2027 Medical Premiums
Frequently Asked Questions

Employee medical premiums are rising almost 34% in 2027. We know that is a significant increase, and we want to help you understand what it means for your paycheck, what else is changing in the plans, and how to find the best option for your situation.

What you need to do

1. **Open enrollment is Nov. 1–15, 2026.** Review and submit your elections in GJ Cloud, even if you are keeping the same plan.
2. **Not everything rolls over.** Flexible Spending Account (FSA) elections must be made every year. If you do not elect an FSA for 2027, you will not have one.
3. **Compare both plans before you decide.** Premiums, coinsurance, and the out-of-pocket maximum are changing. See “What else is changing in the plans?” below.

Why are premiums going up?

Three main factors are driving the increase: significantly higher medical claims over the past two years, rising costs for specialty drugs, and medical costs increasing across the board. The City's premiums are based on our plans' actual claims experience — or what the plans have paid for employees' and dependents' care. When the plans pay out more, premiums have to rise to cover those costs.

How much more will I pay?

The table compares 2026 and 2027 per-paycheck medical premiums for both plans.

Plan	Coverage tier	2026 per paycheck	2027 per paycheck	Change per paycheck
Copay Plan	Employee only	$112.08	$149.96	**+$37.88**
Copay Plan	Employee + 1	$223.86	$299.52	**+$75.66**
Copay Plan	Family	$296.50	$396.72	**+$100.22**
HDHP	Employee only	$69.84	$93.45	**+$23.61**
HDHP	Employee + 1	$139.47	$186.61	**+$47.14**
HDHP	Family	$184.74	$247.18	**+$62.44**

Full-time & ¾-time employee rates, 24 pay periods. 1/2 -time employee rates are on page 3.

How much will my take-home pay change?

Less than the premium increase. Medical premiums are deducted before taxes, so for every $1 your premium goes up, your take-home pay typically drops by 65 to 80 cents, depending on your tax situation. For example, the $37.88 increase for employee-only coverage on the Copay Plan would lower your net pay by roughly $25 to $30 per paycheck; the $100.22 increase for family coverage would lower it by roughly $65 to $80.

Is the City still paying its share?

Yes. The City continues to pay about 80 cents of every premium dollar for medical, dental, and vision coverage. For family coverage on the Copay Plan, that is $3,199.70 a month from the City compared with $793.44 from the employee. The City is also working to slow future increases by expanding services at Sage Health & Wellness Center and rewarding employees through the wellness program.

What else is changing in the plans?

Four plan-design changes take effect Jan. 1, 2027. Deductibles do not change.

- **Copay Plan out-of-pocket maximum increases to $6,650 for an individual and $13,300 for a family,** up from $3,500 and $7,000. The HDHP maximum is unchanged, so both plans now share the same limit. The out-of-pocket maximum is the most you pay for covered in-network care in a year; after you reach it, the plan pays 100%. It mainly matters for large bills, such as surgery or a hospital stay.
- **Copay Plan urgent care copay drops to $30** (from $50).
- **Copay Plan emergency room copay rises to $300** (from $150).
- **HDHP adds 20% coinsurance after the deductible.** In 2026, most services were covered at 100% once you met the deductible. In 2027, the plan pays 80% and you pay 20%, up to the out-of-pocket maximum.

Should I change plans?

The right plan depends on how much care you expect to use and how you prefer to pay for it. Here is how the two plans compare:

- **Copay Plan:** offers set copays and a lower deductible ($750 individual, $1,500 family). Office visits, urgent care, and prescriptions have fixed copays — $15 for a primary care visit and $30 for a specialist visit — so you know what you will pay up front, and visits to Sage are $0. This plan is often a good fit if you see the doctor regularly, take ongoing prescriptions, or prefer knowing your costs ahead of time. Keep in mind that its out-of-pocket maximum now matches the HDHP's.
- **High-Deductible Health Plan (HDHP):** has lower premiums and comes with a Health Savings Account (HSA) that the City funds with $750 for employee-only coverage and $1,500 for employee + 1 or family coverage. HSA money is tax-free when used for eligible medical expenses, rolls over every year, and stays with you if you leave the City. HDHP members must contribute at least $750 a year pretax, up to the 2027 IRS limit of $4,500 for employee-only coverage or $9,000 for employee + 1 or family coverage, including the City's contribution. This plan is often a good fit if you are generally healthy, use little care, or want to save for future healthcare costs. Keep in mind that you now pay 20% of covered costs after the deductible.

