

February 19, 2021

SJVIA Board Meeting: Consultant's Report on Workforce Analysis

The SJVIA Board requested an update for the Workforce Analysis report presented at the May 3, 2019 Board Meeting to include 2020 and 2021. The workforce analysis helps determine whether the SJVIA's risk profile has worsened, improved, or stayed the same over the years. Keenan built upon the 2010-2019 workforce analysis report to include 2020 and 2021 and the key features reviewed by Keenan are:

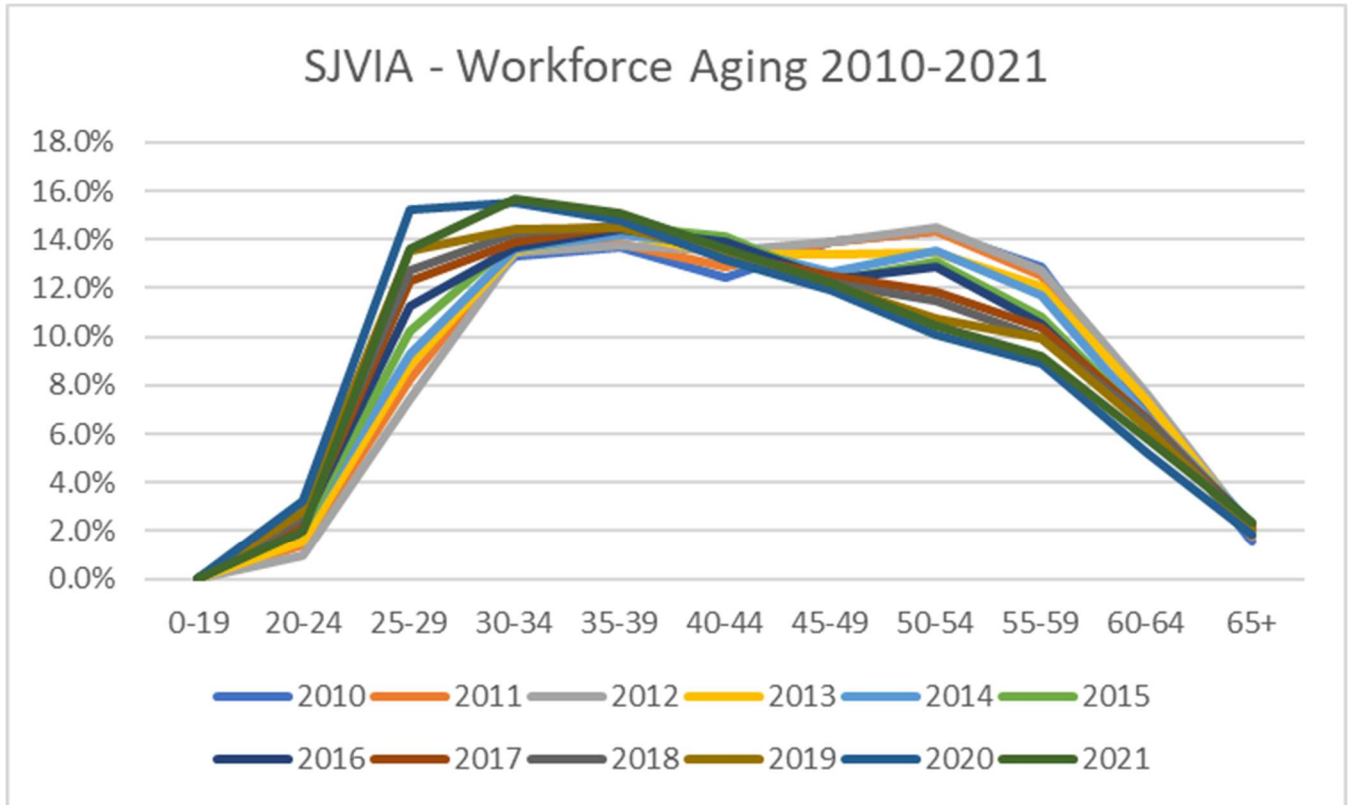
- Distribution of the population in 5-year age-bands,
- Average age of the group,
- Average male/female mix of the group, and
- Change in risk profile for male and female

The results of our analysis show favorable trends for the SJVIA through 2020, with indications of aging for 2021:

