

# 2025 PLAN YEAR RENEWAL

COVERAGE	CARRIER	RENEWAL DATE	RENEWAL NOTES
Medical & Stop Loss	UHC	1/1/2025	Admin Fee : No Change \$1.55 PEPM Stop Loss: ISL and ASL should be rate pass. Finalize in October with claims through 9/30/2024
Dental	UHC	1/1/2025	PPO Plan No Increase HMO Plan No Increase
Vision	VSP	1/1/2025	Added benefits: Increased frames allowance and Light Care benefit. Annual increase of \$3,475.
Life, AD&D, STD	Standard	1/1/2025	Rate Guarantee; No Increase
BTA	Hartford	1/1/2025	Rate Guarantee; No Increase
EAP	AWP (new carrier)	1/1/2025	New EAP with more benefits offered. Annual increase of \$2,139.
FSA/HSA/HRA	Fidelity (new carrier)	1/1/2025	Improved Investment Options
Critical Illness/Accident	Standard	1/1/2025	No Changes

# MEDICAL YEAR OVER YEAR COST COMPARISON

Cost Categories	Plan Year 2022 UHC	Plan Year 2023 UHC	Plan Year 2024 (projected) UHC
Medical Claims	\$1,402,160	\$2,184,181	\$1,814,142
RX Claims	\$422,639	\$711,217	\$598,273
Cigna Runout	\$163,402	(\$49)	\$0
Stop Loss Recoveries	\$0	\$(78,658)	\$0
Admin Fees	\$259,789	\$318,605	\$346,103
HSA Contributions	\$202,600	\$243,160	\$245,145
<b>Total Costs</b>	<b>\$2,450,590</b>	<b>\$3,378,456</b>	<b>\$3,003,663</b>
Average # of employees on plan	258	272	271
<b>PEPM COSTS</b>	<b>\$791.53</b>	<b>\$1,035.07</b>	<b>\$923.64</b>

# MEDICAL FIXED COSTS CURRENT & PROPOSED

HSA Plan	Current Fixed Cost	Proposed Fixed Costs	Estimated Increase
Administration Fee	\$1.55	\$1.55	\$0
Individual Stop Loss	\$99.86	\$104.85	\$4.99
Aggregate Stop Loss	\$4.66	\$4.89	\$.23
Estimated Cost -PEPM	\$106.07	\$111.29	\$5.22
Estimated Monthly Cost	\$28,427	\$29,826	\$1,399
<b>Estimated Annual Cost</b>	<b>\$341,124</b>	<b>\$357,912</b>	<b>\$16,788</b>
HRA Plan	Current Fixed Cost	Proposed Fixed Costs	Estimated Increase
Administration Fee	\$4.40	\$4.40	\$0
Individual Stop Loss	\$99.86	\$104.85	\$4.99
Aggregate Stop Loss	\$4.66	\$4.89	\$.23
Estimated Cost -PEPM	\$108.92	\$114.14	\$5.22
Estimated Monthly Cost	\$327	\$342	\$16
<b>Estimated Annual Cost</b>	<b>\$3,921</b>	<b>\$4,109</b>	<b>\$192</b>
<b>Estimated Combined Cost</b>	<b>\$345,045</b>	<b>\$362,021</b>	<b>\$16,980</b>

**BASED ON 268 HSA EMPLOYEES AND 3 HRA EMPLOYEES**

# 2025 INSURANCE RENEWAL SUMMARY



2025 Medical Funding Projections – CBIZ (broker) is continuing to negotiate final stop loss rates with UHC pending final claims through September 2024. Although anticipated to be a rate pass, the worst-case scenario would be a 5% increase.



No changes to medical plan coverage. Deductible limit increases per the IRS for a High Deductible Health Plan (from \$1,600 to \$1,650 for individual and from \$3,200 to \$3,300 for family). The IRS also increased the contribution limits for an HSA from \$4,150 to \$4,300 for individual and from \$8,300 to \$8,550 for family.



Alliance Work Partners (AWP) is the new Employee Assistance Program (EAP).



Fidelity Investments will be the new HSA/HRA/FSA vendor.



All other benefits are in a rate pass (no increase).



The retiree medical plan will no longer be offered due to low enrollment (one employee as of 12/31/24). Medical carriers require minimum participation of 15 participants.