CITY COUNCIL INFORMAL MEETING
Monday, October 6, 2025
602 S. Main St.| 5th Floor Council Chambers | Joplin MO 64801
5:15 P.M.

AGENDA

1. SEMI-ANNUAL INSURANCE UPDATE BY SEGAL

Documents:

CITY OF JOPLIN MISSOURI - HEALTHCARE BUDGET PROJECTIONS 2026 CONTRIBUTION RATES.PDF

**Notice posted at 12 p.m. on this the 2nd day of October, 2025. (RSMo 610.020)**

City of Joplin, MO

# Healthcare Budget Projections

## 2026 Contribution Rates

September 12, 2025 / Kimberly Wixson

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Segal

# Agenda

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**2026 Vendor Agreements**

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**Carrier Financial Ratings**

**Disclaimers**

# Executive Summary

- We are projecting a surplus of approximately $235,300 in fiscal 2025.
- Based on the modeling assumptions noted within this report, we're projecting a contribution rate increase of 1.1% for medical & prescription drug coverage.
- For reference, below are rate changes since 2015 in comparison to the projected trend from the Segal Trend Survey.

| CY | Single | Family | % Change | Medical PPO Trend [1] | Rx Trend [1] | Composite Trend [1,2] |
|---|---|---|---|---|---|---|
| **2015** | $400.38 | $1,121.10 | 11.7% | 7.8% | 8.6% | 8.0% |
| **2016** | $417.60 | $1,169.32 | 4.3% | 7.8% | 11.3% | 8.9% |
| **2017** | $466.82 | $1,307.14 | 11.8% | 7.6% | 11.6% | 8.8% |
| **2018** | $472.32 | $1,322.52 | 1.2% | 7.7% | 10.3% | 8.5% |
| **2019** | $472.32 | $1,322.52 | 0.0% | 7.1% | 7.5% | 7.2% |
| **2020** | $498.88 | $1,396.91 | 5.6% | 6.8% | 7.1% | 6.9% |
| **2021** | $504.13 | $1,411.61 | 1.1% | 7.7% | 7.3% | 7.6% |
| **2022** | $545.96 | $1,528.72 | 8.3% | 7.3% | 8.4% | 7.6% |
| **2023** | $573.16 | $1,604.90 | 5.0% | 7.4% | 9.8% | 8.1% |
| **2024** | $605.06 | $1,694.24 | 5.6% | 6.8% | 9.9% | 7.7% |
| **2025** | $634.44 | $1,776.50 | 4.9% | 7.9% | 11.4% | 9.0% |
| **2026** | $641.32 | $1,795.76 | 1.1% | 9.3% | 11.0% | 9.8% |

[1] Based on 2026 Segal Health Plan Cost Trend Survey
[2] Composite Trend is estimated by combining Medical PPO and Rx trends, assuming a weighting of 70% medical and 30% Rx

# Budget Projections

| 12 Months Ending December 31 | Aggregate 2025 | Aggregate 2026 | Aggregate 2027 | PEPM 2025 | PEPM 2026 | PEPM 2027 |
|---|---|---|---|---|---|---|
| **Income** | | | | | | |
| City Contributions | $6,264,500 | $6,276,100 | $6,840,400 | $968.54 | $970.33 | $1,057.58 |
| Employee Contributions | 1,407,900 | 1,392,100 | 1,509,500 | 217.67 | 215.23 | 233.38 |
| Retiree/COBRA Contributions | 57,000 | 56,400 | 61,200 | 8.81 | 8.72 | 9.46 |
| **Total Income** | **$7,729,400** | **$7,724,600** | **$8,411,100** | **$1,195.02** | **$1,194.28** | **$1,300.42** |
| **Expenses** | | | | | | |
| Medical | $3,845,400 | $4,114,600 | $4,402,600 | $594.53 | $636.15 | $680.67 |
| Prescription Drug | 2,905,200 | 3,253,800 | 3,644,300 | 449.17 | 503.06 | 563.44 |
| Prescription Drug Rebates | (871,600) | (1,301,500) | (1,457,700) | (134.76) | (201.22) | (225.37) |
| Dental Premium | 359,500 | 319,600 | 341,900 | 55.58 | 49.41 | 52.86 |
| Vision Premium | 49,700 | 49,700 | 49,700 | 7.68 | 7.68 | 7.68 |
| Life Insurance Premium | 145,600 | 102,900 | 102,900 | 22.51 | 15.91 | 15.91 |
| Stop-Loss Insurance Premium | 777,700 | 894,400 | 1,028,500 | 120.24 | 138.28 | 159.01 |
| ASO / EAP Fees | 279,100 | 286,400 | 293,800 | 43.15 | 44.28 | 45.42 |
| ACA Fees | 3,500 | 3,600 | 3,700 | 0.54 | 0.56 | 0.57 |
| **Total Expenses** | **$7,494,100** | **$7,723,500** | **$8,409,700** | **$1,158.64** | **$1,194.11** | **$1,300.19** |
| **Operating Surplus (Deficit)** | **$235,300** | **$1,100** | **$1,400** | **$36.38** | **$0.17** | **$0.23** |
| **Enrollment** | **539** | **539** | **539** | **539** | **539** | **539** |
| **Beginning Fund Assets** | **$3,143,438** | **$3,378,738** | **$3,379,838** | | | |
| **Ending Fund Assets** | **$3,378,738** | **$3,379,838** | **$3,381,238** | | | |
| **Reserve Months** | **5.2** | **4.8** | **4.4** | | | |
| **Suggested Reserves** | | | | | | |
| Claims Fluctuation | **$1,489,200** | **$1,536,800** | **$1,669,100** | | | |
| Months | **2.3** | **2.2** | **2.2** | | | |
| **Reserve (Shortfall)/Surplus** | **$1,889,538** | **$1,843,038** | **$1,712,138** | | | |

