

**City of Cincinnati Retirement System
Benefits Committee**

**City Hall Council Chambers and via Zoom
September 11, 2025 – 1:00 PM**

AGENDA

Members

Tom Gamel, Chair
Tom West, Vice Chair
Mark Menkhaus, Jr.
Bill Moller
Monica Morton
Aliya Riddle
Sonya Morris

CRS Staff

Jon Salstrom

Law

Kevin Frank

Call to Order

Public Comment

Approval of Minutes

- June 5, 2025 (2-3)

Executive Session

Old Business

- Vision RFP update
- 2025 Healthcare Survey Results
(3-9)

New Business

- Healthcare dashboard report
- Disability Claim

Adjournment

Next Meeting: Thursday, December 4, 2025, 1:00 P.M. City Hall Council Chambers and via Zoom



**City of Cincinnati Retirement System
Benefits Committee Meeting
Minutes
June 5, 2025 / 1:00 P.M.
City Hall – Council Chambers and remote**

Board Members Present

Tom Gamel, Chair
Tom West, Vice Chair
Mark Menkhaus, Jr.
Bill Moller
Monica Morton
Aliya Riddle
Sonya Morris

CRS Staff

Jon Salstrom

Law

Kevin Frank

Call to Order

The meeting was called to order at 1:01 p.m. by Chair Gamel and a roll call of attendance was taken. Committee Members Gamel, West, Moller, Morton, Morris and Riddle were present. Committee Member Menkhaus was absent.

Public Comment

No public comment.

Approval of Minutes

Committee Member Moller moved, and Committee Member Morris seconded, to approve the minutes of the meeting of March 6, 2025. The motion to approve the minutes was approved by a unanimous roll call vote.

Old Business

Vision RFP Kick Off

The Vision RFP has officially been posted. The deadline for submissions is within one week. It is anticipated that approximately 4-5 proposals will be submitted. The project is currently on schedule to: complete the evaluation process, select and hire a vendor, finalize contracts, secure the option and purchase availability at the minimum required level. However, the timeline remains tight, and attention to deadlines will be critical to maintain the current schedule.

2025 Healthcare Survey Update

Director Salstrom provided an update on the 2025 Healthcare Survey. The draft survey, beginning on page 4 of the packet, will be sent to retirees in the coming weeks. A few new questions have been added since the last version. Trustees are asked to provide any additional suggestions before next Wednesday, when Director Salstrom will meet with Horan to finalize the survey. Distribution is expected the following week, with results anticipated within three months.

New Business**Healthcare Dashboard Report**

This was the second iteration of the retiree healthcare dashboard, first presented at the last Benefits Committee meeting. The data currently shown is for the “365” population---approximately 25% of retirees on the City’s healthcare plan---considered a more volatile segment due to fluctuating costs.

Data for 65+ population is not yet available due to delays with Horan and provider fee issues. It will be shared once received.

Costs are currently at 66% of the projected budget; well under expectations. April costs ran at 69%, only a small increase but still below target. Monthly medical claims are around \$1,300 per member; also below past trends. Large claims (>\$50K) are at 27% of total claims, compared to a historical average of 54%.

Year-over-year data from 2022 to 2024 shows the plan running consistently under budget. There’s consideration to revisit actuarial assumptions, as expectations may be overly conservative. Overall, cost management appears successful with conservative projections helping control the budget and healthcare volatility.

Page three provides monthly figures for medical and RX claims. The bottom chart shows the plan is currently running 33% under budget; strong performance so far, though this may normalize over time.

Page four shows enrollment and claims. Data based on average enrollment of 617 employees / 900 total members (including spouses and dependents). Focuses on large claims over \$50K. Benchmark data is limited in reliability due to difficulty obtaining Medicare Advantage-specific comparisons.

On the last page, the chart compares net paid per employee per month to both “expected” and “trended” costs. “Expected” is actuarially projected cost; “Trended” is seasonally adjusted forecast based on YTD costs. Aims to better predict year-end results based on emerging patterns.

Horan will be invited to present this data in more detail at a future meeting. The committee may revisit actuarial projections based on ongoing analysis.

