



Department of Employee Relations

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September 8, 2023

Alderwoman Marina Dimitrijevic, Chairwoman
City of Milwaukee Common Council Finance and Personnel Committee
200 East Wells Street, Room 205
Milwaukee, WI 53202

230300 Resolution Regarding 2024 health and dental insurance premium rates

Dear Alderwoman Dimitrijevic and Finance Committee Members:

The City of Milwaukee provides healthcare and prescription drug benefits to all eligible employees and retirees and dental benefits to active employees. The premium rates for health and dental insurance are updated annually by the City's benefits consultant based on the experience to date of each respective employee and retiree group. This file shares the process used to determine the employer and member cost of 2024 health plan and dental premium rates.

The Department of Employee Relations (DER) works with its benefits consultant, Gallagher Benefits Services to determine 2024 employee health and dental benefit rates and retiree health rates. Gallagher analyzes current health plan utilization and experience data provided by UnitedHealthcare/OptumRx along with medical inflationary trends and the City's health plan benefit design to project the 2024 rates. A process which includes current health and pharmacy data allows the City to provide more accurate rates for 2024, including the City and member share of the total premium cost.

Active employee healthcare rates will increase 4.7% in 2024 which is below the average medical inflationary trend. The monthly employee premium for the UHC EPO Choice plan will increase to around \$98 for a single tier and \$294 for a family tier. The City's experience with active healthcare premiums and expenditures remains unique and is lower than premium trends experienced by similar employers. Employees' continual engagement and participation in the City's comprehensive wellness program have significantly mitigated health plan premium increases the City experienced prior to the implementation of that program.

Healthcare rates for early retirees (under age 65) will increase 5.4% in 2024 based on utilization experience along with medical and prescription drug trends for this group. A member's monthly premium for the UHC EPO Choice single plan will increase to around \$133. Medicare retiree (age 65 and above) rates will decrease 4.6% with a member's monthly premium for the UHC PPO Choice Plus single plan decreasing to \$294.

The attached healthcare rate projection summary prepared by Gallagher Benefits Services reflects the premium numbers for actives, retirees under 65 and Medicare eligible retirees. In addition, rates charts are also provided for active employees and retirees.

In 2024, there will be no increases to current dental plan premiums for the Delta Dental EPO, PPO and CarePlus dental plans. After an initial 2% increase in 2023, dental plan rates will remain flat for 2024 and 2025.

Approval of this resolution allows the DER to finalize and start communicating 2024 health and dental premium rates in time for the fall open enrollment period.

I am happy to answer any questions or comments regarding this file.

Sincerely,
Renee Joos
Employee Benefits