# Assumptions

| | 2025 | 2026 | 2027 |
|---|---|---|---|
| **Trend on Expenses** | | | |
| Medical | 7.0% | 7.0% | 7.0% |
| Prescription Drug | 12.0% | 12.0% | 12.0% |
| Dental Premium | Final Year | 1st Year | 7.0% |
| Vision Premium | Final Year | 1st Year | Rate Hold |
| Life and AD&D | Final Year | 1st Year | Rate Hold |
| Stop-Loss Insurance Premium | Renewal | 15.0% | 15.0% |
| ASO Fees | Final Year | 1st Year | 2nd Year |
| EAP Fees | Final Year | 1st Year | 3.0% |
| **Enrollment** | | | |
| Actives | 535 | 535 | 535 |
| COBRA/Retirees | 4 | 4 | 4 |
| **Total** | **539** | **539** | **539** |

- The Stop-Loss renewal is not available yet. We are assuming a 15% trend on Stop-Loss premium cost.
- Dental premium and EAP fee increases assumed in 2027 are based on the maximum renewal increases allowed in the agreements (although the actual increase could be less).

# City Contribution Formulas

- **Medical & Prescription Drug** – The City contributes 100% of the projected cost for single coverage and 75% for family coverage.
- **Dental** – The City contributes 70% of the projected cost for single coverage and 65% for family coverage.
- **Life and AD&D** – The City provides life insurance benefits equal to 1.5 times annual salary at no cost to the employees. Employees can purchase additional life insurance coverage on a voluntary basis, at full cost.
- **Vision** – Vision coverage is offered on a voluntary basis. Employees pay the full cost.

# 2025 Contribution Rates

## MONTHLY CONTRIBUTIONS, FISCAL YEAR ENDING DECEMBER 31, 2025

| City Contributions | Single | Family | | |
|---|---|---|---|---|
| PPO | $634.44 | $1,332.38 | | |
| Dental Insurance | $21.04 | $51.96 | | |
| Employee Basic Life Insurance | Contributions vary by salary | | | |
| **Employee Contributions** | **Single** | **Family** | **Employee + Spouse** | **Employee + Child(ren)** |
| PPO | $0.00 | $444.12 | | |
| Dental Insurance | $9.02 | $27.98 | | |
| Vision - Exam Only | $1.44 | $4.22 | $2.72 | $2.88 |
| Vision - Plan H | $5.34 | $15.66 | $10.12 | $10.66 |
| Employee Supplemental Life - $50,000 | Contributions vary by age | | | |
| Spouse Voluntary Life - $25,000 | Contributions vary by age | | | |
| Child(ren) Voluntary Life - $10,000 | $0.70 per child | | | |
| **COBRA/Retiree Contributions** | **Single** | **Family** | **Employee + Spouse** | **Employee + Child(ren)** |
| PPO | $647.12 | $1,812.04 | | |
| Dental Insurance | $30.66 | $81.54 | | |
| Vision - Exam Only | $1.48 | $4.30 | $2.78 | $2.94 |
| Vision - Plan H | $5.44 | $15.98 | $10.32 | $10.88 |

