

MEMORANDUM

To: Council President Schutt and Members of Council

From: Angie S. Rich, Director of Finance

Subject: 2027 Employee Health Care Plans and Premium Rates

Date: October 26, 2026

The Health Care Task Force has selected the medical plans to be offered to eligible employees for 2027. The Task Force recommends that the Village continue offering Plans 2, 3, and the high-deductible health savings account (HSA). Please note that 2027 will be the final year Plan 2 is offered before it is phased out. A motion to approve these BORMA plans will be on the agenda for the next Council meeting.

The total premium increase for 2027 is approximately 14.9%, up from the previous year's 11.9% increase. The employee contribution portion will not change, remaining fixed at 10% of the total premium for whichever medical plan they chose.

The chart below outlines the 2026 employee contributions compared to the new 2027 rates.

**2027 Mayfield Village Health Insurance Renewal
Plan Premiums and Employee Contributions**

2026					2027				
	Plan 2 Premium	E'ee Monthly Contribution		E'ee %		Plan 2 Premium	E'ee Monthly Contribution		E'ee %
Single	\$ 1,311.85	\$	131.19	10%	Single	\$ 1,507.32	\$	150.73	10%
E+Sp	\$ 2,754.89	\$	275.49	10%	E+Sp	\$ 3,165.37	\$	316.54	10%
E+Chdn	\$ 2,361.34	\$	236.13	10%	E+Chdn	\$ 2,713.17	\$	271.32	10%
Family	\$ 4,066.74	\$	406.67	10%	Family	\$ 4,672.69	\$	467.27	10%
Plan 3 Premium					Plan 3 Premium				
Single	\$ 1,279.33	\$	127.93	10%	Single	\$ 1,444.36	\$	144.44	10%
E+Sp	\$ 2,686.59	\$	268.66	10%	E+Sp	\$ 3,033.16	\$	303.32	10%
E+Chdn	\$ 2,302.79	\$	230.28	10%	E+Chdn	\$ 2,599.85	\$	259.99	10%
Family	\$ 3,965.92	\$	396.59	10%	Family	\$ 4,477.52	\$	447.75	10%
HSA* Premium					HSA* Premium				
Single	\$ 1,214.28	\$	121.43	10%	Single	\$ 1,395.21	\$	139.52	10%
E+Sp	\$ 2,549.98	\$	255.00	10%	E+Sp	\$ 2,929.95	\$	293.00	10%
E+Chdn	\$ 2,185.70	\$	218.57	10%	E+Chdn	\$ 2,511.37	\$	251.14	10%
Family	\$ 3,764.26	\$	376.43	10%	Family	\$ 4,325.13	\$	432.51	10%
*MV to provide \$1500/\$3000 deductible funding					*MV to provide \$1500/\$3000 deductible funding				