Dashboard - June 2016

Assets Available to Cover Recommended Reserve	Actual 6/30/2015	Actual 6/30/2016	Rating
Available Assets to Cover Reserve	15,884,448	11,493,779	
Recommended Reserve	14,634,068	14,634,068	
Assets in Excess/(Under) Reserve	1,250,380	(3,140,289)	Bad

Available Assets should remain between 100% and 150% of Recommend Reserve
This level would be between $14,634,068 and $21,951,102 in FY 2016

Corrective Action: Additional payment of $5.9 million from departments in FY 2017

Large Claims Costs per Plan	FY 2013	FY 2014	FY 2015	FY 2016	Increase	Rating
601-MEDICAL HMO	14,627,264	14,117,580	19,664,186	16,701,112	(2,963,074)	
604-MEDICAL PPO	12,019,846	15,666,695	15,125,390	15,899,175	773,785	
606-MEDICAL HDHP W HSA	3,531,048	7,491,323	10,202,018	11,369,642	1,167,625	
Total	30,178,157	37,275,598	44,991,594	43,969,929	(1,021,664)	
FY 2016 Increase					-2.3%	Good

Year to Year Increase should not exceed the Medical Inflation Rate of about 5%

Contract Size for Medical Plans	FY 2015	FY 2016	Rating
HMO	2.37	2.35	
PPO	2.31	2.30	
HDHP	2.56	2.60	
Total	2.39	2.38	
FY 2016 Increase		-0.4%	Good

Contract size should not increase on a year to year basis.

Change in Net Position	FY 2013	FY 2014	FY 2015	FY 2016	Below Target	Rating
Change in net position - Operating	2,251,264	(2,121,237)	(9,889,574)	1,943,709		
Less: Premium Holiday	0	(10,345,407)	(10,386,986)	(5,734,213)		
Change in net position - Net	2,251,264	(12,466,644)	(20,276,560)	(3,790,504)	(857,531)	
Percent versus 2016 Budgeted Revenues				-2.58%		Poor

As an Internal Service Fund, the Employee Benefits Trust should not fluctuate more than + - 2% of budgeted premiums from break even.
Budgeted Premiums $146,648,661 X 2% = $2,932,973

MARICOPA COUNTY
EMPLOYEE BENEFITS TRUST FUNDS
Financial Commentary
July 2016

Recent Operating Issues

Maricopa County Upgraded its financial system to a more advanced version of CGI Advantage effective 7/1/2016. This has caused some disruptions in normal financial processes and could affect the accuracy of reporting.

For the pay period ended 6/5/2015, a benefit holiday occurred in the amount of $5,734,213 for the Medical Plan premiums for both employee and employer portion of the premium. This was budgeted and approved by the Board of Supervisors.

Four premature babies were born near plan year end 2016. While the costs related to these events did not have a substantial impact on fiscal year 2016 results, it is expected that going forward claims costs could impact fiscal year 2017 results by two to three million dollars.

FY 2016 Unaudited Financial Results

The ending net position (fund balance) of the entire Benefit Trust was $13,844,145 on 6/30/2016 which was $1,454,929 higher than the net position projected in the forecast on 4/18/2016. The plans lost $3,790,504 for the full year due to the June benefit holiday of $5,734,213 which was partially offset by a positive operating margin of $1,943,709. The better results versus prior forecast are due to the non-realization of the pessimistic forecast for the 4th quarter which was based on past history. Per the chart below, the net assets ended the year $3,140,289 lower than recommended reserves

Comparison of Actual Results versus Forecast presented on 4/18/2016

	FY 2015 Actual 6/30/2015	FY 2016 Apr. Forecast 6/30/2016	FY 2016 June Actual 6/30/2016	Variance
Opening Fund Balance	37,899,371	15,850,114	15,850,114	
Less: Operating Margin / (Loss)	-9,435,741	530,181	1,943,709	1,413,528
Less: Premium Holiday	-10,840,819	-5,775,614	-5,734,213	41,401
Less: Pension Adjustment	-1,772,697	0	0	
Ending Fund Balance	15,850,114	10,604,681	12,059,610	1,454,929
Add: Net Pension Liability	1,784,535	1,784,535	1,784,535	0
Adjusted Ending Fund Balance	17,634,649	12,389,216	13,844,145	1,454,929
Remove S-T Disability Fund Balance	-1,750,201	-2,300,617	-2,350,366	-49,749
Available Assets to Cover Reserve	15,884,448	10,088,599	11,493,779	1,405,180
Recommended Reserve	14,634,068	14,634,068	14,634,068	0
Assets in Excess/(Under) Reserve	1,250,380	-4,545,469	-3,140,289	1,405,180

As of June 30, 2016, cash and cash equivalents were $28,247,566 as compared to the June 30, 2015 balance of $33,472,497; a decrease of $5,224,931. Cash that is not controlled directly by the County is shown in the prepaid insurance balance sheet account. This was $1,455,389 as of June 30th, 2016 versus a balance of $1,694,818 on June 30, 2015; a decrease of $239,429. 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 via sweeps. The combined reduction in cash-like balances year-to-date was $5,464,360.

