

Stop Loss Marketing Results & Specific Deductible Analysis



Stop Loss Renewal and Marketing Results – Summary



City of Racine - TOTAL COST SUMMARY

Proposed Effective Date: 01-01-2024

		Firm through 10/12/23	Firm through 10/13/23	Firm through 10/20/23
	Current	Renewal	Option 1	Option 2
Stop Loss Market / Carrier	SL Management	SL Management	Vista Underwriting	TMHCC
TPA / Claims Administrator	UHC	UHC	UHC	UHC
PPO Network	UHC Choice Plus	UHC Choice Plus	UHC Choice Plus	UHC Choice Plus
Rx Benefit Manager	CVS	CVS	CVS	CVS
Enrolled Employee Count	1,039	1,039	1,039	1,039
Annual Stop Loss (Spec + Agg) Premiums	\$ 900,334.44	\$ 1,026,431.16	\$ 958,795.68	\$ 1,009,585.68
\$ Variance Over Current		\$ 126,096.72	\$ 58,461.24	\$ 109,251.24
% Variance Over Current		14.01%	6.49%	12.13%
Lasered Individuals / Excess Liability	Current	Renewal	Option 1	Option 2
Member 1	\$ 385,000.00	\$ 375,000.00	\$ 375,000.00	\$ 375,000.00

- NOTES:
- * Headcount based on renewal marketing census provided - Fluctuations in actual enrollment will have a direct impact on annualized projections.
 - * Proposal Disclaimers and Provisions apply - see carrier specific and Brown & Brown disclosures. Rates & Factors subject to Qualifications, Contingencies & Plan Document Assumptions.
 - * ¹ Per Medical Plan Administration Expense Summary
 - * ² Rx Rebates are estimates and can vary based on timing of reimbursements and actual Rx utilization. Rx Rebates are subject to regulatory impact at any time.
 - * Total Cost Summary illustrations above are NOT inclusive of additional liability associated with lasers, when applicable.



Stop Loss Marketing Results - \$275,000

STOP LOSS

Firm through 10/12/23

Firm through 10/13/23

Firm through 10/20/23

	Current	Renewal	Option 1	Option 2
Stop Loss Market / Carrier	SL Management	SL Management	Vista Underwriting	TMHCC
TPA / Claims Administrator	UHC	UHC	UHC	UHC
PPO Network	UHC Choice Plus	UHC Choice Plus	UHC Choice Plus	UHC Choice Plus
Rx Benefit Manager	CVS	CVS	CVS	CVS

Specific	Current	Renewal	Option 1	Option 2
Benefits Included	Medical, Rx	Medical, Rx Card	Medical, Rx Card	Medical, Rx Card
Deductible	\$275,000	\$275,000	\$275,000	\$275,000
Contract Basis	24/12	24/12	24/12	24/12
Run-In/Out Limit	None	None	None	None
Maximum Coverage Limit	Unlimited	Unlimited	Unlimited	Unlimited
Terminal Liability Provision	Not Included	Not Included	Not Included	Not Included
No New Laser provision included	No	Yes	Yes	Yes
Renewal Rate Cap included	No	Yes, 50.00%	Yes, 45.00%	Yes, 50.00%
Plan Mirroring Coordination	Included	Included	Included	Included
Simultaneous (Advance) Reimbursement	Included	Included	Included	Included
Experience Rated Refund Provision included	No	No	No	No

Stop Loss Premiums (Fixed)	Current	Renewal	Option 1	Option 2
Specific Rates				
Employee (Single)	463 \$ 37.89	\$ 43.43	\$ 44.68	\$ 32.66
Family	576 \$ 99.80	\$ 113.59	\$ 102.80	\$ 119.81
Annual Specific Premium	\$ 900,334.44	\$ 1,026,431.16	\$ 958,795.68	\$ 1,009,585.68
Total Annual Specific & Aggregate Premium	\$ 900,334.44	\$ 1,026,431.16	\$ 958,795.68	\$ 1,009,585.68
% Increase		14.01%	6.49%	12.13%
% Renewal			-6.59%	-1.64%

Lasered Individuals / Excess Liability	Current	Renewal	Option 1	Option 2
Member 1	\$ 385,000.00	\$ 375,000.00	\$ 375,000.00	\$ 375,000.00

Cost Summary at Maximum*	Current	Renewal	Option 1	Option 2
Specific and Aggregate Premiums	\$ 900,334.44	\$ 1,026,431.16	\$ 958,795.68	\$ 1,009,585.68
Annual Administrative Costs				
Additional Liability	\$ 110,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
Maximum Claim Liability				
Combined at Maximum	\$ 1,010,334.44	\$ 1,126,431.16	\$ 1,058,795.68	\$ 1,109,585.68

Retirees are covered

Retirees are covered

Retirees are covered

Retirees are covered

NOTES:

* Headcount based on renewal marketing census provided - Fluctuations in actual enrollment will have a direct impact on annualized projections.

* Cost Summary illustrations above are NOT inclusive of non-stop loss premium plan administration expenses – additional liability associated with lasers or offsets/rx rebates when apply.

* Proposal Disclaimers and Provisions apply - see carrier specific and Brown & Brown disclosures. Rates & Factors subject to Qualifications, Contingencies & Plan Document Assumptions.



