



Woodridge SD 68

Insurance Committee Meeting – Preliminary Renewal 2026

February 3, 2026

Agenda



1. Preliminary Renewal
 - BCBS Overall trends
 - EBC Claim History Trend
2. Your Money Line
3. Wellness Incentive Program (Restructure)
4. Timeline and Planning





Preliminary Renewal Projections – July 1, 2026

State of the Market Update



Overall Trends – IL Group FI PPO

FI PPO Comparison	Jan - Mar 2024	Jan - Mar 2025	% Change
Inpatient PMPM	\$93.85	\$104.40	11.2%
Average Length of Stay	4.6	4.9	7.7%
Allow / Admit	\$22,881	\$25,954	13.4%
Admits per 1,000	49.2	48.3	-1.9%
Outpatient PMPM	\$224.65	\$251.09	11.8%
Allow / OP Visit	\$1,465	\$1,577	7.7%
OP Visits per 1,000	1,840	1,910	3.8%
Professional PMPM	\$234.52	\$250.13	6.7%
Allow / Prof Visit	\$224	\$232	3.4%
Prof Visits per 1,000	12,567	12,962	3.1%
Total Medical PMPM	\$553.02	\$605.62	9.5%
Medical Claimants per 1k	275	280	2.0%
Allowed per Medical Claimant	\$2,646	\$2,848	7.6%
Pharmacy PMPM	\$179.42	\$205.60	14.6%
Allow / Script	\$149	\$166	11.2%
Scripts per 1,000	14,462	14,902	3.0%



Preliminary Renewal Projections – July 1, 2026

Executive Summary

PPO Medical	HMO Medical	Dental	Basic Life/AD&D
<p>+16.8% EBC Preliminary Average Adjustment</p> <p>EBC Average Loss Ratio: 109.7%</p>	<p>+16.4% EBC Preliminary Average Adjustment</p> <p>EBC Average Loss Ratio: 104.7%</p>	<p>+4.4% EBC Preliminary Average Adjustment</p> <p>EBC Average Loss Ratio: 94.2%</p>	<p>0.0% Current rates extended through 6/30/2027</p>