The cost allocation rate being charged to departments was budgeted at a rate lower than the employer cost of benefit premiums. As cash is pulled from a clearing fund to record premium revenues, the money that comes into the fund via the cost allocation from departments is not great enough to cover the revenues reported. This created a receivable during the year which was mostly reversed via the June Benefit Holiday. The net remaining receivable of $789,786 will be reduced in the future due to differences between the benefit allocation rate and the employer portion of benefit premiums.

Review of Cash	6/30/2016	6/30/2015	Increase/ (Decrease)
Cash and cash equivalents	$ 28,247,566	$33,472,497	($5,224,931)
Prepaid insurance	1,455,389	1,694,818	($239,429)
Total Cash	$ 29,702,955	$35,167,315	($5,464,360)

Major Cash Changes for June 2016 YTD	**Cash Flows**
Total Cash 6/30/2015	$35,167,315
Net Margin	(3,790,504)
Change in Accr. Liabilities\Accounts Payable	(1,094,116)
Increase in IBNR Liability	385,361
Increase in Premium Deficiency from Departments	(789,786)
Other Net Uses of Cash	(175,315)
Total Reduction in Cash	(5,464,360)
Total Cash 6/30/2016	$29,702,955

Net loss for the plan year ended June 30th, 2016 was $3,790,504. This loss occurred mainly in the coinsurance pharmacy plan which lost $3,410,172 and which was offset by a positive net margin of $4.5 million in the medical plans before accounting for the impact of the premium holiday ($5.7 million).

Large Claims on a Paid Basis

Large claims were lower for Fiscal Year 2016 at $43,969,929 versus $44,991,594 for Fiscal Year 2015 which is a reduction of 2.3%. This favorable experience versus prior year Is mainly due to a reversal in the increase in claims in the HMO plan.

Large Claims Costs per Plan	**FY 2016**	**FY 2015**	**FY 2014**	**FY 2013**
601-MEDICAL HMO	16,701,112	19,664,186	14,117,580	14,627,264
604-MEDICAL PPO	15,899,175	15,125,390	15,666,695	12,019,846
606-MEDICAL HDHP W HSA	11,369,642	10,202,018	7,491,323	3,531,048
Total	43,969,929	44,991,594	37,275,598	30,178,157
Total Percent Change	-2.3%	20.7%	23.5%	

Operating Discussion – Year End 2016

Total expenditures in the Benefits Trust increased by $1.0 million to $150.9 million in fiscal year 2016 as compared to fiscal year 2015. The relatively minor increase was mainly helped out by the reduction in large claims by $1.0 million on a year to year basis. The major impacts on total expenditures can be seen in the chart below which highlights the continued significant increase in pharmaceutical claims of $2,679,378, which has been completely offset by reductions in the three medical plans.

Plan	FY 2015	FY 2016	Change
601-MEDICAL HMO	49,675,857	49,266,924	(408,933)
604-MEDICAL PPO	40,913,706	40,215,377	(698,329)
606-MEDICAL HDHP W HSA	26,671,377	25,029,599	(1,641,778)
608-COINSURANCE PHARMACY	18,783,263	21,462,641	2,679,378
Other Plans	13,839,397	14,978,816	1,139,419
Total Expenditures	149,883,600	150,953,356	1,069,756

Review of the Fund Balance Roll-Forward (excluding impact of Benefit Holiday)

The three Medical Plans had an operating margin of $4,484,604 for plan year 2016. The HMO, PPO, and High Deductible Health Plan had positive net margins of $2,972,652, $723,688, and $788,264 respectively. This favorable margin was largely due to the approximately 9% overall rate increase for the Trust and also due to less unfavorable large claim activity.

The Coinsurance Pharmacy Plan had a net loss of $3,410,172 for plan year 2016 partly due to increases in Hepatitis C drugs claims for Harvoni and increases in anti-arthritis, multiple sclerosis and other specialty drugs. In addition, there is the current trend in the industry to push generic price increases which adversely affect the County with its generic rate of around 82%.

The Short-Term Disability plans had a positive net margin of $600,164 for plan year 2016. Claims experience has been good and that will be closely examined when setting rates for Plan Year 2018.

