

FELRA AND UFCW VEBA FUND
BOARD OF TRUSTEES MEETING

OCTOBER 17, 2024

FELRA & UFCW VEBA FUND

AGENDA

OCTOBER 17, 2024

(Approximately 11:00 a.m.)

- I. CALL TO ORDER**
- II. MINUTES – (Pg. 4-12)**
 - A. REGULAR MEETING – JUNE 10, 2024**
 - B. APPEALS COMMITTEE MEETING – APRIL 25, 2024**
- III. FINANCIAL REPORT – (Pg. 14-15)**
 - A. PNC REPORT**
 - B. INVESTMENT PERFORMANCE SERVICES**
- IV. AUDITOR’S REPORT**
- V. CONSULTANTS’ REPORTS – (Pg. 17-24)**
 - A. SEGAL COMPANY**
 - i. RESERVE REPORT**
 - ii. DENTAL PROVIDER RFP**
 - iii. PLAN XX AND XXX PART TIME DEPENDENT CHILD RATES 2025**
 - iv. CAREFIRST CLAIMS EXPERIENCE UPDATE**
 - v. CARELON RENEWAL**
 - B. SEGAL RX**
 - i. Q2 2024 MANAGED PHARMACY PERFORMANCE**
 - ii. ENCIRCLE RX**
- VI. ATTORNEYS’ REPORT**
 - A. REGULAR**
 - B. DELINQUENCY REPORT**
- VII. ADMINISTRATIVE MANAGER’S REPORT - 2Q2024 – (Pg. 26-89)**
- VIII. INVOICES – (Pg. 91-92)**
- IX. OTHER FUND BUSINESS**
 - A. KAISER MEDICARE OPEN ENROLLMENT**
 - B. MISCELLANEOUS CORRESPONDENCE**
- X. NEXT MEETING DATE – DECEMBER 2, 2024**
- XI. ADJOURNMENT**

MINUTES

FELRA & UFCW Health & Welfare Plan
*A Plan of the Food Employers Labor Relations Association
and United Food and Commercial Workers
VEBA Fund*

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VEBA Fund*

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MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES
OF THE FELRA AND UFCW VEBA FUND
VIA VIDEO CONFERENCE
JUNE 10, 2024

The following Trustees were present:

Union Trustees

M. Federici – Secretary
M. Wilson
J. Chorpenning

Employer Trustees

J. Paradis – Chairman
D. Dosenbach
M. Goble

Also present were:

W. Antoshak – Associated Administrators, LLC
A. Dietrich – Slevin & Hart, P.C.
C. Hoffmann – UFCW Local 400
D. Jensen – Associated Administrators, LLC
N. Eid – The Segal Company
M. Kreps – Groom Law Group
B. Maiorano – Associated Administrators, LLC
C. McDonough – Investment Performance Services
B. McKiver – UFCW Local 400
C. Murphy – Associated Administrators, LLC
J. Nazario – UFCW Local 27
J. Timm – The Segal Company
S. Sanchez – Slevin & Hart, P.C.
A.M. Sims – Associated Administrators, LLC

I. CALL TO ORDER

A quorum being present, the Chairman called the meeting to order.

II. MINUTES

The Trustees reviewed the minutes of the last regular meeting held on March 15, 2024 and the Appeals Committee meeting held on March 7, 2024, which were pre-circulated.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED that the minutes of the regular meeting held on March 15, 2024, and the Appeals Committee meetings held on March 7, 2024, are approved as presented.

III. FINANCIAL REPORT

A. PNC Bank

1. Summary of Activity Report – ERISA Account – April 30, 2024

Mr. Jensen presented the PNC Summary of Activity report for the period January 1, 2024 through April 30, 2024. Such report indicated a beginning market value of \$1,013,976, earnings of \$101,550, receipts of \$46,021,702, and disbursements of \$37,736,785, producing an ending market value of \$9,400,442 as of April 30, 2024.

2. Summary of Activity Report – Non-ERISA Account – April 30, 2024

Mr. Jensen presented the PNC Summary of Activity report for the Non-ERISA account for the period January 1, 2024 through April 30, 2024. Such report indicated a beginning market value of \$351,083, receipts of \$54,066,858, and disbursements of \$43,831,907, producing an ending market value of \$7,586,034 as of April 30, 2024.

B. Investment Performance Services

The Trustees welcomed Mr. Chris McDonough of Investment Performance Services (“IPS”) to the meeting.

1. Master Consulting Report – March 31, 2024

Mr. McDonough reviewed the Master Consulting Report for the period ending March 31, 2024. Such report indicated a beginning market value of \$345,608, net cash flow of \$0, and a net investment change of \$14,287, resulting in an ending market value of \$359,895. The year-to-date performance through March 31, 2024 was 4.1%, gross of fees.

2. Preliminary Performance Update – April 30, 2024

Mr. McDonough reviewed the Preliminary Performance Report for the period ending April 30, 2024. Such report indicated a beginning market value of \$345,608, net cash flow of \$0, and a net investment change of

\$7,914, resulting in an ending market value of \$353,522. The year-to-date performance was 2.3%, gross of fees.

The Trustees thanked the Mr. McDonough for his report and he were excused from the meeting.

IV. CONSULTANT'S REPORT

A. The Segal Company

The Trustees welcomed Mr. Josh Timm of The Segal Company to the meeting.

1. Reserve Analysis

Mr. Timm reviewed Segal's monthly Fund reserve determination report as of March 31, 2024. He stated that the Fund's reserves were 1.282 months as of March 31, 2024.

2. Dental Request for Proposal ("RFP")

Mr. Timm provided an update on the dental network provider RFP.

3. CareFirst Medical Network Performance

Mr. Timm provided an update on CareFirst's Network Performance Report that compared key network performance statistics for the first quarter of 2023 and the first quarter of 2024. He noted that Segal is working with CareFirst to improve the content provided in CareFirst's quarterly reports.

4. Optical Benefit Enhancement

Mr. Timm reported that Segal worked with the Fund's optical service provider to implement the Plan design improvement approved by the Trustees, a \$50 increase to the frame allowance for glasses. Mr. Timm stated that Superior Vision agreed to implement the change retroactive to March 1, 2024 and the Fund office distributed reimbursement checks to those participants who paid for frames without the benefit of the additional \$50 frame allowance, retroactive to January 1, 2024.

5. Managed Pharmacy Report

Ms. Eid presented Segal's Managed Pharmacy Report dated June 2024. She reviewed 2024 key performance indicators. Ms. Eid noted that the net per member per month (PMPM) cost for actives was \$106 in Q1 2024, an increase of 9% from Q1 2023. She noted that GLP-1 drugs were responsible for \$586,000 in drug spend, which equates to 11% of overall costs. For retirees, the net PMPM cost

was \$214, a 9% decrease from Q1 2023. She noted GLP-1's were responsible for \$45,000 in retiree drug costs, which equates to 4% of overall costs. Rebates reduced overall Plan costs by \$483,000.

6. Overview of Cardiometabolic - Actives

Ms. Eid reported on the impact of Cardiometabolic – a term encompassing cardiovascular disease, diabetes, and obesity – on the Fund. The active Q1 2024 Cardiometabolic PMPM was \$50 (53% of total Net PMPM) and overall plan spend on Cardiometabolic increased by \$0.25 million (17%). Ms. Eid provided an overview of Segal's recommendations for managing Cardiometabolic including adopting ESI's Automated Utilization Management (AUM) Bundle, and its Encircle Rx program. She also presented proposed SPD language to reflect the recommended changes. Ms. Eid stated that Segal recommends the Fund adopt the Unlimited AUM Bundle to improve clinical and financial outcomes and ensure clinical rules will be in place for patients newly diagnosed with a costly, complex chronic condition, including immediate management of new expensive therapies that are coming to the market. This program ensures clinically appropriate use of medications for targeted conditions via prior authorizations ("PA"), step therapy ("ST"), and/or drug quantity management ("DQM"). Ms. Eid reported that the bundled AUM fees are \$1.47 PMPM and the current unbundled fees total \$1.01 PMPM. This would create an estimated savings to the Fund of \$856,000 (net of fees and rebates. She explained that participant notification letters would be sent 90 days prior to the effective date of the change, and most prior authorizations would provide 3-year approval periods which would minimize potential disruptions or delays. Ms. Eid stated that 575 participants would be impacted by the implementation of the AUM Bundle.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to approve implementing the Unlimited AUM Bundle for Actives, effective September 1, 2024.

Ms. Eid reviewed EncircleRx, Express Scripts'/Evernorth's program to manage GLP-1 costs. The program provides: (1) a client centered approach to managing the complex, increasingly common trifecta of diseases – cardiac conditions, diabetes, and obesity; (2) greater predictability and control

of the Fund's GLP-1 spend for weight loss and diabetes; (3) alignment of core patient touchpoints; proactive analytics, education and reporting with patient outcomes to ensure appropriate prescribing, filling and adherence through increased monitoring and fraud protection; (4) a solution to the waste and ineffectiveness of treating these conditions separately; (5) a customized performance tracker dashboard to monitor and manage utilizations, and (6) medical and pharmacy data used to monitor drug performance and identify opportunities to improve outcomes, decrease spend and waste. Ms. Eid provided an overview of the outcome guarantees and Segal's modeling of this opportunity, noting that for the weight loss module, the Fund has the option of either a 15% cost cap or a 3:1 savings guarantee, and that the diabetes module has a 3:1 savings guarantee.

After discussion and on Motion made and seconded, the Trustee voted unanimous approval of the following resolution:

RESOLVED, to approve implementing Encircle Rx: Diabetes and Weight Modules, effective January 1, 2025.

7. Express Scripts Medicare Prescription Plan Payment Solution ("M3P")

Ms. Eid reported that as part of the Inflation Reduction Act, effective January 1, 2025, Medicare members will have the option to pay out-of-pocket prescription drug costs in the form of capped monthly installment payments (\$2,000 cap/\$0 due at point of sale). The program requirement impacts all Medicare Part D plans, including EGWPs. She provided an overview of how the Medicare Prescription payment plan solution will work. Ms. Eid noted that the M3P pricing is \$9.75 PPM for 2025.

Ms. Eid reported that Segal will confirm with ESI its target date for finalizing the M3P solution and will send additional program details to the Trustees as they become available. Segal will also provide plan-specific modeling for ESI's \$0.00 Copay Biosimilar Program.

V. ATTORNEY'S REPORT

A. Change Healthcare Update

Ms. Sanchez provided an update on the Change Healthcare data breach as it impacted Fund providers

Associated and Carelon.

B. Overpayments

Ms. Sanchez reported on three participant overpayment matters.

After discussion and on Motion made and seconded, the Trustee voted unanimous approval of the following resolution:

RESOLVED, to approve writing-off the three overpayments, in the aggregate amount of \$7,583.59, based on the specific facts and circumstances.

C. Cybersecurity

Ms. Sanchez reported on the cybersecurity addenda and questionnaires sent to the Fund's providers for completion.

D. McKinsey Class Action Litigation

Ms. Sanchez reported on the McKinsey class action litigation.

E. Telehealth Extension

Ms. Sanchez reported on the SMM regarding the indefinite extension of telehealth benefits.

F. Calibre Engagement Letter and Side Letter

Ms. Sanchez reported on Calibre's Engagement Letter and Side Letter.

G. Revised Forms 990

Ms. Sanchez reported on the status of the revised Forms 990 for 2020 and 2021.

H. RXDC Reporting

Ms. Sanchez reported on the annual RXDC reporting requirement.

I. Summary Plan Description ("SPD") Restatements

Ms. Sanchez reported on the Fund's SPD restatements.

J. Fidelity Bond

Ms. Sanchez reported on Counsel's review of the Retiree Health Plan's Fidelity Bond renewal proposal.

VI. ADMINISTRATIVE MANAGER'S REPORT

First Quarter 2024 – Combined Fund Recap

Mr. Jensen presented the Administrative Manager's Report for the First Quarter 2024. For the combined VEBA Fund, Active and Retiree Plans, total income was \$34,354,841 and expenses totaled \$20,928,249, producing a net increase of \$13,426,592 for the first quarter 2024. Mr. Jensen noted that contributions were made on behalf of 15,262 active Plan participants.

VII. INVOICES

The Trustees reviewed the lists of invoices for the Active Plan and Retiree Plan dated June 10, 2024.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED that the invoices on the lists dated June 10, 2024 for the Active Plan and Retiree Plan are approved for payment.

VIII. OTHER FUND BUSINESS

A. Retiree – Fidelity Bond Renewal

Mr. Jensen presented the FELRA and UFCW Retiree Health Plan's fidelity bond renewal through Chubb for the period June 1, 2024 through June 1, 2027. The premium is \$4,189, an increase of \$442 (11.8%), from the previous policy.

On Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

RESOLVED to approve the renewal of the Retiree Health Plan's fidelity bond effective June 1, 2024 through June 1, 2027 at a premium of \$4,189.

B. Miscellaneous Correspondence

1. Arthocare Corporation

Mr. Jensen reported that the Fund received a check in the amount of \$227 as a result of the Fund's claim filed in the Arthocare Corporation Settlement.

2. Madoff Fund

Mr. Jensen reported that the Fund received a check in the amount of \$42,060 as a result of the Fund's claim filed regarding the Madoff Victim Fund.

3. Opana

Mr. Jensen reported that the Fund received a check in the amount of \$403 as a result of the Fund's claim filed in the Opana Settlement.

4. Ranbaxy

Mr. Jensen reported that the Fund received a check in the amount of \$35,849 as a result of the Fund's claim filed in the Ranbaxy Settlement.

5. Sea World

Mr. Jensen reported that the Fund received a check in the amount of \$171 as a result of the Fund's claim filed in the Sea World Settlement.

6. Express Scripts Rebates

Mr. Jensen reported that the Fund received prescription rebates in the amount of \$9,005,767 from ESI.

IX. NEXT MEETING DATE AND LOCATION

After discussion, the Trustees noted that the next regular Board meetings are scheduled on the following dates:

September 17, 2024 at 9.30 A.M.

December 2, 2024 at 9:30 A.M.

The meetings will be held via video conference.

X. ADJOURNMENT

There being no further business to come before the Trustees, the meeting was adjourned.

