



Middlebury

2027 Benefits Update

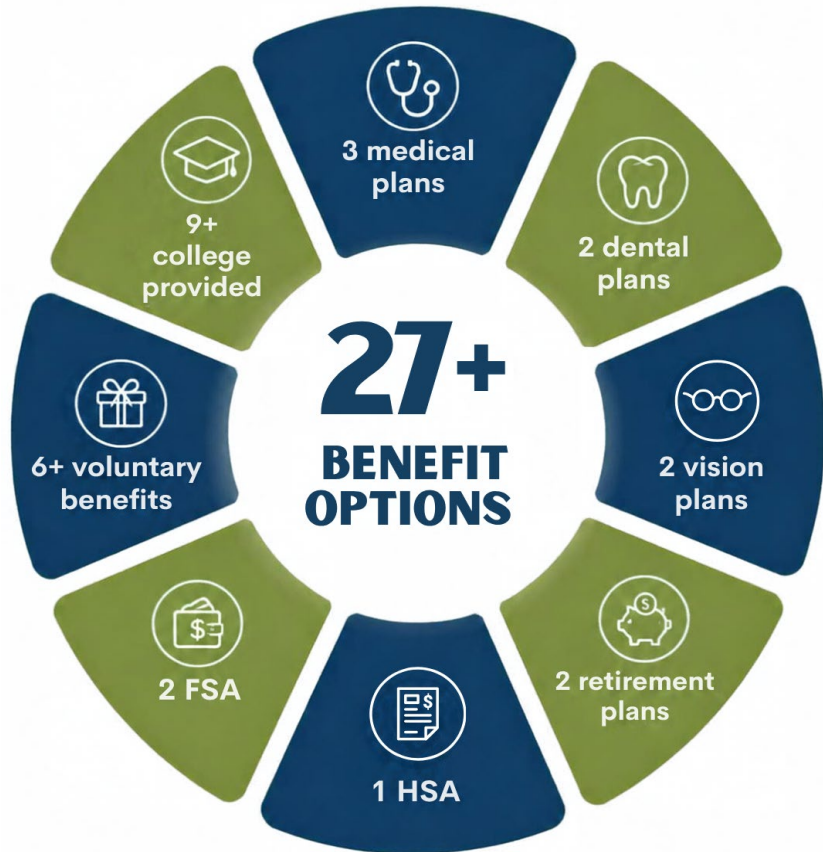
October 2026

Topics

- Medical plan options
- 2027 premiums and medical premium history
- Changes for 2027
- Reminders
- Next steps



Multiple Medical Plans, Different Costs: You Choose



Have you taken a close look at our plan options?

All three of our medical plans offer strong coverage across all categories (preventive, specialty, emergency and prescriptions) but they are not the same when it comes to out of pocket costs and extra enhancements that may appeal to some but not all.

Remember, there are a variety of other benefit plans as well as ways to access care available to best meets your needs.



2027 Premiums



- Medical Rates: will increase by 8%, an average of \$19.64 per paycheck across all plans/all enrollment levels
- Dental Rates: will increase by 6.37%, an average of \$0.77 per paycheck across all plans/all enrollment levels
- Vision Rates: No changes to vision premiums



Medical Rate and Employee Premium History

Plan Year	Actual Cost Increase	Employee Contribution Increase
2023	4.4%	4.4% Platinum+ -5% Silver, added Gold
2024	13.2%	7% Platinum+ 2% Gold and Silver
2025	11.2%	12% Platinum 0% Gold and Silver
2026	-0.75%	0% Platinum+, Gold and Silver except for those earning \$180,000+
2027	8%	8% Platinum+, Gold and Silver



2027 Prescription Coverage Changes

- Platinum+:
 - Formulary change from Standard to Value (incentivizes use of generic drugs and has fewer brand name drugs in Tier 3)
 - Generic drug copay from \$10 to \$15
 - Tier 2 copay from \$25 to \$30
 - Tier 3 coinsurance from 50% to 60%
- No changes to the Gold or Silver plans



Prescription Co-Pay Plan Changes (Platinum+)

		2026	2027
Platinum+		In-Network	Out-of-Network
Single Deductible		\$750	
2 Person Deductible		\$1,500	
Family Deductible		\$2,250	
		Medical Out-of-Pocket Max	Prescription Out-of-Pocket Max
Single		\$2,700	\$1,500
2 Person		\$5,400	\$3,000
Family		\$8,100	\$4,500
		Prescription Out-of-Pocket Cost	
Generic		\$10	
Preferred Brand		\$25	
Non-preferred		50%	

💡 *Your deductible is what you pay before the plan starts sharing costs. Preventive care is still covered in full before the deductible. Once you reach the Out-of-Pocket limit, the plan covers 100% of covered expenses in that category (in-network or out-of-network) for the rest of the year.*



Other Key Changes for 2027 *(additional details in info sessions and ongoing communications)*

- **Flexible Spending Account vendor** will change to HealthEquity – all spending accounts will be in one place
- **Voluntary Life Insurance rates** will decrease by 5-6% (depending on the age of the participant)
- **Voluntary Life Insurance maximum coverage** increasing to \$750,000
- **Voluntary Life Insurance guarantee issue amount** increasing to \$300,000 (does not require medical review during initial enrollment)



Reminders for 2027 *(additional details in info sessions and ongoing communications)*

- **Medical Plan Opt-Out Payment**

Eligible employees who choose to waive or not enroll in Middlebury's medical insurance plan for the entire plan year will have the opportunity to receive an opt-out incentive.

- Refer to the Medical Insurance Opt-Out policy for details.

- **Preventive Care** can help detect potential problems early, when they may be easier to treat. It can also help prevent or delay the onset of certain illness and chronic health conditions.

- **Virtual Care** offers in-network providers for a range of topics from primary/urgent care to cardiac health, mental health, GI health, LGBTQIA+, speech therapy, physical therapy, nutrition support, and women's health.



Next Steps

We encourage everyone to attend or listen to a session to learn about our plans to make active and informed decisions. We will offer:

- On-demand, in person and Zoom sessions covering:
 - Overview of changes
 - How to enroll in Oracle
- Review the resources shared in our Benefits Team emails
- Contact benefits@gmhec.org if you would like to schedule time to discuss your questions
- ***The Benefits Team at GMHEC will be launching communication efforts this month; keep an eye out for email messages!***

