



UNIFIED FIRE AUTHORITY

MEMORANDUM

26-062

April 17, 2026

TO: All Personnel

FROM: HR Director Day

SUBJECT: Medical and Dental Insurance Update

This summary outlines the benefit updates presented at the recent Benefits & Compensation Committee meeting. Its purpose is to help employees understand the upcoming changes and prepare for the 2026–2027 Open Enrollment period. We encourage all employees to review this information carefully so they can make informed decisions about their benefits.

SelectHealth initially proposed a 16.8% increase in medical premiums and a 9.9% increase in dental premiums. This was due to the plan experiencing a 106.7% net loss ratio, meaning the insurance provider is currently paying out more in claims than it receives in premium payments and administrative fees.

After further discussions, SelectHealth offered a revised option: a 13.5% premium increase to maintain the current plan. Alternatively, UFA could limit the increase to 3.7% by keeping the same overall plan structure while adjusting deductibles and out-of-pocket maximums, and the removal of the contingent funding arrangement. Utilization data show that approximately 30% of employees reach at least half of the deductible each year and less than 8% hit the plan's out-of-pocket maximum.

The Benefits & Compensation Committee recommended adopting the 3.7% increase along with adjustments to the plan's deductible and out-of-pocket maximum amounts, and the removal of the contingent funding arrangement. In addition, Unified Fire Authority will continue to offer a Health Reimbursement Arrangement (HRA) and will be doubling it to help offset employees' deductible expenses.

By implementing this revised plan design, comparing to the 13.5% proposed increase, employees collectively save approximately \$154,898 in premium costs, while Unified Fire Authority saves approximately \$619,593.

Under the revised plan design:

Deductible Changes

- Individual deductible will increase from \$1,000 to \$2,000

- Family deductible will increase from \$2,000 to \$4,000

Out-of-Pocket Maximum Changes

- Individual out-of-pocket maximum will increase from \$3,000 to \$4,000
- Family out-of-pocket maximum will increase from \$6,000 to \$8,000

Premium Changes for Family Plan with SelectMed:

Medical \$339.02 → \$351.42/month

Monthly Premium Increase: \$12.40

Annual Premium Increase: \$148.80

The new HRA funding levels will be:

- Individual coverage: increasing from \$500 to \$1,000
- Family coverage: increasing from \$1,000 to \$2,000

How the HRA Works

Individual Coverage (Deductible: \$2,000)

- Employee pays \$0 – \$1,000
- HRA pays \$1,001 – \$2,000

Family Coverage (Deductible: \$4,000)

- Employee pays \$0 – \$2,000
- HRA pays \$2,001 – \$4,000

Once claims are processed the HRA reimbursement is automatic after the employee has met their portion of the deductible. This process requires no action from the employee.

Regarding dental coverage, UFA issued a request for proposals and explored self-funding options to mitigate the initially proposed 9.9% renewal increase. After thorough evaluation, it was determined that remaining with SelectHealth at the 9.9% renewal provided the best overall value.

Premium Changes for Family Plan with SelectHealth Dental:

Medical \$21.08 → \$23.16/month

Monthly Premium Increase: \$2.08

Annual Premium Increase: \$24.96

You can click [here](#) for a one-page summary of the plan design changes.

We understand that benefit changes can be complex, and our goal is to provide clear and transparent information. Additional resources, including detailed plan documents and summaries, will be available during the enrollment period. If you have any questions, please do not hesitate to reach out to the HR Division for assistance.

Kiley Day - Human Resources Director – kday@unifiedfireut.gov

Calogero Ricotta - Deputy HR Director – cricotta@unifiedfireut.gov

Katherine Petersen - Sr. HR Analyst – kpetersen@unifiedfireut.gov

Sylvia Cardenas - HR Analyst – scardenas@unifiedfireut.gov