



Benefit Changes

Effective January 1, 2027

- **ElectRx**
 - [Updated drug list](#)
 - Employees who enroll starting January 1, 2027 will receive a digital \$250 gift card after two refills with ElectRx.
 - Current ElectRx participants will also be eligible.
- **High Deductible Health Plan (HDHP)**
 - Per the IRS 2027 guidelines, the deductible will increase to \$1,750 for single and \$3,500 for 2 person/family.
 - First-time enrollees will receive 80% HSA funding.
- **Health Savings Account (HSA) Annual Contribution Limit**
 - Per the IRS 2027 guidelines, the annual contribution limit will increase to \$4,500 for single and \$9,000 for 2 person/family.
- **Flexible Spending Account (FSA)**
 - Flexible Spending Accounts do not carry over automatically. If you want to participate in 2027, you **MUST** enroll during open enrollment.
 - **REMINDER:** The minimum contribution amount is \$250 for the calendar year to enroll into medical and/or dependent care accounts.
- **Health Insurance Rates effective January 1, 2027**

	Community Blue PPO	NEW – Simply Blue PPO	Simply Blue HDHP
Single	\$202	\$176	\$143
2 Person	\$485	\$422	\$344
Family	\$606	\$527	\$430

If you have any questions regarding the benefit changes, you may contact either:



Shannon Mehl
Benefits Manager
Human Resources
shannonmehl@delta.edu
989-686-9106



Stephanie Kontranowski
HR Academic and Technology Specialist
Human Resources
stephaniekontranowsk@delta.edu
989-686-9104