Warehouse Employees Union Local 730

2023 Stop Loss Renewal

2023 Stop Loss Renewal Executive Summary

NFP marketed the stop loss through our Stop Loss Center of Excellence (COE)

- Berkshire, HM Life, Sun Life, Swiss Re, Symetra and Voya declined to quote (DTQs)
- DTQs were a result of uncompetitive rates
- Ullico did not provide proposals for alternative deductibles due to the low premium of the plan

NFP was able to negotiate a 5.0% increase to the Ullico renewal ($4.87k)

- Current stop loss trend is running between 18-20%
- The proposal includes the 5% dividend guarantee only if the contract is renewed (estimated to be $4.9k)

Recommendation

- Renew “as is” at the $500k ISL and $50k aggregating specific deductible

2023 Stop Loss Renewal Executive Summary

Total Cost Summary	
Total Current Premium	$98,022
Current Claims Liability	$50,000
Total Current Premium + Liability	$148,022
Current Headcount	327

Spec Level		Ullico (Updated Renewal)	Tokio Marine
$500,000 (Current)	Annual Premium	$102,887	$108,224
	$ Change	$4,866	$10,202
	% Change	5.0%	10%
	Additional Claims Liability	$50,000	$50,000
	Total Premium + Liability	$152,887	$158,224
	$ Change	$4,866	$10,202
	% Change	3.3%	6.9%
	Contract Type	12/15	12/15
$500,000	Annual Premium	$107,871	
	$ Change	$9,849	
	% Change	10%	
	Additional Claims Liability	$50,000	
	Total Premium + Liability	$157,871	
	$ Change	$9,849	
	% Change	6.7%	
	Contract Type	**12/18**	

Individual Stop Loss Summary

Total Lives Covered: 327	Ullico	Ullico	Ullico	Tokio Marine
	Current	Updated Renewal	Renewal Option 2	Proposal
Individual Stop Loss Deductible	**$500,000**	**$500,000**	**$500,000**	**$500,000**
Aggregating Specific Deductible	**$50,000**	**$50,000**	**$50,000**	**$50,000**
Single Rate (PEPM)	n/a	n/a	n/a	n/a
Family Rate (PEPM)	n/a	n/a	n/a	n/a
Composite Rate (PEPM)	$24.98	$26.22	$27.49	$27.58
Contract Basis	12/15	12/15	12/18	12/15
Benefits Covered	Medical & Rx	Medical & Rx	Medical & Rx	Medical & Rx
Specific Reimbursement Maximum	Unlimited	Unlimited	Unlimited	Unlimited
Additional Laser Liability	$0	$0	$0	$0
Individual Stop Loss Annual Premium	**$98,022**	**$102,887**	**$107,871**	**$108,224**
Additional Claims Liability (Agg Spec/Laser)	**$50,000**	**$50,000**	**$50,000**	**$50,000**
ISL Premium + Claims Liability	**$148,022**	**$152,887**	**$157,871**	**$158,224**
$ Change from Current (premium and liability)	***N/A***	***$4,866***	***$9,849***	***$10,202***
% Change from Current (premium and liability)	***N/A***	***3.3%***	***6.7%***	***6.9%***