Adjournment

Following a motion to adjourn by Committee Member Moller and seconded by Committee Member Morton, the Benefits Committee approved the motion by unanimous roll call vote. The meeting adjourned at 1:17pm.

Meeting video link: <https://archive.org/details/crs-benefits-6-5-25>

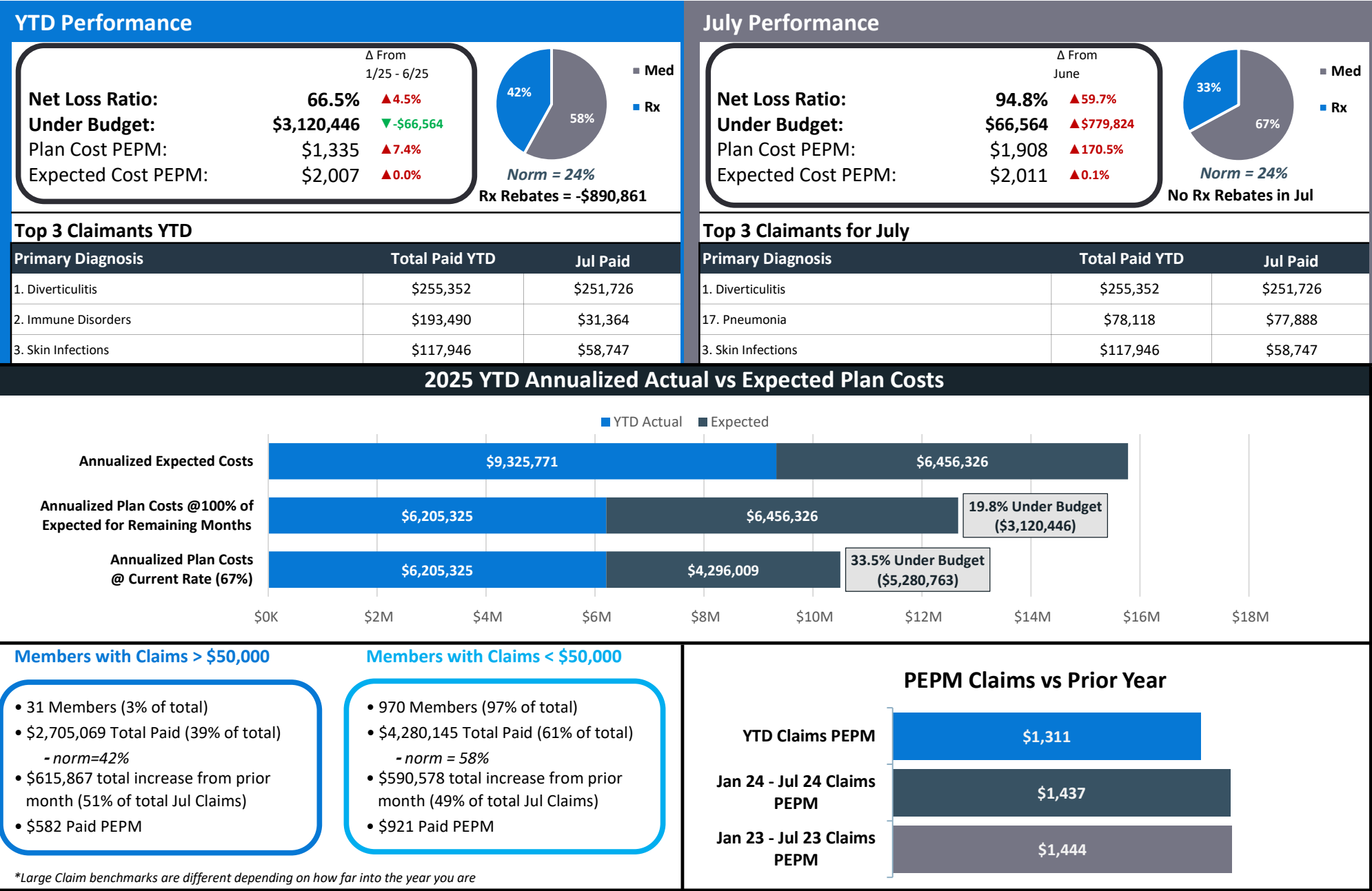
Next Meeting: Thursday, September 11, 2025, 1:00 P.M. City Hall Council Chambers and via Zoom

