.00		\$0.00	0.0%
	Spouse/Dep	14	\$1,876.00	\$1,274.34	\$601.66	32.1%
	Child (1-2)	14	\$1,522.00	\$1,156.38	\$365.62	24.0%
	Child (3-4)	0	\$2,106.00	\$1,365.85	\$740.15	35.1%
	Family	6	\$2,450.00	\$1,488.75	\$961.25	39.2%
	Employee	26	\$684.00	\$684.00	\$0.00	0.0%
HDHP 5190/5191 - 84.7%	Spouse/Dep	2	\$1,368.00	\$1,040.50	\$327.50	23.9%
	Child (1-2)	5	\$1,111.00	\$906.50	\$204.50	18.4%
	Child (3-4)	0	\$1,535.00	\$1,127.50	\$407.50	26.5%
	Family	2	\$1,786.00	\$1,258.50	\$527.50	29.5%
	PPO 3769-85.7%	185	\$2,446.92	\$2,215.207	\$231.713	9.5%
	HDHP 5190/511-84.7%	35	\$355.764	\$322.974	\$32.790	9.2%
<b>Total</b>		220	\$2,802.684	\$2,538.181	\$264.503	9.4%

Overall Chg (+/-)	\$319,506
% (+/-)	11.4%
ER Change	\$289,353
% (+/-)	11.4%
EE Change	\$30,153
% (+/-)	11.4%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769- 85.7%	Employee	151	\$1,044.93	\$1,044.93	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	14	\$2,089.86	\$1,419.61	\$670.25	32.1%	\$68.59	11.4%
	Child (1-2)	14	\$1,695.51	\$1,288.21	\$407.30	24.0%	\$141.68	11.4%
	Child (3-4)	0	\$2,346.08	\$1,521.56	\$824.53	35.1%	\$84.38	11.4%
	Family	6	\$2,729.30	\$1,658.47	\$1,070.83	39.2%	\$109.58	11.4%
HDHP \$190/\$191- 84.7%	Employee	26	\$761.98	\$761.98	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	2	\$1,523.95	\$1,159.12	\$364.84	23.9%	\$37.34	11.4%
	Child (1-2)	5	\$1,237.65	\$1,009.84	\$227.81	18.4%	\$23.31	11.4%
	Child (3-4)	0	\$1,709.99	\$1,256.04	\$453.96	26.5%	\$46.46	11.4%
	Family	2	\$1,989.60	\$1,401.97	\$587.64	29.5%	\$60.14	11.4%
Total	PPO 3769-85.7%	185	\$2,725.69	\$2,467.74	\$258.128	9.5%	\$26.415	11.4%
	HDHP190/\$191-84.7%	35	\$396.321	\$359.793	\$36.528	9.2%	\$3.738	11.4%
	Combined	220	\$3,122.190	\$2,827.534	\$294.656	9.4%	\$30.153	11.4%

**Total HSA Funding (college & consortium funds) = \$1,000 / \$1,750 / \$2,250**

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver


## Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC			FCSRMC			FCSRMC		
	Target 86%		Target 84%		Target 76%			
Plan Details	HMO Gold		PPO Gold		PPO Silver			
	N/A		N/A		N/A			
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network		
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000		
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000		
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000		
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000		
Preventive Care	Free	N/A	Free	40%	Free	50%		
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%		
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%		
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450		
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%		
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%		
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%		
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%		
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%		
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%		
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order		
Preventive	Free	Free	Free	Free	Free	Free		
Generic	\$15	\$40	\$15	\$40	\$15	\$40		
Brand	\$45	\$115	\$60	\$150	\$70	\$175		
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275		
Specialty	\$250	\$625	\$250	\$625	\$350	\$875		
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate			

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80%		Target 74%		Target <70%	
	HDHP Gold		HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
<div>  </div>						
Note - Ded & OOP Max do not cross accumulate			Copyright © 2022 Mercer (US) Inc. All rights reserved.		99	
Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – LSSC

Plan	Tier	Funding Rates
Gold HMO	EE	\$926.06
	Sp	\$1,944.73
	CH	\$1,666.91
	FAM	\$2,685.57
Gold PPO	EE	\$906.09
	Sp	\$1,902.80
	CH	\$1,630.97
	FAM	\$2,627.67
Silver PPO	EE	\$826.97
	Sp	\$1,736.62
	CH	\$1,488.54
	FAM	\$2,398.19
Bronze PPO	EE	\$741.98
	Sp	\$1,558.15
	CH	\$1,335.56
	FAM	\$2,151.73
Gold HDHP	EE	\$863.28
	Sp	\$1,812.90
	CH	\$1,553.91
	FAM	\$2,503.52
Silver HDHP	EE	\$796.02
	Sp	\$1,671.65
	CH	\$1,432.84
	FAM	\$2,308.46



Tier	Current Tier Relationship	New Tier Relationship
EE	1.0	1.0
EE + Sp	2.0	2.1
EE + Ch(ren)	1.6 / 2.3	1.8
Family	2.6	2.9

### No current enrollments in the Child (3-4) Tier

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## 2022 vs. 2023 New Plans Scenario 1 (Current Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 - New Plans with Current Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	76	\$938.00	\$938.00	\$0.00	0.0%	Gold PPO - 84.3%	Employee	76	\$906.09	\$906.09	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	7	\$1,876.00	\$1,274.34	\$601.66	32.1%		EE + Sp	7	\$1,902.80	\$1,292.55	\$610.26	32.1%	\$8.60	1.4%
	Child (1-2)	7	\$1,522.00	\$1,156.38	\$365.62	24.0%		EE + Ch(ren)	7	\$1,630.97	\$1,239.17	\$391.80	24.0%	\$26.18	7.2%
	Family	3	\$2,450.00	\$1,488.75	\$961.25	39.2%		Family	3	\$2,627.67	\$1,596.71	\$1,030.96	39.2%	\$69.71	7.3%
PPO 3769 - 85.7%	Employee	75	\$938.00	\$938.00	\$0.00	0.0%	Silver PPO - 77%	Employee	75	\$826.97	\$826.97	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	7	\$1,876.00	\$1,274.34	\$601.66	32.1%		EE + Sp	7	\$1,736.62	\$1,179.66	\$556.96	32.1%	-\$44.70	-7.4%
	Child (1-2)	7	\$1,522.00	\$1,156.38	\$365.62	24.0%		EE + Ch(ren)	7	\$1,488.54	\$1,130.96	\$357.58	24.0%	-\$8.04	-2.2%
	Family	3	\$2,450.00	\$1,488.75	\$961.25	39.2%		Family	3	\$2,398.19	\$1,457.27	\$940.92	39.2%	-\$20.33	-2.1%
HDHP \$190/\$191 - 84.7%	Employee	26	\$684.00	\$684.00	\$0.00	0.0%	Gold HDHP - 80.4%	Employee	26	\$863.28	\$863.28	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	2	\$1,368.00	\$1,040.50	\$327.50	23.9%		EE + Sp	2	\$1,812.90	\$1,378.89	\$434.01	23.9%	\$106.51	32.5%
	Child (1-2)	5	\$1,111.00	\$906.50	\$204.50	18.4%		EE + Ch(ren)	5	\$1,553.91	\$1,267.89	\$286.03	18.4%	\$81.53	39.9%
	Family	2	\$1,786.00	\$1,258.50	\$527.50	29.5%		Family	2	\$2,503.52	\$1,764.10	\$739.42	29.5%	\$211.92	40.2%
Total	PPO 3769 - 85.7%	93	\$1,229,088	\$1,113,231	\$115,857	9.4%	Total	Gold PPO - 84.3%	93	\$1,217,786	\$1,096,499	\$121,287	10.0%	\$5,430	4.7%
	PPO 3769 - 85.7%	92	\$1,217,832	\$1,101,975	\$115,857	9.5%		Gold PPO - 77%	92	\$1,101,519	\$990,824	\$110,694	10.0%	-\$5,162	-4.5%
	HDHP \$190/\$191 - 84.7%	35	\$355,764	\$322,974	\$32,790	9.2%		Gold HDHP - 80.4%	35	\$466,173	\$420,849	\$45,324	9.7%	\$12,534	38.2%
	Combined	220	\$2,802,684	\$2,538,181	\$264,503	9.4%		Combined	220	\$2,785,478	\$2,508,173	\$277,305	10.0%	\$12,802	4.8%
Overall Chg (+/-)		(\$17,206)													
% (+/-)		-0.6%													
ER Change		(\$30,008)													
% (+/-)		-1.2%													
EE Change		\$12,802													
% (+/-)		4.8%													

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## 2022 vs. 2023 New Plans Scenario 2 (Defined Contributions with Silver PPO as Base)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 - New Plans with Defined Contribution Strategy								
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE			
PPO 3769 - 85.7%	Employee	76	\$938.00	\$938.00	\$0.00	0.0%	Gold PPO - 84.3%	Employee	76	\$906.09	\$826.97	\$79.12	8.7%	\$79.12	0.0%
	Spouse/Dep	7	\$1,876.00	\$1,274.34	\$601.66	32.1%		EE + Sp	7	\$1,902.80	\$1,476.12	\$426.68	22.4%	-\$174.98	-29.1%
	Child (1-2)	7	\$1,522.00	\$1,156.38	\$365.62	24.0%		EE + Ch(ren)	7	\$1,630.97	\$1,265.26	\$365.71	22.4%	\$0.09	0.0%
	Family	3	\$2,450.00	\$1,488.75	\$961.25	39.2%		Family	3	\$2,627.67	\$2,038.46	\$589.21	22.4%	-\$372.04	-38.7%
PPO 3769 - 85.7%	Employee	75	\$938.00	\$938.00	\$0.00	0.0%	Silver PPO - 77%	Employee	75	\$826.97	\$826.97	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	7	\$1,876.00	\$1,274.34	\$601.66	32.1%		EE + Sp	7	\$1,736.62	\$1,476.12	\$260.49	15.0%	-\$341.17	-56.7%
	Child (1-2)	7	\$1,522.00	\$1,156.38	\$365.62	24.0%		EE + Ch(ren)	7	\$1,488.54	\$1,265.26	\$223.28	15.0%	-\$142.34	-38.9%
	Family	3	\$2,450.00	\$1,488.75	\$961.25	39.2%		Family	3	\$2,398.19	\$2,038.46	\$359.73	15.0%	-\$601.52	-62.6%
HDHP \$190/\$191 - 84.7%	Employee	26	\$684.00	\$684.00	\$0.00	0.0%	Gold HDHP - 80.4%	Employee	26	\$863.28	\$826.97	\$36.32	4.2%	\$36.32	0.0%
	Spouse/Dep	2	\$1,368.00	\$1,040.50	\$327.50	23.9%		EE + Sp	2	\$1,812.90	\$1,476.12	\$336.78	18.6%	\$9.28	2.8%
	Child (1-2)	5	\$1,111.00	\$906.50	\$204.50	18.4%		EE + Ch(ren)	5	\$1,553.91	\$1,265.26	\$288.66	18.6%	\$84.16	41.2%
	Family	2	\$1,786.00	\$1,258.50	\$527.50	29.5%		Family	2	\$2,503.52	\$2,038.46	\$465.06	18.6%	-\$62.44	-11.8%
Total	PPO 3769 - 85.7%	93	\$1,229,088	\$1,113,231	\$115,857	9.4%	Total	Gold PPO - 84.3%	93	\$1,217,786	\$1,057,855	\$159,931	13.1%	\$44,074	38.0%
	PPO 3769 - 85.7%	92	\$1,217,832	\$1,101,975	\$115,857	9.5%		Silver PPO - 77%	92	\$1,101,519	\$1,047,932	\$53,587	4.9%	-\$62,269	-53.7%
	HDHP \$190/\$191 - 84.7%	35	\$355,764	\$322,974	\$32,790	9.2%		Gold HDHP - 80.4%	35	\$466,173	\$418,279	\$47,894	10.3%	\$15,104	46.1%
	Combined	220	\$2,802,684	\$2,538,181	\$264,503	9.4%		Combined	220	\$2,785,478	\$2,524,066	\$261,412	9.4%	-\$3,091	-1.2%
Overall Chg (+/-)			(\$17,206)												
% (+/-)			-0.6%												
ER Change			(\$14,115)												
% (+/-)			-0.6%												
EE Change			(\$3,091)												
% (+/-)			-1.2%												

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## 2022 vs. 2023 New Plans Scenario 3 (Modified Defined Contribution with Silver HDHP as Base and 5% EE Only for buy up plans)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 - New Plans with Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	%	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	76	\$938.00	\$938.00	\$0.00	0.0%	Gold PPO - 84.3%	Employee	76	\$906.09	\$860.78	\$45.30	5.0%	\$45.30	0.0%
	Spouse/Dep	7	\$1,876.00	\$1,274.34	\$601.66	32.1%		EE + Sp	7	\$1,902.80	\$1,420.90	\$481.90	25.3%	-\$119.76	-19.9%
	Child (1-2)	7	\$1,522.00	\$1,156.38	\$365.62	24.0%		EE + Ch(ren)	7	\$1,630.97	\$1,217.92	\$413.05	25.3%	\$47.43	13.0%
	Family	3	\$2,450.00	\$1,488.75	\$961.25	39.2%		Family	3	\$2,627.67	\$1,962.19	\$665.47	25.3%	-\$295.78	-30.8%
PPO 3769 - 85.7%	Employee	75	\$938.00	\$938.00	\$0.00	0.0%	Silver PPO - 77%	Employee	75	\$826.97	\$785.62	\$41.35	5.0%	\$41.35	0.0%
	Spouse/Dep	7	\$1,876.00	\$1,274.34	\$601.66	32.1%		EE + Sp	7	\$1,736.62	\$1,420.90	\$315.71	18.2%	-\$285.95	-47.5%
	Child (1-2)	7	\$1,522.00	\$1,156.38	\$365.62	24.0%		EE + Ch(ren)	7	\$1,488.54	\$1,217.92	\$270.62	18.2%	-\$95.00	-26.0%
	Family	3	\$2,450.00	\$1,488.75	\$961.25	39.2%		Family	3	\$2,398.19	\$1,962.19	\$435.99	18.2%	-\$525.26	-54.6%
HDHP \$190/\$191 - 84.7%	Employee	26	\$684.00	\$684.00	\$0.00	0.0%	Silver HDHP - 74.1%	Employee	26	\$796.02	\$796.02	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	2	\$1,368.00	\$1,040.50	\$327.50	23.9%		EE + Sp	2	\$1,671.65	\$1,420.90	\$250.75	15.0%	-\$76.75	-23.4%
	Child (1-2)	5	\$1,111.00	\$906.50	\$204.50	18.4%		EE + Ch(ren)	5	\$1,432.84	\$1,217.92	\$214.93	15.0%	\$10.43	5.1%
	Family	2	\$1,786.00	\$1,258.50	\$527.50	29.5%		Family	2	\$2,308.46	\$1,962.19	\$346.27	15.0%	-\$181.23	-34.4%
Total	PPO 3769 - 85.7%	93	\$1,229,088	\$1,113,231	\$115,857	9.4%	Total	Gold PPO - 84.3%	93	\$1,217,786	\$1,077,335	\$140,451	11.5%	\$24,594	21.2%
	PPO 3769 - 85.7%	92	\$1,217,832	\$1,101,975	\$115,857	9.5%		Silver PPO - 77%	92	\$1,101,519	\$999,357	\$102,162	9.3%	-\$13,695	-11.8%
	HDHP \$190/\$191 - 84.7%	35	\$355,764	\$322,974	\$32,790	9.2%		Silver HDHP - 74.1%	35	\$429,851	\$402,627	\$27,224	6.3%	-\$5,566	-17.0%
	Combined	220	\$2,902,684	\$2,538,181	\$264,503	9.4%		Combined	220	\$2,749,155	\$2,479,319	\$269,836	9.8%	\$5,333	2.0%

Overall Chg (+/-) (\$53,529)  
 % (+/-) -1.9%  
 ER Change (\$58,862)  
 % (+/-) -2.3%  
 EE Change \$5,333  
 % (+/-) 2.0%

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## North Florida College 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	78	\$707.00	\$707.00	\$0.00	0.0%	PPO 3769 - 85.7%	Employee	78	\$787.60	\$787.60	\$0.00	0.0%	\$0.00	0.0%
	Two Deps	11	\$1,622.00	\$707.00	\$915.00	56.4%		Two Deps	11	\$1,806.91	\$787.60	\$1,019.31	56.4%	\$104.31	11.4%
HDHP 5190/5191 - 84.7%	Employee	7	\$601.00	\$601.00	\$0.00	0.0%	HDHP 5190/5191 - 84.7%	Employee	7	\$669.51	\$669.51	\$0.00	0.0%	\$0.00	0.0%
	Two Deps	2	\$1,379.00	\$601.00	\$778.00	56.4%		Two Deps	2	\$1,536.21	\$669.51	\$866.69	56.4%	\$88.69	11.4%
Total	PPO 3769 - 85.7%	89	\$875,856	\$755,076	\$120,780	13.8%	Total	PPO 3769 - 85.7%	89	\$975,704	\$841,155	\$134,549	13.8%	\$13,769	11.4%
	HDHP 5190/5191 - 84.7%	9	\$83,580	\$64,908	\$18,672	22.3%		HDHP 5190/5191 - 84.7%	9	\$93,108	\$72,308	\$20,801	22.3%	\$2,129	11.4%
	Combined	98	\$959,436	\$819,984	\$139,452	14.5%		Combined	98	\$1,068,812	\$913,462	\$155,350	14.5%	\$15,898	11.4%

Overall Chg (+/-) \$109,376  
 % (+/-) 11.4%  
 ER Change \$93,478  
 % (+/-) 11.4%  
 EE Change \$15,898  
 % (+/-) 11.4%

NFC also deposits \$106/month into the HSA account in addition to Consortium funding of \$500/\$1,000/\$1,500 for a total of \$1,772/\$2,272/\$2,772

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 86%			Target 84%		Target 76%	
HMO Gold			PPO Gold		PPO Silver	
Plan Details	N/A		N/A		N/A	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 80%			Target 74%		Target <70%	
HDHP Gold			HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – North Florida College

Plan	Tier	Funding Rates
Gold HMO	EE	\$719.87
	Sp	\$1,511.73
	CH	\$1,295.76
	FAM	\$2,087.62
Gold PPO	EE	\$704.35
	Sp	\$1,479.14
	CH	\$1,267.83
	FAM	\$2,042.61
Silver PPO	EE	\$642.84
	Sp	\$1,349.95
	CH	\$1,157.11
	FAM	\$1,864.22
Bronze PPO	EE	\$576.78
	Sp	\$1,211.22
	CH	\$1,038.19
	FAM	\$1,672.64
Gold HDHP	EE	\$671.07
	Sp	\$1,409.25
	CH	\$1,207.93
	FAM	\$1,946.10
Silver HDHP	EE	\$618.78
	Sp	\$1,299.45
	CH	\$1,113.82
	FAM	\$1,794.48

Tier	Current Tier Relationship	New Tier Relationship
EE	1.0	1.0
EE + Sp	2.3	2.1
EE + Ch(ren)	2.3	1.8
Family	2.3	2.9

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## 2022 vs. 2023 New Plans Scenario: Defined Contribution + Migration Assumptions

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3769 - 85.7%	Employee	50	\$707.00	\$707.00	\$0.00	0.0%
	Two Deps	8	\$1,622.00	\$707.00	\$915.00	56.4%
HDHP 5190/5191 84.7%	Employee	28	\$707.00	\$707.00	\$0.00	0.0%
	Two Deps	3	\$1,622.00	\$707.00	\$915.00	56.4%
Total	PPO 3769 - 85.7%	58	\$579,912	\$492,072	\$87,840	15.1%
	PPO 3769 - 85.7%	31	\$295,944	\$263,004	\$32,940	11.1%
	HDHP 5190/5191 84.7%	9	\$83,580	\$64,908	\$18,672	22.3%
	Combined	98	\$959,436	\$819,984	\$139,452	14.5%

Overall Chg (+/-) (\$26,826)  
 % (+/-) -2.8%  
 ER Change (\$33,932)  
 % (+/-) -4.1%  
 EE Change \$7,105  
 % (+/-) 5.1%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution				\$ CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %		
Gold PPO - 84.3%	EE	50	\$704.35	\$618.78	\$85.56	12.1%	\$85.56	0.0%
	EE + Sp	2	\$1,479.14	\$909.62	\$569.52	38.5%	-\$345.48	-37.6%
	EE + Ch(ren)	3	\$1,267.83	\$779.67	\$488.16	38.5%	-\$426.84	-46.6%
	Family	3	\$2,042.61	\$1,256.13	\$786.48	38.5%	-\$128.52	-14.0%
Silver PPO - 77.0%	EE	28	\$642.84	\$618.78	\$24.06	3.7%	\$24.06	0.0%
	EE + Sp	1	\$1,349.95	\$909.62	\$440.34	32.6%	-\$474.66	-51.9%
	EE + Ch(ren)	1	\$1,157.11	\$779.67	\$377.44	32.6%	-\$537.56	-58.7%
	Family	1	\$1,864.22	\$1,256.13	\$608.09	32.6%	-\$306.91	-33.5%
Silver HDHP - 74.1%	EE	7	\$618.78	\$618.78	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	0	\$1,299.45	\$909.62	\$389.84	30.0%	-\$388.16	-49.9%
	EE + Ch(ren)	1	\$1,113.82	\$779.67	\$334.14	30.0%	-\$443.86	-57.1%
	Family	1	\$1,794.48	\$1,256.13	\$538.34	30.0%	-\$239.66	-30.8%
Total	Gold PPO - 84.3%	58	\$577,282	\$466,389	\$110,893	19.2%	\$23,053	26.2%
	Silver PPO - 77.0%	31	\$268,450	\$243,256	\$25,194	9.4%	-\$7,746	-23.5%
	Silver HDHP - 74.1%	9	\$86,877	\$76,407	\$10,470	12.1%	-\$8,202	-43.9%
	Combined	98	\$932,610	\$786,052	\$146,557	15.7%	\$7,105	5.1%

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## NWF 2023 Medical Plan Discussion



May 2022

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### Recap of Decision for 2023 Plan Year

#### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

#### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

**Note:** All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.

## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HMO 58 86.3%	Employee	25	\$816.00	\$816.00	\$0.00	0.0%	HMO 58 86.3%	Employee	25	\$909.02	\$909.02	\$0.00	0.0%	\$0.00	0.0%
	One Dep	3	\$1,479.00	\$816.00	\$663.00	44.8%		One Dep	3	\$1,647.61	\$909.02	\$738.58	44.8%	\$75.58	11.4%
	Family	3	\$1,921.00	\$816.00	\$1,105.00	57.5%		Family	3	\$2,139.99	\$909.02	\$1,230.97	57.5%	\$125.97	11.4%
PPO 3769 85.7%	Employee	169	\$816.00	\$816.00	\$0.00	0.0%	PPO 3769 85.7%	Employee	169	\$909.02	\$909.02	\$0.00	0.0%	\$0.00	0.0%
	One Dep	20	\$1,479.00	\$816.00	\$663.00	44.8%		One Dep	20	\$1,647.61	\$909.02	\$738.58	44.8%	\$75.58	11.4%
	Family	6	\$1,921.00	\$816.00	\$1,105.00	57.5%		Family	6	\$2,139.99	\$909.02	\$1,230.97	57.5%	\$125.97	11.4%
HDHP 5190/5191 84.7%	Employee	2	\$504.00	\$504.00	\$0.00	0.0%	HDHP 5190/5191 84.7%	Employee	2	\$561.46	\$561.46	\$0.00	0.0%	\$0.00	0.0%
	One Dep	2	\$861.00	\$504.00	\$357.00	41.5%		One Dep	2	\$959.15	\$561.46	\$397.70	41.5%	\$40.70	11.4%
	Family	6	\$1,065.00	\$504.00	\$561.00	52.7%		Family	6	\$1,186.41	\$561.46	\$624.95	52.7%	\$63.95	11.4%
Combined			\$367,200	\$303,552	\$63,648	17.3%	Combined			\$409,061	\$338,157	\$70,904	17.3%	\$7,256	11.4%
PPO 3769			\$2,148,120	\$1,909,440	\$238,680	11.1%	PPO 3769			\$2,393,006	\$2,127,116	\$265,890	11.1%	\$27,210	11.4%
HDHP 5190/5191			\$109,440	\$60,480	\$48,960	44.7%	HDHP 5190/5191			\$121,916	\$67,375	\$54,541	44.7%	\$5,581	11.4%
Combined			\$2,624,760	\$2,273,472	\$351,288	13.4%	Combined			\$2,923,983	\$2,532,648	\$391,335	13.4%	\$40,047	11.4%

Overall Chg (+/-) \$299,223  
 % (+/-) 11.4%  
 ER Change \$259,176  
 % (+/-) 11.4%  
 EE Change \$40,047  
 % (+/-) 11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 86%			Target 84%		Target 76%	
HMO Gold			PPO Gold		PPO Silver	
N/A			N/A		N/A	
Plan Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details						
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875

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Note - Ded & OOP Max do not cross accumulate




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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
	Target 80%		Target 74%		Target <70%	
Plan Details	HDHP Gold		HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate		

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## 2023 New Plan Rates - NWF

Plan	Tier Relationship	Tier	Funding Rates
Gold HMO	1.00	EE	\$846.99
	2.10	Sp	\$1,778.68
	1.80	CH	\$1,524.58
	2.90	FAM	\$2,456.27
Gold PPO	1.00	EE	\$828.72
	2.10	Sp	\$1,740.33
	1.80	CH	\$1,491.71
	2.90	FAM	\$2,403.31
Silver PPO	1.00	EE	\$756.36
	2.10	Sp	\$1,588.34
	1.80	CH	\$1,361.44
	2.90	FAM	\$2,193.42
Bronze PPO	1.00	EE	\$678.63
	2.10	Sp	\$1,425.11
	1.80	CH	\$1,221.53
	2.90	FAM	\$1,968.00
Gold HDHP	1.00	EE	\$789.57
	2.10	Sp	\$1,658.11
	1.80	CH	\$1,421.23
	2.90	FAM	\$2,289.76
Silver HDHP	1.00	EE	\$728.05
	2.10	Sp	\$1,528.92
	1.80	CH	\$1,310.50
	2.90	FAM	\$2,111.36



Tier	Current Tier Relationship	Current Tier Relationship	New Tier Relationship
	HMO/PPO	HDHP	All Plans
EE	1.0	1.0	1.0
One Dep / (EE + Sp)	1.81	1.71	2.10
EE + Ch(ren)	N/A	N/A	1.80
Family	2.35	2.11	2.90

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## 2022 vs. 2023 New Plans Scenario 1 (Defined Contribution with HDHP Silver as Base)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: New Tiers, Defined Contribution Strategy - HDHP Silver as Base					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HMO 58 86.3%	EE	25	\$816.00	\$816.00	\$0.00	0.0%	HMO Gold 86.2%	EE	25	\$846.99	\$728.05	\$118.94	14.0%	\$118.94	0.0%
	One Dep	3	\$1,479.00	\$816.00	\$663.00	44.8%		EE + Sp	3	\$1,778.68	\$1,070.24	\$708.44	39.8%	\$45.44	6.9%
	Family	3	\$1,921.00	\$816.00	\$1,105.00	57.5%		EE + Child(ren)	0	\$1,524.58	\$917.35	\$607.23	39.8%	-\$497.77	-45.0%
PPO 3769 85.7%	EE	84	\$816.00	\$816.00	\$0.00	0.0%	PPO Gold 84.3%	Family	3	\$2,456.27	\$1,477.95	\$978.32	39.8%	-\$126.68	-11.5%
	One Dep	10	\$1,479.00	\$816.00	\$663.00	44.8%		EE	84	\$828.72	\$728.05	\$100.67	12.1%	\$100.67	0.0%
	Family	3	\$1,921.00	\$816.00	\$1,105.00	57.5%		EE + Sp	8	\$1,740.33	\$1,070.24	\$670.09	38.5%	\$7.09	1.1%
PPO 3769 85.7%	EE	85	\$816.00	\$816.00	\$0.00	0.0%	PPO Silver 77%	EE + Child(ren)	3	\$1,491.71	\$917.35	\$574.36	38.5%	-\$530.64	-48.0%
	One Dep	10	\$1,479.00	\$816.00	\$663.00	44.8%		Family	2	\$2,403.31	\$1,477.95	\$925.36	38.5%	-\$179.64	-16.3%
	Family	3	\$1,921.00	\$816.00	\$1,105.00	57.5%		EE	85	\$756.36	\$728.05	\$28.31	3.7%	\$28.31	0.0%
HDHP 5190/5191 84.7%	EE	2	\$504.00	\$504.00	\$0.00	0.0%	HDHP Silver 74.1%	EE + Sp	8	\$1,588.34	\$1,070.24	\$518.10	32.6%	-\$144.90	-21.9%
	One Dep	2	\$861.00	\$504.00	\$357.00	41.5%		EE + Child(ren)	3	\$1,361.44	\$917.35	\$444.09	32.6%	-\$660.91	-59.8%
	Family	6	\$1,065.00	\$504.00	\$561.00	52.7%		Family	2	\$2,193.42	\$1,477.95	\$715.47	32.6%	-\$389.53	-35.3%





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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

**Note:** All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.

## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 85.7%	Employee	160	\$770.00	\$770.00	\$0.00	0.0%	PPO 3769 85.7%	Employee	160	\$857.78	\$857.78	\$0.00	0.0%	\$0.00	0.0%
	Dependent	40	\$1,564.00	\$770.00	\$794.00	50.8%		Dependent	40	\$1,742.30	\$857.78	\$884.52	50.8%	\$90.52	11.4%
HMO 58 86.3%	Employee	181	\$856.00	\$856.00	\$0.00	0.0%	HMO 58 86.3%	Employee	181	\$953.58	\$953.58	\$0.00	0.0%	\$0.00	0.0%
	Dependent	0	\$2,276.00	\$856.00	\$1,420.00	62.4%		Dependent	0	\$2,535.46	\$953.58	\$1,581.88	62.4%	\$161.88	11.4%
HDHP \$190/\$191 84.7%	Employee	21	\$427.00	\$427.00	\$0.00	0.0%	HDHP \$190/\$191 84.7%	Employee	21	\$475.68	\$475.68	\$0.00	0.0%	\$0.00	0.0%
	Dependent	29	\$772.00	\$427.00	\$345.00	44.7%		Dependent	29	\$860.01	\$475.68	\$384.33	44.7%	\$39.33	11.4%
Total	PPO 3769	200	\$2,229,120	\$1,848,000	\$381,120	17.1%	Total	PPO 3769	200	\$2,483,240	\$2,058,672	\$424,568	17.1%	\$43,448	11.4%
	HMO 58	181	\$1,859,232	\$1,859,232	\$0	0.0%		HMO 58	181	\$2,071,184	\$2,071,184	\$0	0.0%	\$0	0.0%
	HDHP \$190/\$191	50	\$376,260	\$256,200	\$120,060	31.9%		HDHP \$190/\$191	50	\$419,154	\$285,407	\$133,747	31.9%	\$13,687	11.4%
	Combined	431	\$4,464,612	\$3,963,432	\$501,180	11.2%		Combined	431	\$4,973,578	\$4,415,263	\$558,315	11.2%	\$57,135	11.4%

Overall Chg (+/-) \$508,966  
 % (+/-) 11.4%  
 ER Change \$451,831  
 % (+/-) 11.4%  
 EE Change \$57,135  
 % (+/-) 11.4%

Note: All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.



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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86%		Target 84%		Target 76%	
	HMO Gold		PPO Gold		PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875




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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80%		Target 74%		Target <70%	
	HDHP Gold		HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – Pasco-Hernando

Plan	Tier	Funding Rates
Gold HMO	EE	\$734.15
	Sp	\$1,541.72
	CH	\$1,321.47
	FAM	\$2,129.04
Gold PPO	EE	\$718.32
	Sp	\$1,508.48
	CH	\$1,292.98
	FAM	\$2,083.13
Silver PPO	EE	\$655.59
	Sp	\$1,376.73
	CH	\$1,180.06
	FAM	\$1,901.21
Bronze PPO	EE	\$588.22
	Sp	\$1,235.25
	CH	\$1,058.79
	FAM	\$1,705.82
Gold HDHP	EE	\$684.38
	Sp	\$1,437.21
	CH	\$1,231.89
	FAM	\$1,984.71
Silver HDHP	EE	\$631.06
	Sp	\$1,325.23
	CH	\$1,135.91
	FAM	\$1,830.07

Tier	Current PPO Tier Relationship	Current HMO Tier Relationship	Current HDHP Tier Relationship	New Tier Relationship For all Plans
EE	1.0	1.0	1.0	1.0
EE + Sp	2.0	2.65	1.8	2.1
EE + Ch(ren)	2.0	2.65	1.8	1.9
Family	2.0	2.65	1.8	2.9

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## 2022 vs. 2023 New Plans Scenario 1 (4 plans + Defined Contribution)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3769 85.7%	Employee	80	\$770.00	\$770.00	\$0.00	0.0%
	Dependent	20	\$1,564.00	\$770.00	\$794.00	50.8%
HMO 58 86.3%	Employee	181	\$770.00	\$770.00	\$0.00	0.0%
	Dependent	0	\$1,564.00	\$770.00	\$794.00	50.8%
HDHP 5190/5191 84.7%	Employee	21	\$427.00	\$427.00	\$0.00	0.0%
	Dependent	29	\$772.00	\$427.00	\$345.00	44.7%
Total	PPO 3769	100	\$1,114,560	\$924,000	\$190,560	17.1%
	PPO 3769	100	\$1,114,560	\$924,000	\$190,560	17.1%
	HMO 58	181	\$1,859,232	\$1,859,232	\$0	0.0%
	HDHP 5190/5191	50	\$376,260	\$256,200	\$120,060	31.9%
	Combined	431	\$4,464,612	\$3,963,432	\$501,180	11.2%

Overall Chg (+/-) (\$51,733)  
 % (+/-) -1.2%  
 ER Change (\$335,230)  
 % (+/-) -9.5%  
 EE Change \$283,497  
 % (+/-) 56.6%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: New Tiers + Defined Contribution Strategy With Migration Assumptions					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
Gold PPO 84.3%	EE	109	\$718.32	\$631.06	\$87.26	12.1%	\$87.26	0.0%
	EE + Sp	7	\$1,508.48	\$887.90	\$620.57	41.1%	-\$173.43	-21.8%
	EE + Ch	2	\$1,292.98	\$761.06	\$531.92	41.1%	-\$262.08	-33.0%
	Family	12	\$2,083.13	\$1,226.15	\$856.98	41.1%	\$62.98	7.9%
Silver PPO 77.0%	EE	109	\$655.59	\$631.06	\$24.54	3.7%	\$24.54	0.0%
	EE + Sp	7	\$1,376.73	\$887.90	\$488.83	35.5%	-\$305.17	-38.4%
	EE + Ch	2	\$1,180.06	\$761.06	\$419.00	35.5%	-\$375.00	-47.2%
	Family	12	\$1,901.21	\$1,226.15	\$675.06	35.5%	-\$118.94	-15.0%
Gold HMO 86.2%	EE	72	\$734.15	\$631.06	\$103.09	14.0%	\$103.09	0.0%
	EE + Sp	4	\$1,541.72	\$887.90	\$653.81	42.4%	-\$766.19	-54.0%
	EE + Ch	1	\$1,321.47	\$761.06	\$560.41	42.4%	-\$859.59	-60.5%
	Family	8	\$2,129.04	\$1,226.15	\$902.89	42.4%	-\$517.11	-36.4%
Silver HDHP 74.1%	EE	72	\$631.06	\$631.06	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	4	\$1,325.23	\$887.90	\$437.33	33.0%	\$92.33	26.8%
	EE + Ch	2	\$1,135.91	\$761.06	\$374.85	33.0%	\$29.85	8.7%
	Family	8	\$1,830.07	\$1,226.15	\$603.92	33.0%	\$258.92	75.1%
Total	Gold PPO	130	\$1,397,275	\$1,094,838	\$302,436	21.6%	\$111,876	58.7%
	Silver PPO	130	\$1,275,257	\$1,094,838	\$180,419	14.1%	-\$10,141	-5.3%
	Gold HMO	85	\$928,553	\$714,696	\$213,857	23.0%	\$213,857	0.0%
	Silver HDHP	86	\$811,794	\$723,829	\$87,965	10.8%	-\$32,095	-26.7%
	Combined	431	\$4,412,879	\$3,628,202	\$784,677	17.6%	\$283,497	56.0%

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## 2022 vs. 2023 New Plans Scenario 2 (3 plans + Defined Contribution)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3769 85.7%	Employee	160	\$770.00	\$770.00	\$0.00	0.0%
	Dependent	40	\$1,564.00	\$770.00	\$794.00	50.8%
HMO 58 86.3%	Employee	181	\$770.00	\$770.00	\$0.00	0.0%
	Dependent	0	\$1,564.00	\$770.00	\$794.00	50.8%
HDHP 5190/5191 84.7%	Employee	21	\$427.00	\$427.00	\$0.00	0.0%
	Dependent	29	\$772.00	\$427.00	\$345.00	44.7%
Total	PPO 3769	200	\$2,229,120	\$1,848,000	\$381,120	17.1%
	HMO 58	181	\$1,859,232	\$1,859,232	\$0	0.0%
	HDHP 5190/5191	50	\$376,260	\$256,200	\$120,060	31.9%
	Combined	431	\$4,464,612	\$3,963,432	\$501,180	11.2%

Overall Chg (+/-) (\$197,612)  
 % (+/-) -4.4%  
 ER Change (\$229,333)  
 % (+/-) -5.8%  
 EE Change \$31,722  
 % (+/-) 6.3%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: New Tiers + Defined Contribution Strategy With Migration Assumptions					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
Silver PPO 77.0%	EE	164	\$655.59	\$631.06	\$24.54	3.7%	\$24.54	0.0%
	EE + Sp	11	\$1,376.73	\$993.92	\$382.81	27.8%	-\$411.19	-51.8%
	EE + Ch	3	\$1,180.06	\$851.93	\$328.13	27.8%	-\$465.87	-58.7%
	Family	18	\$1,901.21	\$1,372.56	\$528.65	27.8%	-\$265.35	-33.4%
Gold HMO 86.2%	EE	72	\$734.15	\$631.06	\$103.09	14.0%	\$103.09	0.0%
	EE + Sp	4	\$1,541.72	\$993.92	\$547.79	35.5%	-\$872.21	-61.4%
	EE + Ch	1	\$1,321.47	\$851.93	\$469.54	35.5%	-\$950.46	-66.9%
	Family	8	\$2,129.04	\$1,372.56	\$756.48	35.5%	-\$663.52	-46.7%
Silver HDHP 74.1%	EE	127	\$631.06	\$631.06	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	8	\$1,325.23	\$993.92	\$331.31	25.0%	-\$13.69	-4.0%
	EE + Ch	3	\$1,135.91	\$851.93	\$283.98	25.0%	-\$61.02	-17.7%
	Family	14	\$1,830.07	\$1,372.56	\$457.52	25.0%	\$112.52	32.6%
Total	Silver PPO	195	\$1,912,885	\$1,690,511	\$222,375	11.6%	-\$158,745	-41.7%
	Gold HMO	85	\$928,553	\$734,931	\$193,623	20.9%	\$193,623	0.0%
	Silver HDHP	151	\$1,425,561	\$1,308,657	\$116,904	8.2%	-\$3,156	-2.6%
	Combined	431	\$4,267,000	\$3,734,099	\$532,902	12.5%	\$31,722	6.3%

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## PBSC 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

**Note:** All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.

## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 85.7%	EE	181	\$823.00	\$652.00	\$171.00	20.8%	PPO 3769 85.7%	EE	181	\$916.82	\$726.33	\$190.49	20.8%	\$19.49	11.4%
	EE + SP	16	\$1,597.00	\$652.00	\$945.00	59.2%		EE + SP	16	\$1,779.06	\$726.33	\$1,052.73	59.2%	\$107.73	11.4%
	EE + CH	12	\$1,362.00	\$652.00	\$710.00	52.1%		EE + CH	12	\$1,517.27	\$726.33	\$790.94	52.1%	\$80.94	11.4%
	Family	10	\$2,014.00	\$652.00	\$1,362.00	67.6%		Family	10	\$2,243.60	\$726.33	\$1,517.27	67.6%	\$155.27	11.4%
HMO 58 86.3%	EE	614	\$652.00	\$652.00	\$0.00	0.0%	HMO 58 86.3%	EE	614	\$726.33	\$726.33	\$0.00	0.0%	\$0.00	0.0%
	EE + SP	48	\$1,313.00	\$652.00	\$661.00	50.3%		EE + SP	48	\$1,462.68	\$726.33	\$736.35	50.3%	\$75.35	11.4%
	EE + CH	78	\$1,075.00	\$652.00	\$423.00	39.3%		EE + CH	78	\$1,197.55	\$726.33	\$471.22	39.3%	\$48.22	11.4%
	Family	49	\$1,563.00	\$652.00	\$911.00	58.3%		Family	49	\$1,741.18	\$726.33	\$1,014.85	58.3%	\$103.85	11.4%
PPO 3769 85.7%			\$2,631,988	\$1,713,456	\$918,532	32.3%	PPO 3769 85.7%			\$2,820,635	\$1,908,790	\$911,845	32.3%	\$93,313	11.4%
HMO 58 86.3%			\$7,485,468	\$6,173,136	\$1,312,332	17.5%	HMO 58 86.3%			\$8,338,811	\$6,876,674	\$1,461,938	17.5%	\$149,606	11.4%
Combined			\$10,017,456	\$7,886,592	\$2,130,864	21.3%	Combined			\$11,159,446	\$8,785,663	\$2,373,782	21.3%	\$242,918	11.4%

Overall Chg (+/-) \$1,141,990  
 % (+/-) 11.4%  
 ERF Change \$999,071  
 % (+/-) 11.4%  
 EE Change \$242,918  
 % (+/-) 11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 86%			Target 84%		Target 76%	
HMO Gold			PPO Gold		PPO Silver	
Plan Details			HSA Employer Seed   EE / FAM		N/A	
Medical Benefit Details			N/A		N/A	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details			Retail		Mail-Order	
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875

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Note - Ded & OOP Max do not cross accumulate

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80%		Target 74%		Target <70%	
	HDHP Gold		HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – PBSC

Plan	Tier	Funding Rates
Gold HMO	EE	\$734.92
	Sp	\$1,543.33
	CH	\$1,322.85
	FAM	\$2,131.27
Gold PPO	EE	\$719.07
	Sp	\$1,510.06
	CH	\$1,294.33
	FAM	\$2,085.31
Silver PPO	EE	\$656.28
	Sp	\$1,378.18
	CH	\$1,181.30
	FAM	\$1,903.20
Bronze PPO	EE	\$588.84
	Sp	\$1,236.54
	CH	\$1,059.90
	FAM	\$1,707.61
Gold HDHP	EE	\$685.10
	Sp	\$1,438.72
	CH	\$1,233.18
	FAM	\$1,986.79
Silver HDHP	EE	\$631.72
	Sp	\$1,326.62
	CH	\$1,137.10
	FAM	\$1,831.99



Tier	Current Tier Relationship PPO	Current Tier Relationship HMO	New Tier Relationship
EE	1.0	1.0	1.0
EE + Sp	1.9	2.0	2.1
EE + Ch(ren)	1.65	1.65	1.8
Family	2.45	2.4	2.9

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## 2022 vs. 2023 New Plans Scenario 1 (Current Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans - Current Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 85.7%	EE	181	\$823.00	\$652.00	\$171.00	20.8%	\$719.00	\$719.00	\$0.00	0.0%	-\$171.00	-100.0%
	EE + SP	16	\$1,597.00	\$652.00	\$945.00	59.2%	\$1,510.00	\$719.00	\$791.00	52.4%	-\$154.00	-16.3%
	EE + CH	12	\$1,362.00	\$652.00	\$710.00	52.1%	\$1,294.00	\$719.00	\$575.00	44.4%	-\$135.00	-19.0%
	Family	10	\$2,014.00	\$652.00	\$1,362.00	67.6%	\$2,085.00	\$719.00	\$1,366.00	65.5%	\$4.00	0.3%
HMO 58 86.3%	EE	614	\$652.00	\$652.00	\$0.00	0.0%	\$735.00	\$719.00	\$16.00	2.2%	\$16.00	0.0%
	EE + SP	48	\$1,313.00	\$652.00	\$661.00	50.3%	\$1,543.00	\$719.00	\$824.00	53.4%	\$163.00	24.7%
	EE + CH	78	\$1,075.00	\$652.00	\$423.00	39.3%	\$1,323.00	\$719.00	\$604.00	45.7%	\$181.00	42.8%
	Family	49	\$1,563.00	\$652.00	\$911.00	58.3%	\$2,131.00	\$719.00	\$1,412.00	66.3%	\$501.00	55.0%
PPO 3769/85.7%			\$2,531,988	\$1,713,456	\$818,532	32.3%	\$2,288,124	\$1,889,532	\$398,592	17.4%	-\$419,940	-51.3%
HMO 58/86.3%			\$7,485,468	\$6,173,136	\$1,312,332	17.5%	\$8,795,604	\$6,807,492	\$1,988,112	22.6%	\$675,780	51.5%
Combined			\$10,017,456	\$7,886,592	\$2,130,864	21.3%	\$11,083,728	\$8,697,024	\$2,386,704	21.5%	\$255,840	12.0%

Overall Chg (+/-) \$1,066,272  
 % (+/-) 10.6%  
 ER Change \$810,432  
 % (+/-) 10.3%  
 EE Change \$255,840  
 % (+/-) 12.0%

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## 2022 vs. 2023 New Plans Scenario 2 (Defined Contribution Strategy w/% of Dep Cost)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans - Defined Contribution Strategy for Dep Tiers					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 85.7%	EE	91	\$823.00	\$652.00	\$171.00	20.8%	\$719.00	\$656.00	\$63.00	8.8%	-\$108.00	-63.2%
	EE + SP	8	\$1,597.00	\$652.00	\$945.00	59.2%	\$1,510.00	\$826.80	\$683.20	45.2%	-\$261.80	-27.7%
	EE + CH	6	\$1,362.00	\$652.00	\$710.00	52.1%	\$1,294.00	\$708.60	\$585.40	45.2%	-\$124.60	-17.5%
	Family	5	\$2,014.00	\$652.00	\$1,362.00	67.6%	\$2,085.00	\$1,141.80	\$943.20	45.2%	-\$418.80	-30.7%
PPO 3769 85.7%	EE	90	\$823.00	\$652.00	\$171.00	20.8%	\$656.00	\$656.00	\$0.00	0.0%	-\$171.00	-100.0%
	EE + SP	8	\$1,597.00	\$652.00	\$945.00	59.2%	\$1,378.00	\$826.80	\$551.20	40.0%	-\$393.80	-41.7%
	EE + CH	6	\$1,362.00	\$652.00	\$710.00	52.1%	\$1,181.00	\$708.60	\$472.40	40.0%	-\$237.60	-33.5%
	Family	5	\$2,014.00	\$652.00	\$1,362.00	67.6%	\$1,903.00	\$1,141.80	\$761.20	40.0%	-\$600.80	-44.1%
HMO 58 86.3%	EE	614	\$652.00	\$652.00	\$0.00	0.0%	\$735.00	\$656.00	\$79.00	10.7%	\$79.00	0.0%
	EE + SP	48	\$1,313.00	\$652.00	\$661.00	50.3%	\$1,543.00	\$826.80	\$716.20	46.4%	\$55.20	8.4%
	EE + CH	78	\$1,075.00	\$652.00	\$423.00	39.3%	\$1,323.00	\$708.60	\$614.40	46.4%	\$191.40	45.2%
	Family	49	\$1,563.00	\$652.00	\$911.00	58.3%	\$2,131.00	\$1,141.80	\$989.20	46.4%	\$78.20	8.6%
PPO 3769/85.7%			\$1,270,932	\$860,640	\$410,292	32.3%	\$1,148,376	\$915,252	\$233,124	20.3%	-\$177,168	-43.2%
PPO 3769/85.7%			\$1,261,056	\$852,816	\$408,240	32.4%	\$1,039,980	\$907,380	\$132,600	12.8%	-\$275,640	-67.5%
HMO 58/86.3%			\$7,485,468	\$6,173,136	\$1,312,332	17.5%	\$8,795,604	\$6,644,273	\$2,151,331	24.5%	\$838,999	63.9%
Combined			\$10,017,456	\$7,886,592	\$2,130,864	21.3%	\$10,983,960	\$8,466,905	\$2,517,055	22.9%	\$386,191	18.1%

Overall Chg (+/-) \$966,504  
 % (+/-) 9.6%  
 ER Change \$580,313  
 % (+/-) 7.4%  
 EE Change \$386,191  
 % (+/-) 18.1%

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## 2022 vs. 2023 New Plans Scenario 3 (Modified Defined Contribution Strategy – Flat \$)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans - Defined Contribution Strategy for Dep Tiers					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 85.7%	EE	91	\$823.00	\$652.00	\$171.00	20.8%	PPO Gold - 84.3%	EE	91	\$719.00	\$656.00	\$63.00	8.8%	-\$108.00	-63.2%
	EE + SP	8	\$1,597.00	\$652.00	\$945.00	59.2%		EE + SP	8	\$1,510.00	\$806.00	\$704.00	46.6%	-\$241.00	-25.5%
	EE + CH	6	\$1,362.00	\$652.00	\$710.00	52.1%		EE + CH	6	\$1,294.00	\$806.00	\$488.00	37.7%	-\$222.00	-31.3%
	Family	5	\$2,014.00	\$652.00	\$1,362.00	67.6%		Family	5	\$2,085.00	\$956.00	\$1,129.00	54.1%	-\$233.00	-17.1%
PPO 3769 85.7%	EE	90	\$823.00	\$652.00	\$171.00	20.8%	Silver PPO - 77%	EE	90	\$656.00	\$656.00	\$0.00	0.0%	-\$171.00	-100.0%
	EE + SP	8	\$1,597.00	\$652.00	\$945.00	59.2%		EE + SP	8	\$1,378.00	\$806.00	\$572.00	41.5%	-\$373.00	-39.5%
	EE + CH	6	\$1,362.00	\$652.00	\$710.00	52.1%		EE + CH	6	\$1,181.00	\$806.00	\$375.00	31.8%	-\$335.00	-47.2%
	Family	5	\$2,014.00	\$652.00	\$1,362.00	67.6%		Family	5	\$1,903.00	\$956.00	\$947.00	49.8%	-\$415.00	-30.5%
HMO 58 86.3%	EE	614	\$652.00	\$652.00	\$0.00	0.0%	HMO Gold - 86.2%	EE	614	\$735.00	\$656.00	\$79.00	10.7%	\$79.00	0.0%
	EE + SP	48	\$1,313.00	\$652.00	\$661.00	50.3%		EE + SP	48	\$1,543.00	\$806.00	\$737.00	47.8%	\$76.00	11.5%
	EE + CH	78	\$1,075.00	\$652.00	\$423.00	39.3%		EE + CH	78	\$1,323.00	\$806.00	\$517.00	39.1%	\$94.00	22.2%
	Family	49	\$1,563.00	\$652.00	\$911.00	58.3%		Family	49	\$2,131.00	\$956.00	\$1,175.00	55.1%	\$264.00	29.0%
	PPO 376985.7%	110	\$1,270,932	\$860,640	\$410,292	32.3%		PPO Gold - 84.3%	110	\$1,148,376	\$909,120	\$239,256	20.8%	-\$171,036	-41.7%
	PPO 376985.7%	109	\$1,261,056	\$852,816	\$408,240	32.4%		Silver PPO - 77%	109	\$1,039,980	\$901,248	\$138,732	13.3%	-\$269,508	-66.0%
	HMO 5886.3%	789	\$7,485,468	\$6,173,136	\$1,312,332	17.5%		HMO Gold - 86.2%	789	\$8,795,604	\$6,614,208	\$2,181,396	24.8%	\$869,064	66.2%
	Combined	1,008	\$10,017,456	\$7,886,592	\$2,130,864	21.3%		Combined	1,008	\$10,983,960	\$8,424,576	\$2,559,384	23.3%	\$428,520	20.1%

Overall Chg (+/-) \$966,504  
 % (+/-) 9.6%  
 ER Change \$537,984  
 % (+/-) 6.8%  
 EE Change \$428,520  
 % (+/-) 20.1%

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**FCSRMC**  
 FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM



## Pensacola State College 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3766 - 88.1%	EE	182	\$843.00	\$843.00	\$0.00	0.0%	PPO 3766 - 88.1%	EE	182	\$939.10	\$939.10	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	7	\$1,660.00	\$843.00	\$817.00	49.2%		EE + Sp	7	\$1,849.24	\$939.10	\$910.14	49.2%	\$93.14	11.4%
	EE + Ch	22	\$1,289.00	\$843.00	\$446.00	34.6%		EE + Ch	22	\$1,435.95	\$939.10	\$496.84	34.6%	\$50.84	11.4%
	Family	6	\$2,059.00	\$843.00	\$1,216.00	59.1%		Family	6	\$2,293.73	\$939.10	\$1,354.62	59.1%	\$138.62	11.4%
HMO 55 - 89.4%	EE	212	\$896.00	\$896.00	\$0.00	0.0%	HMO 55 - 89.4%	EE	212	\$998.14	\$998.14	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	9	\$1,762.00	\$896.00	\$866.00	49.2%		EE + Sp	9	\$1,962.87	\$998.14	\$964.72	49.1%	\$98.72	11.4%
	EE + Ch	11	\$1,368.00	\$896.00	\$472.00	34.6%		EE + Ch	11	\$1,523.95	\$998.14	\$525.81	34.5%	\$53.81	11.4%
	Family	3	\$2,186.00	\$896.00	\$1,290.00	59.1%		Family	3	\$2,435.20	\$998.14	\$1,437.06	59.0%	\$147.06	11.4%
HDHP 5190/5191 - 84.7%	EE	16	\$490.00	\$490.00	\$0.00	0.0%	HDHP 5190/5191 - 84.7%	EE	16	\$545.86	\$545.86	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	9	\$964.00	\$490.00	\$474.00	49.2%		EE + Sp	9	\$1,073.90	\$545.86	\$528.04	49.2%	\$54.04	11.4%
	EE + Ch	2	\$749.00	\$490.00	\$259.00	34.6%		EE + Ch	2	\$834.39	\$545.86	\$288.53	34.6%	\$29.53	11.4%
	Family	6	\$1,195.00	\$490.00	\$705.00	59.0%		Family	6	\$1,331.23	\$545.86	\$785.37	59.0%	\$80.37	11.4%
Total	PPO 3766 - 88.1%	217	\$2,469,096	\$2,195,172	\$273,924	11.1%	Total	PPO 3766 - 88.1%	217	\$2,750,573	\$2,445,422	\$305,151	11.1%	\$31,227	11.4%
	HMO 55 - 89.4%	235	\$2,728,992	\$2,526,720	\$202,272	7.4%		HMO 55 - 89.4%	235	\$3,040,097	\$2,814,766	\$225,331	7.4%	\$23,059	11.4%
	HDHP 5190/5191 - 84.7%	33	\$302,208	\$194,040	\$108,168	35.8%		HDHP 5190/5191 - 84.7%	33	\$336,660	\$210,151	\$120,499	35.8%	\$12,331	11.4%
	Combined	485	\$5,500,296	\$4,915,932	\$584,364	10.6%		Combined	485	\$6,127,330	\$5,476,348	\$650,981	10.6%	\$65,617	11.4%

Overall Chg (+/-) \$627,034  
% (+/-) 11.4%

ER Change \$560,416  
% (+/-) 11.4%

EE Change \$66,617  
% (+/-) 11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86% HMO Gold		Target 84% PPO Gold		Target 76% PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80% HDHP Gold		Target 74% HDHP Silver		Target <70% PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – Pensacola

Plan	Tier	Funding Rates
Gold HMO	EE	\$827.42
	Sp	\$1,737.59
	CH	\$1,489.36
	FAM	\$2,399.52
Gold PPO	EE	\$809.58
	Sp	\$1,700.13
	CH	\$1,457.25
	FAM	\$2,347.78
Silver PPO	EE	\$738.88
	Sp	\$1,551.64
	CH	\$1,329.99
	FAM	\$2,142.75
Bronze PPO	EE	\$662.95
	Sp	\$1,392.18
	CH	\$1,193.30
	FAM	\$1,922.54
Gold HDHP	EE	\$771.33
	Sp	\$1,619.80
	CH	\$1,388.40
	FAM	\$2,236.86
Silver HDHP	EE	\$711.23
	Sp	\$1,493.60
	CH	\$1,280.22
	FAM	\$2,062.58

Tier	Current Tier Relationship	New Tier Relationship
EE	1.0	1.0
EE + Sp	2.0	2.1
EE + Ch(ren)	1.5	1.8
Family	2.4	2.9

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## 2022 vs. 2023 New Plans (Current Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Current Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	%	\$ CHANGE	% CHANGE
PPO 3766 - 88.1%	EE	91	\$843.00	\$843.00	\$0.00	0.0%	Gold PPO - 84.3%	EE	91	\$809.58	\$809.58	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	4	\$1,660.00	\$843.00	\$817.00	49.2%		EE + Sp	4	\$1,700.13	\$809.58	\$890.55	52.4%	\$73.55	9.0%
	EE + Ch	11	\$1,289.00	\$843.00	\$446.00	34.6%		EE + Ch	11	\$1,457.25	\$809.58	\$647.67	44.4%	\$201.67	45.2%
	Family	3	\$2,059.00	\$843.00	\$1,216.00	59.1%		Family	3	\$2,347.78	\$809.58	\$1,538.21	65.5%	\$322.21	26.5%
PPO 3766 - 88.1%	EE	91	\$843.00	\$843.00	\$0.00	0.0%	Silver PPO - 77%	EE	91	\$738.88	\$738.88	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	3	\$1,660.00	\$843.00	\$817.00	49.2%		EE + Sp	3	\$1,551.64	\$738.88	\$812.76	52.4%	-\$4.24	-0.5%
	EE + Ch	11	\$1,289.00	\$843.00	\$446.00	34.6%		EE + Ch	11	\$1,329.99	\$738.88	\$591.10	44.4%	\$145.10	32.5%
	Family	3	\$2,059.00	\$843.00	\$1,216.00	59.1%		Family	3	\$2,142.75	\$738.88	\$1,403.86	65.5%	\$187.86	15.4%
HMO 65 - 89.4%	EE	212	\$896.00	\$896.00	\$0.00	0.0%	Gold HMO - 86.2%	EE	212	\$827.42	\$827.42	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	9	\$1,762.00	\$896.00	\$866.00	49.1%		EE + Sp	9	\$1,737.59	\$827.42	\$910.16	52.4%	\$44.16	5.1%
	EE + Ch	11	\$1,368.00	\$896.00	\$472.00	34.5%		EE + Ch	11	\$1,489.36	\$827.42	\$661.94	44.4%	\$189.94	40.2%
	Family	3	\$2,186.00	\$896.00	\$1,290.00	59.0%		Family	3	\$2,399.52	\$827.42	\$1,572.10	65.5%	\$282.10	21.9%
HDHP \$190/\$191 - 84.7%	EE	16	\$490.00	\$490.00	\$0.00	0.0%	Silver HDHP - 74.1%	EE	16	\$711.23	\$711.23	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	9	\$964.00	\$490.00	\$474.00	49.2%		EE + Sp	9	\$1,493.60	\$711.23	\$782.37	52.4%	\$308.37	65.1%
	EE + Ch	2	\$749.00	\$490.00	\$259.00	34.6%		EE + Ch	2	\$1,280.22	\$711.23	\$568.99	44.4%	\$309.99	119.7%
	Family	6	\$1,195.00	\$490.00	\$705.00	59.0%		Family	6	\$2,062.58	\$711.23	\$1,351.35	65.5%	\$646.35	91.7%
Total	PPO 3766 - 88.1%	109	\$1,244,508	\$1,102,644	\$141,864	11.4%	Total	Gold PPO - 84.3%	109	\$1,242,542	\$1,058,928	\$183,614	14.8%	\$41,750	29.4%
	PPO 3766 - 88.1%	108	\$1,224,588	\$1,092,528	\$132,060	10.8%		Silver PPO - 77%	108	\$1,115,418	\$957,594	\$157,824	14.1%	\$25,764	19.5%
	HMO 65 - 89.4%	235	\$2,728,992	\$2,526,720	\$202,272	7.4%		Gold HMO - 86.2%	235	\$2,575,597	\$2,333,329	\$242,268	9.4%	\$39,997	19.8%
	HDHP \$190/\$191 - 84.7%	33	\$302,208	\$194,040	\$108,168	35.8%		Silver HDHP - 74.1%	33	\$477,096	\$281,047	\$196,048	41.0%	\$87,280	80.7%
	Combined	485	\$5,500,296	\$4,915,932	\$584,364	10.6%		Combined	485	\$5,410,652	\$4,631,497	\$779,155	14.4%	\$194,791	33.3%
Overall Chg (+/-)			(\$89,644)												
% (+/-)			-1.6%												
ER Change			(\$284,435)												
% (+/-)			-5.6%												
EE Change			\$194,791												
% (+/-)			33.3%												

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## 2022 vs. 2023 New Plans (Defined Contribution + Minimal Migration -75/25 Dep Cost Split)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3766 - 88.1%	EE	91	\$843.00	\$843.00	\$0.00	0.0%
	EE + Sp	4	\$1,660.00	\$843.00	\$817.00	49.2%
	EE + Ch	11	\$1,289.00	\$843.00	\$446.00	34.6%
	Family	3	\$2,059.00	\$843.00	\$1,216.00	59.1%
PPO 3766 - 88.1%	EE	91	\$843.00	\$843.00	\$0.00	0.0%
	EE + Sp	3	\$1,660.00	\$843.00	\$817.00	49.2%
	EE + Ch	11	\$1,289.00	\$843.00	\$446.00	34.6%
	Family	3	\$2,059.00	\$843.00	\$1,216.00	59.1%
HMO 55 - 89.4%	EE	212	\$896.00	\$896.00	\$0.00	0.0%
	EE + Sp	9	\$1,762.00	\$896.00	\$866.00	49.1%
	EE + Ch	11	\$1,368.00	\$896.00	\$472.00	34.5%
	Family	3	\$2,186.00	\$896.00	\$1,290.00	59.0%
HDHP \$190/\$191 - 84.7%	EE	16	\$490.00	\$490.00	\$0.00	0.0%
	EE + Sp	9	\$964.00	\$490.00	\$474.00	49.2%
	EE + Ch	2	\$749.00	\$490.00	\$259.00	34.6%
	Family	6	\$1,195.00	\$490.00	\$705.00	59.0%
Total	PPO 3766 - 88.1%	109	\$1,244,508	\$1,102,644	\$141,864	11.4%
	PPO 3766 - 88.1%	108	\$1,224,588	\$1,092,528	\$132,060	10.8%
	HMO 55 - 89.4%	235	\$2,728,992	\$2,526,720	\$202,272	7.4%
	HDHP \$190/\$191 - 84.7%	33	\$302,208	\$194,040	\$108,168	35.8%
Combined		485	\$5,500,296	\$4,915,932	\$584,364	10.6%

Overall Chg (+/-) (\$89,644)  
 % (+/-) -1.6%  
 ER Change (\$398,898)  
 % (+/-) -8.1%  
 EE Change \$309,255  
 % (+/-) 52.9%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contributions				\$ CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %		
Gold PPO - 84.3%	EE	91	\$809.58	\$711.23	\$98.35	12.1%	\$98.35	0.0%
	EE + Sp	4	\$1,700.13	\$1,120.20	\$579.93	34.1%	-\$237.07	-29.0%
	EE + Ch	11	\$1,457.25	\$960.17	\$497.08	34.1%	\$51.08	11.5%
	Family	3	\$2,347.78	\$1,546.93	\$800.85	34.1%	-\$415.15	-34.1%
Silver PPO - 77%	EE	91	\$738.88	\$711.23	\$27.65	3.7%	\$27.65	0.0%
	EE + Sp	3	\$1,551.64	\$1,120.20	\$431.45	27.8%	-\$385.55	-47.2%
	EE + Ch	11	\$1,329.99	\$960.17	\$369.82	27.8%	-\$76.18	-17.1%
	Family	3	\$2,142.75	\$1,546.93	\$595.81	27.8%	-\$620.19	-51.0%
Gold HMO - 86.2%	EE	212	\$827.42	\$711.23	\$116.19	14.0%	\$116.19	0.0%
	EE + Sp	9	\$1,737.59	\$1,120.20	\$617.39	35.5%	-\$248.61	-28.7%
	EE + Ch	11	\$1,489.36	\$960.17	\$529.19	35.5%	\$57.19	12.1%
	Family	3	\$2,399.52	\$1,546.93	\$852.59	35.5%	-\$437.41	-33.9%
Silver HDHP - 74.1%	EE	16	\$711.23	\$711.23	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	9	\$1,493.60	\$1,120.20	\$373.40	25.0%	-\$100.60	-21.2%
	EE + Ch	2	\$1,280.22	\$960.17	\$320.06	25.0%	\$61.06	23.6%
	Family	6	\$2,062.58	\$1,546.93	\$515.64	25.0%	-\$189.36	-26.9%
Total	Gold PPO - 84.3%	109	\$1,242,542	\$1,012,865	\$229,676	18.5%	\$87,812	61.9%
	Silver PPO - 77%	108	\$1,115,418	\$999,423	\$115,995	10.4%	-\$16,065	-1.2%
	Gold HMO - 86.2%	235	\$2,575,597	\$2,112,784	\$462,813	18.0%	\$280,541	12.8%
	Silver HDHP - 74.1%	33	\$477,096	\$391,961	\$85,135	17.8%	-\$23,033	-21.3%
Combined		485	\$5,410,652	\$4,517,034	\$893,619	16.5%	\$309,255	52.9%

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## 2022 vs. 2023 New Plans (Defined Contribution + Migration Assumptions - 75/25 Dep Cost Split)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3766 - 88.1%	EE	91	\$843.00	\$843.00	\$0.00	0.0%
	EE + Sp	4	\$1,660.00	\$843.00	\$817.00	49.2%
	EE + Ch	11	\$1,289.00	\$843.00	\$446.00	34.6%
	Family	3	\$2,059.00	\$843.00	\$1,216.00	59.1%
PPO 3766 - 88.1%	EE	91	\$843.00	\$843.00	\$0.00	0.0%
	EE + Sp	3	\$1,660.00	\$843.00	\$817.00	49.2%
	EE + Ch	11	\$1,289.00	\$843.00	\$446.00	34.6%
	Family	3	\$2,059.00	\$843.00	\$1,216.00	59.1%
HMO 55 - 89.4%	EE	212	\$896.00	\$896.00	\$0.00	0.0%
	EE + Sp	9	\$1,762.00	\$896.00	\$866.00	49.1%
	EE + Ch	11	\$1,368.00	\$896.00	\$472.00	34.5%
	Family	3	\$2,186.00	\$896.00	\$1,290.00	59.0%
HDHP \$190/\$191 - 84.7%	EE	16	\$490.00	\$490.00	\$0.00	0.0%
	EE + Sp	9	\$964.00	\$490.00	\$474.00	49.2%
	EE + Ch	2	\$749.00	\$490.00	\$259.00	34.6%
	Family	6	\$1,195.00	\$490.00	\$705.00	59.0%
Total	PPO 3766 - 88.1%	109	\$1,244,508	\$1,102,644	\$141,864	11.4%
	PPO 3766 - 88.1%	108	\$1,224,588	\$1,092,528	\$132,060	10.8%
	HMO 55 - 89.4%	235	\$2,728,992	\$2,526,720	\$202,272	7.4%
	HDHP \$190/\$191 - 84.7%	33	\$302,208	\$194,040	\$108,168	35.8%
Combined		485	\$5,500,296	\$4,915,932	\$584,364	10.6%

Overall Chg (+/-) (\$184,444)  
 % (+/-) -3.4%  
 ER Change (\$398,898)  
 % (+/-) -8.1%  
 EE Change \$214,454  
 % (+/-) -36.7%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contributions + Migration Assumptions				\$ CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %		
Gold PPO - 84.3%	EE	103	\$809.58	\$711.23	\$98.35	12.1%	\$98.35	0.0%
	EE + Sp	6	\$1,700.13	\$1,120.20	\$579.93	34.1%	-\$237.07	-29.0%
	EE + Ch	9	\$1,457.25	\$960.17	\$497.08	34.1%	\$51.08	11.5%
	Family	4	\$2,347.78	\$1,546.93	\$800.85	34.1%	-\$415.15	-34.1%
Silver PPO - 77%	EE	103	\$738.88	\$711.23	\$27.65	3.7%	\$27.65	0.0%
	EE + Sp	6	\$1,551.64	\$1,120.20	\$431.45	27.8%	-\$385.55	-47.2%
	EE + Ch	9	\$1,329.99	\$960.17	\$369.82	27.8%	-\$76.18	-17.1%
	Family	4	\$2,142.75	\$1,546.93	\$595.81	27.8%	-\$620.19	-51.0%
Gold HMO - 86.2%	EE	123	\$827.42	\$711.23	\$116.19	14.0%	\$116.19	0.0%
	EE + Sp	8	\$1,737.59	\$1,120.20	\$617.39	35.5%	-\$248.61	-28.7%
	EE + Ch	11	\$1,489.36	\$960.17	\$529.19	35.5%	\$57.19	12.1%
	Family	5	\$2,399.52	\$1,546.93	\$852.59	35.5%	-\$437.41	-33.9%
Silver HDHP - 74.1%	EE	81	\$711.23	\$711.23	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	5	\$1,493.60	\$1,120.20	\$373.40	25.0%	-\$100.60	-21.2%
	EE + Ch	6	\$1,280.22	\$960.17	\$320.06	25.0%	\$61.06	23.6%
	Family	2	\$2,062.58	\$1,546.93	\$515.64	25.0%	-\$189.36	-26.9%
Total	Gold PPO - 84.3%	122	\$1,393,123	\$1,137,687	\$255,437	18.3%	\$113,573	80.1%
	Silver PPO - 77%	122	\$1,271,469	\$1,137,687	\$133,783	10.5%	\$1,723	1.3%
	Gold HMO - 86.2%	147	\$1,728,649	\$1,376,874	\$351,775	20.3%	\$149,503	73.9%
	Silver HDHP - 74.1%	94	\$922,610	\$864,787	\$57,823	6.3%	-\$50,345	-46.5%
Combined		485	\$5,315,852	\$4,517,034	\$798,818	15.0%	\$214,454	36.7%

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.



