

**MARICOPA COUNTY  
EMPLOYEE BENEFITS TRUST FUNDS  
Financial Commentary  
March 2015**

**Recent Operating Issues**

On March 31, 2015, health insurer UnitedHealth Group Inc. agreed to buy Catamaran Corp in a deal worth about \$12.8 billion to boost its pharmacy benefit business. This action does not have an immediate effect on the Benefits Trust, but as the Trust has contracts with both of these entities, this will need to be closely monitored.

**March 2015 Year-To-Date Results**

As of March 31, 2015, cash and cash equivalents were \$ 40,565,268 as compared to the June 30, 2014 balance of \$45,855,346; a decrease of \$5,290,078. Cash that is not controlled directly by the County is shown in the prepaid insurance balance sheet account. This was \$1,809,355 as of March 31st versus a balance of \$2,748,710 on June 30, 2014; a decrease of \$939,355. Prepaid insurance consists of the money used to fund the Trust transfers to outside bank accounts to pay for Cigna and United Health Group medical claims as well as the employer and employee contributions to employee Health Savings Accounts via sweeps. The combined reduction in cash-like balances year-to-date was \$6,229,433.

<u>Review of Cash</u>	<u>3/31/2015</u>	<u>6/30/2014</u>	<u>Increase/ (Decrease)</u>
Cash and cash equivalents	\$ 40,565,268	\$45,855,346	(\$5,290,078)
Prepaid insurance	1,809,355	2,748,710	(\$939,355)
Total Cash	<u>\$ 42,374,623</u>	<u>\$48,604,056</u>	<u>(\$6,229,433)</u>

A summary of major cash movements in the nine months ended 3/31/2015 are as follows:

	<u>Cash Flows</u>
Total Cash 6/30/2014	\$48,604,056
Cigna Refund for Capitation Overcharge	\$ 5,919,967
Premium Reduction due to Benefit Holiday	(5,212,191)
Transitional Reinsurance Fee Paid	(1,707,137)
Increase in Cost Allocation Receivable	(2,697,235)
Decrease in IBNR Reserve	(956,910)
Other Net Uses of Cash	<u>(1,575,927)</u>
Total Reduction in Cash	<u>(6,229,433)</u>
Total Cash 3/31/2015	\$42,374,623

Net Loss year-to-date March 2015 (excluding the impact of the benefit Holiday) was (\$2,105,433) This loss occurred primarily in the Medical Plans (\$287,666) and in the Pharmacy Plan (\$2,899,273) due to the unbudgeted Hepatitis C drugs claims including Sovaldi and Harvoni (\$564,102) and a significant increase in compound pharmacy claims which totaled \$732,231 year to date. This loss in Pharmacy was partially offset in the Benefits Administration and Wellness

funds (\$885,750). Net Loss (not excluding the impact of the Benefit Holiday) of \$7,248,994 was nearly in line with the decrease in cash-like balances of \$6,229,433. The \$1,019,561 difference (or decrease in cash versus negative net margin) is accounted for as follows: the liability, "Accrued Liabilities" consisting mainly of outstanding checks in the Cigna Prepaid Account, decreased by \$2,541,518; Accounts Payable decreased by \$166,379; and the IBNR Liability decreased by \$956,910. There was an increase in the cost allocation rate differential receivable of \$2,697,235. This account is used to account for the difference between what departments are charged for benefits premiums and what the Benefit Trust records as revenues from the departments. Finally, Accounts Receivable decreased by \$6,195,876 as the \$5,919,967 capitation refund was received from Cigna.

<u>Cash Flow Analysis</u>	<u>YTD March 2015</u>
Net Loss	<u>-7,248,994</u>
Decrease in IBNR Liability	956,910
Decrease in Accrued Liabilities	2,541,518
Decrease in Accounts Payable	166,379
Decrease in Accounts Receivable	-6,195,876
Increase in Cost Allocation Rate Differential	2,697,235
Other	853,395
Difference - Cash Change vs Net Margin	<u>1,019,561</u>
Decrease in Cash	-6,229,433

### **Review of the Fund Balance Roll-Forward**

This information is presented with the impact of the Benefit Holiday removed.