July 2016 Year-To-Date Results

As of July 31, 2016, cash and cash equivalents were $26,435,133 as compared to the June 30, 2016 balance of $28,247,566; a decrease of $1,812,433. Cash that is not controlled directly by the County is shown in the prepaid insurance balance sheet account. This was $1,014,950 as of July 31st versus a balance of $1,455,389 on June 30, 2016; a decrease of $440,439. 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 via sweeps. The combined reduction in cash-like balances year-to-date was $2,252,872. On a functional basis, cash declined principally because of the $1,769,500 funding of the employer contribution to health savings accounts.

Review of Cash	7/31/2016	6/30/2016	Increase/ (Decrease)
Cash and cash equivalents	$ 26,435,133	$28,247,566	($1,812,433)
Prepaid insurance	1,014,950	1,455,389	($440,439)
Total Cash	$ 27,450,083	$29,702,955	($2,252,872)

Major Cash Changes for July 2016 YTD

Total Cash 6/30/2016	$29,702,955
Net Margin	(263,645)
Change in Accr. Liabilities\Accounts Payable	(260,725)
Decrease in IBNR Liability	(1,700,000)
Increase in Premium Deficiency from Departs	59,246
Other Net Uses of Cash	(87,748)
Total Reduction in Cash	(2,252,872)
Total Cash 7/31/2016	$27,450,083

Net Loss for July 2016 was $263,645. This loss was primarily caused by the funding of employee health savings accounts on 7/1/2016 in the amount of $1,769,500. Partially offsetting this funding, were low first month claims in the HDHP medical plan and a positive margin in the Benefit Administration Fund of $458,283. The positive margin in the Benefit Administration Fund is the planned higher than needed premium charged to the cost allocation fund which has been designed to bring total Trust Net assets back to a level sufficient to fund the recommended reserve for fiscal year 2017.

Insurance Premium Revenues

Premium revenues on a year-to-year basis change based on a combination of rate change, movement between plans, movement between plan tiers, as well as changes in overall enrollment. While the year-to-year rate change is the most significant, it is important to point out that the $881,437 increase in premiums per month shown below is expected to be enough to cover the net deficit incurred during FY 2016, as well as bring net asset levels to a level higher than recommended reserve. The increase in the Coinsurance Pharmacy Plan premiums of $303,897 month to month, were needed to cover Hepatitis C Drug costs, although now it has been observed that these prescriptions have tapered off as the cure has reduced the need for the drug. In addition, the benefit administration rate was increased to a level where it is anticipated to bring $5,937,120 additional revenue into the trust for the full year which will cover the current deficit versus the recommended reserve.

Payroll System Generated Premiums for July 2016 vs June 2016

Plan	Jun-16	Jul-16	Change	% Change
601-MEDICAL HMO	4,026,031	3,902,355	-123,676	-3.07%
604-MEDICAL PPO	3,535,275	3,628,418	93,142	2.63%
606-MEDICAL HDHP W HSA	2,205,681	2,342,939	137,258	6.22%
608-COINSURANCE PHARMACY	1,493,389	1,797,287	303,897	20.35%
Total Major Plans	11,260,377	11,670,998	410,621	3.65%
All Other Plans	1,228,784	1,699,600	470,816	38.32%
Total Benefits Trust	12,489,160	13,370,598	881,437	7.06%

Enrollment

Medical Plan enrollment decreased 245 in FY 2017, mainly due to several reductions in force that took place in the month of June 2016. It is expected that 100 of those let go will be hired back by the end of August. The change for FY 2017 shows that enrollment changes will have very little impact on premiums changes.

Medical Subscribers	FY 2017	FY 2016	2015	2014	17 Change
HMO	5,174	5,516	5,500	5,569	(342)
PPO	4,035	3,968	3,825	3,885	67
HDHP	2,172	2,142	2,161	1,857	30
Total	11,381	11,626	11,486	11,311	(245)

FY 2017 Forecast

As of this date the following general statements can be made regarding the forecast for FY 2017:

1) It appears that the Trust is on track to generate enough margin to cover the gap between the recommended reserve and net assets.
2) The Trust will incur about a $2,000,000 hit from the birth of four pre-mature babies near the end of Plan Year 2016.
3) The problem with increased pharmacy claims from Hepatitis C may be relaxing somewhat in FY 2017.