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## 2022 vs. 2023 New Plans (Defined Contribution + - 75/25 Dep Cost Split and 5% EE Only Cost)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3766 - 88.1%	EE	91	\$843.00	\$843.00	\$0.00	0.0%
	EE + Sp	4	\$1,660.00	\$843.00	\$817.00	49.2%
	EE + Ch	11	\$1,289.00	\$843.00	\$446.00	34.6%
	Family	3	\$2,059.00	\$843.00	\$1,216.00	59.1%
PPO 3766 - 88.1%	EE	91	\$843.00	\$843.00	\$0.00	0.0%
	EE + Sp	3	\$1,660.00	\$843.00	\$817.00	49.2%
	EE + Ch	11	\$1,289.00	\$843.00	\$446.00	34.6%
	Family	3	\$2,059.00	\$843.00	\$1,216.00	59.1%
HMO 55 - 89.4%	EE	212	\$896.00	\$896.00	\$0.00	0.0%
	EE + Sp	9	\$1,762.00	\$896.00	\$866.00	49.1%
	EE + Ch	11	\$1,368.00	\$896.00	\$472.00	34.5%
	Family	3	\$2,186.00	\$896.00	\$1,290.00	59.0%
HDHP \$190/\$191 - 84.7%	EE	16	\$490.00	\$490.00	\$0.00	0.0%
	EE + Sp	9	\$964.00	\$490.00	\$474.00	49.2%
	EE + Ch	2	\$749.00	\$490.00	\$259.00	34.6%
	Family	6	\$1,195.00	\$490.00	\$705.00	59.0%
Total	PPO 3766 - 88.1%	109	\$1,244,508	\$1,102,644	\$141,864	11.4%
	PPO 3766 - 88.1%	108	\$1,224,588	\$1,092,528	\$132,060	10.8%
	HMO 55 - 89.4%	235	\$2,728,992	\$2,526,720	\$202,272	7.4%
	HDHP 55 - 84.7%	33	\$302,208	\$154,040	\$108,168	35.8%
Combined		485	\$5,500,296	\$4,915,932	\$584,364	10.6%

Overall Chg (+/-) (\$89,644)  
 % (+/-) -1.6%  
 EFC Change (\$162,339)  
 % (+/-) -3.3%  
 EE Change \$72,696  
 % (+/-) 12.4%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contributions + Migration Assumptions 5% EE Only					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
Gold PPO - 84.3%	EE	91	\$809.58	\$769.10	\$40.48	5.0%	\$40.48	0.0%
	EE + Sp	4	\$1,700.13	\$1,120.20	\$579.93	34.1%	-\$237.07	-29.0%
	EE + Ch	11	\$1,457.25	\$960.17	\$497.08	34.1%	\$51.08	11.5%
	Family	3	\$2,347.78	\$1,546.93	\$800.85	34.1%	-\$415.15	-34.1%
Silver PPO - 77%	EE	91	\$738.88	\$701.94	\$36.94	5.0%	\$36.94	0.0%
	EE + Sp	3	\$1,551.64	\$1,120.20	\$431.45	27.8%	-\$385.55	-47.2%
	EE + Ch	11	\$1,329.99	\$960.17	\$369.82	27.8%	-\$76.18	-17.1%
	Family	3	\$2,142.75	\$1,546.93	\$595.81	27.8%	-\$620.19	-51.0%
Gold HMO - 86.2%	EE	212	\$827.42	\$786.05	\$41.37	5.0%	\$41.37	0.0%
	EE + Sp	9	\$1,737.59	\$1,120.20	\$617.39	35.5%	-\$248.61	-28.7%
	EE + Ch	11	\$1,489.36	\$960.17	\$529.19	35.5%	\$57.19	12.1%
	Family	3	\$2,399.52	\$1,546.93	\$852.59	35.5%	-\$437.41	-33.9%
Silver HDHP - 74.1%	EE	16	\$711.23	\$675.67	\$35.56	5.0%	\$35.56	0.0%
	EE + Sp	9	\$1,493.60	\$1,120.20	\$373.40	25.0%	-\$100.60	-21.2%
	EE + Ch	2	\$1,280.22	\$960.17	\$320.06	25.0%	\$61.06	23.6%
	Family	6	\$2,062.58	\$1,546.93	\$515.64	25.0%	-\$189.36	-26.9%
Total	Gold PPO - 84.3%	109	\$1,242,542	\$1,076,057	\$166,484	13.4%	\$24,620	17.4%
	Silver PPO - 77%	108	\$1,115,418	\$989,277	\$126,141	11.3%	-\$5,919	-4.5%
	Gold HMO - 86.2%	235	\$2,575,597	\$2,303,125	\$272,472	10.6%	\$70,200	34.7%
	Silver HDHP - 74.1%	33	\$477,096	\$385,133	\$91,963	19.3%	-\$16,205	-15.0%
Combined		485	\$5,410,652	\$4,753,593	\$657,060	12.1%	\$72,696	12.4%

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.



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**FCSRMC**  
 FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSULTANTS



## Polk State College 2023 Medical Plan Discussion



May 2022

welcome to brighter

## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.



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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIER	PROJ. ENROLLED	2022 Current Plans				2023 Status Quo			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3769 - 85.7%	Employee	119	\$803.00	\$803.00	\$0.00	0.0%	\$894.54	\$894.54	\$0.00	0.0%
	Spouse/Dep	8	\$1,573.00	\$803.00	\$770.00	49.0%	\$1,752.32	\$894.54	\$857.78	49.0%
	Child (1-2)	13	\$1,255.00	\$803.00	\$452.00	36.0%	\$1,398.07	\$894.54	\$503.53	36.0%
	Child (3-4)	1	\$1,532.00	\$803.00	\$729.00	47.6%	\$1,706.65	\$894.54	\$812.11	47.6%
	Family	10	\$2,016.00	\$803.00	\$1,213.00	60.2%	\$2,245.82	\$894.54	\$1,351.28	60.2%
PPO 3766 - 88.1%	Employee	128	\$899.00	\$803.00	\$96.00	10.7%	\$1,001.49	\$894.54	\$106.94	10.7%
	Spouse/Dep	11	\$1,761.00	\$803.00	\$958.00	54.4%	\$1,961.75	\$894.54	\$1,067.21	54.4%
	Child (1-2)	13	\$1,404.00	\$803.00	\$601.00	42.8%	\$1,564.06	\$894.54	\$669.51	42.8%
	Child (3-4)	1	\$1,715.00	\$803.00	\$912.00	53.2%	\$1,910.51	\$894.54	\$1,015.97	53.2%
	Family	7	\$2,257.00	\$803.00	\$1,454.00	64.4%	\$2,514.30	\$894.54	\$1,619.76	64.4%
HMO 55 - 89.4%	Employee	72	\$857.00	\$803.00	\$154.00	18.1%	\$1,066.10	\$894.54	\$171.56	16.1%
	Spouse/Dep	4	\$1,869.00	\$803.00	\$1,066.00	57.0%	\$2,082.07	\$894.54	\$1,187.52	57.0%
	Child (1-2)	9	\$1,495.00	\$803.00	\$692.00	46.3%	\$1,665.43	\$894.54	\$770.89	46.3%
	Child (3-4)	2	\$1,495.00	\$803.00	\$692.00	46.3%	\$1,665.43	\$894.54	\$770.89	46.3%
	Family	3	\$2,499.00	\$803.00	\$1,696.00	67.9%	\$2,783.89	\$894.54	\$1,889.34	67.9%
HMO 58 - 86.3%	Employee	62	\$846.00	\$846.00	\$0.00	0.0%	\$942.44	\$942.44	\$0.00	0.0%
	Spouse/Dep	1	\$1,652.00	\$846.00	\$806.00	48.8%	\$1,840.33	\$942.44	\$897.88	48.8%
	Child (1-2)	6	\$1,322.00	\$846.00	\$476.00	36.0%	\$1,472.71	\$942.44	\$530.26	36.0%
	Child (3-4)	1	\$1,322.00	\$846.00	\$476.00	36.0%	\$1,472.71	\$942.44	\$530.26	36.0%
	Family	0	\$2,210.00	\$846.00	\$1,364.00	61.7%	\$2,461.94	\$942.44	\$1,519.50	61.7%
Total	PPO 3769 - 85.7%	151	\$1,753,776	\$1,455,036	\$298,740	17.0%	\$1,953,708	\$1,620,910	\$332,798	17.0%
	PPO 3766 - 88.1%	160	\$2,042,506	\$1,541,760	\$500,746	24.5%	\$2,275,354	\$1,717,521	\$557,833	24.5%
	HMO 55 - 89.4%	90	\$1,203,864	\$867,240	\$336,624	28.0%	\$1,341,104	\$966,105	\$374,999	28.0%
	HMO 58 - 86.3%	70	\$760,296	\$710,640	\$49,656	6.5%	\$846,970	\$791,653	\$55,317	6.5%
	Combined	471	\$5,760,444	\$4,574,676	\$1,185,768	20.6%	\$6,417,135	\$5,096,189	\$1,320,946	20.6%

Overall Chg (+/-)	\$656,691
% (+/-)	11.4%
ER Change	\$521,513
% (+/-)	11.4%
EE Change	\$135,178
% (+/-)	11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver


### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86% HMO Gold		Target 84% PPO Gold		Target 76% PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80% HDHP Gold		Target 74% HDHP Silver		Target <70% PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – Seminole

Plan	Tier	Funding Rates
Gold HMO	EE	\$873.14
	Sp	\$1,833.59
	CH	\$1,571.64
	FAM	\$2,532.09
Gold PPO	EE	\$854.31
	Sp	\$1,794.06
	CH	\$1,537.76
	FAM	\$2,477.50
Silver PPO	EE	\$779.71
	Sp	\$1,637.37
	CH	\$1,403.47
	FAM	\$2,261.13
Bronze PPO	EE	\$699.58
	Sp	\$1,469.10
	CH	\$1,259.23
	FAM	\$2,028.75
Gold HDHP	EE	\$813.95
	Sp	\$1,709.29
	CH	\$1,465.11
	FAM	\$2,360.44
Silver HDHP	EE	\$750.53
	Sp	\$1,576.12
	CH	\$1,350.95
	FAM	\$2,176.53

Tier	Current HMO Tier Relationship	Current PPO Tier Relationship	New Tier Relationship
EE	1.0	1.0	1.0
EE + Sp	2.0	2.0	2.1
EE + Ch(ren)	1.6	1.6/1.9	1.8
Family	2.6	2.5	2.9

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## 2022 vs. 2023 New Plans Scenario 1 (New Tiers + Current Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans: New Tiers + Current Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	%	CHANGE	%
PPO 3769 - 85.7%	Employee	119	\$803.00	\$803.00	\$0.00	0.0%	\$779.71	\$779.71	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	8	\$1,573.00	\$803.00	\$770.00	49.0%	\$1,637.37	\$779.71	\$857.66	52.4%	\$87.66	11.4%
	Child (1-2)	13	\$1,255.00	\$803.00	\$452.00	36.0%	\$1,403.47	\$779.71	\$623.76	44.4%	\$171.76	38.0%
	Child (3-4)	1	\$1,532.00	\$803.00	\$729.00	47.6%	\$2,261.13	\$779.71	\$1,481.42	65.5%	\$268.42	22.1%
	Family	10	\$2,016.00	\$803.00	\$1,213.00	60.2%						
PPO 3766 - 88.1%	Employee	128	\$899.00	\$803.00	\$96.00	10.7%	\$854.31	\$779.71	\$74.60	8.7%	-\$21.40	-22.3%
	Spouse/Dep	11	\$1,761.00	\$803.00	\$958.00	54.4%	\$1,794.06	\$779.71	\$1,014.35	56.5%	\$56.35	5.9%
	Child (1-2)	13	\$1,404.00	\$803.00	\$601.00	42.8%	\$1,537.76	\$779.71	\$758.05	49.3%	\$157.05	26.1%
	Child (3-4)	1	\$1,715.00	\$803.00	\$912.00	53.2%	\$2,477.50	\$779.71	\$1,697.79	68.5%	\$243.79	16.8%
	Family	7	\$2,257.00	\$803.00	\$1,454.00	64.4%						
HMO 55 - 89.4%	Employee	72	\$957.00	\$803.00	\$154.00	16.1%	\$873.14	\$873.14	\$0.00	0.0%	-\$154.00	-100.0%
	Spouse/Dep	4	\$1,869.00	\$803.00	\$1,066.00	57.0%	\$1,833.59	\$873.14	\$960.45	52.4%	-\$105.55	-9.9%
	Child (1-2)	9	\$1,495.00	\$803.00	\$692.00	46.3%	\$1,571.64	\$873.14	\$698.51	44.4%	\$6.51	0.9%
	Child (3-4)	2	\$1,495.00	\$803.00	\$692.00	46.3%	\$2,532.09	\$873.14	\$1,658.96	65.5%	-\$37.04	-2.2%
	Family	3	\$2,499.00	\$803.00	\$1,696.00	67.9%						
HMO 58 - 86.3%	Employee	62	\$846.00	\$846.00	\$0.00	0.0%	\$873.14	\$873.14	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	1	\$1,652.00	\$846.00	\$806.00	48.8%	\$1,833.59	\$873.14	\$960.45	52.4%	\$154.45	19.2%
	Child (1-2)	6	\$1,322.00	\$846.00	\$476.00	36.0%	\$1,571.64	\$873.14	\$698.51	44.4%	\$222.51	46.7%
	Child (3-4)	1	\$1,322.00	\$846.00	\$476.00	36.0%	\$2,532.09	\$873.14	\$1,658.96	65.5%	\$294.96	21.6%
	Family	0	\$2,210.00	\$846.00	\$1,364.00	61.7%						
Total	PPO 3769 - 85.7%	151	\$1,753,776	\$1,455,036	\$298,740	17.0%	\$1,777,726	\$1,412,828	\$364,898	20.5%	\$66,158	22.1%
	PPO 3766 - 88.1%	160	\$2,042,508	\$1,541,760	\$500,748	24.5%	\$2,015,482	\$1,497,036	\$518,446	25.7%	\$17,698	3.5%
	HMO 55 - 89.4%	90	\$1,203,864	\$867,240	\$336,624	28.0%	\$1,141,013	\$942,966	\$198,027	17.4%	-\$138,597	-11.2%
	HMO 58 - 86.3%	70	\$760,296	\$710,640	\$49,656	6.5%	\$803,634	\$733,434	\$70,200	8.7%	\$20,544	41.4%
Combined		471	\$5,760,444	\$4,574,676	\$1,185,768	20.6%	\$5,737,855	\$4,586,284	\$1,151,571	20.1%	-\$34,197	-2.9%

Overall Chg (+/-)	(\$22,589)
% (+/-)	-0.4%
ER Change	\$11,608
% (+/-)	0.3%
EE Change	(\$34,197)
% (+/-)	-2.9%

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## 2022 vs. 2023 New Plans Scenario 2 (New Tiers + Defined Contribution Strategy)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans: New Tiers + Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	119	\$803.00	\$803.00	\$0.00	0.0%	\$779.71	\$779.71	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	8	\$1,573.00	\$803.00	\$770.00	49.0%	\$1,637.37	\$1,064.29	\$573.08	35.0%	-\$196.92	-25.6%
	Child (1-2)	13	\$1,255.00	\$803.00	\$452.00	36.0%	\$1,403.47	\$912.25	\$491.21	35.0%	\$39.21	8.7%
	Family	10	\$1,532.00	\$803.00	\$729.00	47.6%	\$2,261.13	\$1,469.73	\$791.40	35.0%	-\$421.60	-34.8%
PPO 3766 - 88.1%	Employee	128	\$899.00	\$803.00	\$96.00	10.7%	\$854.31	\$779.71	\$74.60	8.7%	-\$21.40	-22.3%
	Spouse/Dep	11	\$1,761.00	\$803.00	\$958.00	54.4%	\$1,794.06	\$1,064.29	\$729.77	40.7%	-\$228.23	-23.8%
	Child (1-2)	13	\$1,404.00	\$803.00	\$601.00	42.8%	\$1,537.76	\$912.25	\$625.50	40.7%	\$24.50	4.1%
	Family	7	\$1,715.00	\$803.00	\$912.00	53.2%	\$2,477.50	\$1,469.73	\$1,007.76	40.7%	-\$446.24	-30.7%
HMO 55 - 89.4%	Employee	72	\$957.00	\$803.00	\$154.00	16.1%	\$873.14	\$779.71	\$93.43	10.7%	-\$60.57	-39.3%
	Spouse/Dep	4	\$1,869.00	\$803.00	\$1,066.00	57.0%	\$1,833.59	\$1,064.29	\$769.30	42.0%	-\$296.70	-27.8%
	Child (1-2)	9	\$1,495.00	\$803.00	\$692.00	46.3%	\$1,571.64	\$912.25	\$659.39	42.0%	-\$32.61	-4.7%
	Family	2	\$2,499.00	\$803.00	\$1,696.00	67.9%	\$2,532.09	\$1,469.73	\$1,062.36	42.0%	-\$633.64	-37.4%
HMO 58 - 86.3%	Employee	62	\$846.00	\$846.00	\$0.00	0.0%	\$873.14	\$779.71	\$93.43	10.7%	\$93.43	0.0%
	Spouse/Dep	1	\$1,652.00	\$846.00	\$806.00	48.8%	\$1,833.59	\$1,064.29	\$769.30	42.0%	-\$36.70	-4.6%
	Child (1-2)	6	\$1,322.00	\$846.00	\$476.00	36.0%	\$1,571.64	\$912.25	\$659.39	42.0%	\$183.39	38.5%
	Family	1	\$1,322.00	\$846.00	\$476.00	36.0%	\$2,532.09	\$1,469.73	\$1,062.36	42.0%	-\$301.64	-22.1%
Total	PPO 3769 - 85.7%	151	\$1,753,776	\$1,455,036	\$298,740	17.0%	\$1,777,726	\$1,545,219	\$232,507	13.1%	-\$66,233	-22.2%
	PPO 3766 - 88.1%	160	\$2,042,508	\$1,541,760	\$500,748	24.5%	\$2,015,482	\$1,614,832	\$400,650	19.9%	-\$100,098	-20.0%
	HMO 55 - 89.4%	90	\$1,203,864	\$867,240	\$336,624	28.0%	\$1,141,013	\$898,080	\$242,933	21.3%	-\$93,691	-27.8%
	HMO 58 - 86.3%	70	\$760,296	\$710,640	\$49,656	6.5%	\$803,634	\$669,502	\$134,131	16.7%	\$84,475	170.1%
Combined			\$5,760,444	\$4,374,676	\$1,385,768	23.9%	\$5,737,855	\$4,727,634	\$1,010,222	17.6%	-\$175,546	-14.8%

Overall Chg (+/-) (\$22,589)  
 % (+/-) -0.4%  
 ER Change \$152,958  
 % (+/-) 3.3%  
 EE Change (\$175,546)  
 % (+/-) -14.8%

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**FCSRMC**  
 FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSULTING



## Santa Fe College 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.



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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIBUTION	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIBUTION	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3766 - 88.1%	Employee	541	\$792.00	\$792.00	\$0.00	0.0%	PPO 3766 - 88.1%	Employee	541	\$882.29	\$882.29	\$0.00	0.0%	\$0.00	0.0%
	One Dep	35	\$1,584.00	\$792.00	\$792.00	50.0%		One Dep	35	\$1,764.58	\$882.29	\$882.29	50.0%	\$90.29	11.4%
	Family	58	\$1,711.00	\$792.00	\$919.00	53.7%		Family	58	\$1,906.05	\$882.29	\$1,023.77	53.7%	\$104.77	11.4%
HMO 55 - 89.4%	Employee	52	\$1,001.00	\$1,001.00	\$0.00	0.0%	HMO 55 - 89.4%	Employee	52	\$1,115.11	\$1,115.11	\$0.00	0.0%	\$0.00	0.0%
	One Dep	0	\$2,002.00	\$1,001.00	\$1,001.00	50.0%		One Dep	0	\$2,230.23	\$1,115.11	\$1,115.11	50.0%	\$114.11	11.4%
	Family	0	\$2,648.00	\$1,001.00	\$1,647.00	62.2%		Family	0	\$2,949.87	\$1,115.11	\$1,834.76	62.2%	\$187.76	11.4%
HDHP 5190/5191 - 84.7%	Employee	15	\$458.00	\$458.00	\$0.00	0.0%	HDHP 5190/5191 - 84.7%	Employee	15	\$510.21	\$510.21	\$0.00	0.0%	\$0.00	0.0%
	One Dep	13	\$859.00	\$458.00	\$401.00	46.7%		One Dep	13	\$956.93	\$510.21	\$446.71	46.7%	\$45.71	11.4%
	Family	37	\$875.00	\$458.00	\$417.00	47.7%		Family	37	\$974.75	\$510.21	\$464.54	47.7%	\$47.54	11.4%
PPO 3766 - 88.1%	Employee	634	\$6,997,800	\$6,025,536	\$972,264	13.9%	PPO 3766 - 88.1%	Employee	634	\$7,795,549	\$6,712,447	\$1,083,102	13.9%	\$110,838	11.4%
	One Dep	52	\$624,624	\$624,624	\$0	0.0%		One Dep	52	\$695,831	\$695,831	\$0	0.0%	\$0	0.0%
	Family	65	\$604,944	\$357,240	\$247,704	40.9%		Family	65	\$673,908	\$397,965	\$275,942	40.9%	\$28,238	11.4%
Combined			\$8,227,368	\$7,007,400	\$1,219,968	14.8%	Combined			\$9,165,288	\$7,806,244	\$1,359,044	14.8%	\$139,076	11.4%

Overall Chg (+/-)	\$937,920
% (+/-)	11.4%
ER Change	\$798,844
% (+/-)	11.4%
EE Change	\$139,076
% (+/-)	11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86% HMO Gold		Target 84% PPO Gold		Target 76% PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80% HDHP Gold		Target 74% HDHP Silver		Target <70% PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – Santa Fe

Plan	Tier	Funding Rates
Gold HMO	EE	\$726.16
	Sp	\$1,524.94
	CH	\$1,307.09
	FAM	\$2,105.87
Gold PPO	EE	\$710.50
	Sp	\$1,492.06
	CH	\$1,278.91
	FAM	\$2,060.46
Silver PPO	EE	\$648.46
	Sp	\$1,361.75
	CH	\$1,167.22
	FAM	\$1,880.52
Bronze PPO	EE	\$581.82
	Sp	\$1,221.80
	CH	\$1,047.27
	FAM	\$1,687.25
Gold HDHP	EE	\$676.94
	Sp	\$1,421.57
	CH	\$1,218.49
	FAM	\$1,963.11
Silver HDHP	EE	\$624.19
	Sp	\$1,310.81
	CH	\$1,123.55
	FAM	\$1,810.16

Tier	Current PPO Tier Relationship	Current HMO Tier Relationship	Current HDHP Tier Relationship	New Tier Relationship
EE	1.0	1.0	1.0	1.0
EE + Sp	2.0	2.0	1.9	2.1
EE + Ch(ren)	2.0	2.0	1.9	1.8
Family	2.2	2.6	1.9	2.9

Note: All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.



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## 2022 vs. 2023 New Plans Scenario (New Plans + New Tiers + Current Contribution Strategy + Standard Migration Assumptions)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIBUTION	CONTRIB. %
PPO 3766 - 88.1%	Employee	541	\$792.00	\$792.00	\$0.00	0.0%
	One Dep	35	\$1,584.00	\$792.00	\$792.00	50.0%
	Family	58	\$1,711.00	\$792.00	\$919.00	53.7%
HMO 55 - 89.4%	Employee	52	\$1,001.00	\$1,001.00	\$0.00	0.0%
	One Dep	0	\$2,002.00	\$1,001.00	\$1,001.00	50.0%
	Family	0	\$2,648.00	\$1,001.00	\$1,647.00	62.2%
HDHP 5190/5191 84.7%	Employee	15	\$458.00	\$458.00	\$0.00	0.0%
	One Dep	13	\$859.00	\$458.00	\$401.00	46.7%
	Family	37	\$875.00	\$458.00	\$417.00	47.7%
Total	PPO 3766 - 88.1%	634	\$6,997,800	\$6,025,536	\$972,264	13.9%
	HMO 55 - 89.4%	52	\$624,624	\$624,624	\$0	0.0%
	HDHP 5190/5191 - 84.7%	65	\$604,944	\$357,240	\$247,704	40.9%
Combined		751	\$8,227,368	\$7,007,400	\$1,219,968	14.8%

Overall Chg (+/-) (\$226,556)  
 % (+/-) -2.8%  
 ER Change (\$853,789)  
 % (+/-) -12.2%  
 EE Change \$627,233  
 % (+/-) 51.4%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Current Contributions + Migration Assumptions					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIBUTION	CONTRIB. %	\$ CHANGE	% CHANGE
Gold PPO - 84.3%	EE	243	\$710.50	\$710.50	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	16	\$1,492.06	\$710.50	\$781.56	52.4%	-\$10.44	-1.3%
	EE + Ch(ren)	5	\$1,278.91	\$710.50	\$568.41	44.4%	-\$223.59	-24.3%
	Family	36	\$2,060.46	\$710.50	\$1,349.96	65.5%	\$430.96	46.9%
Silver PPO - 77%	EE	213	\$648.46	\$648.46	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	14	\$1,361.75	\$648.46	\$713.29	52.4%	-\$78.71	-9.9%
	EE + Ch(ren)	5	\$1,167.22	\$648.46	\$518.76	44.4%	-\$273.24	-16.6%
	Family	32	\$1,880.52	\$648.46	\$1,232.06	65.5%	\$313.06	34.1%
Gold HMO - 86.2%	EE	30	\$726.16	\$726.16	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	2	\$1,524.94	\$726.16	\$798.78	52.4%	-\$202.22	-20.2%
	EE + Ch(ren)	1	\$1,307.09	\$726.16	\$580.93	44.4%	-\$420.07	-42.0%
	Family	5	\$2,105.87	\$726.16	\$1,379.71	65.5%	-\$267.29	-16.2%
Gold HDHP - 80.4%	EE	122	\$676.94	\$676.94	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	8	\$1,421.57	\$676.94	\$744.63	52.4%	\$343.63	85.7%
	EE + Ch(ren)	2	\$1,218.49	\$676.94	\$541.55	44.4%	\$140.55	35.0%
	Family	17	\$1,963.11	\$676.94	\$1,286.17	65.5%	\$869.17	208.4%
Total	Gold PPO - 84.3%	300	\$3,325,150	\$2,557,804	\$767,347	23.1%	\$281,215	28.9%
	Silver PPO - 77%	264	\$2,678,386	\$2,054,317	\$624,069	23.3%	\$137,837	0.0%
	Gold HMO - 86.2%	38	\$440,054	\$331,129	\$108,924	24.8%	\$108,924	44.0%
	Gold HDHP - 80.4%	149	\$1,557,222	\$1,210,361	\$346,861	22.3%	\$99,157	0.0%
Combined		751	\$8,000,812	\$6,153,611	\$1,847,201	23.1%	\$627,233	51.4%

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## 2022 vs. 2023 New Plans Scenario (New Plans + New Tiers + Defined Contribution + Standard Migration Assumptions)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3766 - 88.1%	Employee	541	\$792.00	\$792.00	\$0.00	0.0%
	One Dep	35	\$1,584.00	\$792.00	\$792.00	50.0%
	Family	58	\$1,711.00	\$792.00	\$919.00	53.7%
HMO 55 - 89.4%	Employee	52	\$1,001.00	\$1,001.00	\$0.00	0.0%
	One Dep	0	\$2,002.00	\$1,001.00	\$1,001.00	50.0%
	Family	0	\$2,648.00	\$1,001.00	\$1,647.00	62.2%
HDHP 5190/5191 84.7%	Employee	15	\$458.00	\$458.00	\$0.00	0.0%
	One Dep	13	\$859.00	\$458.00	\$401.00	46.7%
	Family	37	\$875.00	\$458.00	\$417.00	47.7%
Total	PPO 3766 - 88.1%	634	\$6,997,800	\$6,025,536	\$972,264	13.9%
	HMO 55 - 89.4%	52	\$624,624	\$624,624	\$0	0.0%
	HDHP 5190/5191 - 84.7%	65	\$604,944	\$357,240	\$247,704	40.9%
	Combined	751	\$8,227,368	\$7,007,400	\$1,219,968	14.8%

Overall Chg (+/-) (\$226,556)  
 % (+/-) -2.8%  
 ER Change (\$41,867)  
 % (+/-) -0.6%  
 EE Change (\$184,688)  
 % (+/-) -15.1%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution + Migration Assumptions					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
Gold PPO - 84.3%	EE	243	\$710.50	\$674.98	\$35.53	5.0%	\$35.53	0.0%
	EE + Sp	16	\$1,492.06	\$1,021.31	\$470.75	31.6%	-\$321.25	-40.6%
	EE + Ch(ren)	5	\$1,278.91	\$875.42	\$403.49	31.5%	-\$388.51	-42.3%
	Family	36	\$2,060.46	\$1,410.39	\$650.07	31.5%	-\$268.93	-29.3%
Silver PPO - 77%	EE	213	\$648.46	\$648.46	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	14	\$1,361.75	\$1,021.31	\$340.44	25.0%	-\$451.56	-57.0%
	EE + Ch(ren)	5	\$1,167.22	\$875.42	\$291.81	25.0%	-\$500.19	-30.4%
	Family	32	\$1,880.52	\$1,410.39	\$470.13	25.0%	-\$448.87	-48.8%
Gold HMO - 86.2%	EE	30	\$726.16	\$689.85	\$36.31	5.0%	\$36.31	0.0%
	EE + Sp	2	\$1,524.94	\$1,021.31	\$503.63	33.0%	-\$497.37	-49.7%
	EE + Ch(ren)	1	\$1,307.09	\$875.42	\$431.67	33.0%	-\$569.33	-56.9%
	Family	5	\$2,105.87	\$1,410.39	\$695.48	33.0%	-\$951.52	-57.8%
Gold HDHP - 80.4%	EE	122	\$676.94	\$643.09	\$33.85	5.0%	\$33.85	0.0%
	EE + Sp	8	\$1,421.57	\$1,021.31	\$400.25	28.2%	-\$0.75	-0.2%
	EE + Ch(ren)	2	\$1,218.49	\$875.42	\$343.07	28.2%	-\$57.93	-14.4%
	Family	17	\$1,963.11	\$1,410.39	\$552.72	28.2%	\$135.72	32.5%
Total	Gold PPO - 84.3%	300	\$3,325,150	\$2,826,134	\$499,016	15.0%	\$12,884	1.3%
	Silver PPO - 77%	264	\$2,678,386	\$2,423,155	\$255,231	9.5%	-\$230,901	0.0%
	Gold HMO - 86.2%	38	\$440,054	\$367,987	\$72,067	16.4%	\$72,067	29.1%
	Gold HDHP - 80.4%	149	\$1,557,222	\$1,348,257	\$208,965	13.4%	-\$38,739	0.0%
	Combined	751	\$8,000,812	\$6,965,533	\$1,035,280	12.9%	-\$184,688	-15.1%

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## 2022 vs. 2023 New Plans Scenario (New Plans + New Tiers + Defined Contribution + Large Dependent Migration Assumptions)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans			
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %
PPO 3766 - 88.1%	Employee	541	\$792.00	\$792.00	\$0.00	0.0%
	One Dep	35	\$1,584.00	\$792.00	\$792.00	50.0%
	Family	58	\$1,711.00	\$792.00	\$919.00	53.7%
HMO 55 - 89.4%	Employee	52	\$1,001.00	\$1,001.00	\$0.00	0.0%
	One Dep	0	\$2,002.00	\$1,001.00	\$1,001.00	50.0%
	Family	0	\$2,648.00	\$1,001.00	\$1,647.00	62.2%
HDHP 5190/5191 84.7%	Employee	15	\$458.00	\$458.00	\$0.00	0.0%
	One Dep	13	\$859.00	\$458.00	\$401.00	46.7%
	Family	37	\$875.00	\$458.00	\$417.00	47.7%
Total	PPO 3766 - 88.1%	634	\$6,997,800	\$6,025,536	\$972,264	13.9%
	HMO 55 - 89.4%	52	\$624,624	\$624,624	\$0	0.0%
	HDHP 5190/5191 - 84.7%	65	\$604,944	\$357,240	\$247,704	40.9%
	Combined	751	\$8,227,368	\$7,007,400	\$1,219,968	14.8%

Overall Chg (+/-) \$1,974,193  
 % (+/-) 24.0%  
 ER Change \$1,056,268  
 % (+/-) 15.1%  
 EE Change \$917,925  
 % (+/-) 75.2%

PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution + Large Dep. Migration Assumptions					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
Gold PPO - 84.3%	EE	153	\$710.50	\$674.98	\$35.53	5.0%	\$35.53	0.0%
	EE + Sp	33	\$1,492.06	\$1,021.31	\$470.75	31.6%	-\$321.25	-40.6%
	EE + Ch(ren)	51	\$1,278.91	\$875.42	\$403.49	31.5%	-\$388.51	-42.3%
	Family	63	\$2,060.46	\$1,410.39	\$650.07	31.5%	-\$268.93	-29.3%
Silver PPO - 77%	EE	135	\$648.46	\$648.46	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	29	\$1,361.75	\$1,021.31	\$340.44	25.0%	-\$451.56	-57.0%
	EE + Ch(ren)	45	\$1,167.22	\$875.42	\$291.81	25.0%	-\$500.19	-30.4%
	Family	55	\$1,880.52	\$1,410.39	\$470.13	25.0%	-\$448.87	-48.8%
Gold HMO - 86.2%	EE	19	\$726.16	\$689.85	\$36.31	5.0%	\$36.31	0.0%
	EE + Sp	4	\$1,524.94	\$1,021.31	\$503.63	33.0%	-\$497.37	-49.7%
	EE + Ch(ren)	6	\$1,307.09	\$875.42	\$431.67	33.0%	-\$569.33	-56.9%
	Family	9	\$2,105.87	\$1,410.39	\$695.48	33.0%	-\$951.52	-57.8%
Gold HDHP - 80.4%	EE	76	\$676.94	\$643.09	\$33.85	5.0%	\$33.85	0.0%
	EE + Sp	16	\$1,421.57	\$1,021.31	\$400.25	28.2%	-\$0.75	-0.2%
	EE + Ch(ren)	25	\$1,218.49	\$875.42	\$343.07	28.2%	-\$57.93	-14.4%
	Family	32	\$1,963.11	\$1,410.39	\$552.72	28.2%	\$135.72	32.5%
Total	Gold PPO - 84.3%	300	\$4,235,736	\$3,245,703	\$990,032	23.4%	\$503,900	51.8%
	Silver PPO - 77%	264	\$3,395,833	\$2,809,500	\$586,332	17.3%	\$100,200	0.0%
	Gold HMO - 86.2%	38	\$560,306	\$421,861	\$138,444	24.7%	\$138,444	56.0%
	Gold HDHP - 80.4%	149	\$2,009,686	\$1,586,803	\$422,884	21.0%	\$175,180	0.0%
	Combined	751	\$10,201,561	\$8,063,668	\$2,137,893	21.0%	\$917,925	75.2%

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## SCF 2023 Medical Plan Discussion



May 2022

welcome to brighter

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### Recap of Decision for 2023 Plan Year

#### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

#### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

**Note:** All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.

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## Current 2022 vs. 2023 “Status Quo”

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3900 - 79.1%	Employee	4	\$691.00	\$587.86	\$103.14	14.9%	PPO 3900 - 79.1%	Employee	4	\$769.77	\$659.92	\$109.85	14.3%	\$6.71	6.5%
	Spouse/Dep	0	\$1,382.00	\$587.86	\$794.14	57.5%		Spouse/Dep	0	\$1,539.55	\$659.92	\$884.67	57.5%	\$90.53	11.4%
	Child (1-2)	0	\$1,282.00	\$587.86	\$694.14	54.1%		Child (1-2)	0	\$1,428.15	\$659.92	\$773.27	54.1%	\$79.13	11.4%
	Child (3-4)	0	\$1,644.00	\$587.86	\$1,056.14	64.2%		Child (3-4)	0	\$1,831.42	\$659.92	\$1,176.54	64.2%	\$120.40	11.4%
	Family	0	\$1,933.00	\$587.86	\$1,345.14	69.6%		Family	0	\$2,153.36	\$659.92	\$1,498.49	69.6%	\$153.35	11.4%
PPO 5772 - 83.6%	Employee	47	\$757.00	\$757.00	\$0.00	0.0%	PPO 5772 - 83.6%	Employee	47	\$843.30	\$843.30	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	9	\$1,514.00	\$832.70	\$681.30	45.0%		Spouse/Dep	9	\$1,686.60	\$927.63	\$758.97	45.0%	\$77.67	11.4%
	Child (1-2)	5	\$1,404.00	\$821.70	\$582.30	41.5%		Child (1-2)	5	\$1,564.06	\$915.37	\$648.68	41.5%	\$66.38	11.4%
	Child (3-4)	1	\$1,801.00	\$861.40	\$939.60	52.2%		Child (3-4)	1	\$2,006.31	\$959.60	\$1,046.71	52.2%	\$107.11	11.4%
	Family	5	\$2,120.00	\$893.30	\$1,226.70	57.9%		Family	5	\$2,361.68	\$995.14	\$1,366.54	57.9%	\$139.84	11.4%
PPO 3766 - 88.1%	Employee	218	\$851.00	\$801.00	\$50.00	5.9%	PPO 3766 - 88.1%	Employee	218	\$948.01	\$892.31	\$55.70	5.9%	\$5.70	11.4%
	Spouse/Dep	9	\$1,702.00	\$801.00	\$901.00	52.9%		Spouse/Dep	9	\$1,896.03	\$892.31	\$1,003.71	52.9%	\$102.71	11.4%
	Child (1-2)	4	\$1,581.00	\$801.00	\$780.00	49.3%		Child (1-2)	4	\$1,761.23	\$892.31	\$868.92	49.3%	\$86.92	11.4%
	Child (3-4)	0	\$2,028.00	\$801.00	\$1,227.00	60.5%		Child (3-4)	0	\$2,259.19	\$892.31	\$1,366.88	60.5%	\$139.88	11.4%
	Family	3	\$2,384.00	\$801.00	\$1,583.00	66.4%		Family	3	\$2,655.78	\$892.31	\$1,763.46	66.4%	\$180.46	11.4%
HMO 55 - 89.4%	Employee	121	\$810.00	\$760.00	\$50.00	6.2%	HMO 55 - 89.4%	Employee	121	\$902.34	\$846.64	\$55.70	6.2%	\$5.70	11.4%
	Spouse/Dep	4	\$1,620.00	\$760.00	\$860.00	53.1%		Spouse/Dep	4	\$1,804.68	\$846.64	\$958.04	53.1%	\$98.04	11.4%
	Child (1-2)	2	\$1,501.00	\$760.00	\$741.00	49.4%		Child (1-2)	2	\$1,672.11	\$846.64	\$825.47	49.4%	\$84.47	11.4%
	Child (3-4)	2	\$1,501.00	\$760.00	\$741.00	49.4%		Child (3-4)	2	\$1,672.11	\$846.64	\$825.47	49.4%	\$84.47	11.4%
	Family	7	\$2,269.00	\$760.00	\$1,509.00	66.5%		Family	7	\$2,527.67	\$846.64	\$1,681.03	66.5%	\$172.03	11.4%
Total	PPO 3900 - 79.1%	4	\$33,168	\$28,217	\$4,951	14.9%	Total	PPO 3900 - 79.1%	4	\$36,949	\$31,676	\$5,273	14.3%	\$322	6.5%
	PPO 5772 - 83.6%	67	\$823,512	\$630,116	\$193,396	23.5%		PPO 5772 - 83.6%	67	\$917,392	\$701,950	\$215,443	23.5%	\$22,047	11.4%
	PPO 3766 - 88.1%	234	\$2,571,744	\$2,249,208	\$322,536	12.5%		PPO 3766 - 88.1%	234	\$2,864,923	\$2,505,618	\$359,305	12.5%	\$359,769	11.4%
	HMO 55 - 89.4%	136	\$1,516,524	\$1,240,320	\$276,204	18.2%		HMO 55 - 89.4%	136	\$1,689,408	\$1,381,716	\$307,691	18.2%	\$31,487	11.4%
	Combined	441	\$4,944,948	\$4,147,862	\$797,086	16.1%		Combined	441	\$5,508,672	\$4,820,960	\$687,712	16.1%	\$687,712	11.4%
Overall Chg (+/-)			\$563,724												
% (+/-)			11.4%												
ER Change			\$473,099												
% (+/-)			11.4%												
EE Change			\$90,626												
% (+/-)			11.4%												

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver


### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC		Target 86%		Target 84%		Target 76%	
Plan Details		HMO Gold		PPO Gold		PPO Silver	
HSA Employer Seed   EE / FAM		N/A		N/A		N/A	
Medical Benefit Details		In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single		\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family		\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single		\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family		\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care		Free	N/A	Free	40%	Free	50%
Physician's Office Services		\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services		\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services		\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)		\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)		\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)		CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)		CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient		\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient		\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details		Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive		Free	Free	Free	Free	Free	Free
Generic		\$15	\$40	\$15	\$40	\$15	\$40
Brand		\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand		\$65	\$165	\$100	\$250	\$110	\$275
Specialty		\$250	\$625	\$250	\$625	\$350	\$875
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				Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	



## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80%		Target 74%		Target <70%	
	HDHP Gold		HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
<div>  </div>						
Note - Ded & OOP Max do not cross accumulate			Copyright © 2022 Mercer (US) Inc. All rights reserved.		169	
Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates - SCF

Plan	Tier Relationship	Tier	Funding Rates
Gold HMO	1.00	EE	\$848.46
	2.10	Sp	\$1,781.78
	1.80	CH	\$1,527.23
	2.90	FAM	\$2,460.54
Gold PPO	1.00	EE	\$830.17
	2.10	Sp	\$1,743.36
	1.80	CH	\$1,494.31
	2.90	FAM	\$2,407.49
Silver PPO	1.00	EE	\$757.67
	2.10	Sp	\$1,591.10
	1.80	CH	\$1,363.81
	2.90	FAM	\$2,197.24
Bronze PPO	1.00	EE	\$679.81
	2.10	Sp	\$1,427.59
	1.80	CH	\$1,223.65
	2.90	FAM	\$1,971.43
Gold HDHP	1.00	EE	\$790.95
	2.10	Sp	\$1,660.99
	1.80	CH	\$1,423.71
	2.90	FAM	\$2,293.74
Silver HDHP	1.00	EE	\$729.32
	2.10	Sp	\$1,531.58
	1.80	CH	\$1,312.78
	2.90	FAM	\$2,115.03



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Tier	Current Tier Relationship	New Tier Relationship
EE	1.0	1.0
Spouse/Dependent	2.0	2.10
Child (1-2)	1.9	1.8
Child (3-4)	2.4	1.8
Family	2.8	2.9

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.

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## 2022 vs. 2023 New Plans Scenario 1 (Defined Contribution – no migration)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans: New Tiers, Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3900 - 79.1%	Employee	4	\$691.00	\$587.86	\$103.14	14.9%	\$679.81	\$569.96	\$109.85	16.2%	\$6.71	6.5%
	Spouse/Dep	0	\$1,382.00	\$587.86	\$794.14	57.5%	\$1,427.59	\$569.96	\$857.63	60.1%	\$63.49	8.0%
	Child (1-2)	0	\$1,282.00	\$587.86	\$694.14	54.1%	\$1,223.65	\$569.96	\$653.69	53.4%	-\$40.45	-5.8%
	Child (3-4)	0	\$1,644.00	\$587.86	\$1,056.14	64.2%						
	Family	0	\$1,933.00	\$587.86	\$1,345.14	69.6%	\$1,971.43	\$569.96	\$1,401.47	71.1%	\$56.33	4.2%
PPO 5772 - 83.6%	Employee	47	\$757.00	\$757.00	\$0.00	0.0%	\$757.67	\$757.67	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	9	\$1,514.00	\$832.70	\$681.30	45.0%	\$1,591.10	\$1,034.22	\$556.89	35.0%	-\$124.41	-18.3%
	Child (1-2)	5	\$1,404.00	\$821.70	\$582.30	41.5%	\$1,363.81	\$886.48	\$477.33	35.0%	-\$104.97	-18.0%
	Child (3-4)	1	\$1,801.00	\$861.40	\$939.60	52.2%						
	Family	5	\$2,120.00	\$893.30	\$1,226.70	57.9%	\$2,197.24	\$1,428.21	\$769.03	35.0%	-\$457.67	-37.3%
PPO 3766 - 88.1%	Employee	218	\$851.00	\$801.00	\$50.00	5.9%	\$830.17	\$757.67	\$72.49	8.7%	\$22.49	45.0%
	Spouse/Dep	9	\$1,702.00	\$801.00	\$901.00	52.9%	\$1,743.36	\$1,034.22	\$709.14	40.7%	-\$191.86	-21.3%
	Child (1-2)	4	\$1,581.00	\$801.00	\$780.00	49.3%	\$1,494.31	\$886.48	\$607.83	40.7%	-\$172.17	-22.1%
	Child (3-4)	0	\$2,028.00	\$801.00	\$1,227.00	60.5%						
	Family	3	\$2,384.00	\$801.00	\$1,583.00	66.4%	\$2,407.49	\$1,428.21	\$979.29	40.7%	-\$603.71	-38.1%
HMO 55 - 89.4%	Employee	121	\$810.00	\$760.00	\$50.00	6.2%	\$848.46	\$757.67	\$90.79	10.7%	\$40.79	81.6%
	Spouse/Dep	4	\$1,620.00	\$760.00	\$860.00	53.1%	\$1,781.78	\$1,034.22	\$747.56	42.0%	-\$112.44	-13.1%
	Child (1-2)	2	\$1,501.00	\$760.00	\$741.00	49.4%	\$1,527.23	\$886.48	\$640.76	42.0%	-\$100.24	-13.5%
	Child (3-4)	2	\$1,501.00	\$760.00	\$741.00	49.4%						
	Family	7	\$2,269.00	\$760.00	\$1,509.00	66.5%	\$2,460.54	\$1,428.21	\$1,032.34	42.0%	-\$476.66	-31.6%
Total	PPO 3900 - 79.1%	4	\$33,168	\$28,217	\$4,951	14.9%	\$32,631	\$27,358	\$5,273	16.2%	\$322	6.5%
	PPO 5772 - 83.6%	67	\$823,512	\$630,116	\$193,396	23.5%	\$829,197	\$688,543	\$140,654	17.0%	-\$52,742	-27.3%
	PPO 3766 - 88.1%	234	\$2,571,744	\$2,249,208	\$322,536	12.5%	\$2,518,395	\$2,187,739	\$330,656	13.1%	\$8,120	2.5%
	HMO 55 - 89.4%	136	\$1,516,524	\$1,240,320	\$276,204	18.2%	\$1,597,458	\$1,312,306	\$285,151	17.9%	\$8,977	3.3%
	Combined	441	\$4,944,948	\$4,147,862	\$797,086	16.1%	\$4,977,710	\$4,215,946	\$761,764	15.3%	-\$35,322	-4.4%

Overall Chg (+/-) \$32,762  
 % (+/-) 0.7%  
 ER Change \$68,085  
 % (+/-) 1.6%  
 EE Change (\$35,322)  
 % (+/-) -4.4%

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## 2022 vs. 2023 New Plans Scenario 2 (Defined Contribution – with migration)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans: New Tiers, Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3900 - 79.1%	Employee	4	\$691.00	\$587.86	\$103.14	14.9%	\$679.81	\$569.96	\$109.85	16.2%	\$6.71	6.5%
	Spouse/Dep	0	\$1,382.00	\$587.86	\$794.14	57.5%	\$1,427.59	\$569.96	\$857.63	60.1%	\$63.49	8.0%
	Child (1-2)	0	\$1,282.00	\$587.86	\$694.14	54.1%	\$1,223.65	\$569.96	\$653.69	53.4%	-\$40.45	-5.8%
	Child (3-4)	0	\$1,644.00	\$587.86	\$1,056.14	64.2%						
	Family	0	\$1,933.00	\$587.86	\$1,345.14	69.6%	\$1,971.43	\$569.96	\$1,401.47	71.1%	\$56.33	4.2%
PPO 5772 - 83.6%	Employee	47	\$757.00	\$757.00	\$0.00	0.0%	\$757.67	\$757.67	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	9	\$1,514.00	\$832.70	\$681.30	45.0%	\$1,591.10	\$1,034.22	\$556.89	35.0%	-\$124.41	-18.3%
	Child (1-2)	5	\$1,404.00	\$821.70	\$582.30	41.5%	\$1,363.81	\$886.48	\$477.33	35.0%	-\$104.97	-18.0%
	Child (3-4)	1	\$1,801.00	\$861.40	\$939.60	52.2%						
	Family	5	\$2,120.00	\$893.30	\$1,226.70	57.9%	\$2,197.24	\$1,428.21	\$769.03	35.0%	-\$457.67	-37.3%
PPO 3766 - 88.1%	Employee	218	\$851.00	\$801.00	\$50.00	5.9%	\$830.17	\$757.67	\$72.49	8.7%	\$22.49	45.0%
	Spouse/Dep	9	\$1,702.00	\$801.00	\$901.00	52.9%	\$1,743.36	\$1,034.22	\$709.14	40.7%	-\$191.86	-21.3%
	Child (1-2)	4	\$1,581.00	\$801.00	\$780.00	49.3%	\$1,494.31	\$886.48	\$607.83	40.7%	-\$172.17	-22.1%
	Child (3-4)	0	\$2,028.00	\$801.00	\$1,227.00	60.5%						
	Family	3	\$2,384.00	\$801.00	\$1,583.00	66.4%	\$2,407.49	\$1,428.21	\$979.29	40.7%	-\$603.71	-38.1%
HMO 55 - 89.4%	Employee	121	\$810.00	\$760.00	\$50.00	6.2%	\$848.46	\$757.67	\$90.79	10.7%	\$40.79	81.6%
	Spouse/Dep	4	\$1,620.00	\$760.00	\$860.00	53.1%	\$1,781.78	\$1,034.22	\$747.56	42.0%	-\$112.44	-13.1%
	Child (1-2)	2	\$1,501.00	\$760.00	\$741.00	49.4%	\$1,527.23	\$886.48	\$640.76	42.0%	-\$100.24	-13.5%
	Child (3-4)	2	\$1,501.00	\$760.00	\$741.00	49.4%						
	Family	7	\$2,269.00	\$760.00	\$1,509.00	66.5%	\$2,460.54	\$1,428.21	\$1,032.34	42.0%	-\$476.66	-31.6%
Total	PPO 3900 - 79.1%	4	\$33,168	\$28,217	\$4,951	14.9%	\$32,631	\$27,358	\$5,273	16.2%	\$322	6.5%
	PPO 5772 - 83.6%	67	\$823,512	\$630,116	\$193,396	23.5%	\$1,331,990	\$1,225,386	\$106,604	8.0%	-\$86,792	-44.9%
	PPO 3766 - 88.1%	234	\$2,571,744	\$2,249,208	\$322,536	12.5%	\$2,529,354	\$2,121,048	\$408,307	16.1%	\$85,771	26.6%
	HMO 55 - 89.4%	136	\$1,516,524	\$1,240,320	\$276,204	18.2%	\$1,023,248	\$842,155	\$181,093	17.7%	-\$95,111	-34.4%
	Combined	441	\$4,944,948	\$4,147,862	\$797,086	16.1%	\$4,917,223	\$4,215,946	\$701,276	14.3%	-\$95,810	-12.0%

Overall Chg (+/-) (\$27,725)  
 % (+/-) -0.6%  
 ER Change \$68,085  
 % (+/-) 1.6%  
 EE Change (\$95,810)  
 % (+/-) -12.0%

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## 2022 vs. 2023 New Plans Scenario 3 (Defined Contribution –70/30 split on Dep Tiers)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans: New Tiers, Defined Contribution Strategy	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	% CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %							
PPO 3900 - 79.1%	Employee	4	\$691.00	\$587.86	\$103.14	14.9%	Bronze	\$679.81	\$569.96	\$109.85	16.2%	\$6.71	6.5%
	Spouse/Dep	0	\$1,382.00	\$587.86	\$794.14	57.5%		\$1,427.59	\$569.96	\$857.63	60.1%	\$63.49	8.0%
	Child (1-2)	0	\$1,282.00	\$587.86	\$694.14	54.1%		\$1,223.65	\$569.96	\$653.69	53.4%	-\$40.45	-5.8%
	Child (3-4)	0	\$1,644.00	\$587.86	\$1,056.14	64.2%							
	Family	0	\$1,933.00	\$587.86	\$1,345.14	69.6%		\$1,971.43	\$569.96	\$1,401.47	71.1%	\$56.33	4.2%
PPO 5772 - 83.6%	Employee	47	\$757.00	\$757.00	\$0.00	0.0%	Silver PPO - 77%	\$757.67	\$757.67	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	9	\$1,514.00	\$832.70	\$681.30	45.0%		\$1,591.10	\$1,113.77	\$477.33	30.0%	-\$203.97	-29.9%
	Child (1-2)	5	\$1,404.00	\$821.70	\$582.30	41.5%		\$1,363.81	\$954.67	\$409.14	30.0%	-\$173.16	-29.7%
	Child (3-4)	1	\$1,801.00	\$861.40	\$939.60	52.2%							
	Family	5	\$2,120.00	\$893.30	\$1,226.70	57.9%		\$2,197.24	\$1,538.07	\$659.17	30.0%	-\$567.53	-46.3%
PPO 3766 - 88.1%	Employee	218	\$851.00	\$801.00	\$50.00	5.9%	Gold PPO - 84.3%	\$830.17	\$757.67	\$72.49	8.7%	\$22.49	45.0%
	Spouse/Dep	9	\$1,702.00	\$801.00	\$901.00	52.9%		\$1,743.36	\$1,113.77	\$629.59	36.1%	-\$271.41	-30.1%
	Child (1-2)	4	\$1,581.00	\$801.00	\$780.00	49.3%		\$1,494.31	\$954.67	\$539.64	36.1%	-\$240.36	-30.8%
	Child (3-4)	0	\$2,028.00	\$801.00	\$1,227.00	60.5%							
	Family	3	\$2,384.00	\$801.00	\$1,583.00	66.4%		\$2,407.49	\$1,538.07	\$869.42	36.1%	-\$713.58	-45.1%
HMO 55 - 89.4%	Employee	121	\$810.00	\$760.00	\$50.00	6.2%	Gold HMO - 86.2%	\$848.46	\$757.67	\$90.79	10.7%	\$40.79	81.6%
	Spouse/Dep	4	\$1,620.00	\$760.00	\$860.00	53.1%		\$1,781.78	\$1,113.77	\$668.00	37.5%	-\$192.00	-22.3%
	Child (1-2)	2	\$1,501.00	\$760.00	\$741.00	49.4%		\$1,527.23	\$954.67	\$572.57	37.5%	-\$168.43	-22.7%
	Child (3-4)	2	\$1,501.00	\$760.00	\$741.00	49.4%							
	Family	7	\$2,269.00	\$760.00	\$1,509.00	66.5%		\$2,460.54	\$1,538.07	\$922.48	37.5%	-\$586.52	-38.9%
Total	PPO 3900 - 79.1%	4	\$33,168	\$28,217	\$4,951	14.9%	Total	\$32,631	\$27,358	\$5,273	16.2%	\$322	6.5%
	PPO 5772 - 83.6%	67	\$823,512	\$630,116	\$193,396	23.5%		\$829,197	\$708,636	\$120,560	14.5%	-\$72,835	-37.7%
	PPO 3766 - 88.1%	234	\$2,571,744	\$2,249,208	\$322,536	12.5%		\$2,518,395	\$2,203,559	\$314,836	12.5%	-\$7,700	-2.4%
	HMO 55 - 89.4%	136	\$1,516,524	\$1,240,320	\$276,204	18.2%		\$1,597,488	\$1,328,627	\$268,861	16.8%	-\$7,943	-2.7%
	Combined	441	\$4,944,948	\$4,147,862	\$797,086	16.1%		\$4,977,710	\$4,268,180	\$709,530	14.3%	-\$87,556	-11.0%

Overall Chg (+/-) \$32,762  
 % (+/-) 0.7%  
 ER Change \$120,318  
 % (+/-) 2.9%  
 EE Change (\$87,556)  
 % (+/-) -11.0%

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**FCSRMC**  
 FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSULTANTS



## Seminole State College 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo				\$ CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %		
PPO 3766 - 88.1%	Employee	221	\$861.00	\$811.00	\$50.00	5.8%	PPO 3766 - 88.1%	Employee	221	\$959.15	\$903.45	\$55.70	5.8%	\$5.70	11.4%
	Spouse/Dep	19	\$1,582.00	\$811.00	\$771.00	48.7%		Spouse/Dep	19	\$1,762.35	\$903.45	\$858.89	48.7%	\$87.89	11.4%
	Child (1-2)	17	\$1,365.00	\$811.00	\$554.00	40.6%		Child (1-2)	17	\$1,520.61	\$903.45	\$617.16	40.6%	\$63.16	11.4%
	Child (3-4)	5	\$1,538.00	\$811.00	\$727.00	47.3%		Child (3-4)	5	\$1,713.33	\$903.45	\$809.88	47.3%	\$82.88	11.4%
	Family	16	\$2,049.00	\$911.00	\$1,138.00	60.4%		Family	16	\$2,282.59	\$903.45	\$1,379.13	60.4%	\$141.13	11.4%
HMO 55 - 89.4%	Employee	188	\$903.00	\$833.00	\$70.00	7.8%	HMO 55 - 89.4%	Employee	188	\$1,005.94	\$927.96	\$77.98	7.8%	\$7.98	11.4%
	Spouse/Dep	5	\$1,654.00	\$833.00	\$821.00	49.6%		Spouse/Dep	5	\$1,842.56	\$927.96	\$914.59	49.6%	\$93.59	11.4%
	Child (1-2)	12	\$1,433.00	\$833.00	\$600.00	41.9%		Child (1-2)	12	\$1,596.36	\$927.96	\$668.40	41.9%	\$68.40	11.4%
	Child (3-4)	3	\$1,608.00	\$833.00	\$775.00	48.2%		Child (3-4)	3	\$1,791.31	\$927.96	\$863.35	48.2%	\$88.35	11.4%
	Family	8	\$2,143.00	\$833.00	\$1,310.00	61.1%		Family	8	\$2,387.30	\$927.96	\$1,459.34	61.1%	\$149.34	11.4%
HMO 58 - 86.3%	Employee	23	\$798.00	\$768.00	\$30.00	3.8%	HMO 58 - 86.3%	Employee	23	\$888.97	\$855.55	\$33.42	3.8%	\$3.42	11.4%
	Spouse/Dep	2	\$1,462.00	\$768.00	\$694.00	47.5%		Spouse/Dep	2	\$1,628.67	\$855.55	\$773.12	47.5%	\$79.12	11.4%
	Child (1-2)	6	\$1,267.00	\$768.00	\$499.00	39.4%		Child (1-2)	6	\$1,411.44	\$855.55	\$555.89	39.4%	\$56.89	11.4%
	Child (3-4)	0	\$1,422.00	\$768.00	\$654.00	46.0%		Child (3-4)	0	\$1,584.11	\$855.55	\$728.56	46.0%	\$74.56	11.4%
	Family	1	\$1,894.00	\$768.00	\$1,126.00	59.5%		Family	1	\$2,109.92	\$855.55	\$1,254.36	59.5%	\$128.36	11.4%
HDHP 5190/5191 - 84.7%	Employee	65	\$497.00	\$497.00	\$0.00	0.0%	HDHP 5190/5191 - 84.7%	Employee	65	\$553.66	\$553.66	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	16	\$658.00	\$497.00	\$361.00	42.1%		Spouse/Dep	16	\$695.81	\$553.66	\$402.15	42.1%	\$41.15	11.4%
	Child (1-2)	17	\$787.00	\$497.00	\$290.00	36.8%		Child (1-2)	17	\$876.72	\$553.66	\$323.06	36.8%	\$33.06	11.4%
	Child (3-4)	1	\$890.00	\$497.00	\$393.00	44.2%		Child (3-4)	1	\$991.46	\$553.66	\$437.80	44.2%	\$44.80	11.4%
	Family	29	\$1,065.00	\$497.00	\$568.00	53.3%		Family	29	\$1,186.41	\$553.66	\$632.75	53.3%	\$64.75	11.4%
Total	PPO 3766 - 88.1%	278	\$3,458,216	\$2,705,496	\$752,720	20.6%	Total	PPO 3766 - 88.1%	278	\$3,796,753	\$3,013,923	\$782,830	20.6%	\$80,110	11.4%
	HMO 55 - 89.4%	216	\$2,606,376	\$2,159,136	\$447,240	17.2%		HMO 55 - 89.4%	216	\$2,903,503	\$2,405,278	\$498,225	17.2%	\$50,985	11.4%
	HMO 58 - 86.3%	32	\$369,288	\$294,912	\$74,376	20.1%		HMO 58 - 86.3%	32	\$411,387	\$328,532	\$82,855	20.1%	\$8,479	11.4%
	HDHP 5190/5191 - 84.7%	128	\$1,094,244	\$763,392	\$330,852	30.2%		HDHP 5190/5191 - 84.7%	128	\$1,218,988	\$850,419	\$368,569	30.2%	\$37,717	11.4%
Combined		654	\$7,478,124	\$5,922,936	\$1,555,188	20.8%	Combined		654	\$8,330,630	\$6,598,151	\$1,732,479	20.8%	\$177,291	11.4%
Overall Chg (+/-)			\$852,506												
			11.4%												
ER Change			\$675,215												
			11.4%												
EE Change			\$177,291												
			11.4%												

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver


### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86% HMO Gold		Target 84% PPO Gold		Target 76% PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80% HDHP Gold		Target 74% HDHP Silver		Target <70% PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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## 2023 New Plan Rates – Seminole

Plan	Tier	Funding Rates
Gold HMO	EE	\$796.66
	Sp	\$1,672.99
	CH	\$1,433.99
	FAM	\$2,310.31
Gold PPO	EE	\$779.48
	Sp	\$1,636.92
	CH	\$1,403.07
	FAM	\$2,260.50
Silver PPO	EE	\$711.41
	Sp	\$1,493.96
	CH	\$1,280.54
	FAM	\$2,063.08
Bronze PPO	EE	\$638.30
	Sp	\$1,340.42
	CH	\$1,148.94
	FAM	\$1,851.06
Gold HDHP	EE	\$742.66
	Sp	\$1,559.58
	CH	\$1,336.78
	FAM	\$2,153.70
Silver HDHP	EE	\$684.79
	Sp	\$1,438.07
	CH	\$1,232.63
	FAM	\$1,985.90

Tier	Current HDHP Tier Relationship	Current HMO/PPO Tier Relationship	New Tier Relationship
EE	1.0	1.0	1.0
EE + Sp	1.7	1.8	2.1
EE + Ch(ren)	1.6/1.8	1.6/1.8	1.8
Family	2.1	2.4	2.9

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## 2022 vs. 2023 New Plans Scenario 1 (New Tiers + Current Contribution Strategy + Migration Assumptions)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: New Tiers + Current Contribution Strategy + Migration Assumptions						
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE	% CHANGE
PPO 3766 - 88.1%	Employee	221	\$861.00	\$811.00	\$50.00	5.8%	Gold PPO - 84.3%	EE Only	149	\$779.48	\$734.48	\$45.00	5.8%	-\$5.00	-10.0%	
	Spouse/Dep	19	\$1,582.00	\$811.00	\$771.00	48.7%		EE + SP	13	\$1,636.92	\$734.48	\$902.44	55.1%	\$131.44	17.0%	
	Child (1-2)	17	\$1,365.00	\$811.00	\$554.00	40.6%		EE + CH	18	\$1,403.07	\$734.48	\$668.59	47.7%	\$114.59	20.7%	
	Child (3-4)	5	\$1,538.00	\$811.00	\$727.00	47.3%		Family	16	\$2,260.50	\$734.48	\$1,526.02	67.5%	\$288.02	23.3%	
	Family	16	\$2,049.00	\$811.00	\$1,238.00	60.4%										
HMO 88 - 89.4%	Employee	188	\$903.00	\$833.00	\$70.00	7.8%	Silver PPO - 77.0%	EE Only	99	\$711.41	\$670.16	\$41.25	5.8%	-\$8.75	-17.5%	
	Spouse/Dep	5	\$1,654.00	\$833.00	\$821.00	49.6%		EE + SP	8	\$1,493.96	\$670.16	\$823.79	55.1%	\$52.79	6.8%	
	Child (1-2)	12	\$1,433.00	\$833.00	\$600.00	41.9%		EE + CH	12	\$1,280.54	\$670.16	\$610.38	47.7%	\$56.38	10.2%	
	Child (3-4)	3	\$1,608.00	\$833.00	\$775.00	48.2%		Family	11	\$2,063.08	\$670.16	\$1,392.92	67.5%	\$154.92	12.5%	
	Family	8	\$2,143.00	\$833.00	\$1,310.00	61.1%										
HMO 88 - 86.3%	Employee	23	\$796.00	\$768.00	\$30.00	3.8%	Gold HMO - 86.2%	EE Only	149	\$796.66	\$766.66	\$30.00	3.8%	\$0.00	0.0%	
	Spouse/Dep	2	\$1,462.00	\$768.00	\$694.00	47.5%		EE + SP	13	\$1,672.99	\$766.66	\$906.33	54.2%	\$212.33	30.6%	
	Child (1-2)	6	\$1,267.00	\$768.00	\$499.00	39.4%		EE + CH	18	\$1,433.99	\$766.66	\$667.33	46.5%	\$168.33	33.7%	
	Child (3-4)	0	\$1,422.00	\$768.00	\$654.00	46.0%		Family	16	\$2,310.31	\$766.66	\$1,543.65	66.8%	\$417.65	37.1%	
	Family	1	\$1,894.00	\$768.00	\$1,126.00	59.5%										
HDHP 5190/5191 84.7%	Employee	65	\$497.00	\$497.00	\$0.00	0.0%	Silver HDHP - 74.1%	EE Only	100	\$684.79	\$684.79	\$0.00	0.0%	\$0.00	0.0%	
	Spouse/Dep	16	\$858.00	\$497.00	\$361.00	42.1%		EE + SP	8	\$1,438.07	\$684.79	\$753.28	52.4%	\$392.28	108.7%	
	Child (1-2)	17	\$787.00	\$497.00	\$290.00	36.8%		EE + CH	13	\$1,232.63	\$684.79	\$547.84	44.4%	\$257.84	88.9%	
	Child (3-4)	1	\$890.00	\$497.00	\$393.00	44.2%		Family	11	\$1,985.90	\$684.79	\$1,301.11	65.5%	\$733.11	129.1%	
	Family	29	\$1,065.00	\$497.00	\$568.00	53.3%										
Total	PPO 3766 - 88.1%	278	\$3,408,216	\$2,705,496	\$702,720	20.6%	Total	Gold PPO - 84.3%	196	\$2,386,148	\$1,727,498	\$658,652	27.6%			
	HMO 88 - 89.4%	216	\$2,606,376	\$2,159,136	\$447,240	17.2%		Silver PPO - 77.0%	130	\$1,445,305	\$1,045,456	\$399,849	27.7%			
	HMO 88 - 86.3%	32	\$369,288	\$294,912	\$74,376	20.1%		Gold HMO - 86.2%	196	\$2,438,735	\$1,803,184	\$635,551	26.1%			
	HDHP 5190/5191 84.7%	128	\$1,094,244	\$763,392	\$330,852	30.2%		Silver HDHP - 74.1%	132	\$1,414,230	\$1,084,706	\$329,524	23.3%			
	Combined	654	\$7,478,124	\$5,922,936	\$1,555,188	20.8%		Combined	654	\$7,684,418	\$5,680,842	\$2,023,575	26.3%	\$468,387	30.1%	
Overall Chg (+/-)			\$206,294													
% (+/-)			2.8%													
ER Change			(\$262,094)													
% (+/-)			-4.4%													
EE Change			\$468,387													
% (+/-)			30.1%													

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## 2022 vs. 2023 New Plans Scenario 2 (New Tiers + Defined Contribution Strategy + Migration Assumptions)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: New Tiers + Defined Contribution Strategy + Migration Assumptions						
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE	% CHANGE
PPO 3766 - 88.1%	Employee	221	\$861.00	\$811.00	\$50.00	5.8%	Gold PPO - 84.3%	EE Only	149	\$779.48	\$684.79	\$94.69	12.1%	\$44.89	89.4%	
	Spouse/Dep	19	\$1,582.00	\$811.00	\$771.00	48.7%		EE + SP	13	\$1,636.82	\$1,006.65	\$630.27	38.5%	-\$140.73	-18.3%	
	Child (1-2)	17	\$1,365.00	\$811.00	\$554.00	40.6%		EE + CH	18	\$1,403.07	\$862.84	\$540.23	38.5%	-\$13.77	-2.5%	
	Child (3-4)	5	\$1,538.00	\$811.00	\$727.00	47.3%		Family	16	\$2,260.50	\$1,390.13	\$870.37	38.5%	-\$367.63	-29.7%	
	Family	16	\$2,049.00	\$811.00	\$1,238.00	60.4%										
HMO 55 - 89.4%	Employee	186	\$803.00	\$833.00	\$70.00	7.8%	Silver PPO - 77.0%	EE Only	99	\$711.41	\$684.79	\$26.63	3.7%	-\$23.37	-46.7%	
	Spouse/Dep	5	\$1,654.00	\$833.00	\$821.00	49.6%		EE + SP	8	\$1,493.96	\$1,006.65	\$487.31	32.6%	-\$263.69	-36.8%	
	Child (1-2)	12	\$1,433.00	\$833.00	\$600.00	41.9%		EE + CH	12	\$1,280.54	\$862.84	\$417.70	32.6%	-\$136.30	-24.6%	
	Child (3-4)	3	\$1,608.00	\$833.00	\$775.00	48.2%		Family	11	\$2,063.08	\$1,390.13	\$672.96	32.6%	-\$565.04	-45.6%	
	Family	8	\$2,143.00	\$833.00	\$1,310.00	61.1%										
HMO 58 - 88.3%	Employee	23	\$798.00	\$768.00	\$30.00	3.8%	Gold HMO - 86.2%	EE Only	149	\$796.66	\$684.79	\$111.87	14.0%	\$81.87	272.9%	
	Spouse/Dep	2	\$1,492.00	\$768.00	\$694.00	47.5%		EE + SP	13	\$1,672.99	\$1,006.65	\$666.34	39.8%	-\$27.66	-4.0%	
	Child (1-2)	6	\$1,267.00	\$768.00	\$499.00	39.4%		EE + CH	18	\$1,433.99	\$862.84	\$571.15	39.8%	\$72.15	14.5%	
	Child (3-4)	0	\$1,422.00	\$768.00	\$654.00	46.0%		Family	16	\$2,310.31	\$1,390.13	\$920.19	39.8%	-\$205.81	-18.3%	
	Family	1	\$1,894.00	\$768.00	\$1,126.00	59.5%										
HCHP 5190/5191 - 84.7%	Employee	65	\$497.00	\$497.00	\$0.00	0.0%	Silver HCHP - 74.1%	EE Only	100	\$684.79	\$684.79	\$0.00	0.0%	\$0.00	0.0%	
	Spouse/Dep	16	\$858.00	\$497.00	\$361.00	42.1%		EE + SP	8	\$1,438.07	\$1,006.65	\$431.42	30.0%	\$70.42	19.5%	
	Child (1-2)	17	\$787.00	\$497.00	\$290.00	36.8%		EE + CH	13	\$1,232.63	\$862.84	\$369.79	30.0%	\$79.79	27.5%	
	Child (3-4)	1	\$860.00	\$497.00	\$363.00	44.2%		Family	11	\$1,985.90	\$1,390.13	\$595.77	30.0%	\$27.77	4.9%	
	Family	29	\$1,065.00	\$497.00	\$568.00	53.3%										
Total	PPO 3766 - 88.1%	278	\$3,408,216	\$2,705,496	\$702,720	20.6%	Total	Gold PPO - 84.3%	196	\$2,386,148	\$1,634,718	\$551,430	23.1%			
	HMO 55 - 89.4%	216	\$2,606,376	\$2,159,136	\$447,240	17.2%		Silver PPO - 77.0%	130	\$1,445,305	\$1,217,913	\$227,391	15.7%			
	HMO 58 - 88.3%	32	\$369,288	\$294,912	\$74,376	20.1%		Gold HMO - 86.2%	196	\$2,438,735	\$1,834,718	\$604,017	24.8%			
	HCHP 5190/5191 - 84.7%	128	\$1,594,244	\$763,392	\$330,852	30.2%		Silver HCHP - 74.1%	132	\$1,414,230	\$1,296,489	\$117,745	12.6%			
	Contributed	654	\$7,478,124	\$5,622,536	\$1,655,188	20.8%		Contributed	654	\$7,654,416	\$5,123,831	\$1,530,584	20.3%	\$5,398	0.3%	

Overall Org (+/-)  
% (+/-)  
ER Change  
% (+/-)  
EE Change  
% (+/-)

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**FCSRMC**  
FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSULTANTS



## SFSC 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.



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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 85.7%	Employee	66	\$852.00	\$852.00	\$0.00	0.0%	PPO 3769 85.7%	Employee	66	\$949.13	\$949.13	\$0.00	0.0%	\$0.00	0.0%
	Spouse/Dep	2	\$1,704.00	\$852.00	\$852.00	50.0%		Spouse/Dep	2	\$1,898.26	\$949.13	\$949.13	50.0%	\$97.13	11.4%
	Child (1-2)	4	\$1,458.00	\$852.00	\$606.00	41.6%		Child (1-2)	4	\$1,624.21	\$949.13	\$675.08	41.6%	\$69.08	11.4%
	Child (3-4)	0	\$1,892.00	\$852.00	\$1,040.00	55.0%		Child (3-4)	0	\$2,107.69	\$949.13	\$1,158.56	55.0%	\$118.56	11.4%
	Family	0	\$2,287.00	\$852.00	\$1,435.00	62.7%		Family	0	\$2,547.72	\$949.13	\$1,598.59	62.7%	\$163.59	11.4%
PPO 3766 88.1%	Employee	129	\$877.00	\$852.00	\$25.00	2.9%	PPO 3766 88.1%	Employee	129	\$976.98	\$949.13	\$27.85	2.9%	\$2.85	11.4%
	Spouse/Dep	9	\$1,754.00	\$852.00	\$902.00	51.4%		Spouse/Dep	9	\$1,953.96	\$949.13	\$1,004.83	51.4%	\$102.83	11.4%
	Child (1-2)	9	\$1,502.00	\$852.00	\$650.00	43.3%		Child (1-2)	9	\$1,673.23	\$949.13	\$724.10	43.3%	\$74.10	11.4%
	Child (3-4)	0	\$1,950.00	\$852.00	\$1,098.00	56.3%		Child (3-4)	0	\$2,172.30	\$949.13	\$1,223.17	56.3%	\$125.17	11.4%
	Family	5	\$2,356.00	\$852.00	\$1,504.00	63.8%		Family	5	\$2,624.58	\$949.13	\$1,675.46	63.8%	\$171.46	11.4%
HDHP 5190/5191 84.7%	Employee	11	\$487.00	\$487.00	\$0.00	0.0%	HDHP 5190/5191 84.7%	Employee	11	\$542.52	\$542.52	\$0.00	0.0%	\$0.00	0.0%
	EE + 1	1	\$912.00	\$487.00	\$425.00	46.6%		EE + 1	1	\$1,015.97	\$542.52	\$473.45	46.6%	\$48.45	11.4%
	Family	7	\$1,185.00	\$487.00	\$698.00	58.9%		Family	7	\$1,320.09	\$542.52	\$777.57	58.9%	\$79.57	11.4%
Total	PPO 3769/85.7%	72	\$785,664	\$736,128	\$49,536	6.3%	Total	PPO 3769/85.7%	72	\$875,230	\$820,047	\$55,183	6.3%	\$5,647	11.4%
	PPO 3766/88.1%	152	\$1,850,604	\$1,554,048	\$296,556	16.0%		PPO 3766/88.1%	152	\$2,061,573	\$1,731,209	\$330,363	16.0%	\$33,807	11.4%
	HDHP 5190/5191/84.7%	19	\$174,768	\$111,036	\$63,732	36.5%		HDHP 5190/5191/84.7%	19	\$194,692	\$123,694	\$70,997	36.5%	\$7,265	11.4%
	Combined	243	\$2,811,036	\$2,401,212	\$409,824	14.6%		Combined	243	\$3,131,494	\$2,674,950	\$456,544	14.6%	\$46,720	11.4%

Overall Chg (+/-)	\$320,458
% (+/-)	11.4%
ER Change	\$273,738
% (+/-)	11.4%
EE Change	\$46,720
% (+/-)	11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86% HMO Gold		Target 84% PPO Gold		Target 76% PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80% HDHP Gold		Target 74% HDHP Silver		Target <70% PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – SFSC

Plan	Tier	Funding Rates
Gold HMO	EE	\$889.16
	Sp	\$1,867.24
	CH	\$1,600.49
	FAM	\$2,578.56
Gold PPO	EE	\$869.98
	Sp	\$1,826.98
	CH	\$1,565.98
	FAM	\$2,522.96
Silver PPO	EE	\$794.02
	Sp	\$1,667.42
	CH	\$1,429.22
	FAM	\$2,302.63
Bronze PPO	EE	\$712.42
	Sp	\$1,496.06
	CH	\$1,282.34
	FAM	\$2,065.99
Gold HDHP	EE	\$828.89
	Sp	\$1,740.66
	CH	\$1,492.00
	FAM	\$2,403.76
Silver HDHP	EE	\$764.30
	Sp	\$1,605.04
	CH	\$1,375.75
	FAM	\$2,216.48

Tier	Current PPO Tier Relationship	Current HDHP Tier Relationship	New Tier Relationship
EE	1.0	1.0	1.0
EE + Sp	1.7	1.9	2.1
EE + Ch(ren)	2.2-2.7	1.9	1.8
Family	2.7	2.4	2.9

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## 2022 vs. 2023 New Plans Scenario 1 (Defined Contribution)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				2023 New Plans: Defined Contribution + Silver HDHP as Core Plan				\$ CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %		
PPO 3769 - 85.7%	Employee	66	\$852.00	\$852.00	\$0.00	0.0%	\$794.02	\$764.30	\$29.72	3.7%	\$29.72	0.0%
	Spouse/Dep	2	\$1,704.00	\$852.00	\$852.00	50.0%	\$1,667.42	\$1,123.53	\$543.89	32.6%	-\$308.11	-36.2%
	Child (1-2)	4	\$1,458.00	\$852.00	\$606.00	41.6%	\$1,429.22	\$963.02	\$466.20	32.6%	-\$139.80	-23.1%
	Child (3-4)	0	\$1,892.00	\$852.00	\$1,040.00	55.0%						
	Family	0	\$2,287.00	\$852.00	\$1,435.00	62.7%	\$2,302.63	\$1,551.54	\$751.09	32.6%	-\$683.91	-47.7%
PPO 3766 - 86.1%	Employee	129	\$877.00	\$852.00	\$25.00	2.9%	\$869.98	\$764.30	\$105.69	12.1%	\$80.69	322.7%
	Spouse/Dep	9	\$1,754.00	\$852.00	\$902.00	51.4%	\$1,826.98	\$1,123.53	\$703.45	38.5%	-\$198.55	-22.0%
	Child (1-2)	9	\$1,502.00	\$852.00	\$650.00	43.3%	\$1,565.98	\$963.02	\$602.96	38.5%	-\$47.04	-7.2%
	Child (3-4)	0	\$1,950.00	\$852.00	\$1,098.00	56.3%						
	Family	5	\$2,356.00	\$852.00	\$1,504.00	63.8%	\$2,522.96	\$1,551.54	\$971.43	38.5%	-\$532.57	-35.4%
HDHP 5190/5191 - 84.7%	Employee	11	\$487.00	\$487.00	\$0.00	0.0%	\$764.30	\$764.30	\$0.00	0.0%	\$0.00	0.0%
	EE + 1	1	\$912.00	\$487.00	\$425.00	46.6%	\$1,605.04	\$1,123.53	\$481.51	30.0%	\$56.51	13.3%
	Family	7	\$1,185.00	\$487.00	\$698.00	58.9%	\$1,375.75	\$963.02	\$412.72	30.0%	-\$12.28	-2.9%
Total	PPO 3769 - 85.7%	72	\$785,664	\$736,128	\$49,536	6.3%	\$737,482	\$678,515	\$58,966	8.0%	\$9,430	19.0%
	PPO 3766 - 86.1%	152	\$1,850,604	\$1,554,048	\$296,556	16.0%	\$1,864,554	\$1,501,576	\$362,978	19.5%	\$66,422	22.4%
	HDHP 5190/5191 - 84.7%	19	\$174,768	\$111,036	\$63,732	36.5%	\$306,332	\$244,699	\$61,633	20.1%	-\$2,099	-3.3%
	Combined	243	\$2,811,036	\$2,401,212	\$409,824	14.6%	\$2,908,368	\$2,424,790	\$483,578	16.6%	\$73,754	18.0%

Overall Chg (+/-) \$97,332  
 % (+/-) 3.5%  
 ER Change \$23,578  
 % (+/-) 1.0%  
 EE Change \$73,754  
 % (+/-) 18.0%

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## 2022 vs. 2023 New Plans Scenario 1-A (Defined Contribution – 65/35 Option)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution + Silver HDHP as Core Plan					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	66	\$852.00	\$852.00	\$0.00	0.0%	Silver PPO - 77.0%	EE	66	\$794.02	\$764.30	\$29.72	3.7%	\$29.72	0.0%
	Spouse/Dep	2	\$1,704.00	\$852.00	\$852.00	50.0%		EE + SP	2	\$1,667.42	\$1,043.28	\$624.14	37.4%	-\$227.86	-26.7%
	Child (1-2)	4	\$1,458.00	\$852.00	\$606.00	41.6%		EE + CH	4	\$1,429.22	\$894.24	\$534.99	37.4%	-\$71.01	-11.7%
	Child (3-4)	0	\$1,892.00	\$852.00	\$1,040.00	55.0%		Family	0	\$2,302.63	\$1,440.71	\$861.92	37.4%	-\$573.08	-39.9%
	Family	0	\$2,287.00	\$852.00	\$1,435.00	62.7%									
PPO 3766 - 88.1%	Employee	129	\$877.00	\$852.00	\$25.00	2.9%	Gold PPO - 86.2%	EE	129	\$869.98	\$764.30	\$105.69	12.1%	\$80.69	322.7%
	Spouse/Dep	9	\$1,754.00	\$852.00	\$902.00	51.4%		EE + SP	9	\$1,826.98	\$1,043.28	\$783.70	42.9%	-\$118.30	-13.1%
	Child (1-2)	9	\$1,502.00	\$852.00	\$650.00	43.3%		EE + CH	9	\$1,565.98	\$894.24	\$671.74	42.9%	\$21.74	3.3%
	Child (3-4)	0	\$1,950.00	\$852.00	\$1,098.00	56.3%		Family	5	\$2,522.96	\$1,440.71	\$1,082.25	42.9%	-\$421.75	-28.0%
	Family	5	\$2,356.00	\$852.00	\$1,504.00	63.8%									
HDHP 5190/5191 84.7%	Employee	11	\$487.00	\$487.00	\$0.00	0.0%	Silver HDHP - 74.1%	EE	11	\$764.30	\$764.30	\$0.00	0.0%	\$0.00	0.0%
	EE + 1	1	\$912.00	\$487.00	\$425.00	46.6%		EE + SP	1	\$1,605.04	\$1,043.28	\$561.76	35.0%	\$136.76	32.2%
	Family	7	\$1,185.00	\$487.00	\$698.00	58.9%		EE + CH	0	\$1,375.75	\$894.24	\$481.51	35.0%	\$56.51	13.3%
								Family	7	\$2,216.48	\$1,440.71	\$775.77	35.0%	\$77.77	11.1%
Total	PPO 3769 - 85.7%	72	\$785,664	\$736,128	\$49,536	6.3%	Total	Silver PPO - 77.0%	72	\$737,482	\$673,287	\$64,194	8.7%	\$14,658	29.6%
	PPO 3766 - 88.1%	152	\$1,850,604	\$1,554,048	\$296,556	16.0%		Gold PPO - 86.2%	152	\$1,864,554	\$1,478,830	\$385,724	20.7%	\$89,168	30.1%
	HDHP 5190/5191 84.7%	19	\$174,768	\$111,036	\$63,732	36.5%		Silver HDHP - 74.1%	19	\$306,332	\$234,427	\$71,906	23.5%	\$8,174	12.8%
	Combined	243	\$2,811,036	\$2,401,212	\$409,824	14.6%		Combined	243	\$2,908,368	\$2,386,544	\$521,824	17.9%	\$112,000	27.3%

Overall Chg (+/-) \$97,332  
 % (+/-) 3.5%  
 ER Change (\$14,668)  
 % (+/-) -0.6%  
 EE Change \$112,000  
 % (+/-) 27.3%

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## 2022 vs. 2023 New Plans Scenario 1-B (Defined Contribution – 60/40 Option)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution + Silver HDHP as Core Plan					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	66	\$852.00	\$852.00	\$0.00	0.0%	Silver PPO - 77.0%	EE	66	\$794.02	\$764.30	\$29.72	3.7%	\$29.72	0.0%
	Spouse/Dep	2	\$1,704.00	\$852.00	\$852.00	50.0%		EE + SP	2	\$1,667.42	\$963.02	\$704.39	42.2%	-\$147.61	-17.3%
	Child (1-2)	4	\$1,458.00	\$852.00	\$606.00	41.6%		EE + CH	4	\$1,429.22	\$825.45	\$603.78	42.2%	-\$22.22	-0.4%
	Child (3-4)	0	\$1,892.00	\$852.00	\$1,040.00	55.0%		Family	0	\$2,302.63	\$1,329.89	\$972.74	42.2%	-\$462.26	-32.2%
	Family	0	\$2,287.00	\$852.00	\$1,435.00	62.7%									
PPO 3766 - 88.1%	Employee	129	\$877.00	\$852.00	\$25.00	2.9%	Gold PPO - 86.2%	EE	129	\$869.98	\$764.30	\$105.69	12.1%	\$80.69	322.7%
	Spouse/Dep	9	\$1,754.00	\$852.00	\$902.00	51.4%		EE + SP	9	\$1,826.98	\$963.02	\$863.96	47.3%	-\$38.04	-4.2%
	Child (1-2)	9	\$1,502.00	\$852.00	\$650.00	43.3%		EE + CH	9	\$1,565.98	\$825.45	\$740.53	47.3%	\$90.53	13.9%
	Child (3-4)	0	\$1,950.00	\$852.00	\$1,098.00	56.3%		Family	5	\$2,522.96	\$1,329.89	\$1,193.08	47.3%	-\$310.92	-20.7%
	Family	5	\$2,356.00	\$852.00	\$1,504.00	63.8%									
HDHP 5190/5191 84.7%	Employee	11	\$487.00	\$487.00	\$0.00	0.0%	Silver HDHP - 74.1%	EE	11	\$764.30	\$764.30	\$0.00	0.0%	\$0.00	0.0%
	EE + 1	1	\$912.00	\$487.00	\$425.00	46.6%		EE + SP	1	\$1,605.04	\$963.02	\$642.02	40.0%	\$217.02	51.1%
	Family	7	\$1,185.00	\$487.00	\$698.00	58.9%		EE + CH	0	\$1,375.75	\$825.45	\$550.30	40.0%	\$125.30	29.5%
								Family	7	\$2,216.48	\$1,329.89	\$886.59	40.0%	\$188.59	27.0%
Total	PPO 3769 - 85.7%	72	\$785,664	\$736,128	\$49,536	6.3%	Total	Silver PPO - 77.0%	72	\$737,482	\$668,060	\$69,422	9.4%	\$19,886	40.1%
	PPO 3766 - 88.1%	152	\$1,850,604	\$1,554,048	\$296,556	16.0%		Gold PPO - 86.2%	152	\$1,864,554	\$1,456,084	\$408,470	21.9%	\$111,914	37.7%
	HDHP 5190/5191 84.7%	19	\$174,768	\$111,036	\$63,732	36.5%		Silver HDHP - 74.1%	19	\$306,332	\$224,154	\$82,178	26.8%	\$18,446	28.9%
	Combined	243	\$2,811,036	\$2,401,212	\$409,824	14.6%		Combined	243	\$2,908,368	\$2,348,298	\$560,070	19.3%	\$150,246	36.7%

Overall Chg (+/-) \$97,332  
 % (+/-) 3.5%  
 ER Change (\$52,914)  
 % (+/-) -2.2%  
 EE Change \$150,246  
 % (+/-) 36.7%

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## 2022 vs. 2023 New Plans Scenario 2 (Modified Defined Contribution)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution + Silver HDHP as Core Plan + Alleviate Buy-Up EE Cont.					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	66	\$852.00	\$852.00	\$0.00	0.0%	Silver PPO - 77.0%	EE	66	\$794.02	\$764.30	\$25.00	3.1%	\$25.00	0.0%
	Spouse/Dep	2	\$1,704.00	\$852.00	\$852.00	50.0%		EE + SP	2	\$1,667.42	\$1,123.53	\$543.89	32.6%	-\$308.11	-36.2%
	Child (1-2)	4	\$1,458.00	\$852.00	\$606.00	41.6%		EE + CH	4	\$1,429.22	\$963.02	\$466.20	32.6%	-\$139.80	-23.1%
	Child (3-4)	0	\$1,892.00	\$852.00	\$1,040.00	55.0%		Family	0	\$2,302.63	\$1,551.54	\$751.09	32.6%	-\$683.91	-47.7%
	Family	0	\$2,287.00	\$852.00	\$1,435.00	62.7%									
PPO 3766 - 88.1%	Employee	129	\$877.00	\$852.00	\$25.00	2.9%	Gold PPO - 86.2%	EE	129	\$869.98	\$764.30	\$50.00	5.7%	\$25.00	100.0%
	Spouse/Dep	9	\$1,754.00	\$852.00	\$902.00	51.4%		EE + SP	9	\$1,826.98	\$1,123.53	\$703.45	38.5%	-\$198.55	-22.0%
	Child (1-2)	9	\$1,502.00	\$852.00	\$650.00	43.3%		EE + CH	9	\$1,565.98	\$963.02	\$602.96	38.5%	-\$47.04	-7.2%
	Child (3-4)	0	\$1,950.00	\$852.00	\$1,098.00	56.3%		Family	5	\$2,522.96	\$1,551.54	\$971.43	38.5%	-\$532.57	-35.4%
	Family	5	\$2,356.00	\$852.00	\$1,504.00	63.8%									
HDHP \$190/\$191 - 84.7%	Employee	11	\$487.00	\$487.00	\$0.00	0.0%	Silver HDHP - 74.1%	EE	11	\$764.30	\$764.30	\$0.00	0.0%	\$0.00	0.0%
	EE + 1	1	\$912.00	\$487.00	\$425.00	46.6%		EE + SP	1	\$1,805.04	\$1,123.53	\$481.51	30.0%	\$56.51	13.3%
	Family	7	\$1,185.00	\$487.00	\$698.00	58.9%		EE + CH	0	\$1,375.75	\$963.02	\$412.72	30.0%	-\$12.28	-2.9%
Total	PPO 3769 - 85.7%	72	\$785,664	\$736,128	\$49,536	6.3%	Total	Silver PPO - 77.0%	72	\$737,482	\$678,515	\$55,231	7.5%	\$5,695	11.5%
	PPO 3766 - 88.1%	152	\$1,850,604	\$1,554,048	\$296,556	16.0%		Gold PPO - 86.2%	152	\$1,864,554	\$1,501,576	\$276,778	14.8%	-\$127,778	-6.7%
	HDHP \$190/\$191 - 84.7%	19	\$174,768	\$111,036	\$63,732	36.5%		Silver HDHP - 74.1%	19	\$306,332	\$244,899	\$61,633	20.1%	-\$2,099	-3.3%
Combined		243	\$2,811,036	\$2,401,212	\$409,824	14.6%	Combined		243	\$2,908,368	\$2,424,790	\$393,642	13.5%	-\$16,162	-3.9%

Overall Chg (+/-) \$97,332  
% (+/-) 3.5%  
ER Change \$23,578  
% (+/-) 1.0%  
EE Change (\$16,182)  
% (+/-) -3.9%

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## 2022 vs. 2023 New Plans Scenario 2-A (Modified Defined Contribution – 65/35 Opt.)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution + Silver HDHP as Core Plan + Alleviate Buy-Up EE Cont.					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
PPO 3769 - 85.7%	Employee	66	\$852.00	\$852.00	\$0.00	0.0%	Silver PPO - 77.0%	EE	66	\$794.02	\$764.30	\$25.00	3.1%	\$25.00	0.0%
	Spouse/Dep	2	\$1,704.00	\$852.00	\$852.00	50.0%		EE + SP	2	\$1,667.42	\$1,043.28	\$624.14	37.4%	-\$227.86	-26.7%
	Child (1-2)	4	\$1,458.00	\$852.00	\$606.00	41.6%		EE + CH	4	\$1,429.22	\$894.24	\$534.99	37.4%	-\$71.01	-11.7%
	Child (3-4)	0	\$1,892.00	\$852.00	\$1,040.00	55.0%		Family	0	\$2,302.63	\$1,440.71	\$861.92	37.4%	-\$573.08	-39.9%
	Family	0	\$2,287.00	\$852.00	\$1,435.00	62.7%									
PPO 3766 - 88.1%	Employee	129	\$877.00	\$852.00	\$25.00	2.9%	Gold PPO - 86.2%	EE	129	\$869.98	\$764.30	\$50.00	5.7%	\$25.00	100.0%
	Spouse/Dep	9	\$1,754.00	\$852.00	\$902.00	51.4%		EE + SP	9	\$1,826.98	\$1,043.28	\$783.70	42.9%	-\$118.30	-13.1%
	Child (1-2)	9	\$1,502.00	\$852.00	\$650.00	43.3%		EE + CH	9	\$1,565.98	\$894.24	\$671.74	42.9%	\$21.74	3.3%
	Child (3-4)	0	\$1,950.00	\$852.00	\$1,098.00	56.3%		Family	5	\$2,522.96	\$1,440.71	\$1,082.25	42.9%	-\$421.75	-28.0%
	Family	5	\$2,356.00	\$852.00	\$1,504.00	63.8%									
HDHP \$190/\$191 - 84.7%	Employee	11	\$487.00	\$487.00	\$0.00	0.0%	Silver HDHP - 74.1%	EE	11	\$764.30	\$764.30	\$0.00	0.0%	\$0.00	0.0%
	EE + 1	1	\$912.00	\$487.00	\$425.00	46.6%		EE + SP	1	\$1,605.04	\$1,043.28	\$561.76	35.0%	\$136.76	32.2%
	Family	7	\$1,185.00	\$487.00	\$698.00	58.9%		EE + CH	0	\$1,375.75	\$894.24	\$481.51	35.0%	\$56.51	13.3%
Total	PPO 3769 - 85.7%	72	\$785,664	\$736,128	\$49,536	6.3%	Total	Silver PPO - 77.0%	72	\$737,482	\$673,267	\$60,459	8.2%	\$10,923	22.1%
	PPO 3766 - 88.1%	152	\$1,850,604	\$1,554,048	\$296,556	16.0%		Gold PPO - 86.2%	152	\$1,864,554	\$1,478,830	\$299,524	16.1%	\$2,968	1.0%
	HDHP \$190/\$191 - 84.7%	19	\$174,768	\$111,036	\$63,732	36.5%		Silver HDHP - 74.1%	19	\$306,332	\$234,427	\$71,906	23.5%	\$8,174	12.8%
Combined		243	\$2,811,036	\$2,401,212	\$409,824	14.6%	Combined		243	\$2,908,368	\$2,386,544	\$431,888	14.8%	\$22,064	5.4%

Overall Chg (+/-) \$97,332  
% (+/-) 3.5%  
ER Change (\$14,869)  
% (+/-) -0.6%  
EE Change \$22,064  
% (+/-) 5.4%

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## 2022 vs. 2023 New Plans Scenario 2-B (Modified Defined Contribution – 60/40 Opt.)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution + Silver HDHP as Core Plan + Alleviate Buy-Up EE Cont.						
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE	
PPO 3769 - 85.7%	Employee	66	\$852.00	\$852.00	\$0.00	0.0%	Silver PPO - 77.0%	EE	66	\$794.02	\$764.30	\$25.00	3.1%	\$25.00	0.0%	
	Spouse/Dep	2	\$1,704.00	\$852.00	\$852.00	50.0%		EE + SP	2	\$1,667.42	\$963.02	\$704.39	42.2%	-\$147.61	-17.3%	
	Child (1-2)	4	\$1,458.00	\$852.00	\$606.00	41.6%		EE + CH	4	\$1,429.22	\$825.45	\$603.78	42.2%	-\$2.22	-0.4%	
	Child (3-4)	0	\$1,892.00	\$852.00	\$1,040.00	55.0%		Family	0	\$2,302.63	\$1,329.89	\$972.74	42.2%	-\$462.26	-32.2%	
	Family	0	\$2,287.00	\$852.00	\$1,435.00	62.7%										
PPO 3766 - 88.1%	Employee	129	\$877.00	\$852.00	\$25.00	2.9%	Gold PPO - 86.2%	EE	129	\$869.98	\$764.30	\$50.00	5.7%	\$25.00	100.0%	
	Spouse/Dep	9	\$1,754.00	\$852.00	\$902.00	51.4%		EE + SP	9	\$1,826.98	\$963.02	\$863.96	47.3%	-\$38.04	-4.2%	
	Child (1-2)	9	\$1,502.00	\$852.00	\$650.00	43.3%		EE + CH	9	\$1,565.98	\$825.45	\$740.53	47.3%	\$90.53	13.9%	
	Child (3-4)	0	\$1,950.00	\$852.00	\$1,098.00	56.3%		Family	5	\$2,522.96	\$1,329.89	\$1,193.08	47.3%	-\$310.92	-20.7%	
	Family	5	\$2,356.00	\$852.00	\$1,504.00	63.8%										
HDHP 5190/5191 - 84.7%	Employee	11	\$487.00	\$487.00	\$0.00	0.0%	Silver HDHP - 74.1%	EE	11	\$764.30	\$764.30	\$0.00	0.0%	\$0.00	0.0%	
	EE + 1	1	\$912.00	\$487.00	\$425.00	46.6%		EE + SP	1	\$1,605.04	\$963.02	\$642.02	40.0%	\$217.02	51.1%	
								EE + CH	0	\$1,375.75	\$825.45	\$550.30	40.0%	\$125.30	29.5%	
	Family	7	\$1,185.00	\$487.00	\$698.00	58.9%		Family	7	\$2,216.48	\$1,329.89	\$886.59	40.0%	\$188.59	27.0%	
Total	PPO 3769 - 85.7%	72	\$785,664	\$736,128	\$49,536	6.3%	Total	Silver PPO - 77.0%	72	\$737,482	\$668,060	\$69,422	8.9%	\$16,151	32.6%	
	PPO 3766 - 88.1%	152	\$1,850,604	\$1,554,048	\$296,556	16.0%		Gold PPO - 86.2%	152	\$1,864,554	\$1,456,084	\$408,470	17.3%	\$25,713	8.7%	
	HDHP 5190/5191 - 84.7%	19	\$174,768	\$111,036	\$63,732	36.5%		Silver HDHP - 74.1%	19	\$306,332	\$224,154	\$82,178	26.8%	\$18,446	28.9%	
	Combined	243	\$2,811,036	\$2,401,212	\$409,824	14.6%		Combined	243	\$2,908,368	\$2,348,298	\$560,070	16.2%	\$60,310	14.7%	

Overall Chg (+/-) \$97,332  
 % (+/-) 3.5%  
 ER Change (\$52,914)  
 % (+/-) -2.2%  
 EE Change \$60,310  
 % (+/-) 14.7%

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**FCSRMC**  
 FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSULTANTS



## SJRSC 2023 Medical Plan Discussion



May 2022

welcome to brighter

## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

Note: All rates and plan designs in this presentation should be considered "illustrative" until they have been reviewed and approved by the Operations Committee.



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## Current 2022 vs. 2023 "Status Quo"

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo				\$ CHANGE	% CHANGE
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %		
PPO 3769 - 85.7%	Employee	21	\$825.00	\$478.00	\$347.00	42.1%	PPO 3769 - 85.7%	Employee	21	\$919.05	\$532.49	\$386.56	42.1%	\$39.56	11.4%
Dependent	4	\$1,424.00	\$478.00	\$946.00	66.4%	Dependent	4	\$1,586.34	\$532.49	\$1,053.84	66.4%	\$107.84	11.4%		
Grand PPO 3769 - 85.7%	Employee	112	\$825.00	\$825.00	\$0.00	0.0%	Grand PPO 3769 - 85.7%	Employee	112	\$919.05	\$919.05	\$0.00	0.0%	\$0.00	0.0%
Dependent	46	\$1,424.00	\$825.00	\$599.00	42.1%	Dependent	46	\$1,586.34	\$919.05	\$667.29	42.1%	\$68.29	11.4%		
HMO 58 - 86.3%	Employee	4	\$783.00	\$478.00	\$305.00	39.0%	HMO 58 - 86.3%	Employee	4	\$872.26	\$532.49	\$339.77	39.0%	\$34.77	11.4%
Dependent	0	\$1,350.00	\$478.00	\$872.00	64.6%	Dependent	0	\$1,503.90	\$532.49	\$971.41	64.6%	\$99.41	11.4%		
Grand HMO 58 - 86.3%	Employee	8	\$783.00	\$783.00	\$0.00	0.0%	Grand HMO 58 - 86.3%	Employee	8	\$872.26	\$872.26	\$0.00	0.0%	\$0.00	0.0%
Dependent	4	\$1,350.00	\$783.00	\$567.00	42.0%	Dependent	4	\$1,503.90	\$872.26	\$631.64	42.0%	\$64.64	11.4%		
HDHP 5190/5191 - 84.7%	Employee	74	\$478.00	\$478.00	\$0.00	0.0%	HDHP 5190/5191 - 84.7%	Employee	74	\$532.49	\$532.49	\$0.00	0.0%	\$0.00	0.0%
Dependent	65	\$711.00	\$478.00	\$233.00	32.8%	Dependent	65	\$792.05	\$532.49	\$259.56	32.8%	\$26.56	11.4%		
<b>Total</b>	PPO 3769 - 85.7%	25	\$276,252	\$143,400	\$132,852	48.1%	<b>Total</b>	PPO 3769 - 85.7%	25	\$307,745	\$159,748	\$147,997	48.1%	\$15,145	11.4%
	Grand PPO 3769 - 85.7%	158	\$1,894,848	\$1,564,200	\$330,648	17.4%		Grand PPO 3769 - 85.7%	158	\$2,110,861	\$1,742,519	\$368,342	17.4%	\$37,694	11.4%
	HMO 58 - 86.3%	4	\$37,584	\$22,944	\$14,640	39.0%		HMO 58 - 86.3%	4	\$41,869	\$25,560	\$16,309	39.0%	\$1,669	11.4%
	Grand HMO 58 - 86.3%	12	\$139,968	\$112,752	\$27,216	19.4%		Grand HMO 58 - 86.3%	12	\$155,924	\$125,806	\$30,319	19.4%	\$3,103	11.4%
	HDHP 5190/5191 - 84.7%	139	\$979,044	\$797,304	\$181,740	18.6%		Grand HDHP 5190/5191 - 84.7%	139	\$1,090,655	\$888,197	\$202,458	18.6%	\$20,718	11.4%
	<b>Combined</b>	<b>338</b>	<b>\$3,327,696</b>	<b>\$2,640,600</b>	<b>\$687,096</b>	<b>20.6%</b>		<b>Combined</b>	<b>338</b>	<b>\$3,707,053</b>	<b>\$2,941,628</b>	<b>\$765,425</b>	<b>20.6%</b>	<b>\$78,329</b>	<b>11.4%</b>

Overall Chg (+/-) \$379,357  
 % (+/-) 11.4%  
 ER Change \$301,028  
 % (+/-) 11.4%  
 EE Change \$78,329  
 % (+/-) 11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 86%			Target 84%		Target 76%	
HMO Gold			PPO Gold		PPO Silver	
Plan Details	N/A		N/A		N/A	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Target 80%			Target 74%		Target <70%	
HDHP Gold			HDHP Silver		PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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Note - Ded & OOP Max do not cross accumulate			Note - Ded & OOP Max do not cross accumulate		Note - Ded & OOP Max do not cross accumulate	

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## 2023 New Plan Rates – SJRSC

Plan	Tier	Funding Rates
Gold HMO	EE	\$591.50
	Sp	\$1,242.15
	CH	\$1,064.70
	FAM	\$1,715.35
Gold PPO	EE	\$578.74
	Sp	\$1,215.37
	CH	\$1,041.74
	FAM	\$1,678.36
Silver PPO	EE	\$528.21
	Sp	\$1,109.23
	CH	\$950.77
	FAM	\$1,531.79
Bronze PPO	EE	\$473.92
	Sp	\$995.23
	CH	\$853.06
	FAM	\$1,374.37
Gold HDHP	EE	\$551.40
	Sp	\$1,157.95
	CH	\$992.53
	FAM	\$1,599.07
Silver HDHP	EE	\$508.44
	Sp	\$1,067.73
	CH	\$915.20
	FAM	\$1,474.48

Tier	Current PPO/HMO Tier Relationship	Current HDHP Tier Relationship	New Tier Relationship
EE	1.0	1.0	1.0
EE + Sp	1.7	1.5	2.1
EE + Ch(ren)	1.7	1.5	1.8
Family	1.7	1.5	2.9

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## 2022 vs. 2023 New Plans Scenario 1 (New Tiers + Defined Contribution)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: New Tiers + Defined Cont. Strategy							
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	Grand \$ Change	Grand % Change	New Hire \$ Change	New Hire % Change
PPO 3769 - 85.7%	Employee	21	\$825.00	\$478.00	\$347.00	42.1%	Gold PPO - 84.3%	EE Only	133	\$578.74	\$508.44	\$70.31	12.1%	\$70.31	0.0%	-\$276.69	-79.7%
	Dependent	4	\$1,424.00	\$478.00	\$946.00	66.4%		EE + SP	13	\$1,215.37	\$800.80	\$414.57	34.1%	-\$184.43	-30.8%	-\$531.43	-56.2%
	Grand Employee	112	\$825.00	\$825.00	\$0.00	0.0%		EE + CH	5	\$1,041.74	\$686.40	\$355.35	34.1%	-\$243.65	-40.7%	-\$590.65	-62.4%
	Grand Dependent	46	\$1,424.00	\$825.00	\$599.00	42.1%		Family	32	\$1,678.36	\$1,105.86	\$572.50	34.1%	-\$26.50	-4.4%	-\$373.50	-39.5%
HMO 58 - 86.3%	Employee	4	\$783.00	\$478.00	\$305.00	39.0%	Gold HMO - 86.2%	EE Only	12	\$591.50	\$508.44	\$83.06	14.0%	\$83.06	0.0%	-\$221.94	-72.8%
	Dependent	0	\$1,350.00	\$478.00	\$872.00	64.6%		EE + SP	1	\$1,242.15	\$800.80	\$441.35	35.5%	-\$125.65	-22.2%	-\$430.65	-49.4%
	Grand Employee	8	\$783.00	\$783.00	\$0.00	0.0%		EE + CH	1	\$1,064.70	\$686.40	\$378.30	35.5%	-\$188.70	-33.3%	-\$493.70	-56.6%
	Grand Dependent	4	\$1,350.00	\$783.00	\$567.00	42.0%		Family	2	\$1,715.35	\$1,105.86	\$609.49	35.5%	\$42.49	7.5%	-\$262.51	-30.1%
HDHP \$190/91 - 84.7%	Employee	74	\$478.00	\$478.00	\$0.00	0.0%	Silver HDHP - 74.1%	EE Only	74	\$508.44	\$508.44	\$0.00	0.0%			\$0.00	0.0%
	Dependent	65	\$711.00	\$478.00	\$233.00	32.8%		EE + SP	18	\$1,067.73	\$800.80	\$266.93	25.0%			\$33.93	14.6%
								EE + CH	7	\$915.20	\$686.40	\$228.80	25.0%			-\$4.20	-1.8%
								Family	40	\$1,474.48	\$1,105.86	\$368.62	25.0%			\$135.62	58.2%
Total	PPO 3769 - 85.7%	183	\$2,171,100	\$1,707,600	\$463,500	21.3%	Total	Gold PPO - 84.3%	183	\$1,820,270	\$1,402,226	\$418,044	23.0%				
	HMO 58 - 86.3%	16	\$177,552	\$135,696	\$41,856	23.6%		Gold HMO - 86.2%	16	\$154,027	\$117,602	\$36,424	23.6%				
	HDHP \$190/91 - 84.7%	139	\$979,044	\$787,304	\$181,740	18.6%		Silver HDHP - 74.1%	139	\$1,466,749	\$1,212,935	\$253,814	17.3%				
	Combined	338	\$3,327,696	\$2,640,600	\$687,096	20.6%		Combined	338	\$3,441,045	\$2,732,763	\$708,282	20.6%			\$21,186	3.1%
Overall Chg (+/-)			\$113,349														
% (+/-)			3.4%														
ER Change			\$92,163														
% (+/-)			3.5%														
EE Change			\$21,186														
% (+/-)			3.1%														

Note: All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.



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## 2022 vs. 2023 New Plans Scenario 2 (New Tiers + 2 Plans + Defined Contribution)

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: New Tiers + Defined Cont. Strategy + 2 plans								
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	Grand \$ Change	Grand % Change	New Hire \$ CHANGE	New Hire % CHANGE	
PPO 3769 - 85.7%	Employee	21	\$825.00	\$478.00	\$347.00	42.1%	Gold PPO - 84.3%	EE Only	133	\$578.74	\$508.44	\$70.31	12.1%	\$70.31	0.0%	-\$276.69	-79.7%	
	Dependent	4	\$1,424.00	\$478.00	\$946.00	66.4%		EE + SP	13	\$1,215.37	\$800.80	\$414.57	34.1%	-\$184.43	-30.8%	-\$531.43	-56.2%	
	Grand Employee	112	\$825.00	\$825.00	\$0.00	0.0%		EE + CH	5	\$1,041.74	\$686.40	\$355.35	34.1%	-\$243.65	-40.7%	-\$590.65	-62.4%	
HMO 58 - 86.3%	Grand Dependent	46	\$1,424.00	\$825.00	\$599.00	42.1%		Family	32	\$1,678.36	\$1,105.86	\$572.50	34.1%	-\$26.50	-4.4%	-\$373.50	-39.5%	
	Employee	4	\$783.00	\$478.00	\$305.00	39.0%		EE Only	12	\$578.74	\$508.44	\$70.31	12.1%	\$70.31	0.0%	-\$234.69	-76.9%	
	Dependent	0	\$1,350.00	\$478.00	\$872.00	64.6%	EE + SP	1	\$1,215.37	\$800.80	\$414.57	34.1%	-\$152.43	-26.9%	-\$457.43	-52.5%		
HDHP 5190/91 - 84.7%	Grand Employee	8	\$783.00	\$783.00	\$0.00	0.0%	EE + CH	1	\$1,041.74	\$686.40	\$355.35	34.1%	-\$211.65	-37.3%	-\$516.65	-59.2%		
	Grand Dependent	4	\$1,350.00	\$783.00	\$567.00	42.0%	Family	2	\$1,678.36	\$1,105.86	\$572.50	34.1%	\$5.50	1.0%	-\$299.50	-34.3%		
	Employee	74	\$478.00	\$478.00	\$0.00	0.0%	EE Only	74	\$508.44	\$508.44	\$0.00	0.0%			\$0.00	0.0%		
Silver HDHP - 74.1%	Dependent	65	\$711.00	\$478.00	\$233.00	32.8%	EE + SP	18	\$1,067.73	\$800.80	\$266.93	25.0%			\$33.93	14.6%		
							EE + CH	7	\$915.20	\$686.40	\$228.80	25.0%			-\$4.20	-1.8%		
							Family	40	\$1,474.48	\$1,105.86	\$368.62	25.0%			\$135.62	58.2%		
Total	PPO 3769 - 85.7%	183	\$2,171,100	\$1,707,600	\$463,500	21.3%	Total	Gold PPO - 84.3%	199	\$1,970,975	\$1,519,828	\$451,147	22.9%	Total EE Change \$17,865 2.6%				
	HMO 58 - 86.3%	16	\$177,552	\$135,696	\$41,856	23.6%		Silver HDHP - 74.1%	139	\$1,466,749	\$1,212,935	\$253,814	17.3%					
	HDHP 5190/91 - 84.7%	139	\$979,044	\$797,304	\$181,740	18.6%		Combined	338	\$3,437,724	\$2,732,763	\$704,961	20.5%					
Overall Chg (+/-)		\$110,028																
		% (+/-)	3.3%															
ER Change		\$92,163																
		% (+/-)	3.5%															
EE Change		\$17,865																
		% (+/-)	2.6%															

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**FCSRMC**  
FLORIDA COLLEGE SYSTEM PERFORMANCE MANAGEMENT CONSULTANTS



## SPC 2023 Medical Plan Discussion



May 2022

welcome to brighter

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## Recap of Decision for 2023 Plan Year

### Current State

- The FCSRMC offers eight Gold and one Bronze medical plan through Florida Blue
  - The medical plans have become expensive and difficult to administer over time
  - The medical plans are not priced according to their actuarial value (HDHP significantly underpriced compared to true value)
  - The plan tiers are also not all priced according to actuarial value
  - Dependent coverage is expensive
  - Because nearly all of the plans are Gold, participants and colleges don't have real choice

### Future State

- For the 2023 plan year, the FCSRMC will offer six medical plans through Florida Blue – Gold, Silver and Bronze levels
- The new plans will offer broader value and better choice with no network disruption
- Colleges will continue to choose which plans to offer and set their own employee contribution cost
- Change impact will vary by college

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## Current 2022 vs. 2023 "Status Quo": <45k

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER	EMPLOYEE	CONTRIB. %				FUNDING RATES	EMPLOYER	EMPLOYEE	CONTRIB.	\$	%
HDHP 5190/5191: <45k 84.7%	EE	122	\$964.00	\$822.64	\$41.36	4.8%	HDHP 5190/5191: <45k 84.7%	EE	122	\$962.50	\$916.42	\$46.08	4.8%	\$4.72	11.4%
	EE + Sp	24	\$1,729.00	\$1,646.24	\$82.76	4.8%		EE + Sp	24	\$1,926.11	\$1,833.91	\$92.19	4.8%	\$9.43	11.4%
	EE + Ch	25	\$1,642.00	\$1,563.40	\$78.60	4.8%		EE + Ch	25	\$1,829.19	\$1,741.63	\$87.56	4.8%	\$8.96	11.4%
	Family	34	\$2,679.00	\$2,550.74	\$128.26	4.8%		Family	34	\$2,984.41	\$2,841.52	\$142.88	4.8%	\$14.62	11.4%
BlueCare 58: <45k 86.3%	EE	90	\$905.00	\$775.10	\$129.90	14.4%	BlueCare 58: <45k 86.3%	EE	90	\$1,008.17	\$863.46	\$144.71	14.4%	\$14.81	11.4%
	EE + Sp	31	\$1,811.00	\$1,551.04	\$259.96	14.4%		EE + Sp	31	\$2,017.45	\$1,727.86	\$289.60	14.4%	\$29.64	11.4%
	EE + Ch	13	\$1,720.00	\$1,473.10	\$246.90	14.4%		EE + Ch	13	\$1,916.08	\$1,641.03	\$275.05	14.4%	\$28.15	11.4%
	Family	22	\$2,806.00	\$2,268.80	\$537.20	19.1%		Family	22	\$3,125.88	\$2,527.44	\$598.44	19.1%	\$61.24	11.4%
PPO 3769: <45k 86.7%	EE	62	\$920.00	\$743.80	\$176.20	19.2%	PPO 3769: <45k 86.7%	EE	62	\$1,024.88	\$626.59	\$196.29	19.2%	\$20.09	11.4%
	EE + Sp	27	\$1,840.00	\$1,487.60	\$352.40	19.2%		EE + Sp	27	\$2,049.76	\$1,657.19	\$392.57	19.2%	\$40.17	11.4%
	EE + Ch	5	\$1,748.00	\$1,413.20	\$334.80	19.2%		EE + Ch	5	\$1,947.27	\$1,574.30	\$372.97	19.2%	\$38.17	11.4%
	Family	15	\$2,852.00	\$2,169.24	\$682.76	23.9%		Family	15	\$3,177.13	\$2,416.53	\$760.59	23.9%	\$77.83	11.4%
Total	HDHP	205	\$3,348,480	\$3,188,184	\$160,296	4.8%	Total	HDHP	205	\$3,730,207	\$3,551,637	\$178,570	4.8%	\$18,274	11.4%
	HMO	156	\$2,660,196	\$2,242,862	\$417,334	15.7%		HMO	156	\$2,963,458	\$2,498,548	\$464,910	15.7%	\$47,576	11.4%
	PPO	109	\$1,898,880	\$1,510,625	\$388,255	20.4%		PPO	109	\$2,115,352	\$1,682,836	\$432,516	20.4%	\$44,261	11.4%
	Combined	470	\$7,907,556	\$6,941,670	\$965,886	12.2%		Combined	470	\$8,809,017	\$7,733,021	\$1,075,996	12.2%	\$110,111	11.4%

Overall Chg (+/-)	\$901,461
% (+/-)	11.4%
ER Change	\$791,350
% (+/-)	11.4%
EE Change	\$110,111
% (+/-)	11.4%

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## Current 2022 vs. 2023 “Status Quo”: 45-75k

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HDHP 5190/5191: 45-75k 84.7%	EE	76	\$864.00	\$781.30	\$82.70	9.6%	HDHP 5190/5191: 45-75k 84.7%	EE	76	\$962.50	\$870.37	\$92.13	9.6%	\$9.43	11.4%
	EE + Sp	17	\$1,729.00	\$1,563.50	\$165.50	9.6%		EE + Sp	17	\$1,926.11	\$1,741.74	\$184.37	9.6%	\$18.87	11.4%
	EE + Ch	19	\$1,642.00	\$1,484.80	\$157.20	9.6%		EE + Ch	19	\$1,829.19	\$1,654.07	\$175.12	9.6%	\$17.92	11.4%
	Family	40	\$2,679.00	\$2,422.50	\$256.50	9.6%		Family	40	\$2,984.41	\$2,698.67	\$285.74	9.6%	\$29.24	11.4%
BlueCare 58: 45-75k 86.3%	EE	64	\$905.00	\$731.80	\$173.20	19.1%	BlueCare 58: 45-75k 86.3%	EE	64	\$1,008.17	\$815.23	\$192.94	19.1%	\$19.74	11.4%
	EE + Sp	27	\$1,811.00	\$1,464.40	\$346.60	19.1%		EE + Sp	27	\$2,017.45	\$1,631.34	\$386.11	19.1%	\$39.51	11.4%
	EE + Ch	18	\$1,720.00	\$1,390.80	\$329.20	19.1%		EE + Ch	18	\$1,916.08	\$1,549.35	\$366.73	19.1%	\$37.53	11.4%
	Family	22	\$2,806.00	\$2,134.50	\$671.50	23.9%		Family	22	\$3,125.88	\$2,377.83	\$748.05	23.9%	\$76.55	11.4%
PPO 3769: 45-75k 85.7%	EE	45	\$920.00	\$699.74	\$220.26	23.9%	PPO 3769: 45-75k 85.7%	EE	45	\$1,024.88	\$779.51	\$245.37	23.9%	\$25.11	11.4%
	EE + Sp	19	\$1,840.00	\$1,399.50	\$440.50	23.9%		EE + Sp	19	\$2,049.76	\$1,559.04	\$490.72	23.9%	\$50.22	11.4%
	EE + Ch	9	\$1,748.00	\$1,329.50	\$418.50	23.9%		EE + Ch	9	\$1,947.27	\$1,481.06	\$466.21	23.9%	\$47.71	11.4%
	Family	8	\$2,852.00	\$2,032.70	\$819.30	28.7%		Family	8	\$3,177.13	\$2,264.43	\$912.70	28.7%	\$93.40	11.4%
Total	HDHP	152	\$2,800,980	\$2,532,834	\$268,146	9.6%	Total	HDHP	152	\$3,120,292	\$2,821,577	\$298,715	9.6%	\$30,569	11.4%
	HMO	131	\$2,394,108	\$1,900,409	\$493,699	20.6%		HMO	131	\$2,667,036	\$2,117,055	\$549,981	20.6%	\$56,282	11.4%
	PPO	81	\$1,378,896	\$1,035,671	\$343,225	24.9%		PPO	81	\$1,536,090	\$1,153,737	\$382,353	24.9%	\$39,128	11.4%
	Combined	364	\$6,573,984	\$5,468,914	\$1,105,070	16.6%		Combined	364	\$7,323,418	\$6,092,370	\$1,231,048	16.6%	\$125,978	11.4%

Overall Chg (+/-) \$749,434  
 % (+/-) 11.4%  
 ER Change \$623,456  
 % (+/-) 11.4%  
 EE Change \$125,978  
 % (+/-) 11.4%

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## Current 2022 vs. 2023 “Status Quo”: >75k

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HDHP 5190/5191: 75k+ 84.7%	EE	28	\$864.00	\$760.62	\$103.38	12.0%	HDHP 5190/5191: 75k+ 84.7%	EE	28	\$962.50	\$847.33	\$115.17	12.0%	\$11.79	11.4%
	EE + Sp	9	\$1,729.00	\$1,522.12	\$206.88	12.0%		EE + Sp	9	\$1,926.11	\$1,696.64	\$230.46	12.0%	\$23.58	11.4%
	EE + Ch	3	\$1,642.00	\$1,445.50	\$196.50	12.0%		EE + Ch	3	\$1,829.19	\$1,610.29	\$218.90	12.0%	\$22.40	11.4%
	Family	14	\$2,679.00	\$2,358.36	\$320.64	12.0%		Family	14	\$2,984.41	\$2,627.21	\$357.19	12.0%	\$36.55	11.4%
BlueCare 58: 75k+ 86.3%	EE	27	\$905.00	\$710.14	\$194.86	21.5%	BlueCare 58: 75k+ 86.3%	EE	27	\$1,008.17	\$791.10	\$217.07	21.5%	\$22.21	11.4%
	EE + Sp	10	\$1,811.00	\$1,421.06	\$389.94	21.5%		EE + Sp	10	\$2,017.45	\$1,583.06	\$434.39	21.5%	\$44.45	11.4%
	EE + Ch	7	\$1,720.00	\$1,349.64	\$370.36	21.5%		EE + Ch	7	\$1,916.08	\$1,503.50	\$412.58	21.5%	\$42.22	11.4%
	Family	6	\$2,806.00	\$2,067.34	\$738.66	26.3%		Family	6	\$3,125.88	\$2,303.02	\$822.87	26.3%	\$84.21	11.4%
PPO 3769: 75k+ 85.7%	EE	31	\$920.00	\$677.72	\$242.28	26.3%	PPO 3769: 75k+ 85.7%	EE	31	\$1,024.88	\$754.98	\$269.90	26.3%	\$27.62	11.4%
	EE + Sp	11	\$1,840.00	\$1,355.44	\$484.56	26.3%		EE + Sp	11	\$2,049.76	\$1,509.96	\$539.80	26.3%	\$55.24	11.4%
	EE + Ch	2	\$1,748.00	\$1,287.65	\$460.35	26.3%		EE + Ch	2	\$1,947.27	\$1,434.44	\$512.83	26.3%	\$52.48	11.4%
	Family	6	\$2,852.00	\$1,964.42	\$887.58	31.1%		Family	6	\$3,177.13	\$2,188.36	\$988.76	31.1%	\$101.18	11.4%
Total	HDHP	54	\$986,220	\$868,200	\$118,020	12.0%	Total	HDHP	54	\$1,098,649	\$967,175	\$131,475	12.0%	\$13,454	11.4%
	HMO	50	\$857,052	\$662,831	\$194,221	22.7%		HMO	50	\$954,756	\$738,394	\$216,362	22.7%	\$22,141	11.4%
	PPO	50	\$832,416	\$603,372	\$229,044	27.5%		PPO	50	\$927,311	\$672,156	\$255,155	27.5%	\$26,111	11.4%
	Combined	154	\$2,675,688	\$2,134,402	\$541,286	20.2%		Combined	154	\$2,980,716	\$2,377,724	\$602,992	20.2%	\$61,707	11.4%

Overall Chg (+/-) \$305,028  
 % (+/-) 11.4%  
 ER Change \$243,322  
 % (+/-) 11.4%  
 EE Change \$61,707  
 % (+/-) 11.4%

Note: All rates and plan designs in this presentation should be considered “illustrative” until they have been reviewed and approved by the Operations Committee.



