



CITY OF SURPRISE
Health Benefits Trust Fund Board Meeting
16000 N. Civic Center Plaza
Surprise, AZ 85374
Wednesday, August 27, 2025 @ 4:00 PM
COUNCIL CHAMBERS OVERFLOW ROOM

- A. Call To Order
- B. Roll Call
- C. Pledge of Allegiance
- D. Current Events and Reports
- E. Staff Reports
- F. Health Benefits Trust Fund Board Agenda

CALL TO THE PUBLIC:

INSTRUCTIONS: In order to address the Board\Commission, you will need to fill out a Call to the Public Form available at the front counter, and then turn it in to the Secretary before the meeting begins.

Note: A.R.S. 38-431.01(H) - During this time members of the public may address the Board\Commission only on issues within the jurisdiction of the Board\Commission which are not an item on the agenda. At the conclusion of the open call, the Board\Commission may respond to criticism, may ask staff to review the matter or may ask that the matter be put on a future agenda. No discussion or action shall take place on any item raised.

CONSENT AGENDA:

- 1. Citywide Consideration and action pertaining to the approval of Finance
the June 4, 2025 meeting minutes

REGULAR AGENDA ITEM - NON-PUBLIC HEARING:

- 2. Citywide Presentation and discussion pertaining to CBIZ Finance
Consulting FY2025 4th Quarter Report.

- G. Other Business and Future Agenda Items
- H. Adjournment

KRISTI PASSARELLI, CITY CLERK

POSTED: Monday, August 25th, 2025 @ 2:00 PM

SPECIAL NOTE: PERSONS WITH SPECIAL ACCESSIBILITY NEEDS, INCLUDING LARGE PRINT MATERIALS OR INTERPRETER, SHOULD CONTACT THE CITY CLERK'S OFFICE @ 623.222.1200 OR CLERK@SURPRISEAZ.GOV, BY NO LATER THAN 24 HOURS IN ADVANCE OF THE REGULAR SCHEDULED MEETING TIME.



CITY OF SURPRISE
Health Benefits Trust Fund Board Meeting

Council Meeting Date: August 27, 2025
Submitting Department: Finance
Staff Recommendations:

Contact Person:
District: Citywide

Consent: Yes Regular: No Public Hearing: No Report/Discussion: No

Agenda Wording:

Consideration and action pertaining to the approval of the June 4, 2025 meeting minutes

Motion:

I move to approve the June 4, 2025 Health Benefits Trust Fund Board meeting minutes.

Background:

Objective Analysis:

Policy Compliant:

Financial Impact:

No financial impact.

Budget Impact:

No budget impact.

FTE Impact:

ATTACHMENTS:

1. HBTF Minutes 06.04.25
-

CITY OF SURPRISE

**HEALTH BENEFITS TRUST FUND BOARD
16000 North Civic Center Plaza
Surprise, AZ 85374**

June 4, 2025

MEETING MINUTES

CALL TO ORDER

Vice Chair Candace Rachal called the Health Benefits Trust Fund Meeting to order at 4:02 p.m. at Surprise City Hall, 16000 North Civic Center Plaza, Surprise, Arizona 85374, on Wednesday, June 4, 2025.

ROLL CALL

In attendance were Vice Chair Candace Rachal, Board Member Andrea Davis, and Board Member Barbara Minick. Chairperson William Coniam was absent, excused, and Board Member Renee Pastor was absent, unexcused.

STAFF PRESENT:

Paige Gearhart, Human Resources Manager; Ariana Reyna, Human Resources Business Partner; Julio Leal, Human Resources Specialist; Erick Martin, Assistant Director – Finance; Sandy Simmons, Assistant Director – Finance, Jenna Klidas, Financial Management Analyst - Senior

PLEDGE OF ALLEGIANCE

CURRENT EVENTS REPORT

None

STAFF REPORT

None

CALL TO THE PUBLIC

None

CONSENT AGENDA

Item 1: Consideration and action pertaining to approval of the March 5, 2025 Health Benefits Trust Fund Board meeting minutes.

- Board Member Davis made a motion to approve the minutes for the March 5, 2025 meeting. Board Member Barbara Minick seconded the motion. Motion passed.

REGULAR AGENDA ITEMS NOT REQUIRING A PUBLIC HEARING

Item 2: Presentation and discussion pertaining to CBIZ Consulting FY2025 3rd Quarter Report.

- Melissa Barbakoff presented CBIZ Consulting's FY2025 3rd Quarter Report.
- David Zucarelli presented the City's pharmacy spend and rebate summary.

Item 3: Presentation and discussion pertaining to the City’s unaudited Employee Healthcare Self Insurance Fund and Workers’ Compensation Fund Financial Report for FY2025 2nd Quarter.

- Erick Martin presented the FY2025 3rd Quarter Financial Report.

OTHER BUSINESS

EXECUTIVE SESSION

No executive session was held.

ADJOURNMENT

Hearing no further business, Vice Chair Rachal adjourned the Health Benefits Trust Fund meeting at 4:30 p.m.

William Coniam, Chair
Health Benefits Trust Fund Board



CITY OF SURPRISE
Health Benefits Trust Fund Board Meeting

Council Meeting Date: August 27, 2025
Submitting Department: Finance
Staff Recommendations: None

Contact Person:
District: Citywide

Consent: No Regular: Yes Public Hearing: No Report/Discussion: No

Agenda Wording:

Presentation and discussion pertaining to CBIZ Consulting FY2025 4th Quarter Report.

Motion:

None: Discussion only.

Background:

CBIZ Consulting will present the 4th Quarter self-funded medical, dental, and vision report for plan year FY2025 for the City. This report contains financial information and claims activity.

Objective Analysis:

Policy Compliant:

Financial Impact:

None at this time; however, topics in this presentation could lead to future actions which may have a fiscal impact on the fund's operation.

Budget Impact:

None at this time; however, topics in this presentation could lead to future actions which may have a fiscal impact on the fund's operation.

FTE Impact:

ATTACHMENTS:

1. City of Surprise Medical, Dental & Vision Experience 06 25 - Final v4
-



City of Surprise

Medical, Pharmacy, Dental, and Vision Experience

Plan Year: July 2024 – June 2025

Month End: June 2025

Presented by: Mike Barberio, Melissa Barbakoff, and Lindsey Steinhoff

City of Surprise Executive Summary as of June 2025

Medical

The following report details claims paid through the fourth quarter of the plan year beginning July 2024. The plan still has 12 months of runout to accrue.

Expected claims through the fourth quarter have come in at 84.7% of expected and 72.8% for maximum claim liability. Enrollment has increased 6.2% over the past year. Medical claims have increased 2.3% over the past 12 months, which is well below national trend.

Pharmacy

Pharmacy claims have remained steady month over month. The average gross monthly claims are around \$401,622. For the FY25 plan year the City moved coverage to CVS Caremark and implemented the PaydHealth Savings Program. Pharmacy costs are **down 2.3%** over the prior year before rebates are applied. This program has netted **\$377,253 in additional savings** which is not reflected in this report. PaydHealth works on behalf of members to secure high-cost specialty medication funding outside of the insurance plan. A quarterly rebate was applied in June in the amount of \$492,814. There is one additional rebate that will be applied in the run-out period.

Large Claims

There are 17 large claimants over the \$100K threshold and large claimants represent 22.1% of total spend. Three new large claimants are highlighted in green and they were not large claimants in the prior plan year. Three claimants have exceeded the individual stop loss deductible and \$969,485 has been reimbursed to the plan.

Claims Spend & Loss Ratio by Plan Design

- HMO -43% of total claims, 100.4% loss ratio
- PPO – 36% of total claims, 88% loss ratio
- EPO – 21% of total claims, 73.9% loss ratio

Prior Plan Year – 12 Month Run Out Period

The prior paid claims and administration section of the report shows that gross run out claims through June was \$1,804,810, after rebates and stop loss recoveries that amount drops to \$935,053. The prior plan year with claims through the fourth quarter performed at 91.2% of expected.

Annual Cost Comparison

On the Annual Cost Comparison slide, the grid on the far right-hand side illustrates the year-over-year total cost history increase or decrease. The CBIZ analytics team is projecting total costs for PY25 to be 3.4% higher than PY24.

- **Medical Claims:** 2.3% **higher** in comparison to PY24.
- **Pharmacy Claims:** 2.3% **lower** than the PY24 plan year. (Gross) Prior to rebates.

Both medical and pharmacy claims were adjusted for the increase in enrollment.

Dental

Dental claims are performing almost at expected. The current loss ratio through June is 96.7%. Through June the dental paid claims per employee, per month (PEPM) is \$86.55. On the Annual Cost Comparison slide, the FY2025 Total Cost for dental is projected to be 3.8% higher than the prior year.

Vision

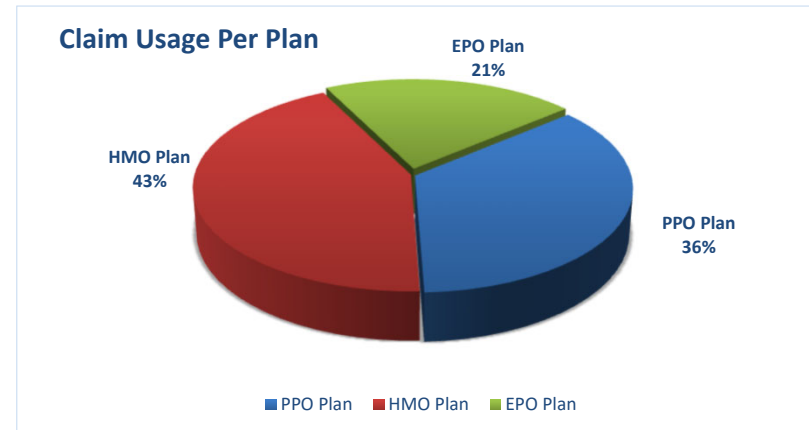
Vision claims for the last quarter came down significantly. The current loss ratio is 84.3%. Through June the vision paid claims per employee, per month (PEPM) is \$9.99. On the Annual Cost Comparison slide, the FY2025 Total Cost for vision is projected to be 66.6% higher than the prior year. The plan for 10 years fluctuated between \$9-11 PEPM, now the plan is running at \$18.22 PEPM.

