



AUG 29, 2024

GROUP BENEFITS EXPERIENCE REPORT

City of Manitowoc

Jay Scott & Shawn Esslinger
Benefits Consultant

Martha Freund
Account Executive

Rick Hermann
Senior Benefits Analyst



www.usi.com

Disclaimer

The information contained in this report is for general information purposes only. The information is provided by USI Insurance Services and while we endeavor to keep the information up to date and correct, we make no representations or warranties of any kind, express or implied, about the completeness, accuracy, reliability, suitability or availability with respect to the report or the information, products, services, or related graphics contained in the report for any purpose. Please refer to the policy contract for specific terms, conditions, limitations and exclusions. Any reliance you place on such information is therefore strictly at your own risk.

In no event will we be liable for any loss or damage including without limitation, indirect or consequential loss or damage, or any loss or damage whatsoever arising from loss of data or profits arising out of, or in connection with, the use of this report.

USI Insurance Services is not a guarantor of the solvency of carriers with which business is placed. Any carrier with an A.M. Best financial rating lower than A- does not meet the minimum financial requirements for USI's Errors & Omissions insurance. In the absence of a rating by A.M. Best, or in the case of an NR designation, a Standard & Poor Company rating lower than A will apply. A liability waiver must be signed by the client if insurance coverage is placed with a carrier that does not meet the required financial rating.

In this report you may view information which is not under the control of USI Insurance Services. We have no control over the nature, content and availability of that information. The inclusion of information does not necessarily imply a recommendation or endorse the views expressed within them.

Commissions and Fees

As a licensed insurance producer, USI is authorized to confer with or advise our clients and prospective clients concerning substantive benefits, terms or conditions of insurance contracts, to sell insurance and to obtain insurance coverages for our clients. Our compensation for placement of insurance coverage, unless otherwise specifically negotiated and agreed to with our client, is customarily based on commission calculated as a percentage of the premium collected by the insurer and is paid to us by the insurer. We may also receive from insurers and insurance intermediaries (which may include USI affiliated companies) additional compensation (monetary and non-monetary) based in whole or in part on the insurance contract we sell, which is contingent on volume of business and/or profitability of insurance contracts we supply to them and/or other factors pursuant to agreements we may have with them relating to all or part of the business we place with those insurers or through those intermediaries. Some of these agreements with insurers and/or intermediaries include financial incentives for USI to grow its business or otherwise strengthen the distribution relationship with the insurer or intermediary. Such agreements may be in effect with one or more of the insurers with whom your insurance is placed, or with the insurance intermediary we use to place your insurance. You may obtain information about the nature and source of such compensation expected to be received by us, and, if applicable, compensation expected to be received on any alternative quotes pertinent to your placement upon your request.

USI values your feedback regarding compliance with our disclosure policy. You may contact the toll-free USI Compliance Hotline (866-657-0861) at any time, and your call will be referred to applicable company management for further investigation.

USI Insurance Services Copyright

The contents of this USI Insurance Services report are protected by applicable copyright laws. No permission is granted to copy, distribute, modify, post or frame any text, graphics, data, content, design or logos.

All information and content in this USI Insurance Services report is subject to applicable statutes and regulations, furnished "as is," without warranty of any kind, express or implied, including but not limited to implied warranties of merchantability, fitness for a particular purpose, or noninfringement.





Table of Contents

I.	Medical Experience	4
II.	Dental Experience	11



Section I

Medical Experience



City of Manitowoc
Medical / Rx Plan
Experience Dashboard
Experience Period Ending 07/31/2024

Experience Summary

	2023	2024 YTD	2024 Annualized	Δ from Prior
Net Paid Claims	\$2,899,180	\$1,946,009	\$3,336,016	15.1%
Actual Net Cost	\$3,459,691	\$2,302,045	\$3,946,362	14.1%
Actual Net Cost to FIE	108.7%	113.5%	113.5%	
Gross Rx Claims to Total Net Claims	20.3%	22.1%	22.1%	
Net Claims PEPY	\$15,538	\$10,083	\$17,285	11.2%
Average Employees	187	193	193	3.4%

Observations

For the current experience period Jan 1, 2024 to Jul 31, 2024, the group is currently performing favorably based on the following:

- There are several large claimants over \$50,000, making up 65.5% of the total claims. Typically, high cost claimants make up 20% to 35% of total claims.
- Prescription drug claims currently account for 22.1% of total claims.
- Average number of employees has increased by 3.4% compared to the prior year.