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## Current 2022 vs. 2023 “Status Quo”: Executives

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 Status Quo					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HDHP 5190/5191: Exec 84.7%	EE	1	\$864.00	\$864.00	\$0.00	0.0%	HDHP 5190/5191: Exec 84.7%	EE	1	\$962.50	\$962.50	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	0	\$1,729.00	\$1,729.00	\$0.00	0.0%		EE + Sp	0	\$1,926.11	\$1,926.11	\$0.00	0.0%	\$0.00	0.0%
	EE + Ch	0	\$1,642.00	\$1,642.00	\$0.00	0.0%		EE + Ch	0	\$1,829.19	\$1,829.19	\$0.00	0.0%	\$0.00	0.0%
BlueCare 58: Exec 86.3%	Family	2	\$2,679.00	\$2,679.00	\$0.00	0.0%	BlueCare 58: Exec 86.3%	Family	2	\$2,984.41	\$2,984.41	\$0.00	0.0%	\$0.00	0.0%
	EE	2	\$905.00	\$905.00	\$0.00	0.0%		EE	2	\$1,008.17	\$1,008.17	\$0.00	0.0%	\$0.00	0.0%
	EE + Sp	0	\$1,811.00	\$1,811.00	\$0.00	0.0%		EE + Sp	0	\$2,017.45	\$2,017.45	\$0.00	0.0%	\$0.00	0.0%
PPO 3769: Exec 85.7%	EE + Ch	0	\$1,720.00	\$1,720.00	\$0.00	0.0%	PPO 3769: Exec 85.7%	EE + Ch	0	\$1,916.08	\$1,916.08	\$0.00	0.0%	\$0.00	0.0%
	Family	1	\$2,806.00	\$2,806.00	\$0.00	0.0%		Family	1	\$3,125.88	\$3,125.88	\$0.00	0.0%	\$0.00	0.0%
	EE	1	\$920.00	\$920.00	\$0.00	0.0%		EE	1	\$1,024.88	\$1,024.88	\$0.00	0.0%	\$0.00	0.0%
Total	EE + Sp	3	\$1,840.00	\$1,840.00	\$0.00	0.0%	Total	EE + Sp	3	\$2,049.76	\$2,049.76	\$0.00	0.0%	\$0.00	0.0%
	EE + Ch	0	\$1,748.00	\$1,748.00	\$0.00	0.0%		EE + Ch	0	\$1,947.27	\$1,947.27	\$0.00	0.0%	\$0.00	0.0%
	Family	0	\$2,852.00	\$2,852.00	\$0.00	0.0%		Family	0	\$3,177.13	\$3,177.13	\$0.00	0.0%	\$0.00	0.0%
Total	HDHP	3	\$74,664	\$74,664	\$0	0.0%	Total	HDHP	3	\$83,176	\$83,176	\$0	0.0%	\$0	0.0%
	HMO	3	\$55,392	\$55,392	\$0	0.0%		HMO	3	\$61,707	\$61,707	\$0	0.0%	\$0	0.0%
	PPO	4	\$77,280	\$77,280	\$0	0.0%		PPO	4	\$86,090	\$86,090	\$0	0.0%	\$0	0.0%
Combined		10	\$207,336	\$207,336	\$0	0.0%	Combined		10	\$230,972	\$230,972	\$0	0.0%	\$0	0.0%

Overall Chg (+/-) \$23,636  
 % (+/-) 11.4%  
 ER Change \$23,636  
 % (+/-) 11.4%  
 EE Change \$0  
 % (+/-) 0.0%

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## Current 2022 vs. 2023 “Status Quo”: Summary Table

Salary Band	Gross (\$)	Gross (%)	ER Change (\$)	ER Change (%)	EE Change (\$)	EE Change (%)
< \$45k	\$901,461	11.4%	\$791,350	11.4%	\$110,111	11.4%
\$45-75k	\$749,434	11.4%	\$623,456	11.4%	\$125,978	11.4%
>\$75k	\$305,028	11.4%	\$243,322	11.4%	\$61,707	11.4%
Executives	\$23,636	11.4%	\$23,636	11.4%	\$0	0%
Total	\$1,979,560	11.4%	\$1,681,765	11.4%	\$297,796	11.4%

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## 2023 Plan Options – HMO Gold, PPO Gold & PPO Silver


### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 86% HMO Gold		Target 84% PPO Gold		Target 76% PPO Silver	
HSA Employer Seed   EE / FAM	N/A		N/A		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$600	N/A	\$1,200	\$2,400	\$4,000	\$8,000
Annual Deductible, Family	\$1,200	N/A	\$2,400	\$4,800	\$8,000	\$16,000
Out of Pocket Maximum, Single	\$5,000	N/A	\$6,000	\$12,000	\$7,000	\$14,000
Out of Pocket Maximum, Family	\$10,000	N/A	\$12,000	\$24,000	\$14,000	\$28,000
Preventive Care	Free	N/A	Free	40%	Free	50%
Physician's Office Services	\$45	N/A	\$50	CYD + 40%	\$70	CYD + 50%
Specialist's Office Services	\$65	N/A	\$70	CYD + 40%	\$100	CYD + 50%
Emergency Services	\$250	N/A	\$250	\$250	\$450	\$450
Inpatient Facility (Hospital)	\$300/Day \$1,500 Max	N/A	\$300/Day \$1,500 Max	CYD + 40%	CYD + 30%	CYD + 50%
Outpatient Facility (Hospital)	\$300	N/A	\$300	CYD + 40%	CYD + 30%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Outpatient Physician (Hospital)	CYD + 20%	N/A	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%
Mental/Substance Inpatient	\$0	N/A	\$0	40%	\$0	50%
Mental/Substance Outpatient	\$0	N/A	\$0	40%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	\$15	\$40	\$15	\$40	\$15	\$40
Brand	\$45	\$115	\$60	\$150	\$70	\$175
Non-Formulary Brand	\$65	\$165	\$100	\$250	\$110	\$275
Specialty	\$250	\$625	\$250	\$625	\$350	\$875
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## 2023 Plan Options- HDHP Gold & HDHP Silver, PPO Bronze

### Final Proposed 2023 Medical/Rx Benefit Plans

FCSRMC						
Plan Details	Target 80% HDHP Gold		Target 74% HDHP Silver		Target <70% PPO Bronze	
HSA Employer Seed   EE / FAM	\$400/\$800/\$1,200		\$300/\$600/\$900		N/A	
Medical Benefit Details	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible, Single	\$2,000	\$4,000	\$2,800	\$5,600	\$6,000	\$12,000
Annual Deductible, Family	\$4,000	\$8,000	\$5,600	\$11,200	\$12,000	\$24,000
Out of Pocket Maximum, Single	\$5,400	\$10,800	\$7,000	\$14,000	\$8,700	\$17,400
Out of Pocket Maximum, Family	\$10,800	\$21,600	\$14,000	\$28,000	\$17,400	\$34,800
Preventive Care	Free	40%	Free	50%	Free	50%
Physician's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$60	CYD + 50%
Specialist's Office Services	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Emergency Services	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Inpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Outpatient Facility (Hospital)	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	CYD + 40%	CYD + 50%
Inpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Outpatient Physician (Hospital)	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Mental/Substance Inpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Mental/Substance Outpatient	CYD + 20%	CYD + 40%	CYD + 30%	CYD + 50%	\$0	50%
Pharmacy Benefit Details	Retail	Mail-Order	Retail	Mail-Order	Retail	Mail-Order
Preventive	Free	Free	Free	Free	Free	Free
Generic	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	\$15	\$40
Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Non-Formulary Brand	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
Specialty	CYD + 20%	CYD + 20%	CYD + 30%	CYD + 30%	CYD + 40%	CYD + 40%
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## 2023 New Plan Rates - SPC

Plan	Tier Relationship	Tier	Funding Rates
Gold HMO	1.00	EE	\$1,015.79
	2.10	Sp	\$2,133.16
	1.80	CH	\$1,828.42
	2.90	FAM	\$2,945.79
Gold PPO	1.00	EE	\$993.88
	2.10	Sp	\$2,087.17
	1.80	CH	\$1,789.00
	2.90	FAM	\$2,882.27
Silver PPO	1.00	EE	\$907.10
	2.10	Sp	\$1,904.89
	1.80	CH	\$1,632.77
	2.90	FAM	\$2,630.56
Bronze PPO	1.00	EE	\$813.87
	2.10	Sp	\$1,709.12
	1.80	CH	\$1,464.97
	2.90	FAM	\$2,360.22
Gold HDHP	1.00	EE	\$946.93
	2.10	Sp	\$1,988.56
	1.80	CH	\$1,704.48
	2.90	FAM	\$2,746.10
Silver HDHP	1.00	EE	\$873.15
	2.10	Sp	\$1,833.62
	1.80	CH	\$1,571.68
	2.90	FAM	\$2,532.14

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## 2022 vs. 2023 New Plans Scenario (Defined Contribution): <\$45k

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans : Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER	EMPLOYEE	CONTRIB. %				FUNDING RATES	EMPLOYER	EMPLOYEE	CONTRIB.	\$ CHANGE	%
HDHP \$190/\$191: <45k 84.7%	EE	122	\$864.00	\$822.64	\$41.36	4.8%	Gold HDHP 80.4%	EE	122	\$946.93	\$907.10	\$39.83	4.2%	-\$1.53	-3.7%
	EE + Sp	24	\$1,728.00	\$1,646.24	\$82.76	4.8%		EE + Sp	24	\$1,988.56	\$1,428.66	\$559.90	28.2%	\$477.14	576.5%
	EE + Ch	25	\$1,642.00	\$1,563.40	\$78.60	4.8%		EE + Ch	25	\$1,704.48	\$1,224.58	\$479.90	28.2%	\$401.30	510.6%
	Family	34	\$2,679.00	\$2,550.74	\$128.26	4.8%		Family	34	\$2,746.10	\$1,972.92	\$773.18	28.2%	\$644.92	502.8%
BlueCare 58: <45k 86.3%	EE	90	\$905.00	\$775.10	\$129.90	14.4%	Gold HMO 86.2%	EE	90	\$1,015.79	\$907.10	\$108.69	10.7%	-\$21.21	-16.3%
	EE + Sp	31	\$1,811.00	\$1,551.04	\$259.96	14.4%		EE + Sp	31	\$2,133.16	\$1,428.66	\$704.50	33.0%	\$444.54	171.0%
	EE + Ch	13	\$1,720.00	\$1,473.10	\$246.90	14.4%		EE + Ch	13	\$1,828.42	\$1,224.58	\$603.84	33.0%	\$356.94	144.6%
	Family	22	\$2,806.00	\$2,268.80	\$537.20	19.1%		Family	22	\$2,945.79	\$1,972.92	\$972.87	33.0%	\$435.67	81.1%
PPO 3769: <45k 85.7%	EE	62	\$920.00	\$743.80	\$176.20	19.2%	Silver PPO 77.0%	EE	62	\$907.10	\$907.10	\$0.00	0.0%	-\$176.20	-100.0%
	EE + Sp	27	\$1,840.00	\$1,487.60	\$352.40	19.2%		EE + Sp	27	\$1,904.89	\$1,428.66	\$476.22	25.0%	\$123.82	35.1%
	EE + Ch	5	\$1,748.00	\$1,413.20	\$334.80	19.2%		EE + Ch	5	\$1,632.77	\$1,224.58	\$408.19	25.0%	\$73.39	21.9%
	Family	15	\$2,852.00	\$2,169.24	\$682.76	23.9%		Family	15	\$2,630.56	\$1,972.92	\$657.64	25.0%	-\$25.12	-3.7%
Total	HDHP	205	\$3,348,480	\$3,188,184	\$160,296	4.8%	Total	HDHP	205	\$3,590,763	\$2,911,768	\$678,995	16.9%	\$518,699	323.6%
	HMO	156	\$2,690,196	\$2,242,862	\$447,334	15.7%		HMO	156	\$2,953,511	\$2,223,012	\$730,499	24.7%	\$313,165	75.0%
	PPO	109	\$1,898,880	\$1,510,625	\$388,255	20.4%		PPO	109	\$1,863,529	\$1,566,367	\$297,162	15.9%	-\$91,093	-23.5%
	Combined	470	\$7,937,556	\$6,941,670	\$995,886	12.2%		Combined	470	\$8,407,803	\$6,701,146	\$1,706,656	20.3%	\$740,771	76.7%

Overall Chg (+/-)	\$500,247
% (+/-)	6.3%
ER Change	(\$240,524)
% (+/-)	-3.5%
EE Change	\$740,771
% (+/-)	76.7%

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## 2022 vs. 2023 New Plans Scenario (Defined Contribution): \$45k-75k

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HDHP 5190/5191: 45-75k 84.7%	EE	76	\$964.00	\$781.30	\$82.70	9.6%	Gold HDHP 80.4%	EE	76	\$946.93	\$907.10	\$39.83	4.2%	-\$42.87	-51.8%
	EE + Sp	17	\$1,729.00	\$1,563.50	\$165.50	9.6%		EE + Sp	17	\$1,988.56	\$1,428.66	\$559.90	28.2%	\$394.40	238.3%
	EE + Ch	19	\$1,642.00	\$1,484.80	\$157.20	9.6%		EE + Ch	19	\$1,704.48	\$1,224.58	\$479.90	28.2%	\$322.70	205.3%
BlueCare 58: 45-75k 86.3%	Family	40	\$2,679.00	\$2,422.50	\$256.50	9.6%		Family	40	\$2,746.10	\$1,972.92	\$773.18	28.2%	\$516.68	201.4%
	EE	64	\$905.00	\$731.80	\$173.20	19.1%	Gold HMO 86.2%	EE	64	\$1,015.79	\$907.10	\$108.69	10.7%	-\$64.51	-37.2%
	EE + Sp	27	\$1,811.00	\$1,464.40	\$346.60	19.1%		EE + Sp	27	\$2,133.16	\$1,428.66	\$704.50	33.0%	\$357.90	103.3%
	EE + Ch	18	\$1,720.00	\$1,390.80	\$329.20	19.1%		EE + Ch	18	\$1,828.42	\$1,224.58	\$603.84	33.0%	\$274.64	83.4%
PPO 3769: 45-75k 85.7%	Family	22	\$2,806.00	\$2,134.50	\$671.50	23.9%		Family	22	\$2,945.79	\$1,972.92	\$972.87	33.0%	\$301.37	44.9%
	EE	45	\$920.00	\$699.74	\$220.26	23.9%	Silver PPO 77.0%	EE	45	\$907.10	\$907.10	\$0.00	0.0%	-\$220.26	-100.0%
	EE + Sp	19	\$1,840.00	\$1,399.50	\$440.50	23.9%		EE + Sp	19	\$1,904.89	\$1,428.66	\$476.22	25.0%	\$35.72	8.1%
	EE + Ch	9	\$1,748.00	\$1,329.50	\$418.50	23.9%		EE + Ch	9	\$1,632.77	\$1,224.58	\$408.19	25.0%	-\$10.31	-2.5%
	Family	8	\$2,852.00	\$2,032.70	\$819.30	26.7%		Family	8	\$2,630.56	\$1,972.92	\$657.64	25.0%	-\$161.66	-19.7%
Total	HDHP	152	\$2,800,980	\$2,532,834	\$268,146	9.6%	Total	HDHP	152	\$2,976,014	\$2,344,924	\$631,090	21.2%	\$362,944	135.4%
	HMO	131	\$2,394,108	\$1,900,409	\$493,699	20.6%		HMO	131	\$2,643,898	\$1,944,896	\$699,002	26.4%	\$205,302	41.6%
	PPO	81	\$1,378,896	\$1,035,671	\$343,225	24.9%		PPO	81	\$1,353,019	\$1,137,222	\$215,797	15.9%	-\$127,429	-37.1%
	Combined	364	\$6,573,984	\$5,468,914	\$1,105,070	16.8%		Combined	364	\$6,972,930	\$5,427,042	\$1,545,888	22.2%	\$440,818	39.0%

Overall Chg (+/-) \$398,946  
% (+/-) 6.1%  
ER Change (\$41,872)  
% (+/-) -0.8%  
EE Change \$440,818  
% (+/-) 39.9%

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## 2022 vs. 2023 New Plans Scenario (Defined Contribution): >\$75k

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HDHP 5190/5191: 75k+ 84.7%	EE	28	\$964.00	\$760.62	\$103.38	12.0%	Gold HDHP 80.4%	EE	28	\$946.93	\$907.10	\$39.83	4.2%	-\$63.55	-61.5%
	EE + Sp	9	\$1,729.00	\$1,522.12	\$206.88	12.0%		EE + Sp	9	\$1,988.56	\$1,428.66	\$559.90	28.2%	\$353.02	170.6%
	EE + Ch	3	\$1,642.00	\$1,445.50	\$196.50	12.0%		EE + Ch	3	\$1,704.48	\$1,224.58	\$479.90	28.2%	\$283.40	144.2%
BlueCare 58: 75k+ 86.3%	Family	14	\$2,679.00	\$2,358.36	\$320.64	12.0%		Family	14	\$2,746.10	\$1,972.92	\$773.18	28.2%	\$452.54	141.1%
	EE	27	\$905.00	\$710.14	\$194.86	21.5%	Gold HMO 86.2%	EE	27	\$1,015.79	\$907.10	\$108.69	10.7%	-\$86.17	-44.2%
	EE + Sp	10	\$1,811.00	\$1,421.06	\$389.94	21.5%		EE + Sp	10	\$2,133.16	\$1,428.66	\$704.50	33.0%	\$314.56	80.7%
	EE + Ch	7	\$1,720.00	\$1,349.64	\$370.36	21.5%		EE + Ch	7	\$1,828.42	\$1,224.58	\$603.84	33.0%	\$233.48	63.0%
PPO 3769: 75k+ 85.7%	Family	6	\$2,806.00	\$2,067.34	\$738.66	26.3%		Family	6	\$2,945.79	\$1,972.92	\$972.87	33.0%	\$234.21	31.7%
	EE	31	\$920.00	\$677.72	\$242.28	26.3%	Silver PPO 77.0%	EE	31	\$907.10	\$907.10	\$0.00	0.0%	-\$242.28	-100.0%
	EE + Sp	11	\$1,840.00	\$1,355.44	\$484.56	26.3%		EE + Sp	11	\$1,904.89	\$1,428.66	\$476.22	25.0%	-\$8.34	-1.7%
	EE + Ch	2	\$1,748.00	\$1,287.65	\$460.35	26.3%		EE + Ch	2	\$1,632.77	\$1,224.58	\$408.19	25.0%	-\$52.16	-11.3%
	Family	6	\$2,852.00	\$1,964.42	\$887.58	31.1%		Family	6	\$2,630.56	\$1,972.92	\$657.64	25.0%	-\$229.94	-25.9%
Total	HDHP	54	\$986,220	\$868,200	\$118,020	12.0%	Total	HDHP	54	\$1,055,639	\$834,615	\$221,023	20.9%	\$103,003	87.3%
	HMO	50	\$857,052	\$662,831	\$194,221	22.7%		HMO	50	\$950,779	\$710,253	\$240,526	25.3%	\$46,305	23.8%
	PPO	50	\$832,416	\$603,372	\$229,044	27.5%		PPO	50	\$817,471	\$697,463	\$120,008	14.7%	-\$109,008	-47.6%
	Combined	154	\$2,675,688	\$2,134,402	\$541,286	20.2%		Combined	154	\$2,823,889	\$2,242,332	\$581,557	20.8%	\$40,271	7.4%

Overall Chg (+/-) \$148,201  
% (+/-) 5.5%  
ER Change \$107,930  
% (+/-) 5.1%  
EE Change \$40,271  
% (+/-) 7.4%

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## 2022 vs. 2023 New Plans Scenario (Defined Contribution): Executives

PLAN	RATE TIERS	PROJ. ENROLLED	2022 Current Plans				PLAN	RATE TIERS	PROJ. ENROLLED	2023 New Plans: Defined Contribution Strategy					
			FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %				FUNDING RATES	EMPLOYER COST SHARE	EMPLOYEE CONTRIB.	CONTRIB. %	\$ CHANGE	% CHANGE
HDHP 5190/5191: Exec 84.7%	EE	1	\$864.00	\$864.00	\$0.00	0.0%	Gold HDHP 80.4%	EE	1	\$946.93	\$907.10	\$39.83	4.2%	\$39.83	0.0%
	EE + Sp	0	\$1,729.00	\$1,729.00	\$0.00	0.0%		EE + Sp	0	\$1,988.56	\$1,428.66	\$559.90	28.2%	\$559.90	0.0%
	EE + Ch	0	\$1,642.00	\$1,642.00	\$0.00	0.0%		EE + Ch	0	\$1,704.48	\$1,224.58	\$479.90	28.2%	\$479.90	0.0%
BlueCare 58: Exec 86.3%	Family	2	\$2,679.00	\$2,679.00	\$0.00	0.0%	Gold HMO 86.2%	Family	2	\$2,746.10	\$1,972.92	\$773.18	28.2%	\$773.18	0.0%
	EE	2	\$905.00	\$905.00	\$0.00	0.0%		EE	2	\$1,015.79	\$907.10	\$108.69	10.7%	\$108.69	0.0%
	EE + Sp	0	\$1,811.00	\$1,811.00	\$0.00	0.0%		EE + Sp	0	\$2,133.16	\$1,428.66	\$704.50	33.0%	\$704.50	0.0%
PPO 3769: Exec 85.7%	EE + Ch	0	\$1,720.00	\$1,720.00	\$0.00	0.0%	Silver PPO 77.0%	EE + Ch	0	\$1,828.42	\$1,224.58	\$603.84	33.0%	\$603.84	0.0%
	Family	1	\$2,806.00	\$2,806.00	\$0.00	0.0%		Family	1	\$2,945.79	\$1,972.92	\$972.87	33.0%	\$972.87	0.0%
	EE	1	\$920.00	\$920.00	\$0.00	0.0%		EE	1	\$907.10	\$907.10	\$0.00	0.0%	\$0.00	0.0%
Total	EE + Sp	3	\$1,840.00	\$1,840.00	\$0.00	0.0%	Total	EE + Sp	3	\$1,904.89	\$1,428.66	\$476.22	25.0%	\$476.22	0.0%
	EE + Ch	0	\$1,748.00	\$1,748.00	\$0.00	0.0%		EE + Ch	0	\$1,632.77	\$1,224.58	\$408.19	25.0%	\$408.19	0.0%
	Family	0	\$2,852.00	\$2,852.00	\$0.00	0.0%		Family	0	\$2,630.56	\$1,972.92	\$657.64	25.0%	\$657.64	0.0%
Total	HDHP	3	\$74,664	\$74,664	\$0	0.0%	Total	HDHP	3	\$77,269	\$58,235	\$19,034	24.6%	\$19,034	0.0%
	HMO	3	\$55,392	\$55,392	\$0	0.0%		HMO	3	\$59,728	\$45,445	\$14,283	23.9%	\$14,283	0.0%
	PPO	4	\$77,280	\$77,280	\$0	0.0%		PPO	4	\$79,461	\$62,317	\$17,144	21.6%	\$17,144	0.0%
Combined		10	\$207,336	\$207,336	\$0	0.0%	Combined		10	\$216,459	\$165,998	\$50,461	23.3%	\$50,461	0.0%

Overall Chg (+/-) \$9,123  
 % (+/-) 4.4%  
 ER Change (\$41,338)  
 % (+/-) -19.9%  
 EE Change \$50,461  
 % (+/-) -

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## Current 2022 vs. 2023 New Plans: Summary Table

Salary Band	Gross (\$)	Gross (%)	ER Change (\$)	ER Change (%)	EE Change (\$)	EE Change (%)
< \$45k	\$500,247	6.3%	-\$240,524	-3.5%	\$740,771	76.7%
\$45-75k	\$398,946	6.1%	-\$41,872	0.8%	\$440,818	39.9%
>\$75k	\$148,201	5.5%	\$107,930	5.1%	\$40,271	7.4%
Executives	\$9,123	4.4%	-\$41,338	-19.9%	\$50,461	-
Total	\$1,056,517	6.1%	-\$215,805	-1.5%	\$1,272,322	48.7%

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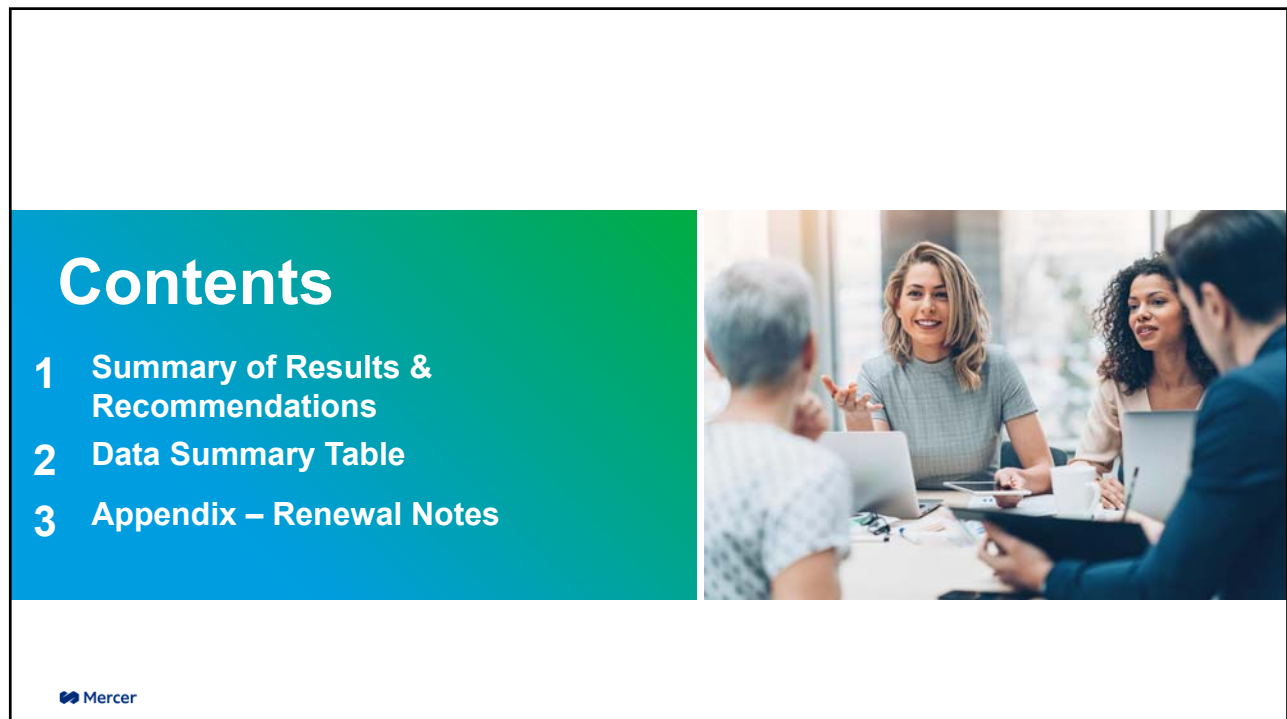
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Action Item 2.b.  
Employee Benefit Plans Audit

The Standard Life Program  
Rate Extension



# Summary of Results & Recommendations

# 1

## Renewal Summary & Recommendation

- FCSRMC has an overall case loss ratio of **110%**, with an estimated target/tolerable loss ratio near 77%
- At a 77% target loss ratio, Standard has lost roughly \$2 million over the experience period
- The Standard is offering an overall **9.9% (+\$316,440)** renewal increase with each product being impacted as follows:
  - Active Basic Life, Dependent Life, and Retiree Basic Life are each increasing by 26.7%
  - All other Life, AD&D, STD, and LTD rates are NOT changing

## Renewal Summary & Recommendation

- Mercer's Life and Disability Center of Excellence has reviewed this renewal offer and believes it would be advantageous to FCSRMC, especially if a **two-year rate guarantee** could be negotiated/obtained
- Despite the **110%** loss ratio and \$2 million loss from target, Mercer has been able to secure a **two-year rate guarantee**
- Mercer feels that it is highly unlikely that going to Market to seek other bids at this time would not result in more favorable results for FCSRMC
- Mercer recommends that FCSRMC accept The Standard's renewal offer

## Data Summary Table

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## FCSRMC Renewal Data Summary Table

FCSRMC Renewal

1/1/2023 Renewal (The Standard)

	Current/Renewal							Experience Period			Experience Period
	Lives	Current Rate	Est. Current Annual Premium	Renewal Rate	Est. Renewal Annual Premium	Renewal \$ Increase/Decrease	Renewal % Increase/Decrease	Constant Premium	Total Incurred Claims	Incurred Loss Ratio	
Active Basic Life	8,880	0.119	\$868,632	0.151	\$1,100,557	\$231,925	26.7%	\$1,798,165	\$2,356,903	131.1%	1/1/2020 to 1/31/2022
Active AD&D	8,880	0.01	\$72,994	0.01	\$72,994	\$0	0.0%				
Retiree Basic Life	1,080	2.36	\$220,272	2.99	\$279,085	\$58,813	26.7%	\$459,913	\$790,168	171.8%	1/1/2020 to 1/31/2022
Retiree AD&D	1,080	0.06	\$5,600	0.06	\$5,600	\$0	0.0%				
Active Dependent Life	2,040	Varies by plan	\$96,264	Varies by plan	\$121,966	\$25,702	26.7%	\$205,726	\$565,808	275.0%	1/1/2020 to 1/31/2022
Active Additional Life	3,072	0.25	\$941,268	0.25	\$941,268	\$0	0.0%	\$1,982,799	\$1,685,549	85.0%	1/1/2020 to 1/31/2022
Active Additional AD&D	3,072	0.027	\$101,657	0.027	\$101,657	\$0	0.0%				
Retiree Additional Life	36	2.36	\$16,032	2.36	\$16,032	\$0	0.0%	\$24,874	\$24,956	100.3%	1/1/2020 to 1/31/2022
Long Term Disability	4,200	No change	\$654,029	No change	\$654,029	\$0	0.0%	\$1,371,754	\$1,249,377	91.1%	1/1/2020 to 1/31/2022
Short Term Disability	972	No change	\$209,256	No change	\$209,256	\$0	0.0%	\$424,579	\$219,257	51.6%	1/1/2020 to 1/31/2022
Totals			\$3,186,004		\$3,502,444	\$316,440	9.9%	\$6,267,810	\$6,892,018	110.0%	Est Total Case LR

## Appendix

# 3

# Florida State College Risk Management Consortium

Renewal Notes for January 1, 2023

Provided by The Standard

## History

- The Standard replaced Unum effective January 1, 2020.
- Reason for move was inconsistent account management.
- Standard pledged to Clean Up Group and we did.
- Met with each College in person and re-wrote plans.
- Updated many provisions like EWP, hours worked requirement etc.
- All colleges have Life Insurance as part of the Consortium.
- We added Eastern Florida State College for Life (Lincoln).
- We replaced the LTD at Palm Beach State College (Principal).

## Participating Colleges

*Has LTD only	**Has STD/LTD		
Chipola College	Florida Southwestern State College	Palm Beach State College*	Seminole State College**
College of Central Florida	Gulf Coast State College	Pasco Hernando State College	South Florida State College
Daytona State College*	Lake Sumter State College**	Pensacola State College	St. Johns River State College
Florida Gateway College	North Florida College	Polk State College**	Manatee-Sarasota State College**
College of Florida Keys	NW Florida State College	Santa Fe College**	Eastern Florida State College

## Plan Designs

- There are 20 Colleges in the Consortium with varying plans designs.
- All Colleges, but Eastern have age-reductions on actives.
- Plan designs vary, but most are based on a salary multiple.
- Some Colleges have higher benefit for President.
- Most Colleges have a Basic Spouse/Child plan. Three choices.
- A few Colleges have more aggressive spouse plan designs:
  - Eastern = \$5K – \$250K (\$30K GI)
  - Daytona = \$5K – 200K (\$100K GI)
  - Sarasota/Manatee = \$5K – \$250K (\$30K GI)



## Nuances of Note

- All Colleges, but Eastern Pay the Same Basic Life rate (.119/.01)
- Eastern was a late addition and made plan design changes (.129/.01)
- Most Plans are composite on Additional Life at .25/.027
- Eastern has different composite Life rate at .46/.02
- Manatee-Sarasota and NW Florida have Age-Banded Additional Life.
- North Florida State College just has Basic Life – local broker has rest.
- There are some grandfathered retirees at some of the Colleges – Chipola and Florida Gateway.

## Waiver of Premium

- 16 of the 20 Colleges **do not** have Waiver of Premium.
- Seminole State has 60/65 Waiver of Premium.
- Eastern has 60/SSNRA Waiver of Premium.
- Daytona State has 60/70 Waiver of Premium.
- FL Keys has 60/65 Waiver of Premium.
- Seminole, Eastern, and Daytona happen to be larger Colleges.

## Life Rates – Majority of Colleges

Product	Unum	Standard
Active Basic Life/AD&D	.18/.019	.119/.01
Active Additional Life/AD&D	.25/.027	.25/.027
Retiree Life/AD&D	2.36/.06	2.36/.06
Retiree Additional Life	2.36	2.36
Active Dependent Life Plan 1	\$.79 Per Unit	\$.79 Per Unit
Active Dependent Life Plan 2	\$1.58 Per Unit	\$1.58 Per Unit
Active Dependent Life Plan 3	\$3.16 Per Unit	\$3.16 Per Unit

## Eastern Florida State College

Product	Lincoln	Standard
Basic Life Actives	.203	.129
Basic AD&D Actives	.015	.01
Basic Retiree Life (No AD&D)	3.21	3.21
Additional Life	.39	.46
Additional AD&D	.02	.02
Spouse Life	.39	.39
Spouse AD&D	.02	.02
Child Life	\$.50 per member	\$.50 per member

## Age-Graded Additional Life Rates Northwest Florida State College

Age	EE/SP Rates (SP based on Member's Age)
Under 25	.05
25-29	.06
30-34	.08
35-39	.09
40-44	.10
45-49	.15
50-54	.23
55-59	.43
60-64	.66
65-69	1.257
70+	2.06
AD&D EE + SP	.027

## Sarasota-Manatee Additional Life Rates

Age	Rates (Spouse Based on Age of Member)
Under 25	.057
25-29	.057
30-34	.057
35-39	.084
40-44	.138
45-49	.237
50-54	.363
55-59	.534
60-64	.894
65-69	1.164
70-74	2.289
75+	4.944
Child	.09

## Other Spouse Life Rates

- Daytona State College = .21 per \$1,000
- Seminole State College \$2.50 (plan 1); \$5.00 (Plan 2)

## Unum Life Experience High Level

- Active and Retiree Combined Basic Life ran at 82%
- Active and Retiree Combined Additional Life ran at 75%
- Dependent Life ran at 151%

### Notes

- Unum did not break out Actives from Retirees
- Unum Data from 1/1/14 to 12/31/18

## Unum STD and LTD Experience High Level

- STD ran at 62%
- LTD ran at 83% with an incidence of 5.44 claims per 1,000

### Notes

- Unum STD Data from 11/1/15 to 12/31/18
- Unum LTD Data from 7/1/14 to 6/30/18
- Palm Beach State LTD ran at 77% with Principal

## Active Basic Life Through January 2022

Year	1/1/20-12/31/20	1/1/21-12/31/21	1/1/22-1/31/22	Total
Earned Premium	\$876,412	\$849,367	\$72,386	\$1,798,165
Paid Claims	\$892,000	\$1,336,050	\$0	\$2,228,050
Waiver	\$66,500	(\$34,000)	\$0	\$32,500
IBNR	\$97,282	(\$929)	\$0	\$96,353
Conversion	\$0	\$0	\$0	\$0
Incurred Claims	\$1,055,782	\$1,301,121	\$0	\$2,356,903
Incurred Loss Ratio	120%	153%	0%	131%
Claims Count	16	22	0	38
Incidence per 1,000	1.73	2.47	0	2.01

## Active Basic Life Observations

- Incidence Trended up from '20 to '21, but not unusually high (2.1)
- Severity increased from '20 to '21. One higher than anticipated claim of \$273,000. This claim offset by a few small claims \$5,000 and \$6,000 that are lower than anticipated.
- Six of the 38 claims are COVID related. All in 2021.
- Loss ratio with COVID claims = 131%. Without = 115%.

## Retiree Basic Life Through January 2022

Year	1/1/20-12/31/20	1/1/21-12/31/21	1/1/22-1/31/22	Total
Earned Premium	\$222,146	\$219,411	\$18,356	\$459,913
Paid Claims	\$262,250	\$438,000	\$65,500	\$765,750
IBNR	\$24,658	(\$240)	\$0	\$24,418
Conversion	\$0	\$0	\$0	\$0
Incurred Claims	\$286,908	\$437,760	\$65,500	\$790,168
Incurred Loss Ratio	129%	200%	357%	172%
Claims Count	40	59	5	104
Incidence per 1,000	37.74	55.66	55.56	47.06

## Retiree Basic Life Observations

- Sharp increase in incidence, 37.74 in '20 to 55.66 in '21.
- We would expect about 25 claims per 1,000.
- Average severity is consistent. \$6,556 in '20 and \$7,424 in '21.
- Only three of 104 claims are COVID-related.
- \$15,000 in COVID claims.
- Loss ratio with COVID claims is 172%. 169% without.

## Basic Life Individual Colleges 100% +

- College of Central Florida 149.5%
- Daytona State 191.8%
- Gulf Coast State 243.6%
- Lake Sumter State College 204.7%
- Northwest Florida State College 148.7%
- Pensacola State College 137.3%
- Polk State 256.6%
- Seminole State 151.6%
- South Florida State 193%
- St. Johns River 191.9%
- Manatee Sarasota 106.6%
- Eastern Florida 238.7%

## Dependent Life Through January 2022

Year	1/1/20-12/31/20	1/1/21-12/31/21	1/1/22-1/31/22	Total
Earned Premium	\$99,830	\$97,874	\$8,022	\$205,726
Paid Claims	\$345,000	\$195,000	\$0	\$540,000
Reserve Charge	\$0	\$0	\$20,000	\$20,000
IBNR	\$5,952	(\$144)	\$0	\$5,808
Conversion	\$0	\$0	\$0	\$0
Incurred Claims	\$350,952	\$194,856	\$20,000	\$565,808
Loss Ratio	352%	199%	249%	275%
Claim Count	13	8	0	21
Incidence	6.00	3.92	0	4.80

## Dependent Life Individual Colleges 100% +

- Daytona State College 468.9%
- Gulf Coast State College 235.6%
- Pensacola State College 801.8%
- Polk State 318.8%
- Santa Fe 258.3%
- South Florida State 252.7%
- St. Johns River 182.9%



## Dependent Life Observations

- Incidence decreased from 2020 to 2021.
- Overall Incidence is 4.8 per 1,000 which is not uncommon.
- Two high severity claims. \$125K in '20 and \$100K in '21.
- Four groups have spouse life maxes of \$200K or \$250K.
- Two of 21 claims are COVID related.
- Loss ratio with COVID is 275%. Without is 256%.

## Active Additional Life Through January 2022

Year	1/1/20-12/31/20	1/1/21-12/31/21	1/1/22-1/31/22	Total
Earned Premium	\$965,286	\$939,074	\$78,439	\$1,982,799
Paid Claims	\$350,000	\$1,225,150	\$0	\$1,575,150
Waiver	\$68,000	(\$68,000)	\$0	\$0
IBNR	\$110,354	45	\$0	\$110,399
Conversion	\$0	\$0	\$0	\$0
Incurred Claims	\$528,354	\$1,157,195	\$0	\$1,685,549
Incurred Loss Ratio	55%	123%	0%	85%
Claim Count	5	10	0	15
Incidence per 1,000	1.55	3.25	0	2.29

## Active Additional Life Observations

- Incidence jumped from 1.55 in '20 to 3.25 in '21. All years at 2.29 is in line with expectations.
- Average severity increased significantly. \$70,000 in '20. \$122,515 '21.
- Three large claims in 2021 for \$409K, \$180K, and \$160K.
- Lowest Additional Life claim is \$47K.
- Most claims between \$50K and \$100K
- Four of 15 claims are COVID-related. All in 2021. \$334,050.
- Loss ratio with COVID = 85%. Without COVID = 68%

## Retiree Additional Life Through January 2022

Year	1/1/20-12/31/20	1/1/21-12/31/21	1/1/22-1/31/22	Total
Earned Premium	\$10,537	\$13,001	\$1,336	\$24,874
Paid Claims	\$8,750	\$15,000	\$0	\$23,750
IBNR	\$1,205	\$1	\$0	\$1,206
Conversion	\$0	\$0	\$0	\$0
Incurred Claims	\$9,955	\$15,001	\$0	\$24,956
Loss Ratio	94%	115%	0%	100%
Claims	3	1	0	4
Incidence	90.91	28.57	0	56.34

## Additional Life Individual Colleges 100% +

- College of Central Florida 232.8%
- Daytona State College 219.2%
- Gulf Coast State College 154.2%
- Lake Sumter State College 150.2%
- Polk State College 141.1%
- South Florida State College 122.6%
- St. Johns River State College 272.3%

## LTD Through January 2022

Year	1/1/20-12/31/20	1/1/21-1/31/22	Total
Earned Premium	\$663,223	\$708,531	\$1,371,754
Paid Claims	\$196,234	\$105,178	\$301,412
FICA	\$716	\$3,614	\$4,330
Reserves	\$292,929	\$426,098	\$719,027
IBNR	0	\$229,520	\$229,520
Interest Credit	(\$3,292)	(\$1,620)	(\$4,912)
Incurred Claims	\$486,587	\$762,790	\$1,249,377
Incurred Loss Ratio	73%	108%	91%
Approved/Active/Closed	8/8/0	9/6/3 *3 Pending	17/14/3
Incidence Per 1,000	2	2.86	2.44

## LTD Observations

- Too early to make significant observations.
- The Any Occ. Decisions coming up will have bearing in the future.
- Incidence of 2.44 is good considering all groups have a 90-day EP.
- Need more time.

## STD Through January 2022

Year	1/1/20-12/31/20	1/1/21-12/31/21	1/1/22-1/31/22	Total
Earned Premium	\$201,181	\$205,960	\$17,438	\$424,579
Paid Claims	\$73,248	\$116,298	\$6,569	\$196,115
IBNR	\$23,323	(\$181)	\$0	\$23,142
Incurred Claims	\$96,571	\$116,117	\$6,569	\$219,257
Incurred Loss Ratio	48%	56%	38%	52%
Claim Count	26	30	0	56
Incidence per 1,000	26.26	30.90	0	27.42

## STD Observations

- STD is profitable.
- Only five groups have STD.
- Smallest overall premium.

## Renewal Action – Philosophy

- The Standard looks to partner with clients and consultants to get to the right rate over a few renewals.
- We do not look to recoup past losses.
- We look for rates that adequately cover future liability.

## Renewal Overview

- The Basic Life on the Actives and Retirees is not performing well.
- The Disability needs more time. We do not have enough data to make an accurate prediction of future liability.
- The Supplemental Life is not giving us premium to offset losses on Basic plans.
- The Spouse Life is running worse than we would expect.

## Renewal Strategy

- Get the Consortium to the right rates over time.
- Limit disruption where possible.
- Show partnership.

## Renewal Action Basic Active and Retiree Life

- Find a number that is palatable for retirees.
- \$2.99 for retirees gets us moving in a better direction (from 2.36).
- Use same ratio ( $2.99/2.36$ ) on Active Basic Life from .119 to .151.
- Eastern Active Basic Life would go from .129 to .151.
- Eastern Retiree Life would hold as it is priced at 3.21.

## Renewal Action Dependent Life

- Use same increase factor ( $2.99/2.36$ ) and apply it to the following.
  - a. The most common plan \$.79/\$1.58/\$3.56.
  - b. The plans with composite spouse rates.
  - c. The Seminole State College Plan.
- We will not change the age-graded Manatee Sarasota Plan.

## Renewal Action Other Products.

- No rate change on the STD or LTD.
- No rate change on The Additional Life for Actives or Retirees.
- No rate change on Child Life.



A business of Marsh McLennan

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Action Item 2.c.(1.-4.)  
Employee Benefit Plans Audit

1. James Moore 2021 Audit
2. Management Letter
3. Actuary Letter
4. State Reserve Approval Letter

## ACTION

**Council of Presidents - Risk Management Council  
May 20, 2022**

**Action Item: 2.c.(1.-4.)**

### ***Employee Benefit Plans***

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FCSRMC Annual Audit – Employee Benefit Plans

2.c.(1.-4.)

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Motion to ratify the Employee Benefit Plans Audit as submitted:

1. James Moore 2021 Audit:  
Financial Statements – no findings and no recommendations for modifications.
2. Management Letter:  
No reported discrepancies or deficiencies.
3. Actuary Letter:  
The plans surplus exceeds the OIR's 60-day safe harbor surplus threshold by 25 days.
4. State Reserve Approval Letter:  
Filing was ACCEPTED as being compliant with the state requirements of Section 112.08, F.S.

Discussion:

AFC to provide voting results.

**FLORIDA COLLEGE SYSTEM RISK  
MANAGEMENT CONSORTIUM  
EMPLOYEE BENEFIT PLANS  
  
FINANCIAL STATEMENTS  
  
DECEMBER 31, 2021 AND 2020**

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM  
EMPLOYEE BENEFIT PLANS  
FINANCIAL STATEMENTS  
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## INDEPENDENT AUDITOR'S REPORT

To the Risk Management Council and Operations Committee,  
Florida College System Risk Management Consortium:

### Report on the Audit of the Financial Statements

#### *Opinions*

We have audited the financial statements of the Florida College System Risk Management Consortium Employee Benefit Plan, as of and for the years ended December 31, 2021 and 2020, and the related notes to the financial statements, which collectively comprise the Florida College System Risk Management Consortium Employee Benefit Plan's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Florida College System Risk Management Consortium Employee Benefit Plan as of December 31, 2021 and 2020, and the changes in its net position and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

#### *Basis for Opinions*

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Florida College System Risk Management Consortium Employee Benefit Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

#### *Responsibilities of Management for the Financial Statements*

Florida College System Risk Management Consortium Employee Benefit Plan's management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Florida College System Risk Management Consortium Employee Benefit Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

### ***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Florida College System Risk Management Consortium Employee Benefit Plan's internal control. Accordingly, no such opinion is expressed
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Florida College System Risk Management Consortium Employee Benefit Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 4 through 7 be presented to supplement the basic financial statements. Such information, is the responsibility of management, and although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

### ***Other Information***

#### ***Emphasis of Matters***

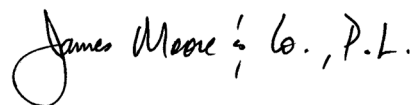
As discussed in Note 11 to the financial statements, the 2020 financial statements have been restated to conform with the provisions of GASB 87 which should be applied retroactively for all prior periods presented. Our opinion is not modified with respect to this matter.

#### ***Omission of Required Supplementary Information***

Management has omitted the schedule of supplemental revenues, expenses and claim development information that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinion on the basic financial statements is not affected by this missing information.

### **Other Reporting Required by *Government Auditing Standards***

In accordance with *Government Auditing Standards*, we have also issued our report dated May 11, 2022 on our consideration of the Florida College System Risk Management Consortium Employee Benefit Plans' internal control over financial reporting and our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the result of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Florida College System Risk Management Consortium Employee Benefit Plans' internal control over financial reporting and compliance.

A handwritten signature in black ink that reads "James Moore & Co., P.L." The signature is written in a cursive, flowing style.

Gainesville, Florida  
May 11, 2022

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM  
EMPLOYEE BENEFIT PLANS  
MANAGEMENT'S DISCUSSION AND ANALYSIS  
DECEMBER 31, 2021 AND 2020**

This discussion provides an assessment by management of the current financial position and results of operations for the Florida College System Risk Management Consortium - EBP Plan (the "Consortium") Employee Benefit Plans (EBP). Management encourages readers to consider the information presented here in conjunction with additional information included in the accompanying financial statements and notes to the financial statements.

**Overview of the Financial Statements**

This discussion and analysis is intended to serve as an introduction to the Consortium's basic financial statements, which consists of the statements of net position, statements of revenues, expenses, and changes in net position, and the statements of cash flows. This report also contains other supplementary information in addition to the basic financial statements.

The statements of net position present information reflecting the Consortium's assets and liabilities, with the difference between the two reported as the total net position. Increases or decreases in the reported net position may serve as a useful indicator of the Consortium's financial position.

The statements of revenues, expenses and changes in net position present information showing how the Consortium's revenues and expenses affected the total net position during the current year. All revenue and expenses are recorded as soon as they have been incurred, regardless of the timing of related cash flows.

The statements of cash flows present information regarding the cash receipts and payments that occurred throughout the year. The statements show the cash effects of operating and investing transactions during a given period.

**Financial Highlights**

The management of the Consortium offers readers of its EBP's financial statements this narrative overview and analysis of the financial activities of the entity for the years ended December 31, 2021, 2020, and 2019:

	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2021 vs. 2020 Change</u>
<b>Assets</b>				
Cash and cash equivalents	\$ 40,082,124	\$ 34,667,035	\$ 33,766,680	\$ 5,415,089
Investments	10,849,729	10,934,999	10,438,025	(85,270)
Other assets	11,869,268	11,940,230	7,201,642	(70,962)
Capital assets - net	21,843	27,304	24,444	(5,461)
Lease assets – net	172,495	218,494	-	(45,999)
Total assets	<u>62,995,459</u>	<u>57,788,062</u>	<u>51,430,791</u>	<u>5,207,397</u>
<b>Liabilities</b>				
Reserve for losses and loss adjustment expense	31,553,421	24,786,260	23,605,195	6,767,161
Other liabilities	2,685,069	3,804,620	2,122,672	(1,119,551)
Non-current lease liability	131,913	175,754	-	(43,841)
Total liabilities	<u>34,370,403</u>	<u>28,766,634</u>	<u>25,727,867</u>	<u>5,603,769</u>
<b>Net Position</b>				
Net investment in capital assets	21,843	27,304	24,444	(5,461)
Unrestricted	28,603,213	28,994,124	25,678,480	(390,911)
Total Net Position	<u>\$ 28,625,056</u>	<u>\$ 29,021,428</u>	<u>\$ 25,702,924</u>	<u>\$ (396,372)</u>



**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS**  
**DECEMBER 31, 2021 AND 2020**  
(Continued)

**Assets**

Cash and cash equivalents increased by approximately \$5.4 million or 16% during 2021 due to two months of claim expenses being paid after calendar year end and the addition of a new College to the program. 2020 showed an approximate increase of \$900 thousand or 2.7% during due to two months of claim expenses being paid after calendar year end offset by \$1.2 million of pharmacy rebate received in advance.

Investments decreased approximately \$85 thousand or 1% during 2021, which is lower than the prior year. The reduction is primarily the result of the decrease on unrealized gains on investments. The returns on investments for the year are reinvested by long-term portfolio managers. For the year ended December 31, 2021, other assets decreased from the prior year by approximately \$71 thousand primarily due to the timing of college premium payments. Likewise, in the prior year, other assets increased by approximately \$4.7 million due to the timing of the college premium payments offset with an increase in the estimated pharmacy rebate. The new accounting standard for leases increased the Lease assets for \$172 thousand.

**Liabilities**

Total liabilities as of December 31, 2021 increased approximately \$5.6 million from December 31, 2020 due to the timing of the payment of claims expenses, premiums ceded to reinsurers for the last two months of the calendar year, the addition of a new College to the program and the implementation of new accounting standards for leases. Total liabilities as of December 31, 2020, increased approximately \$2.8 million from December 31, 2019 primarily due to the timing of the payment of claims expenses and premiums ceded to reinsurers for the last month of the calendar year.

**Net Position**

The EBP experienced a decrease in total net position of approximately \$396 thousand for the year ended December 31, 2021, due to an increase in total claims paid. For 2020, total net position increased approximately \$3.3 million due to an increase in pharmacy rebate recoveries and an increase in premiums collected.

	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2021 vs. 2020 Change</u>
Premium revenue	\$124,707,421	\$107,573,392	\$103,994,138	\$ 17,134,029
Incurred claims expense	117,905,998	98,762,232	95,971,272	19,143,766
Claims adjustment/servicing fees	6,169,485	5,766,952	5,875,916	402,533
Administrative expenses	1,320,717	1,022,816	911,896	297,901
Total operating expenses	<u>125,396,200</u>	<u>105,552,000</u>	<u>102,759,084</u>	<u>19,844,200</u>
<b>Operating (loss) income</b>	<u>(688,779)</u>	<u>2,021,392</u>	<u>1,235,054</u>	<u>(2,710,171)</u>
Net investment income	292,407	1,297,112	1,395,414	(1,004,705)
<b>Change in net position</b>	<u>(396,372)</u>	<u>3,318,504</u>	<u>2,630,468</u>	<u>(3,714,876)</u>
<b>Net position, beginning of year</b>	29,021,428	25,702,924	23,072,456	3,318,504
<b>Net position, end of year</b>	<u>\$ 28,625,056</u>	<u>\$ 29,021,428</u>	<u>\$ 25,702,924</u>	<u>\$ (396,372)</u>

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS**  
**DECEMBER 31, 2021 AND 2020**  
(Continued)

**Operating Revenues**

The EBP saw an overall increase in premium revenue for 2021 of \$17 million due primarily to the addition of a new College to the program, and a 5% increase in premium rates. In 2020, the EBP saw an overall increase in premium revenues of \$3.6 million due primarily to a 5.53% increase in rates.

**Operating Expenses**

Actual and estimated incurred claims, net of recoveries, comprise of approximately 94.0% and 93.6% of the EBP's total expenses in 2021 and 2020, respectively. For the years ended December 31, 2021 and 2020 total actual and estimated incurred claims, net of recoveries, increased by approximately \$19 million and \$2.8 million, or 19.4% and 2.9% over the prior year.

Claim adjustment and servicing fees increased \$403 thousand due to the decrease in specialty pharmacy utilization, high-cost claimants and the addition of a new College to the program. Multiyear service fee agreements hold rates consistent and minimal changes in participant enrollment trends assist in minimizing the fluctuation in claim servicing fees expense.

Administrative expenses increased by approximately \$297 thousand in 2021. In 2020, administrative expenses had decreased by approximately \$97 thousand primarily due to staffing changes.

**Nonoperating Revenues and Expenses**

In 2021, the EBP earned approximately \$588 thousand in interest income, experienced \$4 thousand in realized gain, and \$300 thousand in unrealized losses for a net investment gain of \$292 thousand. In 2020 the EBP earned approximately \$1 million in interest income, experienced \$49 thousand in realized gain, and \$193 thousand in unrealized gains for a net investment gain of \$1.3 million.

**Economic Factors That Will Affect the Future**

Like many health insurance plans, the EBP has experienced lower than anticipated claims cost the past couple of years with significant increases in high cost cases (\$100,000+) and pharmacy expenses. Member covered medical claim costs have been reduced through Florida Blue negotiated network provider discounts

The insurance industry monitors healthcare costs by establishing a percentage of cost increases known as "trend". Trend is the forecast change in health plans' per capita claims cost determined by insurance carriers, managed care organizations, and third-party administrators. Many factors influence trend, including the following:

- Price inflation
- The leveraging effect of fixed deductibles and copayments
- Cost-shifting from government programs and the uninsured
- Utilization increases due to aging, product promotion, and improved diagnostic services
- The availability and use of more expensive drug therapies
- Government mandated benefits and other legislative changes
- Advances in medical technologies

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
**MANAGEMENT'S DISCUSSION AND ANALYSIS**  
**DECEMBER 31, 2021 AND 2020**  
(Continued)

The most recent Benchmark Report as certified by actuarial firm Milliman USA indicates that the EBP's member claim cost share is more favorable than the regional, industry and national comparisons.

The EBP's average annual rate changes versus the marketplace are as follows:

<b>Year</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021**</b>
<b>EBP</b>	5.00%	5.80%	5.22%	4.88%	7.19%	5.53%	5%
<b>Market Place*</b>	8.38%	8.40%	8.60%	7.01%	6.75%	7.00%	7.48%

\*Weighted results from Oliver Wyman trend survey of insurance carriers.

\*\*Market Place rate is projected.

Since premium rates for the following plan year are set in August, the rate setting process applies trend factors for claims incurred through April or at the latest May. The medical trend applied by the EBP's actuaries for calculating the 2022 rates was 5.75% for active employees. The medical trend rate applied by the EBP's actuaries for calculating the 2021 rates was 7% for active employees. The prescription drug trend used for setting 2022 and 2021 rates was 8.50% and 7%, respectively for active employees.

In the commercial health industry, "medical loss ratio" (MLR) measures the percentage of each premium dollar that is spent on providing healthcare to their customers versus administrative costs. The medical loss ratio is a basic indicator of an insurer's efficiency in delivering services. The ACA establishes a minimum loss ratio of 80% for the individual and small group health insurance segments, and 85% for the large group segment. The EBP's MLR was 102.4% in 2022 and 96% in 2021.

### **Request for Information**

Questions concerning information provided in the MD&A or other required supplementary information, and financial statements and notes thereto, or requests for additional financial information should be addressed to the Vice President for Administrative Affairs/CFO, Santa Fe College, 3000 Northwest 83rd Street, Gainesville, Florida 32606.

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM  
EMPLOYEE BENEFIT PLANS  
STATEMENTS OF NET POSITION  
DECEMBER 31, 2021 AND 2020**

	<u>2021</u>	<u>2020</u>
<b><u>ASSETS</u></b>		
<b>Current assets</b>		
Cash and cash equivalents	\$ 40,082,124	\$ 34,667,035
Investments	10,849,729	10,934,999
Accrued interest receivable	74,402	96,598
Premiums, recoveries and rebate receivables	11,429,366	11,423,132
Prepaid expenses and deposits	365,500	420,500
Total current assets	<u>62,801,121</u>	<u>57,542,264</u>
<b>Capital assets, net</b>	21,843	27,304
<b>Lease assets, net</b>	172,495	218,494
<b>Total Assets</b>	<u><u>\$ 62,995,459</u></u>	<u><u>\$ 57,788,062</u></u>
<b><u>LIABILITIES</u></b>		
<b>Current Liabilities</b>		
Claims payable	\$ 22,906,360	\$ 17,699,458
Incurred but not reported (IBNR) claims reserve	8,647,061	7,086,802
Accounts payable and accrued liabilities	2,638,728	2,551,549
Unearned revenue	2,500	1,210,331
Current portion of lease liabilities	43,841	42,740
Total current liabilities	<u>34,238,490</u>	<u>28,590,880</u>
<b>Non-current portion of lease liabilities</b>	131,913	175,754
<b>Total Liabilities</b>	<u><u>\$ 34,370,403</u></u>	<u><u>\$ 28,766,634</u></u>
<b><u>NET POSITION</u></b>		
<b>Net Position</b>		
Net investment in capital assets	\$ 21,843	\$ 27,304
Unrestricted	28,603,213	28,994,124
Total net position	<u><u>\$ 28,625,056</u></u>	<u><u>\$ 29,021,428</u></u>

The accompanying notes to financial statements  
are an integral part of these statements.