MARICOPA COUNTY
EMPLOYEE BENEFITS TRUST FUND
Statements of Revenues, Expenses, and
Changes in Net Assets —Internal Service Funds
YTD as of July 31, 2016

	YTD 7/31/2016	YTD 6/30/2016	YTD 6/30/2015	Full Year 6/30/2014	Full Year 6/30/2013	Full Year 6/30/2012
Operating revenues:						
Operating it	$ 13,461,866	$ 147,000,368	$ 129,363,895	$ 127,869,594	$ 127,318,181	$ 122,941,566
Other income	362,013	0	11,311	3,479,437		
Investment income	0	162,484	231,834	15,139	284,792	443,209
Total operating revenues	$ 13,823,879	$ 147,162,852	$ 129,607,040	$ 131,364,170	$ 127,602,973	$ 123,384,775
Operating expenses:						
Losses and loss expenses	12,893,096	139,249,704	137,910,815	134,052,986	111,466,606	114,179,304
All other expenses	1,194,428	11,703,652	11,972,785	6,362,562	7,706,150	7,060,881
Total operating expenses	$ 14,087,524	$ 150,953,356	$ 149,883,600	$ 140,415,548	$ 119,172,756	$ 121,240,185
Nonoperating revenues:						
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
Total nonoperating revenues	$ -	$ -	$ -	$ (3,415,266)	$ (6,178,953)	$ -
Change in net position	(263,645)	(3,790,504)	(20,276,560)	(12,466,644)	2,251,264	2,144,590
Total net position - Beginning	12,059,610	15,850,114	37,899,371	45,418,987	43,167,723	41,023,133
Open Fund Balance Adjustment			(1,772,697)	4,947,028		
Total net position - Ending	$ 11,795,965	$ 12,059,610	$ 15,850,114	$ 37,899,371	$ 45,418,987	$ 43,167,723

Maricopa County
Employee Benefits Trust Funds
Statements of Net Assets - Internal Service Funds
July 31, 2016, June 30, 2016, June 30, 2015, June 30, 2014, June 30, 2013, and June 30, 2012

	7/31/2016	6/30/2016	6/30/2015	6/30/2014	6/30/2013	6/30/2012
Assets						
Cash and cash equivalents	$ 26,435,133	$ 28,247,566	$ 33,472,497	$ 45,855,345	$ 60,786,170	$ 60,636,639
Interest receivable	33,804	33,804	48,819	70,893	81,633	42,598
Accounts receivable	931,777	805,494	598,705	6,702,546	570,404	924,206
Due from Other Departments	730,540	789,786	0	0		
Prepaid insurance	1,014,950	1,455,389	1,694,818	2,748,710	2,606,982	1,411,102
Deferrred Outflows Related to Pension	245,692	245,692	245,692			
Capital assets, net	18,284	18,284	27,832	5,926	0	0
	$ 29,410,180	$ 31,596,015	$ 36,088,363	$ 55,383,420	$ 64,045,189	$ 63,014,545
Liabilities						
Accounts payable	37,060	985,926	2,482,703	1,147,163	586,562	88,404
Accrued Liabilities	2,949,848	2,261,707	1,859,046	4,490,145	9,617,663	5,554,366
Employee compensation payable	223,615	185,084	178,173	159,445	135,030	3,268,085
Net Pension Liability	1,728,045	1,728,045	1,728,045			
Deferrred Inflows Related to Pension	302,182	302,182	302,182			
Reserve for losses and loss expenses	12,373,461	14,073,461	13,688,100	11,687,296	8,286,947	10,935,968
	$ 17,614,211	$ 19,536,405	$ 20,238,249	$ 17,484,049	$ 18,626,202	$ 19,846,823
Net Position						
Invested in capital assets	27,832	27,832	27,832	5,926	0	0
Unrestricted (deficit)	11,768,133	12,031,778	15,822,282	37,893,445	45,418,987	43,167,723
	$ 11,795,965	$ 12,059,610	$ 15,850,114	$ 37,899,371	$ 45,418,987	$ 43,167,723

MARICOPA COUNTY
EMPLOYEE BENEFITS TRUST FUNDS
Fund Balance Roll-Forward
Twelve Months Ended June 30, 2016