The three Medical Plans are showing a net loss of (\$287,666) year to date through March 2015. The UHC High Deductible Health Plan (HDHP) had a loss of \$1,278,649, while the Cigna HMO and the UHC PPO had positive net margins of (\$598,991), and (\$391,992), respectively. The UHC High Deductible Health Plan's results include the impact of the \$1,800,000 benefit trust contribution to the employee Health Savings Accounts in July.

The Coinsurance Pharmacy Plan had a net loss of \$2,899,273 year-to-date March 2015 due to unbudgeted Hepatitis C drugs claims – for Sovaldi and Harvoni (\$564,102) and as the result of significant increases in compound pharmacy claims which totaled \$732,231 year-to-date. It should be noted that the previous full year of compound pharmacy was around \$300,000. As noted earlier, the pharmacy benefit manager implemented prior authorization controls on compound pharmacy prescriptions effective 1/1/2015 and this action resulted in compound pharmacy claims dropping to \$4,943 in January which is a significant reduction when compared to the \$178,382 for the month of December.

The Short-Term Disability plans had a positive net margin of \$23,022 year-to-date March 2015. This is positive but does not seem to be a change in the trend in which these plans have been in the deficit position for the last 20 months. Claims related to pregnancy and cancer have dropped in recent months to about half the level of previous months which is believed to be a random occurrence.

## Full Year Forecast for Year ended June 2015

For the Fiscal Year ended 6/30/2015, the Benefit Trust operations are forecasted to lose \$6,051,361 (excluding the impact of the benefit holidays) which is about \$1,300,000 better than the Premium Deficiency Reserve of \$7,361,053 which was included in the Actuary's recommended reserve of \$22,008,604 (on a Financial Statements comparable basis). This improvement versus the Actuary's projection is mainly due to an unfavorable trend in May and June 2014 which was a onetime occurrence that had not been taken into account in the projection. This onetime occurrence was a large increase in claims caused by the change in health plan vendors on July 1<sup>st</sup> 2014 that caused a rush to get treated by many members before the changeover. The full year loss is expected to occur in the Medical Plans \$2,511,081, the Coinsurance Pharmacy Plan \$3,718,346 and the onsite pharmacy \$551,354. These losses have been offset by positive margins in Benefits Administration and Wellness. These amounts have been presented excluding the impact of the Benefit Holiday.

The net position from the financial statements as of 3/31/2015 and projected for 6/30/2015 which includes a June 2015 benefit holiday are presented below. As of 3/31/2015, the net position of the Benefit trust is \$30,650,377 due to a year-to-date operating loss of \$2,105,433 and the impact of the December benefit holiday of \$5,143,561. Net position is forecasted to be \$21,560,888 as of June 30, 2015 due to the full year operating loss of \$6,051,361 and the impact of two benefit holidays which total \$10,287,122 in reduced benefit premiums. When employee paid plans are excluded, net position is forecast to be \$20,334,088 at year end.

### Calculation of Ending Net Position

	<b>Actual</b>	<b>Forecast</b>
	<b><u>YTD 3/31/2015</u></b>	<b><u>FYE 6/30/2015</u></b>
Net Position 7/1/2014	37,899,371	37,899,371
Less: Operating Loss	(2,105,433)	(6,051,361)
Less: Benefit Holiday - Dec '14, June '15	(5,143,561)	(10,287,122)
Ending Net Position	30,650,377	21,560,888
Remove Short-Term Disability Net Position	(1,608,141)	(1,226,800)
Net Position Excluding Employee Paid Plans	29,042,236	20,334,088

**MARICOPA COUNTY**  
**EMPLOYEE BENEFITS TRUST FUND**  
**Statements of Revenues, Expenses, and**  
**Changes in Net Assets — Internal Service Funds**  
**YTD as of March 31, 2015**

