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Table of Contents

I.	Medical Experience	4
II.	Dental Experience	11
III.	Medical & Dental Projections	16



Section I

Medical Experience



**City of Manitowoc
Medical / Rx Plan
Experience Dashboard
Experience Period Ending 12/31/2023**

Experience Summary

	2022	2023	2023 Annualized	Δ from Prior
Net Paid Claims	\$2,747,461	\$2,899,180	\$2,899,180	5.5%
Actual Net Cost	\$3,303,377	\$3,459,691	\$3,459,691	4.7%
Actual Net Cost to FIE	111.1%	108.7%	108.7%	
Gross Rx Claims to Total Net Claims	15.2%	20.3%	20.3%	
Net Claims PEPY	\$14,024	\$15,538	\$15,538	10.8%
Average Employees	196	187	187	-4.8%

Observations

For the current experience period Jan 1, 2023 to Dec 31, 2023, the group is currently performing favorably based on the following:

- There are several large claimants over \$50,000, making up 47.6% of the total claims. Typically, high cost claimants make up 20% to 35% of total claims.
- Prescription drug claims currently account for 20.3% of total claims.
- Average number of employees has decreased by -4.8% compared to the prior year.

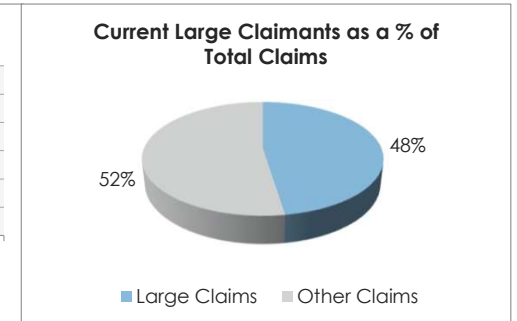
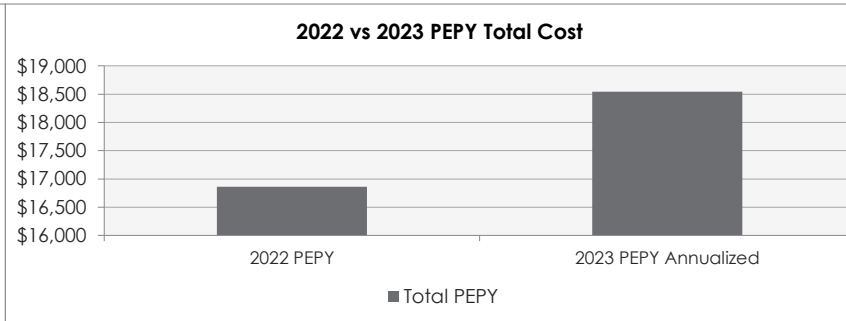
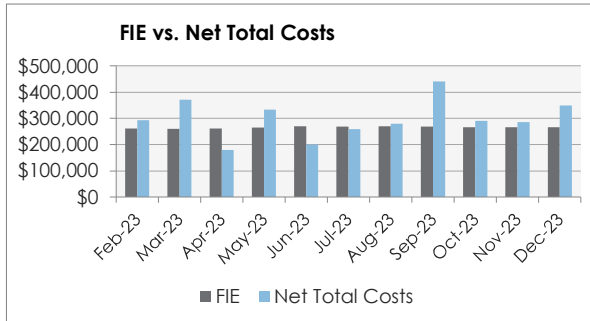
Large Claimants

	2022	2023
Number of Large Claimants (>\$50,000)	14	12
Total Paid for Large Claimants (>\$50,000)	\$1,438,823	\$1,685,733
Claimants Over SSL (>\$100,000)	3	6
Total Paid Over SSL (>\$100,000)	\$335,395	\$645,607

