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Section I

Medical Experience



City of Manitowoc
Medical / Rx Plan
Experience Dashboard
Experience Period Ending 04/30/2025

Experience Summary

	2024	2025 YTD	2025 Annualized	Δ from Prior
Net Paid Claims	\$2,931,673	\$1,547,745	\$4,643,236	58.4%
Actual Net Cost	\$3,544,067	\$1,871,917	\$5,615,751	58.5%
FIE	\$3,491,158	\$1,336,064	\$4,008,191	14.8%
Actual Net Cost to FIE	101.5%	140.1%	140.1%	
Gross Rx Claims to Total Net Claims	26.7%	16.9%	16.9%	
Net Claims PEPY	\$15,131	\$8,222	\$24,665	63.0%
Average Employees	194	188	188	-2.8%

Observations

For the current experience period of Jan 1, 2025 to Apr 30, 2025, the group is currently performing unfavorably based on the following:

- Claims net of amounts over the SSL, on a per employee basis increased 58.4% over the prior year. This is above the medical trend of 9.1%.
- There are several large claimants over \$50,000, making up 22.4% of the total claims. Typically, high cost claimants make up 20% to 35% of total claims.
- Prescription drug claims currently account for 16.9% of total claims, pharmacy trend is 25.5%.
- Average number of employees has decreased by -2.8% compared to the prior year.

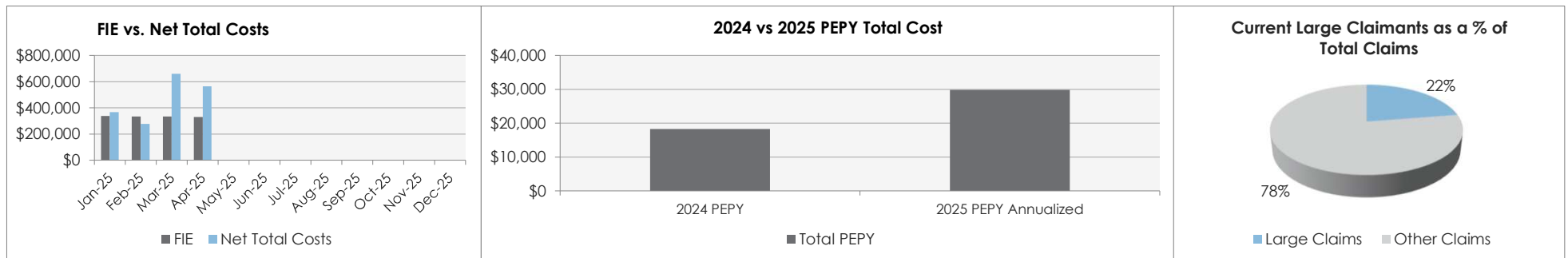
Large Claimants

	2024	2025 YTD
Number of Large Claimants (>\$50,000)	12	2
Total Paid for Large Claimants (>\$50,000)	\$2,754,878	\$390,001
Claimants Over SSL (>\$100,000)	6	2
Total Paid Over SSL (>\$100,000)	\$1,718,208	\$190,001