	YTD 3/31/2015	Full Year 6/30/2014	Full Year 6/30/2013	Full Year 6/30/2012
<b>Operating revenues:</b>				
Operating income	\$ 99,342,354	\$ 127,869,594	\$ 127,318,181	\$ 122,941,566
Other income	11,312	3,479,437		
Investment income	126,670	15,139	284,792	443,209
<b>Total operating revenues</b>	<b>\$ 99,480,336</b>	<b>\$ 131,364,170</b>	<b>\$ 127,602,973</b>	<b>\$ 123,384,775</b>
<b>Operating expenses:</b>				
Losses and loss expenses	97,865,561	134,052,986	111,466,606	114,179,304
All other expenses	8,863,769	6,362,562	7,706,150	7,060,881
<b>Total operating expenses</b>	<b>\$ 106,729,330</b>	<b>\$ 140,415,548</b>	<b>\$ 119,172,756</b>	<b>\$ 121,240,185</b>
<b>Nonoperating revenues:</b>				
Capital contributions		0	0	0
Return of contributions		(3,415,266)	(6,178,953)	
Transfers to Other Funds		0	0	0
Short-Term Disability Rebate				
Loss on disposal of capital assets		0	0	0
<b>Total nonoperating revenues</b>	<b>\$ -</b>	<b>\$ (3,415,266)</b>	<b>\$ (6,178,953)</b>	<b>\$ -</b>
<b>Change in net position</b>	<b>(7,248,994)</b>	<b>(12,466,644)</b>	<b>2,251,264</b>	<b>2,144,590</b>
<b>Total net position - Beginning</b>	<b>37,899,371</b>	<b>45,418,987</b>	<b>43,167,723</b>	<b>41,023,133</b>
Open Fund Balance Adjustment		4,947,028		
<b>Total net position - Ending</b>	<b>\$ 30,650,377</b>	<b>\$ 37,899,371</b>	<b>\$ 45,418,987</b>	<b>\$ 43,167,723</b>

**Maricopa County**  
**Employee Benefits Trust Funds**  
**Statements of Net Assets - Internal Service Funds**  
**March 31, 2015, June 30, 2014, June 30, 2013, and June 30, 2012**

	3/31/2015	6/30/2014	6/30/2013	6/30/2012
<b>Assets</b>				
Cash and cash equivalents	\$ 40,565,268	\$ 45,855,345	\$ 60,786,170	\$ 60,636,639
Interest receivable	42,114	70,893	81,633	42,598
Accounts receivable	506,670	6,702,546	570,404	924,206
Due from Other Departments	2,109,313	0		
Prepaid insurance	1,809,355	2,748,710	2,606,982	1,411,102
Capital assets, net	5,927	5,926	0	0
<b>Total assets</b>	<b>\$ 45,038,647</b>	<b>\$ 55,383,420</b>	<b>\$ 64,045,189</b>	<b>\$ 63,014,545</b>
<b>Liabilities</b>				
Accounts payable	980,784	1,147,163	586,562	88,404
Accrued Liabilities	2,536,548	4,490,145	9,617,663	5,554,366
Employee compensation payable	140,552	159,445	135,030	3,268,085
Reserve for losses and loss expenses	10,730,386	11,687,296	8,286,947	10,935,968
<b>Total liabilities</b>	<b>\$ 14,388,270</b>	<b>\$ 17,484,049</b>	<b>\$ 18,626,202</b>	<b>\$ 19,846,823</b>
<b>Net Position</b>				
Invested in capital assets	5,926	5,926	0	0
Unrestricted (deficit)	30,644,451	37,893,445	45,418,987	43,167,723
<b>Total net position</b>	<b>\$ 30,650,377</b>	<b>\$ 37,899,371</b>	<b>\$ 45,418,987</b>	<b>\$ 43,167,723</b>

**MARICOPA COUNTY**  
**EMPLOYEE BENEFITS TRUST FUNDS**  
**Fund Balance Roll-Forward**  
**Nine Months Ended March 31, 2015**