Actual Net Cost to FIE: 108.7%



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

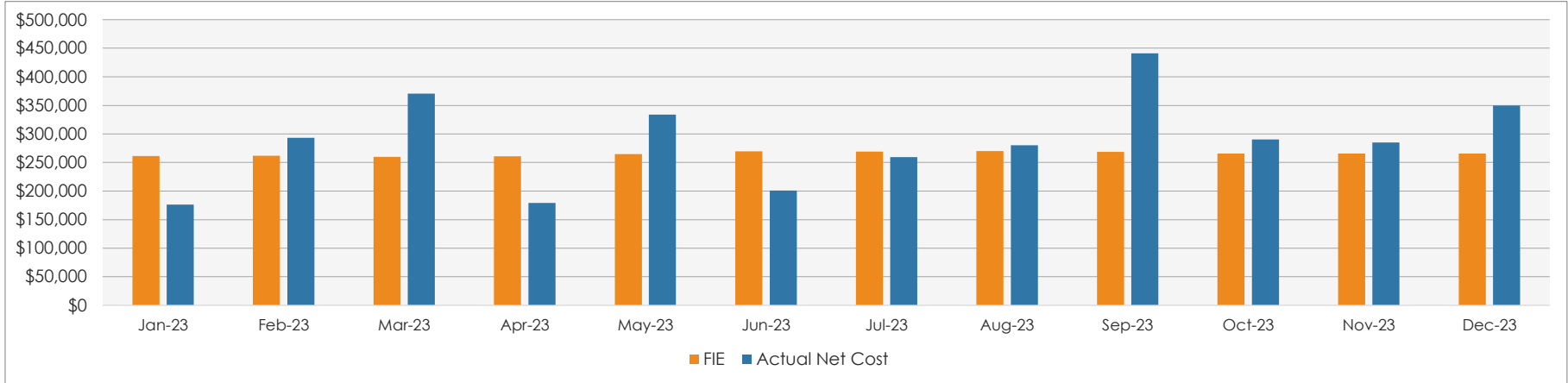


Notes

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 2023 through December 2023



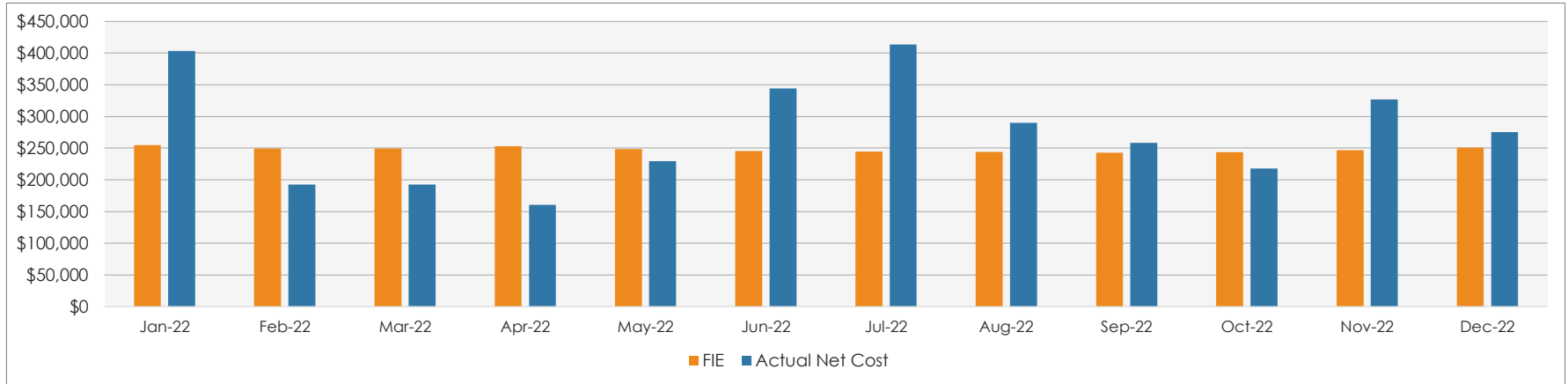
	Enrollment	Fixed Costs			Paid Claims						Total Plan Costs		Position		Miscellaneous
	(1)	(2)	(3)	(4) = 2+3	(5)	(6)	(7)	(8)	(9) = 5+6+7+8	(10) = 9/1	(11) = 4+9	(12)	(13) = 11/12	(19) = 12-11	(20)
	Total Ees	Admin Fees*	Stop Loss Premium	Total	Medical Claims	Rx Claims	Misc**	Over SSL	Net Total Claims	Claims / Ee	Actual Net Cost	FIE	Net Cost / FIE	FIE - Net Cost	ER HSA Contribution
Jan-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