Respectfully submitted,

Mark Federici, Secretary

**APPEALS EMAILED TO THE APPEALS SUBCOMMITTEE
OF THE FELRA & UFCW VEBA FUND ON APRIL 25, 2024
AND RESOLVED VIA EMAIL**

The following Committee members made determinations on the appeals:

UNION TRUSTEES

M. Wilson
T. Hipkins

EMPLOYER TRUSTEE

M. Goble

Also present was:

C. Brown – Associated Administrators, LLC

APPEALS

The following appeals were reviewed by the Trustees:

Local 27 – March/April 2024

Code	Issue	Decision
M24/168-9243	Pre-Service, Excluded Services (Organ Procurement for Transplant)	Approved Non-precedent
A24/101-5648	Accident and Sickness – Repayment Agreement	Resolved
E24/103-7017	Coordination of Benefits, Overpayment	Resolved
M24/160-4704	Coordination of Benefits with Medicare-ESRD	Denied

Local 400 – March/April 2024

Code	Issue	Decision
E24/118-5712	Open Enrollment	Denied

Respectfully submitted,

Chris Brown, Appeals Supervisor

FINANCIAL REPORT

**FELRA & UFCW VEBA WELFARE FUND
SUMMARY OF ACTIVITY
JANUARY 1, 2024 to AUGUST 31, 2024**

<u>Item</u>	<u>Amount</u>
Market Value 01/01/2024	\$1,013,976
Earnings	\$303,694
Receipts	\$92,143,921
Disbursements	(\$81,203,391)
Market Value 8/31/2024	\$12,258,201

PNC BANK, NA

FELRA & UFCW VEBA WELFARE FUND - NON ERISA DDA
SUMMARY OF ACTIVITY
JANUARY 1, 2024 to AUGUST 31, 2024

<u>Item</u>	<u>Amount</u>
Market Value 01/01/2024	\$351,083
Earnings	-
Receipts	\$100,544,126
Disbursements	(\$93,638,586)
Market Value 8/31/2024	\$7,256,622

PNC BANK, NA

CONSULTANTS' REPORT



Food Employers Labor Relations Association (FELRA) and
United Food & Commercial Workers' (UFCW) VEBA Fund

Reserve Determination Report

**Financial Position as of August 31, 2024
With Administrative Manager's Reports Through June 30, 2024**

October 2024

Actionable Items

- **The reserve months for August 31, 2024, exceed 1.0 months. Therefore, no additional adjustments are required.**
- The most recent Memorandum of Agreement (MOA) dated October 28, 2023 contains a section called Reserve Protection. The Reserve Protection language is included at the end of this report. Reserve projection language outlines the following increases to the reserve protection language:
 - Beginning July 1, 2024, if the reserve falls below 1.0 months, a payment will be calculated in the amount by which the reserve is below 1.0 months.
 - Beginning December 31, 2024, if the reserve falls below 1.5 months, a payment will be calculated in the amount by which the reserve is below 1.5 months.
- The reserves as of August 31, 2024 were **1.941 months**.
- Additional details on how the reserve figure was calculated are outlined in the remainder of this report.
- The last page of this report shows the historical reserve calculations for the most recent 8 months.

Most Recent Reserve Position Based on PNC Statements

- Based on the October 28, 2023 Memorandum of Agreement (MOA) language, August 2024 reserves do not require an adjustment due to reserves exceeding 1.0 months.

Historical Reserve Position	
	8/31/2024
1) Calculation of Fund Balance	
A) PNC ERISA Account Statement (End of Month)	\$12,258,201
B) PNC non-ERISA Account Statement (End of Month)	\$7,256,623
C) PNC Transfers Not Reflected in the PNC Statement ¹	\$0
D) Stipend Transfer ¹	(\$181,000)
E) Fund Balance (End of Month) (A) + (B) + (C) + (D)	\$19,333,824
2) Calculation of Months of Reserves	
A) Total Fund Expenses Used for Reserve ²	\$119,509,981
B) Number of Reserve Months (1E) / (2A) * 12	1.941
C) Minimum Reserve (Months) ³	1.00
D) Minimum Reserve (Dollars) ³	n/a
E) Calculated Payment (if applicable)	n/a

¹ Figures provided by Associated Administrators.

² Based on paid expenses as provided in Associated's AMRs for the prior twelve-month period.

³ Reserve requirement beginning July 1, 2024 is 1.0.

Summarized Most Recent Experience Total Fund

Period Start:	4/1/2021	7/1/2021	10/1/2021	1/1/2022	4/1/2022	7/1/2022	10/1/2022	1/1/2023	4/1/2023	7/1/2023	10/1/2023	1/1/2024	4/1/2024
Period End:	6/30/2021	9/30/2021	12/31/2021	3/31/2022	6/30/2022	9/30/2022	12/31/2022	3/31/2023	6/30/2023	9/30/2023	12/31/2023	3/31/2024	6/30/2024
Months in Period	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Participants	15,895	15,765	15,438	15,398	15,181	14,792	14,641	14,827	14,735	14,573	14,768	15,262	15,464
Income													
Employer Contributions - Active	\$24,583,754	\$25,164,278	\$24,668,247	\$24,483,144	\$24,102,375	\$25,113,504	\$25,367,070	\$25,388,103	\$24,918,752	\$24,563,306	\$26,825,233	\$29,292,829	\$28,946,942
Employer Contributions - Retiree	\$3,983,842	\$3,874,434	\$3,813,104	\$3,743,878	\$3,714,239	\$3,662,968	\$3,632,305	\$3,560,440	\$3,488,517	\$3,452,383	\$3,405,555	\$3,347,751	\$3,301,805
Employee Contributions	\$1,227,503	\$1,189,836	\$1,189,812	\$1,154,645	\$1,095,450	\$1,087,914	\$1,104,748	\$1,099,653	\$1,043,246	\$1,041,825	\$1,022,577	\$994,348	\$972,097
Interest & Dividends - Active	\$88,263	\$56,755	\$53,990	\$54,131	\$58,926	\$70,147	\$38,274	\$41,628	\$66,999	\$25,997	\$17,416	\$17,567	\$106,880
Interest & Dividends - Retiree	\$18,758	\$12,096	\$11,660	\$11,446	\$12,467	\$15,028	\$8,195	\$8,678	\$13,836	\$5,416	\$3,557	\$3,401	\$20,120
Stipend	\$979,146	\$936,109	\$893,068	\$890,816	\$828,735	\$784,491	\$746,206	\$728,882	\$714,146	\$676,903	\$642,765	\$620,235	\$594,703
Miscellaneous	<u>31</u>	<u>26,141</u>	<u>0</u>	<u>254</u>	<u>20,461</u>	<u>770,015</u>	<u>30</u>	<u>0</u>	<u>0</u>	<u>7</u>	<u>429</u>	<u>78,710</u>	<u>42,342</u>
Total	\$30,881,297	\$31,259,649	\$30,629,881	\$30,338,314	\$29,832,653	\$31,504,067	\$30,896,828	\$30,827,384	\$30,245,496	\$29,765,837	\$31,917,532	\$34,354,841	\$33,984,889
Paid Expenses													
Medical	\$15,719,753	\$17,815,972	\$16,921,958	\$18,531,772	\$19,299,716	\$18,117,213	\$17,992,045	\$15,403,717	\$18,075,662	\$15,659,926	\$14,952,291	\$13,810,096	\$16,086,471
Retirees	4,311,732	4,160,728	4,088,849	3,909,382	3,751,138	3,790,011	4,429,192	3,718,837	3,989,682	4,175,269	4,122,307	4,222,865	3,675,973
Stipend	979,146	936,109	893,068	890,816	828,735	784,491	746,206	728,882	714,146	676,903	642,765	620,235	594,703
Accident and Sickness	1,503,491	1,361,458	1,497,621	1,203,910	1,338,877	1,378,547	1,088,776	1,105,544	1,103,263	1,112,092	1,078,739	1,070,516	1,023,915
Dental	1,065,249	1,035,525	1,037,830	1,000,398	925,791	949,788	936,094	923,358	914,014	891,004	876,124	862,033	857,378
Prescription Drug	4,711,847	5,319,863	5,866,362	6,860,166	6,073,995	8,401,343	3,424,357	6,970,434	7,406,176	8,352,154	8,761,634	-1,879,445	9,038,936
Behavioral Health	238,440	220,770	284,941	350,623	530,107	436,877	462,623	254,548	409,801	378,013	297,993	554,287	438,337
Optical	159,396	153,877	150,935	151,251	148,903	145,455	142,884	142,708	141,222	137,868	135,076	134,340	134,822
Life and AD&D	38,743	38,003	37,311	36,908	36,608	35,884	35,167	34,865	34,567	33,826	33,016	32,519	32,463
Utilization and Disease Management	206,262	197,802	193,297	192,060	188,727	184,073	182,691	194,461	190,443	192,207	183,683	196,671	207,283
Prescription Care Management	32,118	31,415	30,561	30,524	29,774	28,901	28,349	28,095	27,711	26,595	25,886	26,281	25,859
Employee Assistance Program	15,339	15,001	14,671	14,924	14,669	14,299	14,070	13,818	13,580	13,232	13,006	12,721	12,867
PPO Expenses	284,697	282,091	274,538	275,710	269,998	263,019	259,022	258,034	265,631	264,928	269,138	431,567	284,572
Operating Expense	<u>993,850</u>	<u>1,046,644</u>	<u>932,403</u>	<u>932,032</u>	<u>972,636</u>	<u>939,393</u>	<u>916,955</u>	<u>786,438</u>	<u>1,036,074</u>	<u>927,621</u>	<u>862,613</u>	<u>833,563</u>	<u>1,072,244</u>
Total	\$30,260,063	\$32,615,258	\$32,224,345	\$34,380,476	\$34,409,674	\$35,469,294	\$30,658,431	\$30,563,739	\$34,321,972	\$32,841,638	\$32,254,271	\$20,928,249	\$33,485,823
Operating Surplus/(Deficit)	\$621,234	(\$1,355,609)	(\$1,594,464)	(\$4,042,162)	(\$4,577,021)	(\$3,965,227)	\$238,397	\$263,645	(\$4,076,476)	(\$3,075,801)	(\$336,739)	\$13,426,592	\$499,066
Current 12-Month Per Capita Expenses	\$682.55	\$683.08	\$683.04	\$690.60	\$720.97	\$748.16	\$749.39	\$735.19	\$740.25	\$728.11	\$735.57	\$676.05	\$663.20
Prior 12-Month Per Capita Expenses	-	-	\$682.08	\$683.06	\$682.55	\$683.08	\$683.04	\$690.60	\$720.97	\$748.16	\$749.39	\$735.19	\$740.25
Year Over Year Change	-	-	0.1%	1.1%	5.6%	9.5%	9.7%	6.5%	2.7%	-2.7%	-1.8%	-8.0%	-10.4%

Based on income, expenses and participation as reported on the Administrative Manager's Reports (AMR).

Current MOA Language

The following is taken from the most recent MOA dated October 28, 2023:

Reserve Protection

- If at any point between November 1, 2023 – January 31, 2024, the reserve falls below 0.60 months based on a regular monthly measurement, the Fund consultant will notify the Trustees of the amount by which the reserve is below 0.60 months and each company's proportionate share of that amount, and within 30 days of such notice, each company will make a lump sum payment to the Fund in the applicable amount provided by the Fund's consultant, the total of which will be the amount by which the reserve is below 0.60 months.
- If at any point between February 1, 2024 – June 30, 2024, the reserve falls below 0.75 months based on a regular monthly measurement, the Fund consultant will notify the Trustees of the amount by which the reserve is below 0.75 months and each company's proportionate share of that amount, and within 30 days of such notice, each company will make a lump sum payment to the Fund in the applicable amount provided by the Fund's consultant, the total of which will be the amount by which the reserve is below 0.75 months.
- If at any point between July 1, 2024 – December 31, 2024, the reserve falls below 1 month based on a regular monthly measurement, the Fund consultant will notify the Trustees of the amount by which the reserve is below 1 month and each company's proportionate share of that amount, and within 30 days of such notice, each company will make a lump sum payment to the Fund in the applicable amount provided by the Fund's consultant, the total of which will be the amount by which the reserve is below 1 month.
- If at any point between December 31, 2024 - March 31, 2025, the reserve falls below 1.5 months based on a regular monthly measurement, the Fund consultant will notify the Trustees of the amount by which the reserve is below 1.5 months and each company's proportionate share of that amount, and within 30 days of such notice, each company will make a lump sum payment to the Fund in the applicable amount provided by the Fund's consultant, the total of which will be the amount by which the reserve is below 1.5 months.
- Any lump sum will be prorated between the companies based on aggregate 2023 contributions to the health fund.

Most Recent Reserve Position Based on PNC Statements

- Based on the October 28, 2023 Memorandum of Agreement (MOA) language, August 2024 reserves do not require an adjustment due to reserves exceeding 1.0 months.

Historical Reserve Position

	1/31/2024	2/29/2024	3/31/2024	4/30/2024	5/31/2024	6/30/2024	7/31/2024	8/31/2024
1) Calculation of Fund Balance								
A) PNC ERISA Account Statement (End of Month)	\$800,620	\$4,074,721	\$6,634,467	\$9,400,442	\$9,024,617	\$9,507,017	\$12,470,133	\$12,258,201
B) PNC non-ERISA Account Statement (End of Month)	\$7,198,662	\$7,484,884	\$331,978	\$7,586,034	\$7,378,831	\$318,061	\$7,304,888	\$7,256,623
C) PNC Transfers Not Reflected in the PNC Statement ¹	\$0	\$0	\$7,116,198	\$0	\$0	\$7,012,986	\$0	\$0
D) Stipend Transfer ¹	(\$204,200)	(\$200,800)	(\$196,900)	(\$196,650)	(\$194,300)	(\$190,750)	(\$185,650)	(\$181,000)
E) Fund Balance (End of Month) (A) + (B) + (C) - (D)	\$7,795,082	\$11,358,805	\$13,885,743	\$16,789,826	\$16,209,148	\$16,647,314	\$19,589,371	\$19,333,824
2) Calculation of Months of Reserves								
A) Total Fund Expenses Used for Reserve ²	\$129,981,620	\$129,981,620	\$120,346,130	\$120,346,130	\$120,346,130	\$119,509,981	\$119,509,981	\$119,509,981
B) Number of Reserve Months (1E) / (2A) * 12	0.720	1.049	1.385	1.674	1.616	1.672	1.967	1.941
C) Minimum Reserve (Months) ³	0.60	0.75	0.75	0.75	0.75	0.75	1.00	1.00
D) Minimum Reserve (Dollars) ³	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
E) Calculated Payment (if applicable)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

¹ Figures provided by Associated Administrators.

² Based on paid expenses as provided in Associated's AMRs for the prior twelve-month period.

³ Reserve requirement beginning July 1, 2024 is 1.0.

Memorandum

To: David Jensen and Anne-Marie Sims
Associated Administrators LLC

From: Josh Timm

Date: October 2, 2024

Re: Food Employers Labor Relations Association (FELRA) and United Food & Commercial Workers' (UFCW) VEBA Fund
Plans XX and XXX Costs Per Enrolled Dependent Child Effective January 1, 2025

The chart below illustrates projected monthly expenses for Plans XX and XXX for an enrolled dependent child effective January 1, 2025. Costs include medical claims and prescription drug (Rx) claims. Calculations are based on the most recent budget projections.

Plans XX and XXX Costs Per Enrolled Dependent Child Effective January 1, 2025

Plan	Per Child Rate*			3 or More Children Rate		
	Medical	Rx	Total	Medical	Rx	Total
Plan XX – Part Time	\$136.18	\$61.56	\$197.74	\$408.54	\$184.68	\$593.22
Plan XXX – Part Time	\$140.80	\$32.36	\$173.16	\$422.40	\$97.08	\$519.48

* Based on Budget projections with data through March 31, 2023

These rates reflect an approximate 7.9% increase to Plan XX Part Time and a 7.5% increase to Plan XXX Part Time. These rates have been set based on the actual experience of the participants in each plan.

If you have any questions, please do not hesitate to ask.

The projections in this memorandum 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, local market pressure, health trend rates and claims volatility. The accuracy and reliability of health projections decrease as the projection period increases. Unless otherwise noted, these projections do not include any cost or savings impact resulting from the new health care reform legislation or other recently passed state or federal regulations.

cc: Mr. Christopher Heppner
Ms. Lauren Fratzke
Ms. Elizabeth Pierce

Disclaimer

This document has been prepared for the exclusive use and benefit of the Food Employers Labor Relations Association (FELRA) and United Food & Commercial Workers' (UFCW) VEBA Fund, based upon information provided by you and your other service providers or otherwise made available to Segal at the time this document was created. Segal makes no representation or warranty as to the accuracy of any forward-looking statements and does not guarantee any particular outcome or result. Except as may be required by law, this document should not be shared, copied or quoted, in whole or in part, without the consent of Segal. This document does not constitute legal, tax or investment advice or create or imply a fiduciary relationship. You are encouraged to discuss any issues raised with your legal, tax and other advisors before taking, or refraining from taking, any action.