**Self Insured Funds**

<u>Fund</u>	<u>Expenditures</u>	<u>Revenues</u>	<u>Net</u>	<u>Fund Balance 7/1/2014</u>	<u>Fund Balance 3/31/2015</u>
601-MEDICAL HMO	\$ 36,758,501	\$ 35,354,618	(1,403,883)	\$ 5,785,722	4,381,839
604-MEDICAL PPO	27,377,102	26,236,663	(1,140,438)	(5,458,154)	(6,598,592)
606-MEDICAL HDHP W HSA	18,413,320	16,191,208	(2,222,112)	(3,903,464)	(6,125,576)
<b>Total Medical &amp; BH</b>	<b>\$ 82,548,923</b>	<b>\$ 77,782,490</b>	<b>\$ (4,766,433)</b>	<b>\$ (3,575,896)</b>	<b>\$ (8,342,329)</b>
608-COINSURANCE PHARMACY	13,540,428	10,048,873	(3,491,555)	18,889,457	15,397,902
619-ONSITE PHARMACY CLINIC	1,510,693	1,150,351	(360,342)	(759,524)	(1,119,866)
620-BENEFITS ELIMINATIONS	(830,622)	(830,622)	0	0	0
<b>Total Pharmacy</b>	<b>\$ 14,220,500</b>	<b>\$ 10,368,603</b>	<b>\$ (3,851,897)</b>	<b>\$ 18,129,933</b>	<b>\$ 14,278,036</b>
614-BEHAVIORAL HEALTH	1,171,208	1,231,584	60,376	5,281,514	5,341,890
629-SI DENTAL PPO	3,228,305	3,383,543	155,238	5,628,959	5,784,197
623-VISION	1,092,459	1,299,406	206,948	420,480	627,428
615-WELLNESS	636,176	1,074,885	438,709	4,178,042	4,616,751
618-BENEFIT ADMINISTRATION	1,895,237	2,380,280	485,043	6,251,220	6,736,263
999-BENEFITS CLEARING	0	(0)	(0)		(0)
<b>Total Other</b>	<b>\$ 8,023,384</b>	<b>\$ 9,369,697</b>	<b>\$ 1,346,314</b>	<b>\$ 21,760,215</b>	<b>\$ 23,106,529</b>
<b>Grand Total</b>	<b>\$ 104,792,806</b>	<b>\$ 97,520,791</b>	<b>\$ (7,272,016)</b>	<b>\$ 36,314,252</b>	<b>\$ 29,042,236</b>

**Employee Self Insured Funds**

611-60 PERCENT STD	1,674,461	1,477,857	(196,604)	(432,963)	(629,567)
612-50 PERCENT STD	170,392	341,493	171,101	1,226,932	1,398,033
613-40 PERCENT STD	91,670	140,196	48,525	791,150	839,675
<b>Total STD</b>	<b>\$ 1,936,524</b>	<b>\$ 1,959,546</b>	<b>\$ 23,022</b>	<b>\$ 1,585,119</b>	<b>\$ 1,608,141</b>
<b>Total Self-Insured</b>	<b>\$ 106,729,330</b>	<b>\$ 99,480,336</b>	<b>\$ (7,248,994)</b>	<b>\$ 37,899,371</b>	<b>\$ 30,650,377</b>

**Fully Insured (Agency) Funds**

<u>Fund</u>	<u>Expenditures</u>	<u>Revenues</u>	<u>Net</u>	<u>Fund Balance 7/1/2014</u>	<u>Fund Balance 3/31/2015</u>
607-FI DENTAL PPO	\$ 3,635,519	\$ 3,957,220	\$ 321,700	\$ 76,633	\$ 398,333
625-FI PREPAID DENTAL	169,379	169,182	(197)	109,976	109,779
<b>Total Dental</b>	<b>\$ 3,804,899</b>	<b>\$ 4,126,402</b>	<b>\$ 321,503</b>	<b>\$ 186,609</b>	<b>\$ 508,112</b>
621-FLEX SPENDING HEALTH	1,651,539	1,661,783	10,244	0	10,244
622-FLEX SPENDING DEP CARE	481,177	678,603	197,426	732	198,158
<b>Total FSA</b>	<b>\$ 2,132,716</b>	<b>\$ 2,340,386</b>	<b>\$ 207,670</b>	<b>\$ 732</b>	<b>\$ 208,402</b>
626-FI LIFE AND AD AND D	314,079	315,387	1,308	41,731	43,039
627-SUPPLEMENTAL LIFE	2,849,450	2,876,682	27,232	235,984	263,216
630-DEPENDENT LIFE	290,317	291,312	995	8,037	9,032
<b>Total Life and AD&amp;D</b>	<b>\$ 3,453,846</b>	<b>\$ 3,483,381</b>	<b>\$ 29,535</b>	<b>\$ 285,752</b>	<b>\$ 315,287</b>
628-EMPLOYEE ASSISTANCE	305,795	305,792	(3)	2,398	2,395
631-VOLUNTARY BENEFITS	514,381	514,208	(173)	1,511	1,338
632-Senior Select	0	0	0	40,500	40,500
<b>Total Others</b>	<b>\$ 820,176</b>	<b>\$ 820,000</b>	<b>\$ (176)</b>	<b>\$ 44,409</b>	<b>\$ 44,233</b>
<b>Total Agency Funds</b>	<b>\$ 10,211,637</b>	<b>\$ 10,770,168</b>	<b>\$ 558,532</b>	<b>\$ 517,502</b>	<b>\$ 1,076,034</b>