- 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 2022 through December 2022



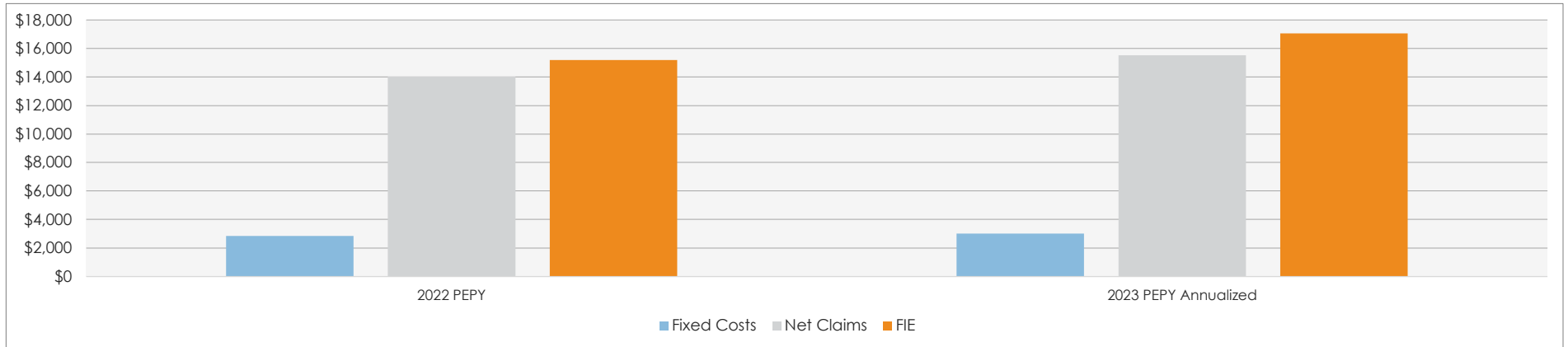
Enrollment (1)	Fixed Costs			Paid Claims						Total Plan Costs		Position		Miscellaneous	
	(2)	(3)	(4) = 2+3	(5)	(6)	(7)	(8)	(9) = 5+6+7+8	(10) = 9/1	(11) = 4+9	(12)	(13) = 11/12	(14) = 12-11	(20)	
Total Ees	Admin Fees	Stop Loss Premium	Total	Medical Claims	Rx Claims	Misc*	Over SSL	Net Total Claims	Claims / Ee	Actual Net Cost	FIE	Net Cost / FIE	FIE - Net Cost	ER HSA Contribution	
Jan-22	199	\$10,227	\$37,312	\$47,539	\$295,664	\$17,285	\$42,835	\$0	\$355,784	\$1,788	\$403,323	\$254,806	158.3%	(\$148,518)	\$36,400
Feb-22	195	\$10,088	\$36,528	\$46,616	\$107,389	\$30,335	\$8,002	\$0	\$145,726	\$747	\$192,342	\$249,469	77.1%	\$57,126	\$0
Mar-22	195	\$10,088	\$36,528	\$46,616	\$103,377	\$33,368	\$9,258	\$0	\$146,002	\$749	\$192,619	\$249,469	77.2%	\$56,850	\$0
Apr-22	199	\$10,196	\$37,012	\$47,207	\$73,619	\$31,983	\$7,781	\$0	\$113,383	\$570	\$160,590	\$252,902	63.5%	\$92,312	\$0
May-22	195	\$10,073	\$36,378	\$46,450	\$134,643	\$40,304	\$8,134	\$0	\$183,082	\$939	\$229,532	\$248,517	92.4%	\$18,985	\$0
Jun-22	193	\$9,995	\$35,911	\$45,906	\$263,455	\$31,911	\$2,571	\$0	\$297,937	\$1,544	\$343,843	\$245,372	140.1%	(\$98,470)	\$0
Jul-22	195	\$10,009	\$35,777	\$45,786	\$363,708	\$42,566	\$54,345	(\$93,064)	\$367,555	\$1,885	\$413,342	\$244,709	168.9%	(\$168,632)	\$46,800
Aug-22	194	\$9,986	\$35,694	\$45,680	\$251,342	\$29,915	\$8,198	(\$45,258)	\$244,198	\$1,259	\$289,878	\$244,089	118.8%	(\$45,789)	\$0
Sep-22	194	\$9,970	\$35,544	\$45,514	\$322,306	\$33,144	\$9,795	(\$152,455)	\$212,791	\$1,097	\$258,305	\$243,137	106.2%	(\$15,168)	\$0
Oct-22	195	\$9,993	\$35,627	\$45,620	\$126,521	\$36,594	\$9,628	(\$820)	\$171,923	\$882	\$217,544	\$243,758	89.2%	\$26,214	\$0
Nov-22	197	\$10,071	\$36,094	\$46,165	\$205,349	\$64,024	\$22,897	(\$11,399)	\$280,871	\$1,426	\$327,036	\$246,902	132.5%	(\$80,134)	\$0
Dec-22	200	\$10,171	\$36,645	\$46,815	\$225,281	\$24,913	\$10,416	(\$32,401)	\$228,209	\$1,141	\$275,025	\$250,667	109.7%	(\$24,358)	\$0
Totals	2,351	\$120,868	\$435,049	\$555,916	\$2,472,654	\$416,342	\$193,859	(\$335,395)	\$2,747,461	\$1,169	\$3,303,377	\$2,973,796	111.1%	(\$329,582)	\$83,200

