Relative Plan Value Analysis – Three-Year Plan

	June 2026 Enrollment	VBA 2026	Anthem & MMA 2027 Blend	Adjustment by Year	VBA 2027	VBA 2028	VBA 2029
KeyCare 20	491	1.015	1.000	0.000	1.015	1.015	1.015
KeyCare 25	348	0.984	0.974	0.000	0.984	0.984	0.984
HealthKeepers 25	206	0.926	0.934	0.003	0.929	0.931	0.934
KeyCare HRA 2000	195	0.865	0.916	0.017	0.882	0.899	0.916
KeyCare 2000	197	0.863	0.904	0.014	0.877	0.890	0.904
KeyCare 3500	1,239	0.810	0.880	0.023	0.833	0.857	0.880
HealthKeepers 3500	294	0.769	0.843	0.025	0.793	0.818	0.843
KeyCare 5000	1,439	0.679	0.815	0.045	0.724	0.769	0.815
HealthKeepers 5000	308	0.652	0.781	0.043	0.695	0.738	0.781

- Due to significant membership migrating to HDHP plans and no indexing of plan deductible and out-of-pocket maximum limits, the actuarial plan values have become compressed. Plan values will be updated over a three-year period.
- Values for KeyCare 20 and KeyCare 25 will not change.
- The highest impact is to the $5000 HDHP plans.

Relative Value Changes: Illustrative Example of 2027 Rates

Assumptions:

- Bank offers three plan options: KC 25, KC 3500 and HK 5000
- No enrollment migration: 30% in KC 25, 50% in KC 3500 and 20% in HK 5000
- 10% renewal increase, $2,000,000 in expected costs for 2027
- Example shows Employee only rate based on current relative value and Year 1 adjusted value

Plan	Current Relative Value	Year 1 Adjusted Relative Value
KC 25	.984	.984
KC 3500	.81	.833
HK 5000	.652	.695

		No Change to Relative Values		Updated Relative Values – Year 1	
	2026 Current Rates	2027 Rates - Proposed	% Increase	2027 Rates - Proposed	% Increase
KC 25	$825	$908	10%	$887	7.5%
KC 3500	$680	$748	10%	$751	10.4%
HK 5000	$547	$601	10%	$626	14.4%