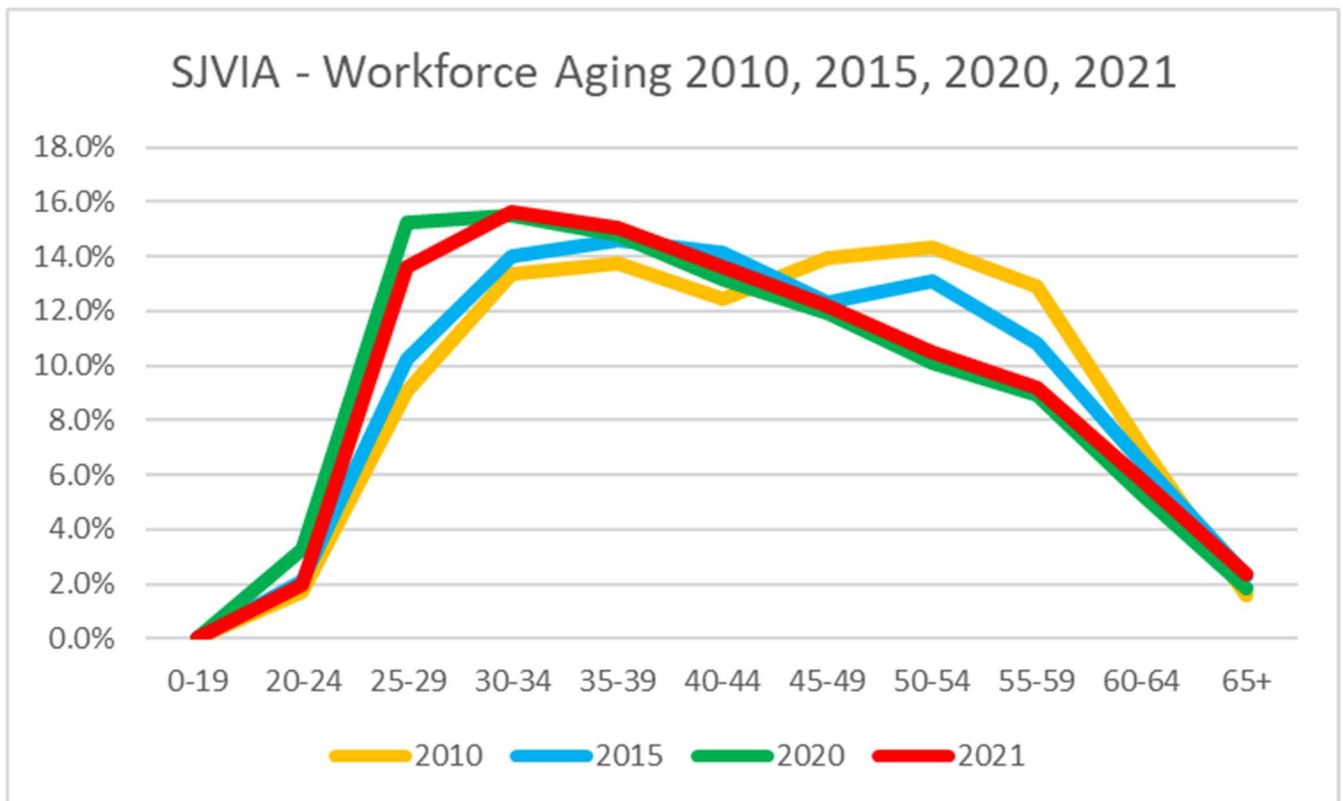
- The distribution of the population in 5-year age-bands shows, that over time, the SJVIA workforce has gotten younger through 2020
- The average age of the SJVIA dropped from 44.2 in 2010 to 42.1 in 2020
- The average male/female mix of the SJVIA had a minor change from 63.3% female in 2010 to 62.4% female in 2021
- In general, the two most expensive populations for claim costs are:
 - Females under the age of 40 (predominantly due to the costs of maternity), and
 - Males over the age of 50 (predominantly due to a lack of adherence to age appropriate screenings and annual exams)
 - The under-40 female population increased from 23.9% of the population in 2010 to 30.3% in 2020; 2021 showed a reduction to 28.8%
 - The over-50 male population decreased from 15.2% of the population in 2010 to 9.7% in 2020; 2021 showed an increase to 10.3%

Please note that change in dependent ratios were not evaluated as part of this study. The study was done combining the County of Tulare and the County of Fresno. The data was collected from MyWorkplace, Inc., the SJVIA's contracted benefits management and enrollment vendor, with a January 1 value date for each year.

When we look at the 12 years of data collectively it is difficult to determine the trends.