Self Insured Funds Fund	Expenditures	Revenues	Net	Fund Balance 7/1/2015	Fund Balance 6/30/2016
601-MEDICAL HMO	$ 49,266,924	$ 50,212,503	945,579	1,854,530	2,800,109
604-MEDICAL PPO	40,215,377	39,161,605	(1,053,772)	(12,091,905)	(13,145,677)
606-MEDICAL HDHP W HSA	25,029,599	24,709,789	(319,809)	(9,604,401)	(9,924,210)
Total Medical & BH	**$ 114,511,899**	**$ 114,083,897**	**$ (428,002)**	**$ (19,841,776)**	**$ (20,269,778)**
608-COINSURANCE PHARMACY	21,462,641	17,303,883	(4,158,758)	13,131,017	8,972,259
619-ONSITE PHARMACY CLINIC	2,364,206	1,731,196	(633,010)	(1,192,948)	(1,825,957)
620-BENEFITS ELIMINATIONS	(1,240,255)	(1,240,255)	0	0	0
Total Pharmacy	**$ 22,586,592**	**$ 17,794,824**	**$ (4,791,768)**	**$ 11,938,069**	**$ 7,146,301**
614-BEHAVIORAL HEALTH	1,577,641	1,687,622	109,981	5,501,893	5,611,874
629-SI DENTAL PPO	4,230,103	4,175,157	(54,945)	5,752,575	5,697,629
623-VISION	1,493,040	1,706,834	213,794	771,468	985,263
615-WELLNESS	1,662,380	1,565,154	(97,226)	4,768,012	4,670,786
618-BENEFIT ADMINISTRATION	2,667,113	3,324,610	657,497	5,209,672	5,867,169
999-BENEFITS CLEARING	0	(0.00)	(0)		(0)
Total Other	**$ 11,630,277**	**$ 12,459,378**	**$ 829,101**	**$ 22,003,620**	**$ 22,832,721**
Grand Total	**$ 148,728,768**	**$ 144,338,099**	**$ (4,390,669)**	**$ 14,099,913**	**$ 9,709,244**

Employee Self Insured Funds					
611-60 PERCENT STD	1,772,344	2,087,718	315,374	(556,765)	(241,391)
612-50 PERCENT STD	360,739	532,422	171,684	1,443,897	1,615,581
613-40 PERCENT STD	91,505	204,612	113,107	863,069	976,176
Total STD	**$ 2,224,588**	**$ 2,824,752**	**$ 600,164**	**$ 1,750,201**	**$ 2,350,365**
Total Self-Insured	**$ 150,953,356**	**$ 147,162,852**	**$ (3,790,505)**	**$ 15,850,114**	**$ 12,059,610**
Benefit Holiday			5,734,213		
Adjusted Net Margin			1,943,708		

Large Claims (>$50,000)	YTD Large	% of expenditures	Prior Y to Date	Increase
601-MEDICAL HMO	16,701,112	33.90%	19,664,186	-15.1%
604-MEDICAL PPO	15,899,175	39.54%	15,125,390	5.1%
606-MEDICAL HDHP W HSA	11,369,642	45.42%	10,202,018	11.4%
	$ 43,969,929	38.40%	$ 44,991,594	-2.3%

Fully Insured (Agency) Funds Fund	Expenditures	Revenues	Net	Fund Balance 7/1/2015	Fund Balance 6/30/2016
607-FI DENTAL PPO	$ 4,892,787	$ 4,547,226	$ (345,561)	$ 434,653	$ 89,092
625-FI PREPAID DENTAL	226,533	231,048	4,514	106,850	111,365
Total Dental	**$ 5,119,320**	**$ 4,778,274**	**$ (341,047)**	**$ 541,504**	**$ 200,457**
621-FLEX SPENDING HEALTH	2,362,603	2,362,602	(0)	0.34	(0.00)
622-FLEX SPENDING DEP CARE	1,045,999	1,045,999	0	0	0.00
Total FSA	**$ 3,408,602**	**$ 3,408,601**	**$ (0)**	**$ 0**	**$ (0)**
626-FI LIFE AND AD AND D	627,690	633,084	5,394	36,126	41,520
627-SUPPLEMENTAL LIFE	3,820,060	3,890,309	70,249	182,267	252,516
630-DEPENDENT LIFE	405,971	412,920	6,949	1,891	8,840
Total Life and AD&D	**$ 4,853,722**	**$ 4,936,313**	**$ 82,591**	**$ 220,284**	**$ 302,875**
628-EMPLOYEE ASSISTANCE	386,009	421,110	35,100	2,400	37,500
631-VOLUNTARY BENEFITS	718,003	723,213	5,210	(6,223)	(1,013)
632-Senior Select	0	0	0	0	0
Total Others	**$ 1,104,012**	**$ 1,144,322**	**$ 40,310**	**$ (3,824)**	**$ 36,487**
Total Agency Funds	**$ 14,485,656**	**$ 14,267,511**	**$ (218,145)**	**$ 757,964**	**$ 539,819**

MARICOPA COUNTY
EMPLOYEE BENEFITS TRUST FUNDS
Fund Balance Roll-Forward Without Impact of Benefit Holiday
Twelve Months Ended June 30, 2016