Notes

- 1. Aggregate corridor is 125%. Specific Stop Loss is \$100,000.
- 2*. 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
2022 Plan Year	196	\$120,868	\$435,049	\$555,916	\$2,472,654	\$416,342	\$193,859	(\$335,395)	\$2,747,461	\$3,303,377	\$2,973,796	111.1%
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%

Time Period	Fixed Costs	Change from Prior Year	Net Claims	Change from Prior Year	FIE	Change from Prior Year
2022 PEPY	\$2,838	17.7%	\$14,024	5.5%	\$15,179	-2.6%
2023 PEPY Annualized	\$3,004	5.9%	\$15,538	10.8%	\$17,062	12.4%

Notes

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

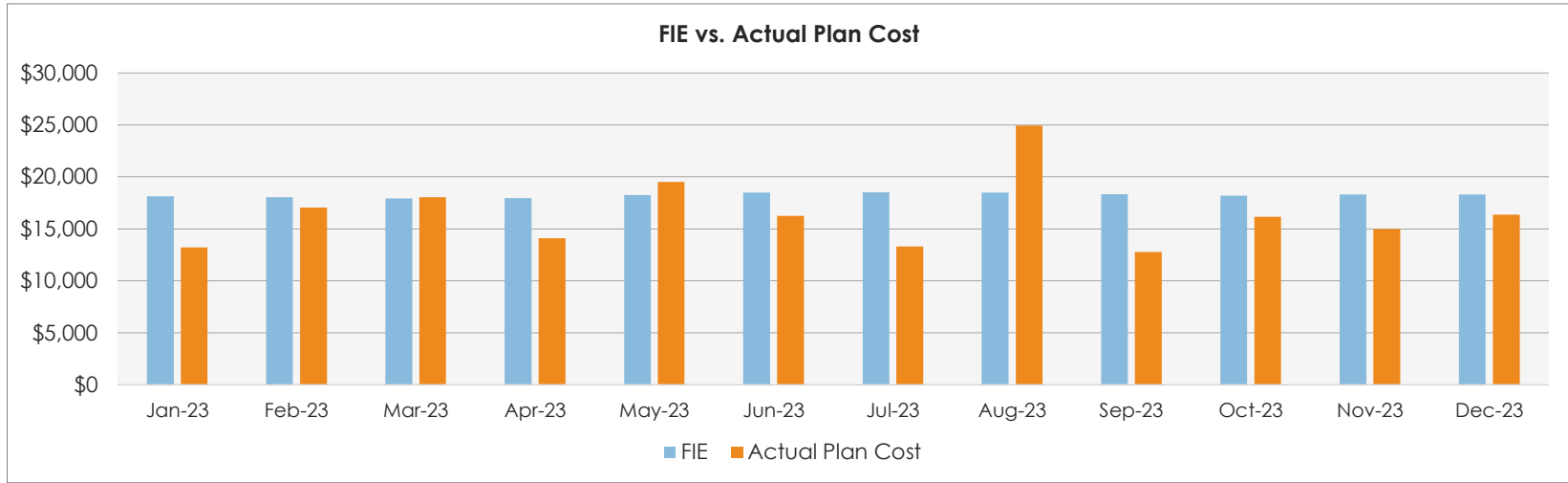


Section II

Dental Experience



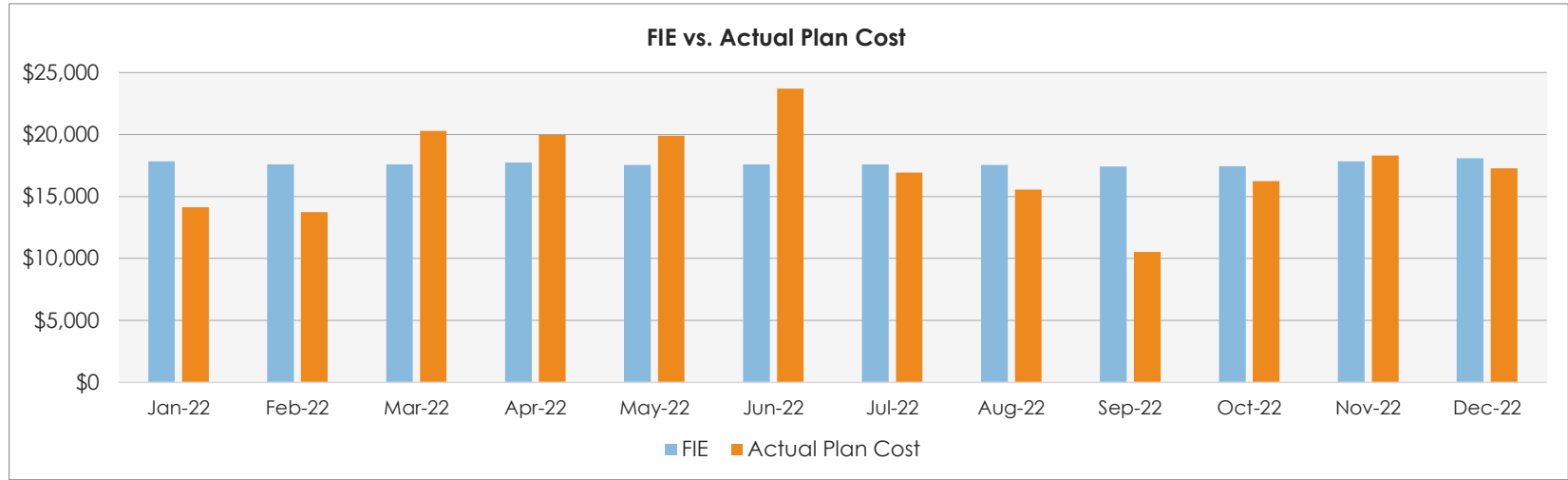
**City of Manitowoc
Dental Plan - Delta Dental
2023 Cost Summary**