# 2026 Contribution Rates

## MONTHLY CONTRIBUTIONS, FISCAL YEAR ENDING DECEMBER 31, 2026

| City Contributions | Single | % Change | Family | % Change | | | | |
|---|---|---|---|---|---|---|---|---|
| PPO | $641.32 | 1.1% | $1,346.82 | 1.1% | | | | |
| Dental Insurance | $19.08 | -9.3% | $45.92 | -11.6% | | | | |
| Employee Basic Life Insurance | Contributions vary by salary | | | | | | | |
| **Employee Contributions** | **Single** | **% Change** | **Family** | **% Change** | **Employee + Spouse** | **% Change** | **Employee + Child(ren)** | **% Change** |
| PPO | $0.00 | 0.0% | $448.94 | 1.1% | | | | |
| Dental Insurance | $8.18 | -9.3% | $24.72 | -11.7% | | | | |
| Vision - Exam Only | $1.44 | 0.0% | $4.22 | 0.0% | $2.72 | 0.0% | $2.88 | 0.0% |
| Vision - Plan H | $5.34 | 0.0% | $15.66 | 0.0% | $10.12 | 0.0% | $10.66 | 0.0% |
| Employee Supplemental Life - $50,000 | Contributions vary by age | | | | | | | |
| Spouse Voluntary Life - $25,000 | Contributions vary by age | | | | | | | |
| Child(ren) Voluntary Life - $10,000 | $0.70 per child | | | | | | | |
| **COBRA/Retiree Contributions** | **Single** | **% Change** | **Family** | **% Change** | **Employee + Spouse** | **% Change** | **Employee + Child(ren)** | **% Change** |
| PPO | $654.14 | 1.1% | $1,831.68 | 1.1% | | | | |
| Dental Insurance | $27.82 | -9.3% | $72.06 | -11.6% | | | | |
| Vision - Exam Only | $1.48 | 0.0% | $4.30 | 0.0% | $2.78 | 0.0% | $2.94 | 0.0% |
| Vision - Plan H | $5.44 | 0.0% | $15.98 | 0.0% | $10.32 | 0.0% | $10.88 | 0.0% |

# High-Cost Claimants

## High-Cost Claimants Medical & Rx Combined

| | Jan 2022 - Dec 2022 | | Jan 2023 - Dec 2023 | | Jan 2024 - Dec 2024 | | Jan 2025 - Jul 2025 | | Total All Periods | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Claim Range** | **Claimants** | **Total Claims** | **Claimants** | **Total Claims** | **Claimants** | **Total Claims** | **Claimants** | **Total Claims** | **Claimants** | **Total Claims** |
| $50,000 - $99,999 | 11 | $793,619 | 4 | $281,738 | 18 | $1,245,135 | 7 | $463,407 | 40 | $2,783,899 |
| $100,000 - $149,999 | 5 | $598,462 | 4 | $504,062 | 2 | $222,212 | 2 | $214,607 | 13 | $1,539,343 |
| $150,000 - $199,999 | 0 | $0 | 3 | $532,338 | 2 | $333,252 | 1 | $150,789 | 6 | $1,016,379 |
| $200,000 - $249,999 | 0 | $0 | 1 | $233,907 | 1 | $227,492 | 0 | $0 | 2 | $461,399 |
| $250,000 - $499,999 | 2 | $732,875 | 2 | $574,922 | 0 | $0 | 0 | $0 | 4 | $1,307,797 |
| $500,000 - $999,999 | 1 | $679,895 | 0 | $0 | 0 | $0 | 0 | $0 | 1 | $679,895 |
| >$999,999 | 0 | $0 | 0 | $0 | 0 | $0 | 0 | $0 | 0 | $0 |
| **Total** | **19** | **$2,804,852** | **14** | **$2,126,966** | **23** | **$2,028,092** | **10** | **$828,802** | **66** | **$7,788,712** |
| **Percent Change from Previous Year** | **-** | **-** | **-26.3%** | **-24.2%** | **64.3%** | **-4.6%** | **-56.5%** | **-59.1%** | | |
| **Total Claims** | **$6,316,934** | | **$6,132,392** | | **$6,162,195** | | **$3,692,427** | | **$22,303,948** | |
| Percent of Total Claims | 44.4% | | 34.7% | | 32.9% | | 22.4% | | 34.9% | |

