

UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH & WELFARE FUND
FOURTH QUARTER 2023

ADMINISTRATIVE MANAGER'S REPORT

FOURTH QUARTER 2023
PLAN JSS-2

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
SAFEWAY VALLEY FT	\$1,488.72	0	\$0	
SAFEWAY VALLEY PT	1,488.72	0	0	
SHOPPERS FOOD 400 FT ¹	1,497.96	144	488,794	
SHOPPERS FOOD 400 PT	1,497.96	56	253,156	
UFCW LOCAL 400 TEMP FT	1,497.96	0	0	
COBRA		2	6,413	
TOTAL		202	\$748,363	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$355,399
LIFE & AD & D	2,445
DISABILITY	31,183
DENTAL	23,027
OPTICAL	2,697
DRUG	296,218
MEDICAL ADM.	9,501
MENTAL HEALTH MANAGER	5,413
PPO	4,724
UM/DM	10,158
SUB TOTAL	\$740,765

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,690
ADMINISTRATION HIPAA	213
MISCELLANEOUS	19,481
SUB TOTAL	\$28,384

TOTAL EXPENSES	\$769,149
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SURPLUS (DEFICIT)	(\$20,786)
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AVERAGE INCOME	\$1,235
AVERAGE EXPENSE	1,269
SURPLUS (DEFICIT)	(\$34)

¹Board of Trustees approved October, November and December 2023 credits included.

FOURTH QUARTER 2023
PLAN Y FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$1,204.69	98	\$352,975	
SHOPPERS 400	1,204.69	63	227,686	
TOTAL		161	\$580,661	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$630,476
LIFE & AD & D	2,288
DISABILITY	21,847
DENTAL	14,018
OPTICAL	1,423
DRUG	223,676
MEDICAL ADM.	7,283
MENTAL HEALTH MANAGER	2,260
EAP	317
PPO	3,644
UM/DM	7,810
SUB TOTAL	\$915,042

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$6,927
ADMINISTRATION HIPAA	170
MISCELLANEOUS	15,526
SUB TOTAL	\$22,623

TOTAL EXPENSES	\$937,665
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SURPLUS (DEFICIT)	(\$357,004)
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AVERAGE INCOME	\$1,202
AVERAGE EXPENSE	1,941
SURPLUS (DEFICIT)	(\$739)

FOURTH QUARTER 2023
PLAN Y PART TIME INDIVIDUAL

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$607.63	71	\$129,425	
SHOPPERS 400	607.63	129	235,761	
COBRA		1	1,765	
TOTAL		201	\$366,951	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$292,340
HMO KAISER	3,767
LIFE & AD & D	1,429
DISABILITY	27,711
DENTAL	14,444
OPTICAL	1,764
DRUG	49,153
MEDICAL ADM.	8,919
MENTAL HEALTH MANAGER	19,349
EAP	389
PPO	4,489
UM/DM	9,580
SUB TOTAL	\$433,334

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$8,647
ADMINISTRATION HIPAA	212
MISCELLANEOUS	19,384
SUB TOTAL	\$28,243

TOTAL EXPENSES	\$461,577
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SURPLUS (DEFICIT)	(\$94,626)
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AVERAGE INCOME	\$609
AVERAGE EXPENSE	765
SURPLUS (DEFICIT)	(\$156)

FOURTH QUARTER 2023
PLAN Y PART TIME FAMILY

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$1,722.76	22	\$113,703	
SHOPPERS 400	1,722.76	38	196,395	
TOTAL		60	\$310,098	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$271,111
LIFE & AD & D	460
DISABILITY	7,129
DENTAL	6,421
OPTICAL	570
DRUG	48,178
MEDICAL ADM.	2,863
MENTAL HEALTH MANAGER	859
EAP	127
PPO	1,446
UM/DM	3,080
SUB TOTAL	\$342,244

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$2,581
ADMINISTRATION HIPAA	62
MISCELLANEOUS	5,786
SUB TOTAL	\$8,429

TOTAL EXPENSES	\$350,673
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SURPLUS (DEFICIT)	(\$40,575)
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AVERAGE INCOME	\$1,723
AVERAGE EXPENSE	1,948
SURPLUS (DEFICIT)	(\$225)

FOURTH QUARTER 2023
PLAN Y20 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$688.28	7	\$14,454	
SHOPPERS 400	688.28	8	16,518	
TOTAL		15	\$30,972	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$5,729
LIFE & AD & D	167
DISABILITY	1,562
DENTAL	195
OPTICAL	105
DRUG	14,128
MEDICAL ADM.	566
MENTAL HEALTH MANAGER	85
PPO	274
UM/DM	578
SUB TOTAL	\$23,389

