Stay Well Committee

March 28, 2025 10:00 AM,

In person meeting

17221 East 23rd St S, Independence, MO 64057

To view minutes from last meeting click **here**.

WELCOME

APPROVAL OF MINUTES

FINANCIAL STATEMENT

1. Presented by the Finance Department

UPDATE FROM CIGNA

1. Presented by Carol Buckner Ayers and Lisa Phillips

FINANCIAL REPORT

1. Presented by CBiz

UPDATE FROM HR

1. Presented by Bethany Dickey

WELLNESS ACTIVITIES

1. Presented by Selena Good

OLD BUSINESS

NEW BUSINESS

NEXT MEETING DATE

1. April 22, 2025, at 2:00 pm in conference room 117 IUC

INDEPENDENCE
★ FINANCE & ADMINISTRATION ★
ACCOUNTING DIVISION

DATE: March 20, 2025

TO: Stay Well Committee

FROM: Jessica Earl, Accounting Manager

SUBJECT: Monthly Financial Report – Stay Well Fund (February 2025)

Attached are the financial statements for the Stay Well Fund for the month ending February 2025.

For the month of February, the OAP1 plan had a net loss of $190,943. The OAP2 Plan had a net income of $296,420 for the month. The Local Plus (LP) Plan realized a net income of $173,396 for the month. The Base Plan realized a net income of $42,839 for the month.

Through February, the 8th month of the fiscal year, the Fund is experiencing a net loss of $237,711, which has resulted in an ending unrestricted net assets balance of $5,553,761.

Figures and graphs now represent Fund Balance taking the $6,250,000 ARPA program funds received into account. This explains the large spike in the first graph. Since that funding was unusual and supplemental to normal operations, this graph did not include those funds in 2021 and 2022 when they were received. The program has now ended and therefore those funds are now being shown as part of the fund balance.

A few things to note in the financial statement attached:

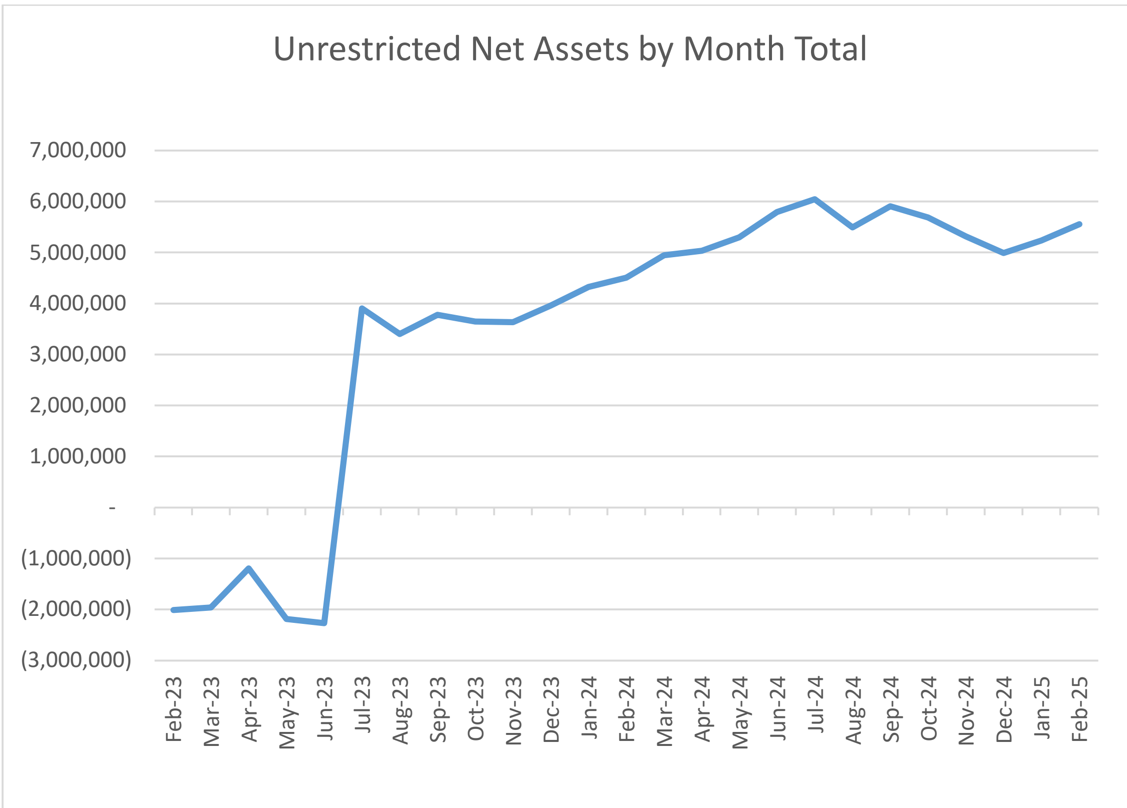
*The $10,000 monthly fee for CBIZ, July through December, was being paid 10% by HR and the balance of $9,000 was being split among the four plans (39% OAP1, 31.1% OAP2, 23.2% LP, and 6.7% BASE). For January through June, it is being paid 10% by HR and the balance of $9,000 is being split among the four plans (32% OAP1, 31.6% OAP2, 26.3% LP, and 10.1% BASE).