City of Surprise
Paid Claims and Administration
Plan Year: July 2024 to June 2025 (as of June 2025)
Incurred and Paid

BlueCross BlueShield of Arizona and CVS Caremark Rx- All Plans														Loss Ratio		PEPM Costs					
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	PaydHealth Rx Savings Plan	CVS Rx Rebates & Performance Guarantees	Blue Card Claims Expense & Misc.	Capitation Fees	Value Based Services	Stop Loss Recovery	Total Paid Claims	Fixed Costs	Total Paid Claims & Fixed Costs	Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability	Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Paid Claims Net Stop Loss Reimbursement PEPM	Total Claims & Fixed Costs PEPM
Jul-24	983	\$ 1,499,705	\$ 1,743,219	\$ 421,596	\$ 279,644	\$ 6,942	\$ -	\$ 1,709	\$ 8,058	\$ 2,153	\$ -	\$ 720,103	\$ 152,107	\$ 872,210	48.0%	41.3%	\$ 441.01	\$ 291.54	\$ 732.56	\$ 732.56	\$ 887.29
Aug-24	993	\$ 1,510,610	\$ 1,756,591	\$ 1,020,116	\$ 370,197	\$ 13,050	\$ -	\$ 1,838	\$ 8,063	\$ 2,128	\$ -	\$ 1,415,392	\$ 153,655	\$ 1,569,047	93.7%	80.6%	\$ 1,039.42	\$ 385.95	\$ 1,425.37	\$ 1,425.37	\$ 1,580.11
Sep-24	996	\$ 1,514,133	\$ 1,760,623	\$ 905,336	\$ 329,327	\$ 20,212	\$ -	\$ 1,793	\$ 7,967	\$ 2,190	\$ -	\$ 1,266,825	\$ 154,117	\$ 1,420,942	83.7%	72.0%	\$ 920.97	\$ 350.94	\$ 1,271.91	\$ 1,271.91	\$ 1,426.65
Oct-24	998	\$ 1,520,711	\$ 1,767,933	\$ 780,932	\$ 364,056	\$ 10,107	\$ -	\$ 2,120	\$ 8,104	\$ -	\$ -	\$ 1,165,320	\$ 154,427	\$ 1,319,747	76.6%	65.9%	\$ 792.74	\$ 374.91	\$ 1,167.66	\$ 1,167.66	\$ 1,322.39
Nov-24	1,001	\$ 1,523,976	\$ 1,772,169	\$ 492,085	\$ 373,880	\$ 16,502	\$ -	\$ 1,823	\$ 8,236	\$ 4,463	\$ -	\$ 896,990	\$ 154,893	\$ 1,051,883	58.9%	50.6%	\$ 506.10	\$ 389.99	\$ 896.09	\$ 896.09	\$ 1,050.83
Dec-24	1,007	\$ 1,530,272	\$ 1,779,999	\$ 834,870	\$ 367,955	\$ 10,174	\$ (289,501)	\$ 2,584	\$ 8,055	\$ 2,316	\$ -	\$ 936,451	\$ 155,822	\$ 1,092,273	61.2%	52.6%	\$ 841.93	\$ 375.50	\$ 929.94	\$ 929.94	\$ 1,084.68
Jan-25	1,003	\$ 1,522,980	\$ 1,771,180	\$ 821,976	\$ 414,428	\$ 11,355	\$ -	\$ 1,755	\$ 8,116	\$ 2,382	\$ (152,767)	\$ 1,107,246	\$ 155,203	\$ 1,262,449	72.7%	62.5%	\$ 831.73	\$ 424.51	\$ 1,256.24	\$ 1,103.93	\$ 1,258.67
Feb-25	1,017	\$ 1,538,043	\$ 1,788,665	\$ 1,486,354	\$ 322,309	\$ 17,984	\$ -	\$ 2,017	\$ 8,292	\$ 2,530	\$ (197,870)	\$ 1,641,615	\$ 157,368	\$ 1,798,983	106.7%	91.8%	\$ 1,474.13	\$ 334.60	\$ 1,808.74	\$ 1,614.17	\$ 1,768.91
Mar-25	1,020	\$ 1,550,591	\$ 1,802,359	\$ 1,618,898	\$ 491,975	\$ 18,932	\$ (350,378)	\$ 1,765	\$ 8,192	\$ 2,389	\$ (6,364)	\$ 1,785,410	\$ 157,833	\$ 1,943,243	115.1%	99.1%	\$ 1,599.26	\$ 500.89	\$ 1,756.64	\$ 1,750.40	\$ 1,905.14
Apr-25	1,035	\$ 1,565,140	\$ 1,819,612	\$ 1,589,802	\$ 554,147	\$ 10,774	\$ -	\$ 2,068	\$ 8,351	\$ 1,019	\$ (358,931)	\$ 1,807,229	\$ 160,153	\$ 1,967,382	115.5%	99.3%	\$ 1,547.09	\$ 545.82	\$ 2,092.91	\$ 1,746.12	\$ 1,900.85
May-25	1,031	\$ 1,563,658	\$ 1,817,593	\$ 1,289,625	\$ 435,435	\$ 12,005	\$ -	\$ 9,508	\$ 8,453	\$ 1,035	\$ (195,539)	\$ 1,560,522	\$ 159,535	\$ 1,720,057	99.8%	85.9%	\$ 1,269.27	\$ 433.99	\$ 1,703.26	\$ 1,513.60	\$ 1,668.34
Jun-25	1,017	\$ 1,543,402	\$ 1,793,557	\$ 1,271,613	\$ 516,120	\$ 13,644	\$ (492,814)	\$ 2,205	\$ 8,151	\$ 1,083	\$ (58,014)	\$ 1,261,989	\$ 157,366	\$ 1,419,354	81.8%	70.4%	\$ 1,261.61	\$ 520.91	\$ 1,297.94	\$ 1,240.89	\$ 1,395.63
Total	12,101	\$ 18,383,221	\$ 21,373,499	\$ 12,533,204	\$ 4,819,475	\$ 161,680	\$ (1,132,693)	\$ 31,186	\$ 98,038	\$ 23,687	\$ (969,485)	\$ 15,565,092	\$ 1,872,478	\$ 17,437,570	84.7%	72.8%	\$ 1,048.35	\$ 398.27	\$ 1,366.38	\$ 1,286.26	\$ 1,441.00
Avg	1,008																				

Fixed Costs	PPO Plan			HMO Plan			EPO Plan		
	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family
Administration	\$57.44	\$57.44	\$57.44	\$57.44	\$57.44	\$57.44	\$57.44	\$57.44	\$57.44
Specific Stoploss 12/24 \$250,000 ISL	\$92.55	\$92.55	\$92.55	\$92.55	\$92.55	\$92.55	\$92.55	\$92.55	\$92.55
Aggregate Stoploss (125%)	\$5.10	\$5.10	\$5.10	\$4.55	\$4.55	\$4.55	\$4.55	\$4.55	\$4.55
Total Fixed Costs	\$155.09	\$155.09	\$155.09	\$154.54	\$154.54	\$154.54	\$154.54	\$154.54	\$154.54

Claim Expenses	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family	Employee	Emp + 1 Dep	EE + Family
Expected Liability	\$650.15	\$1,456.55	\$2,101.68	\$678.30	\$1,512.49	\$2,179.86	\$599.01	\$1,353.55	\$1,957.16
Maximum Liability (ICAP)	\$884.66	\$1,760.08	\$2,460.42	\$892.21	\$1,775.30	\$2,481.79	\$751.22	\$1,494.76	\$2,089.63



City of Surprise
Paid Claims and Administration
Plan Year: July 2024 to June 2025 (as of June 2025)
Incurred and Paid

BlueCross BlueShield of Arizona & CVS Caremark Rx - PPO Plan										Loss Ratio		PEPM Costs			
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	Stop Loss Recovery	Total Paid Claims	Fixed Costs	Total Paid Claims and Admin Fees	Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability	Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Claims & Fixed Costs PEPM
Jul-24	353	\$ 535,130	\$ 644,070	\$ 118,326	\$ 93,161	\$ -	\$ 211,487	\$ 54,747	\$ 266,234	39.5%	32.8%	\$335.20	\$263.91	\$599.11	\$754.20
Aug-24	358	\$ 541,284	\$ 651,645	\$ 465,011	\$ 78,223	\$ -	\$ 543,234	\$ 55,522	\$ 598,757	100.4%	83.4%	\$1,298.91	\$218.50	\$1,517.41	\$1,672.50
Sep-24	354	\$ 540,296	\$ 649,857	\$ 403,854	\$ 132,354	\$ -	\$ 536,207	\$ 54,902	\$ 591,109	99.2%	82.5%	\$1,140.83	\$373.88	\$1,514.71	\$1,669.80
Oct-24	357	\$ 545,956	\$ 656,538	\$ 251,716	\$ 119,320	\$ -	\$ 371,036	\$ 55,367	\$ 426,403	68.0%	56.5%	\$705.09	\$334.23	\$1,039.32	\$1,194.41
Nov-24	360	\$ 549,681	\$ 661,118	\$ 177,876	\$ 100,444	\$ -	\$ 278,320	\$ 55,832	\$ 334,152	50.6%	42.1%	\$494.10	\$279.01	\$773.11	\$928.20
Dec-24	364	\$ 555,184	\$ 667,808	\$ 329,739	\$ 159,105	\$ -	\$ 488,844	\$ 56,453	\$ 545,297	88.1%	73.2%	\$905.88	\$437.10	\$1,342.98	\$1,498.07
Jan-25	362	\$ 550,981	\$ 662,887	\$ 401,127	\$ 111,164	\$ (152,767)	\$ 359,524	\$ 56,143	\$ 415,666	65.3%	54.2%	\$1,108.08	\$307.08	\$1,415.17	\$1,148.25
Feb-25	365	\$ 555,189	\$ 667,992	\$ 561,552	\$ 87,425	\$ (197,870)	\$ 451,107	\$ 56,608	\$ 507,715	81.3%	67.5%	\$1,538.50	\$239.52	\$1,778.02	\$1,391.00
Mar-25	368	\$ 561,494	\$ 675,373	\$ 463,291	\$ 205,237	\$ (6,364)	\$ 662,164	\$ 57,073	\$ 719,237	117.9%	98.0%	\$1,258.94	\$557.71	\$1,816.65	\$1,954.45
Apr-25	371	\$ 564,090	\$ 678,728	\$ 686,412	\$ 196,177	\$ (268,230)	\$ 614,360	\$ 57,538	\$ 671,898	108.9%	90.5%	\$1,850.17	\$528.78	\$2,378.95	\$1,811.05
May-25	371	\$ 565,703	\$ 680,479	\$ 583,274	\$ 177,093	\$ (135,519)	\$ 624,848	\$ 57,538	\$ 682,386	110.5%	91.8%	\$1,572.17	\$477.34	\$2,049.51	\$1,839.32
Jun-25	361	\$ 551,782	\$ 663,578	\$ 470,875	\$ 211,678	\$ (837)	\$ 681,716	\$ 55,987	\$ 737,704	123.5%	102.7%	\$1,304.36	\$586.37	\$1,890.73	\$2,043.50
Total	4,344	\$ 6,616,772	\$ 7,960,072	\$ 4,913,053	\$ 1,671,381	\$ (761,587)	\$ 5,822,847	\$ 673,711	\$ 6,496,558	88.0%	73.2%	\$1,131.00	\$384.76	\$1,515.75	\$1,495.52
Avg	362														