ADMINISTRATIVE MANAGER'S REPORT

FELRA & UFCW
ACTIVE HEALTH PLAN
SECOND QUARTER 2024

ADMINISTRATIVE MANAGER'S REPORT

PROPRIETARY INFORMATION: THIS REPORT BELONGS TO FELRA AND
UFCW VEBA FUND

PLAN I FULL TIME SECOND QUARTER 2024
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CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$1,960.17	207	\$915,212
LOCAL 400 STAFF TEMPS	\$1,960.17	0	0
SAFEWAY	\$1,965.60	144	640,979
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹			3,146,631
TOTAL		351	\$4,702,822

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN I PART TIME SECOND QUARTER 2024
--

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$1,857.67	46	\$210,579
SAFEWAY	\$1,863.10	9	17,377
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹			493,062
TOTAL		55	\$721,018

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN X FULL TIME SECOND QUARTER 2024
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CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$1,339.42	58	\$231,720
GIANT	\$1,523.92	2,260	10,336,750
SAFEWAY	\$1,529.35	1,401	6,427,858
LOCAL 400 STAFF TEMPS	\$1,529.35	0	0
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹			(3,146,631)
TOTAL		3,719	\$13,849,697

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN X
PART TIME
SECOND QUARTER 2024

CONTRIBUTIONS
INDIVIDUAL

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$909.93	0	\$0
GIANT	\$1,094.43	1,195	3,921,343
SAFEWAY	\$1,099.85	428	1,411,108
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹			(393,238)
TOTAL		1,623	\$4,939,213

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN X PART TIME SECOND QUARTER 2024
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CONTRIBUTIONS
DEPENDENT

COMPANY		RATE	PARTICIPANTS	CONTRIBUTIONS
ASSOCIATED ADMINISTRATORS		\$1,639.42	0	\$0
GIANT		\$1,823.92	302	1,657,944
SAFEWAY		\$1,829.35	110	601,856
EMPLOYER CONTRIBUTION INCOME - RETIREE PLAN ¹				(99,824)
TOTAL			412	\$2,159,976

¹PLAN I RETIREE RELATED INCOME THAT IS INCLUDED IN PLAN X MOB CALCULATION IS REPORTED ON THE PLAN INCOME PAGE, AS IT IS PLAN I RELATED INCOME.

PLAN XX FULL TIME SECOND QUARTER 2024

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$813.17	76	\$185,403
GIANT	\$813.17	230	561,087
SAFEWAY	\$813.17	135	329,947
LOCAL 400 STAFF TEMPS	\$813.17	0	0
TOTAL		441	\$1,076,437

PLAN XX PART TIME SECOND QUARTER 2024

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
ASSOCIATED ADMINISTRATORS	\$344.17	1	\$688
GIANT	\$344.17	345	356,148
GIANT ¹	\$527.40	1	2,110
GIANT ²	\$710.63	1	2,132
GIANT ³	\$893.86	0	0
SAFEWAY	\$344.17	170	176,559
SAFEWAY ¹	\$527.40	1	1,582
SAFEWAY ²	\$710.63	3	5,685
SAFEWAY ³	\$893.86	0	0
LOCAL 400 STAFF TEMPS	\$344.17	0	0
TOTAL		522	\$544,904

¹PARTICIPANTS WITH ONE DEPENDENT CHILD

²PARTICIPANTS WITH TWO DEPENDENT CHILDREN

³PARTICIPANTS WITH THREE OR MORE DEPENDENT CHILDREN

PLAN XXX FULL TIME SECOND QUARTER 2024
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CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$354.67	1,304	\$1,369,272
LOCAL 400 STAFF TEMPS	\$354.67	0	0
SAFEWAY	\$354.67	693	739,339
TOTAL		1,997	\$2,108,611

PLAN XXX PART TIME SECOND QUARTER 2024
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CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$187.92	2,151	\$1,213,005
GIANT ¹	\$348.94	7	7,377
GIANT ²	\$519.96	6	9,879
GIANT ³	\$670.98	0	0
SAFEWAY	\$187.92	1,231	692,523
SAFEWAY ¹	\$348.94	4	4,436
SAFEWAY ²	\$519.96	2	3,640
SAFEWAY ³	\$670.98	0	0
LOCAL 400 STAFF TEMPS	\$187.92	0	0
TOTAL		3,401	\$1,930,860

¹PARTICIPANTS WITH ONE DEPENDENT CHILD

²PARTICIPANTS WITH TWO DEPENDENT CHILDREN

³PARTICIPANTS WITH THREE OR MORE DEPENDENT CHILDREN

PLAN XL PART TIME SECOND QUARTER 2024

CONTRIBUTIONS

<u>COMPANY</u>	<u>RATE</u>	<u>PARTICIPANTS</u>	<u>CONTRIBUTIONS</u>
GIANT	\$24.35	1,794	\$131,026
SAFEWAY	\$24.35	1,149	84,183
TOTAL		2,943	\$215,209

PLAN I
FULL TIME
SECOND QUARTER 2024

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL BENEFIT 24	\$4.95	\$2,995		202 PART
OPTICAL BENEFIT 12	\$6.95	2,919		140 PART
TOTAL OPTICAL		\$5,914	\$5.62	
DENTAL INDIVIDUAL	\$27.60	\$15,087		183 PART
DENTAL FAMILY	\$54.72	26,342		161 PART
TOTAL DENTAL		\$41,429	\$39.34	
DRUG	\$.80/SCRIPT	\$576,149	\$547.15	3,082 SCRIPTS
HMO KAISER	\$2,767.26	\$11,069		1 PART
HOSPITAL		9,254		
SURGICAL		17,943		
DIAGNOSTIC		9,308		
MAJOR MEDICAL		1,990,090		
MEDICAL ADMINISTRATION ¹	\$16.41	16,771		341 PART
TOTAL MEDICAL		\$2,054,435	\$1,951.03	
BEHAVIORAL HEALTH	\$2.64	\$2,696	\$2.56	340 PART
BEHAVIORAL HEALTH		\$287,518	\$273.05	
E.A.P.	\$.71	\$726	\$0.69	340 PART
UM/DM	\$1.11/3.02	\$8,472	\$8.05	340 PART
PRESCRIPTION CARE MNGMT	\$0.65	\$1,056	\$1.00	341 PART
P.P.O CAREFIRST FLEXLINK	\$24.55	\$8,266	\$7.85	95 PART
P P O CAREFIRST NETWORK	\$4.86	\$3,669	\$3.48	252 PART
HRGI/A&G CLAIM DISCOUNTER		\$254	\$0.24	
LIFE-AD&D	\$.183/.018/1000	\$3,355	\$3.19	344 PART
A & S		\$71,103	\$67.52	
SUB TOTAL		\$3,065,042	\$2,910.77	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$17,553	\$16.67	365 PART
MISCELLANEOUS		\$7,530	\$7.15	
SUB TOTAL		\$25,083	\$23.82	

TOTAL

\$3,090,125

\$2,934.59

¹RATE CHANGE EFFECTIVE APRIL 2024

PLAN I
PART TIME
SECOND QUARTER 2024

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL BENEFIT 24	\$4.95	\$479		32 PART
OPTICAL BENEFIT 12	\$6.95	431		21 PART
TOTAL OPTICAL		\$910	\$5.52	
DENTAL INDIVIDUAL	\$27.60	\$2,726		33 PART
DENTAL FAMILY	\$54.72	3,443		21 PART
TOTAL DENTAL		\$6,169	\$37.39	
DRUG	\$.80/SCRIPT	\$83,889	\$508.42	511 SCRIPTS
HMO KAISER	\$2,787.30	\$0		
HOSPITAL		3,343		
SURGICAL		3,446		
DIAGNOSTIC		2,183		
MAJOR MEDICAL		227,095		
MEDICAL ADMINISTRATION ¹	\$16.41	2,609		53 PART
TOTAL MEDICAL		\$238,676	\$1,446.52	
BEHAVIORAL HEALTH	\$2.64	\$425	\$2.58	54 PART
BEHAVIORAL HEALTH		\$0	\$0.00	
E.A.P.	\$.71	\$115	\$0.70	54 PART
UM/DM	\$1.11/3.02	\$1,189	\$7.21	53 PART
PRESCRIPTION CARE MNGMT	\$0.65	\$151	\$0.92	53 PART
P.P.O CAREFIRST FLEXLINK	\$24.55	\$1,181	\$7.16	14 PART
P P O CAREFIRST NETWORK	\$4.86	\$598	\$3.62	41 PART
HRGI/A&G CLAIM DISCOUNTER		\$42	\$0.25	
LIFE-AD&D	\$.183/.018/1000	\$225	\$1.36	54 PART
A & S		\$6,652	\$40.32	
SUB TOTAL		\$340,222	\$2,061.97	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$2,868	\$17.38	60 PART
MISCELLANEOUS		\$1,180	\$7.15	
SUB TOTAL		\$4,048	\$24.53	

TOTAL	\$344,270	\$2,086.50
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¹RATE CHANGE EFFECTIVE APRIL 2024

PLAN X FULL TIME SECOND QUARTER 2024
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BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$54,915	\$4.92	3,698 PART
DENTAL FAMILY	\$57.65	\$264,077		1,529 PART
DENTAL INDIVIDUAL	\$28.01	182,666		2,179 PART
TOTAL DENTAL		\$446,743	\$40.04	
DRUG	\$.80/SCRIPT	\$4,632,838	\$415.24	22,866 SCRIPTS
HMO KAISER	\$1,761.81	\$52,854		10 PART
MEDICAL INDIVIDUAL		3,748,331		
MEDICAL FAMILY		3,652,344		
MEDICAL ADMINISTRATION ¹	\$16.41	181,922		3,695 PART
TOTAL MEDICAL		\$7,635,451	\$684.36	
BEHAVIORAL HEALTH	\$2.64	\$29,222	\$2.62	3,690 PART
BEHAVIORAL HEALTH		\$37,658	\$3.38	
E.A.P.	\$0.71	\$7,859	\$0.70	3,690 PART
UM/DM	\$1.11/3.02	\$103,540	\$9.28	3,697 PART
PRESCRIPTION CARE MNGMT	\$0.65	\$12,926	\$1.16	3,698 PART
P.P.O CAREFIRST FLEXLINK	\$24.55	\$80,305	\$7.20	918 PART
P P O CAREFIRST NETWORK	\$4.86	\$41,193	\$3.69	2,825 PART
HRGI/A&G CLAIM DISCOUNTER		\$2,636	\$0.24	
LIFE-AD&D	\$.183/.018/1000	\$16,256	\$1.46	3,705 PART
A & S		\$657,724	\$58.95	
SUB TOTAL		\$13,759,266	\$1,233.24	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$183,580	\$16.45	3,820 PART
MISCELLANEOUS		\$79,789	\$7.15	
SUB TOTAL		\$263,369	\$23.60	

TOTAL	\$14,022,635	\$1,256.84
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¹RATE CHANGE EFFECTIVE APRIL 2024

PLAN X
PART TIME
SECOND QUARTER 2024

BENEFIT EXPENSES
INDIVIDUAL

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$22,755	\$4.67	1,532 PART
DENTAL	\$28.01	\$132,340	\$27.18	1,579 PART
DRUG	\$.80/SCRIPT	\$1,628,893	\$334.54	6,704 SCRIPTS
HMO KAISER	\$1,268.96	\$19,034		5 PART
MEDICAL		1,912,423		
MEDICAL ADMINISTRATION ¹	\$16.41	75,502		1,534 PART
TOTAL MEDICAL		\$2,006,959	\$412.19	
BEHAVIORAL HEALTH	\$2.64	\$12,144	\$2.49	1,533 PART
BEHAVIORAL HEALTH		\$10,812	\$2.22	
E.A.P.	\$0.71	\$3,266	\$0.67	1,533 PART
UM/DM	\$1.11/3.02	\$23,582	\$4.84	1,535 PART
PRESCRIPTION CARE MNGMT	\$0.65	\$2,923	\$0.60	1,526 PART
P.P.O CAREFIRST FLEXLINK	\$24.55	\$26,950	\$5.54	308 PART
P P O CAREFIRST NETWORK	\$4.86	\$18,191	\$3.74	1,248 PART
HRGI/A&G CLAIM DISCOUNTER		\$1,166	\$0.24	
LIFE-AD&D	\$.183/.018/1000	\$4,461	\$0.92	1,549 PART
A & S		\$153,667	\$31.56	
SUB TOTAL		\$4,048,109	\$831.40	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$80,840	\$16.60	1,678 PART
MISCELLANEOUS		\$34,820	\$7.15	
SUB TOTAL		\$115,660	\$23.75	

TOTAL	\$4,163,769	\$855.15
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¹RATE CHANGE EFFECTIVE APRIL 2024

PLAN X
PART TIME
SECOND QUARTER 2024

BENEFIT EXPENSES
DEPENDENT

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$6,317	\$5.11	425 PART
DENTAL	\$57.65	\$67,948	\$54.97	393 PART
DRUG	\$.80/SCRIPT	\$659,333	\$533.44	4,377 SCRIPTS
HMO KAISER	\$2,211.92	\$19,907		3 PART
MEDICAL		1,430,229		
MEDICAL ADMINISTRATION ¹	\$16.41	20,857		424 PART
TOTAL MEDICAL		\$1,470,993	\$1,190.12	
BEHAVIORAL HEALTH	\$2.64	\$3,354	\$2.71	423 PART
BEHAVIORAL HEALTH		\$4,253	\$3.44	
E.A.P.	\$.71	\$901	\$0.73	423 PART
UM/DM	\$1.11/3.02	\$17,378	\$14.06	424 PART
PRESCRIPTION CARE MNGMT	\$0.65	\$2,174	\$1.76	425 PART
P.P.O CAREFIRST FLEXLINK	\$24.55	\$9,728	\$7.87	111 PART
P P O CAREFIRST NETWORK	\$4.86	\$4,685	\$3.79	321 PART
HRGI/A&G CLAIM DISCOUNTER		\$299	\$0.24	
LIFE-AD&D	\$.183/.018/1000	\$1,226	\$0.99	426 PART
A & S		\$45,225	\$36.59	
SUB TOTAL		\$2,293,814	\$1,855.82	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$20,739	\$16.78	432 PART
MISCELLANEOUS		\$8,839	\$7.15	
SUB TOTAL		\$29,578	\$23.93	

TOTAL	\$2,323,392	\$1,879.75
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¹RATE CHANGE EFFECTIVE APRIL 2024

PLAN XX FULL TIME SECOND QUARTER 2024

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$5,855	\$4.43	394 PART
DENTAL FAMILY	\$33.99	\$9,295		91 PART
DENTAL INDIVIDUAL	\$16.51	14,932		303 PART
TOTAL DENTAL		\$24,227	\$18.31	
DRUG	\$.80/SCRIPT	\$204,192	\$154.34	995 SCRIPTS
HMO KAISER	\$252.97	\$3,542		5 PART
MEDICAL INDIVIDUAL		322,898		
MEDICAL FAMILY		373,677		
MEDICAL ADMINISTRATION ¹	\$16.41	19,348		393 PART
TOTAL MEDICAL		\$719,465	\$543.81	
BEHAVIORAL HEALTH	\$2.64	\$3,110	\$2.35	393 PART
BEHAVIORAL HEALTH		\$2,975	\$2.25	
UM/DM	\$1.11/3.02	\$8,518	\$6.44	394 PART
PRESCRIPTION CARE MNGMT	\$0.65	\$1,065	\$0.80	395 PART
P.P.O CAREFIRST FLEXLINK	\$24.55	\$8,212	\$6.21	94 PART
P P O CAREFIRST NETWORK	\$4.86	\$4,432	\$3.35	304 PART
LIFE-AD&D	\$183/.018/1000	\$1,199	\$0.91	398 PART
A & S		\$18,706	\$14.14	
SUB TOTAL		\$1,001,956	\$757.34	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$21,690	\$16.39	449 PART
MISCELLANEOUS		\$9,461	\$7.15	
SUB TOTAL		\$31,151	\$23.54	