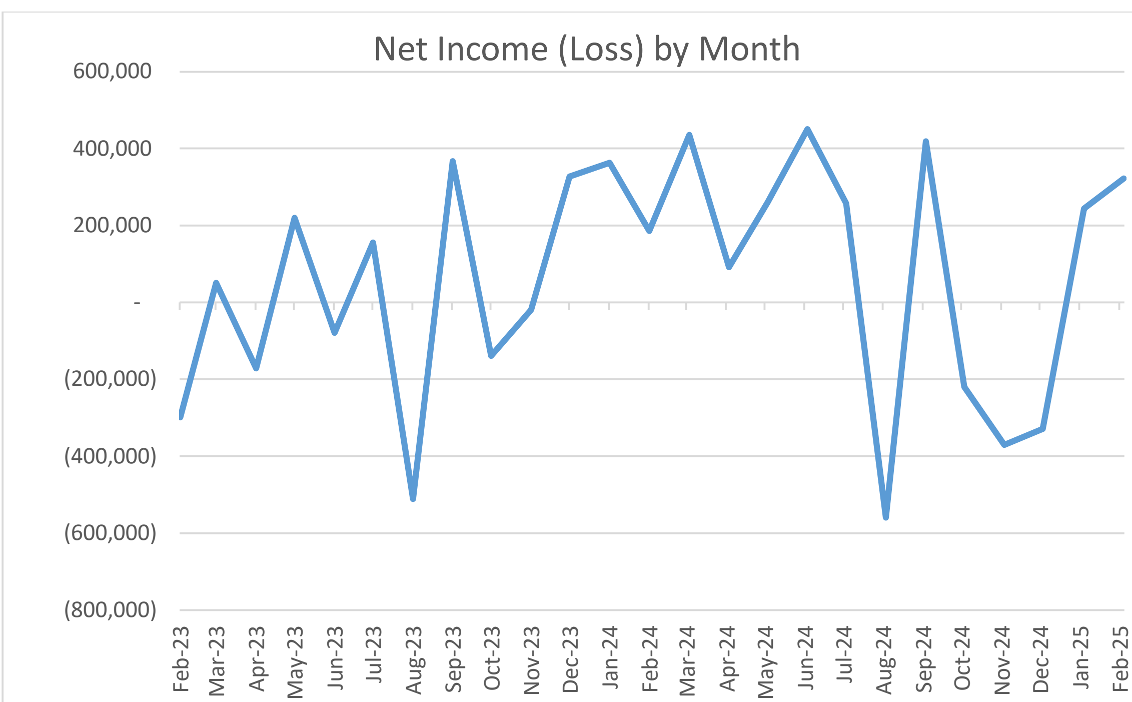
*The prescription rebate reflected in the statement is related to 2024Q2 ($447,139.22) and 2024Q3 (451,306.31) and is split based on plan information provided by Cigna.

*As part of the RFP process, Cigna agreed to a $30,000 fee holiday for the month of December 2024 and an $80,000 fee holiday for the month of January 2025. The credits were applied to the December and January Cigna invoices.

*The miscellaneous income shown for December is a result of Cigna checks received for prior year unclaimed property in the total amount of $24,867.16

The IBNR figure reflected on the statement has been updated with the numbers provided by CBIZ as of June 30, 2024. IBNR has decreased by $45,500 since June 2023. This adjustment has been accounted for in the ending retained earnings balance as it is a year-end entry that impacts the fund balance/retained earnings but is not a true expense. For ACFR reporting purposes it will continue to show as an expense as required under Generally Accepted Accounting Principles (GAAP).





Combining Statement of Net Assets
For the month ending February 28, 2025

Assets:	
Pooled cash and investments	7,212,316
Accounts receivable	145
Accrued interest receviable	-
Prepaid Items	-
Due from other funds	-
Total assets	7,212,461
Liabilities:	
Accounts and contracts payable	-
Accrued liabilities/Due to other funds	-
Self-insurance claims (IBNR)	1,658,700
Total liabilities	1,658,700
Net Assets:	
Unrestricted	5,553,761
Total net assets (deficit)	5,553,761
Total liabilities and net assets	7,212,461

Stay Well Fund
Statement of Revenues, Expenditures, and Changes in Fund Balances
For the month ending February 28, 2025

	Current Month				Fiscal Year to Date				
	Open Access 1	Open Access 2	Local Plus	Base	Open Access 1	Open Access 2	Local Plus	Base	TOTAL
Revenues:									
Premiums	702,584	578,622	426,461	88,849	5,791,952	4,328,166	3,001,700	578,079	13,699,898
Prescription Rebates	-	-	-	-	577,819	255,198	59,113	6,315	898,446
Insurance Refunds	13,278	2,731	3,954	-	93,975	241,758	54,971	383	391,086
Reinsurance Reimbursement/Stop Loss	116,349	281,188	-	-	717,406	426,474	-	-	1,143,880
Total revenues	832,211	862,542	430,415	88,849	7,181,152	5,251,597	3,115,785	584,777	16,133,309
Medical Expenditures									
Administrative Services	12,101	19,397	1,924	6,448	130,729	135,049	77,336	38,557	381,671
Medical Benefits	651,974	315,445	124,322	5,954	4,302,278	3,645,298	1,380,065	62,751	9,390,391
Prescriptions	327,040	164,201	74,728	11,921	2,933,880	1,469,696	553,489	71,925	5,028,989
Stop Loss Premiums	59,198	58,291	49,223	19,267	447,705	397,754	312,613	115,910	1,273,982
Affordable Care Act Research Fee	-	-	-	-	2,509	2,001	1,492	431	6,433
HSA Funding	-	300	-	-	-	230,975	225,650	-	456,625
Misc.	-	-	-	-	-	-	-	-	-
Total Medical Expenditures	1,050,313	557,635	250,197	43,589	7,817,100	5,880,773	2,550,644	289,574	16,538,090
Other Expeditures									
Banking Fees	645	-	-	-	5,391	-	-	-	5,391
Other Services (CBIZ)	(730)	8,487	6,822	2,421	26,820	22,482	17,262	5,436	72,000
Other Services (Claim Review)	-	-	-	-	-	-	-	-	-
Events,Meetings, Printing, Misc Office Supplies	-	-	-	-	1,314	374	58	13	1,758
Total Other Expenses	(85)	8,487	6,822	2,421	33,525	22,856	17,320	5,449	79,149
Total Operating Expenditures	1,050,228	566,122	257,019	46,010	7,850,625	5,903,628	2,567,964	295,023	16,617,240
Net Income (Loss) from Operations	(218,018)	296,420	173,396	42,839	(669,473)	(652,032)	547,821	289,754	(483,930)
Non-Operating Income									
Interest Income	21,719	-	-	-	211,865	-	-	-	211,865
Misc. Income	5,356	-	-	-	34,354	-	-	-	34,354
Total non operating income	27,075	-	-	-	246,219	-	-	-	246,219
Net Income (Loss)	(190,943)	296,420	173,396	42,839	(423,254)	(652,032)	547,821	289,754	(237,711)
Increase (decrease) in IBNR for current FY									-
Adjusted Beginning Retained Earnings									5,791,472
Ending Retained Earnings									5,553,761

INDEPENDENCE

MISSOURI

2025 Plan Year

Monthly Plan Performance Overview Report

Presented by CBIZ

February 2025

The information in this report is the confidential and proprietary work product of CBIZ and cannot be disclosed, copied, or distributed to outside parties without the prior written consent of CBIZ. This information can be used only for the intended purpose and recipient.