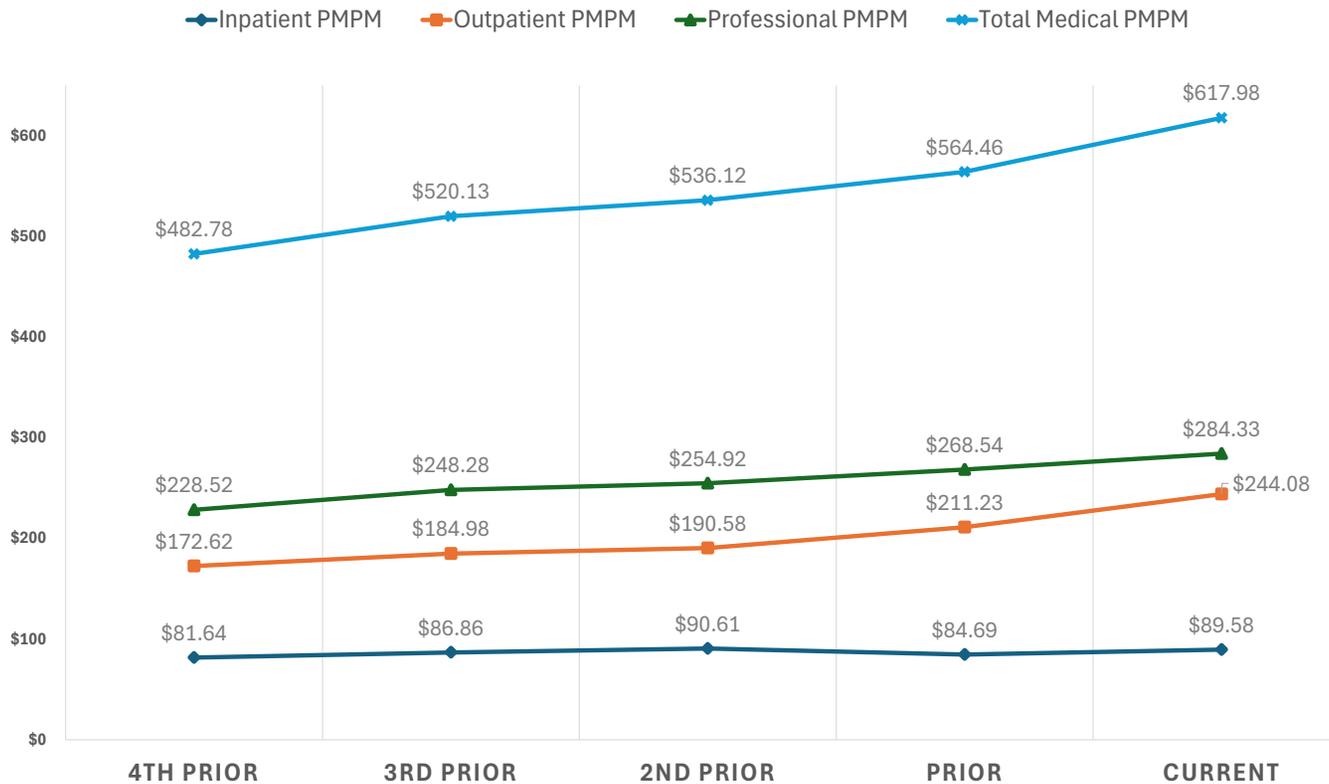
Exhibit A: EBC Experience Period

11/1/2024 – 10/31/2025

<u>PPO</u>		
A	Revenue	\$424,840,873
B	Claims Under \$1,000,000	\$465,876,093
C	Paid Claim Loss Ratio (B/A)	109.7% Pool Loss Ratio which becomes the center of the Banding Formula (Exhibit C)
<u>HMO</u>		
A	Revenue	\$ 170,984,793
B	Claims Under \$350,000 plus Physician Services Fees	\$ 179,050,288
C	Paid Claim Loss Ratio (B/A)	104.7% Pool Loss Ratio which becomes the center of the Banding Formula (Exhibit C)
<u>DENTAL</u>		
A	Revenue	\$ 14,505,462
B	Claims	\$ 13,661,781
C	Paid Claim Loss Ratio (B/A)	94.2% Pool Loss Ratio which becomes the center of the Banding Formula (Exhibit C)

