



Garfield Re-2 School District
Board of Education Meeting
February 26, 2025

Agenda



CEBT Rate Renewal



CEBT Value Add Benefits



Strategy



Q & A

CEBT – Colorado Employer Benefit Trust

Mission Statement: To provide quality health benefit options at a competitive cost with superior service to eligible employer groups.”



Self-funded, Non-Profit Trust

- Providing employee benefits (medical, dental, vision, life)
- For Colorado public entities



Spreading Risk

- Spreading risk of adverse claims over a large base of members



Economies of Scale

- >450 employer groups, **99 school districts**
- 37,000 employees and dependents
- Economies of scale allow for low administrative costs and negotiating power



Financially Strong

- \$370 million in annual premium deposits, \$74 million in assets
- Fully Funded Reserves for **Incurred But Not Reported (IBNR) & Plan Stabilization Reserve (PSR)**
- Lower and more consistent rate increases



Garfield Re-2 School District Medical Utilization

January 2024 – December 2024

MONTH	MEDICAL ENROLLMENT	CONTRIBUTIONS	PAID CLAIMS	RX CLAIMS	TOTAL PAID CLAIMS	LOSS RATIO	12 MONTH ROLLING LOSS RATIO
January 2024	519	\$ 570,677	\$ 589,368	\$ 126,414	\$ 715,781	125.4%	99.1%
February 2024	520	\$ 587,338	\$ 260,716	\$ 104,384	\$ 365,100	62.2%	95.5%
March 2024	517	\$ 579,455	\$ 306,372	\$ 78,897	\$ 385,269	66.5%	94.7%
April 2024	520	\$ 575,810	\$ 500,100	\$ 116,148	\$ 616,248	107.0%	94.3%
May 2024	519	\$ 577,636	\$ 650,182	\$ 82,846	\$ 733,028	126.9%	96.4%
June 2024	517	\$ 574,589	\$ 560,338	\$ 102,987	\$ 663,326	115.4%	98.8%
July 2024	511	\$ 612,473	\$ 695,003	\$ 114,531	\$ 809,534	132.2%	100.3%
August 2024	465	\$ 560,586	\$ 479,909	\$ 88,192	\$ 568,101	101.3%	100.5%
September 2024	489	\$ 586,051	\$ 910,043	\$ 95,634	\$ 1,005,677	171.6%	106.0%
October 2024	503	\$ 620,219	\$ 622,142	\$ 139,722	\$ 761,864	122.8%	110.4%
November 2024	506	\$ 611,096	\$ 670,893	\$ 86,556	\$ 757,449	123.9%	112.7%
December 2024	503	\$ 611,010	\$ 840,182	\$ 126,980	\$ 967,162	158.3%	118.1%
Grand Total		\$ 7,066,940	\$ 7,085,249	\$ 1,263,290	\$ 8,348,539	118.1%	
Total Claims > \$750k					\$ 0		
Net Total					\$ 8,348,539	118.1%	

- **Loss Ratio** = $\frac{\text{Total Paid Claims}}{\text{Contributions}}$
- Metric used to measure medical costs as a percentage of premiums
- Overall loss ratio ended at **~118%**
- CEBT's breakeven loss ratio is ~91.5% due to fixed expenses running at 8.5%
- Data includes RX claims

Garfield Re-2 Dental & Vision Utilization

January 2024 – December 2024

Dental Utilization

MONTH	DENTAL ENROLLMENT	CONTRIBUTIONS	PAID CLAIMS	TOTAL PAID CLAIMS	LOSS RATIO	12 MONTH ROLLING LOSS RATIO
January 2024	444	\$ 23,348	\$ 22,780	\$ 22,780	97.6%	95.1%
February 2024	444	\$ 23,723	\$ 23,040	\$ 23,040	97.1%	96.6%
March 2024	441	\$ 23,301	\$ 23,661	\$ 23,661	101.5%	96.2%
April 2024	443	\$ 23,357	\$ 20,057	\$ 20,057	85.9%	95.1%
May 2024	440	\$ 23,431	\$ 19,887	\$ 19,887	84.9%	96.3%
June 2024	438	\$ 23,204	\$ 29,762	\$ 29,762	128.3%	97.1%
July 2024	454	\$ 26,470	\$ 26,809	\$ 26,809	101.3%	97.1%
August 2024	414	\$ 24,341	\$ 27,824	\$ 27,824	114.3%	96.8%
September 2024	432	\$ 25,196	\$ 17,994	\$ 17,994	71.4%	96.4%
October 2024	447	\$ 26,603	\$ 24,122	\$ 24,122	90.7%	96.3%
November 2024	449	\$ 26,271	\$ 17,304	\$ 17,304	65.9%	93.1%
December 2024	448	\$ 26,502	\$ 21,526	\$ 21,526	81.2%	92.9%
Grand Total		\$ 295,747	\$ 274,764	\$ 274,764	92.9%	
Net Total				\$ 274,764	92.9%	

COVERAGE	AVERAGE ENROLLMENT	CONTRIBUTIONS	TOTAL PAID CLAIMS	LOSS RATIO
Dental				
Dental B	441	\$ 295,747	\$ 274,764	92.9%
Total Dental	441	\$ 295,747	\$ 274,764	92.9%

COVERAGE	AVERAGE ENROLLMENT	CONTRIBUTIONS	TOTAL PAID CLAIMS	LOSS RATIO
Vision				
Vision B	369	\$ 50,513	\$ 35,970	71.2%
Total Vision	369	\$ 50,513	\$ 35,970	71.2%