	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-23	192	\$902	\$18,121	\$12,315	64	\$13,217	72.9%	\$4,903
Feb-23	190	\$893	\$18,036	\$16,157	85	\$17,050	94.5%	\$986
Mar-23	189	\$888	\$17,916	\$17,159	91	\$18,047	100.7%	(\$131)
Apr-23	190	\$893	\$17,958	\$13,213	70	\$14,106	78.5%	\$3,852
May-23	193	\$907	\$18,240	\$18,634	97	\$19,541	107.1%	(\$1,301)
Jun-23	195	\$917	\$18,480	\$15,336	79	\$16,253	87.9%	\$2,227
Jul-23	196	\$921	\$18,522	\$12,404	63	\$13,325	71.9%	\$5,197
Aug-23	195	\$917	\$18,480	\$24,022	123	\$24,939	135.0%	(\$6,459)
Sep-23	194	\$912	\$18,360	\$11,856	61	\$12,768	69.5%	\$5,592
Oct-23	192	\$902	\$18,198	\$15,276	80	\$16,178	88.9%	\$2,019
Nov-23	193	\$907	\$18,318	\$14,090	73	\$14,997	81.9%	\$3,320
Dec-23	193	\$907	\$18,318	\$15,444	80	\$16,351	89.3%	\$1,966
Totals	2,312	\$10,866	\$218,946	\$185,906	80	\$196,772	89.9%	\$22,174