City of Independence, MO | 2025 Executive Summary
Executive Summary

February 2025

Enrollment

	Current Year				Prior Year	
	February 2025	Change from Prior	YTD Average	Change from Prior	February 2024	YTD Average
Total	**1,136**	**1.1%**	**1,141**	**1.6%**	**1,124**	**1,123**
OAP 1	*180*	-20.0%	*180*	-20.2%	*225*	*225*
OAP 2	*288*	-2.0%	*291*	-1.0%	*294*	*294*
Local Plus	*289*	13.8%	*290*	14.2%	*254*	*254*
Base Plan	*113*	56.9%	*113*	55.2%	*72*	*73*
COBRA	*1*	0.0%	*1*	0.0%	*1*	1
Retiree	*265*	-4.7%	*268*	-3.4%	*278*	277

Plan Costs

	February 2025	Change from Prior	YTD Total	Change from Prior	February 2024	YTD Total
Medical Claims	**$1,226,693**	**13.1%**	**$2,276,638**	**32.8%**	**$1,085,036**	**$1,714,511**
OAP 1 (includes COBRA)	*$418,398*	95.8%	*$644,189*	64.4%	*$213,735*	*$391,769*
OAP 2 (includes COBRA)	*$323,022*	-34.8%	*$668,324*	-5.8%	*$495,187*	*$709,537*
Local Plus (includes COBRA)	*$156,123*	-13.9%	*$289,438*	-2.6%	*$181,240*	*$297,198*
Base Plan (includes COBRA)	*$11,462*	10.2%	*$35,319*	142.0%	*$10,398*	*$14,595*
Retiree (includes runout)	*$317,688*	72.2%	*$639,367*	112.1%	*$184,476*	*$301,412*
Rx Claims	**$433,891**	**29.7%**	**$798,065**	**4.2%**	**$334,523**	**$765,549**
OAP 1 (includes COBRA)	*$111,102*	-9.1%	*$255,595*	-8.4%	*$122,214*	*$278,964*
OAP 2 (includes COBRA)	*$106,182*	52.5%	*$181,027*	28.6%	*$69,620*	*$140,730*
Local Plus (includes COBRA)	*$36,647*	719.1%	*$53,551*	227.6%	*$4,474*	*$16,347*
Base Plan (includes COBRA)	*$5,930*	129.2%	*$9,775*	121.6%	*$2,588*	*$4,411*
Retiree (includes runout)	*$174,030*	28.3%	*$298,117*	-8.3%	*$135,627*	*$325,097*
Stop Loss Reimbursements	($397,538)		($579,499)		($87,679)	($183,896)
Rx Rebates	($457,666)		($457,666)		$0	$0
Total Net Claims	**$805,380**	**-39.5%**	**$2,037,537**	**-11.3%**	**$1,331,880**	**$2,296,164**
Fixed Costs	$256,762	16.3%	$515,704	16.8%	$220,863	$441,349
Total Net Plan Expenses	**$1,062,141**	**-31.6%**	**$2,553,241**	**-6.7%**	**$1,552,742**	**$2,737,513**
Total PEPM	*$934.98*	-32.3%	*$1,118.86*	-8.2%	*$1,381.44*	*$1,218.84*

Projected Plan Funding

	February 2025	Change from Prior	YTD Total	Change from Prior	February 2024	YTD Total
Total	**$1,803,926**	**5.4%**	**$3,615,975**	**5.8%**	**$1,712,091**	**$3,417,616**
Surplus/(Deficit)	$741,784	365.5%	$1,062,733	56.3%	$159,349	$680,103
Funding Vs. Expenses	58.9%	-35.1%	70.6%	-11.8%	90.7%	80.1%

CBIZ

The City of Independence Monthly Performance Overview Report

Medical & Rx Overview for: All>All>All starting: Jan 2025

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Plan YTD
Enrollment													*Sum*
Plans													
OAP 1	179	180											359
OAP 2	294	288											582
Local Plus	290	289											579
Base Plan	112	113											225
OAP 1 COBRA	0	0											0
OAP 2 COBRA	1	1											2
Local Plus COBRA	0	0											0
Base Plan COBRA	0	0											0
Pre 65 Retiree OAP 1	187	183											370
Pre 65 Retiree OAP 2	67	66											133
Pre 65 Retiree Local Plus	12	12											24
Pre 65 Retiree Base Plan	4	4											8
	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Participants	**1,146**	**1,136**											**2,282**
Claims													*Sum*
Medical Claims													
OAP 1	$ 225,791.32	$ 418,397.72	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 644,189.04
OAP 2	$ 345,253.07	$ 322,973.29	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 668,226.36
Local Plus	$ 133,315.01	$ 156,122.57	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 289,437.58
Base Plan	$ 23,856.90	$ 11,462.23	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 35,319.13
OAP 1 COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
OAP 2 COBRA	$ 48.89	$ 49.18	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 98.07
Local Plus COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Base Plan COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Pre 65 Retiree OAP 1	$ 199,584.20	$ 273,434.45	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 473,018.65
Pre 65 Retiree OAP 2	$ 120,061.18	$ 41,536.84	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 161,598.02
Pre 65 Retiree Local Plus	$ 1,995.41	$ 2,603.60	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 4,599.01
Pre 65 Retiree Base Plan	$ 38.92	$ 112.86	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 151.78
Total Medical Claims Paid	$ 1,049,944.90	$ 1,226,692.74	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 2,276,637.64
Prescription Claims													
OAP 1	$ 144,493.00	$ 111,101.58	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 255,594.58
OAP 2	$ 74,822.00	$ 106,181.68	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 181,003.68
Local Plus	$ 16,904.00	$ 36,647.17	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 53,551.17
Base Plan	$ 3,844.66	$ 5,930.43	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 9,775.09
OAP 1 COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
OAP 2 COBRA	$ 23.35	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 23.35
Local Plus COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Base Plan COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Pre 65 Retiree OAP 1	$ 115,589.57	$ 166,959.54	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 282,549.11
Pre 65 Retiree OAP 2	$ 8,242.97	$ 6,686.76	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 14,929.73
Pre 65 Retiree Local Plus	$ 238.61	$ (5.18)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 233.43
Pre 65 Retiree Base Plan	$ 15.90	$ 388.92	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 404.82
Total Prescription Claims Paid	$ 364,174.06	$ 433,890.90	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 798,064.96
Total ISL Reimbursements	$ (181,961.52)	$ (397,537.85)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ (579,499.37)
Aggregate Attachment Point	$ 1,988,596.50	$ 1,971,244.00	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 3,959,840.50
Rx Rebates	$ -	$ (457,666.09)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ (457,666.09)
Total Claims (Med+Rx+ISL Reim)	**$ 1,232,157.44**	**$ 805,379.70**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	*$ 2,037,537.14*
Fixed Expenses													*Sum*
Fixed Expenses													
Administration Fees	$ 62,537.22	$ 61,991.52	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 124,528.74
Stop Loss Premium	$ 187,405.38	$ 185,770.08	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 373,175.46
CBIZ Consulting Fees	$ 9,000.00	$ 9,000.00	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 18,000.00
Total Expenses	**$ 258,942.60**	**$ 256,761.60**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 515,704.20**
Total Plan Expenses (Claims + Fixed)	**$ 1,491,100.04**	**$ 1,062,141.30**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 2,553,241.34**
Employer and Employee Funding													*Sum*
Funding Components													
Employer Funding	$ 1,500,530.80	$ 1,493,916.36	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 2,994,447.16
Employee Funding	$ 310,754.49	$ 309,245.47	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 619,999.96
COBRA Funding	$ 763.82	$ 763.82	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 1,527.64
Total ER and EE Funding	**$ 1,812,049.11**	**$ 1,803,925.65**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 3,615,974.76**
Funding Surplus/(Deficit)	**$ 320,949.07**	**$ 741,784.35**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 1,062,733.42**
Expense / Funding Ratio	**82.29%**	**58.88%**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**70.61%**
Plan Cost Summary PEPM													*Avg PEPM*
Total Plan Cost PEPM	$ 1,301.13	$ 934.98	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	**$ 1,118.86**
Total Claim Cost PEPM	$ 1,075.18	$ 708.96	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	**$ 892.87**
Total Employee Cost PEPM **	$ 271.83	$ 272.90	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	**$ 272.36**
Employer Plan Cost PEPM	$ 1,309.36	$ 1,315.07	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	**$ 1,312.20**