Fixed Costs	PPO Plan		
	Employee	Emp + 1 Dep	EE + Family
Administration	\$57.44	\$57.44	\$57.44
Specific Stoploss 12/24 \$250,000 ISL	\$92.55	\$92.55	\$92.55
Aggregate Stoploss (125%)	\$5.10	\$5.10	\$5.10
Total Fixed Costs	\$155.09	\$155.09	\$155.09

Claim Expenses	Employee	Emp + 1 Dep	EE + Family
Expected Liability	\$650.15	\$1,456.55	\$2,101.68
Maximum Liability (ICAP)	\$884.66	\$1,760.08	\$2,460.42

Number of Enrollees by Month				
Month	EE	EE + 1	EE + Fam	Total
July	110	73	170	353
August	113	73	172	358
September	107	75	172	354
October	107	76	174	357
November	107	80	173	360
December	109	80	175	364
January	109	80	173	362
February	110	81	174	365
March	110	81	177	368
April	113	80	178	371
May	111	82	178	371
June	107	80	174	361
Totals	1,313	941	2,090	4,344

City of Surprise
Paid Claims and Administration
Plan Year: July 2024 to June 2025 (as of June 2025)
Incurred and Paid

BlueCross BlueShield of Arizona & CVS Caremark Rx - HMO Plan										Loss Ratio		PEPM Costs			
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	Stop Loss Recovery	Total Paid Claims	Fixed Costs	Total Paid Claims and Admin Fees	Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability	Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Claims & Fixed Costs PEPM
Jul-24	346	\$ 582,886	\$ 677,310	\$ 230,700	\$ 122,815	\$ -	\$ 353,515	\$ 53,471	\$ 406,986	60.6%	52.2%	\$666.76	\$354.96	\$1,021.72	\$1,176.26
Aug-24	349	\$ 586,589	\$ 681,753	\$ 442,752	\$ 190,061	\$ -	\$ 632,813	\$ 53,934	\$ 686,747	107.9%	92.8%	\$1,268.63	\$544.59	\$1,813.22	\$1,967.76
Sep-24	351	\$ 589,614	\$ 685,303	\$ 271,456	\$ 135,011	\$ -	\$ 406,467	\$ 54,244	\$ 460,710	68.9%	59.3%	\$773.38	\$384.65	\$1,158.02	\$1,312.56
Oct-24	348	\$ 588,580	\$ 683,686	\$ 275,428	\$ 153,464	\$ -	\$ 428,892	\$ 53,780	\$ 482,672	72.9%	62.7%	\$791.46	\$440.99	\$1,232.45	\$1,386.99
Nov-24	348	\$ 590,082	\$ 685,276	\$ 243,992	\$ 164,679	\$ -	\$ 408,671	\$ 53,780	\$ 462,451	69.3%	59.6%	\$701.13	\$473.22	\$1,174.34	\$1,328.88
Dec-24	348	\$ 590,583	\$ 685,806	\$ 411,944	\$ 130,516	\$ -	\$ 542,460	\$ 53,780	\$ 596,240	91.9%	79.1%	\$1,183.75	\$375.05	\$1,558.79	\$1,713.33
Jan-25	344	\$ 584,032	\$ 678,175	\$ 264,785	\$ 184,253	\$ -	\$ 449,037	\$ 53,162	\$ 502,199	76.9%	66.2%	\$769.72	\$535.62	\$1,305.34	\$1,459.88
Feb-25	343	\$ 583,020	\$ 676,929	\$ 792,032	\$ 167,267	\$ -	\$ 959,300	\$ 53,007	\$ 1,012,307	164.5%	141.7%	\$2,309.13	\$487.66	\$2,796.79	\$2,951.33
Mar-25	344	\$ 585,033	\$ 679,234	\$ 757,702	\$ 172,887	\$ -	\$ 930,589	\$ 53,162	\$ 983,751	159.1%	137.0%	\$2,202.62	\$502.58	\$2,705.20	\$2,859.74
Apr-25	347	\$ 587,068	\$ 681,911	\$ 624,763	\$ 224,305	\$ (90,701)	\$ 758,367	\$ 53,625	\$ 811,993	129.2%	111.2%	\$1,800.47	\$646.41	\$2,446.88	\$2,340.04
May-25	345	\$ 586,379	\$ 680,833	\$ 464,228	\$ 195,549	\$ (60,020)	\$ 599,756	\$ 53,316	\$ 653,073	102.3%	88.1%	\$1,345.59	\$566.81	\$1,912.40	\$1,892.96
Jun-25	343	\$ 583,354	\$ 677,283	\$ 458,752	\$ 195,714	\$ (57,177)	\$ 597,289	\$ 53,007	\$ 650,296	102.4%	88.2%	\$1,337.47	\$570.59	\$1,908.06	\$1,895.91
Total	4,156	\$ 7,037,221	\$ 8,173,499	\$ 5,238,534	\$ 2,036,520	\$ (207,898)	\$ 7,067,156	\$ 642,268	\$ 7,709,424	100.4%	86.5%	\$1,260.47	\$490.02	\$1,750.49	\$1,855.01
Avg	346														

Fixed Costs	HMO Plan		
	Employee	Emp + 1 Dep	EE + Family
Administration	\$57.44	\$57.44	\$57.44
Specific Stoploss 12/24 \$250,000 ISL	\$92.55	\$92.55	\$92.55
Aggregate Stoploss (125%)	\$4.55	\$4.55	\$4.55
Total Fixed Costs	\$154.54	\$154.54	\$154.54

Claim Expenses	Employee	Emp + 1 Dep	EE + Family
Expected Liability	\$678.30	\$1,512.49	\$2,179.86
Maximum Liability (ICAP)	\$892.21	\$1,775.30	\$2,481.79

Month	Number of Enrollees by Month			Total
	EE	EE + 1	EE + Fam	
July	79	79	188	346
August	80	81	188	349
September	80	83	188	351
October	75	86	187	348
November	74	86	188	348
December	75	83	190	348
January	74	82	188	344
February	75	78	190	343
March	76	76	192	344
April	79	76	192	347
May	77	75	193	345
June	77	73	193	343
Totals	921	958	2,277	4,156

City of Surprise
Paid Claims and Administration
Plan Year: July 2024 to June 2025 (as of June 2025)
Incurred and Paid

BlueCross BlueShield of Arizona & CVS Caremark Rx - EPO Plan										Loss Ratio		PEPM Costs			
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	Stop Loss Recovery	Total Paid Claims	Fixed Costs	Total Paid Claims and Admin Fees	Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability	Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Claims & Fixed Costs PEPM
Jul-24	284	\$ 381,689	\$ 421,840	\$ 72,570	\$ 63,668	\$ -	\$ 136,238	\$ 43,889	\$ 180,127	35.7%	32.3%	\$255.53	\$224.18	\$479.71	\$634.25
Aug-24	286	\$ 382,736	\$ 423,194	\$ 112,353	\$ 101,913	\$ -	\$ 214,265	\$ 44,198	\$ 258,464	56.0%	50.6%	\$392.84	\$356.34	\$749.18	\$903.72
Sep-24	291	\$ 384,222	\$ 425,463	\$ 230,026	\$ 61,963	\$ -	\$ 291,989	\$ 44,971	\$ 336,961	76.0%	68.6%	\$790.47	\$212.93	\$1,003.40	\$1,157.94
Oct-24	293	\$ 386,175	\$ 427,709	\$ 253,789	\$ 91,272	\$ -	\$ 345,061	\$ 45,280	\$ 390,341	89.4%	80.7%	\$866.17	\$311.51	\$1,177.68	\$1,332.22
Nov-24	293	\$ 384,213	\$ 425,775	\$ 70,217	\$ 108,758	\$ -	\$ 178,975	\$ 45,280	\$ 224,255	46.6%	42.0%	\$239.65	\$371.19	\$610.83	\$765.37
Dec-24	295	\$ 384,506	\$ 426,385	\$ 93,187	\$ 78,333	\$ -	\$ 171,520	\$ 45,589	\$ 217,109	44.6%	40.2%	\$315.89	\$265.54	\$581.42	\$735.96
Jan-25	297	\$ 387,967	\$ 430,119	\$ 156,065	\$ 119,012	\$ -	\$ 275,077	\$ 45,898	\$ 320,976	70.9%	64.0%	\$525.47	\$400.71	\$926.19	\$1,080.73
Feb-25	309	\$ 399,833	\$ 443,743	\$ 132,769	\$ 67,616	\$ -	\$ 200,386	\$ 47,753	\$ 248,138	50.1%	45.2%	\$429.67	\$218.82	\$648.50	\$803.04
Mar-25	308	\$ 404,063	\$ 447,751	\$ 397,905	\$ 113,851	\$ -	\$ 511,756	\$ 47,598	\$ 559,355	126.7%	114.3%	\$1,291.90	\$369.65	\$1,661.55	\$1,816.09
Apr-25	317	\$ 413,982	\$ 458,973	\$ 278,627	\$ 133,665	\$ -	\$ 412,291	\$ 48,989	\$ 461,281	99.6%	89.8%	\$878.95	\$421.66	\$1,300.60	\$1,455.14
May-25	315	\$ 411,576	\$ 456,281	\$ 242,123	\$ 62,794	\$ -	\$ 304,917	\$ 48,680	\$ 353,597	74.1%	66.8%	\$768.64	\$199.35	\$967.99	\$1,122.53
Jun-25	313	\$ 408,266	\$ 452,697	\$ 341,987	\$ 108,728	\$ -	\$ 450,715	\$ 48,371	\$ 499,086	110.4%	99.6%	\$1,092.61	\$347.37	\$1,439.98	\$1,594.52
Total	3,601	\$ 4,729,228	\$ 5,239,929	\$ 2,381,617	\$ 1,111,574	\$ -	\$ 3,493,191	\$ 556,499	\$ 4,049,689	73.9%	66.7%	\$661.38	\$308.68	\$970.06	\$1,124.60
Avg	300														

