



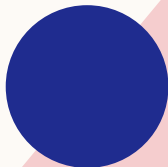
HEALTH INSURANCE OUTLOOK

BUDGET IMPACT

Estimate: 10% \$725,650

Actual: 14.84% \$980,875

Revenues available for ALL increases: \$2,153,000



WHAT INCREASES CAN WE NOT CONTROL?

- Previously Negotiated CB: \$1,195,000
- Assessments: \$700,000

- Revenues available for ALL increases:
\$2,153,000

WHERE DOES THAT LEAVE US?

Current Budget Deficit of
\$1,062,000

NOW WHAT?

Look at things we CAN change

RATES PER PERSON

- Family Plan increase (avg) \$370 per month total premium
- Employee cost share increase \$110 (avg) biweekly
- \$2,840 increase annually avg family plan

- Consider: Most CB agreements provide a 2.5% COLA increase
Can you afford a 14.84% increase in deductions?

SAMPLE 1:

Current Paycheck

Gross Pay \$1,562.88

Deductions \$695.04

Take Home Net \$867.84

Projected FY26 Paycheck

Gross Pay \$1,601.95

Deductions \$741.82

Take Home Net \$860.14

SAMPLE 2:

Current Paycheck

Gross Pay \$2,789.60

Deductions \$1,065.66

Take Home Net \$1,723.94

Projected FY26 Paycheck

Gross Pay \$2,859.34

Deductions \$1,118.19

Take Home Net \$1,741.15

SAMPLE 3:

Current Paycheck

Gross Pay \$1,465.20

Deductions \$628.52

Take Home Net \$836.68

Projected FY26 Paycheck

Gross Pay \$1,501.83

Deductions \$684.35

Take Home Net \$817.48

WHAT CAN WE DO?

Increase Deductibles (only)

or

Implement HSA program with High Deductibles,
but low Co-Pays

Town of Millbury FY'26 HMO Proposed Plan Changes

Plan	Current Plan	FY'26 Proposed Change	
	HMO Network Blue NE \$300 Deductible HCCS	HMO Blue New England \$1000 Deductible HCCS	HMO Blue New England \$1500 Deductible HCCS
Deductible Single/Family	\$300/\$900	\$1,000/\$2,000	\$1,500/\$3,000
Max Out of Pocket Medical	\$2500/\$5000	\$2500/\$5000	\$2500/\$5000
Pharmacy	\$1000/\$2000	\$1000/\$2000	\$1000/\$2000
PCP Copay	\$20	\$20	\$20
Specialist Copay	\$60	\$60	\$60
ER Copay	\$100 after Deductible	\$100 after Deductible	\$100 after Deductible
Labs & X-rays	\$0 after Deductible	\$0 after Deductible	\$0 after Deductible
High Tech Imaging	\$100 after Deductible	\$100 after Deductible	\$100 after Deductible
Inpatient Hospital	\$275 after Deductible for Low cost Hospitals and \$1500 after Deductible for High cost Hospitals	\$275 after Deductible for Low cost Hospitals and \$1500 after Deductible for High cost Hospitals	\$275 after Deductible for Low cost Hospitals and \$1500 after Deductible for High cost Hospitals
Day Surgery	\$250 after Deductible	\$250 after Deductible	\$250 after Deductible
Retail Rx Copay	\$10/30/65	\$10/30/65	\$10/30/65
Mail Order Rx Copay	\$25/75/165	\$25/75/165	\$25/75/165
FY'26 Renewal Increase	14.84%	9.42%	6.04%

Town of Millbury FY'26 HSA Proposed Plan Changes

Plan	Current Plan	FY'26 Proposed Change	
	HMO Network Blue NE \$500 Deductible	HMO Access Blue New England Saver \$2000	HMO Access Blue New England Saver \$2000 w/copays
Deductible			
Single/Family	\$500/\$1,000	\$2,000/\$4,000	\$2,000/\$4,000
Max Out of Pocket			
Medical	\$2500/\$5000	\$6,450/\$12,900	\$6,450/\$12,900
Pharmacy	\$1000/\$2000	Combined w/Medical	Combined w/Medical
PCP Copay	\$20	\$0 after Deductible	\$20 after Deductible
Specialist Copay	\$60	\$0 after Deductible	\$35 after Deductible
ER Copay	\$100 after Deductible	\$0 after Deductible	\$150 after Deductible
Labs & X-rays	\$0 after Deductible	\$0 after Deductible	\$0 after Deductible
High Tech Imaging	\$100 after Deductible	\$0 after Deductible	\$125 after Deductible
Inpatient Hospital	\$275 after Deductible for Low cost Hospitals and \$1500 after Deductible for High cost Hospitals	\$0 after Deductible	\$500 after Deductible
Day Surgery	\$250 after Deductible	\$0 after Deductible	\$250 after Deductible
Retail Rx Copay	\$10/30/65	**\$10/30/65	**\$10/30/65
Mail Order Rx Copay	\$25/75/165	**\$25/75/165	**\$25/75/165

**Subject to deductible first

FY'26 Renewal Increase

14.84%

5.61%

-0.01%

ALTERNATIVE 1 (9.42%):

Current Paycheck

Gross Pay \$1,562.88

Take Home Net \$867.84

Projected FY26 Paycheck

Gross Pay \$1,601.95

Take Home Net \$875.87

Current Paycheck

Gross Pay \$2,789.60

Take Home Net \$1,723.94

Projected FY26 Paycheck

Gross Pay \$2,859.34

Take Home Net \$1,756.88

Current Paycheck

Gross Pay \$1,465.20

Take Home Net \$836.68

Projected FY26 Paycheck

Gross Pay \$1,501.83

Take Home Net \$836.95

Increase of \$15-20
per check

Annual Savings
\$90-233

ALTERNATIVE 2 (6.04%):

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Current Paycheck

Gross Pay \$1,562.88

Take Home Net \$867.84

Projected FY26 Paycheck

Gross Pay \$1,601.95

Take Home Net \$885.68

Current Paycheck

Gross Pay \$2,789.60

Take Home Net \$1,723.94

Projected FY26 Paycheck

Gross Pay \$2,859.34

Take Home Net \$1,766.64

Current Paycheck

Gross Pay \$1,465.20

Take Home Net \$836.68

Projected FY26 Paycheck

Gross Pay \$1,501.83

Take Home Net \$849.10

Increase of \$25-33 per check

Annual Savings \$116-380

HSA PLANS

Higher Deductible

Low or No Co-Pays

Higher Out-of-Pocket Max

Contributions to Personal
Health Savings Account
are Mandatory

WHAT HAPPENS IF WE DO NOT MAKE A CHANGE?

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- Budget cuts in All areas
 - No Steps
 - No COLA for unrepresented
 - No Professional Development/Training
 - Hiring Freeze
 - Layoffs
 - Override Vote

WHAT IS NEXT?

- Consensus
- Group Discussions (Vote?)
- Plan Changes or No Changes
- Update the Budget by March 2