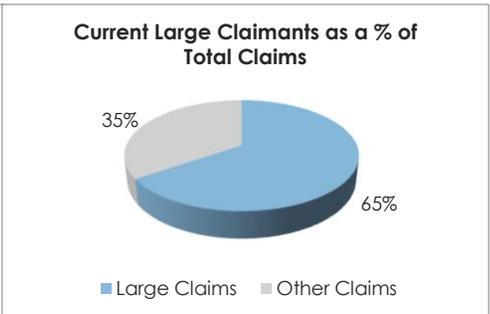
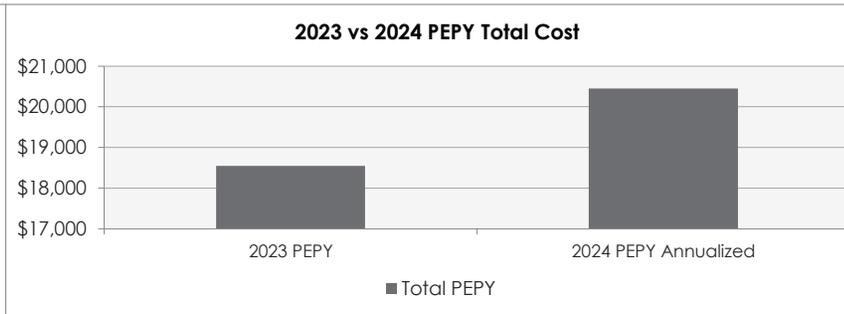
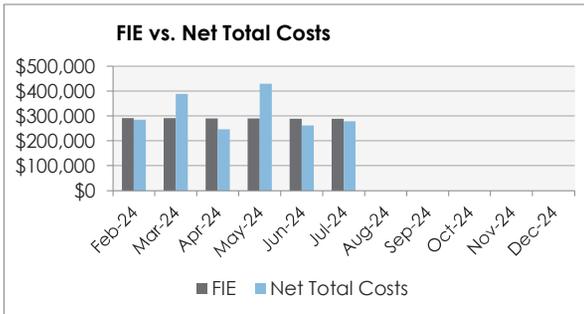
Large Claimants

	2023	2024 YTD
Number of Large Claimants (>\$50,000)	12	10
Total Paid for Large Claimants (>\$50,000)	\$1,685,733	\$2,155,088
Claimants Over SSL (>\$100,000)	6	2
Total Paid Over SSL (>\$100,000)	\$645,607	\$1,346,683

Actual Net Cost to FIE: 113.5%



Note: Information is currently being pulled from the Large Claims By Month tabs

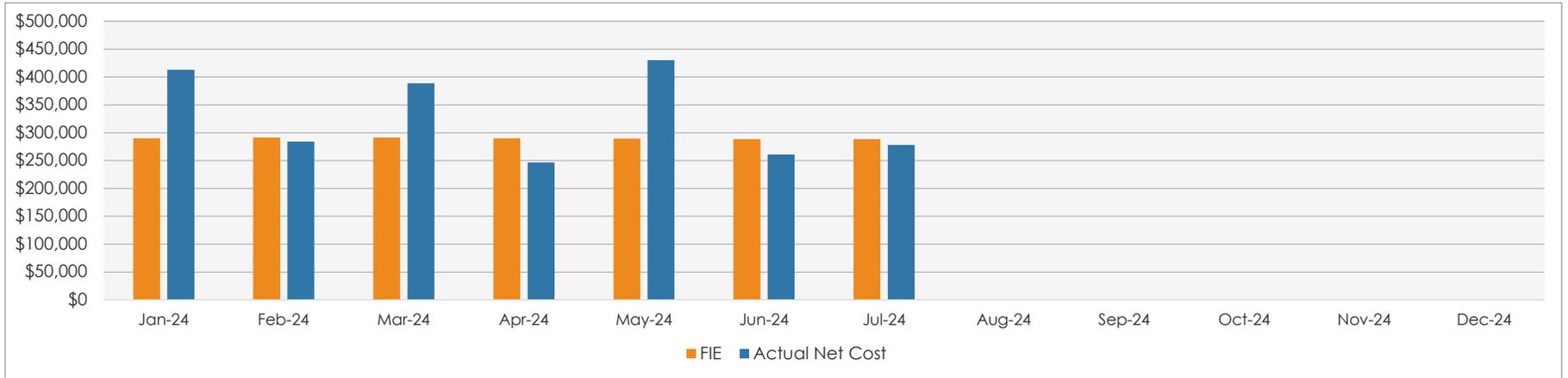


Notes

1. PEPY = Per Employee Per Year
2. FIE = Fully Insured Equivalent (Budget)



City of Manitowoc
Medical / Rx Plan - Health Partners
Current Plan Year Cost Summary
January 2024 through December 2024