*** Employee cost PEPM includes COBRA premiums*

The City of Independence Monthly Performance Overview Report

Medical & Rx Overview for: All>All>All starting: Jul 2024

	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Plan YTD
Enrollment													*Sum*
Plans													
OAP 1	214	206	205	205	201	201	179	180					1,591
OAP 2	288	289	291	290	290	293	294	288					2,323
Local Plus	248	250	260	263	264	266	290	289					2,130
Base Plan	83	89	99	100	99	101	112	113					796
OAP 1 COBRA	0	0	0	0	0	0	0	0					0
OAP 2 COBRA	0	0	0	0	0	1	1	1					3
Local Plus COBRA	0	0	0	0	0	0	0	0					0
Base Plan COBRA	0	0	0	0	0	0	0	0					0
Pre 65 Retiree OAP 1	204	205	203	204	205	200	187	183					1,591
Pre 65 Retiree OAP 2	60	59	59	58	60	61	67	66					490
Pre 65 Retiree Local Plus	9	9	9	9	9	9	12	12					78
Pre 65 Retiree Base Plan	2	2	2	2	2	2	4	4					20
Total Participants	**1,108**	**1,109**	**1,128**	**1,131**	**1,130**	**1,134**	**1,146**	**1,136**					**9,022**
Claims													*Sum*
Medical Claims													
OAP 1	$ 172,507.75	$ 231,547.80	$ 169,551.43	$ 231,051.21	$ 261,608.63	$ 310,158.29	$ 225,791.32	$ 418,397.72	$ -	$ -	$ -	$ -	$ 2,020,614.15
OAP 2	$ 150,787.11	$ 704,817.89	$ 557,523.72	$ 273,459.12	$ 409,586.32	$ 579,306.64	$ 345,253.07	$ 322,973.29	$ -	$ -	$ -	$ -	$ 3,343,707.16
Local Plus	$ 164,430.49	$ 175,808.95	$ 108,641.35	$ 229,058.71	$ 273,275.96	$ 402,348.78	$ 133,315.01	$ 156,122.57	$ -	$ -	$ -	$ -	$ 1,643,001.82
Base Plan	$ 10,261.98	$ 5,289.83	$ 9,828.87	$ 18,044.21	$ 13,914.32	$ 9,161.61	$ 23,856.90	$ 11,462.23	$ -	$ -	$ -	$ -	$ 101,819.95
OAP 1 COBRA	$ -	$ -	$ (78.26)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ (78.26)
OAP 2 COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ 48.89	$ 49.18	$ -	$ -	$ -	$ -	$ 98.07
Local Plus COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Base Plan COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Pre 65 Retiree OAP 1	$ 299,821.25	$ 330,584.63	$ 238,903.46	$ 402,014.42	$ 499,730.65	$ 470,056.32	$ 199,584.20	$ 273,434.45	$ -	$ -	$ -	$ -	$ 2,714,129.38
Pre 65 Retiree OAP 2	$ 9,958.47	$ 39,634.22	$ 56,637.36	$ 23,602.64	$ 42,774.68	$ 57,171.81	$ 120,061.18	$ 41,536.84	$ -	$ -	$ -	$ -	$ 391,377.20
Pre 65 Retiree Local Plus	$ 3,827.23	$ 1,682.04	$ 1,151.51	$ 1,135.34	$ 1,387.03	$ 684.49	$ 1,995.41	$ 2,603.60	$ -	$ -	$ -	$ -	$ 14,466.65
Pre 65 Retiree Base Plan	$ 35.08	$ 35.08	$ 35.08	$ 31.85	$ 42.15	$ 38.92	$ 38.92	$ 112.86	$ -	$ -	$ -	$ -	$ 369.94
Retiree Runout	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Total Medical Claims Paid	$ 811,629.36	$ 1,489,400.44	$ 1,142,194.52	$ 1,178,397.50	$ 1,502,319.74	$ 1,828,926.86	$ 1,049,944.90	$ 1,226,692.74	$ -	$ -	$ -	$ -	$ 10,229,506.06
Prescription Claims													
OAP 1	$ 115,714.11	$ 160,266.60	$ 122,224.68	$ 171,852.94	$ 141,034.74	$ 173,174.84	$ 144,493.00	$ 111,101.58	$ -	$ -	$ -	$ -	$ 1,139,862.49
OAP 2	$ 93,372.59	$ 186,006.16	$ 181,239.64	$ 147,301.69	$ 147,472.50	$ 116,540.61	$ 74,822.00	$ 106,181.68	$ -	$ -	$ -	$ -	$ 1,052,936.87
Local Plus	$ 25,581.65	$ 17,950.25	$ 33,153.20	$ 23,954.65	$ 21,226.44	$ 25,659.87	$ 16,904.00	$ 36,647.17	$ -	$ -	$ -	$ -	$ 201,077.23
Base Plan	$ 3,309.48	$ 7,304.71	$ 647.76	$ 1,409.91	$ 9,082.41	$ 551.03	$ 3,844.66	$ 5,930.43	$ -	$ -	$ -	$ -	$ 32,080.39
OAP 1 COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
OAP 2 COBRA	$ -	$ -	$ -	$ -	$ -	$ 5.26	$ 23.35	$ -	$ -	$ -	$ -	$ -	$ 28.61
Local Plus COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Base Plan COBRA	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Pre 65 Retiree OAP 1	$ 148,879.91	$ 185,939.36	$ 144,023.58	$ 169,065.89	$ 167,540.04	$ 175,161.06	$ 115,589.57	$ 166,959.54	$ -	$ -	$ -	$ -	$ 1,273,158.95
Pre 65 Retiree OAP 2	$ 5,507.81	$ 15,488.49	$ 9,547.04	$ 10,727.66	$ 18,088.06	$ 12,997.61	$ 8,242.97	$ 6,686.76	$ -	$ -	$ -	$ -	$ 87,286.40
