



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org

DATE: October 6, 2025
TO: Personnel Committee
FROM: Jessie Lillibridge, HR Director
RE: 2026 Benefits Recommendations

The purpose of this memo is to specify the recommendations for the 2026 employee benefits.

The Finance Director and I have worked with McClone to determine that the following benefits be offered to employees in 2026:

- Offer health coverage under self-funded plan with Robin Health Partners as the third-party administrator.
 - No plan design changes to the current high-deductible, health savings account eligible plan.
 - Premium contribution rate increases are currently being projected at 13% but will ultimately depend on the stop-loss coverage renewal costs.
- Carve out pharmacy benefits, moving to National Cooperative Rx, which will provide transparency and more oversight of our pharmacy drug program.
- Offer dental coverage under a self-funded plan with Delta Dental as the third-party administrator.
 - Considering a minimal premium contribution rate increase
- Offer Vitality wellness platform, to continue encouraging employees and spouses to make healthy lifestyle choices.
- Continue to offer cafeteria plan services (HSA and dependent care FSA) through WEX.
- Due to low enrollment and considering that all benefit-eligible employees have the option to take the HSA-eligible coverage, we plan to eliminate offering medical FSA plans.
- Continue to offer life insurance through WI ETF.
- Employer HSA contributions will be made in March 2026 per employee and per spouse as incentives for meeting specific wellness parameters.
 - \$800 for each covered employee and spouse who engaged with a primary care provider between 01/01/2025 and 12/31/2025.
- Offer no/low-cost services through the Manty Health & Wellness Clinic, in partnership with MPSD and Froedtert.
- Offer EAP services to employees and their families through Empathia.
- Offer 100% employee-funded vision plan through Delta Vision. Worked with McClone to review several vendors.
- Offer 100% employee-funded disability plans through Mutual of Omaha.
- Offer 100% employee-funded critical illness and accident insurance coverage through Mutual of Omaha.
- Offer alternative virtual physical therapy option to employees through Hinge Health.
- See next page for updated financial exhibit of Medical Insurance rate updates.

Thank you.

HUMAN RESOURCES

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Original 9/4/25 Committee Meeting

Annual Cost Summary

Total Medical & Drug Costs				
	Current	Projected	% Change	\$ Change
Specific	\$841,479	\$1,026,598	22%	\$185,119
Aggregate	\$29,171	\$30,636	5%	\$1,465
Transplant	\$0	\$37,680		\$37,680
Med & Rx Administration	\$16,694	\$110,267	561%	\$93,573
Total Fixed Cost	\$887,345	\$1,205,182	36%	\$317,837
Claims Cost	\$3,087,124	\$3,435,980	11%	\$348,856
Total Fixed & Claims Cost	\$3,974,469	\$4,641,162	17%	\$666,693

Total Dental Costs				
	Current	Projected	% Change	\$ Change
Fixed Cost	\$11,167	\$11,500	3%	\$333
Claims Cost	\$209,343	\$213,564	2%	\$4,221
Total Fixed & Claims Cost	\$220,510	\$225,064	2%	\$4,554

Total Cost Summary				
	Current	Projected	% Change	\$ Change
Fixed Cost	\$898,512	\$1,216,681	35%	\$318,170
Claims Cost	\$3,296,467	\$3,649,544	11%	\$353,077
Total Fixed & Claims Cost	\$4,194,979	\$4,866,225	16%	\$671,247

Calculations include savings from PBM change to NCRx

Updated and Firm

Annual Cost Summary				
Total Medical & Drug Costs				
	Current	Renewal	% Change	\$ Change
Specific	\$818,909	\$1,045,232	28%	\$226,322
Aggregate	\$28,540	\$34,383	20%	\$5,843
Transplant	\$0	\$37,811	0%	\$0
Med & Rx Administration	\$16,420	\$118,743	623%	\$102,323
Total Fixed Cost	\$863,870	\$1,236,168	43%	\$372,299
Claims Cost	\$3,005,377	\$3,125,917	4%	\$120,540
Total Fixed & Claims Cost	\$3,869,247	\$4,362,085	13%	\$492,839
Total Dental Costs				
	Current	Renewal	% Change	\$ Change
Fixed Cost	\$11,224	\$11,701	4%	\$478
Claims Cost	\$208,871	\$211,643	1%	\$2,772
Total Fixed & Claims Cost	\$220,095	\$223,344	1%	\$3,250
Total Cost Summary				
	Current	Renewal	% Change	\$ Change
Fixed Cost	\$875,093	\$1,247,870	43%	\$372,777
Claims Cost	\$3,214,248	\$3,337,560	4%	\$123,312
Total Fixed & Claims Cost	\$4,089,341	\$4,585,430	12%	\$496,089

Calculations include savings for PBM change to NCRx

Illustrative EE contributions rates:

Monthly Rates

	COM	Employee Contribution
2025		
EE	\$ 756.58	\$ 108.08
Family	\$ 1,918.11	\$ 274.02
2026		
EE	\$ 915.25	\$ 121.85
Family	\$ 2,134.52	\$ 308.93