TOTAL	\$1,033,107	\$780.88
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¹RATE CHANGE EFFECTIVE APRIL 2024

PLAN XX
PART TIME
SECOND QUARTER 2024

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$5,194	\$3.32	350 PART
DENTAL FAMILY	\$33.99	\$475		5 PART
DENTAL INDIVIDUAL	\$16.51	17,084		346 PART
DENTAL		\$17,559	\$11.21	
DRUG	\$.80/SCRIPT	\$175,001	\$111.75	985 SCRIPTS
HMO KAISER	\$252.97	\$2,277		3 PART
MEDICAL INDIVIDUAL		224,527		
MEDICAL FAMILY		0		
MEDICAL ADMINISTRATION ¹	\$16.41	17,164		349 PART
TOTAL MEDICAL		\$243,968	\$155.79	
BEHAVIORAL HEALTH	\$2.64	\$2,750	\$1.76	347 PART
BEHAVIORAL HEALTH		\$734	\$0.47	
UM/DM	\$1.11/3.02	\$5,573	\$3.56	348 PART
PRESCRIPTION CARE MNGMT	\$0.65	\$698	\$0.45	350 PART
P.P.O CAREFIRST FLEXLINK	\$24.55	\$4,111	\$2.63	47 PART
P P O CAREFIRST NETWORK	\$4.86	\$4,437	\$2.83	304 PART
LIFE-AD&D	\$.183/.018/1000	\$526	\$0.34	349 PART
A & S		\$8,562	\$5.47	
SUB TOTAL		\$469,113	\$299.58	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$25,680	\$16.40	532 PART
MISCELLANEOUS		\$11,198	\$7.15	
SUB TOTAL		\$36,878	\$23.55	

TOTAL

\$505,991

\$323.13

¹RATE CHANGE EFFECTIVE APRIL 2024

PLAN XXX
FULL TIME
SECOND QUARTER 2024

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$15,212	\$2.54	1,024 PART
DENTAL FAMILY	\$33.99	\$24,222		238 PART
DENTAL INDIVIDUAL	\$16.51	38,263		776 PART
TOTAL DENTAL		\$62,485	\$10.43	
DRUG	\$.80/SCRIPT	\$661,311	\$110.38	3,295 SCRIPTS
HMO KAISER	\$404.08	\$13,335		11 PART
MEDICAL INDIVIDUAL		622,960		
MEDICAL FAMILY		468,466		
MEDICAL ADMINISTRATION ¹	\$16.41	52,151		1,068 PART
TOTAL MEDICAL		\$1,156,912	\$193.11	
BEHAVIORAL HEALTH	\$2.64	\$8,300	\$1.39	1,048 PART
BEHAVIORAL HEALTH		\$23,810	\$3.97	
UM/DM	\$1.11/3.02	\$23,254	\$3.88	1,061 PART
PRESCRIPTION CARE MNGMT	\$0.65	\$2,902	\$0.48	1,061 PART
P.P.O CAREFIRST FLEXLINK	\$24.55	\$23,122	\$3.86	264 PART
P P O CAREFIRST NETWORK	\$4.86	\$11,436	\$1.91	784 PART
LIFE-AD&D	\$.183/.018/1000	\$3,096	\$0.52	1,027 PART
A & S		\$42,452	\$7.09	
SUB TOTAL		\$2,034,292	\$339.56	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$94,712	\$15.81	1,959 PART
MISCELLANEOUS		\$42,845	\$7.15	
SUB TOTAL		\$137,557	\$22.96	

TOTAL

\$2,171,849

\$362.52

¹RATE CHANGE EFFECTIVE APRIL 2024

PLAN XXX PART TIME SECOND QUARTER 2024
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BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$12,256	\$1.20	825 PART
DENTAL FAMILY	\$33.99	\$1,222		12 PART
DENTAL INDIVIDUAL	\$16.51	40,073		812 PART
DENTAL		\$41,295	\$4.05	
DRUG	\$.80/SCRIPT	\$417,330	\$40.90	2,314 SCRIPTS
HMO KAISER	\$252.45	\$1,515		2 PART
MEDICAL INDIVIDUAL		509,063		
MEDICAL FAMILY		0		
MEDICAL ADMINISTRATION ¹	\$16.41	49,034		988 PART
TOTAL MEDICAL		\$559,612	\$54.85	
BEHAVIORAL HEALTH	\$2.64	\$7,930	\$0.78	1,001 PART
BEHAVIORAL HEALTH		\$646	\$0.06	
UM/DM	\$1.11/3.02	\$15,777	\$1.55	995 PART
PRESCRIPTION CARE MNGMT	\$0.65	\$1,964	\$0.19	993 PART
P.P.O CAREFIRST FLEXLINK	\$24.55	\$17,815	\$1.75	204 PART
P P O CAREFIRST NETWORK	\$4.86	\$11,844	\$1.16	812 PART
LIFE-AD&D	\$.183/.018/1000	\$1,456	\$0.14	965 PART
A & S		\$13,173	\$1.29	
SUB TOTAL		\$1,101,098	\$107.92	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$161,217	\$15.80	3,321 PART
MISCELLANEOUS		\$72,967	\$7.15	
SUB TOTAL		\$234,184	\$22.95	

TOTAL	\$1,335,282	\$130.87
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¹RATE CHANGE EFFECTIVE APRIL 2024

PLAN XL PART TIME SECOND QUARTER 2024

BENEFIT EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$5,494	\$0.62	370 PART
DENTAL	\$16.51	\$17,183	\$1.95	348 PART
LIFE-AD&D	\$.183/.018/1000	\$663	\$0.08	440 PART
A & S		\$6,651	\$0.75	
SUB TOTAL		\$29,991	\$3.40	

OPERATING EXPENSES

ADMINISTRATION ¹	\$16.02	\$131,595	\$14.90	2,734 PART
MISCELLANEOUS		\$63,141	\$7.15	
SUB TOTAL		\$194,736	\$22.05	

TOTAL		\$224,727	\$25.45	
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PLAN I
FULL TIME
SECOND QUARTER 2024

QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTR - ACTIVE	\$1,896,935	\$1,848,306			\$3,745,241
EMPLOYER CONTR - RETIREE	2,870,637	2,854,516			5,725,153
MISC. INCOME - RETIREE	727,091	722,900			1,449,991
-LOA	0	0			0
-COBRA	(1,921)	0			(1,921)
-HMO COPAY	3,424	5,136			8,560

TOTAL	\$5,496,166	\$5,430,858	\$0	\$0	\$10,927,024
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EXPENSES

MEDICAL	\$761,909	\$2,054,435			\$2,816,344
RETIREE	3,515,364	3,072,251			6,587,615
A & S	65,279	71,103			136,382
DENTAL	42,677	41,429			84,106
DRUG	(165,558)	576,149			410,591
BEHAVIORAL HEALTH	342,908	290,214			633,122
OPTICAL	6,038	5,914			11,952
LIFE & AD & D	3,468	3,355			6,823
UM/DM	8,007	8,472			16,479
PRESCRIPTION CARE MNGMT	1,094	1,056			2,150
E.A.P.	721	726			1,447
P.P.O.	21,031	12,189			33,220
OPERATING EXPENSE	20,807	25,083			45,890

TOTAL EXPENSE	\$4,623,745	\$6,162,376	\$0	\$0	\$10,786,121
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SURPLUS (DEFICIT)	\$872,421	(\$731,518)	\$0	\$0	\$140,903
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AVERAGE INCOME	\$5,075	\$5,158	\$0	\$0	\$5,117
AVERAGE EXPENSE	\$4,269	\$5,852	\$0	\$0	\$5,061
SURPLUS (DEFICIT)	\$806	(\$694)	\$0	\$0	\$56

TOTAL PARTICIPANTS	361	351			356
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PLAN I
PART TIME
SECOND QUARTER 2024

QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTR - ACTIVE	\$292,871	\$273,729			\$566,600
EMPLOYER CONTR - RETIREE	477,114	447,289			924,403
MISC. INCOME - RETIREE	160,741	160,543			321,284
-LOA	0	0			0
-COBRA	0	0			0
-HMO COPAY	0	0			0

TOTAL	\$930,726	\$881,561	\$0	\$0	\$1,812,287
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EXPENSES

MEDICAL	\$79,372	\$238,676			\$318,048
RETIREE	707,501	603,722			1,311,223
A & S	3,856	6,652			10,508
DENTAL	6,503	6,169			12,672
DRUG	(42,818)	83,889			41,071
BEHAVIORAL HEALTH	565	425			990
OPTICAL	944	910			1,854
LIFE & AD & D	240	225			465
UM/DM	1,187	1,189			2,376
PRESCRIPTION CARE MNGMT	161	151			312
E.A.P.	113	115			228
P.P.O.	3,404	1,821			5,225
OPERATING EXPENSE	3,370	4,048			7,418

TOTAL EXPENSE	\$764,398	\$947,992	\$0	\$0	\$1,712,390
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SURPLUS (DEFICIT)	\$166,328	(\$66,431)	\$0	\$0	\$99,897
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AVERAGE INCOME	\$5,171	\$5,343	\$0	\$0	\$5,257
AVERAGE EXPENSE	\$4,247	\$5,745	\$0	\$0	\$4,996
SURPLUS (DEFICIT)	\$924	(\$402)	\$0	\$0	\$261

TOTAL PARTICIPANTS	60	55			58
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PLAN X
FULL TIME
SECOND QUARTER 2024

QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$14,011,636	\$13,849,697			\$27,861,333
MISC. INCOME - LOA	0	0			0
-COBRA	7,741	2,955			10,696
-HMO COPAY	34,800	28,948			63,748

TOTAL INCOME	\$14,054,177	\$13,881,600	\$0	\$0	\$27,935,777
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EXPENSES

MEDICAL	\$6,650,971	\$7,635,451			\$14,286,422
A & S	732,153	657,724			1,389,877
DENTAL	452,942	446,743			899,685
DRUG	(1,080,997)	4,632,838			3,551,841
BEHAVIORAL HEALTH	121,476	66,880			188,356
OPTICAL	55,574	54,915			110,489
LIFE & AD & D	16,504	16,256			32,760
UM/DM	98,363	103,540			201,903
PRESCRIPTION CARE MNGMT	13,146	12,926			26,072
E.A.P.	7,725	7,859			15,584
P.P.O.	217,010	124,134			341,144
OPERATING EXPENSE	214,453	263,369			477,822

TOTAL EXPENSE	\$7,499,320	\$14,022,635	\$0	\$0	\$21,521,955
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SURPLUS (DEFICIT)	\$6,554,857	(\$141,035)	\$0	\$0	\$6,413,822
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AVERAGE INCOME	\$1,246	\$1,244	\$0	\$0	\$1,245
AVERAGE EXPENSE	\$665	\$1,257	\$0	\$0	\$961
SURPLUS (DEFICIT)	\$581	(\$13)	\$0	\$0	\$284

TOTAL PARTICIPANTS	3,761	3,719			3,740
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PLAN X
PART TIME
SECOND QUARTER 2024

INDIVIDUAL
QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$5,048,606	\$4,939,213			\$9,987,819
MISC. INCOME - LOA	0	0			0
-COBRA	9,307	13,118			22,425
-HMO COPAY	16,213	12,160			28,373

TOTAL INCOME	\$5,074,126	\$4,964,491	\$0	\$0	\$10,038,617
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EXPENSES

MEDICAL	\$1,470,759	\$2,006,959			\$3,477,718
A & S	117,939	153,667			271,606
DENTAL	136,041	132,340			268,381
DRUG	54,101	1,628,893			1,682,994
BEHAVIORAL HEALTH	17,024	22,956			39,980
OPTICAL	23,279	22,755			46,034
LIFE & AD & D	4,572	4,461			9,033
UM/DM	22,615	23,582			46,197
PRESCRIPTION CARE MNGMT	3,011	2,923			5,934
E.A.P.	3,244	3,266			6,510
P.P.O.	88,276	46,307			134,583
OPERATING EXPENSES	94,927	115,660			210,587

TOTAL EXPENSE	\$2,035,788	\$4,163,769	\$0	\$0	\$6,199,557
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SURPLUS (DEFICIT)	\$3,038,338	\$800,722	\$0	\$0	\$3,839,060
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AVERAGE INCOME	\$1,016	\$1,020	\$0	\$0	\$1,018
AVERAGE EXPENSE	\$408	\$855	\$0	\$0	\$632
SURPLUS (DEFICIT)	\$608	\$165	\$0	\$0	\$386

TOTAL PARTICIPANTS	1,664	1,623			1,644
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PLAN X
PART TIME
SECOND QUARTER 2024

DEPENDENT
QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$2,228,782	\$2,159,976			\$4,388,758
MISC. INCOME - LOA	0	0			0
-COBRA	0	0			0
-HMO COPAY	12,037	3,611			15,648

TOTAL INCOME	\$2,240,819	\$2,163,587	\$0	\$0	\$4,404,406
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EXPENSES

MEDICAL	\$2,057,017	\$1,470,993			\$3,528,010
A & S	52,643	45,225			97,868
DENTAL	71,682	67,948			139,630
DRUG	(325,308)	659,333			334,025
BEHAVIORAL HEALTH	27,192	7,607			34,799
OPTICAL	6,603	6,317			12,920
LIFE & AD & D	1,301	1,226			2,527
UM/DM	16,869	17,378			34,247
PRESCRIPTION CARE MNGMT	2,280	2,174			4,454
E.A.P.	918	901			1,819
P.P.O.	25,626	14,712			40,338
OPERATING EXPENSE	25,770	29,578			55,348

TOTAL EXPENSE	\$1,962,593	\$2,323,392	\$0	\$0	\$4,285,985
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SURPLUS (DEFICIT)	\$278,226	(\$159,805)	\$0	\$0	\$118,421
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AVERAGE INCOME	\$1,749	\$1,750	\$0	\$0	\$1,750
AVERAGE EXPENSE	\$1,532	\$1,880	\$0	\$0	\$1,706
SURPLUS (DEFICIT)	\$217	(\$130)	\$0	\$0	\$44

TOTAL PARTICIPANTS	427	412			420
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PLAN XX FULL TIME SECOND QUARTER 2024

QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,090,462	\$1,076,437			\$2,166,899
MISC. INCOME - LOA	0	0			0
-COBRA	5,921	3,372			9,293
-HMO COPAY	0	0			0

TOTAL INCOME	\$1,096,383	\$1,079,809	\$0	\$0	\$2,176,192
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EXPENSES

MEDICAL	\$438,345	\$719,465			\$1,157,810
A & S	25,714	18,706			44,420
DENTAL	24,523	24,227			48,750
DRUG	(50,933)	204,192			153,259
BEHAVIORAL HEALTH	22,083	6,085			28,168
OPTICAL	5,850	5,855			11,705
LIFE & AD & D	1,229	1,199			2,428
UM/DM	8,276	8,518			16,794
PRESCRIPTION CARE MNGMT	1,107	1,065			2,172
P.P.O.	12,302	12,644			24,946
OPERATING EXPENSE	25,267	31,151			56,418

TOTAL EXPENSE	\$513,763	\$1,033,107	\$0	\$0	\$1,546,870
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SURPLUS (DEFICIT)	\$582,620	\$46,702	\$0	\$0	\$629,322
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AVERAGE INCOME	\$818	\$816	\$0	\$0	\$817
AVERAGE EXPENSE	\$383	\$781	\$0	\$0	\$582
SURPLUS (DEFICIT)	\$435	\$35	\$0	\$0	\$235