Self Insured Funds Fund	Expenditures	Revenues	Net	Fund Balance 7/1/2015	Fund Balance 6/30/2016
601-MEDICAL HMO	$ 49,266,924	$ 52,239,575	2,972,652	1,854,530	4,827,181
604-MEDICAL PPO	40,215,377	40,939,065	723,688	(12,091,905)	(11,368,216)
606-MEDICAL HDHP W HSA	25,029,599	25,817,863	788,264	(9,604,401)	(8,816,137)
Total Medical & BH	**$ 114,511,899**	**$ 118,996,503**	**$ 4,484,604**	**$ (19,841,776)**	**$ (15,357,172)**
608-COINSURANCE PHARMACY	21,462,641	18,052,469	(3,410,172)	13,131,017	9,720,844
619-ONSITE PHARMACY CLINIC	2,364,206	1,731,196	(633,010)	(1,192,948)	(1,825,957)
620-BENEFITS ELIMINATIONS	(1,240,255)	(1,240,255)	0	0	0
Total Pharmacy	**$ 22,586,592**	**$ 18,543,410**	**$ (4,043,182)**	**$ 11,938,069**	**$ 7,894,887**
614-BEHAVIORAL HEALTH	1,577,641	1,760,643	183,002	5,501,893	5,684,896
629-SI DENTAL PPO	4,230,103	4,175,157	(54,945)	5,752,575	5,697,629
623-VISION	1,493,040	1,706,834	213,794	771,468	985,263
615-WELLNESS	1,662,380	1,565,154	(97,226)	4,768,012	4,670,786
618-BENEFIT ADMINISTRATION	2,667,113	3,324,610	657,497	5,209,672	5,867,169
999-BENEFITS CLEARING	0	(0.00)	(0)		(0)
Total Other	**$ 11,630,277**	**$ 12,532,399**	**$ 902,122**	**$ 22,003,620**	**$ 22,905,742**
Grand Total	**$ 148,728,768**	**$ 150,072,312**	**$ 1,343,544**	**$ 14,099,913**	**$ 15,443,457**
Employee Self Insured Funds					
611-60 PERCENT STD	1,772,344	2,087,718	315,374	(556,765)	(241,391)
612-50 PERCENT STD	360,739	532,422	171,684	1,443,897	1,615,581
613-40 PERCENT STD	91,505	204,612	113,107	863,069	976,176
Total STD	**$ 2,224,588**	**$ 2,824,752**	**$ 600,164**	**$ 1,750,201**	**$ 2,350,365**
Total Self-Insured	**$ 150,953,356**	**$ 152,897,065**	**$ 1,943,708**	**$ 15,850,114**	**$ 17,793,823**

Large Claims (>$50,000)	YTD Large	% of expenditures	Prior Y to Date	Increase
601-MEDICAL HMO	16,701,112	33.90%	19,664,186	-15.1%
604-MEDICAL PPO	15,899,175	39.54%	15,125,390	5.1%
606-MEDICAL HDHP W HSA	11,369,642	45.42%	10,202,018	11.4%
	$ 43,969,929	38.40%	$ 44,991,594	-2.3%

Fully Insured (Agency) Funds Fund	Expenditures	Revenues	Net	Fund Balance 7/1/2015	Fund Balance 6/30/2016
607-FI DENTAL PPO	$ 4,892,787	$ 4,547,226	$ (345,561)	$ 434,653	$ 89,092
625-FI PREPAID DENTAL	226,533	231,048	4,514	106,850	111,365
Total Dental	**$ 5,119,320**	**$ 4,778,274**	**$ (341,047)**	**$ 541,504**	**$ 200,457**
621-FLEX SPENDING HEALTH	2,362,603	2,362,602	(0)	0	(0)
622-FLEX SPENDING DEP CARE	1,045,999	1,045,999	0	0	0
Total FSA	**$ 3,408,602**	**$ 3,408,601**	**$ (0)**	**$ 0**	**$ (0)**
626-FI LIFE AND AD AND D	627,690	633,084	5,394	36,126	41,520
627-SUPPLEMENTAL LIFE	3,820,060	3,890,309	70,249	182,267	252,516
630-DEPENDENT LIFE	405,971	412,920	6,949	1,891	8,840
Total Life and AD&D	**$ 4,853,722**	**$ 4,936,313**	**$ 82,591**	**$ 220,284**	**$ 302,875**
628-EMPLOYEE ASSISTANCE	386,009	421,110	35,100	2,400	37,500
631-VOLUNTARY BENEFITS	718,003	723,213	5,210	(6,223)	(1,013)
632-Senior Select			0	0	0
Total Others	**$ 1,104,012**	**$ 1,144,322**	**$ 40,310**	**$ (3,824)**	**$ 36,487**
Total Agency Funds	**$ 14,485,656**	**$ 14,267,511**	**$ (218,145)**	**$ 757,964**	**$ 539,819**

MARICOPA COUNTY
EMPLOYEE BENEFITS TRUST FUNDS
Fund Balance Roll-Forward
One Month Ended July 31, 2016

