



Mark Smolinski  
Senior Benefits Analyst



CONFIDENTIAL | © 2021 USI Insurance Services. All rights reserved. | 03.25 City of Manitowoc Med MER - Cover, 4/30/2025

## 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
----	--------------------	---

---



## Section I

---

### Medical Experience



City of Manitowoc  
Medical / Rx Plan  
Experience Dashboard  
Experience Period Ending 03/31/2025

#### Experience Summary

	2024	2025 YTD	2025 Annualized	Δ from Prior
Net Paid Claims	\$2,931,673	\$1,063,566	\$4,254,264	45.1%
Actual Net Cost	\$3,544,067	\$1,307,428	\$5,229,712	47.6%
FIE	\$3,491,158	\$1,005,321	\$4,021,282	15.2%
Actual Net Cost to FIE	101.5%	130.1%	130.1%	
Gross Rx Claims to Total Net Claims	26.7%	14.0%	14.0%	
Net Claims PEPY	\$15,131	\$5,627	\$22,509	48.8%
Average Employees	194	189	189	-2.5%

#### Observations

For the current experience period of Jan 1, 2025 to Mar 31, 2025, the group is currently performing unfavorably based on the following:

- Claims net of amounts over the SSL, on a per employee basis increased 45.1% over the prior year. This is above the medical trend of 9.1%.
- There are several large claimants over \$50,000, making up 17.6% of the total claims. Typically, high cost claimants make up 20% to 35% of total claims.
- Prescription drug claims currently account for 14.0% of total claims, pharmacy trend is 25.5%.
- Average number of employees has decreased by -2.5% compared to the prior year.

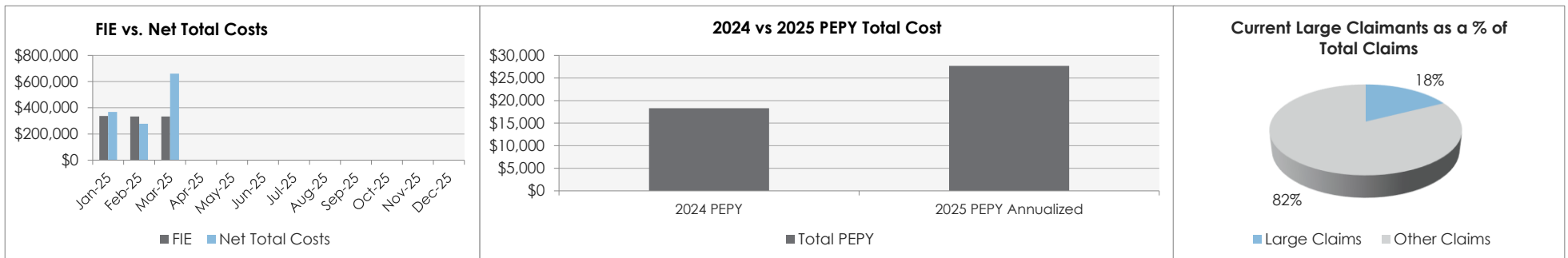
#### Large Claimants

	2024	2025 YTD
Number of Large Claimants (>\$50,000)	12	2
Total Paid for Large Claimants (>\$50,000)	\$2,754,878	\$192,243
Claimants Over SSL (>\$100,000)	6	1
Total Paid Over SSL (>\$100,000)	\$1,718,208	\$31,669

Actual Net Cost to FIE: 130.1%



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

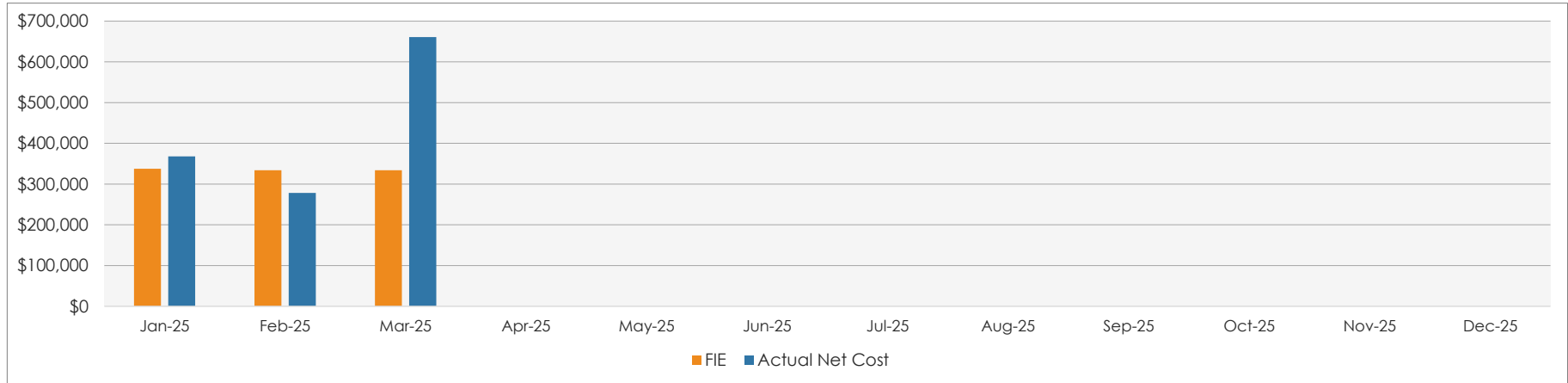


#### Notes

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 2025 through December 2025**