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM  
EMPLOYEE BENEFIT PLANS  
STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION  
FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020**

	<u>2021</u>	<u>2020</u>
<b>Operating revenues</b>		
Premiums received, net	\$ 124,707,421	\$ 107,573,392
Investment income	292,407	1,297,112
Total operating revenue	<u>124,999,828</u>	<u>108,870,504</u>
<b>Operating expenses</b>		
Insured claims	117,905,998	98,762,232
Claims adjustment/servicing fees	6,169,485	5,766,952
Total incurred losses	<u>124,075,483</u>	<u>104,529,184</u>
Administrative expenses	1,320,717	1,022,816
Total operating expenses	<u>125,396,200</u>	<u>105,552,000</u>
<b>Change in net position</b>	(396,372)	3,318,504
<b>Net position, beginning of year</b>	29,021,428	25,702,924
<b>Net position, end of year</b>	<u>\$ 28,625,056</u>	<u>\$ 29,021,428</u>

The accompanying notes to financial statements  
are an integral part of these statements.

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM  
EMPLOYEE BENEFIT PLANS  
STATEMENTS OF CASH FLOWS  
FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020**

	<u>2021</u>	<u>2020</u>
<b>Cash flows from operating activities</b>		
Revenue collected:		
Earned premiums	\$ 123,493,356	\$ 104,178,942
Investment income	610,158	1,081,938
Payment for expenses:		
Losses and loss adjustment expenses	(117,308,322)	(103,348,119)
General and administrative expenses	(1,169,818)	(748,210)
Net cash provided by operating activities	<u>5,625,374</u>	<u>1,164,551</u>
<b>Cash flows from capital and related financing activities</b>		
Purchases of capital assets	-	(27,304)
Proceeds from sale of capital assets	-	17,499
Net cash used in capital and related financing activities	<u>-</u>	<u>(9,805)</u>
<b>Cash flows from investing activities</b>		
Purchases of investments	(4,697,878)	(6,198,292)
Proceeds from sale of investments	4,487,593	5,943,901
Net cash used in investing activities	<u>(210,285)</u>	<u>(254,391)</u>
<b>Net change in cash and cash equivalents</b>	5,415,089	900,355
<b>Cash and cash equivalents, beginning of year</b>	34,667,035	33,766,680
<b>Cash and cash equivalents, end of year</b>	<u><u>\$ 40,082,124</u></u>	<u><u>\$ 34,667,035</u></u>
<b>Reconciliation of change in net position to net cash provided by operating activities:</b>		
Change in net position	<u>\$ (396,372)</u>	<u>\$ 3,318,504</u>
Adjustments to reconcile change in net position to net cash provided by operating activities:		
Depreciation	5,461	6,945
Amortization	45,999	40,992
Net realized gains on sales of investments	(4,039)	(49,383)
Net unrealized losses (gains) on investments	299,594	(193,200)
Changes in assets and liabilities:		
Accrued interest receivable	22,196	27,409
Premiums, recoveries and rebate receivables	(6,234)	(4,345,497)
Prepaid expenses and deposits	55,000	(420,500)
Claims payable	5,206,902	242,625
Liability for losses incurred	1,560,259	938,440
Unearned revenue	(1,207,831)	951,047
Accounts payable and accrued liabilities	87,179	688,161
Lease liabilities	(42,740)	(40,992)
Total adjustments	<u>6,021,746</u>	<u>(2,153,953)</u>
Net cash provided by operating activities	<u><u>\$ 5,625,374</u></u>	<u><u>\$ 1,164,551</u></u>

The accompanying notes to financial statements  
are an integral part of these statements.

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2021 AND 2020**

**(1) Summary of Significant Accounting Policies:**

The following is a summary of the more significant accounting policies of Florida College System Risk Management Consortium, which affect significant elements of the accompanying financial statements:

(a) **Reporting entity**—The Florida College System Risk Management Consortium (the “Consortium”) was created by mutual agreement of 27 Florida College System Boards of Trustees for the purpose of joining in cooperative effort to develop, implement and participate in a coordinated statewide college system risk management program. The Consortium is not a legal entity and the colleges are ultimately responsible for all insurance risks not transferred through reinsurance contracts. No insurance risk is transferred to the Consortium, which administers the self-insurance programs. The Consortium manages self-insurance, specific insurance and excess insurance for participating colleges in the Property and Casualty Programs, Employee Benefit Programs and Optional Programs. The Consortium administers the programs under two separate plans: the Employee Benefits Plan (“EBP”) and the Property and Casualty Plan. The information contained in these financial statements relates to the EBP.

The colleges also retain all rights granted by Florida law, including that of sovereign immunity which limits lawsuits for damages against them to \$200,000 per person and \$300,000 per occurrence. The Florida College System Risk Management Council, comprised of representatives of member colleges, is charged with the overall responsibility for the administration of the risk management program which includes the establishment and approval of policies, guidelines and procedures for administering the self-insured and fully insured programs. The Risk Management Operations Committee consists of nine voting members and three non-voting members consisting of a representative from the Division of Florida Colleges, a representative of the Fiscal Agent, and the Executive Director of the Consortium. The Committee provides overall supervision of the risk management program and associated activities. The Fiscal Agent, one of the member colleges (see Note 9), has the responsibility for receiving, disbursing, and administering all the monies due to or payable for the risk management consortium program in accordance with the policies and procedures adopted by the Risk Management Council consistent with Florida Statutes. The EBP had 23 and 22 member colleges, respectively, in 2021 and 2020.

(b) **Measurement focus, basis of accounting, and financial statement presentation**—The financial statements of the Consortium have been prepared using the economic resources measurement focus and the accrual basis of accounting. Under these methods, revenues are recorded when earned and expenses are recognized when they are incurred.

The Consortium distinguishes operating revenues and expenses from nonoperating items. Operating revenues are those revenues that are generated from the primary administrative operations of the Consortium. All other revenues are reported as nonoperating revenues. Operating expenses are those expenses that are essential to the administrative operations of the Consortium. All other expenses are reported as nonoperating expenses.

The Consortium follows the GASB codification.

(c) **Cash and cash equivalents**—Cash and cash equivalents consist of cash maintained in the Fiscal Agent’s demand account, funds invested with the State Board of Administration (SBA) Florida PRIME investment pool, and the State Treasury Special Purpose Investment Account (SPIA). For purposes of reporting cash flows, cash and cash equivalents include all highly liquid investments with original maturities of three months or less when purchased. Under this definition, the Consortium considers amounts invested in SPIA and SBA Florida PRIME investment pool to be cash equivalents. Cash deposits are held in banks qualified as public depositories under Florida law.

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
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(1) **Summary of Significant Accounting Policies:** (Continued)

All such deposits are insured by Federal depository insurance, up to specified limits, or collateralized with securities held in Florida's multiple financial institution collateral pool required by Chapter 280, Florida Statutes.

(d) **Investments**—The Fiscal Agent's Board of Trustees has adopted a written investment policy providing that surplus funds of the Consortium shall be invested in those institutions and instruments permitted under the provisions of Florida Statutes. Pursuant to Section 218.415(16), Florida Statutes, the Consortium is authorized to invest in the Florida PRIME investment pool administered by the SBA; interest-bearing time deposits and savings accounts in qualified public depositories, as defined in Section 280.02, Florida Statutes; direct obligations of the United States Treasury; obligations of Federal agencies and instrumentalities; securities of, or interests in, certain open-end or closed-end management type investment companies; Securities and Exchange Commission registered money market funds with the highest credit quality rating from a nationally recognized rating agency; and other investments approved by the Consortium's Board of Trustees, as authorized by law.

For purposes of cash flows, the funds held in the managed investment accounts, including money market funds which are available on demand, are not considered to be cash equivalents due to management's intent that such funds be held for long-term investment.

(e) **Premiums, recoveries and rebate receivables**—Receivables of \$4,469,017 and \$5,410,845 are due from member colleges with an additional \$926,694 and \$177,673 due from Florida Blue at December 31, 2021 and 2020, respectively. These receivables are carried at billed amounts, which is realizable value. Pharmacy rebates are received quarterly up to a year in arrears of the associated pharmacy claims paid, and are carried at estimated value, based on a rolling average of historical receipts, until actually received. At December 31, 2021 and 2020, receivables include \$6,033,655 and \$5,834,614, respectively, in estimated pharmacy rebates for the last four quarters. The Consortium has recorded no allowance for doubtful accounts as of December 31, 2021 and 2020.

(f) **Prepaid expenses and deposits**—Prepaid expenses and deposits of \$365,500 and \$420,500 at December 31, 2021 and 2020, represented amounts paid for employer contributions for employee health savings accounts. These prepayments related to one college as of December 31, 2021 and two member colleges as of December 31, 2020 that began to offer these accounts to employees in 2021.

(g) **Capital assets**—Property and equipment is stated at cost less accumulated depreciation. The Consortium has a capitalization threshold of \$5,000 for tangible personal property and \$25,000 for leasehold improvements. Expenditures for repairs and maintenance are charged to expense as they are incurred. Depreciation is computed on the straight-line basis over the following estimated useful lives:

- Leasehold Improvements - 10 years or the associated lease period if shorter
- Property and Equipment - 3 to 5 years

Depreciation expense was \$5,461 in 2021 and \$6,945 in 2020. No further detail note has been prepared for capital assets due to the immaterial balance to the Consortium's financial statements.

(h) **Claims payable**—Claims payable reflects liabilities of the Consortium for which invoices have been received from the third-party administrator for claims activity incurred and reported.



**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2021 AND 2020**

(1) **Summary of Significant Accounting Policies:** (Continued)

(i) **Compensated absences**—All employees are employed by the Fiscal Agent. Employee leave and attendance policies include provisions for granting specified numbers of sick and vacation leave days with pay each year. Such leave not taken may become payable upon termination of employment. The liability for leave not taken, included in accounts payable and accrued liabilities on the accompanying statements of net position, amounted to \$136,729 and \$120,367 at December 31, 2021 and 2020, respectively.

(j) **Claims incurred but not reported (“IBNR”)**—The IBNR claims reserve represents the best estimate of the amount of future claims related to services provided in the current accounting period. The IBNR claim reserve is estimated based upon claims projections utilizing certain studies of the historical claims data.

Given the considerable amount of uncertainty inherent in such accounting estimates, the subsequent development of the IBNR claims reserve may not conform to the assumptions inherent in the determination. The ultimate liability could be significantly in excess of or less than the amount indicated in the financial statements, and it is at least reasonably possible that changes in the estimate in the near term would be material to the financial statements.

(k) **Recognition of premium revenues**—Premium revenues are recognized on a monthly basis based on plan enrollments.

(l) **Estimates**—The preparation of financial statements in conformity with generally accepted accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

(m) **Income taxes**—Federal and state statutes exempt state supported colleges and universities from income tax liability. Since the Florida College System Risk Management Consortium consists solely of state supported colleges, it is exempt from any income tax liability.

(n) **Recent accounting pronouncements**—The Governmental Accounting Standards Board (GASB) issued new or modifications to, or interpretations of, existing accounting guidance during the year ended December 31, 2021. The Consortium has considered the new pronouncements that altered accounting principles generally accepted in the United States of American, and other than as disclosed in the notes to the financial statements below, does not believe that any other new or modified principles will have a material impact on the Consortium’s financial statements.

GASB issued Statement No. 87, *Leases*, in June 2017. GASB 87 increases the usefulness of governments’ financial statements by requiring recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and recognized as inflows of resources or outflows of resources based on the payment provisions of the contract. It establishes a single model for lease accounting based on the foundational principle that leases are financings of the right to use an underlying asset. The Consortium evaluated the effect of the implementation of the new standard and have recorded a lease asset of \$218,494 and a lease liability of \$218,494, with no impact to net position in order to apply the provisions of the standard retroactively. Refer to Note 8 for additional discussion over leases.

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM  
EMPLOYEE BENEFIT PLANS  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2021 AND 2020**

**(2) Cash and Cash Equivalents:**

The Consortium reported as cash equivalents \$39,373,129 and \$33,469,545 at December 31, 2021 and 2020, respectively, of monies held in the State Treasury SPIA investment pool representing ownership of a share of the pool. The SPIA carried a credit rating of AA-f by Standard and Poor's. The Consortium relies on policies developed by the State Treasury for managing interest rate risk or credit risk for this investment pool. Disclosures for the State Treasury SPIA investment pool are included in the notes to the financial statements of the State's Comprehensive Annual Financial Report.

At December 31, 2021 and 2020, the Consortium reported as cash equivalents \$8,780 and \$8,769, respectively, of monies held in the Florida PRIME investment pool administered by the SBA pursuant to Section 218.405, Florida Statutes. The Consortium's investments in the Florida PRIME investment pool, which the SBA indicates is a Securities and Exchange Commission Rule 2a7-like external investment pool, are similar to money market funds in which shares are owned in the fund rather than underlying investments. At December 31, 2021 the Florida PRIME investment pool carried a credit rating of AAAm by Standard and Poor's and had a weighted average maturity (WAM) of 49 days. A portfolio's WAM reflects the average maturity in days based on final maturity or reset date, in the case of floating rate instruments. WAM measures the sensitivity of the Florida PRIME investment pool to interest rate changes. The investments in Florida PRIME investment pool are reported at amortized cost.

**(3) Investments:**

Investments of the Consortium at December 31, 2021 and 2020, are reported at fair value in the following tables below.

The Consortium categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs.

The Consortium has the following recurring fair value measurements as of December 31, 2021 and 2020:

<b>December 31, 2021</b>	<b>Total</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
<b>Investments</b>				
US Treasury Notes	\$ 2,659,269	\$ 2,659,269	\$ -	\$ -
US Guaranteed Obligations and Government Sponsored Agencies	1,915,368	-	1,915,368	-
Corporate Notes	4,696,889	-	4,696,889	-
Federal Agency Collateralized Mortgage Obligations	505,750	-	505,750	-
Foreign Notes (Supra National)	175,325	-	175,325	-
Asset-Backed Securities	401,131	-	401,131	-
Mortgage-Backed Securities	420,138	-	420,138	-
Money Market Funds	37,176	-	37,176	-
Municipal Issues	38,683	-	38,683	-
Total investments at fair value	<u>\$ 10,849,729</u>	<u>\$ 2,659,269</u>	<u>\$ 8,190,460</u>	<u>\$ -</u>

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2021 AND 2020**

(3) **Investments:** (Continued)

<b>December 31, 2020</b>	<b>Total</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
<b>Investments</b>				
US Treasury Notes	\$ 2,171,136	\$ 2,171,136	\$ -	\$ -
US Guaranteed Obligations and Government Sponsored Agencies	2,074,402	-	2,074,402	-
Corporate Notes	4,698,205	-	4,698,205	-
Federal Agency Collateralized Mortgage Obligations	679,261	-	679,261	-
Asset-Backed Securities	550,346	-	550,346	-
Mortgage-Backed Securities	654,282	-	654,282	-
Money Market Funds	67,891	-	67,891	-
Municipal Issues	39,476	-	39,476	-
Total investments at fair value	<u>\$ 10,934,999</u>	<u>\$ 2,171,136</u>	<u>\$ 8,763,863</u>	<u>\$ -</u>

The following risks apply to investments:

*Interest Rate Risk:* Interest rate risk is the risk that changing interest rates will adversely affect the fair value of an investment. The investment policy of the Consortium limits the maximum effective duration of the aggregate portfolio to three years. The performance benchmark for the Consortium is the Merrill Lynch 1 - 5 Year U.S. Treasury Index.

The ICE BofA 1-5 Year U.S. Treasury Index effective duration was 2.57 at December 31, 2021 and 2.59 at December 31, 2020. The effective duration of the Consortium's portfolio at December 31, 2021 and 2020, respectively, was 2.53 and 2.65 years. Recognizing that market volatility is a function of duration, the investment policy of the Consortium also states that the portfolio is to be maintained as short- to intermediary-term duration portfolio. The maximum duration of floating rate and individual securities is limited to five and a half years from the date of purchase. At December 31, 2021, the Consortium's longest individual security effective duration was 4.93 years.

The scheduled maturities of securities at fair value are as follows:

	<b>2021</b>	<b>2020</b>
Due in one year or less	\$ 1,065,130	\$ 723,221
Due in 1 – 5 years	9,149,357	9,208,745
Due in more than 5 years	635,242	1,003,033
Total	<u>\$ 10,849,729</u>	<u>\$ 10,934,999</u>

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
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(3) **Investments:** (Continued)

At December 31, 2021, the investments of the Consortium in obligations of the United States Government and Government-sponsored enterprises, Federal agency collateralized mortgage obligations, corporate notes, mortgage-backed pass-throughs, commercial paper, foreign notes, asset-backed securities, and money market funds were rated by Standard & Poor's as follows:

<b>Investment Type</b>	<b>Fair Value</b>	<b>Credit Quality Rating</b>
United States Treasury Notes	\$ 2,659,269	N/A
Obligations of United States Government and Government Sponsored Enterprises	1,915,368	AA+
Corporate Notes	4,696,889	BBB to AA-
Federal Agency Collateralized Mortgage Obligations	505,750	AAA
Asset Backed Securities	401,131	AAA
Mortgage-Backed Securities	420,138	AA+
Foreign Notes (Supra National)	175,325	AAA
Money Market Mutual Funds	37,176	AAA
Municipal Issues	38,683	AAA
	<u>\$ 10,849,729</u>	

*Custodial Credit Risk:* Custodial Credit Risk is the risk that, in the event of failure of the counterparty to a transaction, the Consortium will not be able to recover the value of investment or collateral securities that are in the possession of an outside party. The investment policy of the Consortium requires that all securities purchased be properly designated as an asset of the Consortium and held in safekeeping by a third party custodial bank or other third party custodial institution. The Consortium's investments are held by a safekeeping agent in the name of the Consortium.

*Concentration of Credit Risk:* Concentration of credit risk is the risk of loss attributed to the magnitude of the Consortium's investment in a single issuer. The investment policy of the Consortium provides that a maximum of five percent of the portfolio's individual corporate exposure may be invested in securities of a single issuer, excluding U.S. Government, government agencies, government-sponsored enterprise securities, and money market funds. Disclosure is required of any investments that exceed five percent of total investments. The Consortium has investments in a governmental agency, Federal Home Loan Mortgage, with fair values of \$1,402,500 or 7.73% of total investments, and investments in a governmental agency, Federal National Mortgage with fair values of \$1,427,655, or 7.86% of total investments.

(4) **Claims Adjustment/Service Fees:**

During 2021 and 2020, the Consortium contracted with Florida Blue to process and pay the claims of the participants in the Consortium self-insurance health plans. For this service, the Consortium pays a specified amount per plan participant per month. In addition, the Consortium has agreed that if the servicing contract is switched to another entity at the end of any contract year, then they will pay Florida Blue a fixed percentage of all claims processed after the contract year ends but incurred during the contract period. That fixed percentage was 7.9% at December 31, 2021. The liability for claims service fees payable is the contractual percentage times the liability for claims incurred but not paid at year end and is included in the liability for losses incurred

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
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**(5) Claims Liabilities and Incurred Losses:**

Unpaid claims on health policies represent the estimated liability for benefit expenses both reported but not paid and incurred but not reported to the Consortium through December 31. The Consortium does not discount its liabilities for unpaid claims. Liabilities for unpaid claims are estimated using historical claims payment patterns and statistical analyses. Those estimates are subject to the effects of trends in claims severity and frequency. Although considerable variability is inherent in such estimates, management believes that the liabilities for unpaid claims are adequate. The estimates are continually reviewed and adjusted as necessary as experience develops or new information becomes known; such adjustments are included in current operations. The time frame for processing health claims is generally no more than a few months.

Activity in the liability for unpaid claims and loss adjustment expenses (LAE) is summarized as follows:

	<u>2021</u>	<u>2020</u>
Claims liabilities and incurred losses at beginning of year	\$ 24,786,260	\$ 23,605,195
Less: Reinsurance recoverable on unpaid losses	-	-
Net balance at beginning of year	<u>24,786,260</u>	<u>23,605,195</u>
Claims incurred related to:		
Current year	127,501,273	100,104,115
Prior year	<u>2,840,130</u>	<u>1,735,662</u>
Total incurred and LAE	<u>130,341,403</u>	<u>101,839,777</u>
Claims paid related to:		
Current year	91,618,057	76,156,923
Prior year	<u>31,956,185</u>	<u>24,501,789</u>
Total paid and LAE	<u>123,574,242</u>	<u>100,658,712</u>
Net balance at end of year	31,553,421	24,786,260
Add: Reinsurance recoverable on unpaid losses	-	-
Gross balance at end of year	<u>\$ 31,553,421</u>	<u>\$ 24,786,260</u>
Total liability consists of:		
Claims payable	22,906,360	17,699,458
IBNR claims reserve	<u>8,647,061</u>	<u>7,086,802</u>
Total claims liabilities and incurred losses	<u>\$ 31,553,421</u>	<u>\$ 24,786,260</u>

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM**  
**EMPLOYEE BENEFIT PLANS**  
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**(6) Reinsurance:**

The Consortium seeks to reduce losses from certain catastrophic or other events that could cause unfavorable underwriting results by reinsuring certain levels of risk in various areas of exposure with other insurance enterprises. All life insurance and certain health insurance is totally ceded to outside insurers. The Consortium maintained stop/loss insurance related to health claims which reimbursed the Consortium for individual claims in excess of \$525,000 in 2021 and \$500,000 in 2020. Such reimbursements are reported as reductions of incurred losses, and the premiums paid to maintain such insurance are reported as reductions of revenue for premiums ceded. The Consortium evaluates the financial strength of potential reinsurers and continually monitors the financial condition of reinsurers.

The following table includes premium amounts ceded to other companies:

<b>2021</b>	<b>Premiums Assessed</b>	<b>Premiums Ceded</b>	<b>Net Premiums Earned</b>
Health insurance	\$ 136,069,417	\$ 11,361,996	\$ 124,707,421
Life insurance	2,957,402	2,957,402	-
Total	<u>\$ 139,026,819</u>	<u>\$ 14,319,398</u>	<u>\$ 124,707,421</u>
<b>2020</b>	<b>Premiums Assessed</b>	<b>Premiums Ceded</b>	<b>Net Premiums Earned</b>
Health insurance	\$ 118,938,515	\$ 11,365,123	\$ 107,573,392
Life insurance	2,954,832	2,954,832	-
Total	<u>\$ 121,893,347</u>	<u>\$ 14,319,955</u>	<u>\$ 107,573,392</u>

**(7) Retirement Benefits:**

The Consortium's employees are employed by the Fiscal Agent. The Consortium does not administer a separate retirement plan for its employees; however, pursuant to law, all salaried employees are members of retirement plans of the State of Florida. The retirement plans accounting and funding policies, actuarial present value of accumulated plan benefits, net assets available for benefits and other related matters are the responsibility of the Florida State Department of Administration, Division of Retirement. Other post-employment benefits (OPEB), primarily subsidized premiums for health insurance, are provided by the Fiscal Agent. The complete disclosures for the retirement plan and OPEB are in the audited financial statements of the Fiscal Agent.

**(8) Leases:**

The Consortium is lessee in one lease agreement. A right-to-use asset was added to the capital asset records. As of December 31, 2021, the total value of the right-to-use asset is \$218,494 with an accumulated depreciation of \$45,999. The details of the lease are below.

The Consortium rents office space under a non-cancellable lease agreement. The lease runs through September 30, 2025. The EBP is responsible for 50% of the lease obligation.

**FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM  
EMPLOYEE BENEFIT PLANS  
NOTES TO FINANCIAL STATEMENTS  
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(8) **Leases:** (Continued)

The amortization expense related to the leases are included within administrative expenses in the statement of revenues, expenses, and changes in net position. The following is a schedule by year of future minimum lease payments (the portion the EBP is responsible for) required under the lease agreement:

<b>Year Ending December 31,</b>	<b>Principal</b>	<b>Interest</b>	<b>Total Payment</b>
2022	\$ 43,841	\$ 2,727	\$ 46,568
2023	46,022	1,943	47,965
2024	48,285	1,119	49,404
2025	37,606	275	37,881
	<u>\$ 175,754</u>	<u>\$ 6,064</u>	<u>\$ 181,818</u>

(9) **Related Party Transactions:**

The Consortium provides health and life insurance coverage to the 23 member colleges, which are considered related parties. Gross premium revenues assessed with respect to this coverage for the years ended December 31, 2021 and 2020, was \$139,026,819 and \$121,893,347, respectively.

Santa Fe College, the Fiscal Agent, serves as the pay agent for staff who are paid from the Consortium. On a regular basis the Consortium transfers monies to Santa Fe College to cover staff salaries, benefits, and other administrative costs. Administrative costs, which are included in operating expenses in the statement of revenues, expenses and changes in net position, totaled \$1,320,717 and \$1,022,816 for the years ended December 31, 2021 and 2020, respectively.

(10) **Risks and Uncertainties:**

The Consortium has evaluated events and transactions for potential recognition or disclosure in the financial statements through May 11, 2022, the date the financial statements were available to be issued, and determined that no significant events occurred during that time period that impacted or required disclosure in the financial statements.

(11) **Prior Period Adjustment:**

The financial statements for fiscal year 2020 have been restated to conform with the provisions of GASB 87, which was applied retroactively for all periods presented. The restatement consisted of recording a lease asset of \$218,494 and a lease liability of \$218,494. The restatement did not impact net position.

**REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON  
COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT  
OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH  
GOVERNMENT AUDITING STANDARDS**

To the Board of Directors,  
Florida College System Risk Management Consortium - EBP Plan  
Employee Benefit Plans:

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the Florida College System Risk Management Consortium Employee Benefits Plan, which comprise the statements of net position as of December 31, 2021, and the related statements of revenues, expenses and changes in net position and cash flows for the year then ended, and the related notes to the financial statements and have issued our report thereon dated May 11, 2022.

**Internal Control over Financial Reporting**

In planning and performing our audit of the financial statements, we considered Florida College System Risk Management Consortium's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Florida College System Risk Management Consortium's internal control. Accordingly, we do not express an opinion on the effectiveness of Florida College System Risk Management Consortium's internal control.

*A deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit, we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

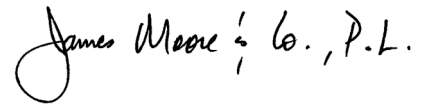


## Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Florida College System Risk Management Consortium EBP Plan's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

## Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in black ink that reads "James Moore & Co., P.L." The signature is written in a cursive, flowing style.

Gainesville, Florida  
May 11, 2022



May 11, 2022

To the Finance Committee,  
Florida College System Risk Management Consortium:

We have audited the financial statements of Florida College System Risk Management Consortium Employee Benefit Plans (“the Consortium”) as of and for the year ended December 31, 2021, and have issued our report thereon dated May 11, 2022. Professional standards require that we advise you of the following matters relating to our audit.

### **Our Responsibility in Relation to the Financial Statement Audit**

As communicated in our engagement letter dated January 18, 2022, our responsibility, as described by professional standards, is to form and express an opinion about whether the financial statements that have been prepared by management with your oversight are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America. Our audit of the financial statements does not relieve you or management of its respective responsibilities.

Our responsibility, as prescribed by professional standards, is to plan and perform our audit to obtain reasonable, rather than absolute, assurance about whether the financial statements are free of material misstatement. An audit of financial statements includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control over financial reporting. Accordingly, as part of our audit, we considered the internal control of the Consortium solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are also responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures for the purpose of identifying other matters to communicate to you.

### **Planned Scope and Timing of the Audit**

We conducted our audit consistent with the planned scope and timing we previously communicated to you.

### **Compliance with All Ethics Requirements Regarding Independence**

The engagement team, others in our firm, and our firm has complied with all relevant ethical requirements regarding independence.

## **Significant Risks Identified**

Our audit standards require we communicate significant risks identified in the planning phase and that we design our audit to provide reasonable assurance that the financial statements are free of material misstatement whether caused by error or fraud. Accordingly, we have identified override of internal controls by management, improper revenue recognition, improper cutoff of claims payable, review of appropriateness of estimates for IBNR, risk of improper allocation of administrative expenses and proper cutoff of expenses, and conflict of interest as the Fiscal Agent participates in the plan and records all activity as significant risks.

## **Qualitative Aspects of the Entity's Significant Accounting Practices**

### *Significant Accounting Policies*

Management has the responsibility to select and use appropriate accounting policies. A summary of the significant accounting policies adopted by the Consortium is included in Note 1 to the financial statements. The Consortium implemented GASB Statement No. 87, *Leases* during fiscal year 2021. No matters have come to our attention that would require us, under professional standards, to inform you about (1) the methods used to account for significant unusual transactions and (2) the effect of significant accounting policies in controversial or emerging areas for which there is a lack of authoritative guidance or consensus.

### *Significant Accounting Estimates*

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's current judgments. Those judgments are normally based on knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ markedly from management's current judgments.

The most sensitive accounting estimates affecting the financial statements are related to claims incurred but not reported (IBNR) and pharmacy rebate receivable. Management's estimate of IBNR is calculated based upon claims projections utilizing certain studies of the participating entity's historical claims data. Management's estimate of pharmacy rebate receivable is calculated using the most recent rebates received. We evaluated the key factors and assumptions used to develop the pharmacy rebate receivable, reserve for IBNR and related expense, and determined that methods were reasonable in relation to the basic financial statements taken as a whole.

### *Financial Statement Disclosures*

Certain financial statement disclosures involve significant judgment and are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the Consortium's financial statements relate to significant estimates and related party transactions.

## **Significant Unusual Transactions**

For purposes of this communication, professional standards require us to communicate to you significant unusual transactions identified during our audit. We identified no significant unusual transactions as a result of our audit procedures.

### **Significant Difficulties Encountered during the Audit**

We encountered no significant difficulties in dealing with management relating to the performance of the audit.

### **Uncorrected and Corrected Misstatements**

For purposes of this communication, professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that we believe are trivial, and communicate them to the appropriate level of management. Further, professional standards require us to also communicate the effect of uncorrected misstatements related to prior periods on the relevant classes of transactions, account balances or disclosures, and the financial statements as a whole. There were no uncorrected misstatements noted as a result of our audit procedures. Uncorrected misstatements or matters underlying those uncorrected misstatements could potentially cause future-period financial statements to be materially misstated, even though the uncorrected misstatements are immaterial to the financial statements currently under audit.

In addition, professional standards require us to communicate to you all material, corrected misstatements that were brought to the attention of management as a result of our audit procedures. None of the misstatements identified by us as a result of our audit procedures and corrected by management were material, either individually or in the aggregate, to the financial statements taken as a whole.

### **Disagreements with Management**

For purposes of this letter, professional standards define a disagreement with management as a matter, whether or not resolved to our satisfaction, concerning a financial accounting, reporting, or auditing matter, which could be significant to the Consortium's financial statements or the auditor's report. No such disagreements arose during the course of the audit.

### **Circumstances that Affect the Form and Content of the Auditor's Report**

For purposes of this letter, professional standards require that we communicate any circumstances that affect the form and content of our auditor's report. No such circumstances arose during the course of the audit.

### **Representations Requested from Management**

We have requested certain representations from management that are included in the management representation letter dated May 11, 2022.

### **Management's Consultations with Other Accountants**

In some cases, management may decide to consult with other accountants about auditing and accounting matters. Management informed us that, and to our knowledge, there were no consultations with other accountants regarding auditing and accounting matters.

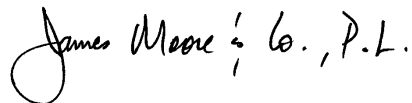
To the Finance Committee,  
Florida College System Risk Management Consortium  
May 11, 2022  
Page 4

### **Other Significant Matters, Findings or Issues**

In the normal course of our professional association with the Consortium, we generally discuss a variety of matters, including the application of accounting principles and auditing standards, operating conditions affecting the entity, and operating plans and strategies that may affect the risks of material misstatement. None of the matters discussed resulted in a condition to our retention as the Consortium's auditors.

This report is intended solely for the information and use of the Finance Committee and management of Florida College System Risk Management Consortium - Employee Benefit Plans and is not intended to be and should not be used by anyone other than these specified parties.

Very truly yours,

A handwritten signature in black ink that reads "James Moore & Co., P.L.". The signature is written in a cursive, flowing style. The first part of the signature, "James Moore", is more legible, while the "& Co., P.L." part is more stylized and less distinct.

JAMES MOORE & CO., P.L.



## ACTUARIAL MEMORANDUM

I, Chad Dawkins, am associated with Mercer Health & Benefits, and am a Member of the American Academy of Actuaries. I was asked by the Florida College System Risk Management Consortium to complete certain forms to be filed with the State of Florida Insurance Department, as required by Florida Statute Section 112.08. The material in this memorandum complies with relevant actuarial standards of practice and was prepared for the specific purpose of meeting applicable Florida statutes and filing procedures. This material may not be appropriate for other purposes.

In completing the attached forms, I relied on information supplied by the Consortium's representatives, its Auditor and Blue Cross and Blue Shield representatives.

Note that all estimates (e.g., reserve estimates and future cost projections) are based on information available at a point in time and are subject to random and unforeseen events. Therefore, any projection must be interpreted as having a likely range of variability from the estimate.

In my opinion, this report is complete and accurate, and the techniques and assumptions used are reasonable and meet the requirements and intent of Section 112.08.

A handwritten signature in black ink that reads "Chad Dawkins".

Chad Dawkins, FSA, MAAA

Mercer Health & Benefits

March 25, 2022

### **ACTUARIAL "SOUNDNESS"**

In my opinion, the Health Plan sponsored by the Florida College System Risk Management Consortium is actuarially sound as of December 31, 2021 because:

1. In addition to an incurred but not paid cash reserve of \$8,647,061, this plan holds a surplus of \$28,119,972 as of December 31, 2021. Total incurred claims for 2021, excluding stop loss premiums, are \$126,973,306, which yields a 60 day "safe harbor" surplus of \$20,872,324. The actual surplus as of December 31, 2021 far exceeds this amount.
2. Specific stop loss insurance is in place to mitigate any large individual losses.



Chad Dawkins, FSA, MAAA

Mercer Health & Benefits

March 25, 2022

### **RESERVING AND RATE ADEQUACY**

**Reserving Adequacy**

The following demonstrates that as of December 31, 2021, the Self-Funded Medical Plan had sufficient reserves to cover liabilities:

	<u>As of December 31, 2021</u>
Assets on Hand	\$ 36,767,033
Outstanding Claim Liability	\$ (8,647,061)
Surplus Assets	\$ 28,119,972

**Contributions Rate Adequacy**

The monthly Contribution Rate Structure in effect on January 1, 2022 varies by college and coverage. Based upon the headcount expected during the upcoming year, this Contribution Rate Structure is projected to produce \$132,459,000 in revenue for the self-funded plan for the year ending December 31, 2022. Note that the PCORI fee (approximately \$47,000) is not built into the rate structure and instead will be paid from surplus assets – this produces an expected loss of the same amount for the 2021 plan year. The page of this Report entitled “Operating Projections for Self-Funded Health Benefit Plans” (OIR-B2-573) demonstrates that this premium revenue, along with anticipated other income and the 2021 Surplus Assets shown above, is projected to be sufficient to end the 2022 year with Surplus Assets of \$28,119,972.

**DATA AND METHODS**

**General**

The Employer’s self-funded health plan is considered, for the purposes of this Actuarial Report, to be funded through a separate funding entity, even though there may be multiple accounts (internal service funds, external checking accounts, etc.). Monies are deposited by the Employer into this funding entity for the purpose of subsequent payment of plan benefits, premiums, expenses and reserving.

Parts of this Report summarize basic accounting data, while other parts require actuarial estimates. There are two areas in which actuarial/statistical estimates are necessary, for the purposes of Section 112.08, Florida Statutes: (a) estimating the dollar amount of claims incurred but not reported (IBNR) or reserve requirement as of the ends of the current and future Plan Years and (b) projections of the dollar amount of claims expected to be paid during future Plan Years. These figures are combined to derive projections of claims incurred during future years.



### **Incurred But Not Reported (IBNR) Reserve**

As discussed in the Section entitled “Surplus Assets”, the dollar amount of claims incurred prior to the end of a Plan Year but not paid until after the next Plan Year begins is an outstanding liability of the Plan, or its Sponsor, as of the end of that Plan Year.

The magnitude of the IBNR depends on many factors including:

- size and demographics of the covered group,
- terms and benefits of the Plan,
- time of the year in which the Plan year ends,
- the incidence and timing of the incurrance of claims,
- the magnitude or the variations in the size of claims incurred,
- the time it takes for employees to submit their claims,
- the time it takes for the Plan Administrator to process the claims, and
- changes in the benefits, the funding method or the administration of the program.

In estimating the IBNR for medical and prescription drug benefits, Mercer used the development method. This method uses previous patterns of payments (number of months from incurred month to paid month) to estimate incurred claims from those paid to date.

The estimated IBNR is a current estimate of a liability for which the ultimate amount will be known 18, 24, or even more months past the valuation date. We have considered the need for a margin for adverse deviation from the best estimate of IBNR based on the variability of claims, including the effect of stop loss coverage on the ultimate net liability. We have added a margin of 8 percent to the estimated unpaid claims for potential adverse deviation.

FCSRMC’s contract with Florida Blue provides for adjudication of claims on an as-received basis. Therefore, FCSRMC has a liability as of the valuation date for the administration of claims incurred but not paid as of the valuation date. This liability is calculated based on an administrative fee of 7.5% of paid claims during the runout period.

### **Projections of Claims Paid**

The other figures which require actuarial or statistical calculations and judgment are the projections of the amount of claims expected to be paid during each of the next two years.

The general approach is to examine the historical claims experience and to make projections based upon that experience, expected inflation, scheduled benefit changes and any changes in the census or demographics of the covered group. The basic data submitted for this purpose included the dollar

amount of claims paid (for medical and prescription claims on employees and on dependents) and number of covered employees (with single coverage and with dependent coverage).

The particular overall method employed was to determine an estimated amount of annual claims paid per employee (for medical and Rx combined for 2021) and to trend this amount to 2022 and 2023. The trend used for 2021, 2022, and 2023 was 7.49% for medical and Rx combined.

The projection techniques estimate the annual amount of claims paid for medical and Rx combined per employee for the years ending December 31, 2021 through 2023 as follows:

2022 - \$11,583

2023 - \$12,451

2024 - \$13,384

These figures were then multiplied by the Consortium's best estimates of the average number of employees expected to be covered during each of the next two years.



## OFFICE OF INSURANCE REGULATION

FINANCIAL SERVICES  
COMMISSION

RON DESANTIS  
GOVERNOR

JIMMY PATRONIS  
CHIEF FINANCIAL OFFICER

ASHLEY MOODY  
ATTORNEY GENERAL

NICOLE "NIKKI" FRIED  
COMMISSIONER OF  
AGRICULTURE

DAVID ALTMAIER  
COMMISSIONER

Via email: [jayme.steinbach@mercer.com](mailto:jayme.steinbach@mercer.com)

March 29, 2022

Jayme B Steinbach  
Senior Associate  
Florida Community Colleges Risk Management Consortium  
3031 N. Rocky Point Dr W  
Ste 700  
Tampa, FL 33607

**RE: FLORIDA COMMUNITY COLLEGES RISK MANAGEMENT CONSORTIUM**  
**FILE LOG NUMBER: SIP 22-007312**  
**PLEASE REFER TO THIS FILE NUMBER WHEN CORRESPONDING**

Dear Jayme Steinbach:

The Office of Insurance Regulation has reviewed your annual report for the above referenced plan for plan year ending 12/31/2021, including the statement as to the plan's actuarial soundness. Since the liabilities and assets appear to produce adequate positive surplus, your filing is **ACCEPTED** as being in compliance with the requirements of Section 112.08, F.S. We look forward to receiving your current plan year report no later than 3/31/2023..

Thank you for filing the required information.

Sincerely,

Office of Insurance Regulation

...

FLORIDA OFFICE OF INSURANCE REGULATION • LIFE & HEALTH PRODUCT REVIEW  
200 EAST GAINES STREET • TALLAHASSEE, FLORIDA 32399-0328 • (850) 413-3152 • FAX (850) 922-3866  
website: [www.flor.com](http://www.flor.com)

Affirmative Action / Equal Opportunity Employer

Information Item 3.a.1.  
Employee Benefit Plans

Self-Insured Health Program  
Cost & Utilization Highlights

## 002 - FCSRMC Without SPC

Paid: 01/01/2021 - 12/31/2021

## 1.01 - Year to Year Trend

2021 - Current PEY	2020 - Prior PEY	2019 - Prior PEY
<b>\$ 10,650</b>	<b>\$ 9,796</b>	<b>\$ 9,525</b>
8.72% - Increase	2.85% - Increase	0.00% - Baseline
2021 - Current PMPY	2020 - Prior PMPY	2019 - Prior PMPY
<b>\$ 7,430</b>	<b>\$ 6,823</b>	<b>\$ 6,606</b>
8.90% - Increase	3.28% - Increase	0.00% - Baseline

## 1.02 - Payment and Utilization - SIC 82 BlueOptions Benchmarks

Total Spend	Benchmark	Current	Prior	% Chng
Claims	439,015	484,477	443,909	9.1%
Spend Per Claim	\$ 212	\$ 225	\$ 235	(4.1%)
Spend	\$ 93,213,481	\$ 109,036,014	\$ 104,204,009	4.6%
PEPM	\$ 820.39	\$ 887.51	\$ 816.33	8.7%
PMPM	\$ 529.35	\$ 619.21	\$ 568.58	8.9%
PMPM (Mbr Resp\$)	\$ 76.33	\$ 76.25	\$ 60.53	26.0%
PMPM (Mbr Resp%)	12.6%	11.0%	9.6%	14.0%

Inpatient	Benchmark	Current	Prior	% Chng
Admits	928	918	906	1.3%
Spend Per Admit	\$ 21,131	\$ 24,627	\$ 24,026	2.5%
ALOS	4.77	5.11	5.60	(8.9%)
Total Spend	\$ 19,619,856	\$ 22,607,159	\$ 21,767,692	3.9%
Util/1000	63	63	59	5.5%
PMPM	\$ 111.42	\$ 128.38	\$ 118.77	8.1%
PMPM (Mbr Resp)	\$ 6.17	\$ 3.66	\$ 3.40	7.7%

Outpatient	Benchmark	Current	Prior	% Chng
Visits	13,489	14,007	12,421	12.8%
Spend Per Visit	\$ 1,226	\$ 1,379	\$ 1,421	(3.0%)
Total Spend	\$ 16,544,474	\$ 19,309,392	\$ 17,645,967	9.4%
Util/1000	919	955	813	17.4%
PMPM	\$ 93.96	\$ 109.66	\$ 96.28	13.9%
PMPM (Mbr Resp)	\$ 11.47	\$ 13.02	\$ 9.00	44.6%

ER	Benchmark	Current	Prior	% Chng
Visits	2,715	2,422	2,076	16.7%
Spend Per Visit	\$ 1,912	\$ 2,168	\$ 2,188	(0.9%)
Total Spend	\$ 5,191,189	\$ 5,251,041	\$ 4,541,871	15.6%
Util/1000	185	165	136	21.4%
PMPM	\$ 29.48	\$ 29.82	\$ 24.78	20.3%
PMPM (Mbr Resp)	\$ 8.18	\$ 6.90	\$ 4.83	42.8%

Urgent Care	Benchmark	Current	Prior	% Chng
Services	8,700	9,087	6,407	41.8%
Spend Per Service	\$ 91	\$ 87	\$ 93	(6.7%)
Total Spend	\$ 795,535	\$ 787,005	\$ 594,892	32.3%
Util/1000	593	619	420	47.6%
PMPM	\$ 4.52	\$ 4.47	\$ 3.25	37.7%
PMPM (Mbr Resp)	\$ 0.86	\$ 0.50	\$ 0.50	(0.4%)

Professional	Benchmark	Current	Prior	% Chng
Services	237,430	263,329	230,852	14.1%
Spend Per Service	\$ 107	\$ 111	\$ 114	(2.1%)
Total Spend	\$ 25,290,926	\$ 29,275,166	\$ 26,215,453	11.7%
Util/1000	16,180	17,945	15,116	18.7%
PMPM	\$ 143.63	\$ 166.25	\$ 143.04	16.2%
PMPM (Mbr Resp)	\$ 35.56	\$ 39.05	\$ 29.59	32.0%

Pharmacy	Benchmark	Current	Prior	% Chng
Scripts	175,752	194,714	191,247	1.8%
Spend Per Script	\$ 147	\$ 160	\$ 161	(0.8%)
Total Spend	\$ 25,771,500	\$ 31,067,399	\$ 30,764,936	1.0%
Util/1000	11,977	13,269	12,522	6.0%
PMPM	\$ 146.35	\$ 176.43	\$ 167.87	5.1%
PMPM (Mbr Resp)	\$ 14.09	\$ 13.12	\$ 13.21	(0.6%)

## 1.03 - Population Average Age By Relation and Gender

Relationship / Gender	Current	Prior	% Chng
Subscriber	50.8	50.9	(0.3%)
Males	50.9	51.1	(0.4%)
Females	50.7	50.8	(0.2%)
Dependents	29.1	28.9	0.9%
Males	29.4	29.1	0.9%
Females	28.9	28.6	0.8%
All Members	44.3	44.2	0.1%

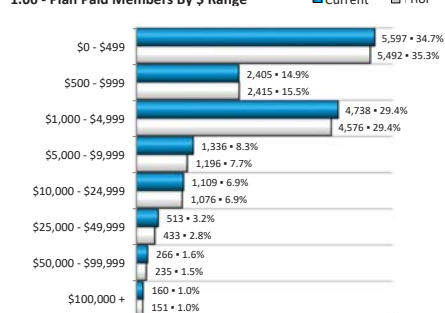
## 1.04 - Population By Coverage Tier

Enrollment	Current	Prior	% Chng
Contracts	10,238	10,637	(3.8%)
Members	14,674	15,273	(3.9%)
Members Per Contract	1.43	1.44	(0.2%)
Annual Churn Rate	14.1%	10.4%	34.9%

## 1.05 - Virtual Visits

Virtual Provider Type	Current Svcs   Pd	Prior Svcs   Pd	% Chng Svcs   Pd
Teladoc	2,027   \$103.6k	1,612   \$67.9k	26%   53%
Virtual Visits	13,147   \$1,044.0k	7,659   \$550.2k	72%   90%
Virtual Visit-PCP	3,387   \$292.3k	3,929   \$290.8k	(14%)   1%
Virtual Visit-Spec	9,760   \$751.8k	3,730   \$259.4k	162%   190%
Grand Total	15,174   \$1,147.7k	9,271   \$618.1k	64%   86%

## 1.06 - Plan Paid Members By \$ Range



\* Excludes members where 100% of allowed went to member share.

## 1.01 - 1.02 PMPM / Util per 1000 Details

- PEPY is currently \$10,650, up 8.7%. PMPY is currently \$7,430, up 8.9%. SIC 82 BlueOptions Benchmark PEPY is \$9,845 / PMPY is \$6,352.

- Total payments PMPM increased 8.9%, from \$569 to \$619. The following categories impacted spend:

- Professional (+16.2% / +\$23.21 PMPM) • Outpatient (+13.9% / +\$13.37 PMPM) • Inpatient (+8.1% / +\$9.61 PMPM)

## 1.02 Top Inpatient by Spend

- Total IP spend has increased \$839,467; (+3.9%). IP admits increased from 906 to 918 and util/1,000 members increased by 5.5%.

- PMPM increased 8.1% over the prior period, equal to an increase of \$9.61 for PMPM. Avg. Length of Stay (ALOS) decreased from 5.6 days to 5.11.

- Top admits based on spend: **Septicemia (\$2.8M)**, **2019NCOV (\$2.3M)**, **Cardiac Arrest (\$1.03M)**, **Back Disorders (\$741K)**, **Respiratory Failure (\$678K)**.

## 1.02 Top Outpatient by Spend

- Outpatient spend increased \$1,663,425; (+9.4%) with a 1.58% increase in visits.

- Spend is primarily driven by: **Chemotherapy/Radiation (\$1.47M)**, **Immunotherapy (\$958K)**, **Colon Cancer Screening (\$567K)**, **Osteoarthritis (\$376K)**.

## 1.02 Emergency Room (ER)

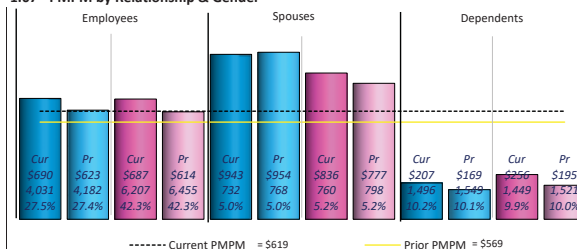
- Top ER facilities by util: Baptist Medical Center, HCA Florida North Florida Hospital, Shands And University Of Florida

- 1,849 distinct members (12.6% pop) visited the ER without admission.

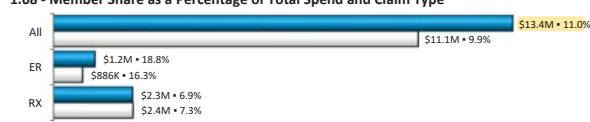
- 47 members have 4 or more ER visits in the current period totaling 276 visits and \$523,470 in total spend.

- 27.2% ER visits (22.5% spend) are potentially divertible. Top condition Dizziness And Giddiness. Benchmark is 30%.

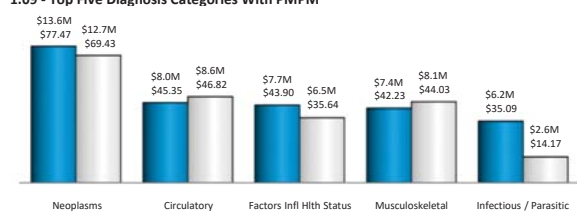
## 1.07 - PMPM by Relationship &amp; Gender



## 1.08 - Member Share as a Percentage of Total Spend and Claim Type



## 1.09 - Top Five Diagnosis Categories With PMPM



## 1.10 - Top Five Key Facility Utilization

(Rank) Facility Name	Current	Prior
(1) Adventhealth Orlando	\$ 2,969,072	\$ 3,523,632
(2) Mayo Clinic Florida Hospital	\$ 2,441,031	\$ 1,830,998
(3) Baptist Medical Center	\$ 1,646,171	\$ 1,991,842
(4) HCA Florida North Florida Hospital	\$ 1,458,093	\$ 894,367
(5) Holmes Regional Medical Center	\$ 1,456,460	\$ 568,810

## Key Findings

## 1.02 Top Professional

- Utilization/1,000 members increased to 17,945 professional services in the current period. Total spend increased \$3,059,713 (+11.7%) from prior.

- Top diagnoses include: Routine Adult Wellness/Well Child Visit, Colorectal Cancer Screening, Mammograms, Multiple Myeloma, Well Woman Exams, Lou Gehrig's Disease, 2019-NCOV-Coronavirus, Autism Disorder, Multiple Sclerosis, Chemotherapy, Hypertension, Breast Cancer, Well Child Examinations.

## 1.09 Diagnosis Categories

- Neoplasms: is the #1 diagnostic category with spend up from the prior period by \$918,015 to \$13,641,579. Current PMPM is \$77.47.

- Circulatory: spend decreased by \$594,675. Current spend is at \$7,985,417 and current PMPM is \$45.35.

- Factors Infl Hlth Status: current spend is up by \$1,197,954 and PMPM increased \$8.26.

- Musculoskeletal: spend decreased by \$633,955. Current spend is at \$7,435,693 and current PMPM is \$42.23.

- Infectious / Parasitic: spend increased by \$3,582,576. Current spend is at \$6,179,289 and current PMPM is \$35.09.

## 1.11 - 1.13 High Cost Claimants (HCC)

- High cost case spend increased 1.9% (\$597,050) and the number of cases increased by 9 year over year.

- Top Diagnosis Categories for HCC include: Neoplasms - (28%), Pharmacy - (24%), and Circulatory System - (10%).

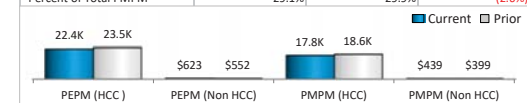
- Excluding High Cost Claimants the PMPM would be \$439.13 compared to the current PMPM of \$619.21.

- Without high cost claimants the PMPM trend for the group is up 10.1% from \$398.82 to \$439.13.

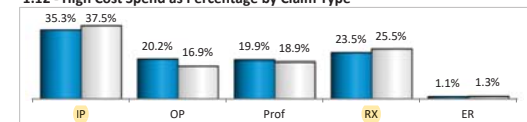
- High Cost Claimants primary spend by claim type is inpatient at 35.3% or \$11,846,636 of \$31,709,536 total HCC spend.

## 1.11 - High Cost Member Impacts \$100,000

Category	Current	Prior	% Change
High Cost Members	160	151	6.0%
Percent of Population	1.09%	0.99%	10.3%
High Cost Member Spend	\$ 31,709,536	\$ 31,112,486	1.9%
Average Spend Per Case	\$ 198,185	\$ 206,043	(3.8%)
High Cost Members PMPM	\$ 17,754	\$ 18,575	(4.4%)
High Cost PMPM Impact	\$ 180.08	\$ 169.76	6.1%
PMPM Less High Cost Mbrs	\$ 439.13	\$ 398.82	10.1%
Percent of Total PMPM	29.1%	29.9%	(2.6%)



## 1.12 - High Cost Spend as Percentage by Claim Type



## 1.13 - TOP 5 Diagnostic Categories with Top Three CCS Categories for HCC's

1) 02-Neoplasms - (28%)	\$8,923,617
045-Chemotherapy / Radiation	\$2,993,071
024-Cancer Of Breast	\$1,112,774
039-Leukemias	\$858,319
2) Rx-Pharmacy - (24%)	\$7,459,948
999-Alprolix Inj 4000Unit	\$1,043,265
999-Revlimid Cap 10Mg	\$786,103
999-Humira Pen Inj 40/0.4Ml	\$357,634
3) 09-Circulatory System - (10%)	\$3,259,018
100-Acute Myocardial Infarction	\$610,782
101-Coronary Atherosclerosis And Other Heart Disease	\$563,439
096-Heart Valve Disorders	\$493,842
4) 01-Infectious/Parasitic - (10%)	\$3,077,675
002-Septicemia (Except In Labor)	\$1,897,577
000-2019-NCOV-Coronavirus	\$1,137,456
004-Mycoses	\$32,400
5) 11-Digestive System - (5%)	\$1,562,751
144-Regional Enteritis And Ulcerative Colitis	\$456,691
006-Hepatitis	\$307,358
153-Gastrointestinal Hemorrhage	\$159,831

Benchmark data is based off claims incurred 01/01/2021 - 12/31/2021 and Paid 01/01/2021 - 02/28/2022.

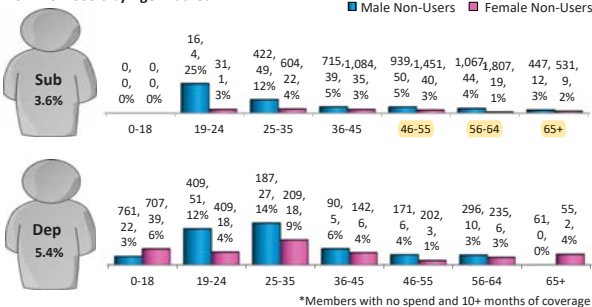
SUMMARY PAGE 1

## 002 - FCSRMC Without SPC

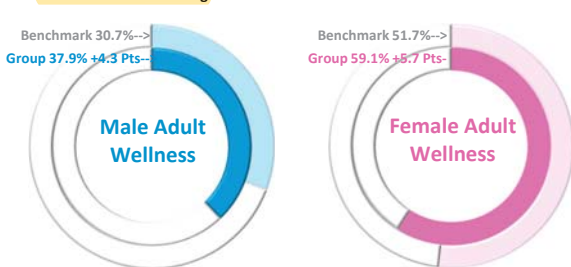
Paid: 01/01/2021 - 12/31/2021



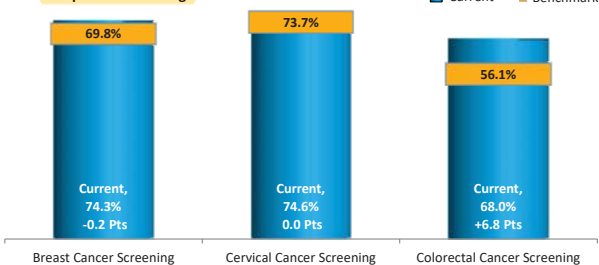
### 2.01 - Non-Users by Age Bracket



### 2.02 - Adult Wellness Screening



### 2.03 - Compliance Screenings



Benchmark data is based off claims incurred 01/01/2021 - 12/31/2021 and Paid 01/01/2021 - 02/28/2022.

### 2.04 - Pharmacy - Key Performance Measures

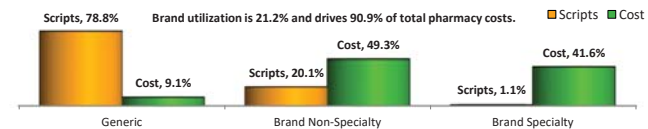
Category	Current	Prior	% Chng
Avg Enrolled Members	14,674	15,273	(3.9%)
Avg Rx Utilizing Members	12,629	11,947	5.7%

### 2.05 - Pharmacy - Total Cost and Utilization

Category	Current	Prior	% Chng
Plan Paid	\$ 31,067,399	\$ 30,764,936	1.0%
Member Share	\$ 2,311,133	\$ 2,420,554	(4.5%)
Total Scripts	194,714	191,247	1.8%
Total PMPM	\$ 189.55	\$ 181.07	4.7%
Plan Paid PMPM	\$ 176.43	\$ 167.87	5.1%
Member Share PMPM	\$ 13.12	\$ 13.21	(0.6%)
Scripts PMPM	1.11	1.04	6.0%

### 2.06 - Pharmacy - Percent of Utilization by Tier

Category	Current		Prior	
Script Type	Scripts	% Paid	Scripts	% Paid
Generic	78.8%	9.1%	83.2%	10.2%
Brand	11.6%	40.7%	12.3%	37.5%
Non Preferred Brand	8.5%	8.6%	3.4%	8.9%
Specialty	1.1%	41.6%	1.1%	43.4%



### 2.07 - Pharmacy - Average Ingredient Cost, Dispensing Fee, Plan Paid and Member Share

Category	Current	Prior	% Chng
Avg Ingredient Cost	\$ 168.69	\$ 173.10	(2.5%)
Avg Dispensing Fee	\$ 0.08	\$ 0.21	(62.3%)
Avg Plan Paid	\$ 159.55	\$ 160.86	(0.8%)
Average Member Share	\$ 11.87	\$ 12.66	(6.2%)

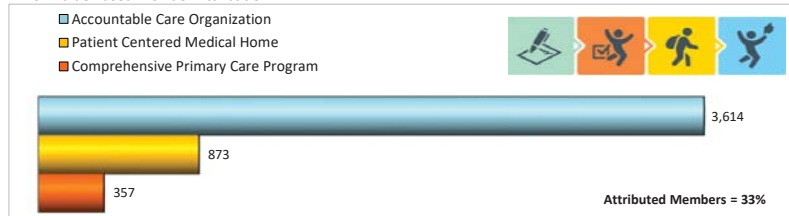
### 2.08 - Pharmacy - Top Five Brand Drugs By Spend

Category	Current	Prior	Current	Prior
(Rank) Drug Name	Scripts	Scripts	Plan Paid	Plan Paid
(1) Ozempic	927	701	\$ 1,180,558	\$ 857,909
(2) Trulicity	698	607	\$ 899,032	\$ 713,208
(3) Jardiance	567	537	\$ 590,413	\$ 524,693
(4) Eliquis Starter Pack	669	635	\$ 466,767	\$ 391,697
(5) Biltarvy	138	112	\$ 463,240	\$ 383,120

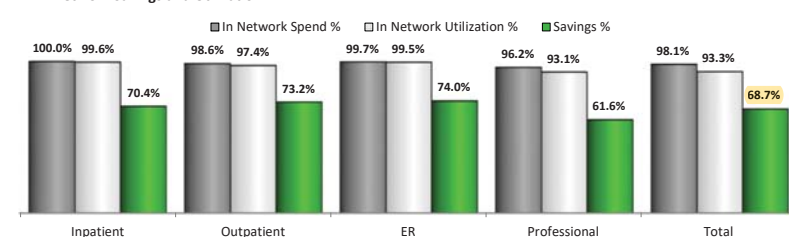
### 2.09 - Pharmacy - Top Five Specialty Drugs By Spend

Category	Current	Prior	Current	Prior
(Rank) Drug Name	Scripts	Scripts	Plan Paid	Plan Paid
(1) Humira Pen	235	259	\$ 1,465,526	\$ 1,560,717
(2) Alprolix	14	17	\$ 1,053,636	\$ 984,790
(3) Revimid	52	53	\$ 979,163	\$ 960,424
(4) Enbrel Surecick	143	174	\$ 768,691	\$ 872,010
(5) Cosentyx Sensorready Pen	93	65	\$ 541,305	\$ 418,233

### 2.10 - Value Based Provider Attribution



### 2.11 - Network Savings and Utilization



### Key Findings

- 2.01 - 2.03 Non Users / Compliance**
  - Approx 4.1% of the population did not utilize health benefits in the current period. 5.7% males & 2.9% females.
  - Dependent males ages 19-24 have the highest non-user count of 51. 174 subs and 28 depts over age 46 did not utilize benefits in 2021.
  - Male adult wellness +4.3% to 37.9%, benchmark is 30.7%. Female adult wellness +5.7% to 59.1%, benchmark is 51.7%.
  - Compliance Screenings: Breast: (0.2%) to 74.3%, Cervical: +0.0% to 74.6%, Colorectal: +6.8% to 68.0%.
  - Cancer screening compliance results are above the Florida Blue benchmarks in 3 out of 3 screening categories.
- 2.04 - 2.09 Pharmacy**
  - Pharmacy plan paid was \$31,067,399 (+1.0%) and the Plan Paid PMPM was \$176 (+5.1%).
  - Pharmacy trend is impacted mostly by utilization drug mix and inflation.
  - Use of specialty medications is a major factor in drug trend for the book of business and across the industry.
  - Generic utilization decreased and is currently 78.8%.
  - Generic use creates savings to the member and plan and helps limit some of the impact of inflation. Florida Blue BOB averaged 84.8%.
  - Brand and Specialty medications accounted for 21.2% of total utilization and 90.9% of total pharmacy costs.
  - Specialty medications are 1.1% of total scripts and 41.6% of total pharmacy spend.
  - Top Non Specialty Brand Drugs are (1) Ozempic, (2) Trulicity, (3) Jardiance
  - Top Specialty Drugs are (1) Humira Pen, (2) Alprolix, (3) Revimid

### 2.10 Value Based Providers

- 4,844 distinct Florida based members (33.0% of membership) are attributed to a Florida Blue value based provider.

### 2.11 Network Savings

- In-network utilization for Inpatient/Outpatient/ER facility is at 98.8% with spend at 99.4%. Professional is 93.1%.
- Overall network discount for the time period under review is 68.7% which resulted in savings of \$177.2M to the plan.