Self Insured Funds Fund	Expenditures	Revenues	Net	Fund Balance 7/1/2016	Fund Balance 7/31/2016
601-MEDICAL HMO	$ 4,195,650	$ 4,214,829	19,179	2,800,109	2,819,288
604-MEDICAL PPO	3,801,346	3,484,901	(316,444)	(13,145,677)	(13,462,121)
606-MEDICAL HDHP W HSA	3,116,527	2,661,428	(455,099)	(9,924,210)	(10,379,309)
Total Medical & BH	**$ 11,113,523**	**$ 10,361,158**	**$ (752,364)**	**$ (20,269,778)**	**$ (21,022,142)**
608-COINSURANCE PHARMACY	1,695,880	1,797,287	101,407	8,972,258	9,073,665
619-ONSITE PHARMACY CLINIC	162,000	114,000	(48,000)	(1,825,957)	(1,873,957)
620-BENEFITS ELIMINATIONS	(80,000)	(80,000)	0	0	0
Total Pharmacy	**$ 1,777,880**	**$ 1,831,287**	**$ 53,407**	**$ 7,146,301**	**$ 7,199,708**
614-BEHAVIORAL HEALTH	126,684	124,531	(2,153)	5,611,874	5,609,721
629-SI DENTAL PPO	382,638	349,189	(33,449)	5,697,629	5,664,181
623-VISION	150,843	142,993	(7,850)	985,263	977,413
615-WELLNESS	105,746	128,555	22,809	4,670,786	4,693,595
618-BENEFIT ADMINISTRATION	196,458	655,384	458,926	5,867,169	6,326,095
999-BENEFITS CLEARING			0	0	0
Total Other	**$ 962,369**	**$ 1,400,652**	**$ 438,283**	**$ 22,832,721**	**$ 23,271,004**
Grand Total	**$ 13,853,772**	**$ 13,593,097**	**$ (260,674)**	**$ 9,709,244**	**$ 9,448,570**

Employee Self Insured Funds					
611-60 PERCENT STD	161,139	166,811	5,672	(241,391)	(235,719)
612-50 PERCENT STD	48,410	46,621	(1,788)	1,615,581	1,613,793
613-40 PERCENT STD	24,203	17,348	(6,854)	976,176	969,322
Total STD	**$ 233,752**	**$ 230,781**	**$ (2,971)**	**$ 2,350,366**	**$ 2,347,395**
Total Self-Insured	**$ 14,087,523**	**$ 13,823,878**	**$ (263,645)**	**$ 12,059,610**	**$ 11,795,965**

Large Claims (>$50,000)	YTD Large	% of expenditures	Prior Y to Date	Increase
601-MEDICAL HMO	602,096	14.35%	477,305	26.1%
604-MEDICAL PPO	1,261,309	33.18%	1,081,183	16.7%
606-MEDICAL HDHP W HSA	503,338	16.15%	464,077	8.5%
	$ 2,366,743	21.30%	$ 2,022,566	17.0%

Fully Insured (Agency) Funds Fund	Expenditures	Revenues	Net	Fund Balance 7/1/2016	Fund Balance 7/31/2016
607-FI DENTAL PPO	$ 448,692	$ 443,710	$ (4,982)	$ 89,092	$ 84,110
625-FI PREPAID DENTAL	19,237	18,761	(476)	111,365	110,888
Total Dental	**$ 467,929**	**$ 462,471**	**$ (5,459)**	**$ 200,457**	**$ 194,998**
621-FLEX SPENDING HEALTH	285,892	201,186	(84,705)	0	(84,705)
622-FLEX SPENDING DEP CARE	14,729	82,910	68,181	0	68,181
Total FSA	**$ 300,620**	**$ 284,096**	**$ (16,525)**	**$ -**	**$ (16,525)**
626-FI LIFE AND AD AND D	52,771	52,135	(636)	41,520	40,883
627-SUPPLEMENTAL LIFE	339,426	335,261	(4,165)	252,516	248,350
630-DEPENDENT LIFE	35,353	34,750	(603)	8,840	8,237
Total Life and AD&D	**$ 427,551**	**$ 422,146**	**$ (5,405)**	**$ 302,875**	**$ 297,471**
628-EMPLOYEE ASSISTANCE	70,786	35,732	(35,054)	37,500	2,446
631-VOLUNTARY BENEFITS	77,791	63,387	(14,404)	(1,013)	(15,417)
Total Others	**$ 148,576**	**$ 99,118**	**$ (49,458)**	**$ 36,487**	**$ (12,971)**
Total Agency Funds	**$ 1,344,677**	**$ 1,267,831**	**$ (76,846)**	**$ 539,819**	**$ 462,973**