Pre 65 Retiree Local Plus	$ 633.36	$ 1,742.30	$ 780.71	$ 8,284.02	$ 2,051.60	$ 7,941.46	$ 238.61	$ (5.18)	$ -	$ -	$ -	$ -	$ 21,666.88
Pre 65 Retiree Base Plan	$ 31.22	$ 88.96	$ -	$ 16.86	$ 25.45	$ -	$ 15.90	$ 388.92	$ -	$ -	$ -	$ -	$ 567.31
Retiree Runout	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Total Prescription Claims Paid	$ 393,030.13	$ 574,786.83	$ 491,616.61	$ 532,613.62	$ 506,521.24	$ 512,031.74	$ 364,174.06	$ 433,890.90	$ -	$ -	$ -	$ -	$ 3,808,665.13
Total ISL Reimbursements	$ (123,092.46)	$ (7,311.49)	$ (114,286.52)	$ (151,147.12)	$ (168,542.86)	$ -	$ (181,961.52)	$ (397,537.85)	$ -	$ -	$ -	$ -	$ (1,143,879.82)
Rx Rebates	$ -	$ -	$ (447,139.22)	$ -	$ -	$ (451,306.31)	$ -	$ (457,666.09)	$ -	$ -	$ -	$ -	$ (1,356,111.62)
Aggregate Attachment Point	$ 2,136,290.48	$ 2,138,218.54	$ 2,174,851.68	$ 2,180,635.86	$ 2,178,707.80	$ 2,186,420.04	$ 1,988,596.50	$ 1,971,244.00	$ -	$ -	$ -	$ -	$ 16,954,964.90
Total Claims (Med+Rx+ISL Reim)	**$ 1,081,567.03**	**$ 2,056,875.78**	**$ 1,072,385.39**	**$ 1,559,864.00**	**$ 1,840,298.12**	**$ 1,889,652.29**	**$ 1,232,157.44**	**$ 805,379.70**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 11,538,179.75**
Fixed Expenses													*Sum*
Fixed Expenses													
Administration Fees	$ 60,463.56	$ 60,518.13	$ 61,554.96	$ 61,718.67	$ 61,664.10	$ 61,882.38	$ 62,537.22	$ 61,991.52	$ -	$ -	$ -	$ -	$ 492,330.54
Stop Loss Premium	$ 148,383.36	$ 148,517.28	$ 151,061.76	$ 151,463.52	$ 151,329.60	$ 151,865.28	$ 187,405.38	$ 185,770.08	$ -	$ -	$ -	$ -	$ 1,275,796.26
CBIZ Consulting Fees	$ 9,000.00	$ 9,000.00	$ 9,000.00	$ 9,000.00	$ 9,000.00	$ 9,000.00	$ 9,000.00	$ 9,000.00	$ -	$ -	$ -	$ -	$ 72,000.00
Total Expenses	**$ 217,846.92**	**$ 218,035.41**	**$ 221,616.72**	**$ 222,182.19**	**$ 221,993.70**	**$ 222,747.66**	**$ 258,942.60**	**$ 256,761.60**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 1,840,126.80**
Total Plan Expenses (Claims + Fixed)	**$ 1,299,413.95**	**$ 2,274,911.19**	**$ 1,294,002.11**	**$ 1,782,046.19**	**$ 2,062,291.82**	**$ 2,112,399.95**	**$ 1,491,100.04**	**$ 1,062,141.30**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 13,378,306.55**

	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Plan YTD
Employer and Employee Funding													***Sum***
Funding Components													
Employer Funding	$ 1,375,066.87	$ 1,379,732.51	$ 1,390,001.39	$ 1,394,667.48	$ 1,391,378.84	$ 1,394,413.21	$ 1,500,530.80	$ 1,493,916.36	$ -	$ -	$ -	$ -	$ 11,319,707.46
Employee Funding	$ 292,776.35	$ 292,631.20	$ 293,110.67	$ 294,163.12	$ 293,380.60	$ 293,602.97	$ 310,754.49	$ 309,245.47	$ -	$ -	$ -	$ -	$ 2,379,664.87
COBRA Funding	$ -	$ -	$ -	$ -	$ -	$ 711.56	$ 763.82	$ 763.82	$ -	$ -	$ -	$ -	$ 2,239.20
Total ER and EE Funding	**$ 1,667,843.22**	**$ 1,672,363.71**	**$ 1,683,112.06**	**$ 1,688,830.60**	**$ 1,684,759.44**	**$ 1,688,727.74**	**$ 1,812,049.11**	**$ 1,803,925.65**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 13,701,611.53**
Funding Surplus/(Deficit)	**$ 368,429.27**	**$ (602,547.48)**	**$ 389,109.95**	**$ (93,215.59)**	**$ (377,532.38)**	**$ (423,672.21)**	**$ 320,949.07**	**$ 741,784.35**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 323,304.98**
Expense / Funding Ratio	**77.91%**	**136.03%**	**76.88%**	**105.52%**	**122.41%**	**125.09%**	**82.29%**	**58.88%**	**-**	**-**	**-**	**-**	**97.64%**
Plan Cost Summary PEPM													*Avg PEPM*
Total Plan Cost PEPM	$ 1,172.76	$ 2,051.32	$ 1,147.16	$ 1,575.64	$ 1,825.04	$ 1,862.79	$ 1,301.13	$ 934.98	$ -	$ -	$ -	$ -	**$ 1,482.85**
Total Claim Cost PEPM	$ 976.14	$ 1,854.71	$ 950.70	$ 1,379.19	$ 1,628.58	$ 1,666.36	$ 1,075.18	$ 708.96	$ -	$ -	$ -	$ -	**$ 1,278.89**
Total Employee Cost PEPM **	$ 264.24	$ 263.87	$ 259.85	$ 260.09	$ 259.63	$ 259.54	$ 271.83	$ 272.90	$ -	$ -	$ -	$ -	**$ 264.01**
Employer Plan Cost PEPM	$ 1,241.04	$ 1,244.12	$ 1,232.27	$ 1,233.13	$ 1,231.31	$ 1,229.64	$ 1,309.36	$ 1,315.07	$ -	$ -	$ -	$ -	**$ 1,254.68**