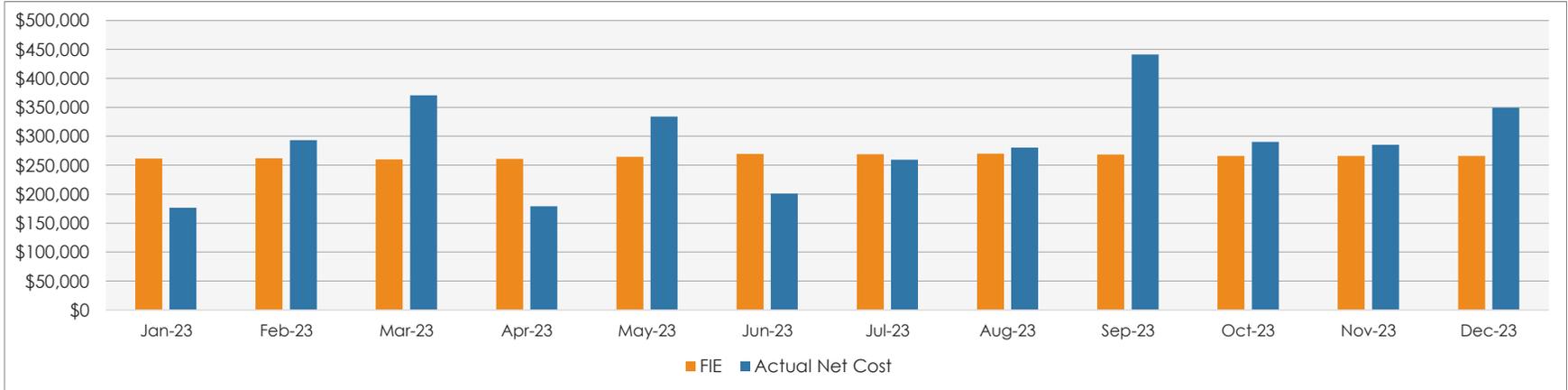
	Enrollment	Fixed Costs			Paid Claims						Total Plan Costs		Position		Miscellaneous
	(1)	(2)	(3)	(4) = 2+3	(5)	(6)	(7)	(8)	(9) = 5+6+7+8	(10) = 9/1	(11) = 4+9	(12)	(13) = 11/12	(19) = 12-11	(20)
	Total Ees	Admin Fees*	Stop Loss Premium	Total	Medical Claims	Rx Claims	Misc**	Over SSL	Net Total Claims	Claims / Ee	Actual Net Cost	FIE	Net Cost / FIE	FIE - Net Cost	ER HSA Contribution
Jan-24	192	\$8,372	\$42,490	\$50,862	\$1,201,704	\$36,155	\$11,653	(\$887,327)	\$362,184	\$1,886	\$413,046	\$289,734	142.6%	(\$123,312)	\$0
Feb-24	194	\$8,387	\$42,688	\$51,075	\$184,835	\$39,255	\$8,958	\$0	\$233,048	\$1,201	\$284,123	\$291,208	97.6%	\$7,085	\$0
Mar-24	194	\$8,387	\$42,688	\$51,075	\$335,364	\$59,695	\$141,402	(\$198,656)	\$337,805	\$1,741	\$388,880	\$291,208	133.5%	(\$97,671)	\$132,000
Apr-24	194	\$8,380	\$42,509	\$50,889	\$174,638	\$59,981	\$9,522	(\$48,467)	\$195,674	\$1,009	\$246,564	\$290,077	85.0%	\$43,513	\$0
May-24	193	\$8,372	\$42,410	\$50,783	\$324,861	\$115,566	\$7,028	(\$68,260)	\$379,196	\$1,965	\$429,978	\$289,340	148.6%	(\$140,638)	\$0
Jun-24	192	\$8,365	\$42,311	\$50,676	\$172,105	\$51,919	\$10,964	(\$24,616)	\$210,372	\$1,096	\$261,048	\$288,603	90.5%	\$27,555	\$0
Jul-24	192	\$8,365	\$42,311	\$50,676	\$271,911	\$67,935	\$7,240	(\$119,356)	\$227,730	\$1,186	\$278,406	\$288,603	96.5%	\$10,197	\$0
Aug-24															
Sep-24															
Oct-24															
Nov-24															
Dec-24															
Totals	1,351	\$58,628	\$297,407	\$356,035	\$2,665,418	\$430,506	\$196,768	(\$1,346,682)	\$1,946,009	\$1,440	\$2,302,045	\$2,028,774	113.5%	(\$273,271)	\$132,000

Notes

- 1. Aggregate corridor is 125%. Specific Stop Loss is \$100,000.
- 2*. Admin Fees include Wellness FIE/Incentives (\$2,861 Monthly) & Broker Fee (\$3,187.50 Monthly)
- 3***. Misc Paid Claims includes Shared Savings, Clinic and ER HSA Contributions



City of Manitowoc
 Medical / Rx Plan - Health Partners
 Prior Plan Year Cost Summary
 January 2023 through December 2023