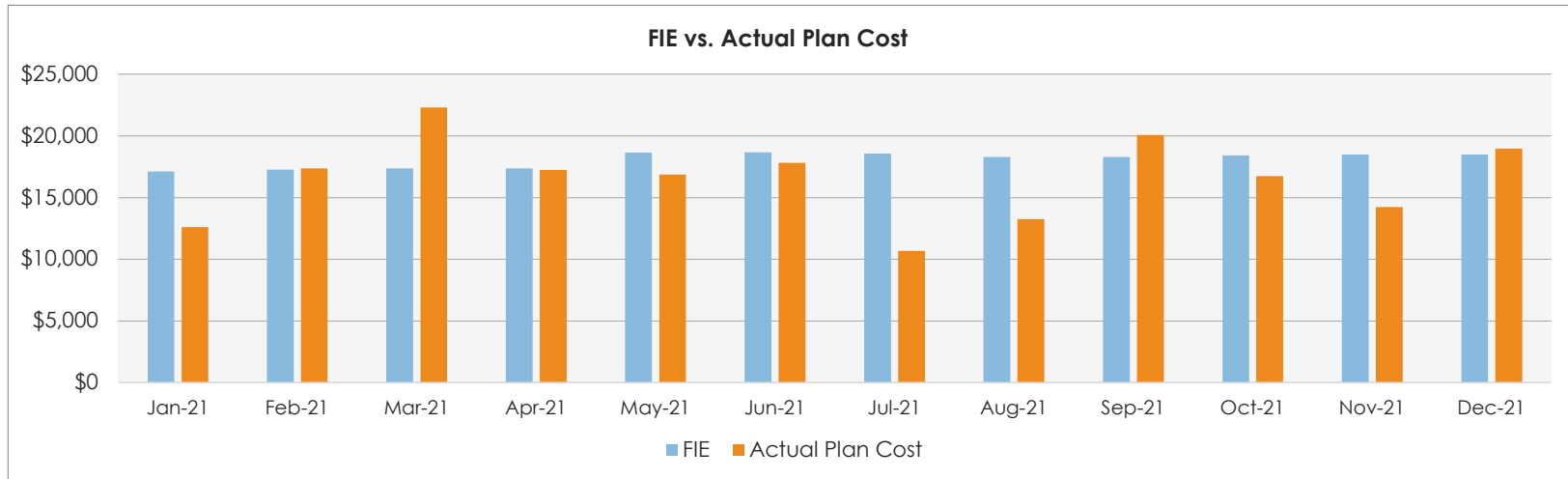
**City of Manitowoc
Dental Plan - Delta Dental
2022 Cost Summary**