Employee Benefits Trust Funds
Balance Sheet Details
July 31, 2016, June 30, 2016, June 30, 2015, June 30, 2014, June 30, 2013, and June 30, 2012

	7/31/2016	6/30/2016	6/30/2015	6/30/2014	6/30/2013	6/30/2012
Accounts receivable						
COBRA Receivable	$ 278,542	$ 427,168	$ 114,545	$ 60,052	$ 61,592	$ 164,058
Cigna HMO	0	0	0	5,916,967	1,057	1,154
Dental	271,851				1,154	1,057
Wellness	0	0	0	238,540		
Catamaran Rebate	381,384	378,326	484,160	486,988	506,600	757,936
Total Accounts receivable	**$ 931,777**	**$ 805,494**	**$ 598,705**	**$ 6,702,547**	**$ 570,403**	**$ 924,205**
Prepaid insurance						
STD	$ 142,062	$ 132,272	$ 207,152	$ 131,947	$ 87,530	$ 94,567
Vision	(114,227)	0	0	0	0	4,989
Dental	65,312	92,340	116,442	99,851	17,190	
Medical	921,802	1,230,777	1,371,224	2,516,912	2,502,262	1,311,547
Total prepaid insurance	**$ 1,014,949**	**$ 1,455,389**	**$ 1,694,818**	**$ 2,748,710**	**$ 2,606,982**	**$ 1,411,103**
Accounts Payable						
Medical	$ -	$ -	$ 332,319	$ 26,649	$ -	$ -
Behavioral Health	18,492	0	0	0	65,355	38,030
Vision	5,813	0	73,847	67,670	280,230	
Pharmacy	0	985,926	1,811,493	751,753		
STD	0	0	13,574	19,266	13,978	11,929
Dental	0	0			0	5,754
Benefits Administration	0	0	36,247	106,849	0	23,474
WELLNESS	12,754	0	9,052	55,576	18,399	9,218
619-ONSITE PHARMACY CLINIC	0	0	206,173	119,395	208,601	
Total accounts payable	**$ 37,059**	**$ 985,926**	**$ 2,482,705**	**$ 1,147,158**	**$ 586,563**	**$ 88,405**
Accrued Liabilities						
Medical	$ 2,065,687	$ 1,619,847	$ 1,485,457	$ 3,760,742	$ 1,664,741	$ 2,846,956
Pharmacy	0	0			524,517	625,425
Behavioral Health	21,689	21,689	0	0	355	
Vision	62,217	62,217	0	0	(132,683)	0
Dental	211,604	161,196	187,828	141,484	157,837	139,519
STD	23,502	9,120	0	0	6,178,953	
Accrued Employee Rebate						
618-BENEFITS ADMINISTRATION	441,799	354,833	0	0		
619-ONSITE PHARMACY CLINIC	48,000	2	0	0		
999-BENEFITS CLEARING	75,350	32,800	185,754	587,921	1,223,942	1,942,466
HEALTH SELECT SI TRUST						
Total Accrued Liabilities	**$ 2,949,848**	**$ 2,261,704**	**$ 1,859,039**	**$ 4,490,147**	**$ 9,617,662**	**$ 5,554,366**
Employee compensation payable						
Consumer Choice Pharmacy Employee Allowa	$ -	$ -	$ -		$ 6,609	$ 3,122,217
618-Employee compensation payable	137,841	143,075	135,205	117,960	128,422	145,869
615-Employee compensation payable	85,774	42,008	42,968	41,485		
Total Employee Comp Accrual	**$ 223,615**	**$ 185,083**	**$ 178,173**	**$ 159,445**	**$ 135,031**	**$ 3,268,086**
Reserve for losses and loss expenses -IBNR Details						
Medical- HMO	$ 3,850,000	$ 3,850,000	$ 3,236,668	$ 3,507,145	$ 2,832,087	$ 5,226,188
Medical - PPO	4,500,000	5,500,000	5,671,905	4,227,380	2,583,203	3,738,425
Medical - HDHP	2,600,000	3,300,000	3,356,066	2,500,096	1,580,489	823,806
Pharmacy	9,403	9,403	9,403			
Behavioral Health	128,297	128,297	128,297	226,157	293,592	231,766
Vision	167,817	167,817	167,817	143,530	161,597	107,576
Dental	654,002	654,002	654,002	553,998	466,041	484,345
STD	463,942	463,942	463,942	528,990	369,937	323,861
Total Reserve for losses and loss expens	**$ 12,373,461**	**$ 14,073,461**	**$ 13,688,100**	**$ 11,687,296**	**$ 8,286,946**	**$ 10,935,967**