Secretary

City of Cincinnati Retirees

Reporting Period: 1/1/2025 - 7/31/2025

Monthly Summary Notes



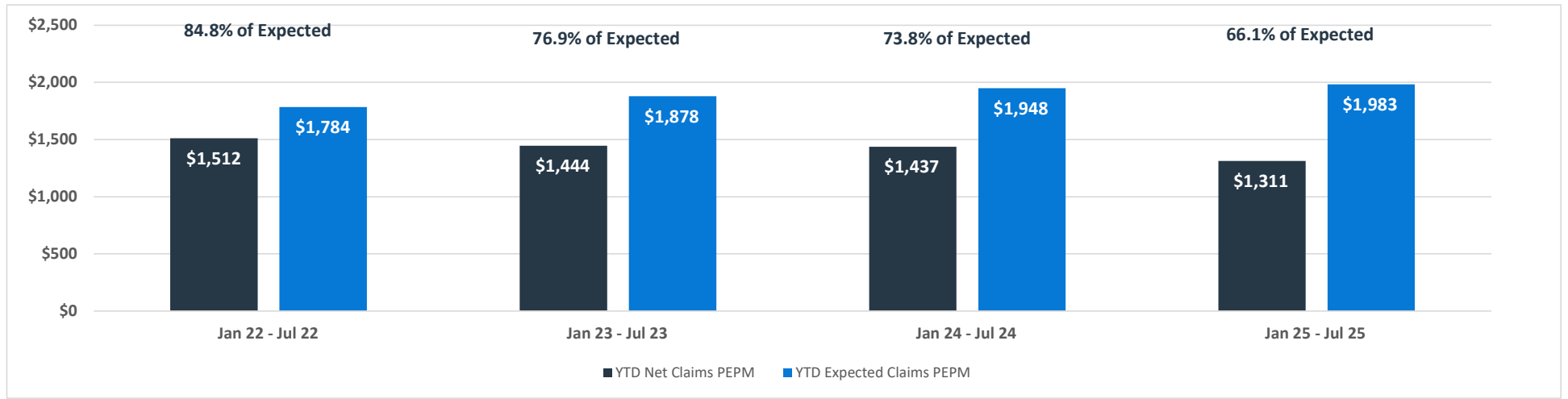
City of Cincinnati Retirees

Reporting Period: 1/1/2025 - 7/31/2025

Performance vs. Recent Plan Years

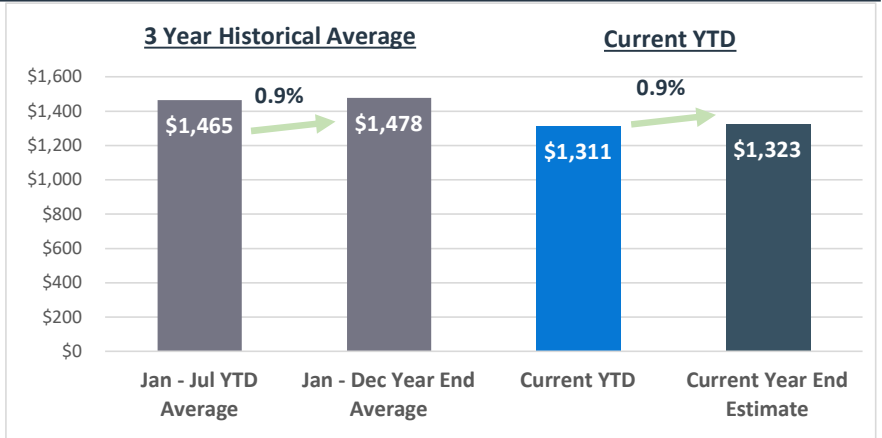


Historical YTD Net Claims Performance vs. Expected



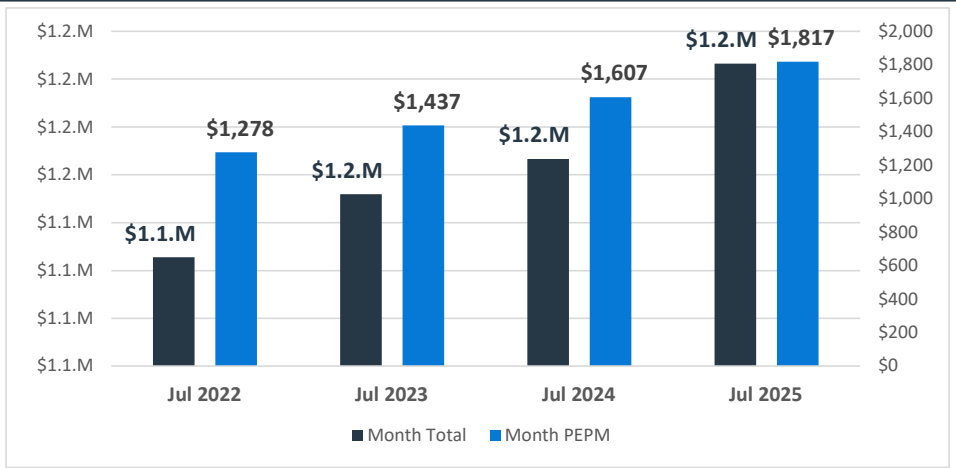
- Observations:**
- Net Claims PEPM YTD are lower than the average Jul YTD Claims from the previous 3 years.
 - 2025 YTD % of Expected is lower than each of the previous 3 years.

Estimated Full Plan Year Net Claims PEPM



- Observations:**
- Based on the previous 3 Plan Years, Claims PEPM increased .9% between this point in the year and the year end value.
 - Applying the same increase to the current year would result in year end claims of about \$10.5M (claims performance would = 66.7% of expected).

July Net Claims vs. Previous Year Values



- Observations:**
- July 2025 claims higher than historical average.
 - July 2025 claims PEPM higher than historical average.

City of Cincinnati Retirees

Reporting Period: 1/1/2025 - 7/31/2025

Financial Dashboard