**MARICOPA COUNTY**  
**EMPLOYEE BENEFITS TRUST FUNDS**  
**Fund Balance Roll-Forward with Impact of Benefit Holiday Removed**  
**Nine Months Ended March 31, 2015**

<u>Self Insured Funds</u>					<u>Fund Balance</u>	<u>Fund Balance</u>
<u>Fund</u>	<u>Expenditures</u>	<u>Revenues</u>	<u>Net</u>		<u>7/1/2014</u>	<u>3/31/2015</u>
601-MEDICAL HMO	\$ 36,758,501	\$ 37,357,492	598,991	\$	5,785,722	6,384,713
604-MEDICAL PPO	27,377,102	27,769,094	391,992		(5,458,154)	(5,066,162)
606-MEDICAL HDHP W HSA	18,413,320	17,134,671	(1,278,649)		(3,903,464)	(5,182,113)
<b>Total Medical &amp; BH</b>	<b>\$ 82,548,923</b>	<b>\$ 82,261,257</b>	<b>\$ (287,666)</b>	<b>\$</b>	<b>(3,575,896)</b>	<b>\$ (3,863,562)</b>
608-COINSURANCE PHARMACY	13,540,428	10,641,155	(2,899,273)		18,889,457	15,990,184
619-ONSITE PHARMACY CLINIC	1,510,693	1,150,351	(360,342)		(759,524)	(1,119,866)
620-BENEFITS ELIMINATIONS	(830,622)	(830,622)	0		0	0
<b>Total Pharmacy</b>	<b>\$ 14,220,500</b>	<b>\$ 10,960,885</b>	<b>\$ (3,259,615)</b>	<b>\$</b>	<b>18,129,933</b>	<b>\$ 14,870,318</b>
614-BEHAVIORAL HEALTH	1,171,208	1,304,096	132,888		5,281,514	5,414,402
629-SI DENTAL PPO	3,228,305	3,383,543	155,238		5,628,959	5,784,197
623-VISION	1,092,459	1,299,406	206,948		420,480	627,428
615-WELLNESS	636,176	1,074,885	438,709		4,178,042	4,616,751
618-BENEFIT ADMINISTRATION	1,895,237	2,380,280	485,043		6,251,220	6,736,263
999-BENEFITS CLEARING	0	(0)	(0)			(0)
<b>Total Other</b>	<b>\$ 8,023,384</b>	<b>\$ 9,442,209</b>	<b>\$ 1,418,826</b>	<b>\$</b>	<b>21,760,215</b>	<b>\$ 23,179,041</b>
<b>Grand Total</b>	<b>\$ 104,792,806</b>	<b>\$ 102,664,352</b>	<b>\$ (2,128,455)</b>	<b>\$</b>	<b>36,314,252</b>	<b>\$ 34,185,797</b>

**Employee Self Insured Funds**

611-60 PERCENT STD	1,674,461	1,477,857	(196,604)		(432,963)	(629,567)
612-50 PERCENT STD	170,392	341,493	171,101		1,226,932	1,398,033
613-40 PERCENT STD	91,670	140,196	48,525		791,150	839,675
<b>Total STD</b>	<b>\$ 1,936,524</b>	<b>\$ 1,959,546</b>	<b>\$ 23,022</b>	<b>\$</b>	<b>1,585,119</b>	<b>\$ 1,608,141</b>
<b>Total Self-Insured</b>	<b>\$ 106,729,330</b>	<b>\$ 104,623,897</b>	<b>\$ (2,105,433)</b>	<b>\$</b>	<b>37,899,371</b>	<b>\$ 35,793,938</b>