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$645
ADMINISTRATION HIPAA	16
MISCELLANEOUS	1,447
SUB TOTAL	\$2,108

TOTAL EXPENSES	\$25,497
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SURPLUS (DEFICIT)	\$5,475
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AVERAGE INCOME	\$688
AVERAGE EXPENSE	567
SURPLUS (DEFICIT)	\$121

FOURTH QUARTER 2023
PLAN Y20 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$327.69	18	\$17,695	
SHOPPERS 400	327.69	18	18,022	
SHOPPERS 400 ¹	487.36	0	0	
TOTAL		36	\$35,717	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$88,382
LIFE & AD & D	315
DISABILITY	2,570
DENTAL	697
OPTICAL	381
DRUG	1,870
MEDICAL ADM.	1,919
MENTAL HEALTH MANAGER	311
PPO	993
UM/DM	2,093
SUB TOTAL	\$99,531

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$1,549
ADMINISTRATION HIPAA	38
MISCELLANEOUS	3,472
SUB TOTAL	\$5,059

TOTAL EXPENSES	\$104,590
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SURPLUS (DEFICIT)	(\$68,873)
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AVERAGE INCOME	\$331
AVERAGE EXPENSE	968
SURPLUS (DEFICIT)	(\$637)

¹Employee additional contribution is \$159.67 for 1 or 2 dependents.

FOURTH QUARTER 2023
PLAN Y30 FULL TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$636.65	9	\$16,553	
SHOPPERS 400	636.65	48	92,952	
TOTAL		57	\$109,505	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$0
LIFE & AD & D	241
DISABILITY	64
DENTAL	236
OPTICAL	140
DRUG	(79)
MEDICAL ADM.	865
MENTAL HEALTH MANAGER	129
PPO	390
UM/DM	885
SUB TOTAL	\$2,871

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$2,452
ADMINISTRATION HIPAA	60
MISCELLANEOUS	5,497
SUB TOTAL	\$8,009

TOTAL EXPENSES	\$10,880
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SURPLUS (DEFICIT)	\$98,625
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AVERAGE INCOME	\$640
AVERAGE EXPENSE	64
SURPLUS (DEFICIT)	\$576

FOURTH QUARTER 2023
PLAN Y30 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$307.37	36	\$33,503	
SHOPPERS 400	307.37	70	63,933	
SHOPPERS 400 ¹	464.20	0	0	
TOTAL		106	\$97,436	\$0

BENEFIT EXPENSES	COST
MEDICAL	\$54,637
LIFE & AD & D	317
DISABILITY	29
DENTAL	697
OPTICAL	391
DRUG	(1,392)
MEDICAL ADM.	1,904
MENTAL HEALTH MANAGER	309
PPO	970
UM/DM	2,093
SUB TOTAL	\$59,955

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$4,560
ADMINISTRATION HIPAA	112
MISCELLANEOUS	10,223
SUB TOTAL	\$14,895

TOTAL EXPENSES	\$74,850
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SURPLUS (DEFICIT)	\$22,586
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AVERAGE INCOME	\$306
AVERAGE EXPENSE	235
SURPLUS (DEFICIT)	\$71

¹Employee additional contribution is \$156.83 for 1 or 2 dependents.

FOURTH QUARTER 2023
PLAN Y40 PART TIME

INCOME				
EMPLOYER	RATE	PARTICIPANTS	CONTRIBUTIONS	OUTSTANDING
METRO/BASICS	\$42.53	52	\$6,635	
SHOPPERS 400	42.53	177	22,583	
TOTAL		229	\$29,218	\$0

BENEFIT EXPENSES	COST
LIFE & AD & D	\$121
DISABILITY	1,847
DENTAL	280
OPTICAL	161
SUB TOTAL	\$2,409

OPERATING EXPENSES	COST
ADMINISTRATION FEE	\$9,853
ADMINISTRATION HIPAA	242
MISCELLANEOUS	22,085
SUB TOTAL	\$32,180

TOTAL EXPENSES	\$34,589
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SURPLUS (DEFICIT)	(\$5,371)
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AVERAGE INCOME	\$43
AVERAGE EXPENSE	50
SURPLUS (DEFICIT)	(\$7)