| | Jan 2022 - Dec 2022 | | Jan 2023 - Dec 2023 | | Jan 2024 - Dec 2024 | | Jan 2025 - Jul 2025 | | Total All Periods | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Diagnosis Category** | **Claimants** | **Total Claims** | **Claimants** | **Total Claims** | **Claimants** | **Total Claims** | **Claimants** | **Total Claims** | **Claimants** | **Total Claims** |
| Prescription Drugs | 6 | $544,824 | 5 | $660,659 | 13 | $1,267,208 | 7 | $570,588 | 31 | $3,043,279 |
| Neoplasms | 3 | $798,102 | 1 | $133,485 | 1 | $65,988 | 1 | $110,841 | 6 | $1,108,417 |
| Factors influencing health status and contact with health services | 2 | $541,449 | 2 | $396,215 | 1 | $60,128 | 0 | $0 | 5 | $997,792 |
| Diseases of the circulatory system | 1 | $123,351 | 1 | $321,224 | 3 | $215,903 | 2 | $147,373 | 7 | $807,851 |
| Diseases of the digestive system | 0 | $0 | 1 | $199,821 | 3 | $257,172 | 0 | $0 | 4 | $456,994 |
| Certain infections and parasitic diseases | 1 | $302,291 | 0 | $0 | 0 | $0 | 0 | $0 | 1 | $302,291 |
| Diseases of the musculoskeletal system and connective tissue | 2 | $158,635 | 1 | $86,481 | 0 | $0 | 0 | $0 | 3 | $245,116 |
| Injury, poisoning, and certain other consequences of external causes | 2 | $212,033 | 0 | $0 | 0 | $0 | 0 | $0 | 2 | $212,033 |
| Diseases of the respiratory system | 0 | $0 | 1 | $126,065 | 1 | $65,448 | 0 | $0 | 2 | $191,513 |
| Diseases of the nervous system | 0 | $0 | 1 | $151,348 | 0 | $0 | 0 | $0 | 1 | $151,348 |
| Mental, Behavioral and Neurodevelopmental disorders | 0 | $0 | 0 | $0 | 1 | $96,244 | 0 | $0 | 1 | $96,244 |
| Endocrine, nutritional and metabolic diseases | 1 | $64,134 | 0 | $0 | 0 | $0 | 0 | $0 | 1 | $64,134 |
| Covid-19 | 1 | $60,033 | 0 | $0 | 0 | $0 | 0 | $0 | 1 | $60,033 |
| Congenital malformations, deformations and chromosomal abnormalities | 0 | $0 | 1 | $51,667 | 0 | $0 | 0 | $0 | 1 | $51,667 |