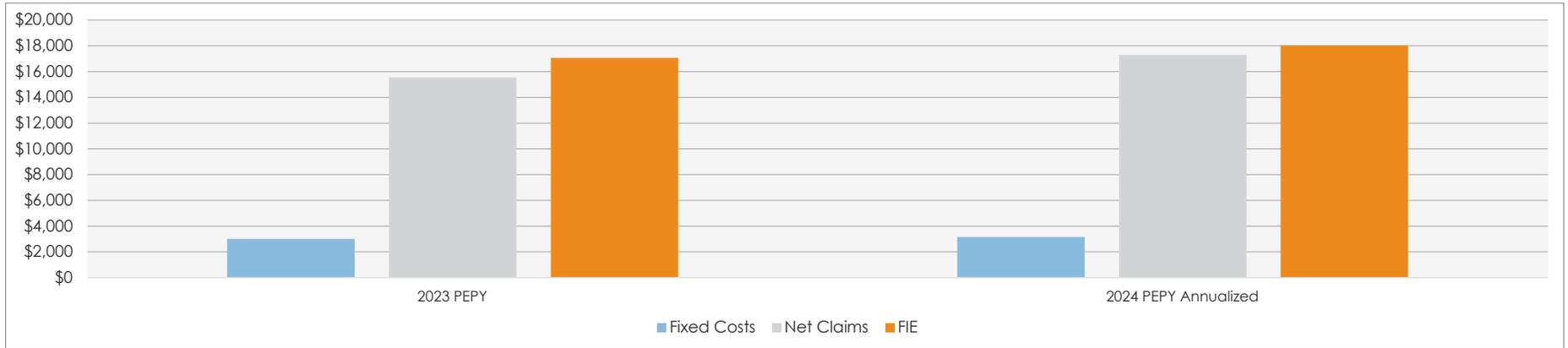
Enrollment (1)	Fixed Costs			Paid Claims						Total Plan Costs		Position		Miscellaneous	
	(2)	(3)	(4) = 2+3	(5)	(6)	(7)	(8)	(9) = 5+6+7+8	(10) = 9/1	(11) = 4+9	(12)	(13) = 11/12	(14) = 12-11	(20)	
Total Ees	Admin Fees	Stop Loss Premium	Total	Medical Claims	Rx Claims	Misc*	Over SSL	Net Total Claims	Claims / Ee	Actual Net Cost	FIE	Net Cost / FIE	FIE - Net Cost	ER HSA Contribution	
Jan-23	185	\$8,293	\$37,803	\$46,096	\$95,952	\$25,861	\$8,542	\$0	\$130,356	\$705	\$176,451	\$261,383	67.5%	\$84,931	\$0
Feb-23	184	\$8,292	\$37,876	\$46,168	\$213,008	\$26,631	\$7,601	\$0	\$247,240	\$1,344	\$293,408	\$261,750	112.1%	(\$31,658)	\$0
Mar-23	183	\$8,278	\$37,620	\$45,898	\$129,223	\$28,666	\$166,848	\$0	\$324,737	\$1,775	\$370,635	\$260,006	142.5%	(\$110,629)	\$159,200
Apr-23	183	\$8,285	\$37,785	\$46,070	\$90,162	\$36,487	\$7,178	(\$866)	\$132,961	\$727	\$179,030	\$261,062	68.6%	\$82,032	\$0
May-23	185	\$8,313	\$38,297	\$46,610	\$241,284	\$54,477	\$7,761	(\$16,440)	\$287,081	\$1,552	\$333,691	\$264,550	126.1%	(\$69,142)	\$0
Jun-23	189	\$8,357	\$38,991	\$47,348	\$176,731	\$43,689	\$7,824	(\$74,659)	\$153,584	\$813	\$200,932	\$269,414	74.6%	\$68,482	\$0
Jul-23	190	\$8,357	\$38,918	\$47,275	\$206,385	\$40,343	\$7,074	(\$41,853)	\$211,949	\$1,116	\$259,224	\$269,046	96.3%	\$9,822	\$0
Aug-23	190	\$8,364	\$39,083	\$47,447	\$191,438	\$37,788	\$6,486	(\$3,095)	\$232,617	\$1,224	\$280,064	\$270,102	103.7%	(\$9,962)	\$0
Sep-23	189	\$8,350	\$38,827	\$47,177	\$422,091	\$43,788	\$4,862	(\$76,649)	\$394,091	\$2,085	\$441,267	\$268,358	164.4%	(\$172,909)	\$0
Oct-23	187	\$8,328	\$38,479	\$46,808	\$297,533	\$57,664	\$7,039	(\$118,788)	\$243,448	\$1,302	\$290,255	\$265,926	109.1%	(\$24,329)	\$0
Nov-23	187	\$8,328	\$38,479	\$46,808	\$234,598	\$112,368	\$8,097	(\$116,560)	\$238,503	\$1,275	\$285,311	\$265,926	107.3%	(\$19,385)	\$0
Dec-23	187	\$8,328	\$38,479	\$46,808	\$411,880	\$79,355	\$8,076	(\$196,698)	\$302,613	\$1,618	\$349,421	\$265,926	131.4%	(\$83,495)	\$0
Totals	2,239	\$99,873	\$460,638	\$560,511	\$2,710,284	\$587,116	\$247,388	(\$645,607)	\$2,899,180	\$1,295	\$3,459,691	\$3,183,450	108.7%	(\$276,241)	\$159,200

