



Diocesan Group Insurance Plans

PAUL CARLSON

DECEMBER 1, 2020

Diocese of Des Moines
Health and Welfare Trust
Retention Fund

	FY2017	FY2018	FY2019	FY2020	FY2021
Revenue from Premiums	5,956,017	6,316,161	6,478,538	7,159,659	
Group Plan subsidy for priests	(75,000)	(75,000)	(100,000)	(100,000)	
Health Insurance expense	5,842,063	6,061,671	6,494,390	6,889,125	
Audit, ACA fees, and Trust expenses	37,240	7,222	7,620	10,237	
OPERATIONAL SURPLUS/DEFICIT	1,714	172,268	(123,472)	160,297	
as a % of premiums	0.0%	2.7%	-1.9%	2.2%	
Self-funded Dental Surplus	9,779	(17,301)	838	77,495	
Other Benefits		58	(356)	1,604	
Investment Gain/Loss less investment fees	439,920	282,125	154,453	132,485	
Overall Net Surplus (Deficit)	451,413	437,150	31,463	371,881	
Retention Fund	5,009,260	5,446,410	5,477,873	5,849,754	
health insurance HMO premium increase	3.9%	2.1%	0.9%	7.0%	5.5%
health insurance PPO premium increase	0.4%	2.1%	0.9%	7.0%	5.5%
			proposed by Milliman	8.6%	6.4%

NOTE:

Claims in FY2020 were outpacing premiums resulting in a deficit before the pandemic hit in the 3rd quarter

Diocese of Des Moines
Group Insurance Plans
Property/Liability/Workers Comp

	<u>FY2018</u>	<u>FY2019</u>	<u>FY2020</u>	NOTES
Revenues				
Investment Income	55,939	40,405	32,980	
Property Ins	1,022,511	1,061,078	1,131,469	includes CUP II dividends of \$35K
Work Comp	479,263	345,072	320,674	
CUP equity change	(31,039)	(9,954)	(17,355)	
Total Revenues	<u>1,526,673</u>	<u>1,436,601</u>	<u>1,467,767</u>	
Expenses				
EOP Consultant	0	49,992	0	
Investment fees	5,413	5,534	5,681	
Other expense	2,006	752	0	
Property Ins	1,021,010	1,046,018	1,097,662	
Work Comp	453,849	335,469	319,821	
Total Expenses	<u>1,482,278</u>	<u>1,437,765</u>	<u>1,423,164</u>	
NET SURPLUS/(DEFICIT)	<u>44,395</u>	<u>(1,164)</u>	<u>44,603</u>	
Retainage Accounts				
Property/Liability Restricted	1,019,049	1,042,958	1,040,331	
Safety Initiative	50,874	35,755	71,572	

Diocese of Des Moines
Property/Liability/Workers Comp
Group Premiums

Premiums	FY2017	FY2018	FY2019	FY2020	FY2021
Property	549,854	510,869	540,211	605,335	634,302
increase to deductable	(30,000)				
Chancery	243,104	243,859	246,574	243,163	243,608
Liability	221,713	226,055	223,941	246,347	266,925
Total Prop & Liabiity	984,671	980,783	1,010,726	1,094,845	1,144,835
	-3.2%	-0.4%	3.1%	8.3%	4.6%
Work Comp	490,514	453,410	335,270	325,662	382,661
	23.0%	-7.6%	-26.1%	-2.9%	17.5%
Automobile (CMG)	31,848	31,348	34,916	35,237	35,906
	1,507,033	1,465,541	1,380,911	1,455,744	1,563,402
	3.3%	-2.8%	-5.8%	5.4%	7.4%

Diocese of Des Moines

Calculation of Property Premium

Occupancy	Prop Value	Sprinkler	Community	Construction	3 year Claims History			Premium
					Freq	Loss Ratio	Claim Factor	
ST JOSEPH SHELTER-1535	702,000	0.9	1	1	1	20%	1.00	\$ 836
PHOENIX HOUSE	2,074,000	0.9	1	1	1	20%	1.00	2,471
ST MARY'S CENTER	641,000	1	1	1	1	20%	1.00	849
STORAGE WAREHOUSE-3	1,797,000	0.9	1	0.87	1	20%	1.00	1,863
GARAGE	19,000	1	1	1	1	20%	1.00	25
	5,233,000							\$ 6,044
								premium per 1,000 sq ft \$ 1.15
Group Totals	687,316,000							\$ 871,390
								premium per 1,000 sq ft \$ 1.27

Calculation of Liability Premium - based on registered households and students adjusted for claims history

71 parishes are below the ave premium and pay 21% of the group premium

ave premium per site	\$	2,810
ave premium for the 24 sites above the average	\$	8,737

Calculation of WC Premium - based on wages at the site adjusted for claims history

78 parishes are below the ave premium and pay 15% of the group premium

ave premium per site	\$	4,479
ave premium for the 19 sites above the average	\$	17,356

Reporting Injuries

Putting basic reporting processes into place

Eileen Valdez

December 1, 2020

- What is your process when an employee gets hurt at work?
- Do the employees know what to do if they get hurt at work?
- Does the employee's supervisor know what to do?
- Who is in charge of submitting the First Report of Injury?
- Who is responsible for making sure the Accident Investigation Report is completed and followed up on?
- Who will be the primary contact with RAS for communication?