# 2024 Financials

| | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Beginning Balance** | **$2,966,970** | **$3,188,585** | **$3,146,988** | **$3,092,842** | **$3,296,911** | **$3,477,043** | **$3,307,544** | **$3,482,598** | **$3,439,115** | **$3,408,495** | **$3,601,668** | **$3,539,413** | **$2,966,970** |
| **Income** | | | | | | | | | | | | | |
| City Contributions | $492,688 | $492,476 | $488,268 | $488,757 | $488,026 | $491,675 | $494,509 | $505,713 | $498,001 | $501,305 | $505,764 | $274,026 | $5,721,208 |
| Employee Contributions[1] | 120,806 | 121,611 | 121,457 | 117,892 | 117,993 | 117,517 | 119,416 | 119,834 | 116,222 | 119,855 | 119,096 | 74,490 | 1,386,190 |
| Interest Income[2] | - | - | - | - | - | - | - | - | - | - | - | - | - |
| **Total** | **$613,494** | **$614,088** | **$609,725** | **$606,649** | **$606,019** | **$609,192** | **$613,925** | **$625,547** | **$614,223** | **$621,159** | **$624,861** | **$348,517** | **$7,107,398** |
| **Expense** | | | | | | | | | | | | | |
| Medical[3] | $297,268 | $291,096 | $365,629 | $252,387 | $8,909 | $505,062 | $274,365 | $281,121 | $287,400 | $288,657 | $313,734 | $407,611 | $3,573,238 |
| Stop Loss Reimbursements | (220,172) | (6,169) | (1,499) | 138,148 | - | - | - | - | - | (570) | (26,179) | (25,786) | (142,227) |
| Prescription Drug | 190,877 | 242,339 | 172,644 | 176,753 | 281,312 | 142,616 | 237,862 | 259,415 | 224,954 | 237,718 | 267,790 | 231,317 | 2,665,597 |
| Prescription Drug Rebates[4] | (1,724) | - | - | (290,161) | - | (1,525) | (202,677) | - | - | (228,562) | - | - | (724,650) |
| Dental Premium | 28,403 | 28,715 | 28,877 | 28,646 | 27,809 | 28,287 | 28,547 | 28,867 | 28,977 | 28,757 | 28,957 | 29,097 | 343,937 |
| Vision Premium | 3,861 | 3,908 | 3,909 | 3,885 | 3,859 | 3,844 | 3,902 | 3,910 | 3,913 | 3,916 | 3,922 | 3,969 | 46,799 |
| Life Premium | 10,622 | 10,831 | 10,910 | 10,840 | 10,802 | 10,732 | 10,854 | 10,991 | 11,267 | 11,296 | 11,219 | 11,402 | 131,767 |
| Stop-Loss Premium | 60,375 | 59,700 | 61,196 | 59,282 | 59,288 | 60,089 | 60,303 | 60,520 | 61,267 | 61,196 | 61,528 | 61,613 | 726,358 |
| Medical Administration | 21,897 | 22,342 | 21,292 | 21,239 | 21,953 | 22,605 | 21,688 | 21,095 | 22,087 | 22,124 | 22,434 | 22,327 | 263,086 |
| Special Events & Promotions | 470 | 5 | (2,004) | (918) | 686 | 468 | 1,108 | 194 | 2,063 | 540 | 794 | 25 | 3,431 |
| Fees & Permits | - | - | - | - | - | 3,597 | - | - | - | - | - | - | 3,597 |
| Administration[5] | - | 2,917 | 2,917 | 2,480 | 11,267 | 2,917 | 2,917 | 2,917 | 2,917 | 2,917 | 2,917 | 2,917 | 39,997 |
| **Total** | **$391,879** | **$655,684** | **$663,870** | **$402,581** | **$425,886** | **$778,692** | **$438,870** | **$669,030** | **$644,844** | **$427,987** | **$687,116** | **$744,491** | **$6,930,930** |
| **Operating Surplus/(Deficit)** | **$221,615** | **($41,597)** | **($54,146)** | **$204,068** | **$180,133** | **($169,500)** | **$175,055** | **($43,483)** | **($30,620)** | **$193,173** | **($62,255)** | **($395,975)** | **$176,468** |
| **Ending Balance** | **$3,188,585** | **$3,146,988** | **$3,092,842** | **$3,296,911** | **$3,477,043** | **$3,307,544** | **$3,482,598** | **$3,439,115** | **$3,408,495** | **$3,601,668** | **$3,539,413** | **$3,143,438** | **$3,143,438** |
| Active/COBRA Lives | 519 | 520 | 525 | 522 | 522 | 522 | 520 | 523 | 524 | 524 | 523 | 523 | 522 |
| Retiree Lives | 8 | 7 | 2 | 5 | 5 | 5 | 7 | 4 | 3 | 3 | 4 | 4 | 5 |
| **Total** | **527** | **527** | **527** | **527** | **527** | **527** | **527** | **527** | **527** | **527** | **527** | **527** | **527** |

1 Employee Contributions include Retiree and COBRA contributions.

2 Interest income includes "Other Income" line item from financial statements.

3 Medical and prescription drug payments are combined on the financial statements prepared by the City. We have estimated monthly medical claims using monthly prescription drug claims as reported by the network carriers.

4 Prescription drug rebates from UHC are received on a quarterly basis.

5 Administration expense includes "Operating Equipment" and "Building Improvements" line items from financial statements.