FOURTH QUARTER 2023
RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	CO-PAY	NO-COPAY	COMBINED
RATE	\$366.10	\$188.59	\$173.06	\$361.38	RETIREEES	
NO OF EMP.	0	5	1	7	23	36
TOTAL INCOME	\$0	\$3,017	\$519	\$7,589	\$0	\$11,125

BENEFIT EXPENSES						COMBINED
MEDICAL	\$0	\$0	\$0	\$0	\$45	\$45
HMO KAISER	0	0	0	0	8,130	8,130
HMO HUMANA	0	2,494	534	3,740	6,412	13,180
DENTAL	0	0	0	537	2,433	2,970
OPTICAL	0	81	14	65	311	471
DRUG	0	0	0	0	42	42
ADMIN	0	51	7	71	232	361
MISC	0	119	16	166	546	847
TOTAL EXPENSES	\$0	\$2,745	\$571	\$4,579	\$18,151	\$26,046

SURPLUS (DEFICIT)	\$0	\$272	(\$52)	\$3,010	(\$18,151)	(\$14,921)
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AVERAGE INCOME	\$0	\$201	\$173	\$361	\$0	\$103
AVERAGE EXPENSE	0	183	190	218	263	241
SURPLUS (DEFICIT)	\$0	\$18	(\$17)	\$143	(\$263)	(\$138)

FOURTH QUARTER 2023 SHOPPERS RETIREES
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INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	\$20.00	\$40.00	\$60.00	
NO OF EMP.	191	61	2	254
TOTAL INCOME	\$188,354	\$60,155	\$1,972	\$250,481

BENEFIT EXPENSES				COMBINED
MEDICAL	\$7,978	\$133	\$330	\$8,441
HMO KAISER	79,834	25,547	1,064	106,445
HMO HUMANA	56,316	18,021	751	75,088
DENTAL	24,502	0	0	24,502
OPTICAL	3,631	0	0	3,631
DRUG	(2,370)	0	0	(2,370)
ADMIN	1,923	616	26	2,565
MISC	4,522	1,447	60	6,029
TOTAL EXPENSES	\$176,336	\$45,764	\$2,231	\$224,331

SURPLUS (DEFICIT)	\$12,018	\$14,391	(\$259)	\$26,150
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AVERAGE INCOME	\$329	\$329	\$329	\$329
AVERAGE EXPENSE	308	250	372	294
SURPLUS (DEFICIT)	\$21	\$79	(\$43)	\$35

FOURTH QUARTER 2023 SUPERVALU RETIREES

INCOME	CO-PAY	CO-PAY	CO-PAY	COMBINED
RATE	\$20.00	\$40.00	\$60.00	
NO OF EMP.	47	16	0	63
TOTAL INCOME	\$46,656	\$15,883	\$0	\$62,539

BENEFIT EXPENSES				COMBINED
MEDICAL	\$0	\$187	\$0	\$187
HMO KAISER	31,414	10,471	0	41,885
HMO HUMANA	14,026	4,675	0	18,701
DENTAL	6,126	0	0	6,126
OPTICAL	866	0	0	866
DRUG	(63)	0	0	(63)
ADMIN	477	159	0	636
MISC	1,121	374	0	1,495
TOTAL EXPENSES	\$53,967	\$15,866	\$0	\$69,833

SURPLUS (DEFICIT)	(\$7,311)	\$17	\$0	(\$7,294)
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AVERAGE INCOME	\$331	\$331	\$0	\$331
AVERAGE EXPENSE	383	331	0	369
SURPLUS (DEFICIT)	(\$52)	\$0	\$0	(\$38)

FOURTH QUARTER 2023

PRESCRIPTION REPORT

SCRIPTS PROCESSED	SCRIPT/ADM. COST ¹	PHARMACY PAYMENT	TOTAL
6,479	(\$36,175)	\$665,536	\$629,361

¹Credit is a result of the Performance Guarantee Audit

MISCELLANEOUS EXPENSES

CATEGORY	ACTIVE	RETIREE	TOTAL
ACCOUNTING	\$12,480	\$0	\$12,480
ACTUARY & CONSULTING	21,196	6,880	\$28,076
ACCURINT	1	0	\$1
CONFERENCE EXP	0	0	\$0
DUES	674	0	\$674
EDUCATIONAL FEES	0	582	\$582
INSURANCE & BONDING	2,140	0	\$2,140
IRS & STATE FEES	0	0	\$0
INVESTMENT MANAGEMENT	2,216	0	\$2,216
LEGAL	58,965	909	\$59,874
MED/SURG/UCR UPDATE	1,500	0	\$1,500
MEETING EXPENSE	0	0	\$0
OFFICE SUPPLIES	0	0	\$0
PCORI & TR FEES	0	0	\$0
POSTAGE	106	0	\$106
PRINTING	3,623	0	\$3,623
TOTAL	\$102,901	\$8,371	\$111,272