Impact of Benefit Holiday

(5,143,561)

(5,143,561)

**Actual Self-Insured with Benefit Holiday****\$ (7,248,994)****\$ 30,650,377****Fully Insured (Agency) Funds**

<u>Fund</u>	<u>Expenditures</u>	<u>Revenues</u>	<u>Net</u>		<u>Fund Balance</u>	<u>Fund Balance</u>
					<u>7/1/2014</u>	<u>3/31/2015</u>
607-FI DENTAL PPO	\$ 3,635,519	\$ 3,957,220	\$ 321,700	\$	76,633	\$ 398,333
625-FI PREPAID DENTAL	169,379	169,182	(197)		109,976	109,779
<b>Total Dental</b>	<b>\$ 3,804,899</b>	<b>\$ 4,126,402</b>	<b>\$ 321,503</b>	<b>\$</b>	<b>186,609</b>	<b>\$ 508,112</b>
621-FLEX SPENDING HEALTH	1,651,539	1,661,783	10,244		0	10,244
622-FLEX SPENDING DEP CARE	481,177	678,603	197,426		732	198,158
<b>Total FSA</b>	<b>\$ 2,132,716</b>	<b>\$ 2,340,386</b>	<b>\$ 207,670</b>	<b>\$</b>	<b>732</b>	<b>\$ 208,402</b>
626-FI LIFE AND AD AND D	314,079	315,387	1,308		41,731	43,039
627-SUPPLEMENTAL LIFE	2,849,450	2,876,682	27,232		235,984	263,216
630-DEPENDENT LIFE	290,317	291,312	995		8,037	9,032
<b>Total Life and AD&amp;D</b>	<b>\$ 3,453,846</b>	<b>\$ 3,483,381</b>	<b>\$ 29,535</b>	<b>\$</b>	<b>285,752</b>	<b>\$ 315,287</b>
628-EMPLOYEE ASSISTANCE	305,795	305,792	(3)		2,398	2,395
631-VOLUNTARY BENEFITS	514,381	514,208	(173)		1,511	1,338
632-Senior Select	0	0	0		40,500	40,500
<b>Total Others</b>	<b>\$ 820,176</b>	<b>\$ 820,000</b>	<b>\$ (176)</b>	<b>\$</b>	<b>44,409</b>	<b>\$ 44,233</b>
<b>Total Agency Funds</b>	<b>\$ 10,211,637</b>	<b>\$ 10,770,168</b>	<b>\$ 558,532</b>	<b>\$</b>	<b>517,502</b>	<b>\$ 1,076,034</b>

