



2027 Employee Benefits Plan

October 22, 2026



Health Benefits Program



Self-Insured Medical Plan

- Claims paid dollar for dollar up to the stop loss deductible
- Cigna administers the plan, provides network discounts, and runs population health improvement programs
- Employees contribute 5%–18% of premium, based on union status and plan choice

Plan A

Buy-Up PPO

Plan B

Base PPO

Plan C

HDHP + HSA



Fully-Insured Supplemental

Cost Share

Dental & vision

Employer Paid

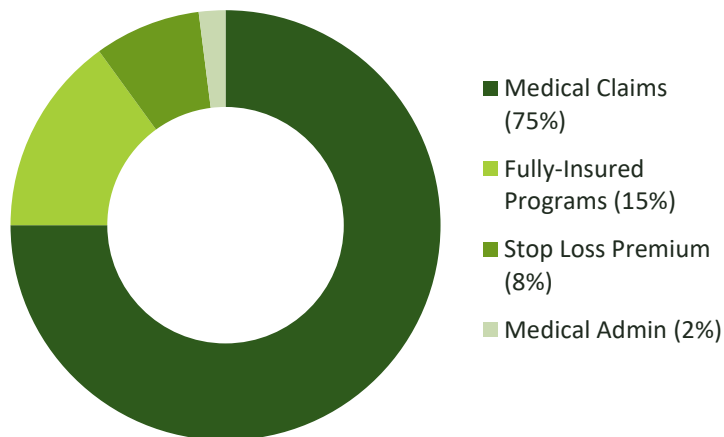
Life, long-term disability, employee assistance program

Employee Paid

Accident, pet insurance, flexible spending accounts

Health Benefits Program Performance

Budget: \$13.9 Million



Medical Claims Performance

105%

Expenses vs. revenue, rolling 12 months
(98% excluding stop loss reimbursements)

\$100K

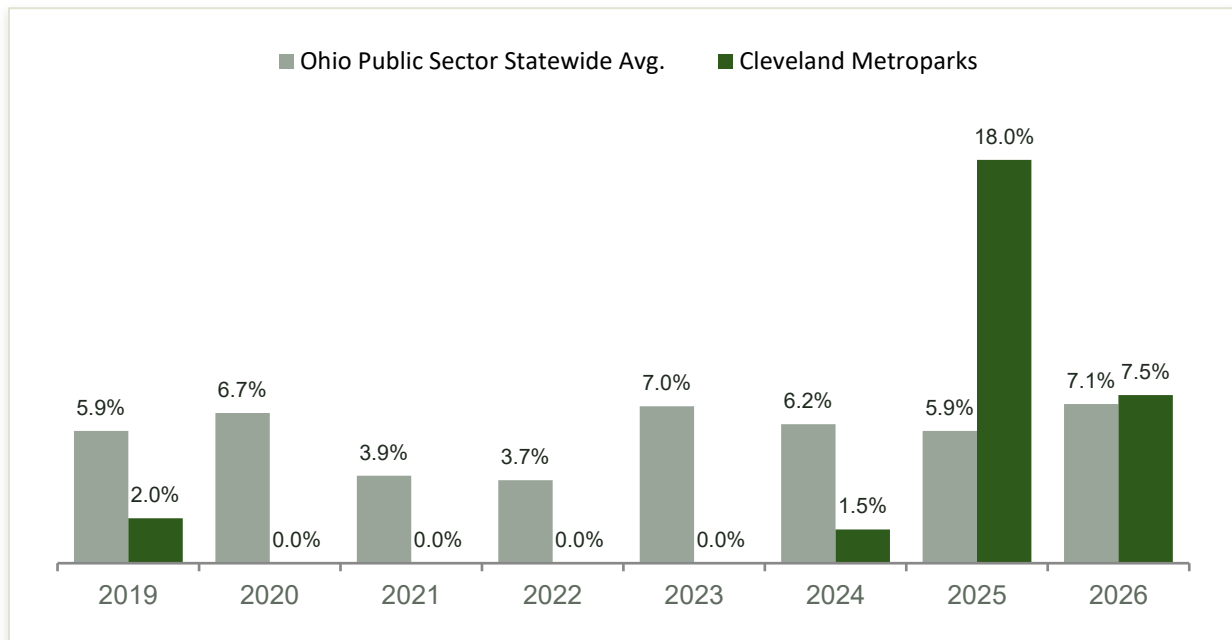
Drawn from Medical Reserve; \$2.4M balance remains

7

Catastrophic claims over \$175K, totaling 24% of all claims spend

2019–2026

Benchmarking: Medical Premium Increases



+56.9%

Ohio public sector cumulative increase, 2019–2026

+31.3%

Cleveland Metroparks cumulative increase, 2019–2026

Five years of flat or minimal increases (2020–2024) preceded the 18% adjustment in 2025.

NATIONAL TRENDS

2027 Industry Health Cost Outlook

8.2%

Mercer/Marsh

Avg. cost per employee after plan changes (11% with no action); highest since 2003

9.5%

Aon

Employer cost before plan changes; 4th straight year near double digits

9.0%

PwC

Group medical cost trend; highest in 17 years

11%+

Segal

Prescription drug trend; medical trend nearing double digits

Key Cost Drivers



GLP-1 & specialty drugs

Expanding indications and oral options; GLP-1s alone ≈1 pt of 2027 trend



AI-enabled billing & coding

More—and higher-level—claims submitted by providers



Provider prices & consolidation

Hospital labor and supply inflation; stronger negotiating leverage



Utilization & high-cost claims

More chronic conditions and catastrophic claims



Behavioral health

Sustained growth in mental health service use



Stop Loss Premium Inflation

Mid-teen to twenty percent average renewals for 2027

2027 PLAN YEAR

2027 Benefits Plan

15.5%

Premium increase

All medical plans

50%

Stop loss increase

1-year contract with Cigna

\$100 / \$200

Plan C deductible increase

Driven by IRS regulation changes



Contract Approvals: 1-year stop loss insurance contract with Cigna. All other benefit coverages remain under existing contracts with no increases.