2023 RETIREE QUARTERLY RECAP

	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
CONTRIBUTIONS	\$336,199	\$333,396	\$324,145	\$993,740

EXPENSES				
MEDICAL	\$37,821	\$13,018	\$8,673	\$59,512
HMO KAISER	165,530	164,342	156,460	486,332
HMO HUMANA	107,963	107,313	106,969	322,245
DENTAL	34,897	34,459	33,598	102,954
OPTICAL	5,139	5,094	4,968	15,201
DRUG	1,169	(4,534)	(2,391)	(5,756)
SUBTOTAL	\$352,519	\$319,692	\$308,277	\$980,488

OPERATING EXPENSE				
ADMINISTRATION	\$3,660	\$3,601	\$3,562	\$10,823
MISCELLANEOUS	33,334	17,472	8,371	59,177
SUBTOTAL	\$36,994	\$21,073	\$11,933	\$70,000

TOTAL EXPENSES	\$389,513	\$340,765	\$320,210	\$1,050,488
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SURPLUS (DEFICIT)	(\$53,314)	(\$7,369)	\$3,935	(\$56,748)
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TOTAL PARTICIPANTS	368	364	353	362
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2023 TOTAL QUARTERLY RECAP

	FIRST 2023	SECOND 2023	THIRD 2023	FOURTH 2023	TOTAL
CONTRIBUTIONS RECEIVED ¹	\$2,977,167	\$2,417,160	\$2,440,313	\$2,308,921	\$10,143,561
CONTRIBUTIONS OUTSTANDING	0	0	0	0	0
RETIREE INCOME	37,793	336,199	333,396	324,145	1,031,533
INTEREST & DIVIDENDS	30,242	50,510	47,955	52,073	180,780
MISCELLANEOUS INCOME ²	195,150	27,245	0	0	222,395

TOTAL INCOME	\$3,240,352	\$2,831,114	\$2,821,664	\$2,685,139	\$11,578,269
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EXPENSES					
MEDICAL	\$839,885	\$1,397,710	\$1,386,501	\$1,698,074	\$5,322,170
HMO KAISER	1,883	1,884	4,395	3,767	11,929
LIFE & AD & D	8,064	7,921	7,847	7,783	31,615
DISABILITY	50,409	71,732	107,723	93,942	323,806
DENTAL	64,540	61,717	60,860	60,015	247,132
OPTICAL	7,968	7,859	7,731	7,632	31,190
DRUG	491,288	520,630	429,180	631,752	2,072,850
RETIREES	359,000	389,513	340,765	320,210	1,409,488
MEDICAL ADM.	35,251	34,748	34,417	33,820	138,236
MENTAL HEALTH MANAGER	12,917	6,952	38,166	28,715	86,750
EAP	893	871	854	833	3,451
PPO	15,743	16,428	16,256	16,930	65,357
UM/DM	37,415	35,257	36,397	36,277	145,346
SUBTOTAL	\$1,925,256	\$2,553,222	\$2,471,092	\$2,939,750	\$9,889,320

OPERATING EXPENSE					
ADMINISTRATION	\$44,771	\$44,158	\$44,289	\$45,904	\$179,122
ADMINISTRATION HIPAA	1,098	1,083	1,087	1,125	4,393
MISCELLANEOUS	79,211	132,369	96,971	102,901	411,452
SUBTOTAL	\$125,080	\$177,610	\$142,347	\$149,930	\$594,967

TOTAL EXPENSES	\$2,050,336	\$2,730,832	\$2,613,439	\$3,089,680	\$10,484,287
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SURPLUS (DEFICIT)	\$1,190,016	\$100,282	\$208,225	(\$404,541)	\$1,093,982
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TOTAL PARTICIPANTS	996	998	1,050	1,067	1,028
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FUND BALANCE	\$4,424,713	\$4,720,712	\$4,894,562	\$4,742,862	
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¹ Board of Trustees approved additional contributions for Jan. 2023 - Aug. 2023 and credits for Sept. 2023 - Dec. 2023 included.

²1st Quarter - Shoppers Interest, Damages and Attorney Fees.

²2nd Quarter - Educational Funding and Litigation Settlement.