## Employee Benefits Trust Funds

4/17/2015

## Balance Sheet Details

March 31, 2015, June 30, 2014, June 30, 2013, and June 30, 2012

	3/31/2015	6/30/2014	6/30/2013	6/30/2012
<b><u>Accounts receivable</u></b>				
COBRA Receivable	\$ 29,474	\$ 60,052	\$ 61,592	\$ 164,058
Cigna HMO	0	5,916,967	1,057	1,154
Dental			1,154	1,057
Wellness		238,540		
Catamaran Rebate	477,196	486,988	506,600	757,936
<b>Total Accounts receivable</b>	<b>\$ 506,670</b>	<b>\$ 6,702,547</b>	<b>\$ 570,403</b>	<b>\$ 924,205</b>
<b><u>Prepaid insurance</u></b>				
STD	\$ 131,947	\$ 131,947	\$ 87,530	\$ 94,567
Vision	0	0	0	4,989
Dental	107,966	99,851	17,190	
Medical	1,569,442	2,516,912	2,502,262	1,311,547
<b>Total prepaid insurance</b>	<b>\$ 1,809,355</b>	<b>\$ 2,748,710</b>	<b>\$ 2,606,982</b>	<b>\$ 1,411,103</b>
<b><u>Accounts Payable</u></b>				
Medical	\$ 6,624	\$ 26,649	\$ -	\$ -
Behavioral Health	0	0	65,355	38,030
Vision	0	67,670	280,230	
Pharmacy	741,958	751,753		
STD	130,000	19,266	13,978	11,929
614-BEHAVIORAL HEALTH			0	5,754
618-Benefits Administration	102,202	106,849	0	23,474
615-WELLNESS	0	55,576	18,399	9,218
619-ONSITE PHARMACY CLINIC	0	119,395	208,601	
<b>Total accounts payable</b>	<b>\$ 980,784</b>	<b>\$ 1,147,158</b>	<b>\$ 586,563</b>	<b>\$ 88,405</b>
<b><u>Accrued Liabilities</u></b>				
Medical	\$ 2,060,315	\$ 3,760,742	\$ 1,664,741	\$ 2,846,956
Pharmacy			524,517	625,425
Behavioral Health	0	0	355	
Vision	100,000	0	(132,683)	0
Dental	141,484	141,484	157,837	139,519
STD	17,499	0	6,178,953	
Accrued Employee Rebate				
618-BENEFITS ADMINISTRATION	89,250	0		
619-ONSITE PHARMACY CLINIC	128,000	0		
999-BENEFITS CLEARING	0	587,921	1,223,942	1,942,466
<b>HEALTH SELECT SI TRUST</b>				
<b>Total Accrued Liabilities</b>	<b>\$ 2,536,548</b>	<b>\$ 4,490,147</b>	<b>\$ 9,617,662</b>	<b>\$ 5,554,366</b>
<b><u>Employee compensation payable</u></b>				
Consumer Choice Pharmacy Employee Allowance	\$ -		\$ 6,609	\$ 3,122,217
618-Employee compensation payable	105,108	117,960	128,422	145,869
615-Employee compensation payable	35,443	41,485		
<b>Total Employee Comp Accrual</b>	<b>\$ 140,551</b>	<b>\$ 159,445</b>	<b>\$ 135,031</b>	<b>\$ 3,268,086</b>
<b><u>Reserve for losses and loss expenses -IBNR Details</u></b>				
Medical- HMO	\$ 3,602,145	\$ 3,507,145	\$ 2,832,087	\$ 5,226,188
Medical - PPO	3,104,380	4,227,380	2,583,203	3,738,425
Medical - HDHP	2,571,186	2,500,096	1,580,489	823,806
Behavioral Health	226,157	226,157	293,592	231,766
Vision	143,530	143,530	161,597	107,576
Dental	553,998	553,998	466,041	484,345
STD	528,990	528,990	369,937	323,861
<b>Total Reserve for losses and loss expenses</b>	<b>\$ 10,730,386</b>	<b>\$ 11,687,296</b>	<b>\$ 8,286,946</b>	<b>\$ 10,935,967</b>

**MARICOPA COUNTY**  
**EMPLOYEE BENEFITS TRUST FUNDS**  
 Nine Months Ended March 31, 2015

**Self Insured Funds**

<u>Fund</u>	<u>Budget</u>	<u>Actual</u>	<u>Variance</u>	<u>Variance %</u>
<b>Revenue</b>				
601-MEDICAL HMO	\$ 35,655,042	\$ 35,354,618	\$ (300,424)	-0.84%
604-MEDICAL PPO	27,769,758	26,236,663	(1,533,095)	-5.52%
606-MEDICAL HDHP W HSA	14,928,442	16,191,208	1,262,766	8.46%
614-BEHAVIORAL HEALTH	1,278,172	1,231,584	(46,588)	-3.64%
<b>Total Medical &amp; BH</b>	<b>\$ 79,631,414</b>	<b>\$ 79,014,074</b>	<b>(617,340)</b>	<b>-0.78%</b>
629-SI DENTAL PPO	3,178,899	3,383,543	204,644	6.44%
<b>Total Dental</b>	<b>\$ 3,178,899</b>	<b>\$ 3,383,543</b>	<b>204,644</b>	<b>6.44%</b>
608-COINSURANCE PHARMACY	10,389,048	10,048,873	(340,175)	-3.27%
619-ONSITE PHARMACY CLINIC	1,431,000	1,150,351	(280,649)	-19.61%
620- BENEFITS ELIMINATIONS	(868,491)	(830,622)	37,869	-4.36%
<b>Total Pharmacy</b>	<b>\$ 10,951,557</b>	<b>\$ 10,368,603</b>	<b>(620,824)</b>	<b>-5.67%</b>
623-VISION	1,279,701	1,299,406	19,705	1.54%
<b>Total Vision</b>	<b>\$ 1,279,701</b>	<b>\$ 1,299,406</b>	<b>19,705</b>	<b>1.54%</b>
615-WELLNESS	1,054,773	1,074,885	20,112	1.91%
618-BENEFIT ADMINISTRATION	2,303,085	2,380,280	77,195	3.35%
<b>Total Other</b>	<b>\$ 3,357,858</b>	<b>\$ 3,455,165</b>	<b>97,307</b>	<b>2.90%</b>
<b>Grand Total</b>	<b>\$ 98,399,429</b>	<b>\$ 97,520,791</b>	<b>\$ (878,638)</b>	<b>-0.89%</b>