TOTAL PARTICIPANTS	447	441			444
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PLAN XX
PART TIME
SECOND QUARTER 2024

QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$556,831	\$544,904			\$1,101,735
MISC. INCOME - LOA	0	0			0
-COBRA	805	1,878			2,683
-HMO COPAY	961	491			1,452

TOTAL INCOME	\$558,597	\$547,273	\$0	\$0	\$1,105,870
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EXPENSES

MEDICAL	\$289,671	\$243,968			\$533,639
A & S	5,636	8,562			14,198
DENTAL	17,903	17,559			35,462
DRUG	(47,317)	175,001			127,684
BEHAVIORAL HEALTH	3,479	3,484			6,963
OPTICAL	5,238	5,194			10,432
LIFE & AD & D	523	526			1,049
UM/DM	5,343	5,573			10,916
PRESCRIPTION CARE MNGMT	713	698			1,411
P.P.O.	8,361	8,548			16,909
OPERATING EXPENSE	30,091	36,878			66,969

TOTAL EXPENSE	\$319,641	\$505,991	\$0	\$0	\$825,632
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SURPLUS (DEFICIT)	\$238,956	\$41,282	\$0	\$0	\$280,238
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AVERAGE INCOME	\$350	\$349	\$0	\$0	\$350
AVERAGE EXPENSE	\$200	\$323	\$0	\$0	\$262
SURPLUS (DEFICIT)	\$150	\$26	\$0	\$0	\$88

TOTAL PARTICIPANTS	532	522			527
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PLAN XXX
FULL TIME
SECOND QUARTER 2024

QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$2,081,205	\$2,108,611			\$4,189,816
MISC. INCOME - LOA	0	0			0
-COBRA	1,447	2,542			3,989
-HMO COPAY	5,455	5,288			10,743

TOTAL INCOME	\$2,088,107	\$2,116,441	\$0	\$0	\$4,204,548
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EXPENSES

MEDICAL	\$1,014,585	\$1,156,912			\$2,171,497
A & S	50,480	42,452			92,932
DENTAL	58,289	62,485			120,774
DRUG	(107,557)	661,311			553,754
BEHAVIORAL HEALTH	11,220	32,110			43,330
OPTICAL	14,435	15,212			29,647
LIFE & AD & D	2,836	3,096			5,932
UM/DM	21,047	23,254			44,301
PRESCRIPTION CARE MNGMT	2,802	2,902			5,704
P.P.O.	30,323	34,558			64,881
OPERATING EXPENSE	100,607	137,557			238,164

TOTAL EXPENSE	\$1,199,067	\$2,171,849	\$0	\$0	\$3,370,916
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SURPLUS (DEFICIT)	\$889,040	(\$55,408)	\$0	\$0	\$833,632
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AVERAGE INCOME	\$355	\$353	\$0	\$0	\$354
AVERAGE EXPENSE	\$204	\$363	\$0	\$0	\$284
SURPLUS (DEFICIT)	\$151	(\$10)	\$0	\$0	\$70

TOTAL PARTICIPANTS	1,958	1,997			1,978
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PLAN XXX PART TIME SECOND QUARTER 2024
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QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,885,953	\$1,930,860			\$3,816,813
MISC. INCOME - LOA	0	0			0
-COBRA	7,964	6,822			14,786
-HMO COPAY	2,362	2,333			4,695

TOTAL INCOME	\$1,896,279	\$1,940,015	\$0	\$0	\$3,836,294
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EXPENSES

MEDICAL	\$1,047,467	\$559,612			\$1,607,079
A & S	12,484	13,173			25,657
DENTAL	34,861	41,295			76,156
DRUG	(113,058)	417,330			304,272
BEHAVIORAL HEALTH	8,340	8,576			16,916
OPTICAL	10,929	12,256			23,185
LIFE & AD & D	1,236	1,456			2,692
UM/DM	14,964	15,777			30,741
PRESCRIPTION CARE MNGMT	1,967	1,964			3,931
P.P.O.	25,234	29,659			54,893
OPERATING EXPENSE	175,902	234,184			410,086

TOTAL EXPENSE	\$1,220,326	\$1,335,282	\$0	\$0	\$2,555,608
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SURPLUS (DEFICIT)	\$675,953	\$604,733	\$0	\$0	\$1,280,686
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AVERAGE INCOME	\$190	\$190	\$0	\$0	\$190
AVERAGE EXPENSE	\$122	\$131	\$0	\$0	\$127
SURPLUS (DEFICIT)	\$68	\$59	\$0	\$0	\$63

TOTAL PARTICIPANTS	3,321	3,401			3,361
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PLAN XL PART TIME SECOND QUARTER 2024

QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$199,548	\$215,209			\$414,757
MISC. INCOME - LOA	0	0			0
-COBRA	0	0			0

TOTAL INCOME	\$199,548	\$215,209	\$0	\$0	\$414,757
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EXPENSES

A & S	\$4,332	\$6,651			\$10,983
DENTAL	16,612	17,183			33,795
OPTICAL	5,450	5,494			10,944
LIFE & AD & D	610	663			1,273
OPERATING EXPENSE	142,369	194,736			337,105

TOTAL EXPENSE	\$169,373	\$224,727	\$0	\$0	\$394,100
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SURPLUS (DEFICIT)	\$30,175	(\$9,518)	\$0	\$0	\$20,657
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AVERAGE INCOME	\$24	\$24	\$0	\$0	\$24
AVERAGE EXPENSE	\$21	\$25	\$0	\$0	\$23
SURPLUS (DEFICIT)	\$3	(\$1)	\$0	\$0	\$1

TOTAL PARTICIPANTS	2,731	2,943			2,837
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COMBINED FUND SECOND QUARTER 2024
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QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTR - ACTIVE	\$29,292,829	\$28,946,942	\$0	\$0	\$58,239,771
EMPLOYER CONTR - RETIREE	3,347,751	3,301,805	0	0	6,649,556
EMPLOYEE CONTRIBUTIONS	994,348	972,097	0	0	1,966,445
INTEREST & DIVIDENDS - ACTIVE	17,567	106,880	0	0	124,447
INTEREST & DIVIDENDS - RETIREE	3,401	20,120	0	0	23,521
STIPEND	620,235	594,703	0	0	1,214,938
MISCELLANEOUS ¹	78,710	42,342	0	0	121,052

TOTAL INCOME	\$34,354,841	\$33,984,889	\$0	\$0	\$68,339,730
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EXPENSES

MEDICAL	\$13,810,096	\$16,086,471	\$0	\$0	\$29,896,567
RETIREES	4,222,865	3,675,973	0	0	7,898,838
STIPEND	620,235	594,703	0	0	1,214,938
A & S	1,070,516	1,023,915	0	0	2,094,431
DENTAL	862,033	857,378	0	0	1,719,411
DRUG	(1,879,445)	9,038,936	0	0	7,159,491
BEHAVIORAL HEALTH	554,287	438,337	0	0	992,624
OPTICAL	134,340	134,822	0	0	269,162
LIFE & AD & D	32,519	32,463	0	0	64,982
UM/DM	196,671	207,283	0	0	403,954
PRESCRIPTION CARE MNGMT	26,281	25,859	0	0	52,140
E.A.P.	12,721	12,867	0	0	25,588
P.P.O.	431,567	284,572	0	0	716,139
OPERATING EXPENSE	833,563	1,072,244	0	0	1,905,807

TOTAL EXPENSE	\$20,928,249	\$33,485,823	\$0	\$0	\$54,414,072
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SURPLUS (DEFICIT)	\$13,426,592	\$499,066	\$0	\$0	\$13,925,658
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TOTAL PARTICIPANTS	15,262	15,464	0	0	15,363
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FUND RESERVE	\$6,933,695	\$9,785,821		
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¹LITIGATION SETTLEMENTS 2ND QTR:

\$34,036	ARTHOCARE CORP
8,306	THALOMID/REVLIMUID
<u>\$42,342</u>	

PLAN I
FULL TIME
2023

QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTR - ACTIVE	\$1,912,153	\$1,877,014	\$1,723,656	\$1,776,689	\$7,289,512
EMPLOYER CONTR - RETIREE	3,105,121	3,017,704	2,954,572	2,930,998	12,008,395
MISC. INCOME - RETIREE	767,545	754,940	745,894	742,546	3,010,925
-LOA	0	0	0	0	0
-COBRA	1,345	0	0	4,419	5,764
-HMO COPAY	4,145	2,763	5,727	5,266	17,901

TOTAL	\$5,790,309	\$5,652,421	\$5,429,849	\$5,459,918	\$22,332,497
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EXPENSES

MEDICAL	\$1,454,478	\$1,162,756	\$1,126,289	\$870,324	\$4,613,847
RETIREE	3,181,163	3,398,995	3,574,278	3,507,112	13,661,548
A & S	120,913	136,934	90,371	100,015	448,233
DENTAL	50,597	48,435	46,706	44,530	190,268
DRUG	437,308	497,485	502,150	539,157	1,976,100
BEHAVIORAL HEALTH	77,352	192,456	148,540	67,463	485,811
OPTICAL	7,236	6,928	6,633	6,324	27,121
LIFE & AD & D	4,157	3,972	3,803	3,619	15,551
UM/DM	9,120	8,686	8,531	8,011	34,348
PRESCRIPTION CARE MNGMT	1,324	1,265	1,175	1,124	4,888
E.A.P.	860	824	787	750	3,221
P.P.O.	12,226	12,220	11,995	12,042	48,483
OPERATING EXPENSE	23,400	29,561	25,488	22,139	100,588

TOTAL EXPENSE	\$5,380,134	\$5,500,517	\$5,546,746	\$5,182,610	\$21,610,007
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SURPLUS (DEFICIT)	\$410,175	\$151,904	(\$116,897)	\$277,308	\$722,490
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AVERAGE INCOME	\$4,640	\$4,618	\$4,827	\$4,946	\$4,758
AVERAGE EXPENSE	\$4,311	\$4,494	\$4,930	\$4,694	\$4,607
SURPLUS (DEFICIT)	\$329	\$124	(\$103)	\$252	\$151

TOTAL PARTICIPANTS	416	408	375	368	392
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PLAN I
PART TIME
2023

QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTR - ACTIVE	\$174,281	\$178,848	\$177,138	\$185,970	\$716,237
EMPLOYER CONTR - RETIREE	455,319	470,813	497,811	474,557	1,898,500
MISC. INCOME - RETIREE	167,607	166,027	164,654	164,876	663,164
-LOA	0	0	0	0	0
-COBRA	2,642	0	0	0	2,642
-HMO COPAY	0	0	0	0	0

TOTAL	\$799,849	\$815,688	\$839,603	\$825,403	\$3,280,543
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EXPENSES

MEDICAL	\$219,804	\$160,978	\$118,856	\$229,092	\$728,730
RETIREE	537,674	590,687	600,991	615,195	2,344,547
A & S	14,697	7,393	14,959	5,675	42,724
DENTAL	7,014	6,844	6,706	6,627	27,191
DRUG	52,098	56,484	60,626	77,068	246,276
BEHAVIORAL HEALTH	1,078	750	475	457	2,760
OPTICAL	1,070	1,029	1,029	988	4,116
LIFE & AD & D	263	253	248	246	1,010
UM/DM	1,275	1,236	1,252	1,186	4,949
PRESCRIPTION CARE MNGMT	187	180	174	165	706
E.A.P.	130	125	125	120	500
P.P.O.	2,022	2,036	1,975	2,002	8,035
OPERATING EXPENSE	3,601	4,349	3,979	3,640	15,569

TOTAL EXPENSE	\$840,913	\$832,344	\$811,395	\$942,461	\$3,427,113
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SURPLUS (DEFICIT)	(\$41,064)	(\$16,656)	\$28,208	(\$117,058)	(\$146,570)
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AVERAGE INCOME	\$4,371	\$4,316	\$4,514	\$4,663	\$4,466
AVERAGE EXPENSE	\$4,595	\$4,404	\$4,362	\$5,325	\$4,672
SURPLUS (DEFICIT)	(\$224)	(\$88)	\$152	(\$662)	(\$206)

TOTAL PARTICIPANTS	61	63	62	59	61
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PLAN X
FULL TIME
2023

QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	\$12,055,640	\$11,853,675	\$11,998,670	\$12,568,096	\$48,476,081
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	19,703	13,933	11,118	14,074	58,828
-HMO COPAY	48,280	43,676	47,993	29,115	169,064

TOTAL INCOME	\$12,123,623	\$11,911,284	\$12,057,781	\$12,611,285	\$48,703,973
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EXPENSES

MEDICAL	\$7,683,087	\$9,823,536	\$7,414,066	\$7,306,861	\$32,227,550
A & S	741,181	681,363	705,806	678,995	2,807,345
DENTAL	471,382	469,858	460,963	457,388	1,859,591
DRUG	3,424,717	3,717,264	3,996,896	4,150,763	15,289,640
BEHAVIORAL HEALTH	103,454	143,899	129,577	146,806	523,736
OPTICAL	58,267	57,950	56,835	56,400	229,452
LIFE & AD & D	17,257	17,224	16,924	16,702	68,107
UM/DM	96,907	95,657	97,158	93,443	383,165
PRESCRIPTION CARE MNGMT	13,973	13,919	13,450	13,180	54,522
E.A.P.	8,091	8,046	7,881	7,828	31,846
P.P.O.	112,143	115,800	116,045	119,718	463,706
OPERATING EXPENSE	211,652	275,134	245,240	228,390	960,416

TOTAL EXPENSE	\$12,942,111	\$15,419,650	\$13,260,841	\$13,276,474	\$54,899,076
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SURPLUS (DEFICIT)	(\$818,488)	(\$3,508,366)	(\$1,203,060)	(\$665,189)	(\$6,195,103)
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AVERAGE INCOME	\$1,026	\$1,027	\$1,036	\$1,101	\$1,048
AVERAGE EXPENSE	\$1,095	\$1,330	\$1,139	\$1,159	\$1,181
SURPLUS (DEFICIT)	(\$69)	(\$303)	(\$103)	(\$58)	(\$133)

TOTAL PARTICIPANTS	3,940	3,865	3,881	3,817	3,876
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PLAN X
PART TIME
2023

INDIVIDUAL
QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	\$4,643,611	\$4,544,425	\$4,338,158	\$4,563,159	\$18,089,353
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	33,570	22,223	16,850	20,284	92,927
-HMO COPAY	11,853	10,536	12,511	8,917	43,817

TOTAL INCOME	\$4,689,034	\$4,577,184	\$4,367,519	\$4,592,360	\$18,226,097
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EXPENSES

MEDICAL	\$1,905,057	\$2,781,071	\$1,801,379	\$1,759,454	\$8,246,961
A & S	118,554	144,569	142,436	130,291	535,850
DENTAL	153,232	147,794	142,708	139,113	582,847
DRUG	1,359,088	1,409,365	1,658,110	1,782,842	6,209,405
BEHAVIORAL HEALTH	17,176	18,519	18,916	31,948	86,559
OPTICAL	26,106	25,335	24,592	23,840	99,873
LIFE & AD & D	5,150	4,972	4,851	4,695	19,668
UM/DM	23,560	22,868	23,015	21,649	91,092
PRESCRIPTION CARE MNGMT	3,417	3,305	3,165	3,035	12,922
E.A.P.	3,640	3,534	3,428	3,331	13,933
P.P.O.	45,654	45,364	44,892	45,410	181,320
OPERATING EXPENSES	102,585	128,191	113,180	102,226	446,182

