

**Insurance  
Updates  
2026**

CITY OF  
**ELMHURST**

*Close to Everything. Unlike Anything.*

# Insurance Overview

- Open enrollment: Monday, November 3 to Friday, November 14
- Annual opportunity to change insurance plans
- Effective January 1, 2026
- Passive enrollment BUT we need FSA forms
- Thanks to Insurance Committee members
  
- **REMINDER:** 30 days to make changes following a qualifying event



# Insurance Overview

- Elmhurst founding member of Government Insurance Network (GIN) insurance pool
- Marsh McLennan (MMA) is our broker
- One of 9 members
- Actuarial underwriting reviews claim history from end half 2023, all 2024, beginning half 2025
- In addition to claims, prescription use affects rates



# History of GIN

- Formed 2018
- 2019
  - No plan design changes
- 2020-2021
  - No plan design changes
- 2022
  - No plan design changes
- 2023
  - No plan design changes
- 2024
  - IRS embedded deductible increase
  - Stop loss insurance increase
  - Formulary changes
- 2025
  - PPO Blue Choice
  - IRS embedded deductible increase



# History of GIN Blended Rates

- 2019
  - 7.50%
- 2020/2021
  - 3.17%
- 2022
  - 1.17%
- 2023
  - 4.72%
- 2024
  - 4.87%
- 2025
  - 9.03%



# Rx is a significant part of the healthcare dollar

Biggest portion of healthcare dollar



Source: *McKinsey Quarterly*, "The Health Care Dollar: A New Paradigm," *McKinsey Quarterly*, January 2012. <http://www.mckinsey.com/quarterly>

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# Insurance Overview

- Review of large claims total (over \$50k) in entire pool
  - 2025 (through August) – 54 large claims totaling \$4,864,156
  - 2024: 91 large claims totaling \$9,098,469
  - 2023: 61 large claims totaling \$6,843,368
  - 2022: 49 large claims totaling \$4,740,987
  - 2021: 44 large claims totaling \$3,988,214
- Neonatal, cancer, transplant, musculoskeletal, autoimmune, mental health



# Insurance Overview

- GLP-1s
  - Top medication in all plans in GIN pool for 2024 and 2025
  - **NEW:** GLP-1s for weight loss only will only be included in the high-deductible plan (HDHP) in 2026 (HSA plan)
  - GLP-1s for medical conditions (diabetes) will be included in all medical plans



# Biosimilar Medications

- Approved by FDA as a less-expensive option for certain medications
- 1/1/26: If you are prescribed a medication with a biosimilar option, you will be given the biosimilar first
- Anyone currently taking a drug with biosimilar replacement will be notified by letter and will include information on the time to transition
- Doctor may appeal based on medical necessity



# HSA/HDHP

- **NEW:** GLP-1s for weight loss only will only be included in this plan in 2026
- GLP-1s for medical conditions (diabetes) will be included in all medical plans



# HSA/HDHP

- 2026 IRS deductible increase; City to match half deductible

Contribution Types	Employee Only	Family
<b>2026 Total Deductible</b>	<b>\$3,400</b>	<b>\$6,800</b>
<b>City of Elmhurst will contribute</b>	<b>\$1,700</b>	<b>\$3,400</b>
<b>You may contribute an additional</b>	<b>\$2,700</b>	<b>\$5,350</b>
<b>Maximum IRS Annual HSA Contributions in 2026</b>	<b>\$4,400</b>	<b>\$8,750</b>
<b>Catch-Up Contribution (Age 55+)</b>	<b>Additional \$1,000</b>	

- [my.healthequity.com](https://my.healthequity.com)



# HMO Blue Advantage

## ➤ **New insurance card sent automatically**

- Physician copay
  - \$20 to \$30
- Specialist copay
  - \$20 to \$50
- Emergency room copay
  - \$75 to \$150
- Retail Rx copay
  - \$10/\$25/\$35/\$35 to \$10/\$40/\$60/\$75
- Mail order pharmacy copay
  - \$10/\$25/\$35 to \$10/\$40/\$60



# HMO Blue Choice PPO

- Tier 1: Specialist copay: \$20 to \$40
- Tier 2: Physician copay: \$25 to \$30
- Tier 2: Specialist copay: \$25 to \$50
- All tiers: ER copay: \$100 to \$150
- Retail pharmacy copay: \$10/\$25/\$45/\$45 to \$10/\$25/\$75/\$100
- Mail order pharmacy copay: \$10/\$25/\$45 to \$10/\$25/\$75



# Medical Premiums

- City contribution is the same
  - Blue Advantage HMO
    - City 85%/Employee 15%
  - HSA/HDHP
    - City 85%/Employee 15%
  - Blue Choice PPO 300
    - City 75%/Employee 25%
  
- Dental 2.6%



# 2026 Rates

- 2026 Rate Increases
  - HMO Blue Advantage
    - 16%
  - HSA/HDHP
    - 17%
  - PPO Blue Choice
    - 20%



# What's New?

- First Stop Mental Health
  - **FREE** for medical-enrolled employees and dependents
  - Firststophealth.com
  - 888.691.7867
  
- The Hartford voluntary benefits
  - 100% employee funded
  - Hospitalization, critical illness, accident



# Flexible Spending (FSA)

- HealthEquity
- Employee contributions on pre-tax basis
- Medical limit: \$3,400
- **NEW:** Dependent care... Feds increased limit to \$7,500!



# Retiree Insurance

- Employees and/or dependents may only participate in the City's insurance plan(s) as a retiree if they are enrolled in the City's insurance plan(s) at the time of retirement.
- If a retiree voluntarily removes themselves or a dependent from the City's retiree health, dental and/or vision insurance, the retiree and/or dependent will not be able to return to the insurance plan at any time and will no longer be eligible to participate in the benefit moving forward.