**Employee Self Insured Funds**

611-60 PERCENT STD	\$ 1,458,432	\$ 1,477,857	\$ 19,425	1.33%
612-50 PERCENT STD	306,351	341,493	35,142	11.47%
613-40 PERCENT STD	120,942	140,196	19,254	15.92%
<b>Total STD</b>	<b>\$ 1,885,725</b>	<b>\$ 1,959,546</b>	<b>73,821</b>	<b>3.91%</b>
<b>Total Revenue</b>	<b>\$ 100,285,154</b>	<b>\$ 99,480,336</b>	<b>(804,818)</b>	<b>-0.80%</b>

**Expenses**

601-MEDICAL HMO	\$ 37,435,446	\$ 36,758,501	\$ 676,945	1.81%
604-MEDICAL PPO	28,748,355	27,377,102	1,371,253	4.77%
606-MEDICAL HDHP W HSA	14,745,939	18,413,320	(3,667,381)	-24.87%
614-BEHAVIORAL HEALTH	1,360,180	1,171,208	188,972	13.89%
<b>Total Medical &amp; BH</b>	<b>\$ 82,289,920</b>	<b>\$ 83,720,131</b>	<b>\$ (1,430,211)</b>	<b>-1.74%</b>
629-SI DENTAL PPO	3,302,880	3,228,305	74,575	2.26%
<b>Total Dental</b>	<b>\$ 3,302,880</b>	<b>\$ 3,228,305</b>	<b>74,575</b>	<b>2.26%</b>
608-COINSURANCE PHARMACY	10,975,477	13,540,428	(2,564,951)	-23.37%
619-ONSITE PHARMACY CLINIC	1,359,000	1,510,693	(151,693)	-11.16%
620- BENEFITS ELIMINATIONS	(868,491)	(830,622)	(37,869)	4.36%
<b>Total Pharmacy</b>	<b>\$ 11,465,986</b>	<b>\$ 14,220,500</b>	<b>(2,754,514)</b>	<b>-24.02%</b>
623-VISION	1,279,882	1,092,459	187,423	14.64%
<b>Total Vision</b>	<b>\$ 1,279,882</b>	<b>\$ 1,092,459</b>	<b>187,423</b>	<b>14.64%</b>
615-WELLNESS	915,532	636,176	279,356	30.51%
618-BENEFIT ADMINISTRATION	2,109,275	1,895,237	214,038	10.15%
<b>Total Other</b>	<b>\$ 3,024,807</b>	<b>\$ 2,531,412</b>	<b>\$ 493,395</b>	<b>16.31%</b>
<b>Grand Total</b>	<b>\$ 101,363,475</b>	<b>\$ 104,792,806</b>	<b>\$ (3,429,331)</b>	<b>-3.38%</b>

**Employee Self Insured Funds**

611-60 PERCENT STD	\$ 1,679,269	\$ 1,674,461	\$ 4,808	0.29%
612-50 PERCENT STD	305,045	170,392	134,653	44.14%
613-40 PERCENT STD	125,948	91,670	34,278	27.22%
<b>Total STD</b>	<b>\$ 2,110,262</b>	<b>\$ 1,936,524</b>	<b>\$ 173,738</b>	<b>8.23%</b>
<b>Total Self-Insured</b>	<b>\$ 103,473,737</b>	<b>\$ 106,729,330</b>	<b>\$ (3,255,593)</b>	<b>-3.15%</b>