Stop Loss Marketing Results - \$300,000

STOP LOSS

Firm through 10/12/23

Firm through 10/13/23

Firm through 10/20/23

	Current	Renewal	Option 1	Option 2
Stop Loss Market / Carrier	SL Management	SL Management	Vista Underwriting	TMHCC
TPA / Claims Administrator	UHC	UHC	UHC	UHC
PPO Network	UHC Choice Plus	UHC Choice Plus	UHC Choice Plus	UHC Choice Plus
Rx Benefit Manager	CVS	CVS	CVS	CVS

Specific	Current	Renewal	Option 1	Option 2
Benefits Included	Medical, Rx	Medical, Rx Card	Medical, Rx Card	Medical, Rx Card
Deductible	\$275,000	\$300,000	\$300,000	\$300,000
Contract Basis	24/12	24/12	24/12	24/12
Run-In/Out Limit	None	None	None	None
Maximum Coverage Limit	Unlimited	Unlimited	Unlimited	Unlimited
Terminal Liability Provision	Not Included	Not Included	Not Included	Not Included
No New Laser provision included	No	Yes	Yes	Yes
Renewal Rate Cap included	No	Yes, 50.00%	Yes, 45.00%	Yes, 50.00%
Plan Mirroring Coordination	Included	Included	Included	Included
Simultaneous (Advance) Reimbursement	Included	Included	Included	Included
Experience Rated Refund Provision included	No	No	No	No

Stop Loss Premiums (Fixed)	Current	Renewal	Option 1	Option 2
Specific Rates				
Employee (Single) 463	\$ 37.89	\$ 39.66	\$ 40.80	\$ 31.30
Family 576	\$ 99.80	\$ 104.27	\$ 93.75	\$ 116.21
Annual Specific Premium	\$ 900,334.44	\$ 941,065.20	\$ 874,684.80	\$ 977,146.32
Total Annual Specific & Aggregate Premium	\$ 900,334.44	\$ 941,065.20	\$ 874,684.80	\$ 977,146.32
% Increase		4.52%	-2.85%	8.53%
% Renewal			-7.05%	3.83%

Lasered Individuals / Excess Liability	Current	Renewal	Option 1	Option 2
Member 1	\$ 385,000.00	\$ 375,000.00	\$ 375,000.00	\$ 375,000.00

Cost Summary at Maximum*	Current	Renewal	Option 1	Option 2
Specific and Aggregate Premiums	\$ 900,334.44	\$ 941,065.20	\$ 874,684.80	\$ 977,146.32
Annual Administrative Costs				
Additional Liability	\$ 110,000.00	\$ 75,000.00	\$ 75,000.00	\$ 75,000.00
Maximum Claim Liability				
Combined at Maximum	\$ 1,010,334.44	\$ 1,016,065.20	\$ 949,684.80	\$ 1,052,146.32

Retirees are covered

Retirees are covered

Retirees are covered

Retirees are covered

NOTES:

* Headcount based on renewal marketing census provided - Fluctuations in actual enrollment will have a direct impact on annualized projections.

* Cost Summary illustrations above are NOT inclusive of non-stop loss premium plan administration expenses – additional liability associated with lasers or offsets/rx rebates when apply.

* Proposal Disclaimers and Provisions apply - see carrier specific and Brown & Brown disclosures. Rates & Factors subject to Qualifications, Contingencies & Plan Document Assumptions.



Specific Deductible Analysis

PREMIUM SAVINGS

	Current Enrollment	SL Management \$275,000		Vista \$275,000 Alternative 1	Vista \$300,000 Alternative 2
		Current	Renewal		
Single	463	\$37.89	\$43.43	\$44.68	\$40.80
Family	576	\$99.80	\$113.59	\$102.80	\$93.75
Total	1039	\$72.21	\$82.33	\$76.90	\$70.15
Total Annual		\$900,334	\$1,026,431	\$958,796	\$874,685
Change from Current \$			\$126,097	\$58,461	(\$25,650)
Change from Current %			14.0%	6.5%	-2.8%
Premium Change (from Renewal)				(\$67,635)	(\$151,746)

ADDITIONAL RISK

	# Over \$275,000	Plan Paid	# Over \$275,000	Add'l Claim Liability*	# Over \$300,000	Add'l Claim Liability*
	Current YTD: Jan - Aug 2023	2	\$550,000	2	\$0	2
Prior Period 1: 2022	2	\$550,000	2	\$0	2	\$50,000
Prior Period 2: 2021	3	\$825,000	3	\$0	3	\$75,000
Estimated Additional Claim Liability¹		n/a		\$0		\$62,500
Estimated Total Cost/(Savings) over \$275,000 specific deductible		n/a		(\$67,635)		(\$89,246)
Additional Laser Liability		\$100,000		\$100,000		\$75,000
Estimated Total Cost/(Savings) over \$275,000 specific deductible & lasers		n/a		(\$67,635)		(\$114,246)

¹ Average of prior periods (excludes current YTD)

Note: Prior period claims have been trended assuming 8.0% annual trend

Note: 2024 medical plan projection included a 22% preliminary renewal rate increase from SL Management