Fixed Costs	HMO Plan		
	Employee	Emp + 1 Dep	EE + Family
Administration	\$57.44	\$57.44	\$57.44
Specific Stoploss 12/24 \$250,000 ISL	\$92.55	\$92.55	\$92.55
Aggregate Stoploss (125%)	\$4.55	\$4.55	\$4.55
Total Fixed Costs	\$154.54	\$154.54	\$154.54

Claim Expenses	Employee	Emp + 1 Dep	EE + Family
Expected Liability	\$599.01	\$1,353.55	\$1,957.16
Maximum Liability (ICAP)	\$751.22	\$1,494.76	\$2,089.63

Month	Number of Enrollees by Month			Total
	EE	EE + 1	EE + Fam	
July	102	59	123	284
August	105	57	124	286
September	112	55	124	291
October	113	56	124	293
November	114	57	122	293
December	118	54	123	295
January	117	57	123	297
February	126	56	127	309
March	121	57	130	308
April	128	54	135	317
May	126	56	133	315
June	126	55	132	313
Totals	1,408	673	1,520	3,601

City of Surprise
Paid Claims and Administration
Plan Year: July 2023 to June 2024 (as of June 2025)
Incurred and Paid

BlueCross BlueShield of Arizona and Optum Rx- All Plans														Loss Ratio		PEPM Costs				
Paid Month	Subscribers	Expected Claims Liability	Maximum Claims Liability	Medical Paid Claims	Rx Paid Claims	PaydHealth Rx Expense	Blue Card Claims Expense & Misc.	Capitation Fees	Value Based Services	Stop Loss Recovery	Total Paid Claims	Fixed Costs	Total Paid Claims & Admin Fees	Actual Claims vs Expected Claims Liability	Actual Claims vs Maximum Claims Liability	Medical Claims Paid PEPM	Rx Claims Paid PEPM	Total Claims Paid PEPM	Total Paid Claims Net Stop Loss Reimbursement PEPM	Total Claims & Fixed Costs PEPM
Jul-23	914	\$ 1,302,975	\$ 1,476,250	\$ 285,090	\$ 308,604	\$ -	\$ 1,549	\$ 7,507	\$ -	\$ -	\$ 602,750	\$ 134,384	\$ 737,134	46.3%	40.8%	\$321.82	\$337.64	\$659.46	\$659.46	\$806.49
Aug-23	920	\$ 1,311,270	\$ 1,485,268	\$ 880,685	\$ 392,501	\$ -	\$ 2,205	\$ 7,515	\$ 3,296	\$ -	\$ 1,286,202	\$ 135,266	\$ 1,421,467	98.1%	86.6%	\$971.41	\$426.63	\$1,398.05	\$1,398.05	\$1,545.07
Sep-23	929	\$ 1,322,515	\$ 1,497,799	\$ 744,727	\$ 364,831	\$ -	\$ 2,979	\$ 7,551	\$ 1,630	\$ -	\$ 1,121,719	\$ 136,588	\$ 1,258,306	84.8%	74.9%	\$814.73	\$392.71	\$1,207.45	\$1,207.45	\$1,354.47
Oct-23	932	\$ 1,328,013	\$ 1,504,163	\$ 1,224,363	\$ 334,637	\$ -	\$ 2,474	\$ 7,583	\$ 1,569	\$ -	\$ 1,570,626	\$ 137,030	\$ 1,707,656	118.3%	104.4%	\$1,326.17	\$359.05	\$1,685.22	\$1,685.22	\$1,832.25
Nov-23	946	\$ 1,347,849	\$ 1,525,754	\$ 1,239,627	\$ 416,335	\$ -	\$ 4,948	\$ 7,712	\$ 1,352	\$ (149,866)	\$ 1,520,109	\$ 139,086	\$ 1,659,195	112.8%	99.6%	\$1,325.20	\$440.10	\$1,765.30	\$1,606.88	\$1,753.91
Dec-23	953	\$ 1,352,708	\$ 1,531,307	\$ 683,033	\$ 356,274	\$ -	\$ 6,226	\$ 7,715	\$ 2,118	\$ -	\$ 1,055,366	\$ 140,113	\$ 1,195,479	78.0%	68.9%	\$733.57	\$373.84	\$1,107.41	\$1,107.41	\$1,254.44
Jan-24	948	\$ 1,348,558	\$ 1,526,313	\$ 761,724	\$ 404,634	\$ (329,160)	\$ 2,299	\$ 7,723	\$ -	\$ (52)	\$ 847,168	\$ 139,380	\$ 986,548	62.8%	55.5%	\$814.08	\$426.83	\$893.69	\$893.64	\$1,040.66
Feb-24	959	\$ 1,360,003	\$ 1,539,642	\$ 643,329	\$ 366,796	\$ -	\$ 2,703	\$ 7,753	\$ 4,072	\$ (462)	\$ 1,024,190	\$ 140,996	\$ 1,165,186	75.3%	66.5%	\$685.98	\$382.48	\$1,068.46	\$1,067.98	\$1,215.00
Mar-24	958	\$ 1,360,159	\$ 1,540,464	\$ 874,283	\$ 379,876	\$ -	\$ 2,192	\$ 7,732	\$ 2,270	\$ (198,900)	\$ 1,067,454	\$ 140,851	\$ 1,208,305	78.5%	69.3%	\$925.34	\$396.53	\$1,321.87	\$1,114.25	\$1,261.28
Apr-24	975	\$ 1,380,958	\$ 1,564,182	\$ 970,571	\$ 373,929	\$ (358,965)	\$ 2,051	\$ 7,870	\$ 2,105	\$ (712)	\$ 996,849	\$ 143,351	\$ 1,140,200	72.2%	63.7%	\$1,007.79	\$383.52	\$1,023.14	\$1,022.41	\$1,169.44
May-24	974	\$ 1,379,161	\$ 1,561,936	\$ 1,112,587	\$ 495,982	\$ -	\$ 2,056	\$ 7,858	\$ 2,032	\$ (34,423)	\$ 1,586,093	\$ 143,204	\$ 1,729,296	115.0%	101.5%	\$1,154.55	\$509.22	\$1,663.77	\$1,628.43	\$1,775.46
Jun-24	985	\$ 1,395,491	\$ 1,579,781	\$ 1,228,011	\$ 448,664	\$ (396,965)	\$ 4,976	\$ 7,911	\$ 1,840	\$ (138,740)	\$ 1,155,698	\$ 144,820	\$ 1,300,517	82.8%	73.2%	\$1,261.66	\$455.50	\$1,314.15	\$1,173.30	\$1,320.32
Total	11,393	\$ 16,189,658	\$ 18,332,859	\$ 10,648,030	\$ 4,643,063	\$ (1,085,090)	\$ 36,659	\$ 92,430	\$ 22,286	\$ (523,156)	\$ 13,834,222	\$ 1,675,068	\$ 15,509,290	85.5%	75.5%	\$947.90	\$407.54	\$1,260.19	\$1,214.27	\$1,361.30
Avg	949																			

BCBS and Optum Rx Runout							
Month	Paid Medical	Paid Rx	Optum Rx Rebates*	Blue Card Claims Expense	Capitation (Chiro FFS Costs)	Stop Loss Recovery	Total Paid Claims
Jul-24	\$ 715,609	\$ 1,658		\$ 1,271	\$ 9	\$ (16,930)	\$ 701,617
Aug-24	\$ 288,590	\$ 238		\$ 2,136	\$ 21	\$ (78,440)	\$ 212,545
Sep-24	\$ 147,680	\$ -	\$ (430,420)	\$ (42)	\$ (38)	\$ (64)	\$ (282,884)
Oct-24	\$ 178,923	\$ -	\$ -	\$ 34	\$ -	\$ (60,117)	\$ 118,840
Nov-24	\$ 121,770	\$ -	\$ -	\$ 10	\$ -	\$ (78,236)	\$ 43,544
Dec-24	\$ 74,268	\$ -	\$ -	\$ 17	\$ -	\$ (65,043)	\$ 9,242
Jan-25	\$ 17,950	\$ -	\$ -	\$ 55	\$ -	\$ -	\$ 18,005
Feb-25	\$ 181,429	\$ -	\$ -	\$ 0	\$ -	\$ (146,631)	\$ 34,798
Mar-25	\$ 15,041	\$ -	\$ -	\$ (2)	\$ -	\$ (1,055)	\$ 13,983
Apr-25	\$ 23,930	\$ -	\$ -	\$ (22)	\$ -	\$ -	\$ 23,909
May-25	\$ 32,623	\$ -	\$ -	\$ 1,995	\$ -	\$ (151)	\$ 34,467
Jun-25	\$ 6,997	\$ -	\$ -	\$ (8)	\$ -	\$ -	\$ 6,989
Total	\$ 1,804,810	\$ 1,897	\$ (430,420)	\$ 5,444	\$ (9)	\$ (446,668)	\$ 935,053

