Health Plan Program Status for CY 2025 and Changes for CY 2026

Presented by

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AGENDA

1) How is the Health Plan doing so far for calendar year 2025?

2) Updated calendar year 2026 forecast.

3) Changes for plan programs for calendar year 2026.

YEAR TO DATE CY25 FINANCIALS:

- January through July 2025: medical and RX claims cost are below forecast by 8.7%. Net Claims of $21.4M vs. Forecast of $23.4M

- 19 claimants have paid healthcare expenses over $125,000. (10 employees / 7 spouses/ 2 children)

- Of the 19 large claimants: 6 are enrolled in Standard Plan, 12 in Buy-up plan, 1 in the Core plan

- Four members exceeded the $250K Stop Loss amount. Of the four, three are employee and one is a spouse.

YTD CY25 PROGRAM PERFORMANCE:

Improvements in the health of member through Employee Wellness Programs:

- Health Risk Assessments and Follow Up Visits
- Free Physical Therapy
- Chronic Condition Care
- Autoimmune Program
- Wellworks For You wellness platform
- Teladoc /MyStrength
- VIDA Weight Management

YTD CY25 PROGRAM PERFORMANCE:

Savings through Blue Cross Blue Shield partnership

- BCBSNC discounts are averaging 55% of charges, saving $30.1M over the last 12 months.
- Nurse Support Engagement decreased, still saving an estimated $201,500 in care cost avoidance.
- Member Health Engagement rate is 30% in line with the BCBS BOB.
- Generic substitution rate utilization is 99.0% which was at BCBSNC BOB.
- Medication Possession Rates (are people taking their medication) is above norm in all categories including high blood pressure and diabetes.
- Net Results Formulary has saved $130,180 in the most recent 12 months.

YTD CY25 PROGRAM PERFORMANCE (CONT):

- Flex Access Program has saved $335,272 in the most recent 12 months.
- High diabetic members remained steady at 10% which is 1% below BCBSNC BOB.
- Diagnostic Imaging Management Program has saved $81,277.
- ER & Urgent care utilization have increased by 2% but are 15% below normative.
- Preventive Screening rates decreased but were higher than industry in 3 of the 4 categories (colorectal).
- Drug Rebates year to date $2.9M

UPDATED HEALTH PLAN CY 2026 FORECAST :

CY26 Forecast with no changes (keep current program as is) is $38.4M ($35.2M County, $3.2M ees)

- Increase of $1.7M to the County, or approx. 5.1% increase.*
- No increase to employee premiums, no change to employee plans design features. (Except High Deductible Health Plan, as required by IRS minimums)

*Nationally, the renewal trend is approximately 7% increase

2026 Bi-Weekly Employee Medical Deductions

Bi-Weekly Rate	Wellness Premium				Non-Wellness Premium			
	Buy-Up	Core	HDHP	Standard	Buy-Up	Core	HDHP	Standard
Employee	$41.04	$23.45	$11.00	$30.24	$102.60	$58.63	$42.64	$73.29
Employee/Spouse	$99.67	$58.63	$53.30	$78.65	$249.18	$146.60	$106.60	$190.55
Employee/Child	$93.81	$46.91	$42.64	$48.40	$234.52	$117.26	$85.28	$117.26
Employee/Children	$111.40	$76.22	$69.29	$84.70	$278.50	$190.55	$138.58	$205.20
Family	$111.40	$76.22	$69.29	$84.70	$278.50	$190.55	$138.58	$205.20

No Change from 2025 Employee Premiums

Ancillary Updates - 2026

Dental:
Coverage with Delta Dental will see a 6% increase in premium costs for 2026 with a 2–yr. rate guarantee.

Monthly rates	Current		2026 - 2 yr rate guar	
	CORE	**BUY UP**	**CORE**	**BUY UP**
Employee Only	$38.57	$50.51	$40.88	$53.54
Employee / 1 Child	$69.25	$90.70	$73.41	$96.14
Employee / Children	$109.58	$143.52	$116.15	$152.13
Employee / Spouse	$73.12	$95.77	$77.51	$101.52
Family	$128.40	$168.18	$136.10	$178.27

Ancillary Updates - 2026

Vision Hardware:
Coverage with Ameritas VSP is under rate guarantee and premiums will not increase in 2026.

	Current Monthly Rates
Employee Only	$8.92
Employee / Children	$17.84
Employee / Spouse	$16.95
Family	$26.23

2026 Plan Year Changes

Per IRS requirements, minimum accumulators for the High-Deductible Health Plan will increase:

Individual Deductible: $1,700 (up $50)
Plus one Deductible: $3,400 (up $100)

Individual OOP Max: $4,700 (up $50)
Plus one OOP Max: $9,400 (up $100)

Health Savings Account County funding will increase to ½ of the new deductible amounts:

Individual: $850
Plus One: $1,700

2026 Plan Year Changes

Dependent Care Flexible Spending Accounts (DCFSA):
For the first time since 1986, the IRS is increasing the contribution limit for DCFSA:

The limit for the pretax benefit account used to pay for eligible daycare services will increase to **$7,500** for single individuals and married couples filing jointly, up from $5,000, and **$3,750** for married couples filing separately, up from $2,500.

Employee Assistance Network (EAN):
Change from 10 total annually visits to 5 visits per event.

2026 Plan Year Changes

The benefits below will no longer be offered due to lack of participation:

Blue Cross Blue Shield Programs:

- My Pregnancy App ($0.01 PMPM)
- Healthline Blue Nurse Hotline ($0.19 PMPM)
- Eat Smart Move More Weigh Less ($245 per participant per series)

Whole Life Insurance

- Current participants will be contacted regarding their options to continue coverage

Upcoming Events

- Benefits Open Enrollment will start Monday, November 3, 2025 and end at 5pm on Monday, November 17, 2025.
- Annual Health Risk Assessments (HRAs) are currently underway, and due by October 31.
- The USI Benefits Consultant team will be back in March to present to the Board of Commissioners, in order to align employee benefit decisions with the Budget process.
- Employees should prepare for the possibility of medical premium costs increasing in CY **2027**. That decision will be determined by future claims cost projections.

Any Questions?