SUMMARY PAGE 2

Information Item 3.a.2.  
Employee Benefit Plans

Self-Insured Health Program  
COVID Report Update



Inc Period: 01/01/2020-03/31/2022  
Paid Period: 01/01/2020-03/31/2022

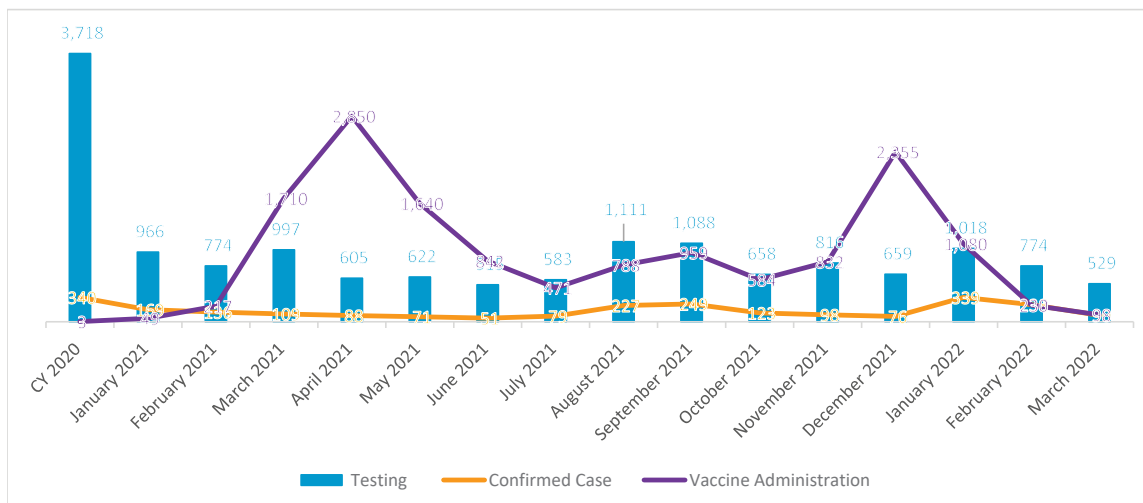
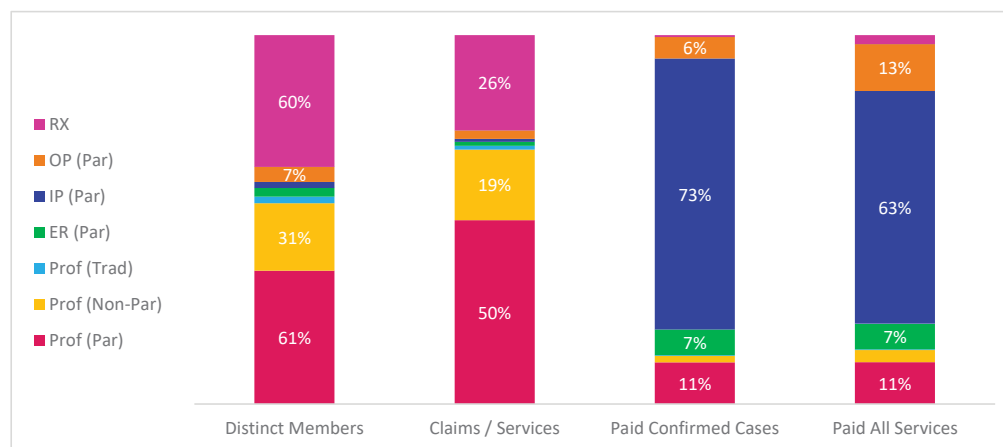
# COVID-19 Employer Group Reporting

002 - FLORIDA COMMUNITY COLLEGES RISK MANAGEMENT CONSORTIUM



Distinct Members <sup>2</sup>

Claim Service Period	Testing	Possible Exposure Negative Outcome	Confirmed Exposure Unknown Outcome	Confirmed Case	Vaccine Administration
CY 2020	3,718	812	2,803	340	3
CY 2021	2,900	1,066	3,224	843	7,404
January 2022	1,018	106	1,036	339	1,080
February 2022	774	59	738	238	230
March 2022	529	30	514	90	98
<b>TOTAL ALL PERIODS <sup>1</sup></b>	<b>8,686</b>	<b>2,056</b>	<b>8,018</b>	<b>1,749</b>	<b>8,779</b>



Claim Type	Distinct Members	Claims / Services	Paid Confirmed Cases	Paid All Services
RX (RX)	8,283	14,048	\$45,031.51	\$521,990.78
OP (Non-Par)	2	2	\$85.23	\$100.74
OP (Par)	947	1,262	\$549,178.67	\$2,741,552.89
IP (Par)	381	421	\$6,904,545.94	\$13,601,801.98
IP (Non-Par)	2	2	\$185.50	\$1,669.50
ER (Non-Par)	4	4	\$659.02	\$13,364.28
ER (Par)	539	599	\$657,136.76	\$1,486,589.44
Prof (TRAD)	415	567	\$15,946.62	\$41,730.26
Prof (Non-Par)	4,236	10,406	\$165,151.29	\$713,971.32
Prof (Par)	8,390	27,138	\$1,059,922.48	\$2,441,293.81
<b>Grand Total <sup>1</sup></b>	<b>13,697</b>	<b>54,449</b>	<b>\$9,397,843.02</b>	<b>\$21,564,065.00</b>

<sup>1</sup>Total Members is not a sum, but a distinct count across all categories/periods.

<sup>2</sup>Member count for "Claim Service Period" is a distinct count. This applies to the "Total All Periods" which is the distinct mbr count across ALL periods.



Information Item 4.a.  
Financial Statements

Property/Casualty Program

## FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM

## PROPERTY AND CASUALTY PLAN

REVENUES AND EXPENDITURES BUDGET REPORT  
As of February 28, 2022

TOTAL ACTUAL, 12 MONTHS, 2021-2022						TOTAL ESTIMATED 2021-2022		
		CURRENT BUDGET	REALIZED	UNREALIZED	% UNREALIZED	PROJECTED THRU 2/28/22	% CURRENT BUDGET	
REVENUES								
46610	Annual Assessment	45,535,400.00	45,535,398.00	2.00	0.00%	45,535,398.00	100.00%	
46612	Allied Health	294,078.00	275,623.85	18,454.15	6.28%	275,623.85	93.72%	
46614	Inter-Collegiate	1,799,937.00	1,635,048.38	164,888.62	9.16%	1,635,048.38	90.84%	
46616	Other SP Assessment	245,492.00	205,386.01	40,105.99	16.34%	205,386.01	83.66%	
46617	Master Builder's Risk	-	-	-	-	-	-	
46618	Educ/Tng Student	279,224.00	263,252.14	15,971.86	5.72%	263,252.14	94.28%	
46619	WC SIR Assessment	84,555.00	78,450.84	6,104.16	7.22%	78,450.84	92.78%	
46635	Other Operations Committee Assessment	-	-	-	-	-	-	
	Members Assessments	48,238,686.00	47,993,159.22	245,526.78	0.51%	47,993,159.22	99.49%	
48130	Int on Invest-Long Term	100,000.00	142,308.44	(42,308.44)	-42.31%	142,308.44	142.31%	
48140	Bank Int Earned - ACE/Chubb	50,000.00	-	50,000.00	100.00%	-	0.00%	
48150	Int on Invest-SBA	50,000.00	3.19	49,996.81	99.99%	3.19	0.01%	
48170	Int on Invest-SPIA	300,000.00	506,546.85	(206,546.85)	-68.85%	506,546.85	168.85%	
48200	Realized (Gain)/Loss	-	1,131.63	(1,131.63)	-	1,131.63	-	
48210	Unrealized (Gain)/Loss	-	(282,676.17)	282,676.17	-	(282,676.17)	-	
63850	Investment Costs (Reporting Fees)	(55,000.00)	(70,837.45)	15,837.45	-28.80%	(70,837.45)	128.80%	
	Interest and Investment Income, Net	445,000.00	296,476.49	148,523.51	33.38%	296,476.49	66.62%	
	TOTAL REVENUES	\$ 48,683,686.00	\$ 48,289,635.71	\$ 394,050.29	0.81%	\$ 48,289,635.71	99.19%	
		CURRENT BUDGET	EXPENDED	ENC'D	UNENC'D	% UNENC'D	PROJECTED THRU 02/28/20	% CURRENT BUDGET
63790	Annual Ins Premium	24,115,077.00	23,913,188.28	-	201,888.72	0.84%	23,913,188.28	99.16%
63810	Reimbursement to	-	-	-	-	-	-	-
63820	WC-Carrier Audit	25,000.00	(7,711.00)	-	32,711.00	130.84%	(7,711.00)	-30.84%
63830	Special Assessment	245,492.00	205,386.01	-	40,105.99	16.34%	205,386.01	83.66%
63831	Master Builder's Risk Assessment	-	4.00	-	(4.00)	-	4.00	-
63835	Claims/Loss Svc Fees	923,907.00	944,092.00	32,895.00	(53,080.00)	-5.75%	944,092.00	102.18%
63880	Incurred Claims (Clms Pd+IBNR Change)	-	-	-	-	-	-	-
63881/63901	Paid Claims - Property Coverage (CAT)	8,000,000.00	(269,722.14)	-	8,269,722.14	103.37%	(269,722.14)	-3.37%
63882/63902	Paid Claims - Property Coverage (Non-CAT)	-	-	-	-	-	-	0.00%
63883/63903	Paid Claims - Workers' Compensation	5,750,000.00	3,435,551.72	-	2,314,448.28	40.25%	3,435,551.72	59.75%
63884/63904	Paid Claims - Cyber Risk	485,142.00	42,839.50	-	442,302.50	91.17%	42,839.50	8.83%
63888/63908	Paid Claim - Other Coverage	5,949,500.00	3,684,282.79	-	2,265,217.21	38.07%	3,684,282.79	-
46651/46671	Recovery - Property Coverage (CAT)	-	(600,858.50)	-	600,858.50	-	(600,858.50)	-
46652/46672	Recovery - Property Coverage (Non-CAT)	-	-	-	-	-	-	-
46653/46673	Recovery - Workers' Compensaction	(400,848.00)	(979,472.72)	-	578,624.72	-144.35%	(979,472.72)	244.35%
46654/46674	Recovery - Cyber Risk	-	(20,159.85)	-	20,159.85	-	(20,159.85)	-
46658/46678	Recovery - Other Coverage	-	-	-	-	-	-	-
63889	WC SIR Expense	84,555.00	78,450.82	-	6,104.18	7.22%	78,450.82	92.78%
63890	Catastrophic Claims Fees	250,000.00	-	-	250,000.00	100.00%	-	0.00%
63891	Other Operations Committee Projects	75,000.00	-	-	75,000.00	100.00%	-	0.00%
	Premiums & Claims Expenses	45,502,825.00	30,425,870.91	32,895.00	15,044,059.09	33.06%	30,425,870.91	66.87%
50110	Salary P/C	511,450.00	504,307.12	-	7,142.88	1.40%	504,307.12	98.60%
60110	Admin Cost P/C	269,323.00	217,530.27	-	51,792.73	19.23%	217,530.27	80.77%
62001	Printing Services	17,500.00	-	-	17,500.00	100.00%	-	0.00%
62504	Service Contracts/Agreements	-	5,000.00	-	(5,000.00)	-	5,000.00	-
63928	Change in IBNR - Other	-	(926,000.00)	-	926,000.00	-	(926,000.00)	-
63895	Conf/Training/Seminars	9,000.00	-	-	9,000.00	100.00%	-	0.00%
64501	SREF Inspection	136,000.00	124,750.00	500.00	10,750.00	7.90%	124,750.00	91.73%
64502	Institutional Memberships	-	9,180.00	-	(9,180.00)	-	9,180.00	-
65001	Consulting Services	65,000.00	26,000.00	4,000.00	35,000.00	53.85%	26,000.00	40.00%
65004	Auditing Fees	53,000.00	73,000.00	-	(20,000.00)	-37.74%	73,000.00	137.74%
65009	Bank Fees	-	777.30	-	(777.30)	-	777.30	-
65007	Other Professional Fees (Actuary)	54,800.00	29,156.50	18,368.50	7,275.00	13.28%	29,156.50	53.21%
66504	Materials & Supplies	-	10,800.00	-	(10,800.00)	-	10,800.00	-
70110	Capital Cost P/C	2,250.00	1,257.71	-	992.29	44.10%	1,257.71	55.90%
	Administrative Expenses	1,118,323.00	75,758.90	22,868.50	1,019,695.60	91.18%	75,758.90	6.77%
TOTAL EXPENDITURES		\$ 46,621,148.00	\$ 30,501,629.81	\$ 55,763.50	\$ 16,063,754.69	34.46%	\$ 30,501,629.81	65.42%
INCREASE (DECREASE) IN FUND BALANCE		\$ 2,062,538.00	\$ 17,788,005.90				\$ 17,788,005.90	

SRECNP check

37,445,699.10 Beginning FB  
 Projected Ending  
 55,233,705.00 FB at 02/28/22

**Florida College System Risk Management Consortium**  
**Property and Casualty Plan**  
**Statement of Net Position**  
**February 28, 2022 and 2021**

	<b>FY 2021-22</b>	<b>FY 2020-2021</b>
<b>ASSETS</b>		
CASH IN BANKS	\$ 491,436.60	\$ 322,202.62
INVESTMENT STATE BOARD OF ADMINISTRATION	2,540.23	2,537.04
INVESTMENT SPECIAL PURPOSE INVESTMENT ACCT.	<u>61,514,449.40</u>	<u>51,629,992.85</u>
CASH EQUIVALENTS - STATE INVESTMENT POOLS	61,516,989.63	51,632,529.89
INVESTMENT SECURITIES - Managed Account	7,228,242.14	7,091,043.51
UNREALIZED HOLDING GAIN OR (LOSS) ON SECURITIES	<u>(99,812.70)</u>	<u>182,863.47</u>
INVESTMENTS, NET	7,128,429.44	7,273,906.98
ACCRUED INTEREST RECEIVABLE	46,951.49	89,427.20
A/R OTHER	21,155.63	-
A/R ALLIED HEALTH	-	-
A/R ANNUAL ASSESSMENT	-	-
A/R MASTER BUILDER RISK	-	873.00
A/R CYBER RISK	59,367.50	235,981.41
A/R FACILITIES USE	-	-
A/R INTERCOLLEGIATE ATHLETIC ASSESSMENT	280.00	37,577.00
A/R EDUCATION / TRAINING	-	-
A/R SELF INSURER ASSESSMENT	8,752.99	7,362.40
A/R OTHER SPECIAL ASSESSMENT	10,279.39	6,581.00
PREPAID EXPENSES	<u>655,862.11</u>	<u>331,495.69</u>
ASSESSMENTS RECEIVABLE & PREPAID CLAIMS	755,697.62	619,870.50
PREPAID INSURANCE	962,004.78	942,748.94
RECOVERABLES FROM EXCESS CARRIERS ON PAID LOSSES	3,410,039.09	3,991,909.61
RESTRICTED DEPOSIT <sup>(1)</sup>	2,194,778.29	2,280,283.29
DEPOSIT HELD IN ESCROW	-	-
PROPERTY AND EQUIPMENT - NET DEPRECIATION	20,932.68	26,393.40
LEASE ASSET - NET OF AMORTIZATION	<u>165,293.99</u>	<u>-</u>
<b>TOTAL ASSETS</b>	<u>76,692,553.61</u>	<u>67,179,272.43</u>
<b>LIABILITIES</b>		
CLAIMS INCURRED BUT NOT REPORTED OR PAID	11,111,000.00	41,059,965.47
ACCOUNTS PAYABLE - CLAIMS	<u>8,986,130.55</u>	<u>6,404.16</u>
CLAIM LIABILITIES AND INCURRED LOSSES	20,097,130.55	41,066,369.63
REINSURANCE RECOVERABLES ON UNPAID LOSSES	<u>-</u>	<u>(13,749,340.00)</u>
LOSS AND LOSS ADJUSTMENT EXPENSE RESERVES, NET	20,097,130.55	27,317,029.63
UNEARNED ASSESSMENTS	962,721.14	942,673.23
ADVANCED ASSESSMENTS	-	-
FUNDS HELD UNDER EXCESS CARRIER TREATIES	-	1,198,374.00
ACCOUNTS PAYABLE - OPERATIONS	110,534.42	152,829.25
LEASE PAYABLE	168,558.07	-
ACCRUED LIABILITY - COMPENSATED ABSENCES	<u>119,904.44</u>	<u>122,667.22</u>
<b>TOTAL LIABILITIES</b>	<u>21,458,848.62</u>	<u>29,733,573.33</u>
<b>NET POSITION</b>		
UNDESIGNATED	55,233,705.00	37,445,699.10
DESIGNATED FOR LOSS CONTINGENCY	<u>-</u>	<u>-</u>
<b>TOTAL NET POSITION</b>	<u>\$ 55,233,705.00</u>	<u>\$ 37,445,699.10</u>

(1) Restricted Deposit consists of collateral held by ACE/Chubb for workers compensation

**Florida College System Risk Management Consortium**  
**Property and Casualty Plan**  
**Statement of Revenues, Expenses and Changes in Net Position**  
**For the Month Ending February 28, 2022 and February 28, 2021**

	FY 2021-22	FY 2020-2021
<b>REVENUES</b>		
ALLIED HEALTH ASSESSMENT	\$ 275,623.85	\$ 271,330.38
ANNUAL ASSESSMENT	45,535,398.00	35,890,846.00
BOILER & MACHINERY ASSESSMENT	-	-
INTERCOLLEGIATE ASSESSMENT	1,635,048.38	1,808,221.81
EDUCATION / TRAINING	263,252.14	260,594.50
WC SIR ASSESSMENT	78,450.84	90,374.92
MASTER BUILDER'S RISK ASSESSMENT	-	149,268.00
OTHER SPECIAL ASSESSMENT	205,386.01	204,186.86
OTHER OPERATIONS COMMITTEE SPECIAL ASSESSMENT	-	4,667,207.00
ASSESSMENTS EARNED	47,993,159.22	43,342,029.47
ANNUAL ASSESSMENTS	(23,913,188.28)	(20,946,699.23)
WC - CARRIER AUDIT (PRIOR YEAR)	7,711.00	(8,910.00)
WC SIR EXPENSE	(78,450.82)	(90,374.92)
MASTER BUILDER'S RISK ASSESSMENT	(4.00)	(149,268.00)
SPECIAL ASSESSMENTS	(205,386.01)	(200,510.00)
OTHER OPERATIONS COMMITTEE SPECIAL PREMIUM	-	-
PREMIUMS CEDED TO REINSURERS	(24,189,318.11)	(21,395,762.15)
ASSESSMENTS EARNED, NET OF PREMIUMS	23,803,841.11	21,946,267.32
INSURANCE DEDUCTIBLE RECOVERED FROM FEMA / STATE	-	-
INTEREST EARNED FROM BANK	-	4,019.91
INTEREST EARNED ON INVESTMENT - SBA	3.19	12.38
INTEREST EARNED ON INVESTMENT - SPIA	506,546.85	1,002,504.23
INTEREST EARNED ON INVESTMENTS - Managed Account	142,308.44	163,771.12
INTEREST INCOME	648,858.48	1,170,307.64
REALIZED GAIN OR (LOSS) ON SALE OF SECURITIES	1,131.63	31,072.93
UNREALIZED GAIN OR (LOSS) ON SALE OF SECURITIES	(282,676.17)	(12,633.04)
NET GAINS (LOSSES) ON INVESTMENTS	(281,544.54)	18,439.89
INVESTMENT INCOME, NET	367,313.94	1,188,747.53
<b>TOTAL REVENUES</b>	24,171,155.05	23,135,014.85
<b>EXPENSES</b>		
INCURRED CLAIMS - Property (CAT)	(269,722.14)	24,869,221.00
INCURRED CLAIMS - Property (Non - CAT)	-	-
INCURRED CLAIMS - Workers' Compensation	3,435,551.72	45,000.20
INCURRED CLAIMS - Cyber Risk	42,839.50	442,670.01
INCURRED CLAIMS - Other Coverages	2,758,282.79	2,441,485.91
RECOVERIES - Property (CAT)	(600,858.50)	(17,902,412.00)
RECOVERIES - Property (Non - CAT)	-	-
RECOVERIES - Workers' Compensation	(979,472.72)	(719,772.89)
RECOVERIES - Cyber Risk	(20,159.85)	(298,681.26)
RECOVERIES - Other Coverages	-	-
INCURRED LOSS AND ALLOCATED LOSS ADJUSTMENT EXPENSES, NET	4,366,460.80	8,877,510.97
CLAIM SERVICING - FEES	944,092.00	916,782.00
CLAIM SERVICING - ADJUSTMENTS	-	-
CLAIM ADJUSTMENTS & SERVICING FEES	944,092.00	916,782.00
ADMINISTRATIVE COSTS	1,001,758.90	856,868.20
INVESTMENT COSTS	70,837.45	56,386.08
SUBSCRIPTIONS	-	-
ADMINISTRATIVE EXPENSES	1,072,596.35	913,254.28
<b>TOTAL EXPENSES</b>	6,383,149.15	10,707,547.25
<b>INCREASE (DECREASE) IN NET POSITION</b>	17,788,005.90	12,427,467.60
<b>NET POSITION, BEGINNING</b>	37,445,699.10	25,018,231.50
<b>NET POSITION, ENDING</b>	\$ 55,233,705.00	\$ 37,445,699.10

Information Item 4.b.  
Financial Statements

Employee Benefit Plans

## FLORIDA COLLEGE SYSTEM RISK MANAGEMENT CONSORTIUM

**EMPLOYEE BENEFIT PLANS**  
**REVENUES AND EXPENDITURES BUDGET REPORT**  
*As of March 31, 2022*

TOTAL ACTUAL, 3 MONTHS						TOTAL ESTIMATED 2022	
REVENUES	CURRENT BUDGET	REALIZED	UNREALIZED	% UNREALIZED		PROJECTED THRU	% CURRENT
						12/31/22	BUDGET
46620	Life Assess EBP	3,181,080.00	740,439.32	2,440,640.68	76.72%	3,181,080.00	100.00%
46621	Health Assess EBP	143,013,154.00	34,682,398.37	108,330,755.63	75.75%	143,013,154.00	100.00%
	<b>Members Assessments</b>	<b>146,194,234.00</b>	<b>35,422,837.69</b>	<b>110,771,396.31</b>	<b>75.77%</b>	<b>146,194,234.00</b>	<b>100.00%</b>
46624	Recoveries- Pharmacy Rebates/ERRP	9,600,000.00	4,936,936.32	4,663,063.68	48.57%	9,600,000.00	100.00%
46625	Recoveries- Other	-	-	-	0.00%	-	0.00%
	<b>Recoveries</b>	<b>9,600,000.00</b>	<b>4,936,936.32</b>	<b>4,663,063.68</b>	<b>48.57%</b>	<b>9,600,000.00</b>	<b>100.00%</b>
48130	Int on Invest-Long Term	149,000.00	53,446.01	95,553.99	64.13%	149,000.00	100.00%
48150	Int on Invest-SBA	1,000.00	4.30	995.70	99.57%	1,000.00	100.00%
48170	Int on Invest-SPIA	350,000.00	38,964.30	311,035.70	88.87%	350,000.00	100.00%
48200	Gain-Loss on Investments	-	2,546.69	(2,546.69)	100.00%	-	0.00%
48210	Unreal (Gain)/Loss	-	(400,267.24)	400,267.24	100.00%	-	0.00%
63850	Investment Costs	-	(11,058.58)	11,058.58	100.00%	-	0.00%
	<b>Interest &amp; Investment Income, Net</b>	<b>500,000.00</b>	<b>(316,364.52)</b>	<b>805,305.94</b>	<b>161.06%</b>	<b>500,000.00</b>	<b>100.00%</b>
<b>TOTAL REVENUES</b>						<b>\$156,294,234.00</b>	<b>100.00%</b>
						<b>\$156,294,234.00</b>	<b>100.00%</b>
EXPENDITURES		EXPENDED	ENC'D	UNENC'D	% UNENC'D		
63700	Life & AD/D Premium	3,181,080.00	740,439.32	2,440,640.68	76.72%	3,181,080.00	100.00%
63751	Blue Options Svc Fee	10,000.00	862,142.88	(852,142.88)	-8521.43%	10,000.00	100.00%
63752	Blue MediCare PPO	1,597,152.00	234,140.97	1,363,011.03	85.34%	1,597,152.00	100.00%
63756	Blue Options S/L	-	463,806.72	(463,806.72)	100.00%	-	0.00%
63763	New Directions (EAP Services)	86,520.00	21,837.19	64,682.81	74.76%	86,520.00	100.00%
63764	Florida Health Care Plan	3,826,445.00	913,599.17	2,912,845.83	76.12%	3,826,445.00	100.00%
63770	FBMC Benefits Administration	817,200.00	227,967.12	(143,927.37)	-17.61%	817,200.00	100.00%
63771	Plan C (Hospital, Dental, Vision)	4,089,616.00	1,087,254.43	3,002,361.57	73.41%	4,089,616.00	100.00%
63776	Wellness Initiative Refund	200,000.00	28,112.50	171,887.50	85.94%	200,000.00	100.00%
63507	PCORI Fee	-	-	-	0.00%	-	0.00%
63880 46623	Incurred Claims Includes Stop Loss	141,397,056.00	32,911,478.12	108,485,577.88	76.72%	141,397,056.00	100.00%
63888	I.B.N.R Liability Changes	-	-	-	0.00%	-	0.00%
	<b>Premiums, Claims &amp; Fees</b>	<b>155,205,069.00</b>	<b>37,490,778.42</b>	<b>733,160.25</b>	<b>116,981,130.33</b>	<b>155,205,069.00</b>	<b>100.00%</b>
50120	Admin Cost EBP-Payroll	506,024.00	141,607.68	364,416.32	72.02%	506,024.00	100.00%
60120	Admin Cost EBP-Current Expenses	303,601.00	59,722.32	243,878.68	80.33%	303,601.00	100.00%
62504	Service Contracts/Agreements	-	-	-	0.00%	-	0.00%
64501	Other Services	-	-	-	0.00%	-	0.00%
65001	Consultant Fees	222,790.00	54,778.00	(32,210.00)	-14.46%	222,790.00	100.00%
65004	Auditing Fees	50,000.00	-	38,100.00	11,900.00	50,000.00	100.00%
65702	Software Administrative	-	-	-	0.00%	-	0.00%
69600	Prior Year Corrections	-	-	-	0.00%	-	0.00%
67001	Subscriptions	-	-	-	0.00%	-	0.00%
70120	Admin Cost EBP-Capital	6,750.00	-	6,750.00	100.00%	6,750.00	100.00%
	<b>Administrative Expenses</b>	<b>1,089,165.00</b>	<b>256,108.00</b>	<b>238,322.00</b>	<b>\$ 594,735.00</b>	<b>1,089,165.00</b>	<b>100.00%</b>
<b>TOTAL EXPENDITURES</b>						<b>\$156,294,234.00</b>	<b>100.00%</b>
						<b>\$156,294,234.00</b>	<b>100.00%</b>
<b>INCREASE (DECREASE) IN FUND BALANCE</b>						<b>\$0.00</b>	
						<b>\$ -</b>	<b>\$ 2,296,523.07</b>

**Florida College System Risk Management Consortium**  
**Employee Benefit Plans**  
**Balance Sheet**  
**March 31, 2022 and 2021**

<b>ASSETS</b>	<b>2022</b>	<b>2021</b>
Cash in Banks	\$ 2,609,208.46	\$1,027,434.63
Investment State Board of Admin.	8,784.28	8,772.28
Investment Special Purpose Investment Acct.	29,167,239.18	28,264,134.77
Cash and Cash Equivalents	31,785,231.92	29,300,341.68
Investment Securites-Managed Account	10,854,420.21	10,645,535.68
Unrealized Holding Gain/(Loss) on Investments	(340,912.34)	243,686.82
Investments Available for Sale	10,513,507.87	10,889,222.50
Accrued Interest Receivable	50,143.98	46,783.61
Recoveries, Rebates and Other Receivables	11,487,134.26	13,156,880.20
Prepaid Expenses	-	-
Deposits <sup>(1)</sup>	-	-
Property and Equipment - Net of Depreciation	21,842.80	27,303.50
Lease Asset - Net of Amortization	172,495.29	-
<b>TOTAL ASSETS</b>	<b>54,030,356.12</b>	<b>53,420,531.49</b>
<b>LIABILITIES</b>		
Accounts Payable-Claims	10,975,426.07	10,853,844.83
Accounts Payable-Claim Service Fees	428,965.74	832,271.49
Claims Incurred but not Reported	8,647,061.00	7,086,802.00
Claim Liabilities and Incurred Losses	20,051,452.81	18,772,918.32
Deferred Revenue	1,048,758.67	304,318.87
Accounts Payable-Operations	1,697,604.38	2,504,796.89
Lease Payable	175,754.30	-
Accrued Liability-Compensated Absences	136,729.45	120,366.60
<b>TOTAL LIABILITIES</b>	<b>23,110,299.61</b>	<b>21,702,400.68</b>
<b>TOTAL NET POSITION</b>	<b>\$ 30,920,056.51</b>	<b>\$ 31,718,130.81</b>

(1) Deposits receivable consists of funds held by Health Equity for prefunding of plans.

**Florida College System Risk Management Consortium**  
**Employee Benefit Plans**  
**Statement of Revenues, Expenses and Changes in Net Position**  
**For the Months Ending March 31, 2022 and 2021**

<b>REVENUES</b>	<b>2022</b>	<b>2021</b>
Premiums Earned - Member Assessments	\$ 35,422,837.69	\$35,428,450.75
Premiums Ceded to Reinsurers		
Life and AD/D Premium	(740,439.32)	(748,414.31)
Plan Blue Choice/Options/HMO/HRA S/L Premium	(463,806.72)	(615,093.08)
Fully Insured Premium (CHP, CHIP, Medicare, EAP, FHCP)	(2,256,831.76)	(2,133,758.90)
Net Premiums Earned	31,961,759.89	31,931,184.46
Interest Earned on Investment-SBA	4.30	3.30
Interest Earned on Investment-SPIA	38,964.30	110,226.51
Interest Earned on Investment-Managed Account	53,446.01	56,200.94
Investment Costs	(11,058.58)	(11,979.06)
Investment Income	81,356.03	154,451.69
Realized Gain or (Loss) on Sale of Securities	2,546.69	9,812.94
Unrealized Gain or (Loss) on Investments	(400,267.24)	(115,262.57)
Net Gain or (Loss) on Investments	(397,720.55)	(105,449.63)
<b>Total Revenue</b>	<b>31,645,395.37</b>	<b>31,980,186.52</b>
<b>EXPENSES</b>		
Incurred Claims	32,911,478.12	29,159,994.33
IBNR Liability Change	-	-
Recoveries-Stop Loss Adjustments	-	-
Recoveries-Pharmacy Rebates/ERRP	(4,936,936.32)	(1,571,699.29)
Recoveries-Other	-	-
Incurred Claims Net of Recoveries	27,974,541.80	27,588,295.04
Dental and Vision Service Fee	-	-
Claim Adjustments/Servicing Fees	1,118,222.50	1,408,191.99
Claims Servicing Fees	1,118,222.50	1,408,191.99
Administrative Costs	256,108.00	286,994.11
<b>Total Expenses</b>	<b>29,348,872.30</b>	<b>29,283,481.14</b>
<b>INCREASE (DECREASE) IN NET POSITION</b>	<b>2,296,523.07</b>	<b>2,696,705.38</b>
<b>NET POSITION, BEGINNING</b>	<b>28,623,533.44</b>	<b>29,021,425.43</b>
<b>NET POSITION, ENDING</b>	<b>\$ 30,920,056.51</b>	<b>\$ 31,718,130.81</b>



Information Item 4.c.  
Financial Statements

Investment Program

# Florida College System Risk Management Consortium

*Period Ending March 31, 2022*

CHANDLER ASSET MANAGEMENT, INC. | 800.317.4747 | [www.chandlerasset.com](http://www.chandlerasset.com)



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*As of March 31, 2022*

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<b>SECTION 3</b>	<b>Portfolio Holdings</b>
<b>SECTION 4</b>	<b>Transactions</b>



## Section 1 | Economic Update

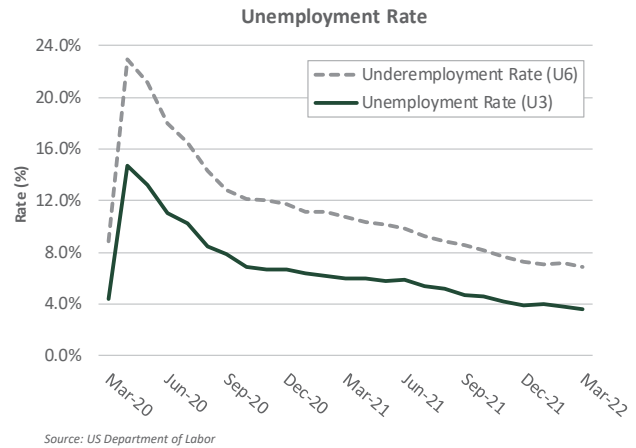
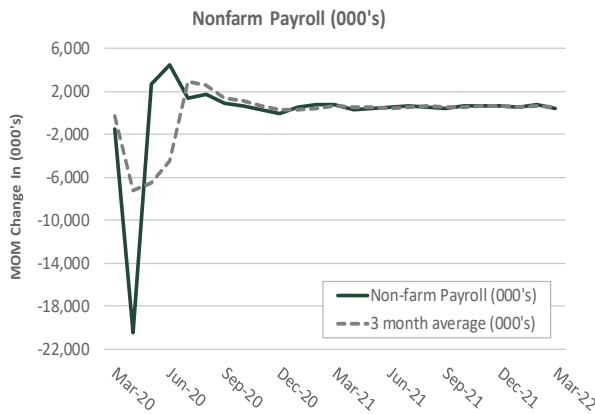
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### Economic Update

- The Russian invasion into Ukraine and resulting Western sanctions on Russia have fueled volatility in financial markets. The latest escalation has exacerbated inflationary pressures, particularly in energy and commodities, and has caused tightening conditions in financial markets. While consumer spending and economic growth remain strong, we believe an extended conflict in Eastern Europe along with elevated energy prices increases the risk of an economic slowdown later this year. While we expect the Fed to tighten monetary policy, the FOMC has very little margin for error as it attempts to combat inflation without pushing the economy into a recession. Over the near-term, we expect financial market volatility to remain elevated and conditions to remain tighter with heightened geopolitical risk, supply chain bottlenecks and persistent inflation, and the Fed's pivot to less accommodative monetary policy.
- The Federal Open Market Committee (FOMC) raised the federal funds rate by 0.25% at their March 16th meeting to a target range of 0.25% to 0.50%. The Federal Reserve also ended their bond-buying program as expected in March, which included the purchase of treasury and agency mortgage-backed securities. Fed Chair Powell suggested that balance sheet runoff could begin as early as their next meeting in May, sooner than previously anticipated, and that the pace of the unwind will likely be faster than in the previous quantitative tightening cycle. The dot plot favors six additional rate hikes in 2022, which implies a 25 basis point rate hike at each remaining meeting this year, but the Fed hasn't ruled out incorporating one or more 50 basis point hikes to address inflation. The FOMC's Summary of Economic Projections forecasts higher Personal Consumption Expenditure (PCE) inflation this year at 4.3% and a lower growth rate of 2.8% real GDP. We are anticipating additional rates hikes by the Fed this year, but we do not believe that monetary policy is on a pre-set course and expect the Fed's policy adjustments will depend on developments in the economy.
- In March, yields increased dramatically and the curve continued to flatten. The 2-year Treasury yield increased 90 basis points to 2.34%, the 5-year Treasury yield increased 74 basis points to 2.46%, and the 10-year Treasury yield increased 51 basis points to 2.34%. The spread between the 2-year and 10-year Treasury yield declined to zero at March month-end versus 40 basis points at February month-end and 158 basis points one year ago. While the flat yield curve bears watching over the longer run, the spread between 3-month and 10-year treasuries is still steep at about 185 basis points, which indicates likely economic growth in the coming year.

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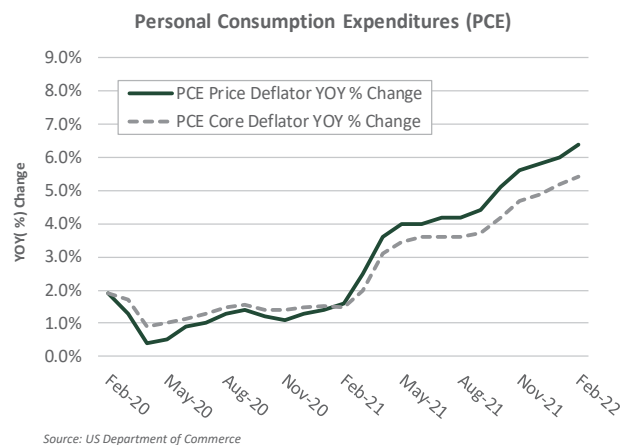
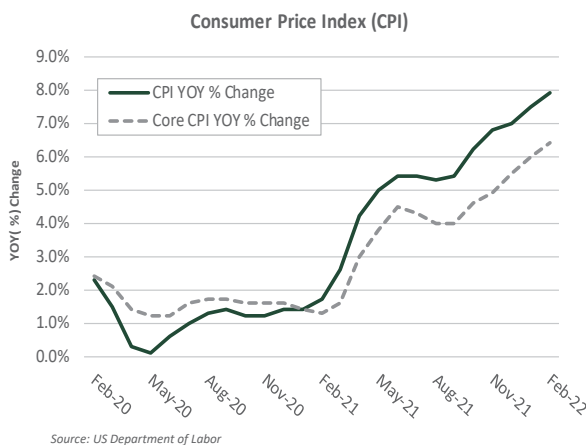
## Employment



The U.S. economy added 431,000 jobs in March, with upward revisions from the prior months totaling 95,000. Trends in employment remain strong, with the three-month moving average payrolls at 561,000 and the six-month moving average at 600,000. Job gains were broad based in March, led by leisure and hospitality and professional and business services. The unemployment rate fell to 3.6% from 3.8%, the lowest level since February 2020. The labor participation rate increased marginally to 62.4% in March from 62.3% in February but remains lower than the pre-pandemic level of 63.4%. The U-6 underemployment rate, which includes those who are marginally attached to the labor force and employed part time for economic reasons, fell to 6.9% in March from 7.2% in February, declining below its pre-pandemic level of 7.0% in February 2020. Wage growth accelerated in March, with average hourly earnings rising 5.6% from 5.2% year-over-year. As more participants enter the labor force, wage inflation dynamics should start to moderate, helping to lower the current elevated inflation readings.

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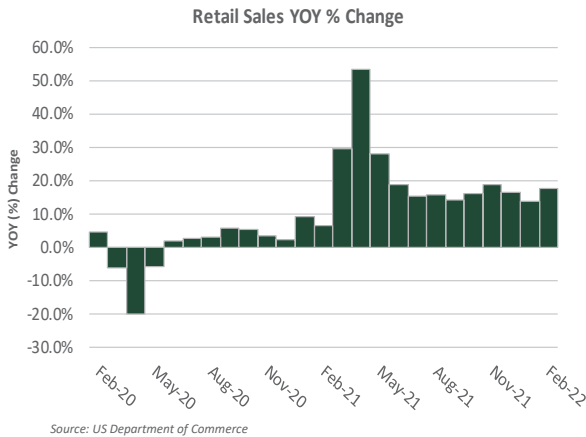
## Inflation



Although U.S. consumer prices were in line with expectations in February, inflation hit a 40-year high. The Consumer Price Index (CPI) was up 7.9% year-over-year in February, versus a 7.5% year-over-year gain in January. Core CPI (CPI less food and energy) was up 6.4% year-over-year in February, versus up 6.0% in January. Rising food and rent prices were primary contributors to the big increase, as well as the month-end surge in gas prices, which is likely to be even more pronounced in the March report. The Personal Consumption Expenditures (PCE) index was up 6.4% year-over-year in February, up from 6.0% in January. Core PCE was up 5.4% year-over-year in February, versus up 5.2% in January. Current inflation readings continue to run well above the Fed's longer-run target of around 2.0%. We believe pricing pressures are likely to increase in the coming months considering the recent surge in commodity prices, and will likely remain elevated longer than anticipated as a result of the conflict in Europe.

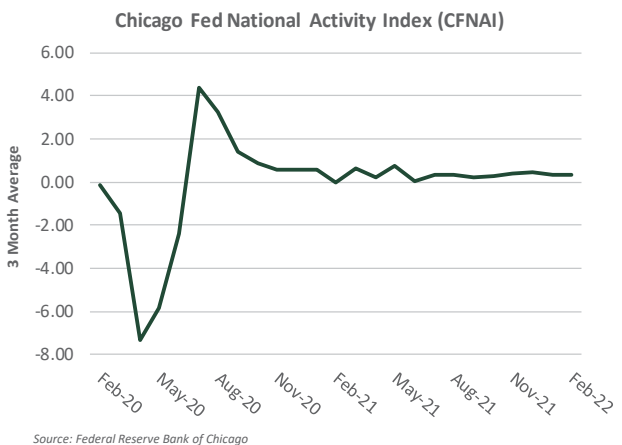
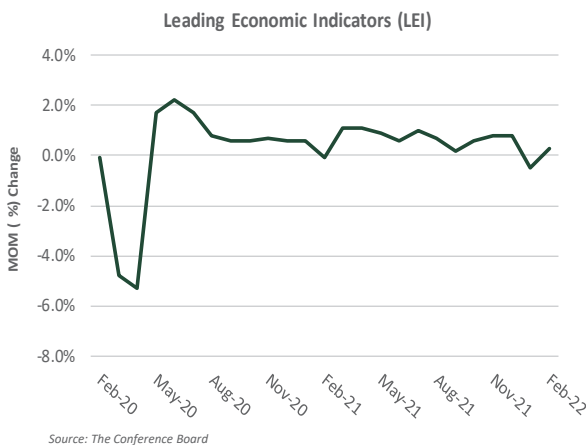
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## Consumer



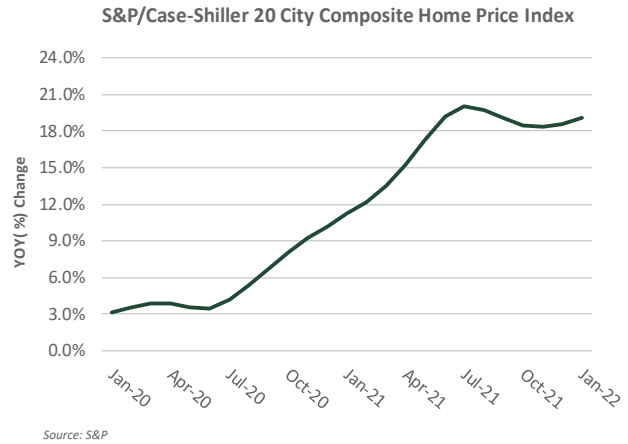
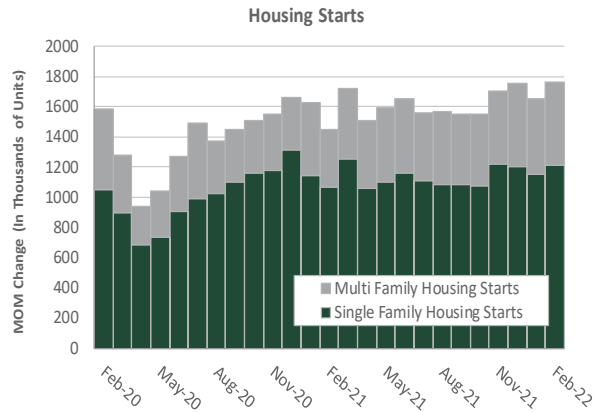
Retail sales edged higher in February, but there are signs that higher gas prices are impacting discretionary spending. On a year-over-year basis, retail sales were up 17.6% in February versus up 14% in January. On a month-over-month basis, retail sales moderated, rising 0.3% in February versus an upwardly revised increase of 4.9% in January. Excluding vehicles and gas, retail sales were down 0.4% month-over-month. Although inflation threatens to put a dent in expected growth, we believe high levels of consumer savings along with improvement in the health situation and continued improvement in the labor market should provide a healthy tailwind for consumer spending. The Consumer Confidence index rebounded to 107.2 in March following declines in January and February, primarily driven by positive assessments of employment. However, while consumers' evaluations of the present situation was strong, future expectations have been deteriorating.

## Economic Activity



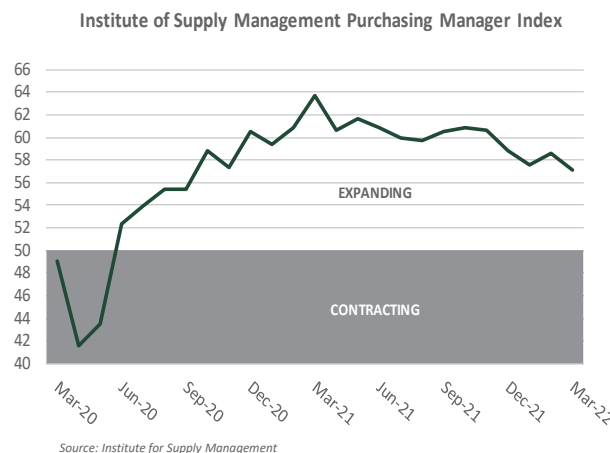
The Conference Board's Leading Economic Index (LEI) increased 0.3% month-over-month in February, following a 0.5% downwardly revised decline in January. On a year-over-year basis, the LEI was up 7.6% in February versus up 7.3% in January. The Conference Board acknowledged that the data do not fully reflect the impact of the Russian invasion of Ukraine on global supply chain issues, shortages, and the resulting soaring prices, which could result in slower than expected growth in the first half of the year. Meanwhile, the Chicago Fed National Activity Index (CFNAI) fell to 0.51 in February from a downwardly revised 0.59 in January. On a 3-month moving average basis, the CFNAI declined to 0.35 in February, while January was revised downward to 0.37.

## Housing



Total housing starts rebounded 6.8% to an annual rate of 1,769,000 in February. Single-family starts increased 5.7%, and multi-family starts increased 9.3%, month-over-month. On a year-over-year basis, total housing starts were up 22.3% in February driven by multi-family starts. According to the Case-Shiller 20-City home price index, home prices were up 19.1% year-over-year in January versus up 18.6% year-over-year in December, suggesting tight supply may be continuing to support prices. Rising mortgage rates and affordability could be headwinds to further price growth.

## Manufacturing



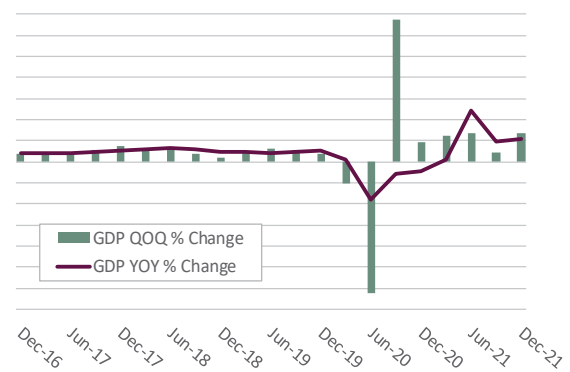
The Institute for Supply Management (ISM) manufacturing index fell to an 18-month low of 57.1 in March from 58.6 in February due to surging energy and commodities prices triggered by Russia's invasion of Ukraine. Readings above 50.0 are indicative of expansion in the manufacturing sector. On a month-over-month basis, the Industrial Production index rose 0.5% in February, following a 1.4% increase in January. Capacity utilization rose to 77.6% in February, up from 77.3% in January. Although capacity utilization remains below its longer-run average of 79.6%, it is running above the pre-pandemic level of 76.3%.

## Gross Domestic Product (GDP)

Components of GDP	3/21	6/21	9/21	12/21
Personal Consumption Expenditures	7.4%	7.9%	1.4%	1.8%
Gross Private Domestic Investment	-0.4%	-0.7%	2.1%	5.8%
Net Exports and Imports	-1.6%	-0.2%	-1.3%	-0.2%
Federal Government Expenditures	0.8%	-0.4%	-0.4%	-0.3%
State and Local (Consumption and Gross Investment)	0.0%	0.0%	0.5%	-0.2%
<b>Total</b>	<b>6.3%</b>	<b>6.7%</b>	<b>2.3%</b>	<b>6.9%</b>

Source: US Department of Commerce

Gross Domestic Product (GDP)

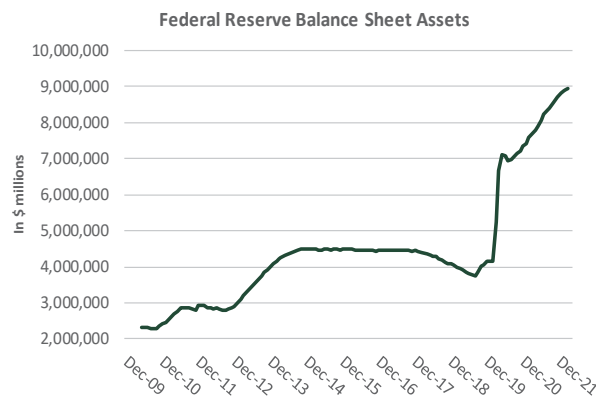


Source: US Department of Commerce

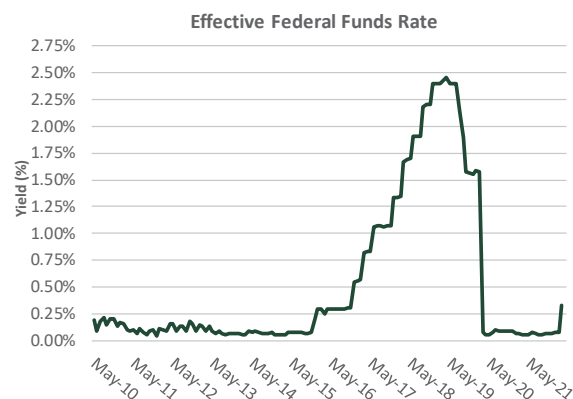
According to the third estimate, fourth quarter GDP grew at an annualized rate of 6.9%, revised slightly downward from the second estimate of 7.0%. Economic growth reaccelerated in the fourth quarter after slowing to a pace of 2.3% growth in the third quarter, bringing overall GDP growth for 2021 to 5.7%. The most significant contributor to fourth quarter growth was inventory build, potentially reflecting some easing in supply chain disruptions. The fourth-quarter's build will make for a tough comparison in the first quarter. The consensus estimate calls for 1.1% GDP growth in the first quarter, 3.0% growth in the current quarter, and 3.3% growth for 2022.

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## Federal Reserve



Source: Federal Reserve



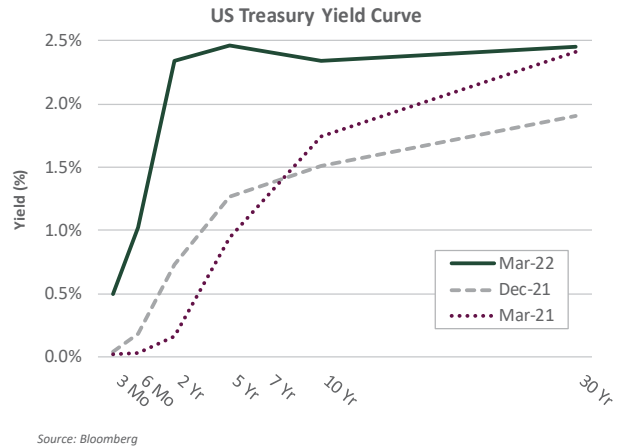
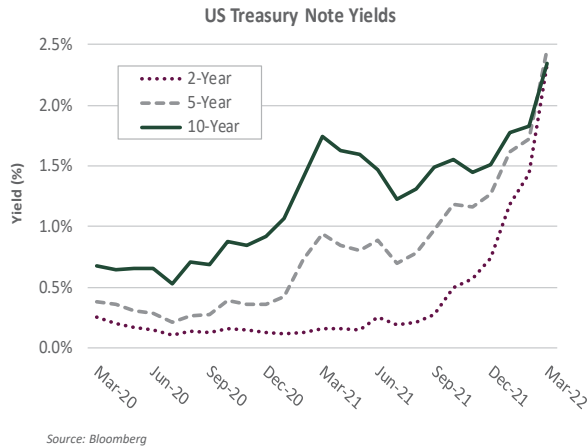
Source: Bloomberg

As expected the Federal Open Market Committee (FOMC) raised the federal funds rate by 0.25% at their March meeting to a target range of 0.25% to 0.50%. This was the first increase since 2018, after two years of holding the federal funds rates near zero to insulate the economy from the impacts of the pandemic. The Federal Reserve (Fed) also ended their bond-buying program as expected in March, which grew the balance sheet to about \$8.9 trillion. Fed Chair Powell suggested that balance sheet runoff could begin as early as their next meeting in May, sooner than previously anticipated, and that the pace of the unwind will likely be faster than in the previous quantitative tightening cycle. The dot plot favors six additional rate hikes in 2022, which implies a 25 basis point rate hike at each remaining meeting this year, but the Fed hasn't ruled out incorporating one or more 50 basis point hikes to address inflation. The FOMC's Summary of Economic Projections forecasts higher Personal Consumption Expenditure (PCE) inflation this year at 4.3% and a lower growth rate of 2.8% real GDP.

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## Bond Yields



At the end of March, the 2-year Treasury yield was 217 basis points higher, and the 10-Year Treasury yield was about 60 basis points higher, year-over-year. The spread between the 2-year Treasury yield and 10-year Treasury yield declined to zero at March month-end compared to the average historical spread (since 2003) of about 130 basis points. While the flat yield curve bears watching over the longer run, the spread between 3-month and 10-year treasuries is still steep at about 185 basis points, which indicates likely economic growth in the coming year.

## Section 2 | Account Profile



## Investment Objectives

Safety of principal is the foremost objective of the investment program. The investment portfolio shall remain sufficiently liquid to meet all operating requirements that may be reasonably anticipated. The investment portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the investment risk constraints and liquidity needs.

## Chandler Asset Management Performance Objective

The performance objective for the portfolio is to earn a total rate of return through a market cycle that is equal to or above the return on the benchmark index.

## Strategy

In order to achieve this objective, the portfolio invests in high-quality fixed income securities that comply with the investment policy and all regulations governing the funds.

## FL College System Risk Management Consortium

Assets managed by Chandler Asset Management are in full compliance with state law and the Client's investment policy.

Category	Standard	Comment
U.S. Treasuries	No limitations; U.S. Treasury obligations, and obligations the principal and interest of which are backed or guaranteed by the full faith and credit of the U.S. Government; 5.50 years max maturity	Complies
Federal Agencies & Other U.S. Government Guaranteed	GNMA: 40% max per issuer; 5.50 years average life at time of purchase Other U.S. Government Guaranteed (e.g. AIG, GTC): 10% max per issuer	Complies
Federal Agencies/ GSE	75% max; 5.50 years max maturity Federal Agency/GSE: FNMA, FHLMC, FHLB, FFCB; 40% max per issuer; 40% max exposure to any one Federal Agency, including combined holdings of Agency debt and Agency MBS; Federal Agency/GSE other than those above: 10% max per issuer Debt obligations, participations, or other instruments issued or fully guaranteed by any U.S. Federal agency, instrumentality or government-sponsored enterprise (GSE)	Complies
Supranational Obligations	Highest ST or two highest LT rating categories (A-1/P-1, AA-/Aa3 or equivalent); 25% max; 5.50 years max maturity; Supranationals where U.S. is a shareholder and a voting member: 10% max per issuer; Supranationals other than those above: 5% max per issuer; USD denominated debt obligations of multilateral organization of governments	Complies
Foreign Sovereign Governments	Highest ST or two highest LT rating categories (A-1/P-1, AA-/Aa3 or equivalent); 5.50 years max maturity; 10% max; 5% max per issuer; USD denominated debt obligations issued or guaranteed by a foreign sovereign government of Organization for Economic Co-operation and Development (OECD) countries only and Canadian Provinces	Complies
Foreign Sovereign Agencies	Highest ST or two highest LT rating categories (A-1/P-1, AA-/Aa3 or equivalent); 5.50 years max maturity; 10% max; 5% max per issuer; USD denominated debt obligations issued or guaranteed by a foreign government agency or government-sponsored public utility of OECD countries only	Complies
Municipal Securities	Highest ST or three highest LT rating categories (SP-1/MIG 1, A-/A3 or equivalent); 5.50 years max maturity; 25% max; 5% max per issuer; Obligations issued or guaranteed by any state, territory or possession of the U.S., political subdivision, public corporation, authority, agency board, instrumentality or other unit of local government of any State or territory	Complies
Corporate Medium Term Notes	Highest ST or three highest LT rating categories (A-1/P-1, BBB/Baa or equivalent); 5.50 years max maturity; 50% max (combined allocation to all corporate and bank credit instruments); 5% max per issuer ; USD denominated corporate notes, bonds or other debt obligations issued or guaranteed by a domestic or foreign corporation, financial institution, non-profit, or other entity	Complies
Agency Mortgage-Backed	25% max; 40% max per issuer; 40% max exposure to any one Federal Agency, including the combined holdings of Agency debt and Agency MBS; 5.50 years average life at time of purchase	Complies
Asset-Backed Securities	Highest ST or LT rating (A-1+/P-1, AAA/Aaa or equivalent) 25% max; 5% max per issuer; 5.50 years average life at time of purchase	Complies
Bank Deposits or Savings Accounts	50% max; 2 years max maturity; Non-Negotiable Collateralized Bank Deposits or Savings Accounts	Complies
Banker's Acceptances	Highest ST rating category (A-1/P-1, or equivalent); 10% max; 5% max per issuer; 50% max (combined allocation to all corporate and bank credit instruments); 180 days max maturity	Complies

## Compliance

As of March 31, 2022

Commercial Paper	Highest ST rating category (A-1/P-1, or equivalent); 50% max; 5% max per issuer; 50% max (combined allocation to all corporate and bank credit instruments); 270 days max maturity	Complies
Money Market Funds	Highest fund rating by all NRSROs who rate the fund (AAAm/Aaa-mf or equivalent); 50% max; 25% max per issuer	Complies
Fixed Income Mutual Funds & ETFs	20% max; 10% max per issuer	Complies
Intergovernmental Pools (LGIPs)	Highest fund quality and volatility rating categories by all NRSROs who rate the fund (AAAm/AAAf, S1 or equivalent); 50% max; 25% max per issuer	Complies
Repurchase Agreements	Counterparty (or if the counterparty is not rated by an NRSRO, then the counterparty's parent) must be rated in the highest ST rating category (A-1/P-1 or equivalent); If the counterparty is a Federal Reserve Bank, no rating is required; 40% max; 20% max per issuer; 1 year max maturity	Complies
Prohibited	Investments not listed in the policy is prohibited; The following are not permitted investments, unless specifically authorized by statute and with prior written approval of the Principal: a. Trading for speculation b. Derivatives (other than callables and traditional floating or variable-rate instruments) c. Mortgage-backed interest-only structures (I/Os) d. Inverse or leveraged floating-rate and variable-rate instruments e. Currency, equity, index and event-linked notes (e.g. range notes), or other structures that could return less than par at maturity f. Private placements and direct loans, except as may be legally permitted by Rule 144A or commercial paper issued under a 4(2) exemption from registration g. Convertible, high yield, and non-U.S. dollar denominated debt h. Short sales i. Use of leverage j. Futures and options k. Mutual funds, other than fixed-income mutual funds and ETFs, and money market funds l. Equities, commodities, currencies and hard assets m. Reverse repurchase agreement n. Floating rate securities whose coupon floats inversely to an index or whose coupon is determined based upon more than one index o. Traunches of Collateralized Mortgage Obligations (CMO) which receive only the interest or principal from the underlying mortgage securities; commonly referred to as "IO's" and "PO's" p. Derivatives and other securities whose future coupon may be suspended because of the movement of interest rates or an index. The only exceptions allowed are (1) "plain vanilla" floating rate notes which would have their coupon rate of interest directly linked to a published interest rate index such as LIBOR or U.S. Treasury Bills and (2) other Authorized Investments specifically listed above which, by the most strict interpretation, may be considered a derivative (e.g. AAA-rated Asset-Backed and Mortgage-Backed Securities).	Complies

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## Compliance

As of March 31, 2022

Security Downgrade	In the event any security in the portfolio, subsequent to purchase, is downgraded to a level below the minimum required rating, the investment manager shall notify the College or its representatives as soon as practical of such ratings change along with any contemplated actions to sell or hold the security	Complies
Maximum Exposure Non U.S. Issuers	10% max per country on exposure to issuers in any non-U.S. country	Complies
Duration	3 years maximum effective duration of the aggregate portfolio	Complies
Maximum Maturity	24 months max maturity for Investments of current operating funds; 5.50 years max maturity for investments of non-operating funds ("core funds"); The maturity limit for MBS and ABS is based on the expected average life at time of purchase	Complies

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## Portfolio Characteristics

As of March 31, 2022

### Florida College System Risk Mgmt Consortium

	03/31/22	12/31/21
	Benchmark*	Portfolio
Average Maturity (yrs)	2.62	3.58
Average Modified Duration	2.53	2.68
Average Purchase Yield	n/a	1.68%
Average Market Yield	2.30%	2.57%
Average Quality**	AAA	AA-/Aa3
Total Market Value		17,602,447
		18,169,362

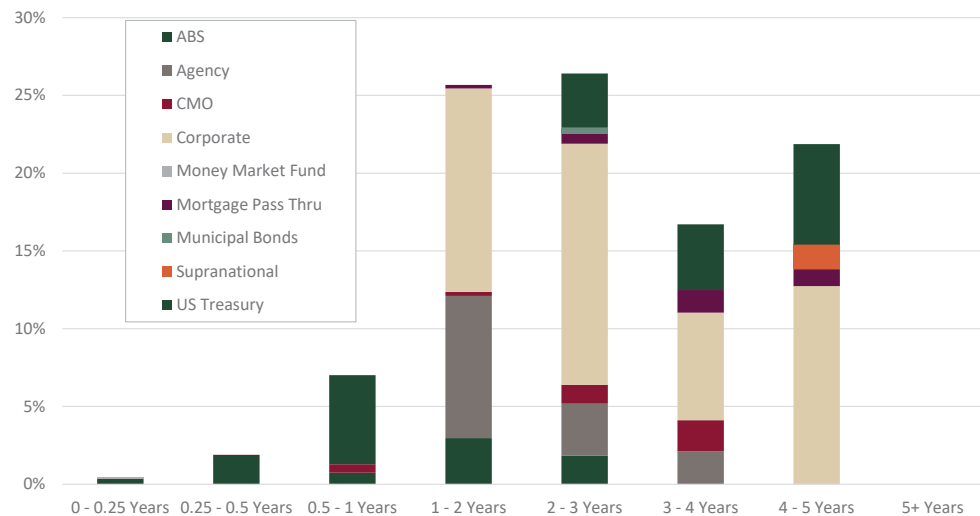
\*ICE BofA 1-5 Yr US Treasury Index

\*\*Benchmark is a blended rating of S&P, Moody's, and Fitch. Portfolio is S&P and Moody's respectively.