2023-2024 Medical Plan Costs with Runout

Total Claims Incurred for Time Period	Total Stop Loss Recovery	Total Paid Claims Net Runout	Total Fixed Costs	Total Paid Claims and Admin Costs	% Actual Claims vs. Expected	% Actual Claims vs. Maximum Claim Liability	Total Paid Claims & Fixed Costs PEPM
\$ 15,739,098	\$ (969,824)	\$ 14,769,275	\$ 1,675,068	\$ 16,444,343	91.2%	80.6%	\$ 1,443.37

City of Surprise
Plan Year: July 2024 to June 2025 (as of June 2025)
Annual Cost Comparison Analysis

Incurred and Paid - 2023/2024 vs. 2024/2025

Cost Categories	2023/2024 with Runout	PEPM Costs	2024/2025 Estimated Annual	PEPM Costs	% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change	PEPM Total Cost History		Increase/Decrease
									2014/2015	2015/2016	
Medical Claims Costs*	\$12,452,839	\$1,093.03	\$13,535,861	\$1,118.57	8.70%	\$1,083,022	2.3%	\$25.55	2014/2015	\$1,079.93	
Rx Claims Costs	\$4,644,959	\$407.70	\$4,819,475	\$398.27	3.76%	\$174,515	-2.3%	(\$9.43)	2015/2016	\$1,160.82	7.5%
PaydHealth Rx Savings			\$161,680	\$13.36					2016/2017	\$1,202.07	3.6%
Rx Rebates	(\$1,515,510)	(\$133.02)	(\$1,510,257)	(\$124.80)	-0.35%	\$5,253	-6.2%	\$8.22	2017/2018	\$1,151.77	-4.2%
Blue Card, Capitation Expenses, Misc and Value Based Services	\$156,810	\$13.76	\$152,911	\$12.64	-2.49%	(\$3,899)	-8.2%	(\$1.13)	2018/2019	\$1,200.23	4.2%
Stop Loss Recoveries	(\$969,824)	(\$85.12)	(\$969,485)	(\$80.12)	n/a	\$339	n/a	\$5.01	2019/2020	\$1,201.50	0.1%
Fixed Costs	\$1,675,068	\$147.03	\$1,872,478	\$154.74	11.79%	\$197,409	5.2%	\$7.71	2020/2021	\$1,178.50	-1.9%
Total Costs	\$16,444,343	\$1,443.37	\$18,062,662	\$1,492.66	9.8%	\$1,618,319	3.4%	\$49.29	2021/2022	\$1,289.40	9.4%
									2022/2023	\$1,420.82	10.2%
									2023/2024	\$1,443.37	1.6%
									2024/2025 (Est.)	\$1,492.66	3.4%

	Annual
Enrollment	11,393

Annualized
12,101

% Enrollment Change	# Enrollment Change
6.21%	708

*2023/2024 Medical Claims Costs includes actual run out
 **2024/2025 Rx Claims Costs includes an 8% completion factor

Incurred and Paid - 2022/2023 vs. 2023/2024

Cost Categories	2022/2023 with Runout	PEPM Costs	2023/2024 with Runout	PEPM Costs	% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
Rx Claims Costs	\$3,417,768	\$326.00	\$4,644,959	\$407.70	35.91%	\$1,227,191	25.1%	\$81.70
Rx Rebates	(\$1,080,711)	(\$103.08)	(\$1,515,510)	(\$133.02)	40.23%	(\$434,799)	29.0%	(\$29.94)
Blue Card, Capitation Expenses, Misc and Value Based Services	\$134,509	\$12.83	\$156,810	\$13.76	16.58%	\$22,301	7.3%	\$0.93
Stop Loss Recoveries	(\$753,712)	(\$71.89)	(\$969,824)	(\$85.12)	n/a	(\$216,112)	n/a	(\$13.23)
Fixed Costs	\$1,532,803	\$146.20	\$1,675,068	\$147.03	9.28%	\$142,265	0.6%	\$0.82
Total Costs	\$14,895,870	\$1,420.82	\$16,444,343	\$1,443.37	10.4%	\$1,548,473	1.6%	\$22.55

	Annual
Enrollment	10,484

Annual
11,393

% Enrollment Change	# Enrollment Change
8.67%	909

City of Surprise

Blue Cross Blue Shield - Large Claims over \$100k

Plan Year: July 2024 to June 2025 (as of June 2025)

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Enrollment Status	Plan	Medical Paid Claims	Rx Paid Claims	Current YTD Paid Claims through Month	Previous Month's YTD Paid Claims	Change from Prior Month's Claims	% of \$250K ISL Limit	Stop Loss Reimbursement	Net Paid after SL Reimbursements
1	F005	Y	Active	PPO	\$1,010,311	\$1,276	\$1,011,587	\$1,010,750	\$837	100.0%	(\$761,587)	\$250,000
2	F001	Y	Active	HMO	\$385,928	\$191	\$386,119	\$353,721	\$32,398	100.0%	(\$136,119)	\$250,000
3	F002	Y	Active	HMO	\$321,724	\$55	\$321,779	\$297,000	\$24,779	100.0%	(\$71,779)	\$250,000
4	A007	Y	Active	HMO	\$9,841	\$223,224	\$233,064	\$212,673	\$20,392	93.2%		\$233,064
5	H006	N	Active	HMO	\$209,579	\$403	\$209,983		\$209,983	84.0%		\$209,983
6	H002	N	Termed	PPO	\$203,042	\$218	\$203,260	\$203,260	\$0	81.3%		\$203,260
7	C006	Y	Active	EPO	\$6,546	\$176,973	\$183,519	\$153,307	\$30,212	73.4%		\$183,519
8	H001	N	Termed	EPO	\$158,526	\$0	\$158,526	\$158,526	\$0	63.4%		\$158,526
9	E004	Y	Active	PPO	\$4,866	\$150,436	\$155,302	\$137,170	\$18,132	62.1%		\$155,302
10	H005	N	Active	PPO	\$879	\$146,871	\$147,750	\$131,781	\$15,968	59.1%		\$147,750
11	H003	N	Active	HMO	\$136,027	\$3,586	\$139,613	\$137,646	\$1,966	55.8%		\$139,613
12	G004	Y	Active	PPO	\$122,155	\$9,198	\$131,353	\$127,535	\$3,818	52.5%		\$131,353
13	D014	Y	Active	PPO	\$110,507	\$6,516	\$117,023	\$115,841	\$1,182	46.8%		\$117,023
14	C018	Y	Active	HMO	\$74,845	\$38,941	\$113,786	\$110,914	\$2,872	45.5%		\$113,786
15	H007	N	Active	PPO	\$88,792	\$24,628	\$113,419		\$113,419	45.4%		\$113,419
16	H004	N	Active	EPO	\$108,379	\$0	\$108,379	\$107,962	\$417	43.4%		\$108,379
17	H008	N	Active	HMO	\$2,765	\$100,846	\$103,611		\$103,611	41.4%		\$103,611
Total					\$2,954,710	\$883,363	\$3,838,072	\$3,258,085	\$579,987		(\$969,485)	\$2,868,588

Percentage of Large Claims vs. Medical & Rx Claims	22.1%
---	--------------

Green highlight denotes new claimant in the current quarter.



City of Surprise

Blue Cross Blue Shield - Large Claims over \$100k

Plan Year: July 2023 to June 2024 (as of June 2025)

Claimant	Unique ID	Prior Year Large Claimant (Y/N)	Enrollment Status	Plan	Medical Paid Claims	Rx Paid Claims	Current YTD Paid Claims through Month	Previous Month's YTD Paid Claims	Change from Prior Month's Claims	% of \$250K ISL Limit	Stop Loss Reimbursement	Net Paid after SL Reimbursements
1	F005	Y	Active	PPO	\$1,028,660	\$0	\$1,028,660	\$1,028,660	\$0	100.0%	(\$778,660)	\$250,000
2	F001	Y	Active	HMO	\$377,775	\$0	\$377,775	\$377,775	\$0	100.0%	(\$127,775)	\$250,000
3	F002	Y	Active	HMO	\$287,612	\$40	\$287,652	\$287,652	\$0	100.0%	(\$37,652)	\$250,000
4	A007	Y	Active	HMO	\$4,543	\$260,434	\$264,978	\$264,978	\$0	100.0%	(\$14,978)	\$250,000
5	E004	Y	Active	PPO	\$5,344	\$255,415	\$260,759	\$260,759	\$0	100.0%	(\$10,759)	\$250,000
6	C006	Y	Active	EPO	\$1,142	\$244,349	\$245,491	\$245,491	\$0	98.2%		\$245,491
7	G004	N	Active	PPO	\$217,155	\$26,296	\$243,451	\$243,451	\$0	97.4%		\$243,451
8	G009	N	Active	HMO	\$200,480	\$24,018	\$224,498	\$224,498	\$0	89.8%		\$224,498
9	G007	N	Termed	HMO	\$0	\$214,818	\$214,818	\$214,818	\$0	85.9%		\$214,818
10	G001	N	Active	PPO	\$209,717	\$6	\$209,724	\$209,724	\$0	83.9%		\$209,724
11	E002	Y	Active	PPO	\$209,237	\$0	\$209,237	\$209,237	\$0	83.7%		\$209,237
12	G010	N	Active	HMO	\$177,611	\$0	\$177,611	\$177,611	\$0	71.0%		\$177,611
13	G003	N	Active	EPO	\$164,586	\$254	\$164,839	\$164,839	\$0	65.9%		\$164,839
14	C014	Y	Termed	PPO	\$782	\$145,569	\$146,350	\$146,350	\$0	58.5%		\$146,350
15	F004	Y	Active	HMO	\$1,169	\$134,295	\$135,464	\$135,464	\$0	54.2%		\$135,464
16	G014	N	Active	PPO	\$125,851	\$3,177	\$129,027	\$129,027	\$0	51.6%		\$129,027
17	G002	N	Active	EPO	\$126,186	\$0	\$126,186	\$126,186	\$0	50.5%		\$126,186
18	G008	N	Active	HMO	\$122,134	\$2,656	\$124,790	\$124,790	\$0	49.9%		\$124,790
19	G011	N	Active	PPO	\$743	\$112,319	\$113,062	\$113,062	\$0	45.2%		\$113,062
20	G015	N	Termed	PPO	\$112,025	\$0	\$112,025	\$112,025	\$0	44.8%		\$112,025
21	G006	N	Termed	PPO	\$104,728	\$6,877	\$111,605	\$111,605	\$0	44.6%		\$111,605
22	G012	N	Active	EPO	\$444	\$105,107	\$105,551	\$105,551	\$0	42.2%		\$105,551
23	G005	N	Active	PPO	\$102,407	\$0	\$102,407	\$102,407	\$0	41.0%		\$102,407
24	G013	N	Termed	EPO	\$0	\$100,342	\$100,342	\$100,342	\$0	40.1%		\$100,342
Total					\$3,580,331	\$1,635,970	\$5,216,301	\$5,216,301	\$0		(\$969,824)	\$4,246,477