2022
TOTAL QUARTERLY RECAP

	FIRST 2022	SECOND 2022	THIRD 2022	FOURTH 2022	TOTAL
CONTRIBUTIONS RECEIVED	\$2,662,874	\$3,086,455	\$3,847,148	\$3,685,434	\$13,281,911
CONTRIBUTIONS OUTSTANDING ¹	125,655	(141,577)	0	0	(15,922)
RETIREE INCOME	44,247	41,246	41,110	39,854	166,457
INTEREST & DIVIDENDS	11,601	982	3,705	17,125	33,413
MISCELLANEOUS INCOME ²	0	65,499	0	0	65,499

TOTAL INCOME	\$2,844,377	\$3,052,605	\$3,891,963	\$3,742,413	\$13,531,358
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EXPENSES					
MEDICAL	\$2,972,250	\$1,662,707	\$1,347,837	\$1,425,271	\$7,408,065
LIFE & AD & D	8,932	8,703	8,366	8,175	34,176
DISABILITY	124,208	164,358	86,875	64,004	439,445
DENTAL	73,771	71,254	69,518	66,639	281,182
OPTICAL	9,033	8,788	8,453	8,071	34,345
DRUG	301,121	765,000	589,193	602,871	2,258,185
RETIREES	449,761	457,046	487,383	465,925	1,860,115
MEDICAL ADM.	38,633	37,763	36,495	34,739	147,630
MENTAL HEALTH MANAGER	22,923	18,283	39,925	63,195	144,326
EAP	1,034	1,004	975	920	3,933
PPO	17,166	19,791	17,639	16,266	70,862
UM/DM	49,194	48,427	42,828	33,355	173,804
SUBTOTAL	\$4,068,026	\$3,263,124	\$2,735,487	\$2,789,431	\$12,856,068

OPERATING EXPENSE					
ADMINISTRATION	\$52,400	\$48,889	\$45,589	\$44,249	\$191,127
ADMINISTRATION HIPAA	1,296	1,201	1,119	1,086	4,702
MISCELLANEOUS	106,859	190,927	190,970	214,489	703,245
SUBTOTAL	\$160,555	\$241,017	\$237,678	\$259,824	\$899,074

TOTAL EXPENSES	\$4,228,581	\$3,504,141	\$2,973,165	\$3,049,255	\$13,755,142
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SURPLUS (DEFICIT)	(\$1,384,204)	(\$451,536)	\$918,798	\$693,158	(\$223,784)
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TOTAL PARTICIPANTS	1,097	1,034	1,026	1,006	1,041
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FUND BALANCE	\$1,698,202	\$1,227,053	\$2,635,216	\$2,283,662	
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¹1st Quarter - Board of Trustees approved Shoppers Additional Contribution due for January 2022 - March 2022 not received.

¹2nd Quarter - Board of Trustees approved Shoppers Additional Contribution due for December 2021 - March 2022 received.

²2nd Quarter - \$22,500 Employer Educational Funding, \$4,360 Litigation Settlements and \$38,639 Delinquency Interest and Damages.

CONTRACT INFORMATION
MAINTENANCE OF BENEFITS
FOURTH QUARTER 2023

CONTRACT EXP.	COMPANY	PLAN	RATES
7-12-24	METRO/ BASICS/ SHOPPERS 27	Y	\$1,204.69
		Y	\$607.63
		Y	\$1,722.76
		Y20	\$688.28
		Y20	\$327.69
		Y30	\$636.65
		Y30	\$307.37
		Y40	\$42.53
10-28-23	SAFEWAY VALLEY	JSS-2	\$1,488.72
7-12-24	SHOPPERS FOOD 400	JSS-2	\$1,497.96
		Y	\$1,204.69
		Y	\$607.63
		Y	\$1,722.76
		Y20	\$688.28
		Y20	\$327.69
		Y30	\$636.65
		Y30	\$307.37
		Y40	\$42.53
7-12-24	UFCW LOCAL 400 TEMP	JSS2	\$1,497.96
		Y	\$1,204.69
		Y	\$607.63
		Y30	\$307.37

**UFCW UNIONS AND PARTICIPATING EMPLOYERS
HEALTH AND WELFARE FUND
DELINQUENCY REPORT
FOURTH QUARTER 2023**

**UFCW UNIONS & PARTICIPATING EMPLOYERS HEALTH AND WELFARE FUND
EMPLOYERS DELINQUENCY REPORT
Month of Report 10/23 thru 12/23**

	1ST NOTICE	2ND NOTICE	LEGAL	INTEREST	DATE INTEREST PAID