PPO 5-Year Medical Claim History

EBC PPO 5-YEAR MEDICAL PMPM BY SERVICE CATEGORY

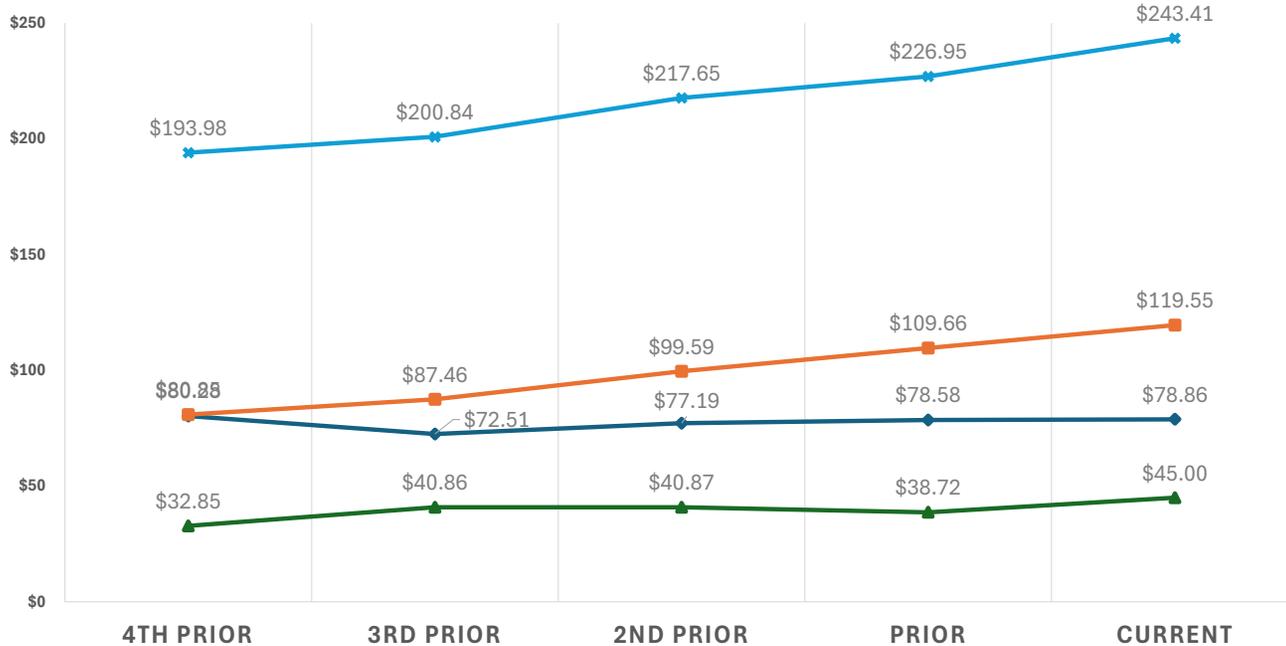


Total medical PMPM cost have increased by 28% since 2020, with outpatient services being the biggest contributor, averaging a year over increase of 9.1%.

HMO 5-Year Medical Claim History

EBC HMO 5-YEAR MEDICAL PMPM BY SERVICE CATEGORY

◆ Inpatient PMPM ■ Outpatient PMPM ▲ Professional PMPM ✕ Medical PMPM



Total medical PMPM increased by 25% since 2020, with outpatient services being the biggest contributor, averaging year over year increase of 10.3%.

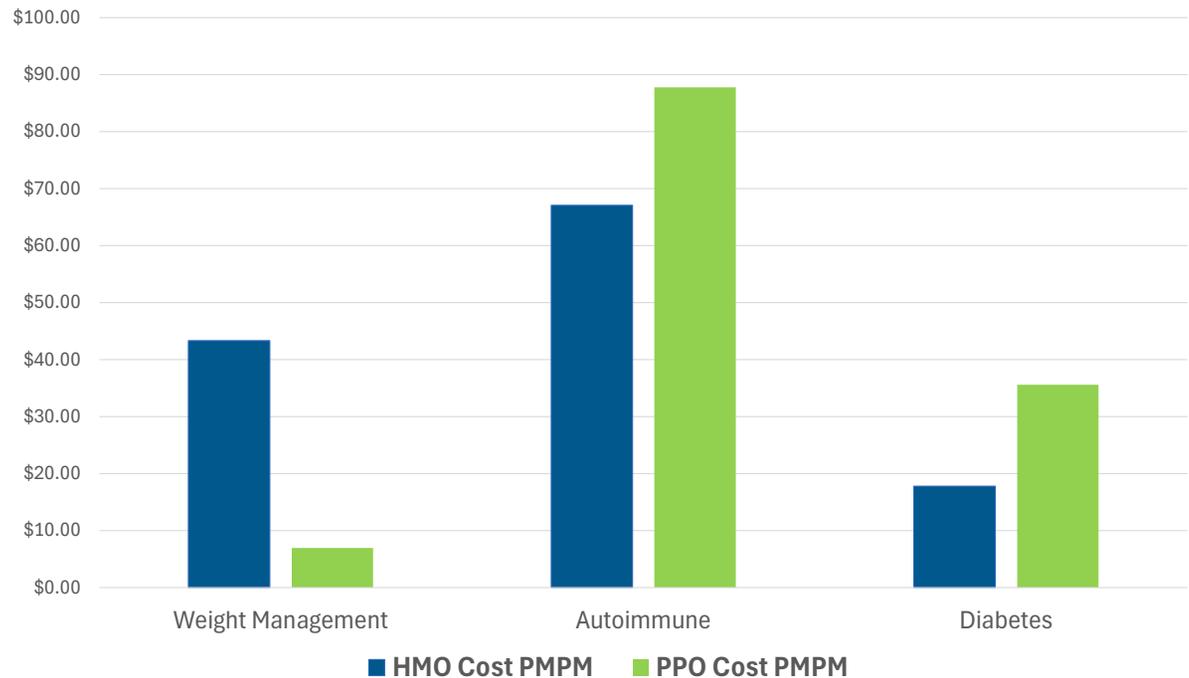
Inpatient PMPM decreased slightly over the last 5 years.

Core Category Components of Pharmacy Cost

Per Member Per Month - PMPM

Cost for weight loss drugs on the HMO and PPO nearly tripled PMPM from the previous period.

- Current Period PMPM: \$43.31 (HMO) and PPO \$6.95
- Previous Period: \$14.51 (HMO) \$2.12 (PPO)



All EBC HMO plans cover weight loss drugs, compared to less than 20% of districts covering the medications on the PPO.