Month	Employees	Members	Administration	Medical Paid Claims	Rx Paid Claims	Rx Rebates (paid)	Total Net Claims	City of Cincinnati Retirees Expected Claims [i]	Total Plan Cost [j]=[h+a+b]	Expected Total Plan Cost [k]=[i+a+b]	Actual vs Expected Plan Cost (%) [l]=[j]/[k]
			[a]	[c]	[d]	[f]	[h]=[c+d-f]				[l]=[j]/[k]
Jan-25	677	944	\$15,673	\$538,065	\$363,463	\$0	\$901,528	\$1,338,954	\$917,201	\$1,354,626	68%
Feb-25	679	944	\$15,719	\$578,669	\$499,596	\$0	\$1,078,266	\$1,344,916	\$1,093,984	\$1,360,635	80%
Mar-25	671	934	\$15,534	\$583,091	\$431,785	(\$392,994)	\$621,882	\$1,330,469	\$637,416	\$1,346,003	47%
Apr-25	665	923	\$15,395	\$494,024	\$414,639	\$0	\$908,663	\$1,319,948	\$924,057	\$1,335,343	69%
May-25	664	923	\$15,372	\$504,070	\$430,868	\$0	\$934,938	\$1,318,485	\$950,310	\$1,333,856	71%
Jun-25	649	906	\$15,024	\$547,307	\$393,191	(\$497,867)	\$442,631	\$1,289,019	\$457,655	\$1,304,043	35%
Jul-25	642	897	\$18,256	\$808,970	\$397,476	\$0	\$1,206,445	\$1,273,010	\$1,224,701	\$1,291,265	95%
Aug-25											
Sep-25											
Oct-25											
Nov-25											
Dec-25											
Total	4,647	6,471	\$110,971	\$4,054,196	\$2,931,017	(\$890,861)	\$6,094,353	\$9,214,799	\$6,205,325	\$9,325,771	66.5%
Avg. / PEPM	664	924	\$24	\$872	\$631	-\$192	\$1,311	\$1,983	\$1,335	\$2,007	66.5%

