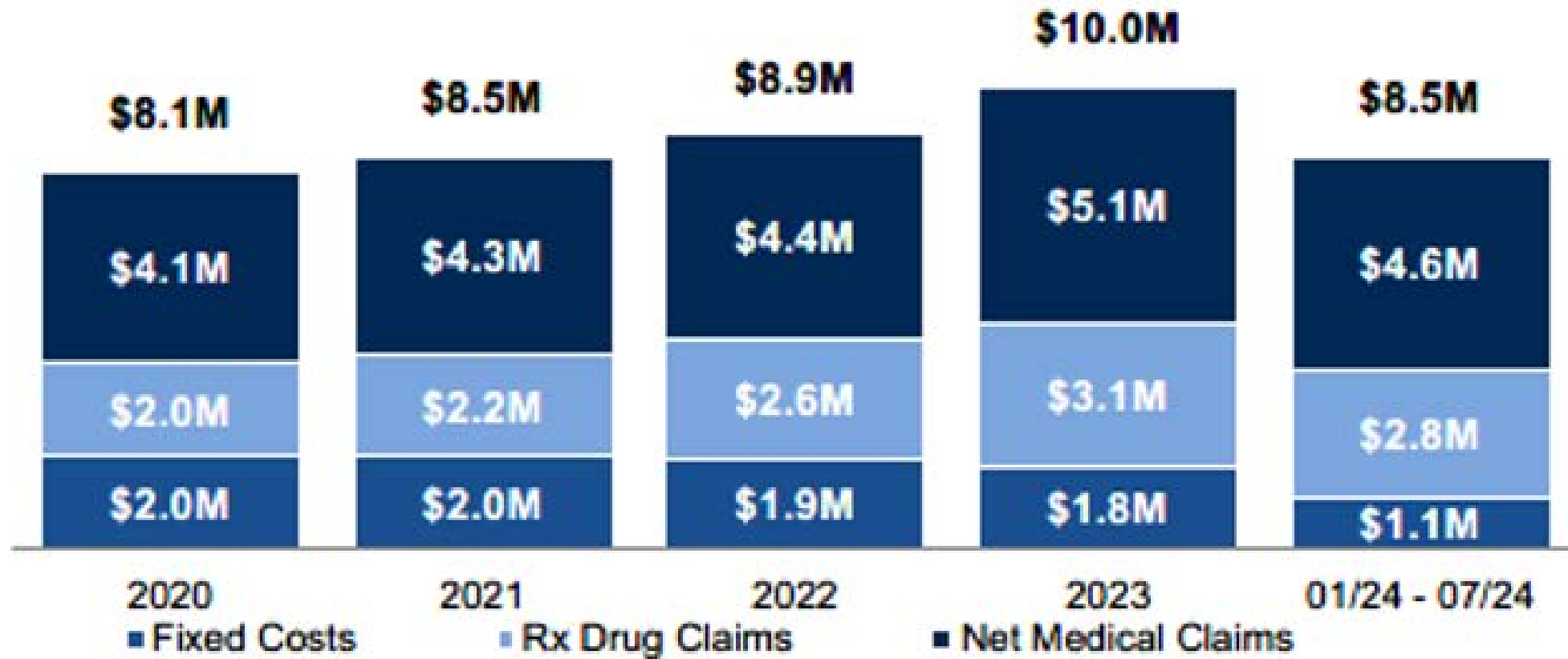


Net Plan Cost Breakdown



Note: Current plan year data is annualized.

2025 Health/Life Budget Highlights

Budget Summary

- Total budget request: \$11,872,329
 - 7% increase over 2024 budget
- Projected health claims: \$7,932,609
- Health insurance premium increase: 5%

Budget Changes

- \$46,956 increase to employee contributions and COBRA contributions (R)
- \$374,128 increase to Rx rebates (R)
- \$56,516 increase to RHS account (E)
- \$43,886 increase to consulting services (E)
- \$556,150 increase to claims administration (admin fees, including stop loss) (E)
- \$155,084 increase to claims (health) (E)
- \$5,865 increase to insurance premiums (vision & life) (E)

Plan Details

- No plan design changes

Stop Loss Update

Stop Loss

- Contract marketed annually
- Largest driver of our administrative fees budget
- Received quote from incumbent (included in budget)
 - 40% increase for specific
 - 3.6% for aggregate
- Final quotes came in the beginning of October. We will be making a switch to a new vendor, which will save the City \$195,537.

Large Claims Analysis - Claimants over \$50,000



	2020	2021	2022	2023	01/24 - 07/24
# Large Claimants	32	31	31	39	22
Average Claim Size	\$113,926	\$107,294	\$113,775	\$123,314	\$142,451
% Large Claims	48.5%	43.9%	43.9%	49.2%	55.7%