TOTAL EXPENSE	\$3,763,219	\$4,734,887	\$3,980,672	\$4,047,834	\$16,526,612
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SURPLUS (DEFICIT)	\$925,815	(\$157,703)	\$386,847	\$544,526	\$1,699,485
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AVERAGE INCOME	\$850	\$844	\$838	\$905	\$859
AVERAGE EXPENSE	\$682	\$873	\$763	\$797	\$779
SURPLUS (DEFICIT)	\$168	(\$29)	\$75	\$108	\$80

TOTAL PARTICIPANTS	1,838	1,808	1,738	1,692	1,769
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PLAN X
PART TIME
2023

DEPENDENT
QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	\$2,500,474	\$2,366,696	\$2,224,041	\$2,269,185	\$9,360,396
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	0	0	0	0	0
-HMO COPAY	23,614	10,390	15,113	9,370	58,487

TOTAL INCOME	\$2,524,088	\$2,377,086	\$2,239,154	\$2,278,555	\$9,418,883
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EXPENSES

MEDICAL	\$1,307,277	\$2,044,433	\$2,293,918	\$1,733,528	\$7,379,156
A & S	28,236	27,359	71,870	64,834	192,299
DENTAL	85,628	82,088	79,101	76,177	322,994
DRUG	639,621	631,018	718,184	753,788	2,742,611
BEHAVIORAL HEALTH	25,130	7,883	15,541	12,189	60,743
OPTICAL	7,970	7,638	7,366	7,058	30,032
LIFE & AD & D	1,560	1,495	1,427	1,375	5,857
UM/DM	19,049	18,130	18,116	16,854	72,149
PRESCRIPTION CARE MNGMT	2,832	2,653	2,528	2,380	10,393
E.A.P.	1,097	1,051	1,011	977	4,136
P.P.O.	15,653	15,630	15,103	15,325	61,711
OPERATING EXPENSE	29,953	36,148	31,115	27,733	124,949

TOTAL EXPENSE	\$2,164,006	\$2,875,526	\$3,255,280	\$2,712,218	\$11,007,030
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SURPLUS (DEFICIT)	\$360,082	(\$498,440)	(\$1,016,126)	(\$433,663)	(\$1,588,147)
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AVERAGE INCOME	\$1,600	\$1,585	\$1,581	\$1,637	\$1,601
AVERAGE EXPENSE	\$1,371	\$1,917	\$2,299	\$1,948	\$1,884
SURPLUS (DEFICIT)	\$229	(\$332)	(\$718)	(\$311)	(\$283)

TOTAL PARTICIPANTS	526	500	472	464	491
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PLAN XX
FULL TIME
2023

QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	\$623,440	\$622,992	\$612,721	\$695,586	\$2,554,739
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	802	2,386	2,386	3,188	8,762
-HMO COPAY	0	0	0	0	0

TOTAL INCOME	\$624,242	\$625,378	\$615,107	\$698,774	\$2,563,501
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EXPENSES

MEDICAL	\$956,119	\$390,988	\$547,959	\$432,244	\$2,327,310
A & S	25,067	33,882	7,445	13,861	80,255
DENTAL	25,746	25,504	25,033	24,951	101,234
DRUG	127,240	161,434	201,388	211,855	701,917
BEHAVIORAL HEALTH	4,141	20,212	4,783	4,964	34,100
OPTICAL	6,202	6,172	6,045	6,000	24,419
LIFE & AD & D	1,277	1,274	1,263	1,237	5,051
UM/DM	8,142	7,987	8,166	7,855	32,150
PRESCRIPTION CARE MNGMT	1,179	1,165	1,129	1,110	4,583
P.P.O.	11,591	12,048	12,114	12,268	48,021
OPERATING EXPENSE	25,504	32,561	29,194	26,913	114,172

TOTAL EXPENSE	\$1,192,208	\$693,227	\$844,519	\$743,258	\$3,473,212
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SURPLUS (DEFICIT)	(\$567,966)	(\$67,849)	(\$229,412)	(\$44,484)	(\$909,711)
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AVERAGE INCOME	\$446	\$448	\$449	\$519	\$466
AVERAGE EXPENSE	\$851	\$497	\$616	\$552	\$629
SURPLUS (DEFICIT)	(\$405)	(\$49)	(\$167)	(\$33)	(\$163)

TOTAL PARTICIPANTS	467	465	457	449	460
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PLAN XX
PART TIME
2023

QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	\$506,563	\$464,618	\$450,293	\$560,480	\$1,981,954
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	1,063	1,599	1,342	1,342	5,346
-HMO COPAY	162	162	162	773	1,259

TOTAL INCOME	\$507,788	\$466,379	\$451,797	\$562,595	\$1,988,559
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EXPENSES

MEDICAL	\$273,018	\$466,404	\$272,848	\$337,236	\$1,349,506
A & S	10,013	5,214	7,805	11,122	34,154
DENTAL	20,206	19,428	18,586	18,091	76,311
DRUG	202,146	146,746	151,798	201,426	702,116
BEHAVIORAL HEALTH	3,489	3,965	3,730	4,169	15,353
OPTICAL	5,886	5,692	5,494	5,316	22,388
LIFE & AD & D	610	585	564	549	2,308
UM/DM	5,503	5,344	5,384	5,059	21,290
PRESCRIPTION CARE MNGMT	799	774	741	710	3,024
P.P.O.	9,148	9,173	8,976	8,732	36,029
OPERATING EXPENSE	34,248	41,970	35,318	32,347	143,883

TOTAL EXPENSE	\$565,066	\$705,295	\$511,244	\$624,757	\$2,406,362
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SURPLUS (DEFICIT)	(\$57,278)	(\$238,916)	(\$59,447)	(\$62,162)	(\$417,803)
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AVERAGE INCOME	\$274	\$275	\$273	\$346	\$292
AVERAGE EXPENSE	\$305	\$415	\$309	\$384	\$353
SURPLUS (DEFICIT)	(\$31)	(\$140)	(\$36)	(\$38)	(\$61)

TOTAL PARTICIPANTS	618	566	551	542	569
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PLAN XXX
FULL TIME
2023

QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,609,323	\$1,649,102	\$1,701,226	\$2,187,474	\$7,147,125
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	1,447	1,913	1,959	4,577	9,896
-HMO COPAY	5,179	2,308	6,310	7,210	21,007

TOTAL INCOME	\$1,615,949	\$1,653,323	\$1,709,495	\$2,199,261	\$7,178,028
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EXPENSES

MEDICAL	\$494,078	\$651,142	\$885,524	\$1,100,903	\$3,131,647
A & S	34,674	51,457	46,543	55,399	188,073
DENTAL	53,949	57,114	55,355	55,680	222,098
DRUG	479,228	535,533	747,769	702,608	2,465,138
BEHAVIORAL HEALTH	14,486	14,265	30,843	22,588	82,182
OPTICAL	13,325	13,632	13,390	13,503	53,850
LIFE & AD & D	2,639	2,800	2,771	2,725	10,935
UM/DM	17,651	17,652	17,835	17,705	70,843
PRESCRIPTION CARE MNGMT	2,502	2,575	2,475	2,515	10,067
P.P.O.	24,717	27,487	27,824	28,686	108,714
OPERATING EXPENSE	78,826	110,007	101,943	99,083	389,859

TOTAL EXPENSE	\$1,216,075	\$1,483,664	\$1,932,272	\$2,101,395	\$6,733,406
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SURPLUS (DEFICIT)	\$399,874	\$169,659	(\$222,777)	\$97,866	\$444,622
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AVERAGE INCOME	\$344	\$344	\$344	\$415	\$362
AVERAGE EXPENSE	\$259	\$308	\$389	\$397	\$338
SURPLUS (DEFICIT)	\$85	\$36	(\$45)	\$18	\$24

TOTAL PARTICIPANTS	1,564	1,604	1,655	1,765	1,647
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PLAN XXX
PART TIME
2023

QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,187,289	\$1,179,633	\$1,156,929	\$1,821,954	\$5,345,805
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	6,276	7,979	6,189	4,777	25,221
-HMO COPAY	4,394	2,411	3,617	1,843	12,265

TOTAL INCOME	\$1,197,959	\$1,190,023	\$1,166,735	\$1,828,574	\$5,383,291
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EXPENSES

MEDICAL	\$1,110,799	\$594,354	\$1,199,087	\$1,182,649	\$4,086,889
A & S	10,825	13,514	21,574	14,159	60,072
DENTAL	37,656	39,219	38,507	37,239	152,621
DRUG	248,988	250,847	315,233	342,127	1,157,195
BEHAVIORAL HEALTH	8,242	7,852	25,608	7,409	49,111
OPTICAL	11,479	11,564	11,331	10,845	45,219
LIFE & AD & D	1,333	1,358	1,342	1,262	5,295
UM/DM	13,254	12,883	12,750	11,921	50,808
PRESCRIPTION CARE MNGMT	1,882	1,875	1,758	1,667	7,182
P.P.O.	24,880	25,873	26,004	24,955	101,712
OPERATING EXPENSE	159,001	219,823	196,359	181,593	756,776

TOTAL EXPENSE	\$1,628,339	\$1,179,162	\$1,849,553	\$1,815,826	\$6,472,880
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SURPLUS (DEFICIT)	(\$430,380)	\$10,861	(\$682,818)	\$12,748	(\$1,089,589)
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AVERAGE INCOME	\$127	\$127	\$127	\$197	\$145
AVERAGE EXPENSE	\$172	\$126	\$201	\$196	\$174
SURPLUS (DEFICIT)	(\$45)	\$1	(\$74)	\$1	(\$29)

TOTAL PARTICIPANTS	3,148	3,125	3,067	3,091	3,108
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PLAN XL
PART TIME
2023

QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	\$175,329	\$181,749	\$180,474	\$196,640	\$734,192
MISC. INCOME - LOA	0	0	0	0	0
-COBRA	26	0	0	0	26

TOTAL INCOME	\$175,355	\$181,749	\$180,474	\$196,640	\$734,218
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EXPENSES

A & S	\$1,384	\$1,578	\$3,283	\$4,388	\$10,633
DENTAL	17,948	17,730	17,339	16,328	69,345
OPTICAL	5,167	5,282	5,153	4,802	20,404
LIFE & AD & D	619	634	633	606	2,492
OPERATING EXPENSE	117,668	158,330	145,805	138,549	560,352

TOTAL EXPENSE	\$142,786	\$183,554	\$172,213	\$164,673	\$663,226
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SURPLUS (DEFICIT)	\$32,569	(\$1,805)	\$8,261	\$31,967	\$70,992
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AVERAGE INCOME	\$26	\$26	\$26	\$26	\$26
AVERAGE EXPENSE	\$21	\$26	\$25	\$22	\$24
SURPLUS (DEFICIT)	\$5	\$0	\$1	\$4	\$2

TOTAL PARTICIPANTS	2,249	2,331	2,315	2,521	2,354
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COMBINED FUND
2023

QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTR - ACTIVE	\$25,388,103	\$24,918,752	\$24,563,306	\$26,825,233	\$101,695,394
EMPLOYER CONTR - RETIREE	3,560,440	3,488,517	3,452,383	3,405,555	13,906,895
EMPLOYEE CONTRIBUTIONS	1,099,653	1,043,246	1,041,825	1,022,577	4,207,301
INTEREST & DIVIDENDS - ACTIVE	41,628	66,999	25,997	17,416	152,040
INTEREST & DIVIDENDS - RETIREE	8,678	13,836	5,416	3,557	31,487
STIPEND	728,882	714,146	676,903	642,765	2,762,696
MISCELLANEOUS ¹	0	0	7	429	436

TOTAL INCOME	\$30,827,384	\$30,245,496	\$29,765,837	\$31,917,532	\$122,756,249
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EXPENSES

MEDICAL	\$15,403,717	\$18,075,662	\$15,659,926	\$14,952,291	\$64,091,596
RETIREES	3,718,837	3,989,682	4,175,269	4,122,307	16,006,095
STIPEND	728,882	714,146	676,903	642,765	2,762,696
A & S	1,105,544	1,103,263	1,112,092	1,078,739	4,399,638
DENTAL	923,358	914,014	891,004	876,124	3,604,500
DRUG	6,970,434	7,406,176	8,352,154	8,761,634	31,490,398
BEHAVIORAL HEALTH	254,548	409,801	378,013	297,993	1,340,355
OPTICAL	142,708	141,222	137,868	135,076	556,874
LIFE & AD & D	34,865	34,567	33,826	33,016	136,274
UM/DM	194,461	190,443	192,207	183,683	760,794
PRESCRIPTION CARE MNGMT	28,095	27,711	26,595	25,886	108,287
E.A.P.	13,818	13,580	13,232	13,006	53,636
P.P.O.	258,034	265,631	264,928	269,138	1,057,731
OPERATING EXPENSE	786,438	1,036,074	927,621	862,613	3,612,746

TOTAL EXPENSE	\$30,563,739	\$34,321,972	\$32,841,638	\$32,254,271	\$129,981,620
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SURPLUS (DEFICIT)	\$263,645	(\$4,076,476)	(\$3,075,801)	(\$336,739)	(\$7,225,371)
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TOTAL PARTICIPANTS	14,827	14,735	14,573	14,768	14,726
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FUND RESERVE	\$18,713,077	\$10,761,929	\$7,195,208	\$7,418,151
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¹LITIGATION SETTLEMENTS 4TH QTR:

\$429 RESTASIS

\$429

PLAN I
FULL TIME
2024

QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTR - ACTIVE	\$1,896,935	\$1,848,306			\$3,745,241
MISC. INCOME - LOA	0	0			0
-COBRA	(1,921)	0			(1,921)
-HMO COPAY	3,424	5,136			8,560

TOTAL	\$1,898,438	\$1,853,442	\$0	\$0	\$3,751,880
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EXPENSES

MEDICAL	\$761,909	\$2,054,435			\$2,816,344
A & S	65,279	71,103			136,382
DENTAL	42,677	41,429			84,106
DRUG	(165,558)	576,149			410,591
BEHAVIORAL HEALTH	342,908	290,214			633,122
OPTICAL	6,038	5,914			11,952
LIFE & AD & D	3,468	3,355			6,823
UM/DM	8,007	8,472			16,479
PRESCRIPTION CARE MNGMT	1,094	1,056			2,150
E.A.P.	721	726			1,447
P.P.O.	21,031	12,189			33,220
OPERATING EXPENSE	20,807	25,083			45,890

TOTAL EXPENSE	\$1,108,381	\$3,090,125	\$0	\$0	\$4,198,506
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SURPLUS (DEFICIT)	\$790,057	(\$1,236,683)	\$0	\$0	(\$446,626)
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AVERAGE INCOME	\$1,753	\$1,760	\$0	\$0	\$1,757
AVERAGE EXPENSE	\$1,023	\$2,935	\$0	\$0	\$1,979
SURPLUS (DEFICIT)	\$730	(\$1,175)	\$0	\$0	(\$222)

TOTAL PARTICIPANTS	361	351			356
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PLAN I
PART TIME
2024

QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTR - ACTIVE	\$292,871	\$273,729			\$566,600
MISC. INCOME - LOA	0	0			0
-COBRA	0	0			0
-HMO COPAY	0	0			0

TOTAL	\$292,871	\$273,729	\$0	\$0	\$566,600
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EXPENSES

MEDICAL	\$79,372	\$238,676			\$318,048
A & S	3,856	6,652			10,508
DENTAL	6,503	6,169			12,672
DRUG	(42,818)	83,889			41,071
BEHAVIORAL HEALTH	565	425			990
OPTICAL	944	910			1,854
LIFE & AD & D	240	225			465
UM/DM	1,187	1,189			2,376
PRESCRIPTION CARE MNGMT	161	151			312
E.A.P.	113	115			228
P.P.O.	3,404	1,821			5,225
OPERATING EXPENSE	3,370	4,048			7,418