CBIZ

Large Claimants by

Current Year
Year Paid: 1/1/2025 to 12/31/2025

Member ID	Plan	Relationship	Status	Diagnosis	January	February	March	April	May	June	July	August	September	October	November	December	YTD Total
None as of February																	
					$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0

The City of Independence Performance Overview Report

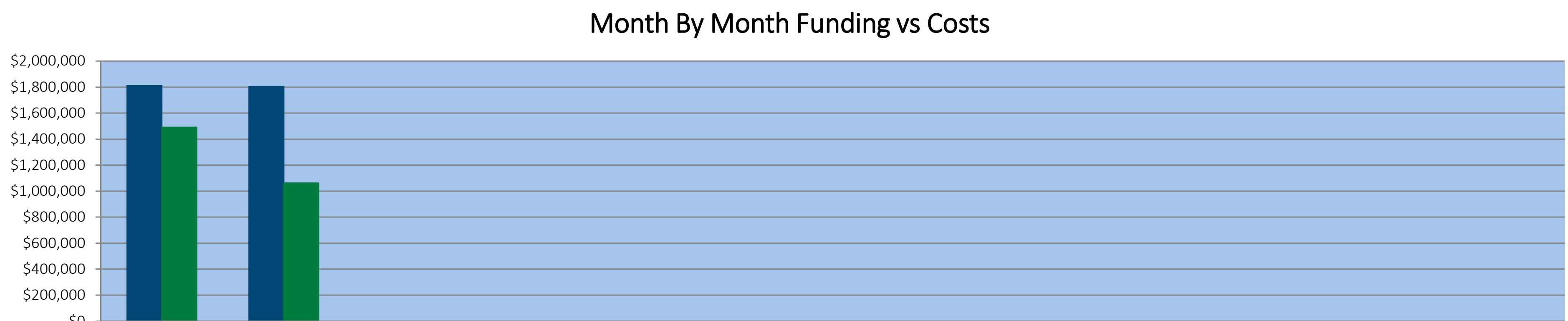
2024 Medical Enrollment by Plan & Tier

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Plan YTD
Enrollment													Average
Plans													
OAP 1													
Employee Only	56	55											56
Employee + Spouse	32	32											32
Employee + Child	31	32											32
Family	60	61											61
OAP 2													
Employee Only	94	91											93
Employee + Spouse	48	47											48
Employee + Child	46	45											46
Family	106	105											106
Local Plus													
Employee Only	122	122											122
Employee + Spouse	29	28											29
Employee + Child	58	57											58
Family	81	82											82
Base Plan													
Employee Only	95	94											95
Employee + Spouse	5	5											5
Employee + Child	4	5											5
Family	8	9											9
OAP 1 COBRA													
Employee Only	0	0											0
Employee + Spouse	0	0											0
Employee + Child	0	0											0
Family	0	0											0
OAP 2 COBRA													
Employee Only	1	1											1
Employee + Spouse	0	0											0
Employee + Child	0	0											0
Family	0	0											0
Local Plus COBRA													
Employee Only	0	0											0
Employee + Spouse	0	0											0
Employee + Child	0	0											0
Family	0	0											0
Base Plan COBRA													
Employee Only	0	0											0
Employee + Spouse	0	0											0
Employee + Child	0	0											0
Family	0	0											0
	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Plan YTD
Pre 65 Retiree OAP 1													
Employee Only	105	102											104
Employee + Spouse	46	45											46
Employee + Child	19	19											19
Family	17	17											17
Pre 65 Retiree OAP 2													
Employee Only	40	39											40
Employee + Spouse	4	4											4
Employee + Child	11	11											11
Family	12	12											12
Pre 65 Retiree Local Plus													
Employee Only	5	5											5
Employee + Spouse	3	3											3
Employee + Child	3	3											3
Family	1	1											1
Pre 65 Retiree Base Plan													
Employee Only	4	4											4
Employee + Spouse	0	0											0
Employee + Child	0	0											0
Family	0	0											0
Total Participants	**1,146**	**1,136**											**1,141**

Monthly Funding vs Costs

Medical & Rx

Comparison for: All>All>All>All



	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025	Aug 2025	Sep 2025	Oct 2025	Nov 2025	Dec 2025
Funding	$1,812,049	$1,803,926	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Costs	$1,491,100	$1,062,141	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0

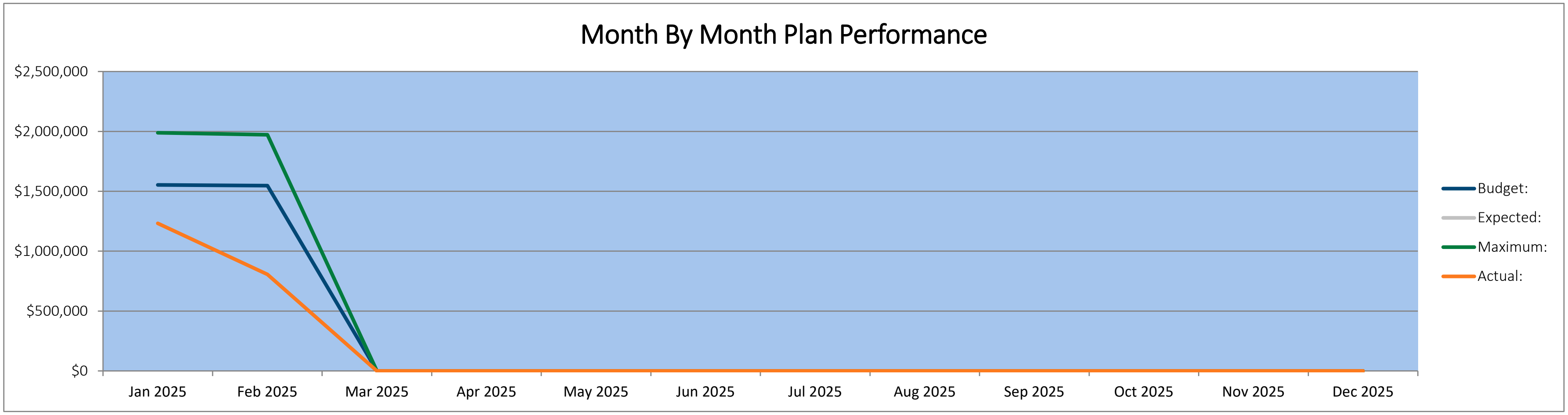
Notes:

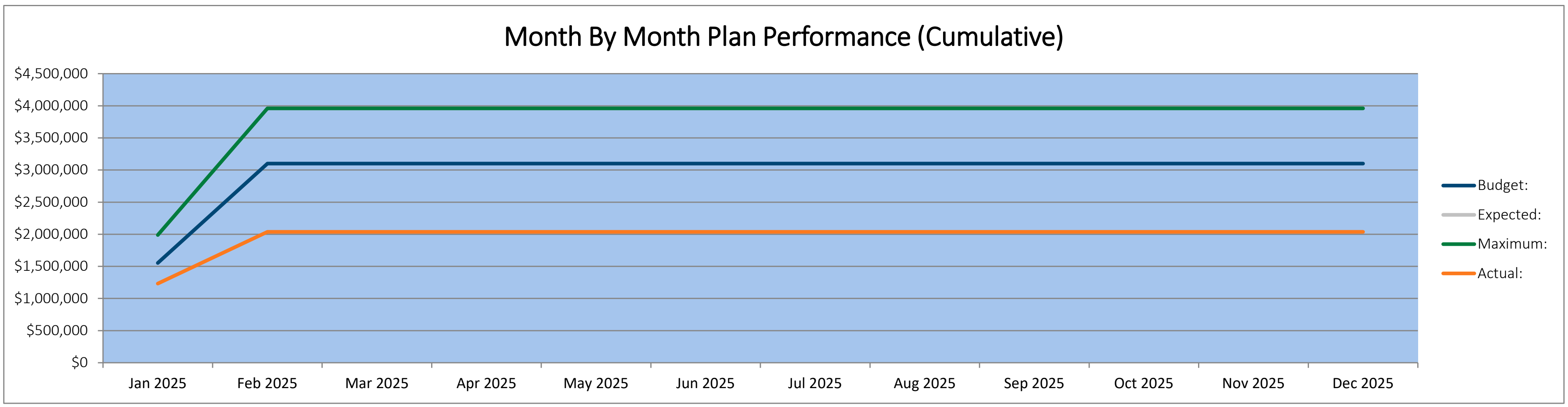
Costs include Claims, Capitation, Medical Value Payments, Admin Fees, Stop Loss Premium, and other Fees.

Monthly Plan Performance

Medical & Rx

Comparison for: All>All>All>All





Notes:

Budget is based on Funding Rates minus Admin Fees, Stop Loss Premium, and Expenses

Maximum is aggregate attachment

Expected is calculated as Maximum / (Corridor Factor, 125%)

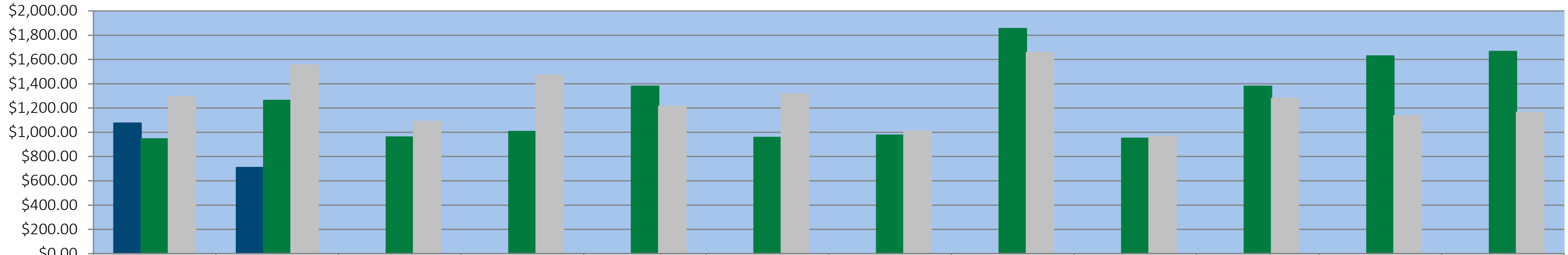
Actual is Gross Claims minus Stop Loss Reimbursement and Rx Rebates Paid.

Monthly Plan Performance (PEPM)

Medical & Rx

Comparison for: All>All>All>All

Month By Month Plan Performance (PEPM)



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Plan Year 2025	$1,075.18	$708.96	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Plan Year 2024	$945.19	$1,262.95	$960.43	$1,006.63	$1,379.75	$957.16	$976.14	$1,854.71	$950.70	$1,379.19	$1,628.58	$1,666.36
Plan Year 2023	$1,295.67	$1,554.34	$1,089.23	$1,469.92	$1,213.16	$1,315.67	$1,009.14	$1,657.74	$969.69	$1,279.32	$1,135.63	$1,165.51

Notes:

