



PEIA MEDICAL COVERAGE

PEIA Plans Explained

PLANS

PPB PLAN A

PPB PLAN B

PPB PLAN C

PPB PLAN D

The Health Plan HMO A
The Health Plan HMO B
The Health Plan PPO

PLAN A & PLAN C are City-subsidized, meaning the city helps pay for the plan, reducing the financial burden on the employee.

SUBSIDIZED PLANS EXPLAINED

PPB PLAN A

Traditional Plan with Co-Pay

A predictable health insurance plan where you pay a set fee (co-pay) for doctor visits, prescriptions, and other services. Your insurance covers most costs after a deductible.

PPB PLAN C

High Deductible Plan with HSA

A lower-premium plan where you pay more upfront before insurance kicks in. It pairs with a Health Savings Account (HSA) for pre-tax savings on eligible expenses. The city contributes the full deductible amount; employees may also make additional pre-tax contributions.

ADVANTAGES

Predictable costs: fixed co-pays for doctor visits, prescriptions, and other services.

Lower deductible: insurance starts covering costs sooner.

Easier Budgeting: out-of-pocket expenses are more stable and manageable.

Good for Frequent Medical Needs: Many services are covered immediately by co-pay, without needing to meet a deductible

Lower Premiums: monthly costs are lower than traditional plans

City Covered Deductible: Your out-of-pocket expenses are reduced because the HSA is fully funded by the City.

HSA Benefits: Funds are tax-free and can be used for medical expenses and rolled over annually.

More Control: You decide when and how to use your HSA funds.

DISADVANTAGES

Higher Premiums: you pay more each month, even if you don't use the insurance often

Co-pays add up: Each visit or prescription has a cost, which can accumulate over time and does not count toward your deductible.

Less flexibility: No tax-advantaged savings account for future medical expenses

Less predictable costs: unlike fixed co-pays, medical costs can vary depending on the service or provider.

Higher upfront costs: Since HSA funds are distributed monthly, there may be times when medical expenses or prescriptions exceed available funds, requiring out-of-pocket payments. These costs may discourage some from seeking care.*

**An HSA Advance option may be available for eligible expenses, provided certain requirements are met.*



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2026 Plan Year Summary & Cost Comparison of Subsidized Plans

2026 PLAN YEAR

PEIA has increased premiums and deductibles for both PPB Plan A and PPB Plan C, as well as some co-pays for PPB Plan A. **The city will maintain an 80/20 premium split** for PPB Plan A and PPB Plan C. There will be no spousal surcharge for city employees. **The city will continue to fund a Health Savings Account (HSA) for PPB Plan C** participants.

COST COMPARISON

FAMILY PLAN (80/20)	PPB PLAN A	PPB PLAN C
Annual Premium	\$3,793	\$2,112
Medical Deductible	\$1,300	\$4,550
Medical OOPM	\$7,000	-
RX Deductible	\$300	-
RX OOPM	\$ 3,500	-
Medical/RX Combined OOPM*	-	\$2,650
HSA Contribution	-	(\$4,550)
TOTAL MAXIMUM EXPOSURE	\$15,893	\$4,762

**after deductible*

TERMS DEFINED

Premium: the amount you pay every month to keep your health insurance active, whether you use it or not.

Deductible: the amount you pay out of pocket for covered services before your insurance starts to share the cost.

OOPM: out-of-pocket maximum

Total Maximum Exposure: the most money you could have to pay out-of-pocket for covered services under your plan.