TOTAL EXPENSE	\$56,897	\$344,270	\$0	\$0	\$401,167
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SURPLUS (DEFICIT)	\$235,974	(\$70,541)	\$0	\$0	\$165,433
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AVERAGE INCOME	\$1,627	\$1,659	\$0	\$0	\$1,643
AVERAGE EXPENSE	\$316	\$2,086	\$0	\$0	\$1,201
SURPLUS (DEFICIT)	\$1,311	(\$427)	\$0	\$0	\$442

TOTAL PARTICIPANTS	60	55			58
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PLAN X
FULL TIME
2024

QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$14,011,636	\$13,849,697			\$27,861,333
MISC. INCOME-LOA	0	0			0
-COBRA	7,741	2,955			10,696
-HMO COPAY	34,800	28,948			63,748

TOTAL INCOME	\$14,054,177	\$13,881,600	\$0	\$0	\$27,935,777
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EXPENSES

MEDICAL	\$6,650,971	\$7,635,451			\$14,286,422
A & S	732,153	657,724			1,389,877
DENTAL	452,942	446,743			899,685
DRUG	(1,080,997)	4,632,838			3,551,841
BEHAVIORAL HEALTH	121,476	66,880			188,356
OPTICAL	55,574	54,915			110,489
LIFE & AD & D	16,504	16,256			32,760
UM/DM	98,363	103,540			201,903
PRESCRIPTION CARE MNGMT	13,146	12,926			26,072
E.A.P.	7,725	7,859			15,584
P.P.O.	217,010	124,134			341,144
OPERATING EXPENSE	214,453	263,369			477,822

TOTAL EXPENSE	\$7,499,320	\$14,022,635	\$0	\$0	\$21,521,955
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SURPLUS (DEFICIT)	\$6,554,857	(\$141,035)	\$0	\$0	\$6,413,822
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AVERAGE INCOME	\$1,246	\$1,244	\$0	\$0	\$1,245
AVERAGE EXPENSE	\$665	\$1,257	\$0	\$0	\$961
SURPLUS (DEFICIT)	\$581	(\$13)	\$0	\$0	\$284

TOTAL PARTICIPANTS	3,761	3,719			3,740
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PLAN X
PART TIME
2024

INDIVIDUAL
QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$5,048,606	\$4,939,213			\$9,987,819
MISC. INCOME-LOA	0	0			0
-COBRA	9,307	13,118			22,425
-HMO COPAY	16,213	12,160			28,373

TOTAL INCOME	\$5,074,126	\$4,964,491	\$0	\$0	\$10,038,617
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EXPENSES

MEDICAL	\$1,470,759	\$2,006,959			\$3,477,718
A & S	117,939	153,667			271,606
DENTAL	136,041	132,340			268,381
DRUG	54,101	1,628,893			1,682,994
BEHAVIORAL HEALTH	17,024	22,956			39,980
OPTICAL	23,279	22,755			46,034
LIFE & AD & D	4,572	4,461			9,033
UM/DM	22,615	23,582			46,197
PRESCRIPTION CARE MNGMT	3,011	2,923			5,934
E.A.P.	3,244	3,266			6,510
P.P.O.	88,276	46,307			134,583
OPERATING EXPENSES	94,927	115,660			210,587

TOTAL EXPENSE	\$2,035,788	\$4,163,769	\$0	\$0	\$6,199,557
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SURPLUS (DEFICIT)	\$3,038,338	\$800,722	\$0	\$0	\$3,839,060
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AVERAGE INCOME	\$1,016	\$1,020	\$0	\$0	\$1,018
AVERAGE EXPENSE	\$408	\$855	\$0	\$0	\$632
SURPLUS (DEFICIT)	\$608	\$165	\$0	\$0	\$386

TOTAL PARTICIPANTS	1,664	1,623			1,644
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PLAN X
PART TIME
2024

DEPENDENT
QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$2,228,782	\$2,159,976			\$4,388,758
MISC. INCOME -LOA	0	0			0
-COBRA	0	0			0
-HMO COPAY	12,037	3,611			15,648

TOTAL INCOME	\$2,240,819	\$2,163,587	\$0	\$0	\$4,404,406
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EXPENSES

MEDICAL	\$2,057,017	\$1,470,993			\$3,528,010
A & S	52,643	45,225			97,868
DENTAL	71,682	67,948			139,630
DRUG	(325,308)	659,333			334,025
BEHAVIORAL HEALTH	27,192	7,607			34,799
OPTICAL	6,603	6,317			12,920
LIFE & AD & D	1,301	1,226			2,527
UM/DM	16,869	17,378			34,247
PRESCRIPTION CARE MNGMT	2,280	2,174			4,454
E.A.P.	918	901			1,819
P.P.O.	25,626	14,712			40,338
OPERATING EXPENSE	25,770	29,578			55,348

TOTAL EXPENSE	\$1,962,593	\$2,323,392	\$0	\$0	\$4,285,985
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SURPLUS (DEFICIT)	\$278,226	(\$159,805)	\$0	\$0	\$118,421
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AVERAGE INCOME	\$1,749	\$1,750	\$0	\$0	\$1,750
AVERAGE EXPENSE	\$1,532	\$1,880	\$0	\$0	\$1,706
SURPLUS (DEFICIT)	\$217	(\$130)	\$0	\$0	\$44

TOTAL PARTICIPANTS	427	412			420
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PLAN XX
FULL TIME
2024

QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,090,462	\$1,076,437			\$2,166,899
MISC. INCOME -LOA	0	0			0
-HMO COPAY	5,921	3,372			9,293
-COBRA	0	0			0

TOTAL INCOME	\$1,096,383	\$1,079,809	\$0	\$0	\$2,176,192
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EXPENSES

MEDICAL	\$438,345	\$719,465			\$1,157,810
A & S	25,714	18,706			44,420
DENTAL	24,523	24,227			48,750
DRUG	(50,933)	204,192			153,259
BEHAVIORAL HEALTH	22,083	6,085			28,168
OPTICAL	5,850	5,855			11,705
LIFE & AD & D	1,229	1,199			2,428
UM/DM	8,276	8,518			16,794
PRESCRIPTION CARE MNGMT	1,107	1,065			2,172
P.P.O.	12,302	12,644			24,946
OPERATING EXPENSE	25,267	31,151			56,418

TOTAL EXPENSE	\$513,763	\$1,033,107	\$0	\$0	\$1,546,870
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SURPLUS (DEFICIT)	\$582,620	\$46,702	\$0	\$0	\$629,322
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AVERAGE INCOME	\$818	\$816	\$0	\$0	\$817
AVERAGE EXPENSE	\$383	\$781	\$0	\$0	\$582
SURPLUS (DEFICIT)	\$435	\$35	\$0	\$0	\$235

TOTAL PARTICIPANTS	447	441			444
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PLAN XX
PART TIME
2024

QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$556,831	\$544,904			\$1,101,735
MISC. INCOME -LOA	0	0			0
-HMO COPAY	805	1,878			2,683
-COBRA	961	491			1,452

TOTAL INCOME	\$558,597	\$547,273	\$0	\$0	\$1,105,870
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EXPENSES

MEDICAL	\$289,671	\$243,968			\$533,639
A & S	5,636	8,562			14,198
DENTAL	17,903	17,559			35,462
DRUG	(47,317)	175,001			127,684
BEHAVIORAL HEALTH	3,479	3,484			6,963
OPTICAL	5,238	5,194			10,432
LIFE & AD & D	523	526			1,049
UM/DM	5,343	5,573			10,916
PRESCRIPTION CARE MNGMT	713	698			1,411
P.P.O.	8,361	8,548			16,909
OPERATING EXPENSE	30,091	36,878			66,969

TOTAL EXPENSE	\$319,641	\$505,991	\$0	\$0	\$825,632
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SURPLUS (DEFICIT)	\$238,956	\$41,282	\$0	\$0	\$280,238
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AVERAGE INCOME	\$350	\$349	\$0	\$0	\$350
AVERAGE EXPENSE	\$200	\$323	\$0	\$0	\$262
SURPLUS (DEFICIT)	\$150	\$26	\$0	\$0	\$88

TOTAL PARTICIPANTS	532	522			527
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PLAN XXX
FULL TIME
2024

QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$2,081,205	\$2,108,611			\$4,189,816
MISC. INCOME -LOA	0	0			0
-COBRA	1,447	2,542			3,989
-HMO COPAY	5,455	5,288			10,743

TOTAL INCOME	\$2,088,107	\$2,116,441	\$0	\$0	\$4,204,548
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EXPENSES

MEDICAL	\$1,014,585	\$1,156,912			\$2,171,497
A & S	50,480	42,452			92,932
DENTAL	58,289	62,485			120,774
DRUG	(107,557)	661,311			553,754
BEHAVIORAL HEALTH	11,220	32,110			43,330
OPTICAL	14,435	15,212			29,647
LIFE & AD & D	2,836	3,096			5,932
UM/DM	21,047	23,254			44,301
PRESCRIPTION CARE MNGMT	2,802	2,902			5,704
P.P.O.	30,323	34,558			64,881
OPERATING EXPENSE	100,607	137,557			238,164

TOTAL EXPENSE	\$1,199,067	\$2,171,849	\$0	\$0	\$3,370,916
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SURPLUS (DEFICIT)	\$889,040	(\$55,408)	\$0	\$0	\$833,632
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AVERAGE INCOME	\$355	\$353	\$0	\$0	\$354
AVERAGE EXPENSE	\$204	\$363	\$0	\$0	\$284
SURPLUS (DEFICIT)	\$151	(\$10)	\$0	\$0	\$70

TOTAL PARTICIPANTS	1,958	1,997			1,978
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PLAN XXX
PART TIME
2024

QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$1,885,953	\$1,930,860			\$3,816,813
MISC. INCOME -LOA	0	0			0
-COBRA	7,964	6,822			14,786
-HMO COPAY	2,362	2,333			4,695

TOTAL INCOME	\$1,896,279	\$1,940,015	\$0	\$0	\$3,836,294
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EXPENSES

MEDICAL	\$1,047,467	\$559,612			\$1,607,079
A & S	12,484	13,173			25,657
DENTAL	34,861	41,295			76,156
DRUG	(113,058)	417,330			304,272
BEHAVIORAL HEALTH	8,340	8,576			16,916
OPTICAL	10,929	12,256			23,185
LIFE & AD & D	1,236	1,456			2,692
UM/DM	14,964	15,777			30,741
PRESCRIPTION CARE MNGMT	1,967	1,964			3,931
P.P.O.	25,234	29,659			54,893
OPERATING EXPENSE	175,902	234,184			410,086

TOTAL EXPENSE	\$1,220,326	\$1,335,282	\$0	\$0	\$2,555,608
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SURPLUS (DEFICIT)	\$675,953	\$604,733	\$0	\$0	\$1,280,686
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AVERAGE INCOME	\$190	\$190	\$0	\$0	\$190
AVERAGE EXPENSE	\$122	\$131	\$0	\$0	\$127
SURPLUS (DEFICIT)	\$68	\$59	\$0	\$0	\$63

TOTAL PARTICIPANTS	3,321	3,401			3,361
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PLAN XL PART TIME 2024

QUARTERLY RECAPS - ACTIVE

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$199,548	\$215,209			\$414,757
MISC. INCOME -LOA	0	0			0
-COBRA	0	0			0

TOTAL INCOME	\$199,548	\$215,209	\$0	\$0	\$414,757
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EXPENSES

A & S	\$4,332	\$6,651			\$10,983
DENTAL	16,612	17,183			33,795
OPTICAL	5,450	5,494			10,944
LIFE & AD & D	610	663			1,273
OPERATING EXPENSE	142,369	194,736			337,105

TOTAL EXPENSE	\$169,373	\$224,727	\$0	\$0	\$394,100
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SURPLUS (DEFICIT)	\$30,175	(\$9,518)	\$0	\$0	\$20,657
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AVERAGE INCOME	\$24	\$24	\$0	\$0	\$24
AVERAGE EXPENSE	\$21	\$25	\$0	\$0	\$23
SURPLUS (DEFICIT)	\$3	(\$1)	\$0	\$0	\$1

TOTAL PARTICIPANTS	2,731	2,943			2,837
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ACTIVE PLANS
2024

QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTR - ACTIVE	\$29,292,829	\$28,946,942	\$0	\$0	\$58,239,771
EMPLOYEE CONTRIBUTIONS	106,516	88,654	0	0	195,170
INTEREST & DIVIDENDS - ACTIVE	17,567	106,880	0	0	124,447
MISCELLANEOUS ¹	78,710	42,342	0	0	121,052
 TOTAL INCOME	 \$29,495,622	 \$29,184,818	 \$0	 \$0	 \$58,680,440
EXPENSES					
MEDICAL	\$13,810,096	\$16,086,471	\$0	\$0	\$29,896,567
A & S	1,070,516	1,023,915	0	0	2,094,431
DENTAL	862,033	857,378	0	0	1,719,411
DRUG	(1,879,445)	9,038,936	0	0	7,159,491
BEHAVIORAL HEALTH	554,287	438,337	0	0	992,624
OPTICAL	134,340	134,822	0	0	269,162
LIFE & AD & D	32,519	32,463	0	0	64,982
UM/DM	196,671	207,283	0	0	403,954
PRESCRIPTION CARE MNGMT	26,281	25,859	0	0	52,140
E.A.P.	12,721	12,867	0	0	25,588
P.P.O.	431,567	284,572	0	0	716,139
OPERATING EXPENSE	833,563	1,072,244	0	0	1,905,807
 TOTAL EXPENSE	 \$16,085,149	 \$29,215,147	 \$0	 \$0	 \$45,300,296
 SURPLUS (DEFICIT)	 \$13,410,473	 (\$30,329)	 \$0	 \$0	 \$13,380,144
 TOTAL PARTICIPANTS	 15,262	 15,464	 0	 0	 15,363

FUND RESERVE	\$2,142,652	\$5,103,066		
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¹LITIGATION SETTLEMENTS 2ND QTR:

\$34,036 ARTHOCARE CORP
8,306 THALOMID/REVLIMUID

COMBINED FUND SECOND QUARTER 2024
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MISCELLANEOUS

ACTUARIAL & CONSULTING	\$48,900
BONDING AND INSURANCE	83,469
EDUCATION FEES FOR RETIREE ASSISTANCE	7,074
GREEN LIGHT TECHNOLOGY SERVICE	(1,130)
INVESTMENT MANAGEMENT	811
INVESTMENT PERFORMANCE SERVICES	13,750
LEGAL	67,237
PCORI FEES	51,330
POSTAGE	17,286
PRINTING	37,933
TELEPHONE	5,112
TOTAL	\$331,772

DELINQUENCIES

NONE

**COMBINED FUND
FELRA & UFCW VEBF FUND
INCLUDING LEGAL, SEVERANCE AND SCHOLARSHIP
SECOND QUARTER 2024**

QUARTERLY RECAPS

INCOME	1Q2024	2Q2024	3Q2024	4Q2024	Total
Health	\$34,354,841	\$33,984,889			\$68,339,730
Legal	766,539	779,126			1,545,665
Severance	50,258	38,492			88,750
Total Income	\$35,171,638	\$34,802,507	\$0	\$0	\$69,974,145

EXPENSES	1Q2024	2Q2024	3Q2024	4Q2024	Total
Health	\$20,928,249	\$33,485,823			\$54,414,072
Legal	760,313	773,201			1,533,514
Severance	1,096,305	1,072,067			2,168,372
Total Expenses	\$22,784,867	\$35,331,091	\$0	\$0	\$58,115,958