Percentage of Large Claims vs. Medical & Rx Claims	30.5%
---	--------------



City of Surprise PBM Summary

January 1, 2025 – December 31, 2025

Per Member Per Month Actual Cost Versus Projection (Accrued Basis)

Prior Calendar Year – 2020

\$53.28 – Results thru March, 2020	(does not include 1 st Q rebates of \$131,400)
\$56.32 – Results thru June, 2020	(does not include 2 nd Q rebates of \$120,281)
\$87.82 – Results thru September, 2020	(does not include 3 rd Q rebates of \$132,089)
\$74.55 – Results thru December, 2020	(does not include 4 th Q rebates of \$125,975)

Prior Calendar Year – 2021

\$84.47 – Results thru March, 2021	(does not include 1 st Q rebates of \$168,260)
\$83.48 – Results thru June, 2021	(does not include 2 nd Q rebates of \$133,310)
\$86.83 – Results thru September, 2021	(does not include 3 rd Q rebates of \$149,160)
\$93.08 – Results thru December, 2021	(does not include 4 th Q rebates of \$152,930)

Prior Calendar Year – 2022

\$94.88 – Results thru March, 2022	(does not include 1 st Q rebates of \$187,775)
\$106.93 – Results thru June, 2022	(does not include 2 nd Q rebates of \$211,432)
\$109.29 – Results thru September, 2022	(does not include 3 rd Q rebates of \$242,805)
\$100.68 – Results thru December, 2022	(does not include 4 th Q rebates of \$236,690)

Prior Calendar Year – 2023

\$100.35 – Results thru March, 2023	(does not include 1 st Q rebates of \$266,865)
\$136.15 – Results thru June, 2023	(does not include 2 nd Q rebates of \$338,275)
\$138.85 – Results thru September, 2023	(does not include 3 rd Q rebates of \$329,160)
\$142.64 – Results thru December, 2023	(does not include 4 th Q rebates of \$358,965)

Prior Calendar Year – 2024

\$144.99 – Results thru March, 2024	(does not include 1 st Q rebates of \$396,965)
\$162.95 – Results thru June, 2024	(does not include 2 nd Q rebates of \$430,420)
\$119.01 – Results thru September, 2024	(does not include 3 rd Q rebates of \$289,500)
\$134.50 – Results thru December, 2024	(does not include 4 th Q rebates of \$386,354)

Current Calendar Year – 2025

\$145.95 – Results thru March, 2025	(does not include 1 st Q rebates of \$492,814)
\$176.85 – Results thru June, 2025	(does not include estimated 2 nd Q rebates of \$450,000)

The move to CVS Caremark has effectively lowered the PMPM (Per Member Per Month) trend, and your PMPM trend continues to perform better than the broader CVS book of business.

Projected Rebates (CY 25 - 12 months) - on track to approach \$2 million

Projected Rebates Per Quarter (Per CBIZ Funding Projection) average between \$450,000 and \$500,000

Please note that unexpected changes in utilization may result in variances against these targets.



Dental Reports

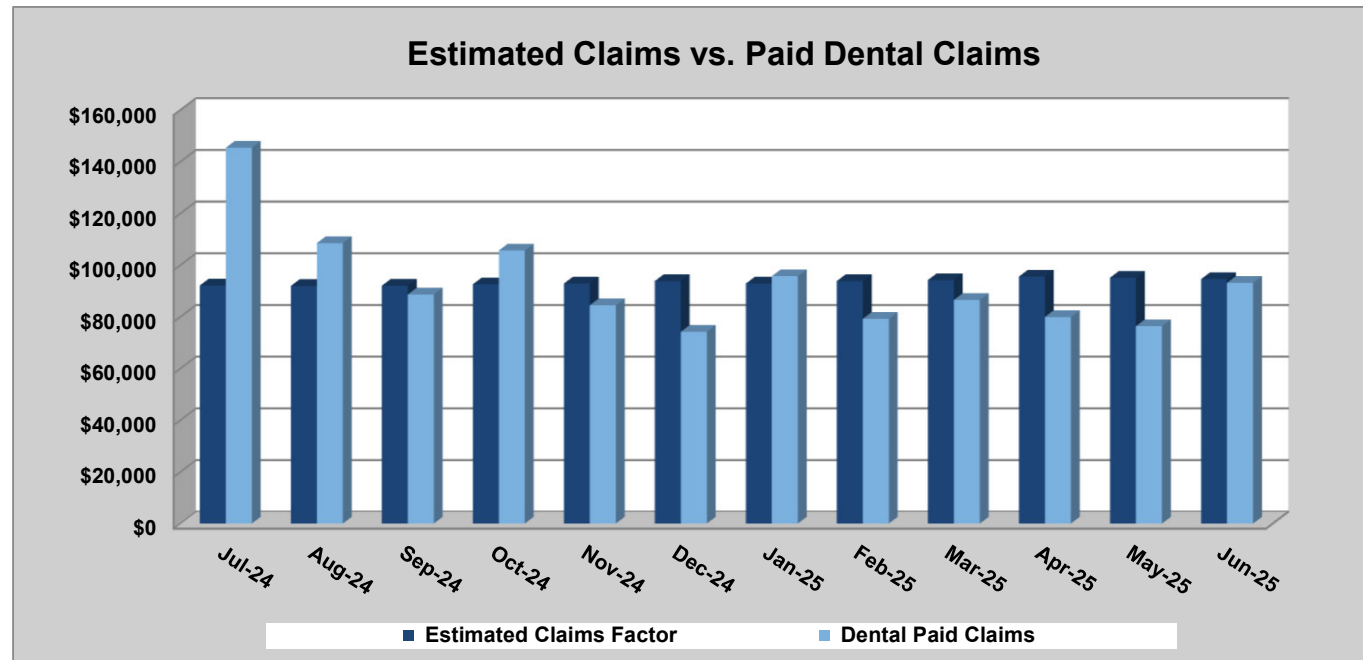
City of Surprise
Delta Dental Self Funded Paid Claims
 Plan Year: July 2024 to June 2025 (as of June 2025)

Delta Dental						Loss Ratio	PEPM Costs	
Month	Enrollment	Estimated Claims Factor	Administrative Costs	Dental Paid Claims	Total Plan Costs	% Actual Claims vs. Estimated Claims Factor	Dental Paid Claims PEPM	Total Plan Costs PEPM
Jul-24	1,021	\$92,125	\$3,621	\$145,431	\$149,052	157.9%	\$142.44	\$145.99
Aug-24	1,019	\$91,944	\$3,617	\$108,525	\$112,142	118.0%	\$106.50	\$110.05
Sep-24	1,020	\$92,035	\$3,621	\$88,628	\$92,249	96.3%	\$86.89	\$90.44
Oct-24	1,026	\$92,576	\$3,642	\$105,661	\$109,303	114.1%	\$102.98	\$106.53
Nov-24	1,029	\$92,847	\$3,653	\$84,483	\$88,136	91.0%	\$82.10	\$85.65
Dec-24	1,040	\$93,839	\$3,692	\$74,185	\$77,877	79.1%	\$71.33	\$74.88
Jan-25	1,029	\$92,847	\$3,653	\$95,714	\$99,367	103.1%	\$93.02	\$96.57
Feb-25	1,040	\$93,839	\$3,692	\$79,198	\$82,890	84.4%	\$76.15	\$79.70
Mar-25	1,044	\$94,200	\$3,706	\$86,488	\$90,194	91.8%	\$82.84	\$86.39
Apr-25	1059	\$95,554	\$3,759	\$79,914	\$83,674	83.6%	\$75.46	\$79.01
May-25	1054	\$95,102	\$3,742	\$76,376	\$80,118	80.3%	\$72.46	\$76.01
Jun-25	1048	\$94,561	\$3,717	\$93,153	\$96,869	98.5%	\$88.89	\$92.43
Total	12,429	\$1,121,469	\$44,116	\$1,117,755	\$1,161,871	99.7%	\$89.93	\$93.48
Avg PEPM Enrollment	1036							