- Dental Utilization – Plan has high utilization with loss ratio **~93%**
- Dental Increase = 5%
 - This plan had a 5% increase last year, but prior to that no increase in 7 years
- Vision is running well, no increase needed

Garfield Re-2 School District Rate Renewal

- Loss Ratio after adding Health Center Costs = **121.5%**
- Large claims dollars > \$100K = \$1,905,018
 - This is a pooling point within CEBT so these claims get taken out and spread amongst the rest of the Trust
 - This brought loss ratio from 121.5% to 94.6%
- This allowed the District to drop from highest Category 7 (22% Increase) to Category 5 with a 16.5% Increase
- July 2025 Medical Rate Increase = 16.5%
- 3 Levels of Protection**
 - Trust overall
 - Claims over \$750K
 - Claims over \$100K
- Medical** = 16.5% Increase
- Dental** = 5% Increase
- Vision** = 0% Increase
- Life** = 0% Increase

CEBT Benefit by Trust		CEBT Utilization and Loss Ratio Summary		
		Data from January 2024 through December 2024		
		For the July 2025 Rate Renewal		
Group Name:	Garfield School District Re-2 (Rifle)			
Group Number:	21			
	Claims	Contributions	Loss Ratio	
CEBT Self-Funded Plans	\$ 8,348,539	\$ 7,066,940	118.1%	118.1%
Kaiser Plans	\$ -	\$ -	0.0%	
Health Center Operating Costs	\$ 239,967			
Gross Costs and Loss Ratio	\$ 8,588,506	\$ 7,066,940	121.5%	
Claims over \$750k	\$ -			
Initial Loss Ratio for Renewal	\$ 8,588,506	\$ 7,066,940	121.5%	7
Claims over \$100k to \$750k	\$ (1,905,018)			
Net Loss Ratio for Renewal*	\$ 6,683,488	\$ 7,066,940	94.6%	5

**Groups can only drop up to two categories from the Initial Loss Ratio category*

July 2025 Rate Increase by Loss Ratio Category	Loss Ratio Category		Rate Increase
	1	0.00% -- 77.99%	5.50%
2	78.00% -- 82.99%	8.50%	
3	83.00% -- 87.99%	11.50%	
4	88.00% -- 92.99%	13.00%	
5	93.00% -- 97.99%	16.50%	
6	98.00% -- 102.99%	19.50%	
7	103.00% -- and over	22.00%	

Benefit Changes for 7/1/2025

- **Lantern Infusion Care**—A site-of-care management program for infusion therapy through Lantern will be available for those enrolled in the CEBT PPO, HD, and Surest plans. This program allows for lower negotiated rates on infusions either in-home or at ambulatory infusion centers, providing members access to the most appropriate site of care with no member cost share on the PPO and Surest plans and after deductible on HDHP plans. Being treated outside of a hospital setting, members will have access to personalized support from a clinical care team to educate and guide them during their infusion therapy journey.
- **PrudentRx Specialty Drug Cost Savings Program**—PrudentRx is a copay assistance program designed to help with the out-of-pocket costs of specialty medications under Caremark’s prescription drug benefits on the CEBT PPO plans. Through this program, members will have access to manufacturer copay assistance programs, reducing the out-of-pocket costs to \$0 for certain *eligible specialty drugs*.
- **Telemedicine (CEBT HDHP Plans Only)**—Due to the expiration of the CAA safe harbor extension, services through Teladoc and the CEBT Health & Wellness Centers will resume cost sharing for members on CEBT high-deductible health plans (HDHP). Services through Teladoc will have a \$49 fee, and Tele-visits through the CEBT Health & Wellness Centers will have a \$45 fee.

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CEBT Value Add Benefits



Strategy



Q & A

CEBT Value Added Benefits



CEBT Health & Wellness Centers



Cost & Quality Transparency Tool



Surgical Concierge Solution
At Home Infusion Therapy



Employee Assistance Program (EAP)



Comprehensive and Personalized Mental
Health Care Platform



Telemedicine



A UnitedHealthcare Company
Cancer Resource Services
Maternity Management Program



Digital Disease Program



CEBT Customer Service & Member
Benefit Advocacy

Utilizing these benefits will help you to be a smarter consumer of your healthcare and are ways to keep costs down for you, the school district, and CEBT overall.

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Considerations



Strategy

- Located in an extremely high-cost area paired with inflation – Cost of medical services increasing
- Not alone – The other school districts in mountain resort areas are struggling with the same high cost of claims as are counties and towns
- Consider seeking care from lower cost providers in Grand Junction and Denver
- Need to increase use of value-added benefits such as Healthcare Bluebook, Lantern, Teladoc, Omada, etc. – **WTW & Re-2 are partnering together to push benefit education during open enrollment**
- Increase use of the CEBT Health Centers (Rifle, Glenwood Springs, Gypsum)

Considerations



Strategy

- Re-2 made big plan changes in 2023 and 2024
- With the PPO8 and HDHP4 Re-2 is reaching the end of the plan options – There aren't many higher deductible, lower cost plan options to move to
- Changing plans every year is not ideal – Requires a lot of education, tough adjustment for employees, administrative burden
- It's good to stay the course if you can, and save plan changes for potential necessity in the future
- Contribution Strategy – Consider District's philosophy (i.e. prioritizing paying for Children coverage versus Spouses)
- **Recommendation** – Keep same plan offerings for another year, change contribution strategy to help absorb increase, save the tactic of moving to higher deductible plans for a future year.

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Questions?