Surplus/(Deficit)	1Q2024	2Q2024	3Q2024	4Q2024	Total
Health	\$13,426,592	\$499,066	\$0	\$0	\$13,925,658
Legal	6,226	5,925	0	0	12,151
Severance	(1,046,047)	(1,033,575)	0	0	(2,079,622)
Total Surplus/(Deficit)	\$12,386,771	(\$528,584)	\$0	\$0	\$11,858,187

Fund Reserve	\$10,512,009	\$12,339,160		
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**COMBINED FUND
FELRA & UFCW VEBA FUND
INCLUDING LEGAL, SEVERANCE AND SCHOLARSHIP
2023**

QUARTERLY RECAPS

INCOME	1Q2023	2Q2023	3Q2023	4Q2023	Total
Health	\$30,827,384	\$30,245,496	\$29,765,837	\$31,917,532	\$122,756,249
Legal	778,965	776,885	770,395	759,645	3,085,890
Severance	3,512,989	44,257	25,133	3,303,806	6,886,185
Total Income	\$35,119,338	\$31,066,638	\$30,561,365	\$35,980,983	\$132,728,324

EXPENSES	1Q2023	2Q2023	3Q2023	4Q2023	Total
Health	\$30,563,739	\$34,321,972	\$32,841,638	\$32,254,271	\$129,981,620
Legal	797,089	787,015	788,230	771,211	3,143,545
Severance	978,111	1,184,241	980,188	1,029,060	4,171,600
Total Expenses	\$32,338,939	\$36,293,228	\$34,610,056	\$34,054,542	\$137,296,765

Surplus/(Deficit)	1Q2023	2Q2023	3Q2023	4Q2023	Total
Health	\$263,645	(\$4,076,476)	(\$3,075,801)	(\$336,739)	(\$7,225,371)
Legal	(18,124)	(10,130)	(17,835)	(11,566)	(57,655)
Severance	2,534,878	(1,139,984)	(955,055)	2,274,746	2,714,585
Total Surplus/(Deficit)	\$2,780,399	(\$5,226,590)	(\$4,048,691)	\$1,926,441	(\$4,568,441)

Fund Reserve	\$23,372,562	\$14,035,932	\$9,550,926	\$12,076,392
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CONTRACT INFORMATION SECOND QUARTER 2024
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<u>COMPANY</u>	<u>PLAN</u>	<u>RATES</u>	<u>EFF. DATE</u>	<u>CONTRACT EXP.</u>
ASSOCIATED ADMINISTRATORS	X	1,339.42	01-01-24	10-29-24
	X	909.93	01-01-24	
	X	1,639.42	01-01-24	
	XX	813.17	01-01-24	
	XX	344.17	01-01-24	
GIANT 27	I	1,960.17	01-01-24	10-30-27
	I	1,857.67	01-01-24	
	X	1,523.92	01-01-24	
	X	1,094.43	01-01-24	
	X	1,823.92	01-01-24	
	XX	813.17	01-01-24	
	XX	344.17	01-01-24	
	XXX	354.67	01-01-24	
	XXX	187.92	01-01-24	
	XL	24.35	01-01-24	
GIANT 400	I	1,960.17	01-01-24	10-30-27
	I	1,857.67	01-01-24	
	X	1,523.92	01-01-24	
	X	1,094.43	01-01-24	
	X	1,823.92	01-01-24	
	XX	813.17	01-01-24	
	XX	344.17	01-01-24	
	XXX	354.67	01-01-24	
	XXX	187.92	01-01-24	
	XL	24.35	01-01-24	
SAFEWAY 27	I	1,965.60	01-01-24	10-30-27
	I	1,863.10	01-01-24	
	X	1,529.35	01-01-24	
	X	1,099.85	01-01-24	
	X	1,829.35	01-01-24	
	XX	813.17	01-01-24	
	XX	344.17	01-01-24	
	XXX	354.67	01-01-24	
	XXX	187.92	01-01-24	
	XL	24.35	01-01-24	
SAFEWAY 400	I	1,965.60	01-01-24	10-30-27
	I	1,863.10	01-01-24	
	X	1,529.35	01-01-24	
	X	1,099.85	01-01-24	
	X	1,829.35	01-01-24	
	XX	813.17	01-01-24	
	XX	344.17	01-01-24	
	XXX	354.67	01-01-24	
	XXX	187.92	01-01-24	
	XL	24.35	01-01-24	
STAFF 400	X	1,523.92	01-01-24	

FELRA & UFCW
RETIREE HEALTH PLAN
SECOND QUARTER 2024

ADMINISTRATIVE MANAGER'S REPORT

FULL TIME RETIREES SECOND QUARTER 2024

INCOME

EMPLOYER CONTRIBUTIONS ¹	\$2,854,516
RETIREE COPAYMENTS	\$722,900
INTEREST AND DIVIDENDS	\$16,463
TOTAL INCOME	\$3,593,879

EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$33,580	\$4.70	2,261 RET
DENTAL	\$27.78	\$188,976	\$26.45	2,273 RET
DRUG	\$.80/1.25/SCRIPT	\$605,833		12,588 SCRIPTS
DRUG CLAIMS		0		
DRUG FEES	\$0.21/CLAIM	0		
TOTAL DRUG		\$605,833	\$84.78	
HMO KAISER	\$262.13	\$1,284,151		1,199 RET
HOSPITAL		357,288		
SURGICAL		248,087		
DIAGNOSTIC		82,323		
MAJOR MEDICAL		152,277		
MEDICAL ADMINISTRATION ²	\$16.41	54,530		1,108 RET
TOTAL MEDICAL		\$2,178,656	\$304.88	
BEHAVIORAL HEALTH	\$2.64	\$8,754	\$1.23	1,105 RET
BEHAVIORAL HEALTH/EAP		\$32	\$0.00	
P.P.O CAREFIRST FLEXLINK	\$24.55	\$0	\$0.00	0 RET
P P O CAREFIRST NETWORK	\$4.86	\$63	\$0.01	4 RET
HRGI/A&G CLAIM DISCOUNTER		\$1,697	\$0.24	
ADMINISTRATION ²	\$7.65	\$54,660	\$7.65	2,382 RET

TOTAL EXPENSES	\$3,072,251	\$429.93
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SURPLUS (DEFICIT)	\$521,628
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¹INCLUDES INCOME FROM PLAN I AND PLAN X MOB CONTRIBUTION, LESS THE STIPEND RELATED INCOME

²RATE CHANGE EFFECTIVE APRIL 2024

PART TIME RETIREES SECOND QUARTER 2024

INCOME

EMPLOYER CONTRIBUTIONS ¹	\$447,289
RETIREE COPAYMENTS	\$160,543
INTEREST AND DIVIDENDS	\$3,656
TOTAL INCOME	\$611,489

EXPENSES

<u>BENEFIT</u>	<u>RATE</u>	<u>EXPENSE</u>	<u>AVG. COST</u>	<u>COMMENT</u>
OPTICAL	\$4.95	\$7,822	\$4.93	527 RET
DENTAL	\$27.78	\$43,731	\$27.56	526 RET
DRUG	\$.80/1.25/SCRIPT	\$101,451		2,292 SCRIPTS
DRUG CLAIMS		0		
DRUG FEES	\$0.21/CLAIM	0		
DRUG		\$101,451	\$63.93	
HMO KAISER	\$262.13	\$251,976		316 RET
HOSPITAL		68,212		
SURGICAL		44,056		
DIAGNOSTIC		10,619		
MAJOR MEDICAL		49,613		
MEDICAL ADMINISTRATION ²	\$16.41	11,782		239 RET
TOTAL MEDICAL		\$436,258	\$274.89	
BEHAVIORAL HEALTH	\$2.64	\$1,888	\$1.19	238 RET
BEHAVIORAL HEALTH/EAP		\$52	\$0.03	
P.P.O CAREFIRST FLEXLINK	\$24.55	\$0	\$0.00	0 RET
P P O CAREFIRST NETWORK	\$4.86	\$5	\$0.00	0 RET
HRGI/A&G CLAIM DISCOUNTER		\$375	\$0.24	
ADMINISTRATION ²	\$7.65	\$12,140	\$7.65	529 RET

TOTAL EXPENSES	\$603,722	\$380.42
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SURPLUS (DEFICIT)	\$7,767
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¹INCLUDES INCOME FROM PLAN I AND PLAN X MOB CONTRIBUTION, LESS THE STIPEND RELATED INCOME

²RATE CHANGE EFFECTIVE APRIL 2024

SECOND QUARTER 2024 STIPEND INCOME & EXPENSES

INCOME¹

GIANT	\$351,651
SAFEWAY	243,052
TOTAL INCOME	\$594,703

BENEFIT EXPENSES

CATEGORY	AMOUNT
STIPEND BENEFITS	\$589,700
SUBTOTAL	\$589,700

OPERATING EXPENSES

CATEGORY	AMOUNT
ADMINISTRATION	\$4,961
POSTAGE	42
SUBTOTAL	\$5,003
TOTAL EXPENSES	\$594,703

SURPLUS (DEFICIT)	\$0
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PARTICIPANTS 537

¹STIPEND INCOME ALLOCATED BASED ON RATES AS PROVIDED BY THE FUND CONSULTANT

2024 RETIREES QUARTERLY RECAPS

	FIRST 2024	SECOND 2024	THIRD 2024	FOURTH 2024	TOTAL
EMPLOYER CONTRIBUTIONS	\$3,347,751	\$3,301,805			\$6,649,556
RETIREE COPAYMENTS	887,832	883,443			1,771,275
STIPEND INCOME	620,235	594,703			1,214,938
INTEREST & DIVIDENDS	3,401	20,120			23,520

TOTAL INCOME	\$4,859,219	\$4,800,071	\$0	\$0	\$9,659,289
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EXPENSES

MEDICAL	\$2,615,984	\$2,614,914			\$5,230,898
DENTAL	238,572	232,707			471,279
DRUG	1,167,005	707,284			1,874,289
BEHAVIORAL HEALTH	13,862	10,726			24,588
OPTICAL	42,188	41,402			83,590
P.P.O.	79,380	2,140			81,520
ADMINISTRATION	65,874	66,800			132,674
STIPEND	620,235	594,703			1,214,938

TOTAL EXPENSES	\$4,843,100	\$4,270,676	\$0	\$0	\$9,113,776
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SURPLUS (DEFICIT)	\$16,119	\$529,395	\$0	\$0	\$545,513
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TOTAL PARTICIPANTS	2,955	2,911			2,933
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FUND RESERVE	\$4,791,043	\$4,682,755		
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2023 RETIREES QUARTERLY RECAPS

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
EMPLOYER CONTRIBUTIONS	\$3,560,440	\$3,488,516	\$3,452,383	\$3,405,555	\$13,906,894
RETIREE COPAYMENTS	935,152	920,967	910,548	907,422	3,674,089
STIPEND INCOME	728,882	714,146	676,903	642,765	2,762,696
INTEREST & DIVIDENDS	8,678	13,836	5,416	3,557	31,487

TOTAL INCOME	\$5,233,152	\$5,137,466	\$5,045,250	\$4,959,299	\$20,375,166
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EXPENSES

MEDICAL	\$2,633,301	\$2,559,444	\$2,494,095	\$2,374,027	\$10,060,867
DENTAL	247,559	244,751	241,646	241,319	975,275
DRUG	711,373	1,060,780	1,316,977	1,383,257	4,472,387
BEHAVIORAL HEALTH	13,616	11,340	10,957	11,214	47,127
OPTICAL	44,115	43,738	43,381	43,076	174,310
P.P.O.	2,022	1,383	527	2,203	6,135
ADMINISTRATION	66,851	68,245	67,687	67,211	269,994
STIPEND	728,882	714,146	676,903	642,765	2,762,696

TOTAL EXPENSES	\$4,447,719	\$4,703,827	\$4,852,173	\$4,765,072	\$18,768,791
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SURPLUS (DEFICIT)	\$785,433	\$433,638	\$193,077	\$194,227	\$1,606,376
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TOTAL PARTICIPANTS	3,091	3,062	3,036	3,016	3,051
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FUND RESERVE	\$4,694,373	\$4,725,362	\$4,794,779	\$4,692,198
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INVOICES

FELRA & UFCW
VEBA FUND
INVOICES

October 17, 2024

1. Calibre

06/27/2024	Progress Billing for Services Related to the 2023 Audit - June	\$	10,500.00
07/24/2024	Progress Billing for Services Related to the 2023 Audit - July	\$	42,100.00
08/20/2024	Progress Billing for Services Related to the 2023 Audit - August	\$	5,000.00
09/26/2024	Progress Billing for Services Related to the 2023 Audit - September	\$	8,900.00

2. Chartwell

07/29/2024	Investment Manager Fee Period Ending 6/30/2024	\$	437.68
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3. Cheiron

05/28/2024	Retainer Services Rendered for April 2024	\$	3,850.00
06/25/2024	Retainer Services Rendered for May 2024	\$	3,850.00
07/30/2024	Retainer Services Rendered for June 2024	\$	3,850.00
08/28/2024	Retainer Services Rendered for July 2024	\$	3,850.00
09/30/2024	Retainer Services Rendered for August 2024	\$	3,850.00

4. Greenlight

06/06/2024	Machine Readable Files monthly fee - 6/2024	\$	500.00
07/11/2024	Machine Readable Files monthly fee & Price Comparison Tool - 7/2024	\$	2,630.00
08/05/2024	Machine Readable Files monthly fee & Price Comparison Tool - 8/2024	\$	2,630.00
09/09/2024	Machine Readable Files monthly fee & Price Comparison Tool - 9/2024	\$	2,630.00
10/07/2024	Machine Readable Files monthly fee & Price Comparison Tool - 10/2024	\$	2,630.00

5. Groom Law Group

06/30/2024	Professional Services rendered through 05/31/2024	\$	1,526.40
07/16/2024	Professional Services rendered through 06/30/2024	\$	954.00
08/28/2024	Professional Services rendered through 07/31/2024	\$	1,431.00
09/30/2024	Professional Services rendered through 08/31/2024	\$	1,908.00

6. Investment Performance Services

06/07/2024	Professional Services for Quarter Ending 06/30/2024	\$	13,750.00
09/05/2024	Professional Services for Quarter Ending 09/30/2024	\$	13,750.00

7. Segal Company

06/01/2024	Consulting Fee for the period between 6/1/2024 through 08/31/2024	\$	16,750.00
06/10/2024	Supplemental Consulting Services DOL Vendor Analysis Project through 04/30/2024	\$	5,055.00
08/28/2024	Supplemental Services - Dental RFP through 06/30/2024	\$	4,000.00
09/01/2024	Consulting Fee for the period between 9/1/2024 through 11/30/2024	\$	16,750.00

8. Segal, Bryant, Hamill

07/19/2024	Management Fee for the period 4/1/2024 - 6/30/2024	\$	338.52
07/19/2024	Management Fee for illiquid portfolio - 4/1/2024 - 6/30/2024	\$	5.00

9. Slevin & Hart

05/21/2024	Professional Services Rendered through April 30, 2024	\$	7,611.83
06/25/2024	Professional Services Rendered through May 31, 2024	\$	10,859.00
07/31/2024	Professional Services Rendered through June 30, 2024	\$	19,366.50
08/27/2024	Professional Services Rendered through July 31, 2024	\$	13,513.42

10. Woodard Insurance Agency

07/15/2024	Professional Services for Quarter Ending 6/30/2024	\$	7,020.00
10/05/2024	Professional Services for Quarter Ending 9/30/2024	\$	7,020.00

OTHER FUND BUSINESS



MEETING NOTES

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