Notes

- Aggregate corridor is 125%. Specific Stop Loss is \$100,000.
- Misc Paid Claims includes Shared Savings, Clinic and ER HSA Contributions



**City of Manitowoc
Medical / Rx Plan
Historical Cost Summary**



Time Period	Average Employees	Admin Fees	Stop Loss Premium	Total Fixed Costs	Gross Medical Claims	Gross Rx Claims	Misc*	Claims Over SSL	Total Net Claims	Total Net Plan Costs	FIE	Net Cost/FIE
2023 Plan Year	187	\$99,873	\$460,638	\$560,511	\$2,710,284	\$587,116	\$247,388	(\$645,607)	\$2,899,180	\$3,459,691	\$3,183,450	108.7%
2024 YTD Annualized	193	\$100,505	\$509,841	\$610,346	\$4,569,288	\$738,010	\$337,316	(\$2,308,598)	\$3,336,016	\$3,946,362	\$3,477,897	113.5%

Time Period	Fixed Costs	Change from Prior Year	Net Claims	Change from Prior Year	FIE	Change from Prior Year
2023 PEPY	\$3,004	5.9%	\$15,538	10.8%	\$17,062	12.4%
2024 PEPY Annualized	\$3,162	5.3%	\$17,285	11.2%	\$18,020	5.6%