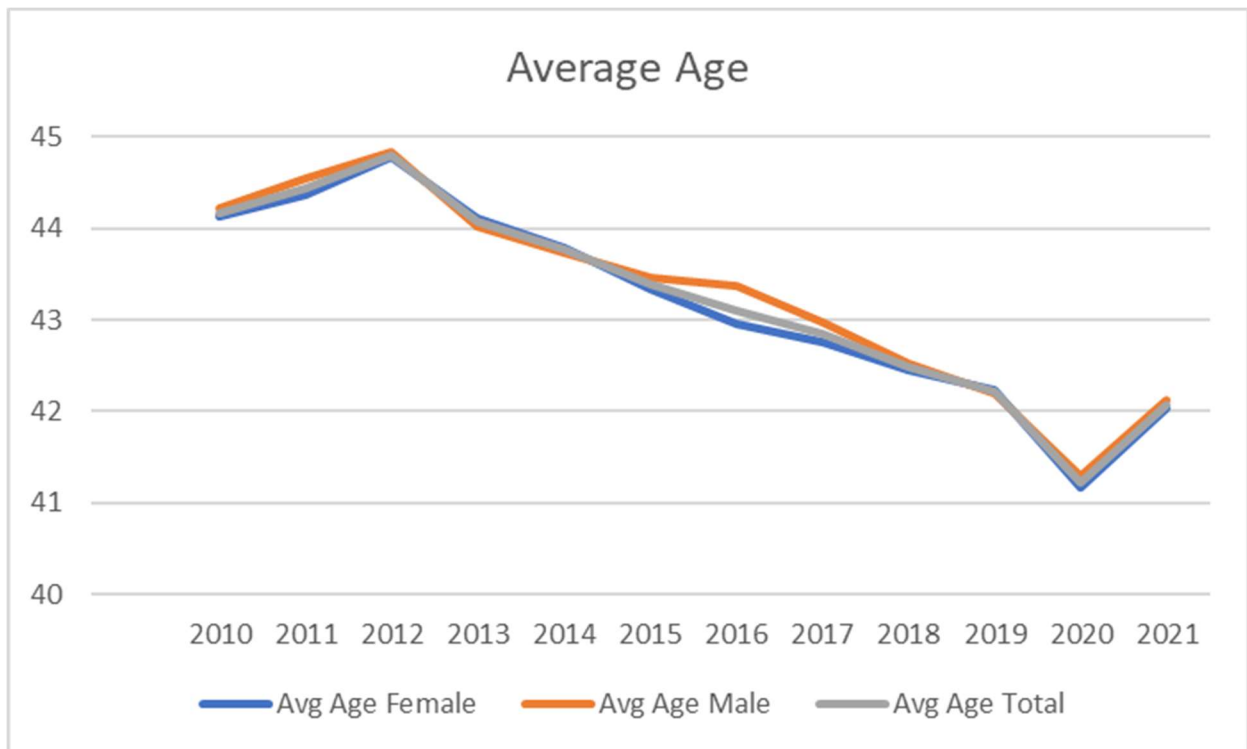
However, when we look at only 2010, 2015, 2020, and 2021 the trends become clearer.



Trends:

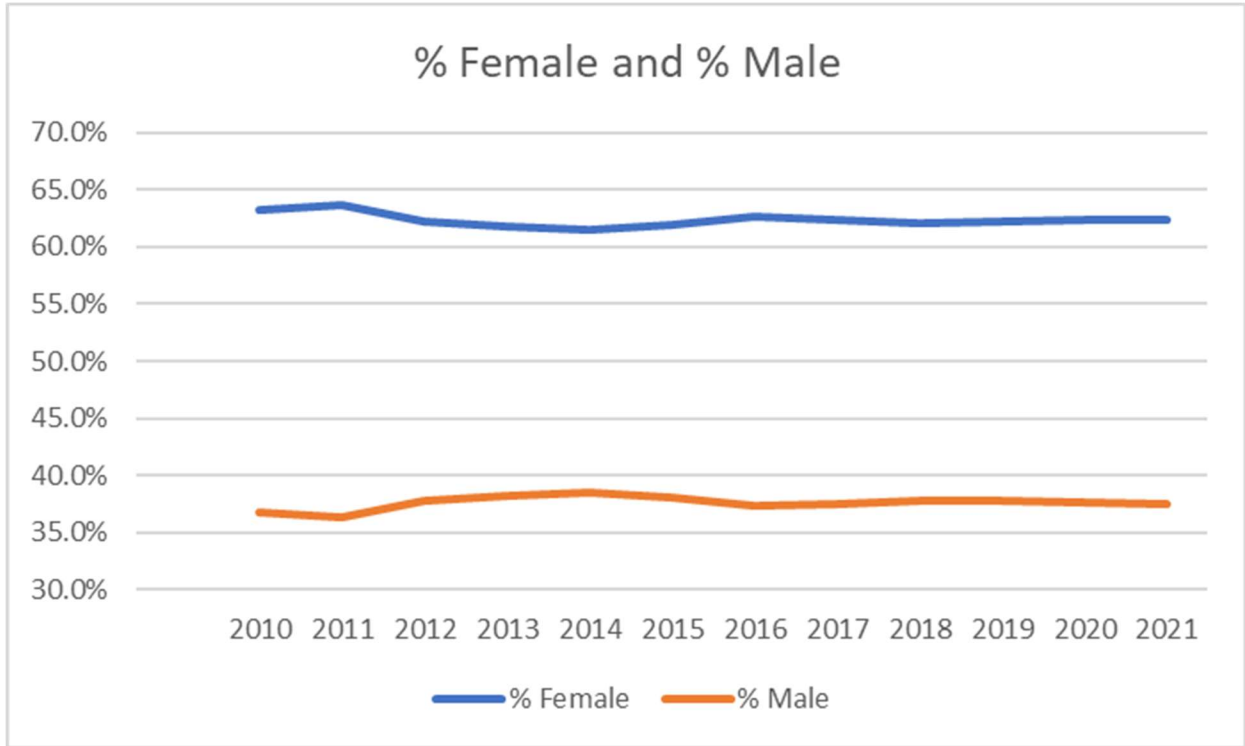
- Age 0-29: Not much change from 2010 to 2015; substantial increase from 2015 to 2020, with a pullback for 2021; this may be the results of COVID-19 on employment or a sign that the workforce is aging
- Age 30-44: We see a crossover of the 2021 line with the 2020 line supporting an aging workforce
- Age 45+: A significant decrease in members from 2010 to 2020 with 2021 supporting an aging workforce