## Duration Allocation

As of March 31, 2022

### Florida College System Risk Mgmt Consortium

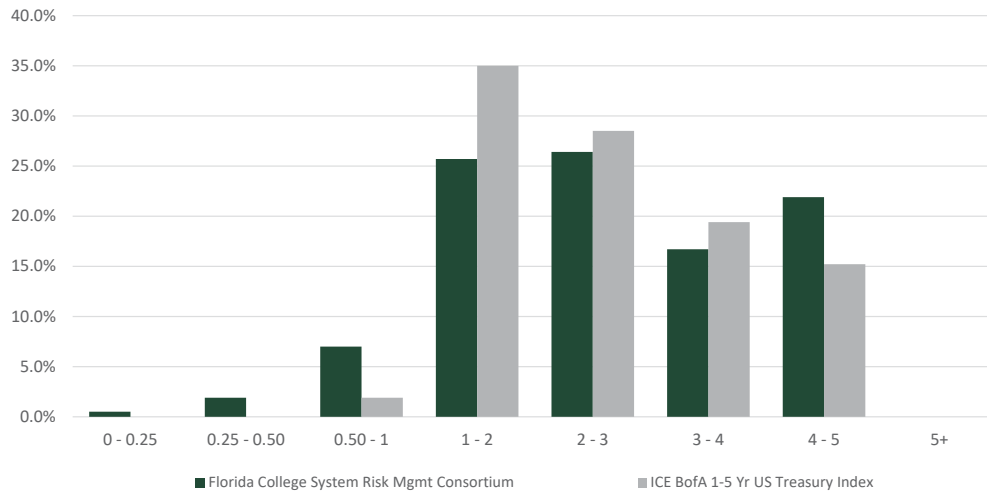


	0 - 0.25	0.25 - 0.50	0.50 - 1	1 - 2	2 - 3	3 - 4	4 - 5	5+
03/31/22	0.5%	1.9%	7.0%	25.7%	26.4%	16.7%	21.9%	0.0%

## Duration Distribution

As of March 31, 2022

### Florida College System Risk Mgmt Consortium Portfolio Compared to the Benchmark



	0 - 0.25	0.25 - 0.50	0.50 - 1	1 - 2	2 - 3	3 - 4	4 - 5	5+
Portfolio	0.5%	1.9%	7.0%	25.7%	26.4%	16.7%	21.9%	0.0%
Benchmark*	0.0%	0.0%	1.9%	35.0%	28.5%	19.4%	15.2%	0.0%

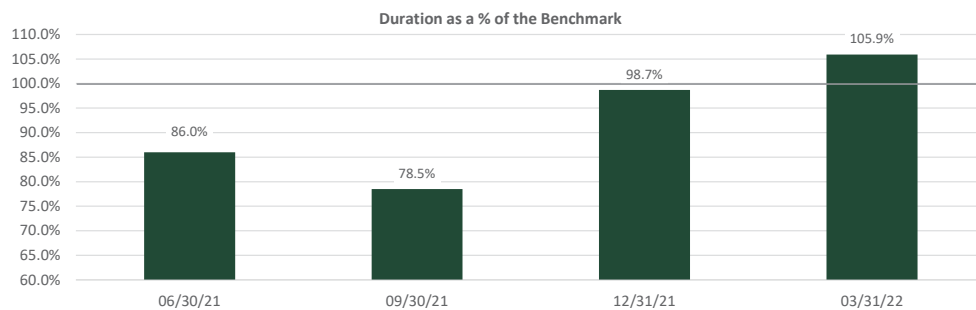
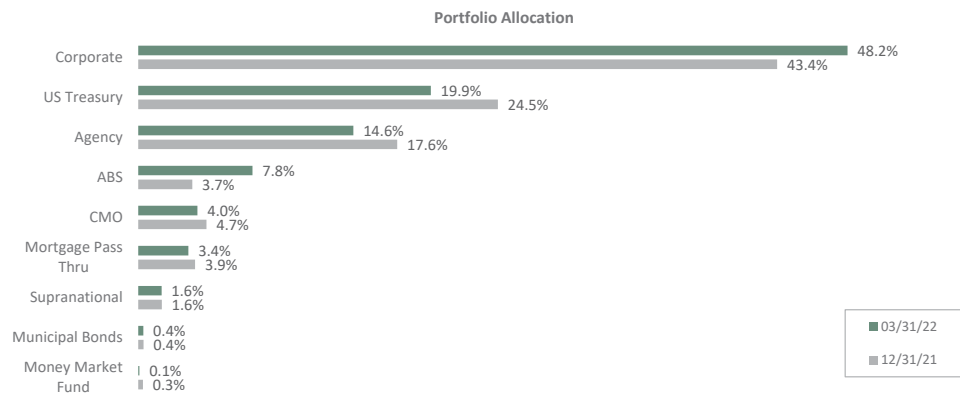
\*ICE BofA 1-5 Yr US Treasury Index

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## Portfolio Allocation & Duration Changes

As of March 31, 2022

### Florida College System Risk Mgmt Consortium



Benchmark: ICE BofA 1-5 Yr US Treasury Index

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Florida College System Risk Mgmt Consortium – Account #10831

Issue Name	Investment Type	S&P Rating	Moody Rating	% Portfolio
Government of United States	US Treasury	AA+	Aaa	19.90%
Federal National Mortgage Association	Agency	AA+	Aaa	6.32%
Federal Home Loan Mortgage Corp	Agency	AA+	Aaa	6.30%
Federal National Mortgage Association	Mortgage Pass Thru	AA+	Aaa	2.84%
Federal Home Loan Mortgage Corp	CMO	NR	NR	2.50%
Federal Home Loan Bank	Agency	AA+	Aaa	2.01%
ConocoPhillips	Corporate	A-	A3	2.00%
Capital One ABS	ABS	AAA	NR	1.88%
Toronto Dominion Holdings	Corporate	A	A1	1.87%
JP Morgan Chase & Co	Corporate	A-	A2	1.83%
Bank of Nova Scotia	Corporate	A-	A2	1.74%
Citigroup Inc	Corporate	BBB+	A3	1.70%
Morgan Stanley	Corporate	BBB+	A1	1.68%
Bank of America Corp	Corporate	A-	A2	1.66%
US Bancorp	Corporate	A+	A2	1.62%
Canadian Imperial Bank	Corporate	A-	A2	1.59%
International Finance Corp	Supranational	AAA	Aaa	1.59%
Simon Property Group Inc	Corporate	A-	A3	1.56%
Federal National Mortgage Association	CMO	NR	NR	1.52%
Cooperatieve Rabobank UA	Corporate	A+	Aa2	1.48%
Exxon Mobil Corp	Corporate	AA-	Aa2	1.43%
Dominion Resources Inc	Corporate	BBB+	A2	1.42%
Royal Bank of Canada	Corporate	A	A1	1.39%
Duke Energy Field Services	Corporate	BBB	Baa2	1.39%
Apple Inc	Corporate	AA+	Aaa	1.38%
Crown Castle Intl Corp	Corporate	BBB-	Baa3	1.38%
Goldman Sachs Inc.	Corporate	BBB+	A2	1.19%
BMW Vehicle Lease Trust	ABS	AAA	NR	1.16%
General Motors Corp	Corporate	BBB	Baa3	1.16%
Charles Schwab Corp/The	Corporate	A	A2	1.13%
Bank of Montreal Chicago	Corporate	A-	A2	1.13%
Sumitomo Mitsui Bank NY	Corporate	A-	A1	1.11%
American Express Credit	Corporate	BBB+	A2	1.10%
Oracle Corp	Corporate	BBB+	Baa2	1.10%
CVS Corp	Corporate	BBB	Baa2	1.04%
Microsoft	Corporate	AAA	Aaa	1.02%
Progressive Corp	Corporate	A	A2	1.00%
Honda Motor Corporation	Corporate	A-	A3	1.00%

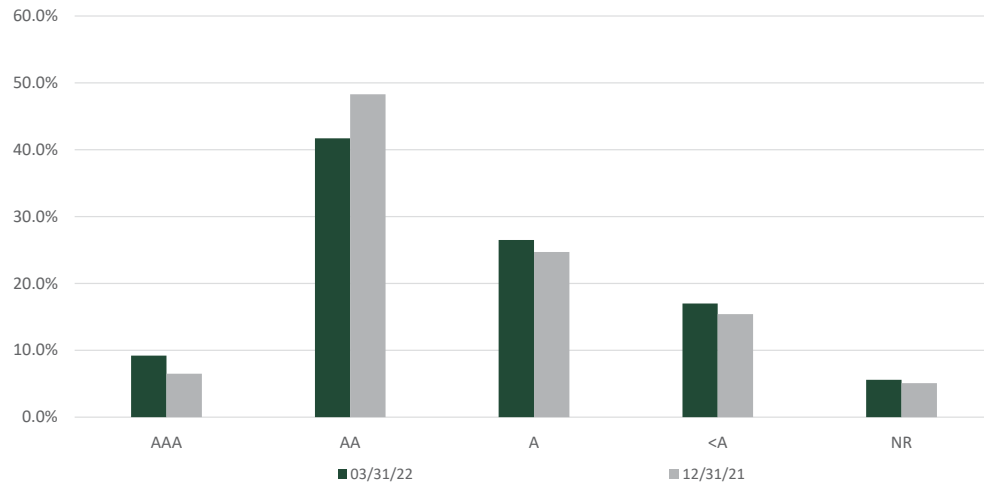
Florida College System Risk Mgmt Consortium – Account #10831

Issue Name	Investment Type	S&P Rating	Moody Rating	% Portfolio
MUFG Union Bank	Corporate	A-	A1	0.92%
Amgen Inc	Corporate	A-	Baa1	0.89%
Hyundai Auto Receivables	ABS	AAA	NR	0.87%
American Tower Corporation	Corporate	BBB-	Baa3	0.86%
Lowe's Companies Inc.	Corporate	BBB+	Baa1	0.74%
Capital One	Corporate	BBB	Baa1	0.73%
Bank of New York	Corporate	A	A1	0.73%
Danaher	Corporate	BBB+	Baa1	0.70%
GM Financial Automobile Leasing Trust	ABS	NR	Aaa	0.70%
ChevronTexaco Corp	Corporate	AA-	Aa2	0.69%
Caterpillar Inc	Corporate	A	A2	0.67%
Federal Home Loan Mortgage Corp	Mortgage Pass Thru	AA+	Aaa	0.58%
PNC Financial Services Group	Corporate	A-	A3	0.57%
John Deere ABS	ABS	NR	Aaa	0.56%
Toyota ABS	ABS	AAA	Aaa	0.56%
Honda ABS	ABS	AAA	NR	0.55%
Honda ABS	ABS	AAA	Aaa	0.53%
McCormick & Company	Corporate	BBB	Baa2	0.52%
Toyota Motor Corp	Corporate	A+	A1	0.39%
Tampa FL Water & Wastewater	Municipal Bonds	AAA	Aaa	0.35%
Honda ABS	ABS	NR	Aaa	0.33%
Carmax Auto Owner Trust	ABS	AAA	NR	0.30%
Honeywell Corp	Corporate	A	A2	0.28%
TWDC Enterprises 18 Corp	Corporate	BBB+	A2	0.25%
GM Financial Securitized Term Auto Trust	ABS	AAA	NR	0.22%
Alphabet Inc	Corporate	AA+	Aa2	0.21%
Federated Money Market Fund #10	Money Market Fund	AAA	NR	0.08%
Fifth Third Auto Trust	ABS	AAA	Aaa	0.06%
Capital One Prime Auto Receivables Trust	ABS	AAA	Aaa	0.05%
Federal Home Loan Mortgage Corp	CMO	AAA	Aaa	0.01%
<b>TOTAL</b>				<b>100%</b>

## Quality Distribution

As of March 31, 2022

### Florida College System Risk Mgmt Consortium March 31, 2022 vs. December 31, 2021



	AAA	AA	A	<A	NR
03/31/22	9.2%	41.7%	26.5%	17.0%	5.6%
12/31/21	6.5%	48.3%	24.7%	15.4%	5.1%

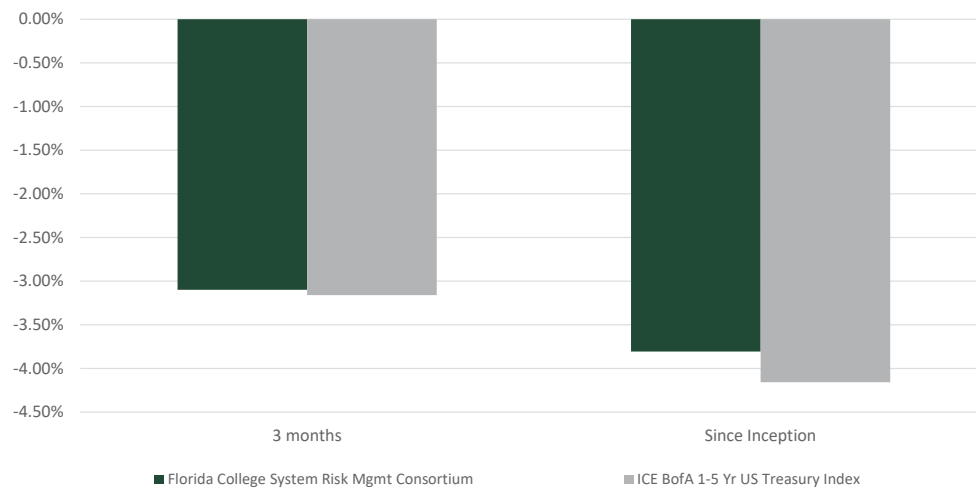
Source: S&P Ratings

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## Investment Performance

As of March 31, 2022

### Florida College System Risk Mgmt Consortium Total Rate of Return Since Inception July 31, 2021



TOTAL RATE OF RETURN	Latest 3 months	Since Inception
Florida College System Risk Mgmt Consortium	-3.10%	-3.81%
ICE BofA 1-5 Yr US Treasury Index	-3.16%	-4.16%

Total rate of return: A measure of a portfolio's performance over time. It is the internal rate of return, which equates the beginning value of the portfolio with the ending value; it includes interest earnings, realized and unrealized gains and losses in the portfolio.

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## Historical Average Purchase Yield

As of March 31, 2022

Florida College System Risk Mgmt Consortium

Purchase Yield as of 03/31/22 = 1.68%



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## Section 3 | Portfolio Holdings

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## Holdings Report

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
<b>ABS</b>									
89239JAD6	Toyota Auto Receivables Trust 2019-B A3 2.570% Due 08/15/2023	19,685.20	04/30/2019 2.59%	19,682.06 19,684.19	100.27 1.31%	19,738.49 22.48	0.11% 54.30	Aaa / AAA NR	1.38 0.22
89238TAE3	Toyota Auto Receivables Trust 2018-B A4 3.110% Due 11/15/2023	26,814.94	05/09/2018 3.16%	26,807.30 26,812.68	100.28 1.67%	26,889.32 37.06	0.15% 76.64	Aaa / AAA NR	1.63 0.20
14042WAC4	Capital One Prime Auto Trust 2019-1 A3 2.510% Due 11/15/2023	8,955.37	05/21/2019 2.54%	8,953.56 8,954.71	100.29 1.02%	8,981.74 9.99	0.05% 27.03	Aaa / AAA AAA	1.63 0.20
31680YAD9	Fifth Third Auto Trust 2019-1 A3 2.640% Due 12/15/2023	9,700.35	04/30/2019 2.67%	9,698.22 9,699.56	100.28 0.78%	9,727.95 11.38	0.06% 28.39	Aaa / AAA NR	1.71 0.16
14041NFU0	Capital One Execution Trust 2019-A2 A2 1.720% Due 08/15/2024	330,000.00	08/28/2019 1.74%	329,916.91 329,960.11	100.18 1.23%	330,589.71 252.27	1.88% 629.60	NR / AAA AAA	2.38 0.37
89237VAB5	Toyota Auto Receivables Trust 2020-C A3 0.440% Due 10/15/2024	51,578.07	07/21/2020 0.44%	51,574.10 51,575.68	99.08 2.02%	51,102.01 10.09	0.29% (473.67)	Aaa / AAA NR	2.55 0.58
47787NAC3	John Deere Owner Trust 2020-B A3 0.510% Due 11/15/2024	24,890.81	07/14/2020 0.52%	24,887.02 24,888.86	98.89 2.22%	24,613.78 5.64	0.14% (275.08)	Aaa / NR AAA	2.63 0.65
14315FAD9	CarMax Auto Owner Trust 2020-3 A3 0.620% Due 03/17/2025	34,258.17	07/14/2020 0.63%	34,252.29 34,255.83	99.18 2.09%	33,975.92 9.44	0.19% (279.91)	NR / AAA AAA	2.96 0.56
36265MAC9	GM Financial Auto Lease Trust 2022-1 A3 1.900% Due 03/20/2025	125,000.00	02/15/2022 1.91%	124,998.93 124,998.98	98.80 2.58%	123,496.25 72.57	0.70% (1,502.73)	Aaa / NR AAA	2.97 1.78
05601XAC3	BMW Vehicle Lease Trust 2022-1 A3 1.100% Due 03/25/2025	210,000.00	Various 2.24%	206,334.78 206,340.63	97.51 2.72%	204,777.09 38.50	1.16% (1,563.54)	NR / AAA AAA	2.99 1.55
43815EAC8	Honda Auto Receivables 2021-3 A3 0.410% Due 11/18/2025	100,000.00	03/29/2022 2.50%	96,343.75 96,347.55	96.40 2.69%	96,401.10 14.81	0.55% 53.55	NR / AAA AAA	3.64 1.60
14316NAC3	CarMax Auto Owner Trust 2021-1 A3 0.340% Due 12/15/2025	20,000.00	01/20/2021 0.35%	19,996.05 19,997.71	97.59 2.91%	19,518.10 3.02	0.11% (479.61)	NR / AAA AAA	3.71 0.94
43815GAC3	Honda Auto Receivables Trust 2021-4 A3 0.880% Due 01/21/2026	60,000.00	11/16/2021 0.89%	59,987.35 59,988.72	96.82 2.58%	58,093.80 14.67	0.33% (1,894.92)	Aaa / NR AAA	3.81 1.89
43815BAC4	Honda Auto Receivables Trust 2022-1 A3 1.880% Due 05/15/2026	95,000.00	02/15/2022 1.89%	94,985.71 94,986.16	98.21 2.68%	93,299.03 79.38	0.53% (1,687.13)	Aaa / AAA NR	4.13 2.26
47787IAC2	John Deere Owner Trust 2022-A A3 2.320% Due 09/16/2026	75,000.00	03/10/2022 2.34%	74,983.41 74,983.62	98.70 2.91%	74,027.40 72.50	0.42% (956.22)	Aaa / NR AAA	4.47 2.22
448977AD0	Hyundai Auto Receivables Trust 2022-A A3 2.220% Due 10/15/2026	155,000.00	03/09/2022 2.23%	154,994.03 154,994.11	98.75 2.79%	153,067.15 143.38	0.87% (1,926.96)	NR / AAA AAA	4.55 2.21

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## Holdings Report

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
380146AC4	GM Financial Auto Receivables 2022-1 A3 1.260% Due 11/16/2026	40,000.00	01/11/2022 1.27%	39,996.52 39,996.73	96.81 3.09%	38,724.44 21.00	0.22% (1,272.29)	NR / AAA AAA	4.63 1.76
<b>TOTAL ABS</b>		<b>1,385,882.91</b>	<b>1.86%</b>	<b>1,378,391.99</b> <b>1,378,465.83</b>	<b>2.25%</b>	<b>1,367,023.28</b> <b>818.18</b>	<b>7.77%</b> <b>(11,442.55)</b>	<b>Aaa / AAA</b> <b>Aaa</b>	<b>3.22</b> <b>1.32</b>
<b>Agency</b>									
3137EAE6	FHLMC Note 0.375% Due 05/05/2023	140,000.00	05/05/2020 0.39%	139,941.20 139,978.54	98.41 1.85%	137,774.70 212.92	0.78% (2,203.84)	Aaa / AA+ AAA	1.10 1.08
3135G04Q3	FNMA Note 0.250% Due 05/22/2023	255,000.00	05/20/2020 0.35%	254,232.45 254,708.40	98.15 1.89%	250,289.90 228.44	1.42% (4,418.50)	Aaa / AA+ AAA	1.14 1.13
3137EAE54	FHLMC Note 0.250% Due 06/26/2023	225,000.00	06/24/2020 0.35%	224,343.00 224,729.40	97.93 1.95%	220,344.75 148.44	1.25% (4,384.65)	Aaa / AA+ AAA	1.24 1.22
3135G05G4	FNMA Note 0.250% Due 07/10/2023	485,000.00	Various 0.28%	484,636.50 484,845.20	97.85 1.97%	474,555.04 272.81	2.70% (10,290.16)	Aaa / AA+ AAA	1.28 1.26
313383VJ4	FHLM Note 3.375% Due 09/08/2023	300,000.00	Various 2.77%	307,917.60 302,430.34	101.85 2.06%	305,545.80 646.88	1.74% 3,115.46	Aaa / AA+ NR	1.44 1.40
3137EAEW5	FHLMC Note 0.250% Due 09/08/2023	225,000.00	09/02/2020 0.25%	224,966.76 224,984.12	97.48 2.04%	219,340.80 35.94	1.25% (5,643.32)	Aaa / AA+ AAA	1.44 1.42
3137EAEPO	FHLMC Note 1.500% Due 02/12/2025	320,000.00	Various 0.63%	333,292.25 327,830.58	97.29 2.49%	311,326.72 653.33	1.77% (16,503.86)	Aaa / AA+ AAA	2.87 2.77
3130AJHU6	FHLM Note 0.500% Due 04/14/2025	50,000.00	04/15/2020 0.60%	49,752.00 49,849.21	94.37 2.43%	47,187.35 115.97	0.27% (2,661.86)	Aaa / AA+ AAA	3.04 2.97
3135G03U5	FNMA Note 0.625% Due 04/22/2025	245,000.00	Various 0.53%	246,070.90 245,672.34	94.55 2.49%	231,639.42 676.30	1.32% (14,032.92)	Aaa / AA+ AAA	3.06 2.99
3135G04Z3	FNMA Note 0.500% Due 06/17/2025	165,000.00	06/17/2020 0.54%	164,658.45 164,780.35	93.84 2.51%	154,830.06 238.33	0.88% (9,950.29)	Aaa / AA+ AAA	3.22 3.14
3137EAEX3	FHLMC Note 0.375% Due 09/23/2025	235,000.00	09/23/2020 0.44%	234,292.65 234,507.10	92.94 2.51%	218,399.84 19.58	1.24% (16,107.26)	Aaa / AA+ AAA	3.48 3.41
<b>TOTAL Agency</b>		<b>2,645,000.00</b>	<b>0.68%</b>	<b>2,664,103.76</b> <b>2,654,315.58</b>	<b>2.17%</b>	<b>2,571,234.38</b> <b>3,248.94</b>	<b>14.63%</b> <b>(83,081.20)</b>	<b>Aaa / AA+</b> <b>Aaa</b>	<b>1.98</b> <b>1.93</b>
<b>CMO</b>									
3137FEU99	FHLMC K730 A1 3.452% Due 09/25/2024	2,560.72	02/28/2018 2.80%	2,611.87 2,580.16	100.37 1.25%	2,570.13 1.47	0.01% (10.03)	Aaa / AAA NR	2.49 0.27
3137FJXP9	FHLMC FHMS K733 A1 3.750% Due 02/25/2025	16,762.77	11/01/2018 3.23%	17,005.51 16,873.37	100.89 1.57%	16,912.33 52.38	0.10% 38.96	NR / NR NR	2.91 0.52

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## Holdings Report

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
3137FNWW6	FHLMC FHMS K736 A1 1.895% Due 06/25/2025	79,477.75	09/04/2019 1.69%	79,875.14 79,698.37	99.98 1.76%	79,461.86 125.51	0.45% (236.51)	NR / NR NR	3.24 0.80
3137FQXH1	FHLMC FHMS K737 A1 2.116% Due 06/25/2026	110,554.33	01/22/2020 1.93%	111,106.45 110,917.48	98.74 2.60%	109,162.34 194.94	0.62% (1,755.14)	NR / NR NR	4.24 2.35
3137FTAX5	FHLMC FHMS K738 A1 1.054% Due 08/25/2026	107,771.51	05/06/2020 0.88%	108,305.96 108,144.21	95.89 2.64%	103,337.79 94.66	0.59% (4,806.42)	NR / NR NR	4.41 2.60
3136A85N6	FNMA 2012-107 GA 1.500% Due 09/25/2027	35,651.33	12/03/2019 2.04%	35,158.34 35,347.60	98.00 2.71%	34,938.59 44.56	0.20% (409.01)	NR / NR NR	5.49 1.58
3136ACQB0	FNMA 2013-19 GE 2.500% Due 03/25/2033	87,776.42	10/25/2019 2.22%	88,736.47 88,553.09	98.62 2.86%	86,564.14 182.87	0.49% (1,988.95)	NR / NR NR	10.99 3.53
3137FLXG4	FHLMC FHR 4877 CA 3.000% Due 04/15/2034	88,838.41	05/03/2019 2.90%	89,275.66 89,187.63	99.22 3.23%	88,147.25 222.10	0.50% (1,040.38)	NR / NR NR	12.05 3.09
3137A24V0	FHLMC FHR 2745 NP 4.000% Due 06/15/2039	12,115.12	09/12/2019 2.71%	12,548.14 12,301.42	101.30 2.67%	12,272.75 40.38	0.07% (28.67)	NR / NR NR	17.22 1.07
3137A9QP4	FHLMC FHR 3842 PH 4.000% Due 04/15/2041	29,950.80	05/05/2015 1.95%	32,129.27 31,198.49	102.32 3.23%	30,646.23 99.84	0.17% (552.26)	NR / NR NR	19.05 3.09
3136ARB64	FNMA 2016-19 AH 3.000% Due 04/25/2046	52,931.53	07/08/2020 0.71%	57,155.71 56,696.77	99.32 3.16%	52,570.11 132.33	0.30% (4,126.66)	NR / NR NR	24.08 3.44
3136AUGK1	FNMA 2016-79 HA 2.000% Due 11/25/2046	95,803.26	06/05/2020 0.57%	99,306.06 98,858.46	96.24 2.97%	92,199.14 159.67	0.52% (6,659.32)	NR / NR NR	24.67 3.78
<b>TOTAL CMO</b>		<b>720,193.95</b>	<b>1.67%</b>	<b>733,214.58</b> <b>730,357.05</b>	<b>2.72%</b>	<b>708,782.66</b> <b>1,350.71</b>	<b>4.03%</b> <b>(21,574.39)</b>	<b>Aaa / AAA</b> <b>NR</b>	<b>10.97</b> <b>2.64</b>
<b>Corporate</b>									
06368EA36	Bank of Montreal Note 0.450% Due 12/08/2023	205,000.00	12/03/2020 0.47%	204,866.75 204,925.04	96.62 2.51%	198,063.83 289.56	1.13% (6,861.21)	A2 / A- AA-	1.69 1.66
02665WCT6	American Honda Finance Note 3.550% Due 01/12/2024	65,000.00	01/10/2019 3.56%	64,982.45 64,993.73	101.62 2.61%	66,050.99 506.37	0.38% 1,057.26	A3 / A- A	1.79 1.71
21688AAQ5	Cooperat Rabobank UA/NY Note 0.375% Due 01/12/2024	270,000.00	01/05/2021 0.40%	269,813.70 269,889.24	96.16 2.59%	259,641.99 222.19	1.48% (10,247.25)	Aa2 / A+ AA-	1.79 1.75
14040HCA1	Capital One Financial Callable Note Cont 12/29/2023 3.900% Due 01/29/2024	125,000.00	01/24/2019 3.95%	124,730.00 124,901.23	101.63 2.93%	127,035.38 839.58	0.73% 2,134.15	Baa1 / BBB A-	1.83 1.67
064159MK9	Bank of Nova Scotia Note 3.400% Due 02/11/2024	300,000.00	02/06/2019 3.42%	299,727.00 299,898.19	101.41 2.62%	304,237.80 1,416.67	1.74% 4,339.61	A2 / A- AA-	1.87 1.79

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## Holdings Report

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
38141GXE9	Goldman Sachs Group Inc Callable Note 1X 1/20/2024 3.625% Due 02/20/2024	80,000.00	09/01/2020 0.82%	87,458.40 83,983.05	101.34 2.85%	81,073.52 330.28	0.46% (2,909.53)	A2 / BBB+ A	1.89 1.73
025816CC1	American Express Credit Callable Note Cont 1/22/2024 3.400% Due 02/22/2024	190,000.00	07/10/2019 2.46%	197,615.20 193,041.48	101.42 2.59%	192,700.66 699.83	1.10% (340.82)	A2 / BBB+ A	1.90 1.74
60682ZBD5	Mitsubishi UFG Fin Grp Note 3.407% Due 03/07/2024	160,000.00	02/26/2019 3.41%	160,000.00 160,000.00	101.09 2.82%	161,745.28 363.41	0.92% 1,745.28	A1 / A- A-	1.94 1.86
89114QC82	Toronto Dominion Bank Note 3.250% Due 03/11/2024	325,000.00	03/04/2019 3.28%	324,584.00 324,838.34	101.27 2.58%	329,114.50 586.81	1.87% 4,276.16	A1 / A AA-	1.95 1.87
13607GAP9	Canadian Imperial Bank Note 3.100% Due 04/02/2024	275,000.00	04/02/2019 3.22%	273,526.00 274,408.78	100.49 2.85%	276,353.55 4,238.82	1.59% 1,944.77	A2 / A- AA-	2.01 1.90
61746BDQ6	Morgan Stanley Note 3.875% Due 04/29/2024	285,000.00	07/19/2019 2.56%	301,681.05 292,268.03	102.07 2.84%	290,904.91 4,662.92	1.68% (1,363.12)	A1 / BBB+ A	2.08 1.96
14913Q2V0	Caterpillar Finl Service Note 2.850% Due 05/17/2024	115,000.00	07/10/2019 2.33%	117,702.50 116,185.68	100.86 2.43%	115,986.82 1,219.96	0.67% (198.86)	A2 / A A	2.13 2.03
02665WC22	American Honda Finance Note 2.400% Due 06/27/2024	110,000.00	07/12/2019 2.51%	109,434.60 109,744.19	99.38 2.69%	109,316.35 689.33	0.62% (427.84)	A3 / A- A	2.24 2.15
78013XZU5	Royal Bank of Canada Note 2.550% Due 07/16/2024	245,000.00	07/22/2019 2.48%	245,764.40 245,351.73	99.63 2.72%	244,095.46 1,301.56	1.39% (1,256.27)	A1 / A AA-	2.30 2.20
91159HHX1	US Bancorp Callable Note Cont 6/28/2024 2.400% Due 07/30/2024	285,000.00	07/24/2019 2.42%	284,720.70 284,869.98	99.43 2.65%	283,366.66 1,159.00	1.62% (1,503.32)	A2 / A+ A+	2.33 2.24
12665ODE7	CVS Corp Callable Note Cont 7/15/2024 2.625% Due 08/15/2024	100,000.00	08/15/2019 2.62%	100,023.00 100,010.94	99.76 2.73%	99,756.60 335.42	0.57% (254.34)	Baa2 / BBB NR	2.38 2.28
579780AM9	McCormick & Co. Callable Note Cont 6/15/2024 3.150% Due 08/15/2024	90,000.00	12/15/2020 0.70%	97,611.30 94,807.76	100.35 2.98%	90,315.27 362.25	0.52% (4,492.49)	Baa2 / BBB NR	2.38 2.11
254687FK7	TWDC Enterprises 18 Corp Callable Note Cont 7/30/2024 1.750% Due 08/30/2024	45,000.00	09/03/2019 1.84%	44,816.40 44,911.02	98.22 2.51%	44,197.65 72.19	0.25% (713.37)	A2 / BBB+ A-	2.42 2.34
828807DG9	Simon Property Group Callable Note Cont 6/13/2024 2.000% Due 09/13/2024	125,000.00	09/04/2019 2.02%	124,876.25 124,939.31	98.24 2.75%	122,800.00 125.00	0.70% (2,139.31)	A3 / A- NR	2.46 2.37
06406RAL1	Bank of NY Mellon Corp Note 2.100% Due 10/24/2024	35,000.00	01/21/2020 2.00%	35,154.00 35,083.36	98.72 2.62%	34,550.60 320.54	0.20% (532.76)	A1 / A AA-	2.57 2.45

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## Holdings Report

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
693475AY1	PNC Financial Services Callable Note Cont 10/2/2024 2.200% Due 11/01/2024	100,000.00	11/14/2019 2.13%	100,314.00 100,161.41	98.92 2.63%	98,922.60 916.67	0.57% (1,238.81)	A3 / A-	2.59 2.47
23291KAG0	DH Europe Finance II Callable Note Cont 10/15/2024 2.200% Due 11/15/2024	125,000.00	10/29/2019 2.21%	124,940.00 124,968.64	98.05 2.98%	122,560.00 1,038.89	0.70% (2,408.64)	Baa1 / BBB+	2.63 2.50
86562MBV1	Sumitomo Mitsui Financial Note 2.348% Due 01/15/2025	200,000.00	01/06/2020 2.35%	200,000.00 200,000.00	97.27 3.38%	194,549.40 991.38	1.11% (5,450.60)	A1 / A-	2.80 2.66
89236TGT6	Toyota Motor Credit Corp Note 1.800% Due 02/13/2025	70,000.00	05/20/2020 1.58%	70,683.90 70,416.13	97.18 2.83%	68,026.77 168.00	0.39% (2,389.36)	A1 / A+	2.88 2.76
031162CV0	Amgen Inc Callable Note Cont 1/21/2025 1.900% Due 02/21/2025	160,000.00	02/18/2020 1.94%	159,673.60 159,811.16	97.27 2.89%	155,624.48 337.78	0.89% (4,186.68)	Baa1 / A-	2.90 2.78
20826FAU0	ConocoPhillips Callable Note Cont 3/7/2023 2.400% Due 03/07/2025	355,000.00	02/22/2022 2.44%	354,581.10 354,590.28	98.96 2.77%	351,299.13 544.33	2.00% (3,291.15)	A3 / A-	2.94 2.81
30231GBH4	Exxon Mobil Corp Callable Note Cont 2/19/2025 2.992% Due 03/19/2025	250,000.00	01/19/2022 1.70%	259,660.00 259,058.93	100.60 2.77%	251,502.00 249.33	1.43% (7,556.93)	Aa2 / AA-	2.97 2.75
166764BW9	Chevron Corp Callable Note Cont 4/11/2025 1.554% Due 05/11/2025	125,000.00	05/07/2020 1.55%	125,000.00 125,000.00	96.59 2.70%	120,736.38 755.42	0.69% (4,263.62)	Aa2 / AA-	3.12 2.99
38148LAE6	Goldman Sachs Group Inc. Callable Note Cont 2/22/2025 3.750% Due 05/22/2025	125,000.00	12/17/2020 0.89%	139,612.50 135,144.37	101.61 3.16%	127,016.25 1,679.69	0.73% (8,128.12)	A2 / BBB+	3.15 2.71
438516CB0	Honeywell Intl Callable Note Cont 5/1/2025 1.350% Due 06/01/2025	50,000.00	05/14/2020 1.35%	49,995.00 49,996.86	96.40 2.54%	48,200.30 225.00	0.28% (1,796.56)	A2 / A	3.17 3.06
12665OCL2	CVS Corp Callable Note Cont 4/20/2025 3.875% Due 07/20/2025	80,000.00	09/01/2020 0.90%	90,778.40 87,111.19	102.13 3.14%	81,700.48 611.39	0.47% (5,410.71)	Baa2 / BBB	3.31 2.85
02079KAH0	Alphabet Inc Callable Note Cont 7/15/2025 0.450% Due 08/15/2025	40,000.00	08/03/2020 0.47%	39,960.40 39,973.43	93.47 2.48%	37,387.48 23.00	0.21% (2,585.95)	Aa2 / AA+	3.38 3.31
06051GJG5	Bank of America Corp Callable Note Cont 9/25/2024 0.981% Due 09/25/2025	200,000.00	09/22/2020 0.98%	200,000.00 200,000.00	94.75 2.63%	189,505.40 32.70	1.08% (10,494.60)	A2 / A-	3.49 3.39
828807CW5	Simon Property Group Callable Note Cont 10/15/2025 3.300% Due 01/15/2026	150,000.00	03/01/2022 2.43%	154,471.50 154,373.41	100.76 3.07%	151,133.25 1,045.00	0.86% (3,240.16)	A3 / A-	3.80 3.30
17327CAN3	Citigroup Inc Callable Note Annual 1/25/2025 2.014% Due 01/25/2026	310,000.00	01/18/2022 1.77%	309,962.80 309,964.48	96.37 2.76%	298,745.45 1,144.62	1.70% (11,219.03)	A3 / BBB+	3.82 3.63

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## Holdings Report

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
06406RAQ0	Bank of NY Mellon Corp Callable Note Cont 12/28/2025 0.750% Due 01/28/2026	100,000.00	01/21/2021 0.79%	99,785.00 99,835.39	92.66 2.79%	92,662.20 131.25	0.53% (7,173.19)	A1 / A	3.83 3.72
68389XBM6	Oracle Corp Callable Note Cont 4/15/2026 2.650% Due 07/15/2026	200,000.00	11/16/2021 1.84%	206,856.00 206,285.02	96.01 3.66%	192,029.40 1,118.89	1.10% (14,255.62)	Baa2 / BBB+	4.29 3.98
594918BR4	Microsoft Callable Note Cont 5/8/2026 2.400% Due 08/08/2026	180,000.00	12/21/2021 1.36%	187,941.60 187,449.29	99.07 2.63%	178,318.62 636.00	1.02% (9,130.67)	Aaa / AAA	4.36 4.09
26441CA54	Duke Energy Corp Callable Note Cont 6/1/2026 2.650% Due 09/01/2026	250,000.00	11/29/2021 1.78%	259,365.00 258,675.31	97.46 3.27%	243,644.75 552.08	1.39% (15,030.56)	Baa2 / BBB	4.42 4.12
037833DN7	Apple Inc Callable Note Cont 7/11/2026 2.050% Due 09/11/2026	250,000.00	11/29/2021 1.50%	256,092.50 255,654.48	97.20 2.72%	242,994.75 284.72	1.38% (12,659.73)	Aaa / AA+	4.45 4.21
37045XBQ8	General Motors Finl Co Callable Note Cont 7/6/2026 4.000% Due 10/06/2026	200,000.00	Various 2.57%	212,265.00 211,343.09	100.44 3.89%	200,872.00 3,888.89	1.16% (10,471.09)	Baa3 / BBB	4.52 3.82
03027XAK6	American Tower Corp Callable Note Cont 7/15/2026 3.375% Due 10/15/2026	150,000.00	03/29/2022 3.63%	148,417.50 148,418.45	98.79 3.67%	148,188.75 2,334.38	0.86% (229.70)	Baa3 / BBB-	4.55 4.10
927804FV1	Virginia Electric Power Corp Callable Note Cont 8/15/2026 2.950% Due 11/15/2026	250,000.00	02/10/2022 2.37%	256,115.00 255,943.79	98.90 3.21%	247,254.00 2,786.11	1.42% (8,689.79)	A2 / BBB+	4.63 4.24
46647PBW5	JP Morgan Chase & Co Callable Note Cont 2/4/2026 1.040% Due 02/04/2027	350,000.00	Various 1.66%	339,079.90 339,814.55	91.74 2.87%	321,099.80 576.33	1.83% (18,714.75)	A2 / A-	4.85 4.66
808513BY0	Charles Schwab Corp Callable Note Cont 2/3/2027 2.450% Due 03/03/2027	205,000.00	03/01/2022 2.46%	204,946.90 204,947.72	97.21 3.06%	199,286.65 390.64	1.13% (5,661.07)	A2 / A	4.93 4.58
06051GJQ3	Bank of America Corp Callable Note Cont 2/11/2027 1.658% Due 03/11/2027	110,000.00	11/16/2021 1.72%	109,186.00 109,242.25	93.33 3.03%	102,665.09 101.32	0.58% (6,577.16)	A2 / A-	4.95 4.69
22822VAZ4	Crown Castle Intl Corp Callable Note Cont 2/15/2027 2.900% Due 03/15/2027	250,000.00	03/02/2022 2.90%	250,012.00 250,009.85	96.82 3.61%	242,052.00 543.75	1.38% (7,957.85)	Baa3 / BBB-	4.96 4.55
743315AY9	Progressive Corp Callable Note COnt 2/15/2027 2.500% Due 03/15/2027	180,000.00	03/02/2022 2.48%	180,141.30 180,139.49	98.03 2.93%	176,453.28 275.00	1.00% (3,686.21)	A2 / A	4.96 4.61

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## Holdings Report

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
548661EG8	Lowe's Companies Inc Callable Note Cont 3/1/2027 3.350% Due 04/01/2027	130,000.00	03/24/2022 3.27%	130,488.80 130,487.71	100.68 3.20%	130,886.34 84.68	0.74% 398.63	Baa1 / BBB+ NR	5.01 4.50
<b>TOTAL Corporate</b>		<b>8,575,000.00</b>	<b>2.16%</b>	<b>8,657,411.40</b> <b>8,657,867.76</b>	<b>2.90%</b>	<b>8,446,624.82</b> <b>43,208.93</b>	<b>48.23%</b> <b>(211,242.94)</b>	<b>A2 / A-</b> <b>A+</b>	<b>3.18</b> <b>2.98</b>
<b>Money Market Fund</b>									
60934N203	Federated Investors Prime Obligation Fund #10	13,901.72	Various 0.33%	13,901.72 13,901.72	1.00 0.33%	13,901.72 0.00	0.08% 0.00	NR / AAA AAA	0.00 0.00
<b>TOTAL Money Market Fund</b>		<b>13,901.72</b>	<b>0.33%</b>	<b>13,901.72</b>	<b>0.33%</b>	<b>13,901.72</b> <b>0.00</b>	<b>0.08%</b> <b>0.00</b>	<b>NR / AAA</b> <b>Aaa</b>	<b>0.00</b> <b>0.00</b>
<b>Mortgage Pass Thru</b>									
3138EJH50	FNMA FN AL2051 3.500% Due 06/01/2026	20,597.31	04/13/2018 3.01%	20,970.63 20,788.81	102.25 1.86%	21,061.58 60.08	0.12% 272.77	Aaa / AA+ AAA	4.17 1.50
3138EJA7	FNMA FN AL2056 3.500% Due 08/01/2026	18,104.40	04/13/2018 3.02%	18,432.53 18,275.94	102.22 1.92%	18,506.18 52.80	0.11% 230.24	Aaa / AA+ AAA	4.34 1.52
3138XBRF3	FNMA FN AV0485 3.500% Due 01/01/2029	39,040.96	02/04/2015 2.54%	41,529.80 40,252.96	102.75 2.19%	40,115.29 113.87	0.23% (137.67)	Aaa / AA+ AAA	6.76 2.23
3138WDUX7	FNMA FN AS4197 3.500% Due 01/01/2030	44,648.50	07/10/2015 2.64%	47,271.58 46,054.63	102.94 2.22%	45,960.27 130.22	0.26% (94.36)	Aaa / AA+ AAA	7.76 2.43
3138EQS45	FNMA FN AL7738 3.500% Due 11/01/2030	29,024.40	02/05/2016 2.58%	30,906.46 30,123.29	103.09 2.30%	29,921.43 84.65	0.17% (201.86)	Aaa / AA+ AAA	8.59 2.71
3128MMXQ1	FHLMC FG G18686 4.000% Due 02/01/2033	30,540.62	06/07/2018 3.56%	31,461.61 31,222.66	103.35 2.89%	31,564.86 101.80	0.18% 342.20	Aaa / AA+ AAA	10.85 3.06
3140Q8NB7	FNMA FN CA1285 4.000% Due 02/01/2033	61,940.28	05/20/2019 3.36%	64,437.25 63,916.20	103.93 2.71%	64,376.58 206.47	0.37% 460.38	Aaa / AA+ AAA	10.85 3.15
3140IAPQ5	FNMA FN BM5830 3.500% Due 04/01/2034	59,861.51	06/05/2019 2.96%	62,106.29 61,683.19	103.35 2.47%	61,869.09 174.60	0.35% 185.90	Aaa / AA+ AAA	12.01 3.41
3140Q8Y28	FNMA FN CA4328 3.000% Due 10/01/2034	71,196.38	11/15/2019 2.58%	73,276.65 72,545.65	101.13 2.65%	72,004.32 177.99	0.41% (941.33)	Aaa / AA+ AAA	12.51 3.64
3140X7DF3	FNMA FN FM3701 2.500% Due 07/01/2035	113,574.17	07/27/2020 1.70%	120,228.92 119,482.86	99.11 2.69%	112,559.04 236.61	0.64% (6,923.82)	Aaa / AA+ AAA	13.26 4.07
31408C4D5	FNMA FN 847820 5.500% Due 12/01/2035	12,063.76	12/15/2010 4.90%	12,821.50 12,479.98	109.57 3.00%	13,217.96 55.29	0.08% 737.98	Aaa / AA+ AAA	13.68 3.84
3128MJMT4	FHLMC FG G08369 5.000% Due 10/01/2039	19,453.53	12/15/2010 4.69%	20,209.64 19,914.35	108.36 2.94%	21,080.39 81.06	0.12% 1,166.04	Aaa / AA+ AAA	17.52 4.03

## Holdings Report

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
3128M8C44	FHLMC FG G06091 5.500% Due 05/01/2040	9,500.22	12/15/2010 5.02%	10,065.79 9,849.31	110.31 2.87%	10,479.70 43.54	0.06% 630.39	Aaa / AA+ AAA	18.10 3.88
312940Y60	FHLMC FG A92533 4.500% Due 06/01/2040	16,774.04	12/15/2010 4.41%	16,994.23 16,910.19	106.32 3.02%	17,834.55 62.90	0.10% 924.36	Aaa / AA+ AAA	18.18 4.25
31418U4W1	FNMA FN AD7136 5.000% Due 07/01/2040	17,976.30	12/15/2010 4.66%	18,731.87 18,444.30	107.54 3.20%	19,332.45 74.90	0.11% 888.15	Aaa / AA+ AAA	18.27 4.23
312946PK6	FHLMC FG A97626 5.000% Due 03/01/2041	18,514.43	10/16/2014 4.03%	20,588.62 20,002.70	108.01 3.09%	19,997.81 77.14	0.11% (4.89)	Aaa / AA+ AAA	18.93 4.16
<b>TOTAL Mortgage Pass Thru</b>		<b>582,810.81</b>	<b>2.93%</b>	<b>610,033.37</b> <b>602,347.02</b>	<b>2.59%</b>	<b>599,881.50</b> <b>1,733.92</b>	<b>3.42%</b> <b>(2,465.52)</b>	<b>Aaa / AA+</b> <b>Aaa</b>	<b>11.71</b> <b>3.32</b>
<b>Municipal Bonds</b>									
875291AU0	Tampa FL Water & Wastewater TE-REV 0.707% Due 10/01/2024	65,000.00	07/17/2020 0.71%	65,000.00 65,000.00	95.61 2.53%	62,148.45 229.78	0.35% (2,851.55)	Aaa / AAA AAA	2.51 2.44
<b>TOTAL Municipal Bonds</b>		<b>65,000.00</b>	<b>0.71%</b>	<b>65,000.00</b>	<b>2.53%</b>	<b>62,148.45</b> <b>229.78</b>	<b>0.35%</b> <b>(2,851.55)</b>	<b>Aaa / AAA</b> <b>Aaa</b>	<b>2.51</b> <b>2.44</b>
<b>Supranational</b>									
45950KCX6	International Finance Corp Note 0.750% Due 10/08/2026	300,000.00	11/16/2021 1.31%	292,095.00 292,688.43	92.68 2.47%	278,027.40 1,268.75	1.59% (14,661.03)	Aaa / AAA NR	4.53 4.37
<b>TOTAL Supranational</b>		<b>300,000.00</b>	<b>1.31%</b>	<b>292,095.00</b> <b>292,688.43</b>	<b>2.47%</b>	<b>278,027.40</b> <b>1,268.75</b>	<b>1.59%</b> <b>(14,661.03)</b>	<b>Aaa / AAA</b> <b>NR</b>	<b>4.53</b> <b>4.37</b>
<b>US Treasury</b>									
912828M80	US Treasury Note 2.000% Due 11/30/2022	200,000.00	01/06/2021 0.14%	207,046.87 202,478.13	100.45 1.31%	200,906.20 1,340.66	1.15% (1,571.93)	Aaa / AA+ AAA	0.67 0.66
912828N30	US Treasury Note 2.125% Due 12/31/2022	300,000.00	01/30/2019 2.55%	295,242.19 299,088.36	100.52 1.43%	301,546.80 1,602.56	1.72% 2,458.44	Aaa / AA+ AAA	0.75 0.74
912828UN8	US Treasury Note 2.000% Due 02/15/2023	400,000.00	01/28/2021 0.14%	415,171.88 406,525.54	100.36 1.59%	401,422.00 994.48	2.29% (5,103.54)	Aaa / AA+ AAA	0.88 0.87
912828Q29	US Treasury Note 1.500% Due 03/31/2023	100,000.00	05/01/2018 2.82%	94,000.00 98,782.61	99.79 1.71%	99,793.00 4.10	0.57% 1,010.39	Aaa / AA+ AAA	1.00 0.99
912828317	US Treasury Note 2.125% Due 11/30/2024	270,000.00	01/02/2020 1.66%	275,853.51 273,185.09	99.11 2.47%	267,595.38 1,923.01	1.53% (5,589.71)	Aaa / AA+ AAA	2.67 2.56
91282CD57	US Treasury Note 1.125% Due 01/15/2025	300,000.00	02/07/2022 1.53%	296,566.41 296,732.96	96.38 2.47%	289,148.40 708.56	1.65% (7,584.56)	Aaa / AA+ AAA	2.80 2.72

## Florida College System Risk Mgmt Consortium - Account #10831

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
9128283V0	US Treasury Note 2.500% Due 01/31/2025	55,000.00	02/03/2020 1.36%	58,005.66 56,709.04	100.07 2.47%	55,038.67 227.90	0.31% (1,670.37)	Aaa / AA+ AAA	2.84 2.71
912828XZ8	US Treasury Note 2.750% Due 06/30/2025	400,000.00	12/02/2020 0.39%	442,828.13 430,433.89	100.77 2.50%	403,062.40 2,765.19	2.31% (27,371.49)	Aaa / AA+ AAA	3.25 3.07
91282CBC4	US Treasury Note 0.375% Due 12/31/2025	365,000.00	Various 0.40%	364,484.57 364,609.61	92.45 2.49%	337,453.82 344.08	1.92% (27,155.79)	Aaa / AA+ AAA	3.76 3.68
91282CCJ8	US Treasury Note 0.875% Due 06/30/2026	400,000.00	10/27/2021 1.12%	395,593.75 395,994.08	93.52 2.49%	374,062.40 879.83	2.13% (21,931.68)	Aaa / AA+ AAA	4.25 4.12
91282CCZ2	US Treasury Note 0.875% Due 09/30/2026	400,000.00	10/27/2021 1.15%	394,828.13 395,273.98	93.20 2.48%	372,812.40 9.56	2.12% (22,461.58)	Aaa / AA+ AAA	4.50 4.36
912828YX2	US Treasury Note 1.750% Due 12/31/2026	400,000.00	10/27/2021 1.16%	411,750.00 410,786.38	96.89 2.45%	387,562.40 1,759.67	2.21% (23,223.98)	Aaa / AA+ AAA	4.76 4.50
<b>TOTAL US Treasury</b>		<b>3,590,000.00</b>	<b>1.05%</b>	<b>3,651,371.10</b> <b>3,630,599.67</b>	<b>2.20%</b>	<b>3,490,403.87</b> <b>12,559.60</b>	<b>19.90%</b> <b>(140,195.80)</b>	<b>Aaa / AA+</b> <b>Aaa</b>	<b>2.92</b> <b>2.81</b>
<b>TOTAL PORTFOLIO</b>		<b>17,877,789.39</b>	<b>1.68%</b>	<b>18,097,522.92</b> <b>18,025,543.06</b>	<b>2.57%</b>	<b>17,538,028.08</b> <b>64,418.81</b>	<b>100.00%</b> <b>(487,514.98)</b>	<b>Aa3 / AA-</b> <b>AA</b>	<b>3.58</b> <b>2.68</b>
<b>TOTAL MARKET VALUE PLUS ACCRUALS</b>						<b>17,602,446.89</b>			

## Section 4 | Transactions

## Transaction Ledger

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

December 31, 2021 through March 31, 2022

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/Sold	Total Amount	Gain/Loss
<b>ACQUISITIONS</b>										
Purchase	01/19/2022	05601XAC3	60,000.00	BMW Vehicle Lease Trust 2022-1 A3 1.1% Due: 03/25/2025	99.985	1.11%	59,991.03	0.00	59,991.03	0.00
Purchase	01/19/2022	380146AC4	40,000.00	GM Financial Auto Receivables 2022-1 A3 1.26% Due: 11/16/2026	99.991	1.27%	39,996.52	0.00	39,996.52	0.00
Purchase	01/21/2022	30231GBH4	250,000.00	Exxon Mobil Corp Callable Note Cont 2/19/2025 2.992% Due: 03/19/2025	103.864	1.70%	259,660.00	2,534.89	262,194.89	0.00
Purchase	01/25/2022	17327CAN3	310,000.00	Citigroup Inc Callable Note Annual 1/25/2025 2.014% Due: 01/25/2026	99.988	1.71%	309,962.80	0.00	309,962.80	0.00
Purchase	02/08/2022	91282CD57	300,000.00	US Treasury Note 1.125% Due: 01/15/2025	98.855	1.53%	296,566.41	223.76	296,790.17	0.00
Purchase	02/14/2022	927804FV1	250,000.00	Virginia Electric Power Corp Callable Note Cont 8/15/2026 2.95% Due: 11/15/2026	102.446	2.37%	256,115.00	1,823.26	257,938.26	0.00
Purchase	02/23/2022	36265MAC9	125,000.00	GM Financial Auto Lease Trust 2022-1 A3 1.9% Due: 03/20/2025	99.999	1.91%	124,998.93	0.00	124,998.93	0.00
Purchase	02/23/2022	43815BAC4	95,000.00	Honda Auto Receivables Trust 2022-1 A3 1.88% Due: 05/15/2026	99.985	1.89%	94,985.71	0.00	94,985.71	0.00
Purchase	03/03/2022	808513BY0	115,000.00	Charles Schwab Corp Callable Note Cont 2/3/2027 2.45% Due: 03/03/2027	99.892	2.47%	114,875.80	0.00	114,875.80	0.00
Purchase	03/03/2022	808513BY0	90,000.00	Charles Schwab Corp Callable Note Cont 2/3/2027 2.45% Due: 03/03/2027	100.079	2.43%	90,071.10	0.00	90,071.10	0.00
Purchase	03/03/2022	828807CW5	150,000.00	Simon Property Group Callable Note Cont 10/15/2025 3.3% Due: 01/15/2026	102.981	2.43%	154,471.50	660.00	155,131.50	0.00
Purchase	03/04/2022	22822VAZ4	250,000.00	Crown Castle Intl Corp Callable Note Cont 2/15/2027 2.9% Due: 03/15/2027	100.004	2.90%	250,010.00	0.00	250,010.00	0.00
Purchase	03/08/2022	20826FAU0	355,000.00	ConocoPhillips Callable Note Cont 3/7/2023 2.4% Due: 03/07/2025	99.882	2.44%	354,581.10	0.00	354,581.10	0.00

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## Transaction Ledger

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

December 31, 2021 through March 31, 2022

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/Sold	Total Amount	Gain/Loss
Purchase	03/09/2022	743315AY9	90,000.00	Progressive Corp Callable Note CCont 2/15/2027 2.5% Due: 03/15/2027	99.962	2.51%	89,965.80	0.00	89,965.80	0.00
Purchase	03/09/2022	743315AY9	90,000.00	Progressive Corp Callable Note CCont 2/15/2027 2.5% Due: 03/15/2027	100.195	2.46%	90,175.50	0.00	90,175.50	0.00
Purchase	03/16/2022	448977AD0	155,000.00	Hyundai Auto Receivables Trust 2022-A A3 2.22% Due: 10/15/2026	99.996	2.23%	154,994.03	0.00	154,994.03	0.00
Purchase	03/16/2022	47787JAC2	75,000.00	John Deere Owner Trust 2022-A A3 2.32% Due: 09/16/2026	99.978	2.34%	74,983.41	0.00	74,983.41	0.00
Purchase	03/28/2022	548661EG8	130,000.00	Lowe's Companies Inc Callable Note Cont 3/1/2027 3.35% Due: 04/01/2027	100.376	3.27%	130,488.80	48.39	130,537.19	0.00
Purchase	03/31/2022	03027XAK6	150,000.00	American Tower Corp Callable Note Cont 7/15/2026 3.375% Due: 10/15/2026	98.945	3.63%	148,417.50	2,334.38	150,751.88	0.00
Purchase	03/31/2022	05601XAC3	150,000.00	BMW Vehicle Lease Trust 2022-1 A3 1.1% Due: 03/25/2025	97.563	2.70%	146,343.75	27.50	146,371.25	0.00
Purchase	03/31/2022	37045XBQ8	50,000.00	General Motors Finl Co Callable Note Cont 7/6/2026 4% Due: 10/06/2026	100.260	3.93%	50,130.00	972.22	51,102.22	0.00
Purchase	03/31/2022	43815EAC8	100,000.00	Honda Auto Receivables 2021-3 A3 0.41% Due: 11/18/2025	96.344	2.50%	96,343.75	14.81	96,358.56	0.00
<b>Subtotal</b>			<b>3,380,000.00</b>				<b>3,388,128.44</b>	<b>8,639.21</b>	<b>3,396,767.65</b>	<b>0.00</b>
<b>TOTAL ACQUISITIONS</b>			<b>3,380,000.00</b>				<b>3,388,128.44</b>	<b>8,639.21</b>	<b>3,396,767.65</b>	<b>0.00</b>
<b>DISPOSITIONS</b>										
Sale	01/13/2022	91282XW5	40,000.00	US Treasury Note 1.75% Due: 06/30/2022	100.699	1.73%	40,279.69	25.14	40,304.83	277.00

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## Transaction Ledger

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

December 31, 2021 through March 31, 2022

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/Sold	Total Amount	Gain/Loss
Sale	01/21/2022	00724PAA7	20,000.00	Adobe Inc Note 1.7% Due: 02/01/2023	100.884	1.75%	20,176.80	160.56	20,337.36	186.22
Sale	01/21/2022	036752AF0	100,000.00	Anthem Inc Callable Note Cont 11/1/2022 2.95% Due: 12/01/2022	101.669	3.57%	101,669.00	409.72	102,078.72	2,155.16
Sale	01/21/2022	316773CX6	120,000.00	Fifth Third Bank Callable Note Cont 12/25/2023 3.65% Due: 01/25/2024	104.178	2.28%	125,013.60	2,141.33	127,154.93	2,009.63
Sale	01/21/2022	377373AL9	55,000.00	Glaxosmithkline Capital Inc Calalble Note Cont 10/1/2022 0.534% Due: 10/01/2023	99.021	0.53%	54,461.55	89.74	54,551.29	-538.45
Sale	01/21/2022	42824CBE8	125,000.00	HP Enterprises Callable Note Cont 3/1/2023 2.25% Due: 04/01/2023	101.167	2.26%	126,458.75	859.38	127,318.13	1,467.56
Sale	01/21/2022	9128282P4	50,000.00	US Treasury Note 1.875% Due: 07/31/2022	100.801	2.33%	50,400.39	443.27	50,843.66	510.65
Sale	01/21/2022	912828XW5	40,000.00	US Treasury Note 1.75% Due: 06/30/2022	100.637	1.73%	40,254.69	40.61	40,295.30	252.13
Sale	02/11/2022	9128282P4	295,000.00	US Treasury Note 1.875% Due: 07/31/2022	100.598	2.33%	296,763.09	168.08	296,931.17	2,342.12
Sale	02/17/2022	912828L57	170,000.00	US Treasury Note 1.75% Due: 09/30/2022	100.563	2.27%	170,956.25	1,144.23	172,100.48	1,451.28
Sale	03/01/2022	912828L57	250,000.00	US Treasury Note 1.75% Due: 09/30/2022	100.574	2.27%	251,435.55	1,826.92	253,262.47	2,124.70
Sale	03/01/2022	912828M80	50,000.00	US Treasury Note 2% Due: 11/30/2022	100.813	0.14%	50,406.25	250.00	50,656.25	-292.32
Sale	03/02/2022	10373QAD2	85,000.00	BP Capital Markets America Callable Note Cont 1/6/2024 3.79% Due: 02/06/2024	103.292	3.79%	87,798.20	232.66	88,030.86	2,798.20
Sale	03/03/2022	3137EAEQ8	160,000.00	FHLMC Note 0.375% Due: 04/20/2023	99.114	0.46%	158,582.40	221.67	158,804.07	-1,266.73
Sale	03/03/2022	912828M80	200,000.00	US Treasury Note 2% Due: 11/30/2022	100.809	0.14%	201,617.19	1,021.98	202,639.17	-1,156.69
Sale	03/04/2022	3135G06G3	295,000.00	FNMA Note 0.5% Due: 11/07/2025	95.379	0.56%	281,369.23	479.38	281,848.61	-13,121.39

## Transaction Ledger

As of March 31, 2022

### Florida College System Risk Mgmt Consortium - Account #10831

December 31, 2021 through March 31, 2022

Transaction Type	Settlement Date	CUSIP	Quantity	Security Description	Price	Acq/Disp Yield	Amount	Interest Pur/Sold	Total Amount	Gain/Loss
Sale	03/04/2022	3137EAEU9	105,000.00	FHLMC Note 0.375% Due: 07/21/2025	95.374	0.48%	100,143.12	47.03	100,190.15	-4,502.83
Sale	03/07/2022	69371RQ82	50,000.00	Paccar Financial Corp Note 0.8% Due: 06/08/2023	99.108	0.85%	49,554.00	98.89	49,652.89	-416.93
Sale	03/15/2022	58013MFE9	120,000.00	McDonald's Corp Callable Note Cont 3/1/2023 3.35% Due: 04/01/2023	101.423	3.43%	121,707.60	1,831.33	123,538.93	1,800.64
Sale	03/28/2022	907818EU8	120,000.00	Union Pacific Corp Callable Note Cont 5/8/2023 3.5% Due: 06/08/2023	101.363	3.52%	121,635.60	1,283.33	122,918.93	1,661.73
Sale	03/31/2022	002824BE9	90,000.00	Abbott Laboratories Callable Note Cont 9/30/2023 3.4% Due: 11/30/2023	101.596	2.58%	91,436.40	1,020.00	92,456.40	394.68
Sale	03/31/2022	24422EUR8	65,000.00	John Deere Capital Corp Note 3.45% Due: 01/10/2024	101.693	3.45%	66,100.45	504.56	66,605.01	1,102.53
Sale	03/31/2022	822582BZ4	200,000.00	Shell International Fin Callable Note Cont 10/13/2023 3.5% Due: 11/13/2023	101.775	3.59%	203,550.00	2,683.33	206,233.33	3,821.04
<b>Subtotal</b>			<b>2,805,000.00</b>				<b>2,811,769.80</b>	<b>16,983.14</b>	<b>2,828,752.94</b>	<b>3,059.93</b>
Redemption	01/25/2022	94974BFJ4	170,000.00	Wells Fargo Corp Note 3.45% Due: 02/13/2023	102.785	2.90%	174,734.50	2,639.25	177,373.75	0.00
<b>Subtotal</b>			<b>170,000.00</b>				<b>174,734.50</b>	<b>2,639.25</b>	<b>177,373.75</b>	<b>0.00</b>
<b>TOTAL DISPOSITIONS</b>			<b>2,975,000.00</b>				<b>2,986,504.30</b>	<b>19,622.39</b>	<b>3,006,126.69</b>	<b>3,059.93</b>

## Important Disclosures

As of March 31, 2022

2022 Chandler Asset Management, Inc, An Independent Registered Investment Adviser.

Information contained herein is confidential. Prices are provided by IDC, an independent pricing source. In the event IDC does not provide a price or if the price provided is not reflective of fair market value, Chandler will obtain pricing from an alternative approved third party pricing source in accordance with our written valuation policy and procedures. Our valuation procedures are also disclosed in Item 5 of our Form ADV Part 2A.

Performance results are presented gross-of-advisory fees and represent the client's Total Return. The deduction of advisory fees lowers performance results. These results include the reinvestment of dividends and other earnings. Past performance may not be indicative of future results. Therefore, clients should not assume that future performance of any specific investment or investment strategy will be profitable or equal to past performance levels. All investment strategies have the potential for profit or loss. Economic factors, market conditions or changes in investment strategies, contributions or withdrawals may materially alter the performance and results of your portfolio.

Index returns assume reinvestment of all distributions. Historical performance results for investment indexes generally do not reflect the deduction of transaction and/or custodial charges or the deduction of an investment management fee, the incurrence of which would have the effect of decreasing historical performance results. It is not possible to invest directly in an index.