Both plans cover in-network preventive care at no cost and have the same out-of-pocket maximum. Both plans have the same deductibles as 2026 (Copay Plan: $750/$1,500; HDHP: $4,000/$8,000).

What else can I do to lower my costs?

- **Complete the wellness program.** Two wellness incentive options lower your medical premium by $25 or $45 a month (up to $540 a year). Complete the program through the Marathon Health portal by Nov. 30, 2026, for your 2027 discount.
- **Use Sage Health & Wellness Center.** Visits are $0 on the Copay Plan and $25 on the HDHP. Blood draws, lab work, and care navigation are also available and will save you money.
- **Check your coverage tier.** If your spouse or partner can get coverage through their own employer, compare whether employee + 1 or family coverage still makes sense.
- **Use pretax accounts.** A medical FSA or an HSA lets you pay out-of-pocket medical, dental, and vision costs with pretax dollars. A dependent care FSA lets you set aside up to $7,500 per household, pretax, for day care and after-school care. FSA elections must be made each year.
- **Take advantage of Cigna programs.** Cigna offers a wide range of programs for you and your enrolled dependents, most at no additional cost, including mental health support, pregnancy and perimenopause support, nutrition counseling, and tools for musculoskeletal and diabetes management. Visit myCigna.com or contact Cigna customer service for information.
- **Use Cigna 90 Now for ongoing medications.** If you take medication regularly, ask your doctor for a 90-day prescription. On the Copay Plan, a 90-day supply by mail or at a participating pharmacy costs

about twice the 30-day retail copay, so you get three months of medication for the price of two. Prices vary between pharmacies, so use the Price a Medication tool on myCigna to compare costs.

- **Use the ER for emergencies only.** For anything that is not serious or life-threatening, use Cigna virtual care, Sage, or an urgent care clinic. You will save time and money: on the Copay Plan, urgent care is $30 compared with $300 for the ER. Before you go, check that the provider is in-network using the Find Care & Costs tool on myCigna or by calling Cigna customer service.

The City benefits advantage

As health care costs continue to rise, the City remains committed to providing high-quality, comprehensive benefits that support the health of our employees and their families.

Our benefits go well beyond traditional medical, dental, and vision coverage. The City offers employer-paid short-term disability, annual HSA contributions for HDHP members, and a wellness incentive discount of up to $540 a year. Employees also have access to our own Sage Health & Wellness Center, which offers convenient, comprehensive care and valuable services such as physical therapy, medical massage, and dedicated primary care providers.

Where can I get help choosing?

While HR cannot recommend a plan for you, we can walk you through how each plan works. The Cigna Pre-Enrollment Line can also help you compare costs for your situation.

Resource	Phone | Website
Cigna Pre-Enrollment Line	(888) 806-5042 — available beginning Nov. 1, 2026
Cigna customer service	(800) 244-6224 or myCigna.com
Sage Health & Wellness Center	(970) 628-0012 or my.marathon-health.com
HR Benefits	benefits@gjcity.org or (970) 244-1512

1/2-time employee rates

The table compares 2026 and 2027 per-paycheck medical premiums for both plans.

Plan	Coverage tier	2026 per paycheck	2027 per paycheck	Change per paycheck
Copay Plan	Employee only	$282.04	$377.37	**+$95.33**
Copay Plan	Employee + 1	$563.30	$753.69	**+$190.39**
Copay Plan	Family	$746.10	$998.29	**+$252.19**
HDHP	Employee only	$215.67	$288.56	**+$72.90**
HDHP	Employee + 1	$430.73	$576.31	**+$145.58**
HDHP	Family	$570.51	$763.34	**+$192.83**

½-time employee rates, 24 pay periods.