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



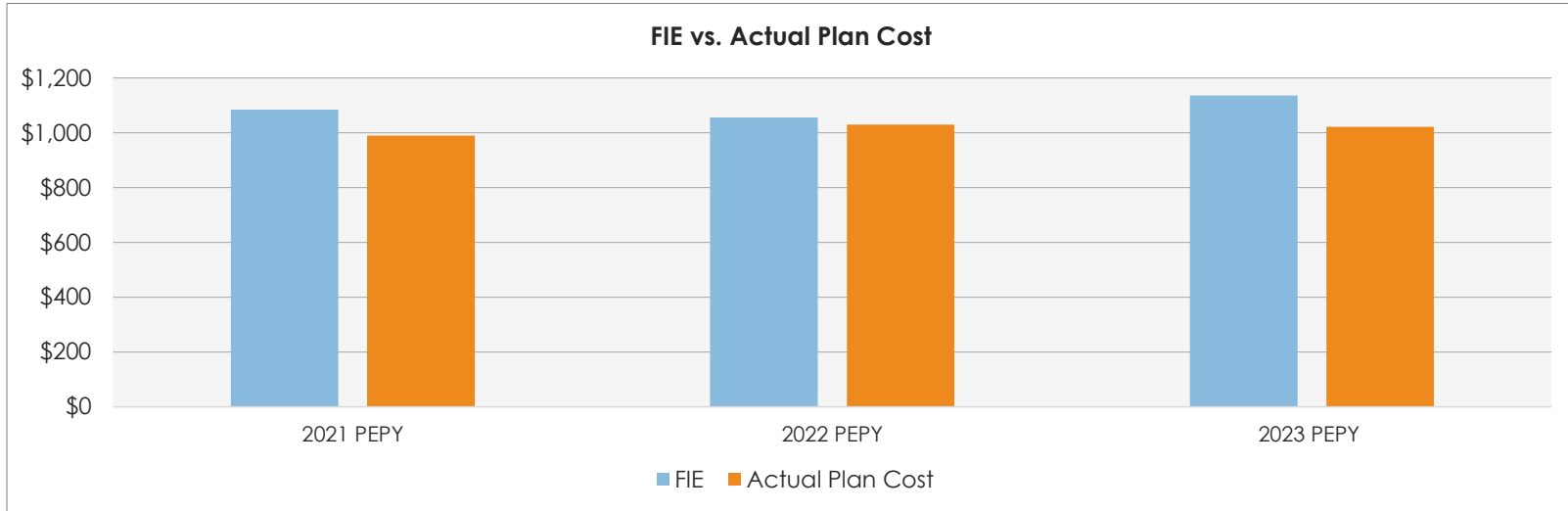
**City of Manitowoc
Dental Plan - Delta Dental
2021 Cost Summary**



	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-21	189	\$ 850.50	\$ 17,109.15	\$11,756.00	\$62	\$12,606.50	73.7%	\$4,502.65
Feb-21	191	\$ 859.50	\$ 17,262.10	\$16,507.00	\$86	\$17,366.50	100.6%	(\$104.40)
Mar-21	192	\$ 864.00	\$ 17,374.95	\$21,437.00	\$112	\$22,301.00	128.4%	(\$4,926.05)
Apr-21	192	\$ 864.00	\$ 17,374.95	\$16,374.00	\$85	\$17,238.00	99.2%	\$136.95
May-21	205	\$ 922.50	\$ 18,623.75	\$15,946.00	\$78	\$16,868.50	90.6%	\$1,755.25
Jun-21	206	\$ 927.00	\$ 18,663.85	\$16,894.00	\$82	\$17,821.00	95.5%	\$842.85
Jul-21	205	\$ 922.50	\$ 18,551.00	\$9,753.00	\$48	\$10,675.50	57.5%	\$7,875.50
Aug-21	204	\$ 918.00	\$ 18,292.65	\$12,344.00	\$61	\$13,262.00	72.5%	\$5,030.65
Sep-21	204	\$ 918.00	\$ 18,292.65	\$19,141.00	\$94	\$20,059.00	109.7%	(\$1,766.35)
Oct-21	205	\$ 922.50	\$ 18,405.50	\$15,827.00	\$77	\$16,749.50	91.0%	\$1,656.00
Nov-21	205	\$ 922.50	\$ 18,478.25	\$13,304.00	\$65	\$14,226.50	77.0%	\$4,251.75
Dec-21	203	\$ 913.50	\$ 18,470.80	\$18,063.00	\$89	\$18,976.50	102.7%	(\$505.70)
Totals	2,401	\$10,804.50	\$216,899.60	\$187,346.00	\$78	\$198,150.50	91.4%	\$18,749.10



**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
2021 Plan Year	200	\$187,346	\$10,805	\$198,151	\$216,900	91.4%
2022 Plan Year	201	\$195,726	\$10,832	\$206,558	\$211,757	97.5%
2023 Annualized	193	\$185,906	\$10,866	\$196,772	\$218,946	89.9%

Time Period	Paid Claims	Admin Costs	Actual Plan Costs	FIE Amount
2021 PEPY	936	\$54	\$990	\$1,084
2022 PEPY	976	\$54	\$1,030	\$1,056
2023 PEPY	965	\$56	\$1,021	\$1,136

Notes

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