The average age peaked in 2012 at 44.8. The age continued to decrease through 2020 and then increased 0.9 years to 42.1 for 2021. There is little variation between the male and female population.



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Avg Age Female	44.1	44.4	44.8	44.1	43.8	43.3	42.9	42.8	42.5	42.2	41.2	42.0
Avg Age Male	44.2	44.5	44.8	44.0	43.7	43.5	43.4	43.0	42.5	42.2	41.3	42.1
Avg Age Total	44.2	44.4	44.8	44.1	43.8	43.4	43.1	42.8	42.5	42.2	41.2	42.1

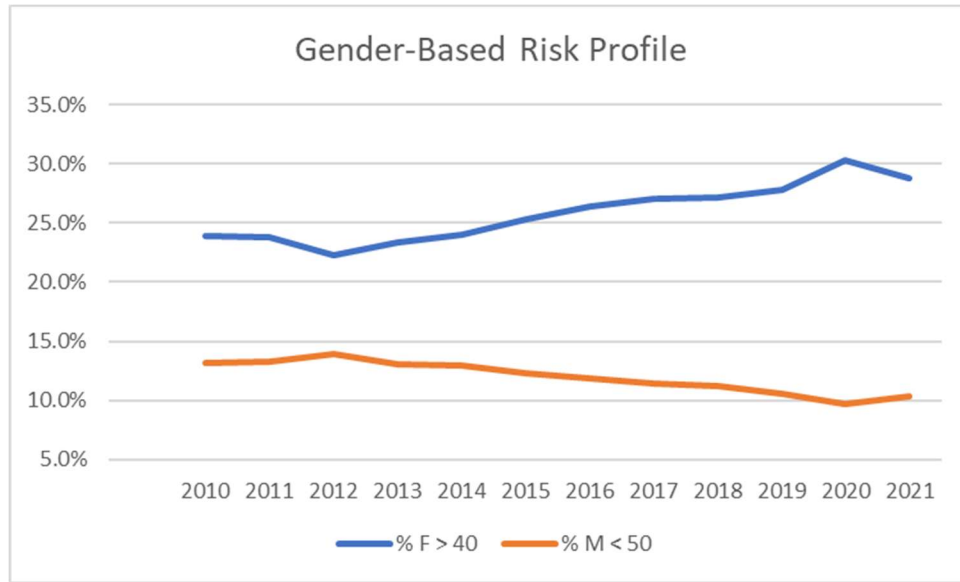
The average mix between male and female has changed little over the 12-year period. The 2021 percentage female is 62.4% and the percentage male is 37.6%.



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
% Female	63.3%	63.6%	62.2%	61.8%	61.5%	62.0%	62.6%	62.4%	62.1%	62.2%	62.3%	62.4%
% Male	36.7%	36.4%	37.8%	38.2%	38.5%	38.0%	37.4%	37.6%	37.9%	37.8%	37.7%	37.6%

As mentioned earlier, the two populations subject to higher claim costs are under-40 female population and over-50 male population. The following chart shows:

- A peak in 2020 for women under the age of 40 as making up 30.3% of the population
- A steady decline for men, obtaining a low in 2020 of 9.7%
- In 2021, we see the under-40 population for women decrease to 28.8%, while the male population over-50 increased to 10.3%



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
% F > 40	23.9%	23.7%	22.3%	23.4%	24.0%	25.3%	26.4%	27.0%	27.1%	27.8%	30.3%	28.8%
% M < 50	13.2%	13.3%	13.9%	13.0%	12.9%	12.2%	11.8%	11.5%	11.2%	10.6%	9.7%	10.3%