Actual Net Cost to FIE: 140.1%



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

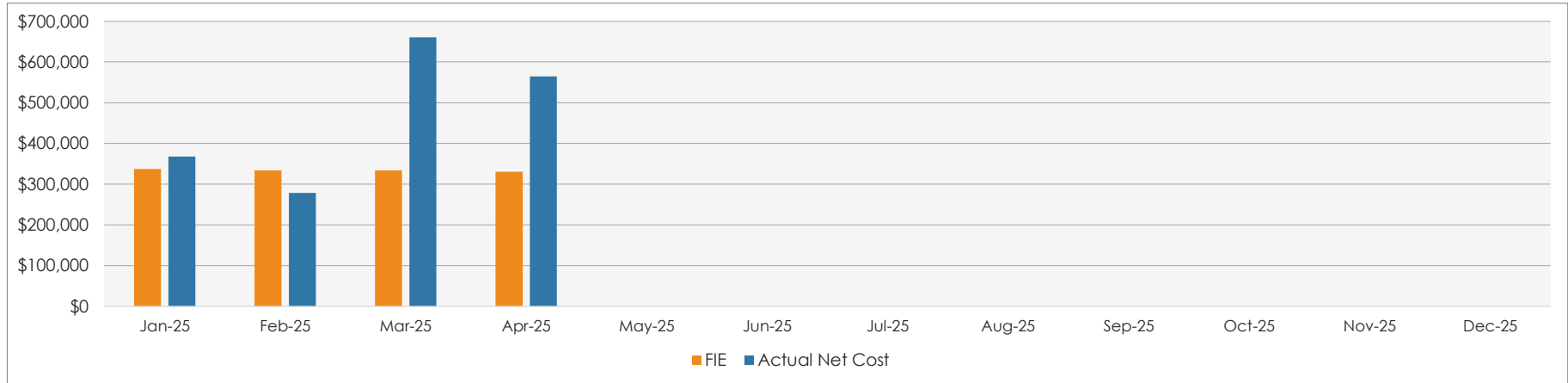


Notes

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



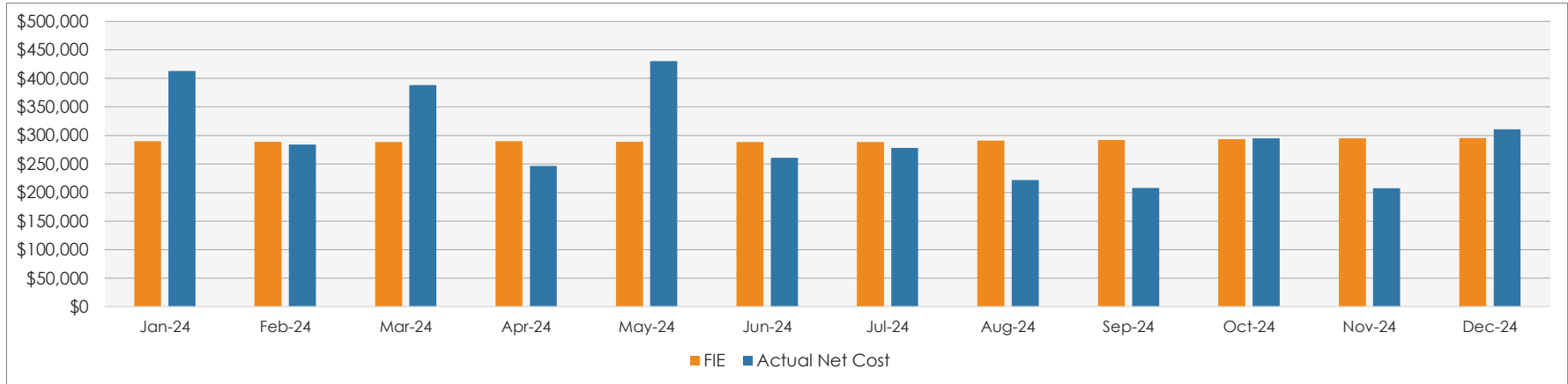
	Enrollment (1)	Fixed Costs			Paid Claims						Total Plan Costs		Position		Miscellaneous
		(2)	(3)	(4) = 2+3	(5)	(6)	(7)	(8)	(9) = 5+6+7+8	(10) = 9/1	(11) = 4+9	(12)	(13) = 11/12	(19) = 12-11	(20)
	Total Ees	Admin Fees*	Stop Loss Premium	Total	Medical Claims	Rx Claims	Misc**	Over SSL	Net Total Claims	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	186	\$7,875	\$72,435	\$80,310	\$518,659	\$113,950	\$9,902	(\$158,332)	\$484,179	\$2,603	\$564,489	\$330,743	170.7%	(\$233,746)	\$0
May-25															
Jun-25															
Jul-25															
Aug-25															
Sep-25															
Oct-25															
Nov-25															
Dec-25															
Totals	753	\$31,588	\$292,584	\$324,172	\$1,271,274	\$262,331	\$204,142	(\$190,001)	\$1,547,745	\$2,055	\$1,871,917	\$1,336,064	140.1%	(\$535,854)	\$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 (\$3,087.50 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



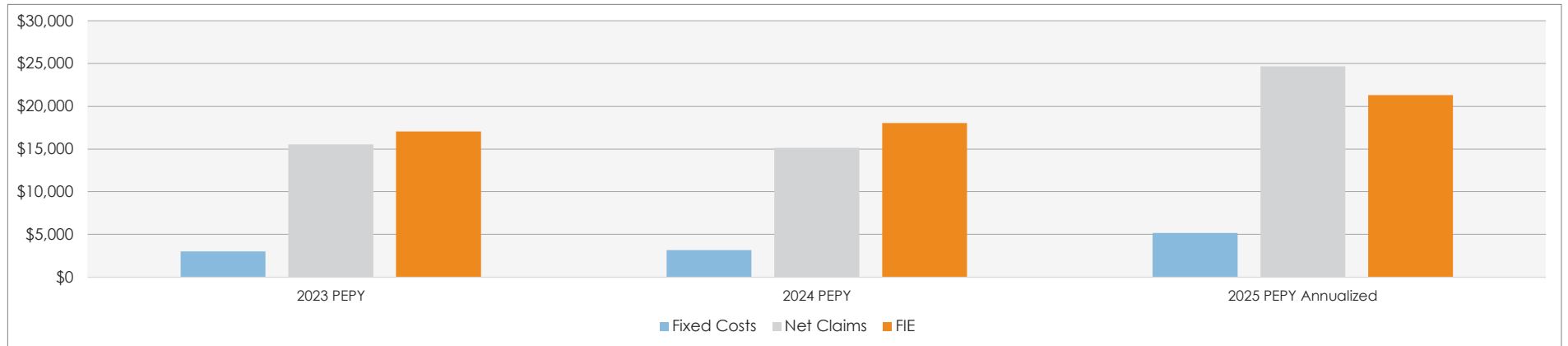
	Enrollment	Fixed Costs			Paid Claims						Total Plan Costs		Position		Miscellaneous
	(1)	(2)	(3)	(4) = 2+3	(5)	(6)	(7)	(8)	(9) = 5+6+7+8	(10) = 9/1	(11) = 4+9	(12)	(13) = 11/12	(14) = 12-11	(20)
	Total Ees	Admin Fees	Stop Loss Premium	Total	Medical Claims	Rx Claims	Misc*	Over SSL	Net Total Claims	Claims / 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

- 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 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	188	\$94,763	\$877,752	\$972,515	\$3,813,822	\$786,992	\$612,425	(\$570,003)	\$4,643,236	\$5,615,751	\$4,008,191	140.1%

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	\$5,166	63.4%	\$24,665	63.0%	\$21,292	18.2%

Notes

1. PEY = Per Employee Per Year
2. FIE = Fully Insured Equivalent
3. 2025 Plan Year is annualized through 04/30/2025