Notes

1. PEPY = Per Employee Per Year
2. FIE = Fully Insured Equivalent

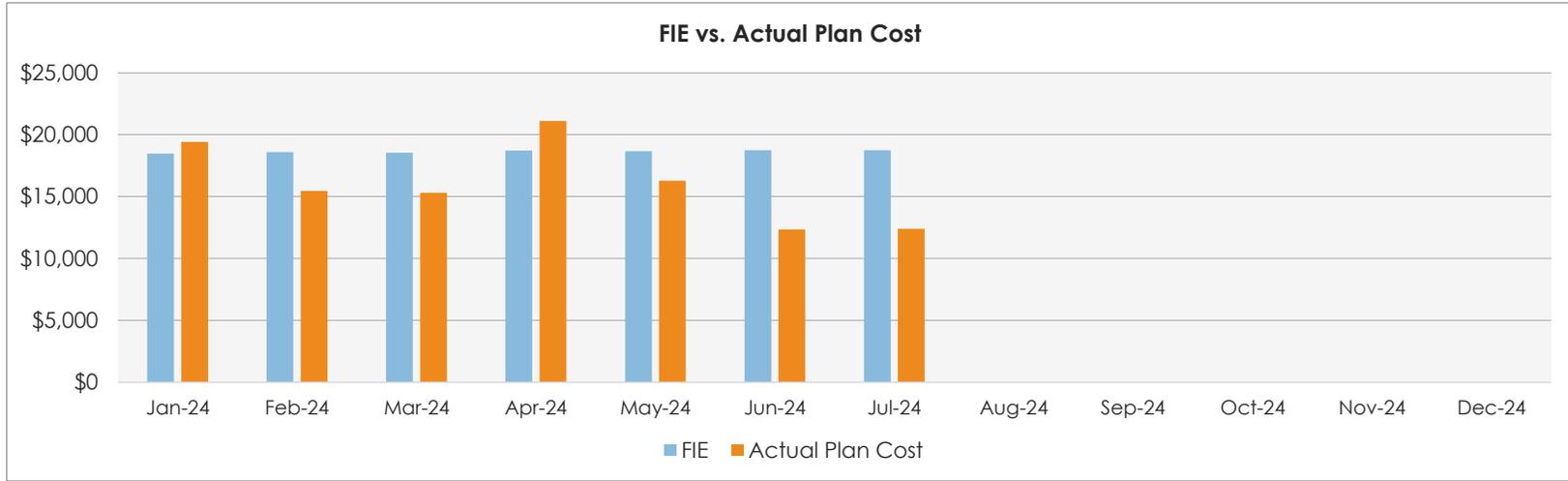


Section II

Dental Experience



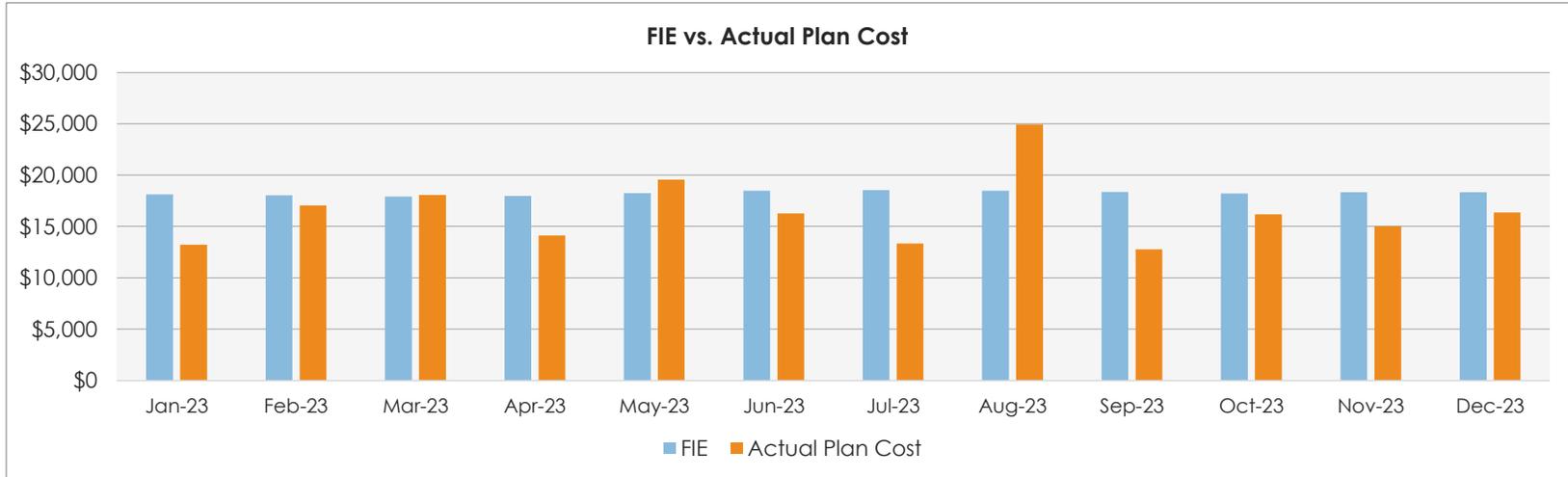
**City of Manitowoc
Dental Plan - Delta Dental
2024 Cost Summary**



	Enrollment (1)	Fixed Costs (2)	Claims (3) (4)		Claims PEPM (5) = 4/1	Total Plan Costs (6) = 2+4	Position (7) = 6/3 (8) = 3-6	
	Total Ees	Administration	FIE	Paid Dental Claims	Claims / Ee	Actual	Actual/FIE	FIE to Actual Costs
Jan-24	198	\$931	\$18,453	\$18,484	93	\$19,415	105.2%	(\$962)
Feb-24	201	\$945	\$18,581	\$14,499	72	\$15,444	83.1%	\$3,137
Mar-24	200	\$940	\$18,538	\$14,361	72	\$15,301	82.5%	\$3,237
Apr-24	202	\$949	\$18,700	\$20,156	100	\$21,105	112.9%	(\$2,405)
May-24	201	\$945	\$18,658	\$15,316	76	\$16,261	87.2%	\$2,397
Jun-24	201	\$945	\$18,735	\$11,400	57	\$12,345	65.9%	\$6,390
Jul-24	201	\$945	\$18,735	\$11,436	57	\$12,381	66.1%	\$6,354
Aug-24								
Sep-24								
Oct-24								
Nov-24								
Dec-24								
Totals	1,404	\$6,599	\$130,400	\$105,652	75	\$112,251	86.1%	\$18,149