Exhibit B: EBC Preliminary Renewal Projection

7/1/2026 – 6/30/2027

<u>PPO</u>		
A	Projected Revenue	\$451,951,253
B	Projected Total Costs (Claims + Expenses)	\$527,996,948
C	Rate Increase (B/A)	16.8% Pool Average Rate Increase which becomes the center of the Banding Formula (See Exhibit C)
<u>HMO</u>		
A	Projected Revenue	\$ 179,809,127
B	Projected Total Costs (Claims + Expenses)	\$ 209,327,342
C	Rate Increase (B/A)	16.4% Pool Average Rate Increase which becomes the center of the Banding Formula (See Exhibit C)
<u>DENTAL</u>		
A	Projected Revenue	\$ 14,722,517
B	Projected Total Costs (Claims + Expenses)	\$ 15,376,478
C	Rate Increase (B/A)	4.4% Pool Average Rate Increase which becomes the center of the Banding Formula (See Exhibit C)

EBC Financial

Position

EBC Bylaws state the following:

Terminal Reserve Fund: The fund can be used to pay current claims; however, the amount may not be diminished to less than **15%** of paid claims for all the Members in the prior fiscal year.

Working Cash Fund: The fund must remain in a positive position and in excess of the Terminal Reserve Fund.



EBC Financial position as of November 30th, 2025:

Terminal reserve:

- Accrued claims payable (terminal reserve): \$75,028,500
- Net position - terminal reserve: \$6,419,813

TOTAL: \$81,448,313 (equals the 15% requirement)

Working cash:

- Net position - working cash: \$19,520,192

A negative working cash position would trigger a supplementary payment.

Exhibit B: Renewal Projection - PPO

PPO Renewal Projection Summary for 2026 to 2027 Renewal

		Experience Period 7/1/26 - 6/30/2027	% of Total Plan Costs
A.	Projected Monthly Enrollment (#EEs)	21,577	
B.	Projected Annual Revenue	\$451,951,253	
C.	Claims under \$1,000,000	\$549,250,365	
D.	Estimated Annual Rx Rebates	+	(\$61,595,430)
E.	Adjusted Annual Claims under \$1,000,000 (C + D)	=	\$487,654,934 92.4%
F.	Plan Expenses		
	1. Claim Administration	\$13,525,310	
	2. Reinsurance Premium/Liability	+	\$4,214,898
	3. Consulting Fees	+	\$3,282,470
	4. Healthcare Reform Fees	+	\$172,838
	5. Cooperative Charges	+	\$4,264,016
	6. Total Plan Expenses	=	\$25,459,533 4.8%
G.	Total Plan Costs (E + F6)	\$513,114,467	
H.	Pool Average Rate Adjustment (G / B)	13.5%	
I.	Working Cash Fund Build Up	\$14,882,482	2.8%
J.	Revised Total Cost (G + I)	\$527,996,948	
K.	Revised Average Rate Adjustment (J / B)	16.8%	

Exhibit B: Renewal Projection - HMO

HMO Renewal Projection Summary for 2026 to 2027 Renewal

		Experience Period 7/1/26 - 6/30/2027	% of Total Plan Costs
A.	Projected Monthly Enrollment (#EEs)	11,458	
B.	Projected Annual Revenue	\$179,809,127	
C.	Claims under \$350,000	\$155,083,505	
D.	Physician Service Fees	+	\$52,602,405
E.	Total Claims and Physician Service Fees (C + D)	=	\$207,685,909
F.	Estimated Annual Rx Rebates	+	(\$22,673,090)
G.	Adjusted Annual Claims under \$350,000 (E + F)	=	\$185,012,819 88.4%
H.	Plan Expenses		
	1. Claim Administration		\$8,023,854
	2. Reinsurance Premium	+	\$6,507,455
	3. Consulting Fees	+	\$1,743,085
	4. Healthcare Reform Fees	+	\$0
	5. Cooperative Charges	+	\$2,393,821
	6. Total Plan Expenses	=	\$18,668,215 8.9%
I.	Total Plan Costs (G + H6)	=	\$203,681,034
J.	Pool Average Rate Adjustment (I / B)		13.3%
K.	Working Cash Fund Build Up		\$5,646,308 2.7%
L.	Revised Total Cost (I + K)		\$209,327,342
M.	Revised Average Rate Adjustment (L / B)		16.4%