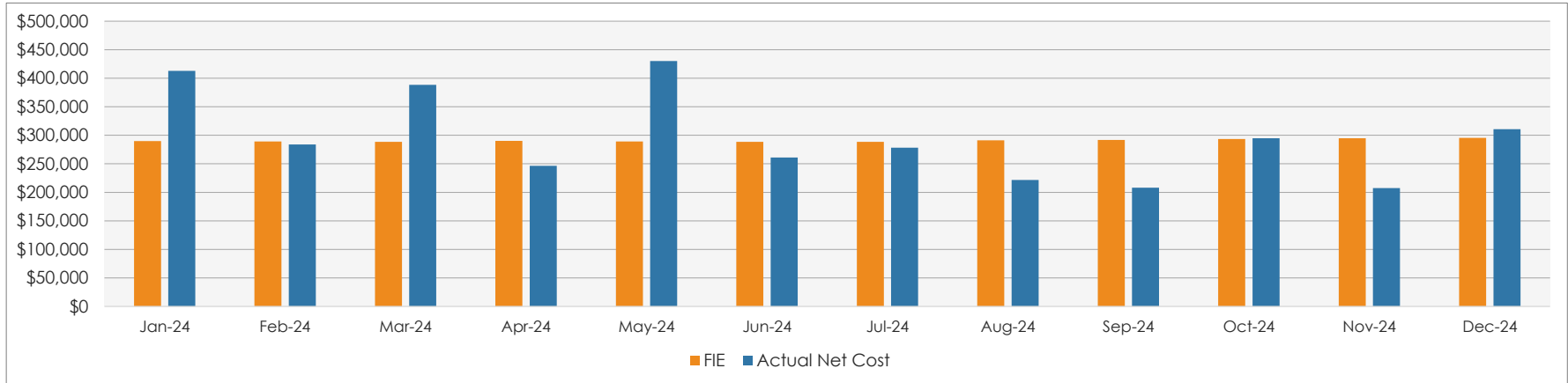
	Enrollment	Fixed Costs			Paid Claims						Total Plan Costs		Position		Miscellaneous
	(1)	(2)	(3)	(4) = 2+3	(5)	(6)	(7)	(8)	(9) = 5+6+7+8	(10) = 9/1	(11) = 4+9	(12)	(13) = 11/12	(19) = 12-11	(20)
	Total Ees	Admin Fees*	Stop Loss Premium	Total	Medical Claims	Rx Claims	Misc**	Over SSL	Net Total Claims	Claims / Ee	Actual Net Cost	FIE	Net Cost / FIE	FIE - Net Cost	Miscellaneous
Jan-25	191	\$7,924	\$73,948	\$81,872	\$226,853	\$44,786	\$14,321	\$0	\$285,960	\$1,497	\$367,832	\$337,721	108.9%	(\$30,111)	\$0
Feb-25	188	\$7,895	\$73,101	\$80,995	\$161,696	\$52,845	\$8,998	(\$25,950)	\$197,589	\$1,051	\$278,584	\$333,800	83.5%	\$55,215	\$0
Mar-25	188	\$7,895	\$73,101	\$80,995	\$364,066	\$50,749	\$170,920	(\$5,719)	\$580,016	\$3,085	\$661,012	\$333,800	198.0%	(\$327,212)	\$159,200
Apr-25															
May-25															
Jun-25															
Jul-25															
Aug-25															
Sep-25															
Oct-25															
Nov-25															
Dec-25															
<b>Totals</b>	<b>567</b>	<b>\$23,713</b>	<b>\$220,149</b>	<b>\$243,862</b>	<b>\$752,615</b>	<b>\$148,381</b>	<b>\$194,239</b>	<b>(\$31,669)</b>	<b>\$1,063,566</b>	<b>\$1,876</b>	<b>\$1,307,428</b>	<b>\$1,005,321</b>	<b>130.1%</b>	<b>(\$302,107)</b>	<b>\$159,200</b>

**Notes**

1. Aggregate corridor is 125%. Specific Stop Loss is \$100,000.
- 2\*. Admin Fees include Wellness FIE/Incentives (\$2,861 Monthly) & Broker Fee (\$3,087.50 Monthly)
- 3\*\*. Misc Paid Claims includes Shared Savings, Clinic, PaydHealth and ER HSA Contributions