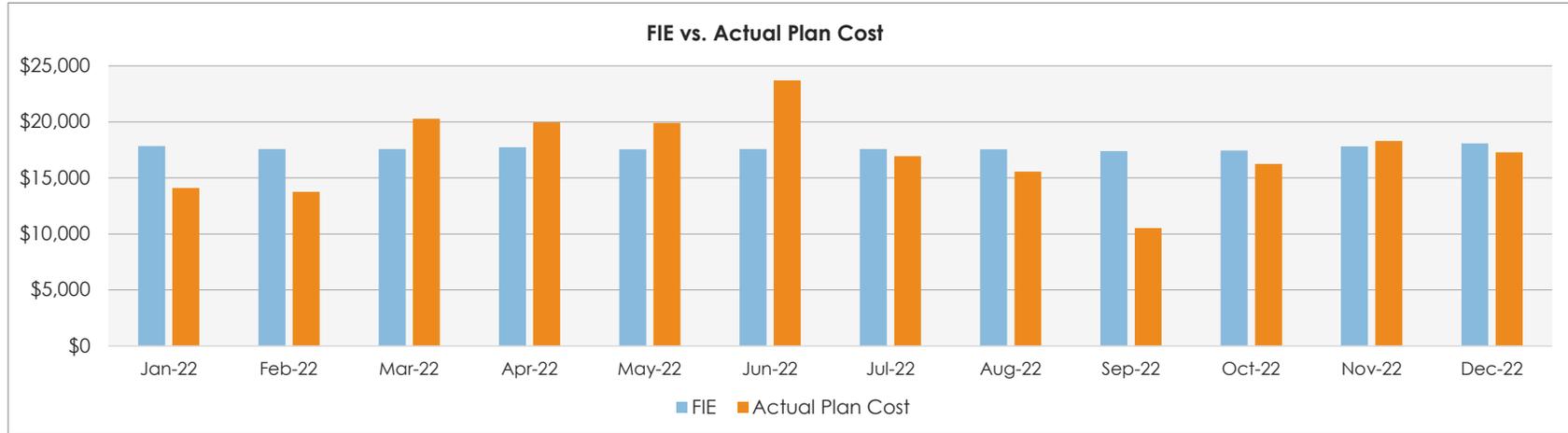
City of Manitowoc
Dental Plan - Delta Dental
2023 Cost Summary



	Enrollment	Fixed Costs	Claims		Claims PEPM	Total Plan Costs	Position	
	(1)	(2)	(3)	(4)	(5) = 4/1	(6) = 2+4	(7) = 6/3	(8) = 3-6
	Total Ees	Administration	FIE	Paid Dental Claims	Claims / Ee	Actual	Actual/FIE	FIE to Actual Costs
Jan-23	192	\$ 902.40	\$ 18,120.69	\$12,315.00	\$64	\$13,217.40	72.9%	\$4,903.29
Feb-23	190	\$ 893.00	\$ 18,035.63	\$16,157.00	\$85	\$17,050.00	94.5%	\$985.63
Mar-23	189	\$ 888.30	\$ 17,915.93	\$17,159.00	\$91	\$18,047.30	100.7%	(\$131.37)
Apr-23	190	\$ 893.00	\$ 17,958.46	\$13,213.00	\$70	\$14,106.00	78.5%	\$3,852.46
May-23	193	\$ 907.10	\$ 18,240.39	\$18,634.00	\$97	\$19,541.10	107.1%	(\$1,300.71)
Jun-23	195	\$ 916.50	\$ 18,479.79	\$15,336.00	\$79	\$16,252.50	87.9%	\$2,227.29
Jul-23	196	\$ 921.20	\$ 18,522.32	\$12,404.00	\$63	\$13,325.20	71.9%	\$5,197.12
Aug-23	195	\$ 916.50	\$ 18,479.79	\$24,022.00	\$123	\$24,938.50	135.0%	(\$6,458.71)
Sep-23	194	\$ 911.80	\$ 18,360.09	\$11,856.00	\$61	\$12,767.80	69.5%	\$5,592.29
Oct-23	192	\$ 902.40	\$ 18,197.86	\$15,276.00	\$80	\$16,178.40	88.9%	\$2,019.46
Nov-23	193	\$ 907.10	\$ 18,317.56	\$14,090.00	\$73	\$14,997.10	81.9%	\$3,320.46
Dec-23	193	\$ 907.10	\$ 18,317.56	\$15,444.00	\$80	\$16,351.10	89.3%	\$1,966.46
Totals	2,312	\$10,866	\$218,946	\$185,906	\$80	\$196,772	89.9%	\$22,174



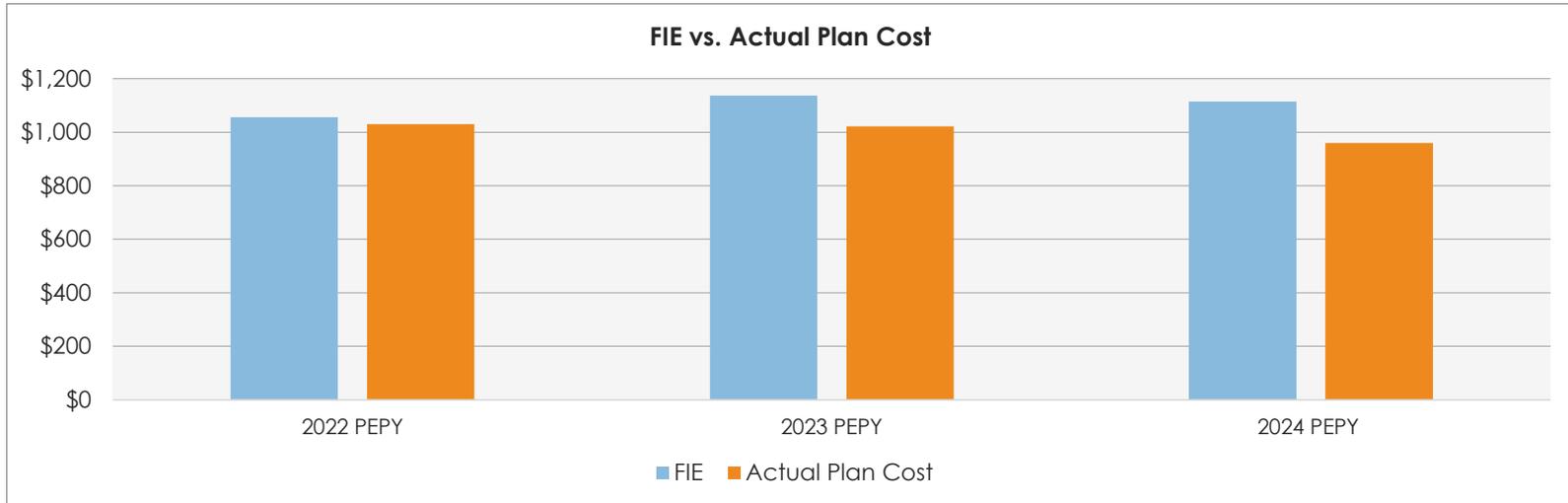
City of Manitowoc
Dental Plan - Delta Dental
2022 Cost Summary