# 2025 Financials

| | January | February | March | April | May | June | Total |
|---|---|---|---|---|---|---|---|
| **Beginning Balance** | **$3,143,438** | **$3,706,099** | **$3,418,377** | **$3,731,870** | **$3,992,453** | **$3,863,277** | **$3,143,438** |
| **Income** | | | | | | | |
| City Contributions | $759,196 | $264,593 | $757,834 | $514,530 | $510,045 | $516,591 | $3,322,790 |
| Employee Contributions[1] | 180,171 | 77,330 | 176,909 | 128,592 | 128,793 | 128,829 | 820,625 |
| Interest Income[2] | - | - | - | - | - | - | - |
| **Total** | **$939,368** | **$341,924** | **$934,743** | **$643,122** | **$638,837** | **$645,420** | **$4,143,414** |
| **Expense** | | | | | | | |
| Medical[3] | $256,833 | $244,379 | $268,786 | $283,143 | $365,376 | $335,995 | $1,754,512 |
| Stop Loss Reimbursements | (54,089) | - | (175) | - | - | - | (54,264) |
| Prescription Drug | 247,484 | 252,841 | 219,117 | 228,576 | 264,921 | 272,040 | 1,484,979 |
| Prescription Drug Rebates[4] | (210,784) | (3,410) | - | (266,477) | - | - | (480,672) |
| Dental Premium | 30,166 | 29,436 | 29,876 | 29,136 | 30,036 | 29,576 | 178,227 |
| Vision Premium | 4,174 | 4,117 | 4,161 | 4,140 | 4,183 | 4,102 | 24,877 |
| Life Premium | 12,190 | 12,095 | 12,150 | 12,100 | 12,297 | 12,156 | 72,988 |
| Stop-Loss Premium | 64,873 | 64,996 | 65,209 | 63,644 | 65,679 | 64,811 | 389,211 |
| Medical Administration | 22,596 | 22,057 | 22,518 | 21,802 | 22,482 | 23,202 | 134,656 |
| Special Events & Promotions | 347 | 218 | (3,308) | 1,039 | (559) | 765 | (1,497) |
| Fees & Permits | - | - | - | - | - | 4,008 | 4,008 |
| Administration[5] | 2,917 | 2,917 | 2,917 | 5,436 | 3,598 | 2,917 | 20,701 |
| **Total** | **$376,706** | **$629,646** | **$621,251** | **$382,539** | **$768,013** | **$749,572** | **$3,527,727** |
| **Operating Surplus/(Deficit)** | **$562,661** | **($287,722)** | **$313,492** | **$260,583** | **($129,176)** | **($104,152)** | **$615,687** |
| **Ending Balance** | **$3,706,099** | **$3,418,377** | **$3,731,870** | **$3,992,453** | **$3,863,277** | **$3,759,125** | **$3,759,125** |
| Active/COBRA Lives | 539 | 539 | 535 | 532 | 537 | 536 | 536 |
| Retiree Lives | 4 | 4 | 3 | 2 | 2 | 2 | 3 |
| **Total** | **543** | **543** | **538** | **534** | **539** | **538** | **539** |

1 Employee Contributions include Retiree and COBRA contributions.

2 Interest income includes "Other Income" line item from financial statements.

3 Medical and prescription drug payments are combined on the financial statements prepared by the City. We have estimated monthly medical claims using monthly prescription drug claims as reported by the network carriers.

4 Prescription drug rebates from UHC are received on a quarterly basis.

5 Administration expense includes "Operating Equipment" and "Building Improvements" line items from financial statements.

# 2026 Vendor Agreements

- Below is a summary of the third-party carrier agreements and when those renew.
- For your reference we have provided Financial Ratings for each vendor listed on page 14.

| Carrier | Coverage Type | 1/1/2025 | 1/1/2026 | 1/1/2027 |
|---|---|---|---|---|
| UHC | Administrative Services (Base Fee) | $33.75 PCPM | $33.72 PCPM | $34.72 PCPM |
| UMR/Optum | EAP | $1.56 PCPM | $2.38 PCPM | Up to 3% Increase |
| UHC/Berkley | Stop Loss | Single: $64.01 PCPM<br>Family: $199.32 PCPM | TBD | TBD |
| MetLife<br>(Delta in 2025) | Dental | Single: $30.06 PCPM<br>Family: $79.94 PCPM | Single: $27.27 PCPM<br>Family: $70.64 PCPM | Up to 7% Increase |
| MetLife<br>(Symmetra in 2025) | Life and AD&D | Basic Life $0.167 per $1,000<br>AD&D $0.020 per $1,000 | Basic Life $0.118 per $1,000<br>AD&D $0.021 per $1,000 | Rate Hold |
| MetLife | Disability | Active: $0.18 per $100<br>Pension: $0.183 per $100 | Active: $0.162 per $100<br>Pension: $0.165 per $100 | Rate Hold |
| EyeMed | Vision | **Exam-Only Benefit**<br>EE only: $1.43 PCPM<br>EE+1: $2.72 PCPM<br>EE+Ch(ren): $2.87 PCPM<br>Family: $4.22 PCPM<br>**Full Vision Plan**<br>EE only: $5.33 PCPM<br>EE+1: $10.12 PCPM<br>EE+Ch(ren): $10.65 PCPM<br>Family: $15.65 PCPM | Rate Hold | Rate Hold |