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



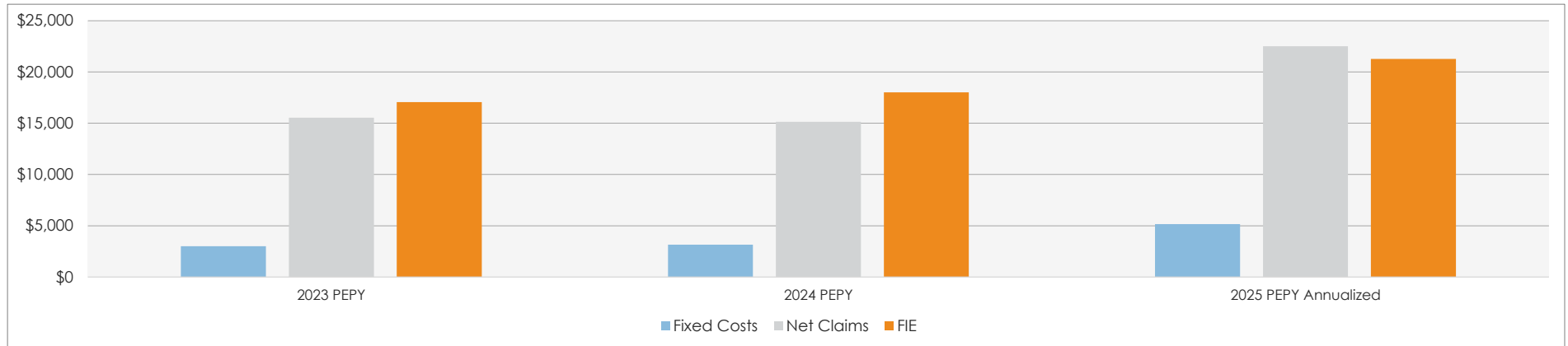
	Enrollment	Fixed Costs			Paid Claims						Total Plan Costs		Position		Miscellaneous
	(1)	(2)	(3)	(4) = 2+3	(5)	(6)	(7)	(8)	(9) = 5+6+7+8	(10) = 9/1	(11) = 4+9	(12)	(13) = 11/12	(14) = 12-11	(20)
	Total Ees	Admin Fees	Stop Loss Premium	Total	Medical Claims	Rx Claims	Misc*	Over SSL	Net Total Claims	Claims / Ee	Actual Net Cost	FIE	Net Cost / FIE	FIE - Net Cost	Miscellaneous
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	193	\$8,372	\$42,410	\$50,783	\$184,835	\$39,255	\$8,958	\$0	\$233,048	\$1,208	\$283,831	\$289,340	98.1%	\$5,509	\$0
Mar-24	192	\$8,365	\$42,311	\$50,676	\$335,364	\$59,695	\$141,402	(\$198,656)	\$337,805	\$1,759	\$388,481	\$288,603	134.6%	(\$99,878)	\$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	194	\$8,387	\$42,688	\$51,075	\$136,078	\$72,538	\$10,615	(\$48,618)	\$170,614	\$879	\$221,689	\$291,208	76.1%	\$69,520	\$0
Sep-24	195	\$8,394	\$42,788	\$51,182	\$119,484	\$64,044	\$8,549	(\$35,245)	\$156,833	\$804	\$208,014	\$291,945	71.3%	\$83,931	\$0
Oct-24	197	\$8,409	\$42,986	\$51,395	\$256,433	\$97,734	\$10,213	(\$120,891)	\$243,489	\$1,236	\$294,884	\$293,419	100.5%	(\$1,465)	\$0
Nov-24	196	\$8,415	\$43,244	\$51,660	\$139,069	\$61,925	\$7,242	(\$52,500)	\$155,735	\$795	\$207,395	\$294,945	70.3%	\$87,551	\$0
Dec-24	195	\$8,415	\$43,324	\$51,739	\$310,525	\$54,721	\$8,019	(\$114,272)	\$258,993	\$1,328	\$310,732	\$295,340	105.2%	(\$15,392)	\$0
Totals	2,325	\$100,612	\$511,782	\$612,394	\$3,627,006	\$781,468	\$241,406	(\$1,718,208)	\$2,931,673	\$1,261	\$3,544,067	\$3,491,158	101.5%	(\$52,909)	\$132,000

**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
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 Plan Year	194	\$100,612	\$511,782	\$612,394	\$3,627,006	\$781,468	\$241,406	(\$1,718,208)	\$2,931,673	\$3,544,067	\$3,491,158	101.5%
2025 YTD Annualized	189	\$94,851	\$880,597	\$975,448	\$3,010,460	\$593,522	\$776,958	(\$126,676)	\$4,254,264	\$5,229,712	\$4,021,282	130.1%

Time Period	Fixed Costs	Change from Prior Year	Net Claims	Change from Prior Year	FIE	Change from Prior Year
2023 PEY	\$3,004	5.9%	\$15,538	10.8%	\$17,062	12.4%
2024 PEY	\$3,161	5.2%	\$15,131	-2.6%	\$18,019	5.6%
2025 PEY Annualized	\$5,161	63.3%	\$22,509	48.8%	\$21,277	18.1%

Notes

1. PEY = Per Employee Per Year
2. FIE = Fully Insured Equivalent
3. 2025 Plan Year is annualized through 03/31/2025