Admin Fees		Employee
Administration		\$3.55

Claim Expenses	
Estimated Claim Factor	\$90.23

Premium Equivalent Rates		
EE	EE + 1	Family
\$39.40	\$79.28	\$129.86



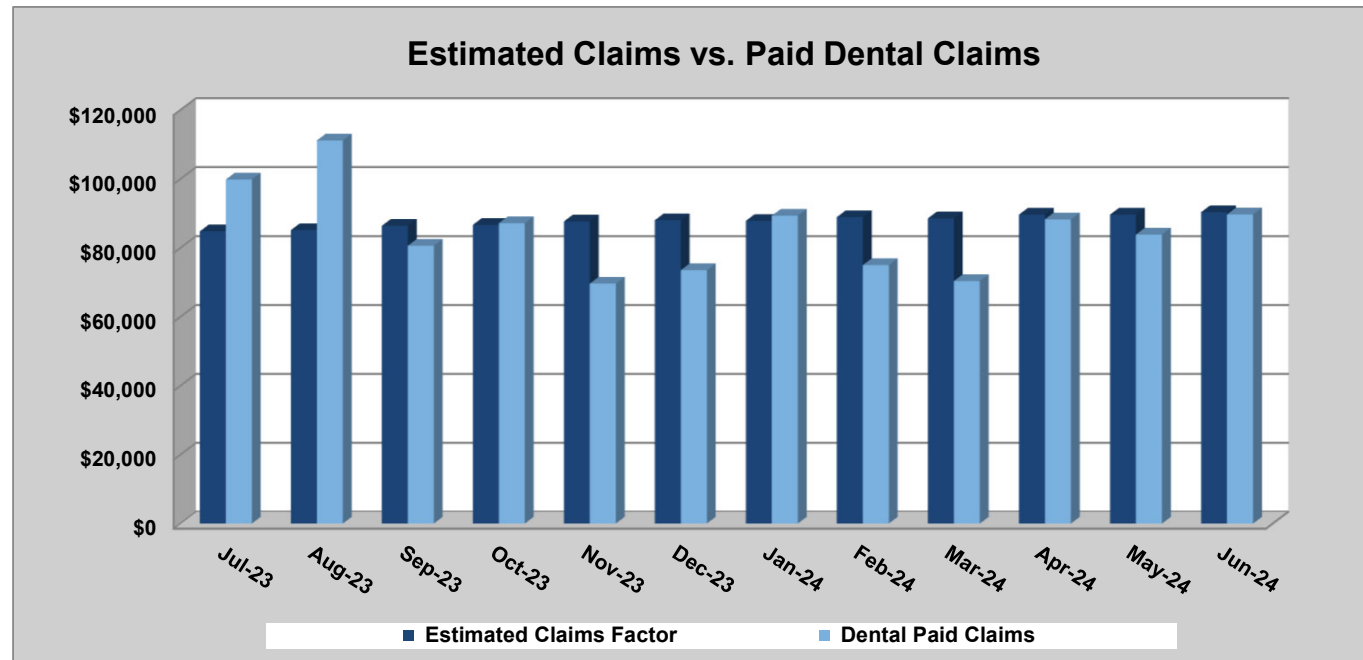
City of Surprise
Delta Dental Self Funded Paid Claims
Plan Year: July 2023 to June 2024

Delta Dental						Loss Ratio	PEPM Costs	
Month	Enrollment	Estimated Claims Factor	Administrative Costs	Dental Paid Claims	Total Plan Costs	% Actual Claims vs. Estimated Claims Factor	Dental Paid Claims PEPM	Total Plan Costs PEPM
Jul-23	947	\$84,794	\$3,362	\$99,836	\$103,198	117.7%	\$105.42	\$108.97
Aug-23	951	\$85,153	\$3,376	\$111,176	\$114,552	130.6%	\$116.90	\$120.45
Sep-23	965	\$86,406	\$3,426	\$80,602	\$84,028	93.3%	\$83.53	\$87.08
Oct-23	968	\$86,675	\$3,436	\$87,147	\$90,583	100.5%	\$90.03	\$93.58
Nov-23	979	\$87,660	\$3,475	\$69,626	\$73,101	79.4%	\$71.12	\$74.67
Dec-23	983	\$88,018	\$3,490	\$73,524	\$77,013	83.5%	\$74.80	\$78.35
Jan-24	981	\$87,839	\$3,483	\$89,328	\$92,810	101.7%	\$91.06	\$94.61
Feb-24	993	\$88,913	\$3,525	\$74,993	\$78,518	84.3%	\$75.52	\$79.07
Mar-24	989	\$88,555	\$3,511	\$70,355	\$73,866	79.4%	\$71.14	\$74.69
Apr-24	1001	\$89,630	\$3,554	\$88,269	\$91,822	98.5%	\$88.18	\$91.73
May-24	1001	\$89,630	\$3,554	\$83,873	\$87,427	93.6%	\$83.79	\$87.34
Jun-24	1009	\$90,346	\$3,582	\$89,724	\$93,306	99.3%	\$88.92	\$92.47
Total	11,767	\$1,053,617	\$41,773	\$1,018,451	\$1,060,224	96.7%	\$86.55	\$90.10
Avg PEPM Enrollment	981							

Admin Fees	Employee
Administration	\$3.55

Claim Expenses	
Estimated Claim Factor	\$89.54

Premium Equivalent Rates		
EE	EE + 1	Family
\$39.40	\$79.28	\$129.84



City of Surprise Delta Dental Dental Claims

Plan Year: July 2024 to June 2025 (as of June 2025)

Annual Cost Comparison Analysis 2023/2024 vs. 2024/2025

Cost Categories	2023/2024 Annual Costs	PEPM Costs	2024/2025 Estimated Annual Costs	PEPM Costs
Dental Claims*	\$1,018,451	\$86.55	\$1,117,755	\$89.93
Admin Fees	\$41,773	\$3.55	\$44,116	\$3.55
Total Costs	\$1,060,224	\$90.10	\$1,161,871	\$93.48

% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
9.8%	\$99,304	3.9%	\$3.38
5.6%	\$2,343	0.0%	(\$0.00)
9.6%	\$101,647	3.8%	\$3.38

PEPM Total Cost History		Increase/Decrease
2014/2015	\$75.97	
2015/2016	\$86.13	13.4%
2016/2017	\$85.96	-0.2%
2017/2018	\$86.59	0.7%
2018/2019	\$91.62	5.8%
2019/2020	\$68.78	-24.9%
2020/2021	\$86.85	26.3%
2021/2022	\$84.16	-3.1%
2022/2023	\$83.53	-0.7%
2023/2024	\$90.10	7.9%
2024/2025	\$93.48	3.8%

	Annual
Enrollment	11,767

Annualized
12,429

% Enrollment Change	# Enrollment Change
5.6%	662

Annual Cost Comparison Analysis 2022/2023 vs. 2023/2024

Cost Categories	2022/2023 Annual Costs	PEPM Costs	2023/2024 Annual Costs	PEPM Costs
Dental Claims*	\$864,661	\$79.98	\$1,018,451	\$86.55
Admin Fees	\$38,390	\$3.55	\$41,773	\$3.55
Total Costs	\$903,051	\$83.53	\$1,060,224	\$90.10

% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
17.8%	\$153,790	8.2%	\$6.57
8.8%	\$3,383	0.0%	(\$0.00)
17.4%	\$157,173	7.9%	\$6.57

	Annual
Enrollment	10,811

Annual
11,767

% Enrollment Change	# Enrollment Change
8.8%	956



Vision Reports

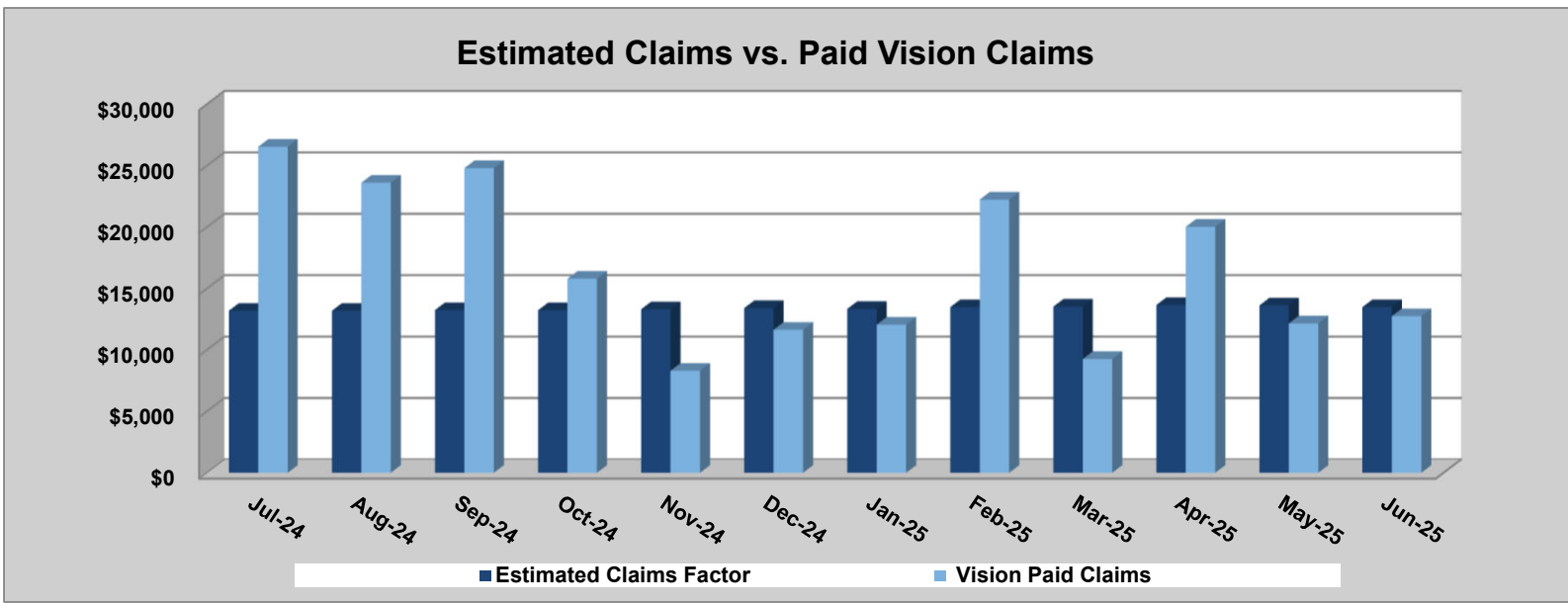
City of Surprise
Avesis Vision Self Funded Paid Claims
 Plan Year: July 2024 to June 2025 (as of June 2025)