Exhibit B: Renewal Projection - Dental

Dental Renewal Projection Summary for 2026 to 2027 Renewal

		Experience Period 7/1/26 - 6/30/2027	% of Total Plan Costs
A.	Projected Monthly Enrollment (#EEs)	16,343	
B.	Projected Annual Revenue	\$14,722,517	
C.	Claims	\$14,809,702	96.3%
D.	Plan Expenses		
	1. Claim Administration	\$566,775	
	2. Consulting Fees	+	\$0
	3. Total Plan Expenses	=	\$566,775 3.7%
E.	Total Plan Costs (C + D3)	=	\$15,376,478
F.	Pool Average Rate Adjustment (E / B)		4.4%
G.	Working Cash Fund Buildup		\$0
H.	Revised Total Cost (E + G)		\$15,376,478
I.	Revised Average Rate Adjustment (H / B)		4.4%

Exhibit C: PPO Estimated Rate Adjustment

(See Appendix Exhibit 16, 17, & 18 for Individual District Rate Adjustments)

PPO Average Loss Ratio = 109.7%		
<u>Paid Claim Loss Ratio</u>	<u>Rate Adjustment</u>	<u># of Members in Band</u>
0.0% to 79.7%	11.8%	1
79.8% to 86.2%	12.8%	1
86.3% to 92.7%	13.8%	10
92.8% to 99.2%	14.8%	10
99.3% to 105.7%	15.8%	26
105.8% to 113.7%	16.8%	37
113.8% to 120.2%	17.8%	15
120.3% to 126.7%	18.8%	13
126.8% to 133.2%	19.8%	4
133.3% to 139.7%	20.8%	2
139.8% +	21.8%	4

Woodridge's loss ratio is
122.6% = 18.8%

Exhibit C: HMO Estimated Rate Adjustment

(See Appendix Exhibit 16, 17, & 18 for Individual District Rate Adjustments)

HMO Average Loss Ratio = 104.7%		
<u>Paid Claim Loss Ratio</u>	<u>Rate Adjustment</u>	<u># of Members in Band</u>
0.0% to 74.7%	11.4%	10
74.8% to 81.2%	12.4%	5
81.3% to 87.7%	13.4%	5
87.8% to 94.2%	14.4%	12
94.3% to 100.7%	15.4%	14
100.8% to 108.7%	16.4%	24
108.8% to 115.2%	17.4%	18
115.3% to 121.7%	18.4%	8
121.8% to 128.2%	19.4%	4
128.3% to 134.7%	20.4%	3
134.8% +	21.4%	6

Woodridge's loss ratio is
108.0% = 16.4%

Exhibit C: Dental Estimated Rate Adjustment

(See Appendix Exhibit 16, 17, & 18 for Individual District Rate Adjustments)

DENTAL Average Loss Ratio = 94.7%		
<u>Paid Claim Loss Ratio</u>	<u>Rate Adjustment</u>	<u># of Members in Band</u>
0.0% to 64.2%	-0.6%	0
64.3% to 79.2%	1.9%	6
79.3% to 109.2%	4.4%	60
109.3% to 124.2%	6.9%	5
124.3% +	9.4%	0

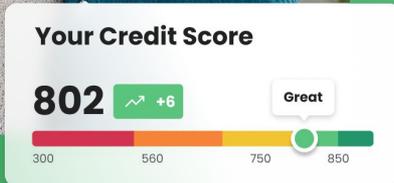
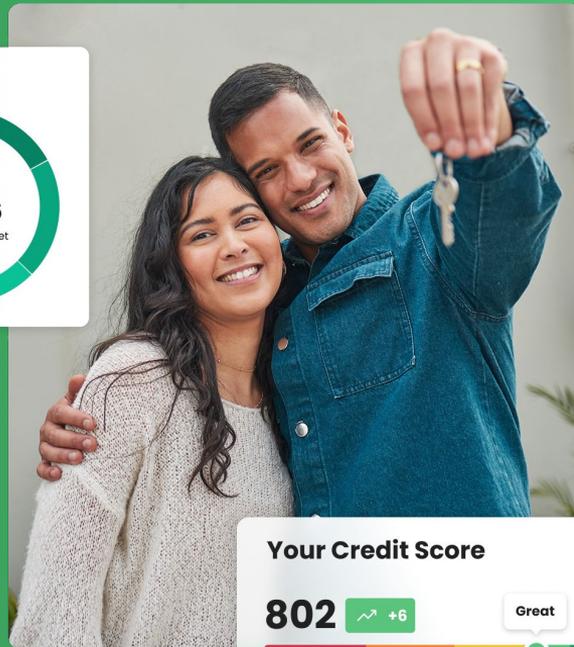
Woodridge's loss ratio is
91.6% = 4.4%

Your Money Line





We help your employees live better financial lives.