PCPM = Per Contract Per Month
TBD = To Be Determined

# Historical Premiums and Fees

| Effective Date | 1/1/2021 | 1/1/2022 | 1/1/2023 | 1/1/2024 | 1/1/2025 | 1/1/2026 | 1/1/2027 | 1/1/2028 | 1/1/2029 | 1/1/2030 |
|---|---|---|---|---|---|---|---|---|---|---|
| **Dental** | **Delta Dental** | **Delta Dental** | **Delta Dental** | **Delta Dental** | **Delta Dental** | **MetLife** | **MetLife** | **MetLife** | **MetLife** | **MetLife** |
| Single Rate PCPM | $27.96 | $27.96 | $27.96 | $30.06 | $30.06 | $27.27 | TBD | TBD | TBD | TBD |
| Family Rate PCPM | $74.36 | $74.36 | $74.36 | $79.94 | $79.94 | $70.64 | TBD | TBD | TBD | TBD |
| **Vision** | **EyeMed** | **EyeMed** | **EyeMed** | **EyeMed** | **EyeMed** | **EyeMed** | **EyeMed** | **EyeMed** | **EyeMed** | **EyeMed** |
| **Vision Exam Only** | | | | | | | | | | |
| Single Rate PCPM | $1.43 | $1.43 | $1.43 | $1.43 | $1.43 | $1.43 | $1.43 | $1.43 | $1.43 | $1.43 |
| EE+Child(ren) Rate PCPM | $2.87 | $2.87 | $2.87 | $2.87 | $2.87 | $2.87 | $2.87 | $2.87 | $2.87 | $2.87 |
| EE+1 Rate PCPM | $2.72 | $2.72 | $2.72 | $2.72 | $2.72 | $2.72 | $2.72 | $2.72 | $2.72 | $2.72 |
| Family Rate PCPM | $4.22 | $4.22 | $4.22 | $4.22 | $4.22 | $4.22 | $4.22 | $4.22 | $4.22 | $4.22 |
| **Vision Plan H** | | | | | | | | | | |
| Single Rate PCPM | $5.33 | $5.33 | $5.33 | $5.33 | $5.33 | $5.33 | $5.33 | $5.33 | $5.33 | $5.33 |
| EE+Child(ren) Rate PCPM | $10.65 | $10.65 | $10.65 | $10.65 | $10.65 | $10.65 | $10.65 | $10.65 | $10.65 | $10.65 |
| EE+1 Rate PCPM | $10.12 | $10.12 | $10.12 | $10.12 | $10.12 | $10.12 | $10.12 | $10.12 | $10.12 | $10.12 |
| Family Rate PCPM | $15.65 | $15.65 | $15.65 | $15.65 | $15.65 | $15.65 | $15.65 | $15.65 | $15.65 | $15.65 |
| **Stop-Loss** | **UMR** | **UMR** | **UMR** | **UMR** | **UMR** | | | | | |
| Specific Deductible | $150,000 | $175,000 | $175,000 | $175,000 | $175,000 | | | | | |
| Single Rate PCPM | $67.38 | $57.57 | $54.45 | $57.66 | $64.01 | | | | | |
| Family Rate PCPM | $168.45 | $173.57 | $182.97 | $186.67 | $199.32 | | | | | |
| **Administration, DM & Wellness** | **UMR** | **UMR** | **UMR** | **UMR** | **UMR** | **UMR** | **UMR** | **UMR** | **UMR** | **UMR** |
| ASO Fee | $32.77 | $32.77 | $32.77 | $33.26 | $33.75 | $33.72 | $34.72 | $35.74 | $36.63 | $37.55 |
| Online Events and Challenges | $1.15 | $1.15 | $1.15 | $1.15 | $1.15 | $1.15 | $1.15 | $1.15 | $1.15 | $1.15 |
| Plan Adviser | $2.95 | $2.95 | $2.95 | $2.95 | $2.95 | $2.95 | $2.95 | $2.95 | $2.95 | $2.95 |
| Incentive Solutions | $0.90 | $0.90 | $0.90 | $0.90 | $0.90 | $0.90 | $0.90 | $0.90 | $0.90 | $0.90 |
| **Total ASO Fees** | **$37.77** | **$37.77** | **$37.77** | **$38.26** | **$38.75** | **$38.72** | **$39.72** | **$40.74** | **$41.63** | **$42.55** |
| COBRA Fee | $1.05 | $1.05 | $1.05 | $1.07 | $1.09 | $1.12 | $1.12 | $1.12 | $1.12 | $1.12 |
| EAP Premium | $1.56 | $1.56 | $1.56 | $1.56 | $1.56 | $2.38 | TBD | TBD | TBD | TBD |
| **Life / AD&D Premium** | **Symetra** | **Symetra** | **Symetra** | **Symetra** | **Symetra** | **MetLife** | **MetLife** | **MetLife** | | |
| **Basic Life per $1,000** | $0.098 | $0.098 | $0.098 | $0.147 | $0.167 | $0.118 | $0.118 | $0.118 | | |
| **AD&D per $1,000** | $0.020 | $0.020 | $0.020 | $0.020 | $0.020 | $0.021 | $0.021 | $0.021 | | |
| **Voluntary Supplemental Life per $1,000** | | | | | | | | | | |
| Under 25 | $0.04 | $0.04 | $0.04 | $0.04 | $0.04 | $0.05 | $0.05 | TBD | | |
| 25 - 29 | $0.04 | $0.04 | $0.04 | $0.04 | $0.04 | $0.05 | $0.05 | TBD | | |
| 30 - 34 | $0.04 | $0.04 | $0.04 | $0.04 | $0.04 | $0.05 | $0.05 | TBD | | |
| 35 - 39 | $0.06 | $0.06 | $0.06 | $0.06 | $0.06 | $0.08 | $0.08 | TBD | | |
| 40 - 44 | $0.10 | $0.10 | $0.10 | $0.10 | $0.10 | $0.10 | $0.10 | TBD | | |
| 45 - 49 | $0.15 | $0.15 | $0.15 | $0.15 | $0.15 | $0.15 | $0.15 | TBD | | |
| 50 - 54 | $0.24 | $0.24 | $0.24 | $0.24 | $0.24 | $0.23 | $0.23 | TBD | | |
| 55 - 59 | $0.36 | $0.36 | $0.36 | $0.36 | $0.36 | $0.43 | $0.43 | TBD | | |
| 60 - 64 | $0.49 | $0.49 | $0.49 | $0.49 | $0.49 | $0.66 | $0.66 | TBD | | |
| 65 - 69 | $0.73 | $0.73 | $0.73 | $0.73 | $0.73 | $1.11 | $1.11 | TBD | | |
| 70 - 74 | $1.57 | $1.57 | $1.57 | $1.57 | $1.57 | $1.67 | $1.67 | TBD | | |
| 75+ | $2.73 | $2.73 | $2.73 | $2.73 | $2.73 | $1.67 | $1.67 | TBD | | |
| Child Rate | $0.07 | $0.07 | $0.07 | $0.07 | $0.07 | $0.07 | $0.07 | TBD | | |