Aggregate Stop Loss Accounting

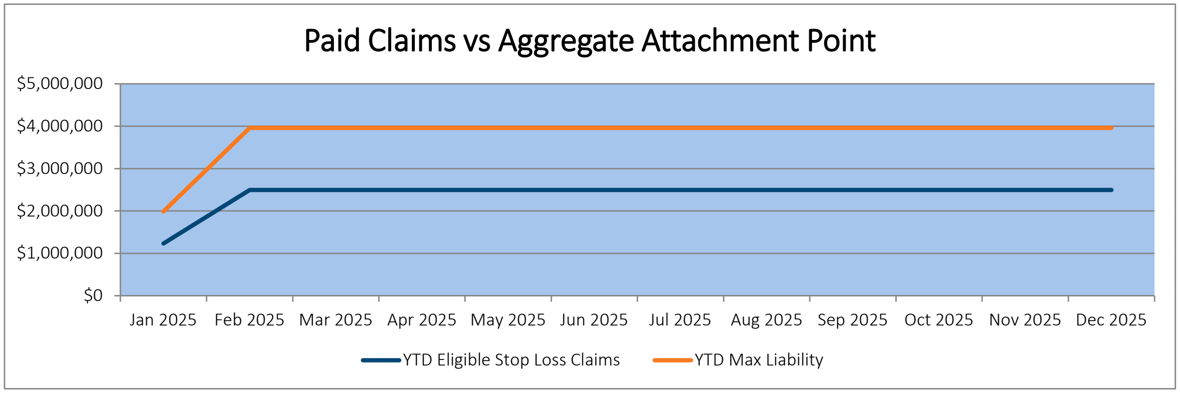
Medical & Rx

Comparison for: All>All>All>All

Aggregate Stop Loss Accounting

Jan 1, 2025 through Dec 31, 2025

Month	YTD Eligible Stop Loss Claims	YTD Max Liability	YTD Amount Over Aggregate	Eligible Claims as a % of Max
Jan 2025	$1,232,157	$1,988,597	$0	61.96%
Feb 2025	$2,495,203	$3,959,841	$0	63.01%
Mar 2025	$2,495,203	$3,959,841	$0	63.01%
Apr 2025	$2,495,203	$3,959,841	$0	63.01%
May 2025	$2,495,203	$3,959,841	$0	63.01%
Jun 2025	$2,495,203	$3,959,841	$0	63.01%
Jul 2025	$2,495,203	$3,959,841	$0	63.01%
Aug 2025	$2,495,203	$3,959,841	$0	63.01%
Sep 2025	$2,495,203	$3,959,841	$0	63.01%
Oct 2025	$2,495,203	$3,959,841	$0	63.01%
Nov 2025	$2,495,203	$3,959,841	$0	63.01%
Dec 2025	$2,495,203	$3,959,841	$0	63.01%



Notes:

YTD Eligible Stop Loss Claims are Gross Claims minus Stop Loss Reimbursements

Year Over Year Comparison

Period	2021	2022	2023	2024	2025
	Jan 2021 to Dec 2021	*Jan 2022 to Dec 2022*	*Jan 2023 to Dec 2023*	*Jan 2024 to Dec 2024*	*Jan 2025 to Dec 2025*

Enrollment					
Active and COBRA Participants (Total Subscriber-Months)	13,684	13,510	13,428	13,439	2,282

Claims	2021	2022	2023	2024	2025
Medical and Rx - Active and COBRA					
Gross Paid Claims*	$ 19,659,877	$ 20,910,902	$ 19,147,265	$ 19,121,390	$ 3,074,703
Stop-Loss Reimbursements**	$ (799,762)	$ (2,397,744)	$ (739,638)	$ (564,380)	$ (579,499)
Rx Rebates	$ (886,950)	$ (1,227,738)	$ (1,451,381)	$ (1,784,834)	$ (457,666)
Net Paid Claims	$ 17,973,164	$ 17,285,420	$ 16,956,246	$ 16,772,176	$ 2,037,537
PEPY Net Paid Claims	**$ 15,761.33**	**$ 15,353.44**	**$ 15,153.03**	**$ 14,976.27**	**$ 10,714.48**

**Includes Medical, Rx Claims*

***Stop Loss Reimbursements includes ISL and Aggregate reimbursements when applicable*

Fixed Costs					
Expenses - Active and COBRA					
Administration Fees	$ 602,599	$ 659,423	$ 713,967	$ 733,366	$ 124,529
Stop Loss Premium	$ 1,640,181	$ 1,835,874	$ 1,738,657	$ 1,799,751	$ 373,175
CBIZ Consulting Fees	$ 120,000	$ 108,000	$ 108,000	$ 108,000	$ 18,000
Total Fixed Costs	**$ 2,362,781**	**$ 2,603,297**	**$ 2,560,624**	**$ 2,641,117**	**$ 515,704.20**
PEPY Fixed	**$ 2,072.01**	**$ 2,312.33**	**$ 2,288.31**	**$ 2,358.32**	**$ 2,711.85**

Stop-Loss Premium Loss Ratio	49%	131%	43%	31%	155%

Plan Cost Summary					
Total Plan Cost PEPY	$ 17,833	$ 17,666	$ 17,441	$ 17,335	$ 13,426
Total Employee Cost PEPY	$ 3,177	$ 3,240	$ 3,128	$ 3,172	$ 3,268
Total Employer Cost PEPY (net of EE contributions)	$ 14,656	$ 14,426	$ 14,314	$ 14,162	$ 10,158

2025 Annual Timeline

	MEETINGS	FINANCIAL REPORTING	RENEWAL ACTIVITIES	WELLBEING
January	•Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report		•Launch Personify Health & Active Lifestyle Program •Onsite counselor •Onsite Financial advisor
February	•Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report		•Onsite counselor •Onsite Financial advisor
March	•Annual Performance Review (HR) •Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report		•Blood drive •Onsite mammograms •Healthy Cookbook Challenge •Virtual Dietitian sessions •Onsite counselor •Onsite Financial advisor
April	•Cigna Annual Review •Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report •Budget Projections (Finance)	•Initial 2026 Projection •First Draft 2026 Contribution Strategies	•PAS Financial webinars •Onsite financial advisor •Pickleball Tournament •Onsite counselor •Onsite Financial advisor
May	•Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report		•PAS Webinar •Youth Mental Health First Aid •Annual Picnic •Onsite counselor •Onsite Financial advisor
June	•Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report	•Revised 2026 Projection •Second Draft 2026 Contribution Strategies •Begin Communications	•Men's health month •Onsite counselor •Onsite Financial advisor
July	•Stay Well Committee •HR Status Calls •Wellbeing	•IBNR (Finance) •Performance Overview Report	•Finalize 2026 Rates & Contributions •Communications	•Onsite counselor •Summer BINGO Challenge •Onsite counselor •Onsite Financial advisor
August	•Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report	•Present 2026 Renewal to Council •Communications	•Blood drive •Onsite counselor •Onsite Financial advisor
September	•Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report	•Communications	•Adult Mental Health First Aid training •Onsite mammograms •Onsite counselor •Onsite Financial advisor
October	•Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report	•Stop Loss Marketing •Open Enrollment	•Onsite flu vaccines •Volleyball tournament •Onsite counselor •Onsite Financial advisor
November	•Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report	•Finalize 2026 Stop Loss	•Blood drive •Onsite counselor •Onsite Financial advisor
December	•Stay Well Committee •HR Status Calls •Wellbeing	•Performance Overview Report		•Onsite massages •Onsite counselor •Onsite Financial advisor