Under Claims Budget: \$3,120,446

Benefit Cost Share Analysis

Total Employee Share (22%)

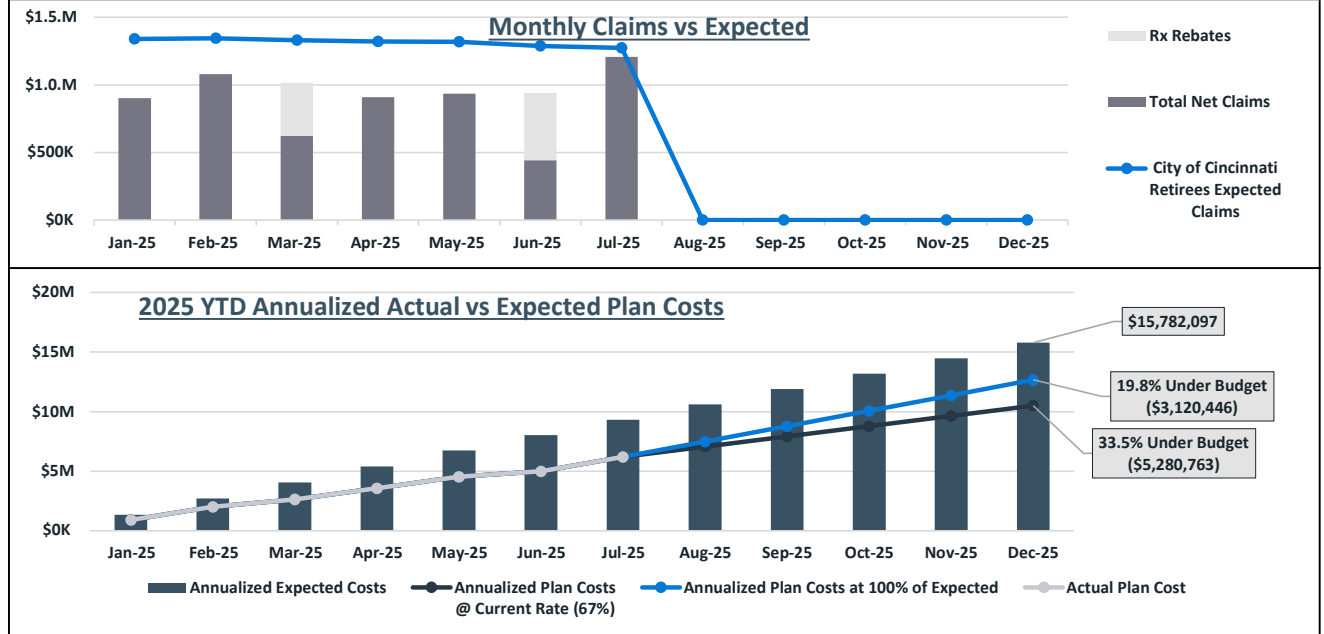
Coinurance Paid Amount	\$272,274
Copay Paid Amount	\$122,959
Deductible Paid Amount	\$282,249
Monthly Premiums	\$805,886

Total \$1,483,369

Total Employer Share (78%)

Net Paid Claims	\$6,094,353
Fixed Costs	\$110,971
Employee Monthly Premiums	(\$805,886)

Total \$5,399,438



City of Cincinnati Retirees

Paid 1/1/2025 - 7/31/2025

Large Claimants Analysis



The report shows Members with claims exceeding \$50,000. In month 7 of the year Members with claims > \$50,000 are expected to make up 42% of total YTD claims paid.