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This report is provided for informational purposes only and should not be construed as a specific investment or legal advice. The information contained herein was obtained from sources believed to be reliable as of the date of publication, but may become outdated or superseded at any time without notice. Any opinions or views expressed are based on current market conditions and are subject to change. This report may contain forecasts and forward-looking statements which are inherently limited and should not be relied upon as indicator of future results. Past performance is not indicative of future results. This report is not intended to constitute an offer, solicitation, recommendation or advice regarding any securities or investment strategy and should not be regarded by recipients as a substitute for the exercise of their own judgment.

Fixed income investments are subject to interest, credit and market risk. Interest rate risk: the value of fixed income investments will decline as interest rates rise. Credit risk: the possibility that the borrower may not be able to repay interest and principal. Low rated bonds generally have to pay higher interest rates to attract investors willing to take on greater risk. Market risk: the bond market in general could decline due to economic conditions, especially during periods of rising interest rates.

Ratings information have been provided by Moody's, S&P and Fitch through data feeds we believe to be reliable as of the date of this statement, however we cannot guarantee its accuracy.

Security level ratings for U.S. Agency issued mortgage-backed securities ("MBS") reflect the issuer rating because the securities themselves are not rated. The issuing U.S. Agency guarantees the full and timely payment of both principal and interest and carries a AA+/Aaa/AAA by S&P, Moody's and Fitch respectively.

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## Benchmark Disclosures

As of March 31, 2022

### ICE BofA 1-5 Yr US Treasury Index

*The ICE BAML US 1-5 Year Treasury Index tracks the performance of US dollar denominated sovereign debt publicly issued by the US government in its domestic market. Qualifying securities must have at least one year remaining term to final maturity and less than five years remaining term to final maturity, a fixed coupon schedule and a minimum amount outstanding of \$1 billion. Qualifying securities must have at least 18 months to final maturity at the time of issuance. (Index: GVQ0. Please visit [www.mindex.ml.com](http://www.mindex.ml.com) for more information)*

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Information Item 5.a.  
Miscellaneous

Operations Committee Members



# Florida College System Risk Management Consortium

## OPERATIONS COMMITTEE MEMBERS

VOTING MEMBERS	
<b>Term Dates:</b> <b>Start: 06/01/20</b> <b>End: 05/31/22</b>	
<b>Dr. John Holdnak, Chair</b> President Gulf Coast State College O: 850-872-3800 C: 850-832-2306 E: jholdnak@gulfcoast.edu	<b>John Grosskopf, Vice Chair</b> President North Florida College O: 850-973-1601 C: 850-973-7350 E: grosskopfj@nfc.edu
<b>Term Dates:</b> <b>Start: 02/01/22</b> <b>End: 01/31/25</b>	
<b>Dr. Gina Doeble</b> VP, Financial Services Florida SouthWestern State College O: 239-489-9029 C: 941-661-1583 E: gdoeble@fsw.edu	<b>Dr. Lynn Powers</b> VP, Finance & Administration/CFO St. John River State College O: 386-312-4116 C: 407-312-7484 E: lynnpowers@sjrstate.edu
<b>Melissa Prochaska</b> Assistant Dean of Human Resources Indian River State College O: 772-462-7282 C: E: mprochas@irsc.edu	
<b>Term Dates:</b> <b>Start: 02/01/20</b> <b>End: 01/31/23</b>	
<b>Joe Mazur</b> VP, Business Operations & CFO Seminole State College of Florida O: 407-708-2001 C: 772-812-1117 E: mazurj@seminolestate.edu	<b>Jim Duffie</b> VP, Finance and Administration Palm Beach State College O: 561-868-3137 C: 561-315-1501 E: duffiej@palmbeachstate.edu
<b>Term Dates:</b> <b>Start: 02/01/21</b> <b>End: 01/31/24</b>	
<b>Randy White</b> VP, Business Operations and Finance Northwest Florida State College O: 850-729-6404 C: 850-499-3076 E: whiter3@nwfsc.edu	<b>Peter Elliott</b> VP, Administrative Services South Florida State College O: 863-784-7218 C: E: peter.elliott@southflorida.edu
MEMBERS IN-TRAINING	
<b>Michael Pustizzi</b> Executive Director of Human Resources Palm Beach State College O: 561-868-3879 C: E: pustizzm@palmbeachstate.edu	<b>Brian Horn</b> Senior VP and Chief Financial Officer Pasco-Hernando State College O: 727-816-3458 C: E: hornb@phsc.edu
NON-VOTING MEMBERS	
<b>Lisa Cook</b> Director of Facilities Planning & Budgeting FL Dept. of Education, Div. of FL Colleges O: 850-245-9487 C: 850-544-2820 E: lisa.cook@fldoe.org	<b>Andy Barnes</b> VP Administrative Affairs/CFO Santa Fe College (Fiscal Agent) O: 352-395-5208 C: E: andy.barnes@sfcollege.edu
<b>Chauncey Fagler</b> Executive Director & Chief Risk Officer FCSRMC O: 352-955-2190 C: 352-283-5597 E: cfagler@fcsrmc.com	<b>Thomas M. Gonzalez</b> General Counsel Thompson, Sizemore & Gonzalez O: 813-273-0050 C: 813-727-4566 E: tgonzalez@tsghlaw.com

Revised: February 17, 2022

Information Item 5.b.  
Miscellaneous

Future Operations Committee Meeting Dates



## Operations Committee Scheduled & Proposed Meeting Dates

### MAY 2022

OPS Scheduled Meeting	COPS	COBA
Tuesday, May 17, 2022 Optional Programs Renewal Jacksonville	Friday, May, 2022 Polk State College	May 25-27, 2022 Seminole State College

### AUGUST 2022

OPS Scheduled Meeting	COPS	COBA
Friday, August 12, 2022 Employee Benefit Plans Renewal Jacksonville	TBD  <i>Special Request – 2022 Virtual COP to ratify EBP rates/renewal TBD</i>	August/September 2022 TBD

### JANUARY 2023

PROPOSED OPS Meeting Dates	COPS	COBA
Thurs. 1/19 or Friday 1/20 Thurs. 1/26 or Friday 1/27 Location: Gainesville or Orlando Property/Casualty Renewal	TBD	TBD

## **Florida College System Council of Presidents**

### **Agenda Item Request Form**

**Agenda Item Name: Council on Instructional Affairs Update**

**Date of COP Meeting for Agenda Item Consideration: May 20, 2022**

**Presenter: Dr. Amy Locklear, CIA Chair**

**Description of Agenda Item:**

**Update on discussions in Council on Instructional Affairs:**

- 1. Joint Council meeting to be held June 8-10, 2022 in Jensen Beach, FL.
  - a. June 8: session on “Addressing the Critical Nursing Shortage in Florida”**
  - b. June 9: session on professional licensing and HB 7044, reaccreditation****
- 2. CIA has received initial analysis of characteristics of other regional accreditors and will discuss a plan to compare pros and cons of each accreditor.**
- 3. CIA continues to encourage COP to look at possibility of applying to another accreditor as a group in order to simplify the process and save resources.**

**Action Requested:**

**COP Approval\_\_\_\_\_**

**Information Only\_\_X\_\_**

**Discussion Item\_\_\_\_\_**

**List Background Information Provided:**

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**Disposition of Item:**

5/11/2022

To: Dr. Falconetti and Dr. Williams  
From: Dr. Laura Sidoran, CSA Chair

RE: COP Report



Dr. Falconetti and Dr. Williams,

Please accept this memo as the COP report for May's meeting. I will be attending virtually to provide the report:

I would like to begin my last report as the Council of Student Affairs Chair by saying what a pleasure it has been to serve in this roll. While many challenges have surfaced over the past year, so too has the resolve, resilience, and connectivity of the CSA members and the other Councils. I am thankful for the collaborative efforts and camaraderie from CIA and CWE's Amy, Mildred, and Kim. While our missions may read differently, we all have a common thread: the success of our students.

I know CSA will be in capable hands as we change Chairs next month to Dr. Gerald Jones, who addressed you last month when I couldn't attend. During last month's meeting, I understand that two specific questions surfaced that I would like to address now. Those two questions were: What are you doing collectively to meet the enrollment challenges and what strategies are being used to recruit and retain student affairs staff.

As to what we are doing collectively to meet the enrollment challenges...I will say that as a Council, we provide many opportunities for student affairs administrators to share enrollment best practices. We collect and share enrollment data from institutions who are willing to participate, we provide enrollment topic specific sessions during our joint council meetings (of which one will be held June 8-10), we provide monthly professional development sessions for student affairs administrators and practitioners around many topics (enrollment being one of them), and we have developed a true collaborative effort with CIA and CWE to allow for a better understanding of our collective barriers and needs. I will add that the CSA listserv has been invaluable as well...especially over the last two isolated years. We recently sent out a request for schools to share their enrollment challenges and some of their most successful strategies for managing those challenges (We will be sharing this information at the June Joint Council's meeting). While some challenges were institutionally specific, for purposes of this report, I will share the common threads that came from the 15 institutions that responded.

- Pandemic fatigue
- Continued pandemic fear: some students are not online learners but are also afraid to return to the face to face classroom
- Decreases in initial applications
- Incomplete FAFSAs
- More competitive landscape for students- there are more opportunities for students now that some Universities have decreased acceptance requirements
- Student options for modality (students ask for face to face courses yet they enroll in online)
- Competing with a competitive workforce option (they are going to work and not seeing the value of higher education)

Some of the common strategies being used to overcome these challenges include:

- Increasing enrollment management meetings with transparency and accountability
- Building communication strategies and calls to action that follow a student through the whole educational process
- Increasing communication between ALL departments with enrollment/retention being at the forefront.
- Drilling further down into data and using that information for change
- Increasing technology efforts (software, programs, systems, student management tools, etc.)
- Working closely with faculty to underscore their role in retention and persistence
- Restructuring within Academic and Student Affairs to allow for more intentional and focused efforts
- Increasing relationships with high schools
- Adding specific staff such as academic/Success coaches
- Intentional redesigns of systems to help reduce barriers for students and make onboarding easier
- Robust marketing campaigns
- Increasing student outreach with campus tours, videos, virtual parent nights, etc.
- Reducing barriers by changing systems that have long been cumbersome
- Tracking students and providing support during specific pain points
- Increasing modality options for students like hyflex models
- Working closely with University partners to recruit their denied students

As to the second question regarding staff turnover and the strategies being used to recruit and retain Student Affairs staff. I'd first like to say that all schools indicated that they were experiencing high turnovers in staff. Most schools attribute the high turnover to issues such as low salaries, desire to work remote, burnout, increased workload without compensation, being asked to pick up additional responsibilities due to increased vacancies, and increased opportunities elsewhere that are able to pay significantly higher wages. Common strategies to recruit and retain student affairs staff include:

- Posting open positions on sites that target diverse recruiting
- Working closely with HR to ensure wider and more targeted outreach for candidates
- Offering more flexible work schedules and creative work week models
- Allowing remote work for certain classification of employee
- Increasing salaries when possible
- Increasing opportunities for internal staff
- Providing low/no cost incentives
- Transparency in the hiring process
- Monitoring workload to avoid burnout
- Staff recognition efforts

I certainly hope this answers the specific questions posed. I synthesized the responses but please know that the Student Affairs administration and staff within our institutions are doing all the things mentioned and many, many more to attract and retain students and staff. I appreciate the opportunity to share their tireless commitments. We will continue these discussions and calls to action during the breakout sessions at our June meeting so you will be hearing the fruits of those efforts at the next meeting. Thank you again for your time and I look forward to serving the Council of Student Affairs in a different capacity after our elections in June. I hope that you will encourage your Student Affairs administrators to get involved by volunteering to run for and hold a position on our CSA Steering Committee.

Thank you,

Dr. Laura Sidoran, CSA Chair

## **COBA Report for COP May 20**

To: Dr. Falconetti

From: Loren Bender – Council of Business Affairs

Re: Monthly report for the Council of Presidents

**COBA Monthly Call** – In our April 28 COBA Monthly call, all Business Officers were provided an opportunity to voice concerns and promote ideas with respect to Funding Formulas and distribution models with the purpose of COBA having a voice in the discussions at the upcoming May 19, funding formula discussions. The group had a robust collection of thoughts. The discussions focused on key decisions required for project success, “must haves” and the many other model considerations that impact funding throughout the Colleges. The thoughts will be shared at the meeting on May 19.

### **Upcoming COBA Meeting**

Seminole College is hosting the next COBA meeting starting on May 25 – May 27. The focus of the meeting will be focused on Information Technology with several of our Information Technology CIO’s leading us through a discussion of risks and opportunities as well as having an expert in Cybercrimes from the FBI joining in the discussion.

In addition to Information technology, we are planning on having extensive discussions relating to our work from home policies with our leaders from the Human Resources group.

Finally, this is the meeting that we make change leaders within COBA. The following are the upcoming appointments.

- a) Nomination and Election of Chair Andrew Barnes (Santa Fe) and Vice Chair Chuck Prince (College of Central Florida).
- b) Nominations and election of new steering committee members James Duffy (Palm Beach State) and Caleb Cornelius (Broward College).
- c) Nominations for Treasurer will be accepted
- d) Appointment of Accounting Committee Chair Anita Kovac (Pensacola State College) and Vice Chair Micah Rodgers (North Florida)
- e) Consolidation of Accounting and Controllers committee – By law changes sent out by Gina Doeble (Florida Southwester)





## FCRD COP May Report Out

Submitted by Kristeen Gammon, Valencia College & FCRD Board Chair

### Highlights From Spring FCRD Conference:

- 103 Registered for the Conference-29 foundation professionals; 60 grant professionals and 13 other
- 27 out of 28 of the FCS colleges represented
- 12 registrants are new to the Resource Development profession
- 25 registrants are new to FCRD
- Unduplicated attendees: 79
- 56 members attended the Keynote Speaker
- 52 members attended the FCRD Membership Meeting
- An average of 28 attendees for the grant breakout sessions and an average of 12 attendees for the foundation sessions
- Fall Gathering will be in person

### In the COP Packet is the FCRD Quarterly Newsletter

We welcomed new board member Jeff Baldwin from Polk State. We are calling for additional nominations for the remaining board openings.

Jamie Bateman will be taking over as Chair July 1, 2022

Here is a list of the current board members

Chair	Kristeen Gammon (Grants)	Valencia College
First Vice Chair	Jamie Bateman (Foundation)	South Florida
Second Vice Chair	Matt Matthews (Grants)	College of Central Florida
Immediate Past Chair	Cleve Warren (Foundation)	Florida State College at Jacksonville
Secretary	Lee Lowry (Foundation)	Hillsborough Community College
Treasurer	Judy Green	FCS Foundation
Conf. Treasurer	Laura Byrd (Foundation)	Lake-Sumter State College
Director	Jeff Baldwin (Foundation)	Polk State College

Director	Phil Dickey (Grants)	Miami Dade College
Director	Chris Knife (Foundation)	College of Central Florida
Director	Sam Renfro (Grants)	Northwest Florida State College
Director	Open (Foundation)	
	Kareen Torres (Grants)	
Director		Broward College
	Open (Grants)	
Director		

### **FCRD Board 2021/2022 Highlights**

- Three successful virtual events
- Grant and Foundation staff monthly calls: Grants third Wednesday of the month and Foundation first Wednesday of the month
- Ratification of FCRD By-Laws-clarified roles and responsibilities and added an roles
- Formalization of the committee structure

### **Resources and ways for members to be involved**

- ▶ Website: <https://fcrd.wordpress.com/about/>
- ▶ Listserv
- ▶ Monthly meetings
- ▶ Conferences and Gatherings
- ▶ Special events with guest speakers
- ▶ Volunteer opportunities
  - ▶ Serve on a committee
  - ▶ Serve on a board

## Broward College



NextEra Energy Foundation has awarded a grant of \$400,000 to the Broward College Foundation to establish the Florida Power & Light Minority Male Initiative (MMI) STEM Program Fund providing research opportunities for students participating in MMI, as well as the creation of the Florida Power & Light MMI Endowed and Annual Scholarships.

Florida Power & Light, a division of NextEra Energy, is committed to supporting Broward College's ability to close equity gaps among black male students in STEM. In addition to the NEE Foundation grant, Florida Power & Light Company staff members will serve as a resource for volunteerism and mentorship efforts.

### *Grant achievements*

*National Science Foundation, Advanced Technological Education Program (\$324,191):* The CyberTech: Expanding Opportunities in Cybersecurity project aims to increase access for low-income students, students of color and women to cybersecurity technician training with a new teaching approach and several crucial community partners. The program focuses on improving cybersecurity education by implementing and studying a new co-teaching model that pairs community college faculty with highly successful graduate students to co-teach cybersecurity courses. Collaboration with postgraduate students allows them to bring in the latest knowledge of the threats and security breaches from their research at the Applied Research Center being conducted for agencies such as the U.S. Department of Defense and Homeland Security. Additionally, as the cybersecurity environment rapidly changes, the graduate student can bring the latest research on investigated potential weaknesses and integrity protections into the classroom. Broward College will partner with Florida International University Advanced Research Center (ARC), Nova Southeastern University College of Computing and Engineering (NSU), University of South Florida Intelligence Community Center for Academic Excellence (IC-CAE), Miami Dade College and Palm Beach State College. Along with these universities and colleges, the project will involve three local high schools that cumulatively serve the 187 students in Broward County who are enrolled in the Applied Cybersecurity program of the K-12 system.

*Howard Greenfield Charitable Foundation (\$50,000):* The trustees of the Howard Greenfield Charitable Foundation awarded this gift to benefit the BC Pride Scholarship Fund to support our LGBTQ+ students that are active members of our Gay Straight Alliance student club and the SOS Emergency Scholarship Fund to provide emergency financial assistance to help reduce food and housing insecurities, stress/mental health challenges, and homelessness among our student population.

## *Foundation achievements*

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*Gift (\$39,908):* The CF Foundation received an estate gift in support of programs at the Appleton Museum of Art.

*Gift (\$110,059):* In February, the CF Foundation received a gift of \$110,059 from an alum in support of an existing endowed scholarship at the CF Foundation. To date, this alum has donated \$1,357,978 dating back to 2005 in support of their family named scholarship.

### **Annual Night at the Farm**

On March 5, more than 170 guests gathered for the CF Foundation's annual Night at the Farm gala held at the College's Vintage Farm Campus. Donors contributed more than \$88,000, which will fund three new scholarships for CF's newest Health Sciences programs: Cardiovascular Technology, Respiratory Care and Sonography.

## *Grant achievements*

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*Bank of America Foundation (\$10,000):* Funds will provide SSS Power Lunch vouchers to academically challenged, low-income, first-generation, and disabled college students participating in the Student Support Services program. Beneficiaries will receive \$8.00 meal vouchers to be used at the College cafeteria and distributed on a first come, first serve basis with priority given to homeless students.

## *Grant achievements*

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*National Science Foundation (\$1,414,276):* STEM Success Through Scholarships, Support and Service (S-5): This S-STEM grant will provide scholarships for academically talented, financially needy STEM students. S-5 will build on the success of previous FSCJ S-STEM projects and broaden the approach to include additional engaging elements to help students maintain enthusiasm and interest in STEM studies.

*Federal Aviation Administration (\$498,000):* Aviation Workforce Development Grant: Students at target high schools in the College's service area will receive meaningful aviation education and exposure to aviation-related careers through hands-on learning with simulation equipment and actual flight exposure, field trips, career advising, and interaction with aviation professionals. The project also will provide professional development workshops to high school teachers.

*Florida Department of Education (\$100,000):* Entrepreneurship Education & Training: Proposed education services will aid secondary and postsecondary Career & Technical Education students and instructors in cultivating entrepreneurial mindsets and entrepreneurial capabilities.

## *Foundation achievements*

### **President's Circle Appreciation Reception**

In fall of 2020, under the leadership of President John Avendano, the FSCJ President's Circle was launched. This donor recognition society celebrates the philanthropic impact of individuals, family foundations, corporations and community organizations who contribute \$1,000 or more to the College. To celebrate the inaugural Circle members, President Avendano hosted an Appreciation Reception on February 11 at the River Club. President's Circle members were given an FSCJ Challenge Coin in recognition of their commitment, as well as a "call to action" to continue and where possible, to continue their support the college. Special recognition was given to Florida Blue and Bank of America honoring their long-term support and partnership.

President's Circle members receive quarterly communications directly from Dr. Avendano, sharing student stories as well as FSCJ highlights and accomplishments, and receive special invitations to events and celebrations throughout the year.



The college completed a \$3.0M renovation and relocation of its Dental Hygiene Clinic located on the North Campus. The project included construction of a new 27-chair capacity clinic, and connects dental hygiene and dental assisting students to state-of-the-art technology and learning spaces that will help expand their learning and patient serving capacity. The new clinic replaces the 50-year old open-bay, 16-chair clinic, and enhances the college's ability to continue to provide low-cost preventive dental services for the public.

Socrates Rivers is Director of Major Gifts & Corporate Giving.



The FSCJ Artist Series sponsored by the college's Foundation continued to operate during the pandemic by creating new experiences including virtual programs; limited indoor programs that could be socially distanced as well as 52 performances of an outdoor program, ART HEIST. The biggest art heist in US history happened in 1990, and none of the paintings that disappeared from Boston's Isabella Stewart Gardner Museum have been recovered. ART HEIST utilized actors, each who played possible suspects and who gave clues as to their possible involvement. The event ran over three weeks outside the Times-Union Center and the groups up to 40 moved every 30 minutes from station to station and then were able to vote on "Who done it."



## *Foundation achievements*

### **Bloomin' Brands, Parent Company of Outback Steakhouse, Carrabba's Italian Grill, and Bonefish Grill, Makes Leadership Gift to HCC Foundation**

In recognition of the more than 10 years of service from retired Chairman and CEO, and current member of the Board of Directors, Liz Smith, Bloomin' Brands has invested \$300,000 to establish a scholarship endowment through the Hillsborough Community College Foundation.

The gift will fund the Elizabeth Smith Endowed Scholarship and will provide three full annual scholarships to female students for the duration of their studies at HCC. Priority will be given to eligible students with a major in business operations/management and secondarily to those with the greatest financial need. The scholarships will be awarded for the first time in spring 2023 for students beginning their studies in the fall of that same year and they will be awarded every year in that same time frame.

## *Grant achievements*



*National Science Foundation (\$2,700,00)*: Funding to support the National Electric Vehicle Consortium at Indian River State College. This synergistic consortium will create the first critical mass of experts focused on addressing the need for Electric Vehicle technicians in the country.

*National Endowment for the Arts (\$30,000)*: Funding to support a three-phase project focused on the Sor Juana Ines de la Cruz's play *Amor es mas Laberinto*. This project will create an English translation of the original play, produce this translation on stage as part of the IRSC Performing and Visual Arts Department's production season, and publish the translation for other American institutions.

*Children's Services Council of St. Lucie County (\$50,000)*: Funding to support the Emerging Technologies Summer Program at IRSC. This program introduces high school students to high-tech STEM fields using Arduino micro-controllers, lasers, and optical systems to create an engaging learning environment while fostering the development of soft skills.

### **Lake-Sumter State College names Dr. Heather Bigard as the College's Next President**

Lake-Sumter State College names Dr. Heather Bigard as the College's Next President. The Lake-Sumter State College District Board of Trustees (DBOT) voted unanimously to name Dr. Heather Bigard as the College's 7th president. The DBOT also appointed Bigard into an Interim President role through June 30th before officially becoming the college's seventh president. She will be the first female president in LSSC history. Bigard, who has been at the College since 2016, currently serves as the Provost and Executive Vice President.

“Lake-Sumter State College is truly a special place and I enjoy the opportunity each day to work alongside our dedicated faculty and staff in support of our students and their educational and career goals,” said Bigard. “I am honored by the trust the District Board of Trustees has placed in me to lead this institution. These next few years will be a transformational time in higher education in Florida and this country, I believe that LSSC is well positioned to embrace the future to provide economic opportunity and impact to the communities that we serve.”



## *Foundation achievements*

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### **LSSC Foundation receives \$2 million grant supporting healthcare programs expansion**

The Live Well Foundation of South Lake has awarded Lake-Sumter State College through the LSSC Foundation a \$2 million grant to expand the College’s healthcare education and training programs. In 2022, LSSC’s AS Nursing program will expand through the adoption of the dedicated education unit (DEU) model in partnership with Orlando Health South Lake Hospital. In 2023, LSSC will launch new respiratory therapy and physical therapy assisting programs.

“We are excited by the opportunity that this grant provides for Lake-Sumter State College and our partners to have a significant impact on health sciences education in our community,” said Dr. Heather Bigard, provost and executive vice president at Lake-Sumter State College. “We look forward to expanding our partnership with Orlando Health South Lake Hospital and increasing enrollment in new and existing programs to help address critical shortages in the workforce.”

LSSC expects to enroll double the number of nursing students in South Lake after the implementation of the DEU model at Orlando Health South Lake Hospital.

*Live Well Foundation of South Lake (\$2,000,000):* In 2022, LSSC’s AS Nursing program will expand through the adoption of the dedicated education unit (DEU) model in partnership with Orlando Health South Lake Hospital. In 2023, LSSC will launch new respiratory therapy and physical therapy assisting programs.

*Orlando Health (\$50,000):* In 2021, the LSSC Foundation provided a record \$990,000 in student scholarships to over 1,000 students. The LSSC Foundation has more than doubled its scholarship awards in the last four years – providing \$471,750 in 2017.

## *Grant achievements*

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*Association of Performing Arts Professionals, ArtsForward Program (\$50,000):* Miami Dade College was awarded \$50,000 to present the premiere of Ocean Filibuster, a two-week engagement of a work that explores the intimate, critical relationship between humans and the ocean.

## Miami Dade College (continued)

*Florida Department of Economic Opportunity, Get There Faster Workforce Innovation and Opportunity Act Competitive Grants (\$429,000):* Miami Dade College will collaborate with Career Source South Florida, the lead institution and fiscal agent, to ensure at-risk Floridians have access to education and training that lead to career paths for in-demand, middle-to high wage jobs and to enable at-risk Floridians to gain and retain employment and attain self-sufficiency.

*Miami Downtown Development Authority (\$1,000,000):* Miami Dade College will partner with Miami Downtown Authority to build faculty capacity and expertise leading to the delivery of first-in-class, industry-centered programs in applied artificial intelligence. Activities will focus on faculty capacity building, development of multimodal, just-in-time curriculum, and provision of student job placement supports.

## Northwest Florida State College

### *Foundation achievements*

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#### **First Responder Development Fund**

With a \$120,000 gift from Ms. Dotty Blacker, The First Responder Development Fund has been created. This fund has been designed to enhance and exclusively support the NWFSC Fire Academy, Law Enforcement Academy, Emergency Medical Technician, and Paramedic programs. This fund will contribute to special equipment purchases, facility upgrades and faculty development that will enhance First Responder training.

Previous gifts from Ms. Blacker have helped create the Public Safety Memorial and provided support to Public Safety training. Ms. Blacker's contributions total more than \$978,000 since February 2000, and have helped reshape the campus and transform vital programs. The effects of her generosity will be felt for years to come.

The picture below features current First Responder students standing in front of the Public Safety Memorial thanking Ms. Dotty Blacker for her generosity to their programs.



### *Grant achievements*

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*Florida Department of Education (\$2,000,000):* The Early Career and Technical Education Grant will expand NWFSC's Collegiate High School to provide Associate of Science degrees to students along with high school diplomas.

*Walton County (\$100,000):* The RESTORE Act Grant to the Choctawhatchee Basin Alliance of NWFSC will fund removal of invasive plants from coastal dune lakes.

*Florida Department of Education (\$20,000):* The Early Learning Grant will provide funds for salaries for staff working in NWFSC's Child Development Education Center.



## *Foundation achievements*

In response to the impact of Covid-19, PBSC's Respiratory Care Program has received \$700,000 in funding through a congressional earmark. Expansion of the existing laboratory meets increased demands for Registered Respiratory Therapists by providing greater access to clinical and simulation training for students as they prepare to enter the workforce.

PBSC President Ava Parker, J.D. and the PBSC Foundation have launched the first three issues of its President's Report, an ongoing publication showcasing vital advancements of the College that impact students, programs and the community.

Look for VP of Advancement David Rutherford and artist, philanthropist Helen Salzberg on the cover of Palm Beach Society magazine, April 15 issue.



*Quantum Foundation (\$250,000)*: In partnership with Quantum President Eric Kelly and the Quantum Foundation and Board, the PBSC Foundation has secured Quantum's naming of the Nursing Skills Lab at the College's Center of Excellence in Medical Simulation. Mr. Kelly also appears on the cover of PBSC's recent President's Report, an issue dedicated to the College's advancements in health sciences education, technology and training. PBSC is providing a pipeline of highly qualified medical professionals to the Palm Beach County community.

## *Grant achievements*

*Florida Department of Education (\$1,223,600)*: Through the state's ERAP Apprenticeship grant, PBSC is expanding its credentialing programs and pathways to careers. Funding has enabled PBSC to launch two new apprenticeship programs: Radiography Technician and Hospitality-Culinary Workers. Two existing apprenticeship programs are also benefiting from the grant: Electricians and Heating, Ventilation, Air Conditioning and Refrigeration Technicians.

*Florida Department of Health (\$143,203)*: In collaboration with Florida Atlantic University, Palm Beach State is advancing health sciences through the FDOH grant, Optimizing Rural Community Health through Interdisciplinary Dementia Detection and Care (ORCHID). Funding allows PBSC's health sciences to provide vital programing and training for the purpose of Alzheimer's and dementia education and screening.

*Department of Education, IES (\$5,000)*: PBSC has partnered with IES Research and Development Center Program on Improving Teaching and Learning in Postsecondary Institutions. Led by SRI International and the Community College Research Center, the proposed Center examines the way instructional technology can be used to enhance the teaching and learning of self-regulated learning competencies in online and hybrid foundational courses common to most programs of study. PBSC benefits from the Center's collaboration with other higher education institutions to improve students' self-regulated learning and academic course outcomes. PBSC is proud to be a project partner with other colleges nationwide, SRI International and CCRC from Columbia University as the lead institution.

**Launching our campaign  
to Transform Lives and Invest in Tomorrow  
at PHSC's first 50th anniversary event Wednesday, January 5, 2022**

Since its inception in 1975, the Pasco-Hernando State College Foundation has advanced the College's mission to provide an outstanding education to students. The Foundation assists in matching generous donors with opportunities to impact students, staff, faculty, and the community.

Researchers believe that for every person whose life is improved by a college degree, at least nine other individuals are positively impacted during their lifetime. PHSC has graduated over 50,000 students. For each of these 50,000 students, imagine nine additional lives having been positively impacted.



**Positively impacting lives transforms communities!**

Our alumni are leaders in a variety of fields including medical, business, nursing, and law enforcement – making a positive impact throughout our community.

During the first phase of our campaign, which began January 2019, we set a goal to raise \$5 million by January 2022. I am excited to share with you that to date we have raised \$7.7 million.

It is our desire for the Foundation to provide ever increasing levels of funding to advance the College's efforts to provide solutions to the many challenges our community faces – including, but not limited to, homelessness, economic empowerment, addiction, wellness, and social inequality.

As we kick off the celebration of the College's 50th anniversary, we express our greatest appreciation to those generous donors who make it possible for the Foundation to provide funding to support a mural on each of the College's five campuses.

As the College's 50th anniversary nears, it is our hope that within our community you will often hear the phrase **"To Transform Lives and Invest in Tomorrow"** - our campaign tagline. Please help us to continue to spread the word about our campaign - helping us to ensure that lives continue to be transformed, one person at the time, for the next 50 years.

View the press release here: <https://foundation.phsc.edu/about/news/phsc-foundation-launches-10m-fundraising-campaign>



# Pasco-Hernando State College (continued)

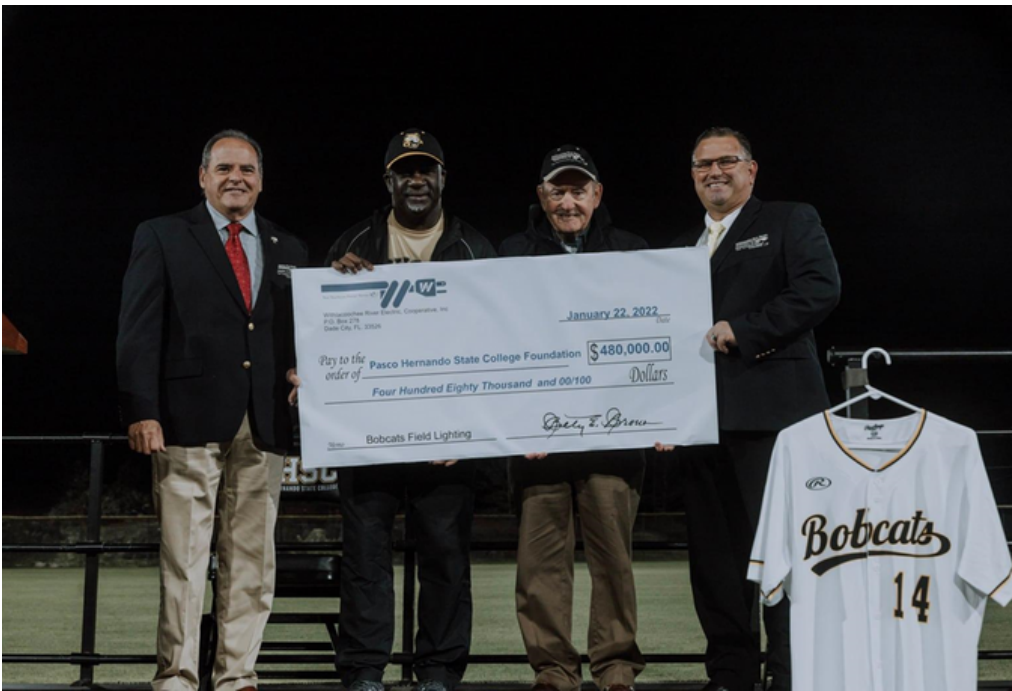
## Exclusive Ladies Golf Clinic Friday, January 21, 2022

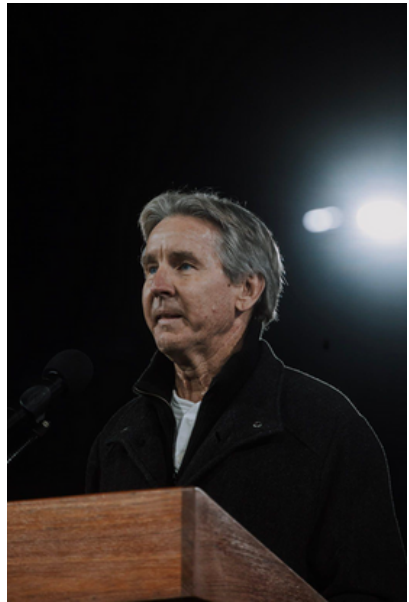
Sheri Shaw, the Foundation's volunteer Strategic Relationship Manager, organizes weekly golf outings at Fox Hollow Country Club in an effort to cultivate and educate local women leaders about Pasco-Hernando State College and the Foundation.



## Lighting of the Field Saturday, January 22, 2022

In recognition of Withlacoochee River Electric Cooperative's gift of \$480,000 to purchase lighting for the baseball field, over 200 community members, alumni, students, and staff attended the Lighting of the Field. The Withlacoochee River Electric Co-op Park will be a premier location for events to take place in the evening for players, students, staff and community members to enjoy and benefit, for years to come.





*Jane Shearer Vaughn Trust Donation (\$139,686):* Cheryl Vaughn Elliott Memorial Nursing Scholarship. A gift from the Jane Shearer Vaughn Trust established this endowment to provide scholarships to PHSC nursing students.

*JP Morgan Chase Donation (\$50,000):* JP Morgan Chase Pathways to Student Success Scholarship. This generous gift will allow PHSC students in the Pathways to Success Scholars program to receive scholarships. The Pathways to Success program is an initiative started by PHSC President, Dr. Timothy L. Beard and coordinated by Hernando Adult Ed and Hernando County School District to engage with local high school students’ educational dreams. Students accepted into this program are given the resources to pursue their goal and educational credentials while receiving expert guidance and now, thanks to this gift, financial support.

## *Grant achievements*

*Florida Department of Education (\$32,995):* First Generation Matching Grant from the State of Florida is a matching grant for first generation students.

## *Grant achievements*

*Florida Department of Education (\$32,995):* First Generation Matching Grant from the State of Florida is a matching grant for first generation students.

Triumph Gulf Coast, Inc. (\$11.99 million): Construction for Phase II of STEM building and academic support for IT programs

SkillsUSA/Lowes (\$15,000): Materials and supplies for construction programs

Florida Literacy Association (\$5,000): Financial Literacy for Adult Education



# Foundation achievements

*Private Donors: The Tippet Family (\$100,000):* Retired Pensacola neurosurgeon Dr. Troy Tippet always appreciated Pensacola State College. After all, many of the nurses he worked with in his decades-long career were graduates of the College’s Nursing Program. Tippet admitted that he didn’t fully appreciate the far-reaching impact PSC has on student lives and the Northwest Florida community until he was appointed to the College’s Board of Trustees just over a year ago. “It’s as if my eyes were opened,” he said. “I had no idea what a crown jewel PSC is in our community.”

Now Tippet has decided to make an impact of his own. He has established the Tippet Family Endowed Chair in Science, Technology and Mathematics at the College. It is Pensacola State’s 13th Endowed Chair. Endowed chairs are prestigious academic appointments that are crucial to the recruitment of world-class faculty members to lead, mentor and instruct PSC students. The awards supplement faculty members’ salaries while financially supporting their research, professional development, service activities and/or academic programs. Endowed chairs are established with a single payment or through pledge payments to reach a minimum principal of \$100,000. Investment earnings are used to provide awards.

*Private donors: Bear Family Foundation, William “Bill” Jones, the Pete Moore Family, and James J. Reeves (\$1,000,000):* Four prominent and generous Pensacola families have collectively given \$1 million to fund scholarships for STEM-related programs at Pensacola State College. In appreciation, the Pensacola State College Board of Trustees voted to name Phase II of Pensacola State College’s STEM facility in honor of those families. The Bear, Jones, Moore, and Reeves STEM Building was announced at a press conference held Tuesday, March 1, in the Dona and Milton Usry Board Room on the Pensacola campus. All of the donors — the Bear Family Foundation, the Jo and Bill Jones Family, the Pete Moore Family and James J. Reeves — established the endowed scholarships to support PSC students.

“We want to thank these families and acknowledge their commitment to and support of the College and our students,” said PSC President Ed Meadows of the donations.

“These families have a long and storied history with Pensacola State College. Time and time again, they have supported the College and our students in numerous projects and endeavors.”

*Private donors: Harry and Jill Wilder (\$1,000,000):* Harry and Jill Wilder are committed to supporting academic excellence, the health sciences and opportunities to enhance education. This dedication has led them to pledge \$1,000,000 to establish the PSC Fund for Excellence Endowment to encourage others to support College priorities while taking advantage of matching “fund” opportunities. They are hopeful that their gifts and other contributions will sustain scholarships matched with earnings from this generous endowment.



Left bottom: Dr. Troy Tippet and his wife, Diane, at the 2021 Garde Manger event at PSC.

Top: Pictured are, from left, David Bear, Michael Cutter, Lauren Moore Cutter, Jacqueline Moore Pommerening, Lewis Bear III, Jenn Bear, Cindi Bear Bonner, Bill Jones, Cindi Bear, James J. Reeves. Pensacola State College photo



Right bottom: Harry and Jill Wilder

## *Grant achievements*

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*Florida Department of Education (\$6,500,000)*: Civic Literacy Excellence – Career Pathway in Civics Program and Curriculum. The purpose of the directed grant is for Polk State College to assist the Florida Department of Education to establish at least three regional “civics academies” for the purpose of career education for the occupation of civil or public servant. Regional academies will be housed in school districts and include partnerships with area FCS institutions. Grant funds will also be used to build an integrated/seamless program of study in the government and public administration discipline from high school grades through postsecondary programs of study.

*GiveWell Foundation (\$7,500)*: Community Impact: Mindful Path Project. Funding will be applied to the cost of building a labyrinth on the Winter Haven Campus. The garden labyrinth can be used for instructional purposes in humanities and history courses, professional development workshops for faculty and staff, workshops for students to facilitate habit development that supports lifelong mental health and wellbeing, and community events. Students in community-based learning (CBL) sections of Humanities and other courses will collaborate with students in the Elementary Education baccalaureate program to develop engaging presentations and activities about mindfulness and serenity practices for public school students with varying exceptionalities using a life size portable labyrinth.

*Miracle Toyota Endowed Scholarship (\$35,000)*: Miracle Toyota has established an endowed scholarship fund to provide support for Black students at Polk State College. The Haines City dealership and Polk County’s largest-serving higher education institution are announcing this partnership in honor of Black History Month and to provide support in the form of scholarships through the Polk State College Foundation. The Polk State Foundation awards approximately \$1 million in student scholarships annually. Miracle Toyota donates a percentage of its monthly revenue to local charities. Miracle Toyota has dedicated a percentage of its revenues each February over the next five years to this Polk State Foundation endowed scholarship fund. Miracle Toyota’s support for minority students comes on the cusp of Polk State’s student demographics becoming majority minority: 26 percent Hispanic, 17 percent Black, 48 percent White, and 9 percent other.

## *Grant and Foundation achievements*

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*Helios Education Foundation (\$1,600,000)*: Helios Education Foundation awarded a Community Investment Grant of \$1.6 million to SPC in support of the Florida African American Male Experience (FAAME). This initiative will create a robust ecosystem of support that empowers African American male students in their journey from grade school to postsecondary degree completion. The FAAME initiative will provide support for students along each stage of their academic progression and provide a clear pathway to and through their degree program.

*Bank of America (\$1,000,000)*: Bank of America awarded SPC a \$1 million grant to support the job placement of students who are near the end of their educational pathway with a focus on students of color and those struggling financially to achieve their career goals. Over the next three years, SPC is projected to place a minimum of 500 students into high-wage, in-demand careers by building a sustainable talent ecosystem for the future, with a focus on information technology, business, and finance and professional services. The program will also create a centralized alignment office that serves as the primary source of information and translation between business and education across the Tampa Bay region.

## St. Petersburg College (continued)

*The Patrick Brett Foundation (\$38,260):* The Patrick Brett Foundation donates to SPC to provide students the opportunity for a second chance through the Fresh Start Scholarship.

*Private Donor (\$100,000):* This scholarship was established by an SPC alum with the intention to provide financial support for students with financial need who graduated from a Pinellas County high school.

*Private Donor (\$50,000):* This scholarship was established to assist recipients with a learning or physical disability.

## Santa Fe College

### *Grant achievements*

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*Florida Department of Education, Expansion of Registered Apprenticeship and Preapprenticeship (ERAP) grant (\$568,860):* This grant is to expand the occupational areas for Electrical, Plumbing, HVAC, Carpentry, and to add the new Building Maintenance apprenticeship program. With the support of ERAP funding, SF will continue to work with Builders Association of North Central Florida (BANCF) and their business memberships to expand the partnerships targeting small businesses in the region and to support their employment needs. SF expects to increase the number of program participants by having two enrollment groups, with the first being 103 students in August of 2022 and a second enrollment group of 123 students in August of 2023, which will include the new Building Maintenance Apprenticeship Program.

*Florida Department of Education, Open Door - Nursing Assistants Grant (\$358,729):* Funding from this grant will be used to finance full or partial program costs for students in the Certified Nursing Assistant Program through the Open Door Program. Students in the Santa Fe College Adult Education state-approved Integrated Education and Training (IET) Nursing Assistant Program in particular will be recruited for the program. IET students will already have a strong support network in place, as they will have gone through a Nursing Assistant Preparation course prior to the Open Door grant opportunity. They will also have the benefit of receiving mentorship and support from Adult Education instructors while participating in the 165-Hour Nursing Assistant Program. If they successfully complete the program, IET students will have their full program costs paid through the Open Door Program; however, if they are not successful in completing the program, they will reimburse 2/3 of the program costs to Santa Fe College.

*U.S. Department of Agriculture (\$560,202):* The purpose of this project is to stimulate the heritage food economy in Florida farmers markets by providing educational marketing materials about heritage foods for consumers and providing farmers markets with outreach tools that will include culturally diverse communities already purchasing heritage foods. SF students will work on projects which: 1) increase access to heritage foods in farmers markets with educational marketing materials for farmers, consumers, and K-12 students that provide information about the cultural, historical, nutritional, and culinary value of heritage foods; 2) expand direct-to-consumer marketing opportunities with a Multicultural Heritage Food Event Planning Toolkit produced for farmers markets; and 3) provide training and education on heritage foods to farmers, market managers, and local food stakeholders through three virtual and on-site symposiums.



### **Give Hope, Give Back Campaign Encourages Giving Among Graduates**

At the Fall 2021 Drive-Through Graduation, Alumni volunteers greeted graduates and their parents as they celebrated together. With the opportunity to add their name and message to a signing wall, graduates were also given information about the Alumni Association. As a celebration of graduation, the Give Hope, Give Back campaign encourages alumni and graduating students to pay it forward to those that will attend Seminole State after them. Participation is continuing to increase, and the total campaign effort has had nearly 200 donors consisting mostly of graduating students since the effort began in 2019.



As a celebration of graduation, the Give Hope, Give Back campaign encourages alumni and graduating students to pay it forward to those that will attend Seminole State after them. Participation is continuing to increase, and the total campaign effort has had nearly 200 donors consisting mostly of graduating students since the effort began in 2019.

### **38th Annual Dream Gala Breaks Fundraising Records**

Celebrating the love that the Central Florida community has for Seminole State College of Florida, the Foundation for Seminole State College held its 38th annual Dream Gala at the Orlando Marriott Lake Mary on Saturday, Feb. 12. Coinciding with the Valentine's weekend, the gala's theme of "Loving Seminole State" received overwhelming support from those in attendance and additional supporters who participated online, raising over \$550,000.





## Seminole State College (continued)

The live auction featured a variety of items including a bar cart filled with donations from the Foundation for Seminole State Board of Directors and Event Host Committee. The Seminole County Sheriff's Office donated a day with the Special Ops team and golf enthusiasts were given the chance to win practice round tickets to the 2023 Masters Tournament. The Central Florida Auto Dealers Association once again donated a three-year vehicle lease for the car raffle which was won by Robin Lloyd. New this year was a Dillard's shopping spree, donated by Dillard's Altamonte General Manager Nancy Nguyen. One lucky winner received a \$500 gift card and a variety of merchandise.

Gala guests viewed a video featuring scholarship recipients sharing what they love about Seminole State as well as another one that told the story of automotive program student David Vazquez. Vazquez shared his story of his dreams of one day owning his own automotive repair business and challenges he faced after he and his wife Elizabeth's home and car were destroyed in Hurricane Irma, putting them in financial distress and crushing his dreams of going to school.



"I'm very thankful for the Foundation for giving me the opportunity to pursue my career," said Vazquez. "Without them I'm not sure if it would have been possible." With 400 people in attendance and additional donations from people viewing online, the scholarship auction raised over \$150,000 including a record single donation of \$45,000. Addition Financial provided a 50% match of every gift over \$10,000, and an additional seven donors gave gifts to establish endowed scholarships.

## Grant achievements

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*Florida Department of Education, Open Door Grant (\$778,422):* This Last Dollar Approach award will support students in eligible short-term and technical education credentialing programs with financial assistance of up to \$3,000 to cover the cost of tuition, fees, examination, books and materials that remains after federal or state aid is awarded.

*Florida Department of Education, Expanding Registered Apprenticeship and Preapprenticeship (ERAP) (\$12,000,000):* SSC is the fiscal agent for ERAP grant program. Of the total award, \$1,506,879 is allocated for SSC to expand its existing Automated Fire Sprinkler (FAST) Registered Apprenticeship and to develop a new Building Automations Systems Apprenticeship. \$10,493,121 will fund subawards for ERAP training programs at 10 other Florida institutions, as well as a marketing campaign for apprenticeship and preapprenticeship training throughout Florida.

## **Four SFSC Faculty Appointed Endowed Chairs**

Colleges and universities honor and encourage faculty who go beyond the requirements of the classroom. To that end, four SFSC faculty have been appointed as endowed chairs in their respective disciplines with funds donated through the South Florida State College (SFSC) Foundation.

Dr. Deborah Milliken, chair of dental education, was appointed as the Highlands County Health Facilities Authority (HCHFA) Endowed Chair in Dental Education, and Kathleen Cappel, nursing professor, was appointed as the HCHFA Endowed Chair in Nursing Education. The Norm and Laurie Stephens Endowed Teaching Chair went to Dr. Daniel Sanches, chair of natural sciences and biology instructor, and Peggy Sueppel, economics professor. Faculty members appointed as teaching chairs are awarded \$5,000 per year for two years, with half going toward equipment, professional development, or to attend a conference related to the faculty member's discipline of study. The other half is a salary stipend. Recipients for endowed teaching chairs at SFSC are chosen by a selection committee, with advice and counsel from College faculty. Selections are confirmed by Dr. Thomas C. Leitzel, SFSC president.

The idea of endowed teaching chairs at state and community colleges came from research chairs at universities. At SFSC, the Endowed Chair program rewards faculty who demonstrate caring and concern and who hold the belief that the student must come first. The award can be used to fund professional development activities that ultimately enhance student learning and incorporate classroom projects or activities above and beyond what is usually offered in a course.

*Pictured: Professors Sueppel, Sanches, Cappel, and Milliken*



## **Take Stock in Children Earns Luminary Award and Gold Level of Excellence**

South Florida State College's (SFSC) Take Stock in Children (TSIC) program has garnered the Take Stock Luminary Award and Gold Level of Excellence. This is the ninth consecutive year the local TSIC program has received the Gold Level.

The Excellence Award and service honor were announced at the annual Take Stock Leadership Conference. Local TSIC programs that provide college readiness and mentoring supports to middle and high school students vie for the awards each year.



To earn the Gold Level recognition, local TSIC programs must meet or exceed 10 key performance indicators on the state organization's Balanced Scorecard. The Balanced Scorecard is an internal measure of a TSIC program's performance and adherence to the requirements of the Florida Department of Education. TSIC must meet these rigorous criteria that include a data reporting system that measures student readiness, the number of students recruited, mentor matching rates, and mentor contacts. Luminary Awards are presented to local TSIC programs that exceed the state organization's targeted goals.

## *Grant achievements*

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*Florida Department of Education (CRRSA, GEER I), Open Door Grant (\$755,589):*

Over the next 18 months State College of Florida, Manatee-Sarasota will enroll 143 students in nine different SCF Coding Academy programs including Python Data Specialist, Cyber Security Specialist, Cyber Security Technician, Full Stack Web Developer, UX/UI Web Developer, Systems Support Specialist, AWS Cloud Integration Specialist, Junior Cloud Specialist, and Drone Safety Specialist. Each of these programs will lead to an industry credential on Florida's Master Credential List. The grant will offset the cost of the program for qualified students.

## *Foundation achievements*

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*Bank of America Charitable Foundation, Bank of America AST Scholarship Support (\$300,000):* Valencia was awarded scholarships to support multiple Accelerated Skills Training (AST) programs and ESOL courses for a minimum of 15 low-income Central Florida individuals. The scholarships will be leveraged with other sources of tuition support (such as funding from CareerSource Central Florida), providing students with all the tools they need to successfully enter or re-enter the workforce. Completion of AST programs leads to industry recognized credentials and job placement in high-pay, high-demand industries, providing financial stabilization for Central Florida families.

## *Grant achievements*

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*Florida Department of Education, Open Door Grant Program (\$1,891,427):* Valencia was awarded "Last Dollar" grants through the FL Dept. of Education Open Door program. Last Dollar funding will cover the difference between actual AST program costs and funding provided by federal or state sources (such as WIOA, veteran's benefits, or other). Since programs must link to the Master Credentials List, Valencia has selected Computer Number Control, Clinical Medical Assistant, Mechatronics/ Industrial Maintenance Technician, Distribution Operations Technician, and Welding II for this program. Funds may only be used for tuition, fees, exam/certification costs, and books. An estimated 245 students will be served with this funding.

*Florida Department of Economic Opportunity, Florida Job Growth Grant Accelerated Skills Training in New Robotics Technology (\$3,757,021):* The Florida Job Growth Grant Fund supports the 'Accelerated Skills Training in New Robotics Technology' (Robotics Technology) project that will address growing industry needs aligned with changing technology to support Florida's targeted industries: Manufacturing and Logistics and Distribution Operations. This project will develop a 14-Week Robotics Technician training program. Program development is a direct result of partnerships between Central Florida businesses and Valencia to address workforce development needs related to challenges currently found in the manufacturing and distribution sectors. The Covid-19 global pandemic underscored issues with the supply chain, while increasing demand for remote capabilities resulting in significant changes to the Central Florida employer landscape. One of the ways manufacturers and distribution organizations address the growing issues around getting product to customer is to increase efficiencies within their current systems by adding robots. Finding skilled technicians for machines and now robots will continue to be a major challenge for manufacturing and distribution employers for many years.



**To: Dr. Angela M. Garcia - Falconetti, COP Chair and Dr. Tonjua Williams, P&A Chair**

**From: Dr. Mildred Coyne and Dr. Kimberly Moore, Co-Chairs, Council on Workforce Education**

**Date: May 5, 2022**

**Re: CWE Updates for COP Business Meeting, May 20, 2022**

Informational Items:

1. The CWE Steering Council in collaboration with the CIA and CSA Steering Councils have been working to ensure that the agenda for our first in-person meeting since the pandemic is robust and addresses all of the key areas that require our attention this includes coordination with our external agency and private sector partners.
2. State-Sponsored CWE Focused Webinars: A series of webinars have been held over the last reporting period that provide guidance and address questions from the system as it pertains to implementation or execution. Those topics included:
  - a. Digital Badging
  - b. Articulations between district schools and universities
3. Work-Based Learning: CWE members continue to follow the rulemaking associated with work-based learning. We would like to ensure that an entirely new set of requirements aren't enacted and that fall outside of the current statute: [http://www.leg.state.fl.us/statutes/index.cfm?App\\_mode=Display\\_Statute&Search\\_String=&URL=0400-0499/0446/Sections/0446.0915.html](http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0400-0499/0446/Sections/0446.0915.html)
4. CWE will host a Prior Learning Assessment panel discussion in June at our quarterly Joint Council Meeting. This area is being targeted in order to build awareness among our membership but also provide best practice examples. There are colleges being identified now for participation. It is anticipated that this discussion will lead to increased participation from the system.
5. In prior meetings the need to better understand the apprenticeship programs for implementation and sustainability purposes have been raised. Therefore, one of our CWE ad-hoc groups will be drilling down into better understanding the programs currently in place throughout the state, the impact of HB 1507 as we seek to provide guidance to our system. To aid in this understanding, a meeting has been set between the CWE ad-hoc group and the FLDOE designee Kathryn Wheeler.

6. Efforts are underway to engage Chancellor (CTE), Kevin O'Farrell and connect him quickly to the work underway in the system. Additionally, to hear from regarding his vision and how he'd like to continue to engage the group. He will be offered an opportunity to continue the sessions started with Chancellor Mack, the Chat with the Chancellor session. Overall, we found these sessions to be engaging and they drew crowds upwards of 200 people when they were hosted.
7. Included below are the The CWE Steering Council areas of focus that have been identified as primary areas of focus that will continue be discussed/worked to generate greater understanding among our members as well as to foster best practices and information sharing. A new area has been added from prior reports that focuses on a systemwide challenge with regard to addressing the healthcare worker shortage. The others include the following:
  - a. Curriculum Framework Innovation/Reform
  - b. Program Crosswalks Develop to Include Reporting Requirements
  - c. Apprenticeship Best Practices/Toolkit Development
  - d. **Credentials of Value, Workforce Inventory and Labor Market Forecasting**
  - e. Healthcare Worker Shortage (Nursing and et al.- What models are being applied across the state)

Additionally, areas that we continue to seek greater understanding on behalf of the CWE Council and COP's from FLDOE include the following:

- Program Approval (Expedited Processing Defined)
- Performance Funding (Sources of Funding and Impact)

As a result, we have extended an invitation for the appropriate FLDOE staff to attend our upcoming CWE Steering Council meeting to present and address questions among the membership.

By following this collaborative model, it is our intent along with our joint council colleagues, to provide the COP with the information necessary to inform their decision making.

# **Florida College System Council of Presidents**

## **Agenda Item Request Form**

**Agenda Item Name: FCSAA Report**

**Date of COP Meeting for Agenda Item Consideration: May 20, 2022**

**Presenter: Dr. John Avendano and Ms. Kelly Warren**

**Description of Agenda Item: FCSAA Updates**

**Action Requested:**

**COP Approval: N/A**

**Information Only: General updates. Please note that I will submit the actual written report May 16 following the conclusion of the Softball and Baseball state tournaments. Also, please note that we will be bringing forward the 2022-2023 FCSAA proposed institutional dues and the 2022-2023 FCSAA proposed budget for approval at the June COP meeting following its approval at the May 26 FCSAA Executive Committee meeting.**

**Discussion Items:**

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**Disposition of Item:**

# Florida College System Activities Association

## Report to the Council of Presidents

### May 20, 2022

*Note: The FCSAA will be bringing the 2022-2023 institutional dues and annual budget forward for approval at the June COP meeting.*

#### **Student Government Division Elections and Awards Results:**

##### **2022-2023 FCSSGA Executive Board:**

President	Annjeannette Mitchell, Eastern Florida State College
Vice President	TBA
Secretary	TBA
State Jurisprudence	TBA
Legislative Affairs Director	Erica Rodrigues, Eastern Florida State College
Region 1 Coordinator	TBA
Region 2 Coordinator	Marcella Hernandez, Hillsborough Community College
Region 3 Coordinator	TBA
Region 4 Coordinator	Gushaun Durham, Miami Dade College
State Advisor	Kurtson Boulware, Florida State College at Jacksonville
State Advisor-Elect	Anjum Perfetti, St. Petersburg College
Region 1 Advisor	Stephanie Castro, Florida State College at Jacksonville
Region 2 Advisor	TBA
Region 3 Advisor	TBA
Region 4 Advisor	Stephanie David, Miami Dade College

##### **Year-End Awards:**

Bob Graham Distinguished Service – Advisor	Alison Walker	Seminole State College - Oviedo
Bob Graham Distinguished Service – Student	Johnny Alvarado-Pabon	Northwest Florida State College
Bob Graham Distinguished Service – College Employee	Emily Sendin	Miami Dade College - Padron
President of the Year	Sarai (Jaz) Ruiz-Gonzalez	Northwest Florida State College
Hard Copy Scrapbook	Niceville Campus	Northwest Florida State College
Digital Scrapbook	Palm Bay Campus	Eastern Florida State College
Region 1 Advisor of the Year	Jessica O'Neill	Northwest Florida State College
Region 1 Rookie of the Year	Trista Bennett	Northwest Florida State College
Region 1 Leader of the Year	Sarai (Jaz) Ruiz-Gonzalez	Northwest Florida State College
Region 2 Advisor of the Year	Chris Ly	Polk State College
Region 2 Rookie of the Year	Jonasia Hillard	Polk State College
Region 2 Leader of the Year	Ernie Espinoza-Perez	Hillsborough Community College
Region 3 Advisor of the Year	Allison Walker	Seminole State College - Oviedo
Region 3 Rookie of the Year	Charlotte Arechederra	St. Johns River State College
Region 3 Leader of the Year	Yesmene Chikha	Seminole State College - Altamonte
Region 4 Advisor of the Year	Stephanie David	Miami Dade College - North
Region 4 Rookie of the Year	Mia Ruiz	Miami Dade College - North
Region 4 Leader of the Year	Mitchel Schlayer	Florida SouthWestern State College

**Division I Softball:** Held May 6-9 at Soldiers Creek Park, Longwood, hosted by Seminole State College.

FCSAA State/NJCAA Southeast District A Champion: College of Central Florida

FCSAA State Runner-up/NJCAA Southeast District B Champion: Florida Southwestern State College

Tournament MVP: Savannah Barnett, College of Central Florida

Coach of the Year: Tike Gardner, College of Central Florida

Both CF and FSW are traveling to the NJCAA Division I National Championship, held in Yuma, Arizona, May 24-28.

**Division II Softball:** Region 8 tournament between FSCJ and PHSC held at PHSC April 22-23. PHSC took the best of three series 2-1 and advanced to the NJCAA South Atlantic District Tournament in Henrico, VA, finishing 2<sup>nd</sup> in the district.

**Division I Baseball:** Semifinals regionals held May 6-8 at Chipola, Central Florida, FSW, and MDC. Chipola, Central Florida, Indian River, and Miami Dade advanced to the Championship Round May 12-15 in Lakeland.

FCSAA State/NJCAA District Champion: College of Central Florida

Runner Up: Miami Dade College

Tournament Most Valuable Player: Edrick Felix, College of Central Florida

Tournament Most Valuable Pitcher: Saw Swygert, College of Central Florida

Coach of the Year: Marty Smith, College of Central Florida

CF next travels to the NJCAA Division I National Championship, held in Grand Junction, Colorado, May 28-June 4.

**Division II Baseball:** Region 8 tournament between FSCJ, PHSC, PBSC, and ASA held April 28-May 1 at PHSC. FSCJ took the region championship and traveled to Hickory, NC, for the NJCAA Division II South Atlantic District Tournament, finishing in 1<sup>st</sup> place and earning their trip to the NJCAA Division II National Tournament in Enid, Oklahoma, May 28-June 4.

**Women's Golf:** Seminole State hosted the NJCAA National Women's Golf Tournament May 9-12 and captured the national title, with Daytona State College finishing second. Congratulations to both!

### **Upcoming FCSAA Events:**

May 19-20	Council for Athletic Affairs Spring Meeting, Daytona State College
May 25	FCSAA Steering Committee Meeting, Daytona State College
May 26	FCSAA Spring Executive Committee Meeting, Daytona State College
June 14-16	FCSSGA Summer Advisors Conference, St. Petersburg College

Respectively submitted,

Kelly Warren, FCSAA Executive Director





**To:** Dr. Angela M. Garcia - Falconetti, COP Chair and Dr. Tonjua Williams, P&A Chair

**From:** Stephanie L. Campbell, AFC President and Marsha Kiner, AFC CEO

**Date:** May 20, 2022

**Re:** AFC Updates for COP Business Meeting

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- **Informational** – Thank you to all the colleges that hosted our Region & Commission Spring Conferences throughout April and early May: Eastern Florida State College and President Richey, South Florida State College and President Leitzel, Miami Dade College and President Pumariega, Santa Fe College and President Broadie, and Pensacola State College and President Meadows.
- **Upcoming Events:**
  - May 10, 2022 - Virtual Workshop – Boosting Brain Health & Lifelong Learning, Florida Blue
  - May 12, 2022 – Virtual Workshop - 5G Power Skills for College Professionals - Part 1 - Diversity and Collaboration
  - May 19, 2022 – Student Development Commission ~Virtual Conference: Reconnecting with Our Colleges
  - May 26, 2022 – Virtual Workshop - 5G Power Skills for College - Part 2 - Interpersonal Communication
  - May 26, 2022 – Workforce, Adult and Continuing Education Commission ~Virtual Mini-Conference: Redefining OUR Legacy
  - June 1, 2022 – Certified College Professional Program (CCP): Next Level Leadership Program (NLLP) Kick-Off
  - June 8, 2022 - Virtual Financial Literacy Series –Financing Tools to Gauge Your Retirement
  - June 8, 2022 - Certified College Professional Program (CCP): Next Level Leadership Program (NLLP) Virtual Class Meeting
  - June 9, 2022 - Virtual Workshop - 5G Power Skills for College – Part 3 - Adaptive Thinking
  - July 14 & 15, 2022 – Campus Safety Symposium – Daytona State College