Your Money Line fills the gap



Basic financial education

- ⚠ Low utilization
- ⚠ No accountability

YOUR
MONEY
LINE

Personalized financial guidance

- Individual support
- Relevant at all life-stages
- Loved by employees



Financial planners & advisors.

- ⚠ Need money to start
- ⚠ Path you take personally

What do our coaches do?



Financial Coaching

- Budgeting
- Goal-setting
- Credit building
- Life transitions
- Saving efficiently
- Skill-building & literacy
- Troubleshooting financial emergencies



Financial Therapy

- Financial Anxiety
- Money Conflict
- Shame/Money Guilt
- Financial Enmeshment
- Compulsive Financial Behaviors
- Self-Sabotage
- Overspending



Financial Strategy

- Building a long-term road map
- Investment basics
- Risk management strategy
- Cash flow planning
- Introduction to tax planning
- Retirement projections



Financial Check-ups

- Yearly reviews
- Financial terminology (eg. "What is...")
- Student Loan Status
- Benchmarking (eg. "How much should I save for retirement?")
- General financial questions



Get unlimited support on any money topic from certified financial guides

- Budgeting
- Housing decisions
- Transportation
- Student Loans (PSLF)
- Credit card debt
- Feeling overwhelmed
- Benefits selection
- Credit improvement
- Inability to retire
- Unexpected crises
- Financial check-ups
- Emergency funds
- Major life events
- And more!



EBC Wellbeing Incentive Program



Goal of the Program

To provide employees with resources to support all aspects of employee wellbeing including physical, emotional, financial, social and career.

- Promote EBC wellbeing programs to employees and drive participation
- Review current programs to ensure they align with employee's needs
- Assist employees in improving their overall health and wellbeing while mitigating potential risks



EBC Wellbeing Incentive Program Cost

2023-2024 Program Cost*: \$2.41M

2024-2025 Program Cost*: \$3.17M

Majority of program cost increase comes from the EBC incentive payout

- Increase in district participation
- Increase in total payout amount per district

*Program cost includes biometric screenings, flu shots, Navigate portal, and the EBC wellbeing incentive payout



EBC Wellbeing Incentive Program Future

Current:

- Tier 1: 5 points for 0.10%
- Tier 2: 10 points for 0.25%
- Tier 3: 15 points for 0.40%

Total Incentive Amount: 0.75%

Year 1:

- Tier 1: Biometric Screening
- Tier 2: 10 points for 0.15%
- Tier 3: 15 points for 0.35%

Total Incentive Amount: 0.50%

Year 2:

- Tier 1: Biometric Screening
- Tier 2: 10 points for 0.10%
- Tier 3: 15 points for 0.30%

Total Incentive Amount: 0.40%



Additional Updates for 2026–2027

EBC Incentive Program Checklist

- Consolidate “Leadership memo to staff” and “Create a wellness committee, meet 3 times per year, and establish a mission and at least 1 goal” into one point
- Expand the “Improve your Empower Health Score from the previous year” to include “OR score an 85%+”
- Add an additional point opportunity to the “Host an action-based program” section
 - Currently, districts can earn 3 points (1 point per activity), would now have ability to earn 4 total points
- Increase the participation requirement in the Navigate challenges from 5 participants to 10 participants





Timeline/Planning

Plan Changes:

- BCBS requires notification 45–60 days prior to effective date
- 60 days allows for time to process changes with BCBS, approval of plan change documents, including benefit summary, and production of SBCs.

New Plans:

- BCBS requires notification 90 days prior to effective date
- 90 days allows for the building of the new plan, creation of plan documents, coding and testing of new claims, and production of new ID cards, as well as testing of new plan number with Businessolver
- It is possible to make plan changes or add a new plan outside of these notifications, but there is the possibility of timeline milestones being delayed, which would result in some delays/issues prior to the effective date

Businessolver:

- Requires 6–8 weeks for plan builds and updates, including tier changes





Thank You

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