	Enrollment	Fixed Costs	Claims		Claims PEPM	Total Plan Costs		Position	
	(1)	(2)	(3)	(4)	(5) = 4/1	(6) = 2+3	(6) = 2+4	(7) = 6/3	(8) = 3-6
	Total Ees	Administration	FIE	Paid Dental Claims	Claims / Ee	FIEed + Admin	Actual	Actual/FIE	FIE to Actual Costs
Jan-22	200	\$ 900.00	\$ 17,841.25	\$13,215.00	\$66	\$18,741.25	\$14,115.00	79.1%	\$3,726.25
Feb-22	197	\$ 886.50	\$ 17,575.45	\$12,863.00	\$65	\$18,461.95	\$13,749.50	78.2%	\$3,825.95
Mar-22	197	\$ 886.50	\$ 17,575.45	\$19,396.00	\$98	\$18,461.95	\$20,282.50	115.4%	(\$2,707.05)
Apr-22	201	\$ 904.50	\$ 17,735.85	\$19,061.00	\$95	\$18,640.35	\$19,965.50	112.6%	(\$2,229.65)
May-22	198	\$ 891.00	\$ 17,542.80	\$19,013.00	\$96	\$18,433.80	\$19,904.00	113.5%	(\$2,361.20)
Jun-22	199	\$ 895.50	\$ 17,582.90	\$22,802.00	\$115	\$18,478.40	\$23,697.50	134.8%	(\$6,114.60)
Jul-22	201	\$ 904.50	\$ 17,590.35	\$16,030.00	\$80	\$18,494.85	\$16,934.50	96.3%	\$655.85
Aug-22	200	\$ 900.00	\$ 17,550.25	\$14,661.00	\$73	\$18,450.25	\$15,561.00	88.7%	\$1,989.25
Sep-22	200	\$ 900.00	\$ 17,404.75	\$9,627.00	\$48	\$18,304.75	\$10,527.00	60.5%	\$6,877.75
Oct-22	201	\$ 904.50	\$ 17,444.85	\$15,340.00	\$76	\$18,349.35	\$16,244.50	93.1%	\$1,200.35
Nov-22	205	\$ 922.50	\$ 17,823.50	\$17,369.00	\$85	\$18,746.00	\$18,291.50	102.6%	(\$468.00)
Dec-22	208	\$ 936.00	\$ 18,089.30	\$16,349.00	\$79	\$19,025.30	\$17,285.00	95.6%	\$804.30
Totals	2,407	\$10,831.50	\$211,756.70	\$195,726.00	\$81	\$222,588.20	\$206,557.50	97.5%	\$5,199.20



**City of Manitowoc
Dental Plan - Delta Dental
Historical Cost Summary**



Time Period	Average Employees	Paid Claims	Admin Costs	Actual Plan Costs	FIE Amount	Actual / FIE
2022 Plan Year	201	\$195,726	\$10,832	\$206,558	\$211,757	97.5%
2023 Plan Year	193	\$185,906	\$10,866	\$196,772	\$218,946	89.9%
2024 Annualized	201	\$181,118	\$11,312	\$192,430	\$223,543	86.1%

Time Period	Paid Claims	Admin Costs	Actual Plan Costs	FIE Amount
2022 PEPY	976	\$54	\$1,030	\$1,056
2023 PEPY	965	\$56	\$1,021	\$1,136
2024 PEPY	903	\$56	\$959	\$1,115

Notes

1. The current year is annualized through June
2. PEPY = Per Employee Per Year
3. FIE = Fully Insured Equivalent