Avesis Vision						Loss Ratio	PEPM Costs	
Month	Enrollment	Estimated Claims Factor	Administrative Costs	Vision Paid Claims	Total Plan Costs	% Actual Claims vs. Estimated Claims Factor	Vision Paid Claims PEPM	Total Plan Costs PEPM
Jul-24	978	\$13,193	\$1,467	\$26,548	\$28,015	201.2%	\$27.14	\$28.64
Aug-24	978	\$13,193	\$1,467	\$23,620	\$25,087	179.0%	\$24.15	\$25.65
Sep-24	982	\$13,247	\$1,473	\$24,805	\$26,278	187.2%	\$25.26	\$26.76
Oct-24	981	\$13,234	\$1,472	\$15,804	\$17,275	119.4%	\$16.11	\$17.61
Nov-24	987	\$13,315	\$1,481	\$8,308	\$9,789	62.4%	\$8.42	\$9.92
Dec-24	994	\$13,409	\$1,491	\$11,645	\$13,136	86.8%	\$11.72	\$13.22
Jan-25	989	\$13,342	\$1,484	\$12,061	\$13,544	90.4%	\$12.19	\$13.69
Feb-25	1000	\$13,490	\$1,500	\$22,247	\$23,747	164.9%	\$22.25	\$23.75
Mar-25	1003	\$13,530	\$1,505	\$9,262	\$10,767	68.5%	\$9.23	\$10.73
Apr-25	1013	\$13,665	\$1,520	\$20,030	\$21,549	146.6%	\$19.77	\$21.27
May-25	1010	\$13,625	\$1,515	\$12,160	\$13,675	89.3%	\$12.04	\$13.54
Jun-25	1000	\$13,490	\$1,500	\$12,752	\$14,252	94.5%	\$12.75	\$14.25
Total	11,915	\$160,733	\$17,873	\$199,241	\$217,114	124.0%	\$16.72	\$18.22
Avg Enrollment	993							

Admin Fees		Employee
Administration		\$1.50

Claim Expenses	
Estimated Claim Factor	\$13.49

Premium Equivalent Rates	
EE	Family
\$6.44	\$18.24



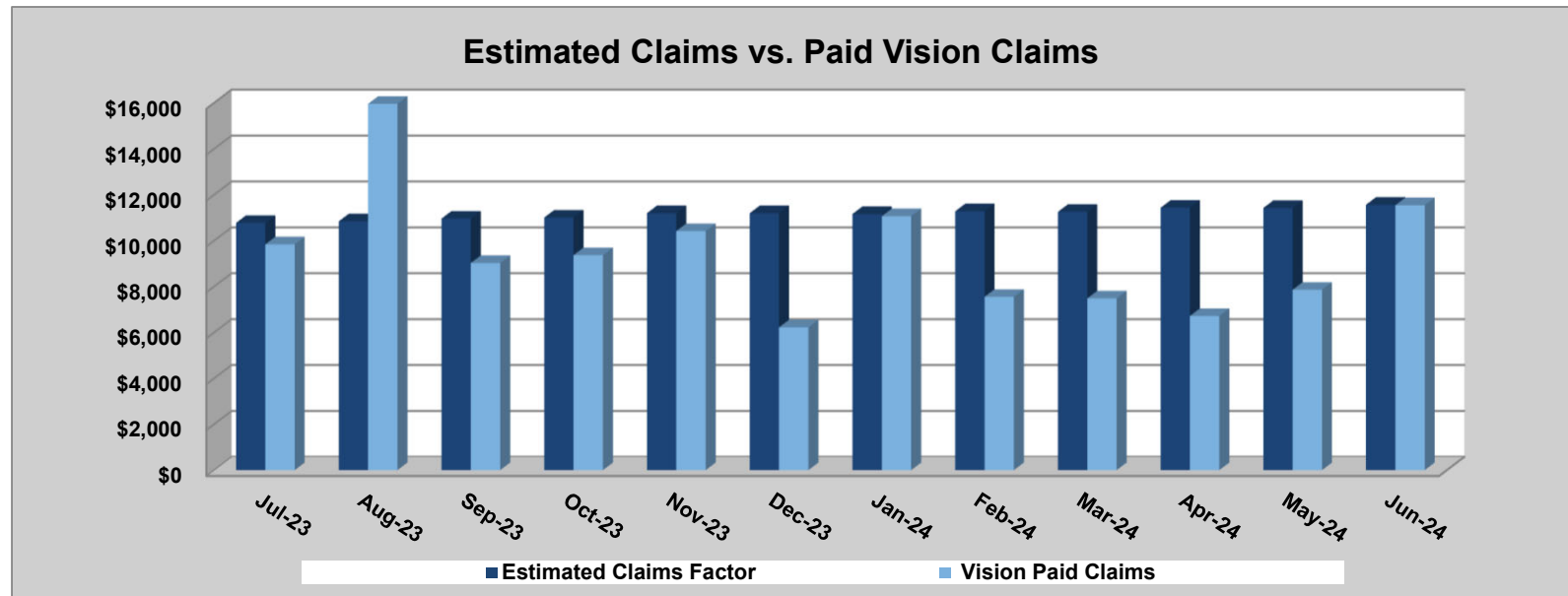
City of Surprise
Avesis Vision Self Funded Paid Claims
 Plan Year: July 2023 to June 2024

Avesis Vision						Loss Ratio	PEPM Costs	
Month	Enrollment	Estimated Claims Factor	Administrative Costs	Vision Paid Claims	Total Plan Costs	% Actual Claims vs. Estimated Claims Factor	Vision Paid Claims PEPM	Total Plan Costs PEPM
Jul-23	909	\$10,772	\$864	\$9,840	\$10,704	91.4%	\$10.83	\$11.78
Aug-23	915	\$10,843	\$869	\$15,964	\$16,833	147.2%	\$17.45	\$18.40
Sep-23	925	\$10,961	\$879	\$9,026	\$9,905	82.3%	\$9.76	\$10.71
Oct-23	929	\$11,009	\$883	\$9,368	\$10,251	85.1%	\$10.08	\$11.03
Nov-23	945	\$11,198	\$898	\$10,418	\$11,315	93.0%	\$11.02	\$11.97
Dec-23	945	\$11,198	\$898	\$6,222	\$7,120	55.6%	\$6.58	\$7.53
Jan-24	942	\$11,163	\$895	\$11,069	\$11,964	99.2%	\$11.75	\$12.70
Feb-24	952	\$11,281	\$904	\$7,552	\$8,456	66.9%	\$7.93	\$8.88
Mar-24	950	\$11,258	\$903	\$7,483	\$8,386	66.5%	\$7.88	\$8.83
Apr-24	965	\$11,435	\$917	\$6,719	\$7,635	58.8%	\$6.96	\$7.91
May-24	964	\$11,423	\$916	\$7,860	\$8,776	68.8%	\$8.15	\$9.10
Jun-24	976	\$11,566	\$927	\$11,544	\$12,471	99.8%	\$11.83	\$12.78
Total	11,317	\$134,106	\$10,751	\$113,063	\$123,814	84.3%	\$9.99	\$10.94
Avg Enrollment	943							

Admin Fees	Employee
Administration	\$0.95

Claim Expenses	
Estimated Claim Factor	\$11.85

Premium Equivalent Rates	
EE	Family
\$5.04	\$14.30



City of Surprise Avesis Vision Claims

Plan Year: July 2024 to June 2025 (as of June 2025)

Annual Cost Comparison Analysis 2023/2024 vs. 2024/2025

Cost Categories	2023/2024 Annual Costs	PEPM Costs	2024/2025 Estimated Annual Costs	PEPM Costs
Vision Claims*	\$113,063	\$9.99	\$199,241	\$16.72
Admin Fees	\$10,751	\$0.95	\$17,873	\$1.50
Total Costs	\$123,814	\$10.94	\$217,114	\$18.22

% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
76.2%	\$86,178	67.4%	\$6.73
66.2%	\$7,121	57.9%	\$0.55
75.4%	\$93,300	66.6%	\$7.28

PEPM Total Cost History		Increase/Decrease
2014/2015	\$9.09	
2015/2016	\$10.33	13.6%
2016/2017	\$10.42	0.9%
2017/2018	\$10.69	2.6%
2018/2019	\$10.81	1.1%
2019/2020	\$9.87	-8.7%
2020/2021	\$11.53	16.8%
2021/2022	\$11.54	0.1%
2022/2023	\$9.46	-18.1%
2023/2024	\$10.94	15.7%
2024/2025	\$18.22	66.6%

	Annual
Enrollment	11,317

Annualized
11,915

% Enrollment Change	# Enrollment Change
5.3%	598

Annual Cost Comparison Analysis 2022/2023 vs. 2023/2024

Cost Categories	2022/2023 Costs	PEPM Costs	2023/2024 Annual Costs	PEPM Costs
Vision Claims	\$88,588	\$8.51	\$113,063	\$9.99
Admin Fees	\$9,891	\$0.95	\$10,751	\$0.95
Total Costs	\$98,479	\$9.46	\$123,814	\$10.94

% Cost Change	\$ Cost Change	% PEPM Change	\$ PEPM Change
27.6%	\$24,476	17.4%	\$1.48
8.7%	\$860	0.0%	\$0.00
25.7%	\$25,335	15.7%	\$1.48

	Annual
Enrollment	10,412

Annual
11,317

% Enrollment Change	# Enrollment Change
8.7%	905