PCPM = Per Contract Per Month
TBD = To Be Determined
N/A - Not Applicable

# Carrier Financial Ratings

- Segal believes that it is important for clients to consider the financial strength of insurance companies which are candidates for initial selection or renewal as insurers to employee benefit plans. Therefore, we are providing the current claims paying ability rating that was available to us as of the date this document was prepared for the insurance company under consideration. We have provided A.M. Best's rating for your convenience. However, several other rating services (e.g., Standard & Poor's, Fitch and Moody's) also provide claims paying ability evaluations of insurance companies.

| Insurance Company | Rating Agency | Rating | Date of Rating |
|---|---|---|---|
| UnitedHealthcare Insurance Company | A.M. Best | A+ (Superior) | 06/04/25 |
| Berkley Accident and Health | A.M. Best | A+ (Superior) | 07/03/25 |
| Metropolitan Life Insurance Company | A.M. Best | A+ (Superior) | 03/06/25 |
| EyeMed Insurance Company | A.M. Best | A (Excellent) | 02/04/25 |

- Segal does not itself perform insurance company credit quality evaluations and does not offer any warranty as to the scope or reliability (e.g., with respect to an organization's ability to meet future obligations) of the insurance company.

# Disclaimers

- The projections in this report are estimates of future costs and are based on information available to Segal at the time the projections were made. Segal has not audited the information provided. Projections are not a guarantee of future results. Actual experience may differ due to, but not limited to, such variables as changes in the regulatory environment, changes in medical innovation/FDA approvals, trend rates, and claims volatility. The accuracy and reliability of projections decrease as the projection period increases.
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