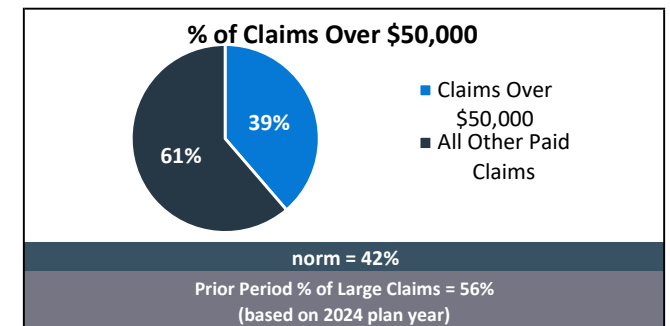
Top 30 Individual Members with Claims > \$50,000

	Primary Diagnosis	Medical Paid	Rx Paid	Total Paid	Δ From Prior Month	Plan
1.	Dvtcrli Of Lg Int W Perforation And Abscess W Bleeding	\$255,352	\$0	\$255,352	\$251,726	Select
2.	Immunodeficiency, Unspecified	\$193,490	\$0	\$193,490	\$31,364	Model
3.	Cellulitis Of Left Lower Limb	\$112,512	\$5,434	\$117,946	\$58,747	Model
4.	Spinal stenosis, lumbar region without neurogenic claud	\$108,463	\$71	\$108,534	\$0	Model
5.	Pharmacy Claims - Tibsovo - Isocitrate Dehydrogenase-1 (IDH1) Mutation	\$0	\$103,953	\$103,953	\$0	Termed
6.	Pharmacy Claims - Skyrizi On-Body - Plaque Psoriasis	\$9,140	\$91,451	\$100,592	\$22,811	Select
7.	Nonrheumatic Aortic (valve) Stenosis	\$95,339	\$4,136	\$99,475	\$656	Model
8.	Sepsis, Unspecified Organism	\$97,302	\$0	\$97,302	\$121	Select
9.	Sepsis, Unspecified Organism	\$69,035	\$26,672	\$95,707	\$20,128	Model
10.	Pharmacy Claims - Trikafta - Cystic Fibrosis	\$3,106	\$90,855	\$93,961	\$4,903	Model
11.	Hypertensive Heart Disease With Heart Failure	\$90,744	\$3,043	\$93,787	\$87	Select
12.	Other Malaise	\$75,825	\$12,961	\$88,786	\$5,382	Select
13.	Pharmacy Claims - Stelara - Psoriasis and Arthritis	\$0	\$84,421	\$84,421	\$0	Select
14.	Peripheral Vascular Disease	\$67,582	\$16,567	\$84,149	\$1,574	Select
15.	Paroxysmal Atrial Fibrillation	\$79,467	\$1,187	\$80,653	\$11,098	Select
16.	Ventricular Premature Depolarization	\$79,694	\$6	\$79,700	\$0	Model
17.	Unspecified Bacterial Pneumonia	\$78,118	\$0	\$78,118	\$77,888	Model
18.	Breast Cancer	\$77,347	\$365	\$77,712	\$23,038	Model
19.	Sepsis, Unspecified Organism	\$74,653	\$884	\$75,537	\$11,687	Model
20.	Pharmacy Claims - Skyrizi Pen - Plaque Psoriasis	\$8,227	\$55,945	\$64,171	\$2,372	Model
21.	Severe Persistent Asthma, Uncomplicated	\$40,634	\$23,044	\$63,677	\$7,625	Select
22.	Pharmacy Claims - Rinvoq - Rheumatoid Arthritis	\$6,825	\$55,620	\$62,445	\$10,334	Model
23.	Pharmacy Claims - Jardiance - Type 2 Diabetes	\$26,928	\$34,231	\$61,160	\$22,990	Model
24.	Other Specified Sepsis	\$58,553	\$0	\$58,553	\$375	Select
25.	Pharmacy Claims - Humira(Cf) Pen - Arthritis	\$1,883	\$56,641	\$58,524	\$14,146	Select
26.	Stiff-man Syndrome	\$53,933	\$4,451	\$58,384	\$1,156	Model
27.	Pharmacy Claims - Rinvoq - Rheumatoid Arthritis	\$0	\$57,042	\$57,042	\$7,136	Termed
28.	Pharmacy Claims - Cosentyx Sensoready (2 Pens) - Plaque Psoriasis	\$1,111	\$52,761	\$53,872	\$15,330	Model
29.	Unilateral Primary Osteoarthritis, Right Knee	\$53,386	\$166	\$53,552	\$40	Model
30.	Multiple Myeloma Not Having Achieved Remission	\$53,471	\$0	\$53,471	\$5,881	Select
Total:		\$1,872,120	\$781,904	\$2,654,025	\$608,597	
Total Paid for Members with Claims > \$50,000				\$2,705,069		

