Your Time Your Place

CLEVELAND METROPARKS

2026 Employee Benefits Plan

October 14, 2025

Health Benefits Program

Self-Insured Medical Plan

- Claims paid dollar for dollar up to the stop loss deductible
- Contract with medical insurance carrier (Cigna) to administer the plan, access network discounts, and provide population health improvement programs
- Three medical insurance plan options
  - Plan A: Buy-Up PPO
  - Plan B: Base PPO
  - Plan C – High Deductible Health Plan (w/Health Savings Account)
- Employees contribute between 5% and 18% of premium depending on union status and plan choice

Fully-Insured Supplemental Benefits

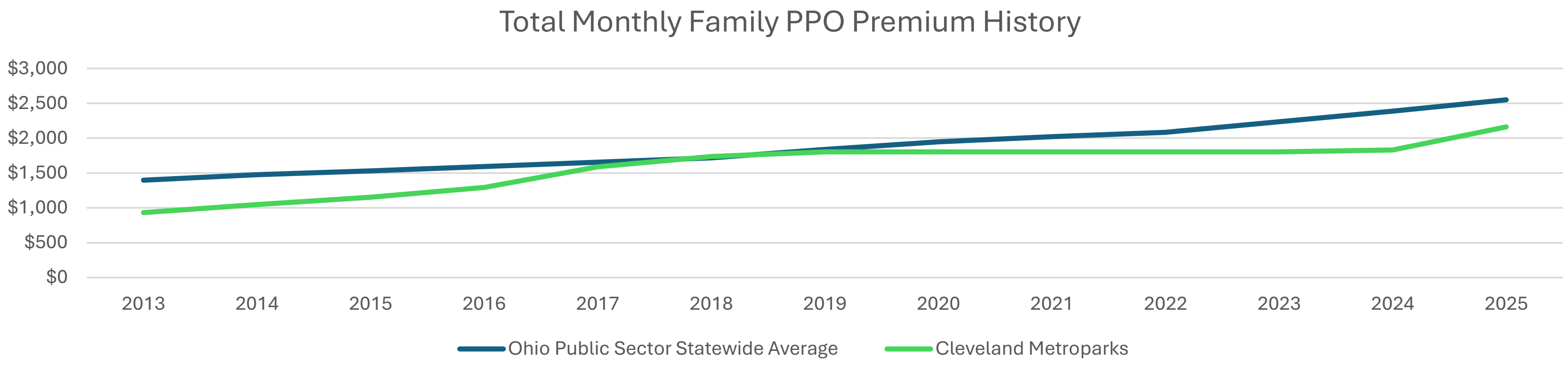
- Cost Share - Dental & Vision
- Employer Paid - Life, long-term disability, and employee assistance program
- Employee Paid – Accident insurance, pet insurance, and flexible spending accounts

2025 Health Benefits Program

- **Budget – $13.1 million**
  - Medical Claims Payments – 75%
  - Medical Administration – 2%
  - Stop Loss Insurance Premium – 8%
  - Fully-Insured Programs – 15%
- **2025 Medical Claims Performance**
  - Current expenses at 93% of revenue
    - 98% if stop loss reimbursements are removed
  - $641K returned to Medical Reserve ($2.5 million balance)
    - $478K of surplus attributed to stop loss reimbursements
  - 6 Catastrophic Claims (Over $100K spend) – 17% of total claims spend
    - 13 claims over $75K spend – 25% of total claims spend

Benchmarking – Medical Premium Increases

	Ohio Public Sector Statewide Average	Cleveland Metroparks
2019	5.9%	2%
2020	6.7%	0%
2021	3.9%	0%
2022	3.7%	0%
2023	7.0%	0%
2024	6.2%	1.5%
2025	5.9%	18.0%
	39.3%	**21.5%**



Cost Drivers and Containment Strategies

- Mercer estimates that total health benefit cost per employee is expected to rise 6.5% in 2026 - Largest increase since 2010
  - Advances in diagnostics and therapeutics (e.g., new cancer treatments and weight loss drugs)
  - Consolidation of providers into fewer, larger health systems
  - General inflation in economy
  - Lingering effect of delayed or missed care during COVID-19
- Cost containment
  - Enhanced case management of high-cost claims
  - Support members with chronic or pre-chronic conditions
  - Continued emphasis on preventive care (currently 10% above benchmark rate)
    - Focus on cancer screenings
  - End-user consumerism

2026 Benefits Plan

- **Contract Approvals**
  - 1-year contract with Cigna for stop loss insurance (33% increase)
  - All other benefit coverages are under contract with no increases
- **Plan Designs & Premiums**
  - 7.5% premium increase for all medical plans
    - Employee premiums increase range from $1.30 - $14.59 per month
  - Plan C (high deductible health plan) deductibles increasing by $100/$200 due to IRS Regulation changes