Frequency of Large Claim Incidents

	Benchmark	Actual YTD Annualized	Actual YTD
\$25,000	52.6	110	64
\$50,000	27.7	53	31
\$75,000	17.7	33	19
\$100,000	11.7	10	6
\$125,000	8.5	3	2
\$150,000	6.3	3	2
\$175,000	4.9	3	2
\$200,000	4.1	2	1
\$250,000	2.7	2	1
\$300,000	1.9	0	0
\$500,000	0.6	0	0

Frequency of incidents table shows the annual expected number of members exceeding different specific deductibles levels compared to group's actual experience. The following is based on average enrollment of 664 employees and 924 members.



Notes:

*This analysis reports data on a member basis, not per contract.

*There are no lasered members.

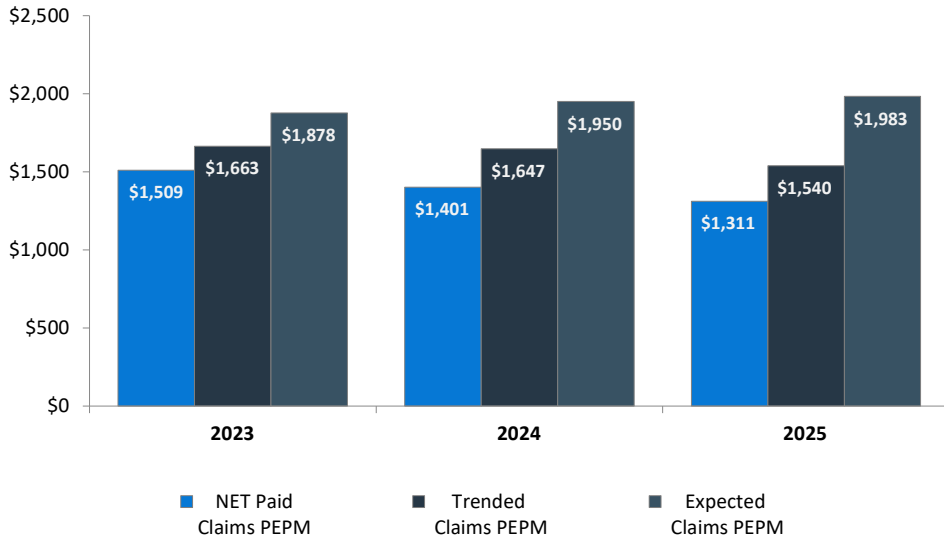
City of Cincinnati Retirees

Reporting Period: 1/1/2025 - 7/31/2025

Historical Financial Plan Performance



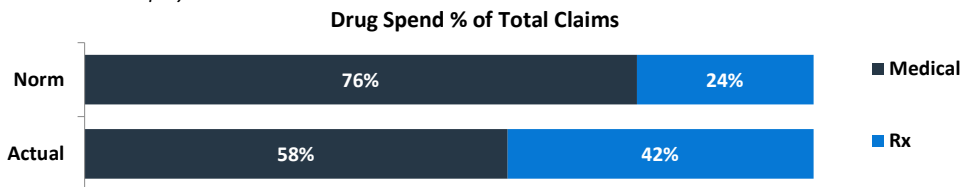
3 Year Claims Summary & Fixed Costs



*Net of claims over Individual Stop Loss

Total Paid Claims PEPM				
Plan Year	Medical Paid Claims PEPM	Drug Paid Claims PEPM	Total Claims PEPM	% of Rx Claims
2023	\$899	\$611	\$1,509	40%
2024	\$1,040	\$567	\$1,607	35%
2025	\$872	\$631	\$1,503	42%

*PEPM= Per Employee Per Month



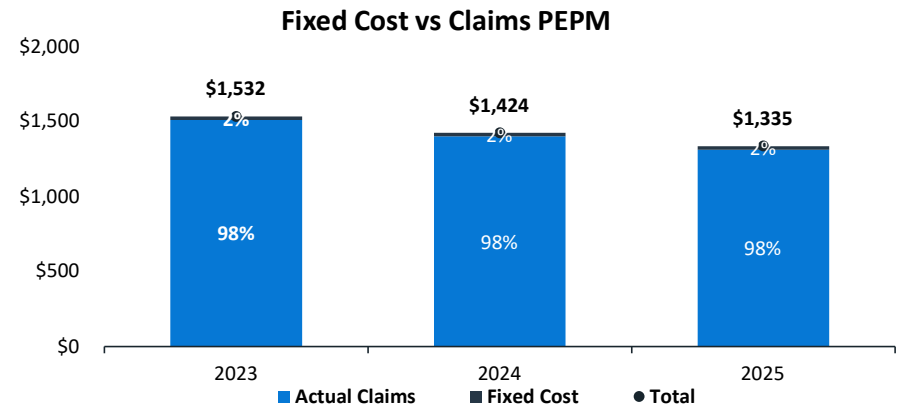
Notes:

- Benchmark for Rx claims as a percentage of Total Paid Claims is 24% of total claims.
- In this analysis, members with claims over the Individual Stop Loss are included.

Paid Claims	NET Paid Claims Amount	NET Paid Claims PEPM	Expected Claims PEPM	Trended Claims PEPM	Paid Claims as a % of Expected Claims
2023	\$14,208,556	\$1,509	\$1,878	\$1,663	80%
2024	\$11,947,839	\$1,401	\$1,950	\$1,647	72%
2025	\$6,094,353	\$1,311	\$1,983	\$1,540	66%

Fixed Cost (Composite PEPM)	Admin (inc HCR fees)	Aggregate Stop Loss	Individual Stop Loss	Total Fixed Cost PEPM	Fixed Cost % of Total Cost
(\$1,000,000,000 ISL Ded)	\$23.10	\$0.00	\$0.00	\$23	1.5%
(\$1,000,000,000 ISL Ded)	\$23.13	\$0.00	\$0.00	\$23	1.6%
(\$1,000,000,000 ISL Ded)	\$23.88	\$0.00	\$0.00	\$24	1.8%

Total Cost PEPM	Fixed Cost	Claims Cost	Total Cost	% Change	Trend
2023	\$23	\$1,509	\$1,532	-	9.2%
2024	\$23	\$1,401	\$1,424	-7.1%	9.1%
2025	\$24	\$1,311	\$1,335	-6.2%	9.9%



City of Cincinnati Retirees

Reporting Period: 1/1/2025 - 7/31/2025

Data Notes



Abbreviations / Definitions

- a. EE - Employee; SP - Spouse
- b. ISL - Individual Stop Loss; ASL - Aggregating Stop Loss; YTD - Year to Date; FIE - Fully Insured Equivalent
- c. PEPM - Per Employee Per Month; PMPY - Per Member Per Year

General Notes

- a. Enrollment and Claims data is based on reporting from Cedar Gate, Reporting Period: (1/1/2025 - 7/31/2025).
- b. Expected Claims are based on the City of Cincinnati Retirees 2025 plan year claims projection.
- c. Expected Claims adjust on a monthly basis based on enrollment by tier by plan.
- d. Claims data is on a paid basis.
- e. Incident tables provided by Berkley, SwissRe, UNUM, QBE & Sun Life.
- f. Rx rebates are included in FIEs and are captured in report.

Administration

- a. Admin Costs are based on the Anthem and CVS 2025 signed contract.

Health Care Reform Notes

- a. Estimated PCORI fee for plan years ending by 9/30/2024 is \$3.22 PMPY, and by 9/30/2025 is \$3.47 PMPY.
- b. PCORI fee is illustrated based on average membership from the prior plan year. Actual PCORI fee paid may differ based on calculations and methodology used.
- c. For this monthly report, the PCORI fee is assumed to be included in the admin fee for July.

Stop Loss

- a. The group does not buy Individual Stop Loss Insurance.
- b. The group currently has no Aggregating Stop Loss Insurance.

Employee Premiums & H.S.A/H.R.A Contributions

- a. Employee Monthly Premium is an estimation based on member premiums being equal to 5% of the Select Plan and 10% of the Model Plan.