



City of Madison

Human Resources Department

Date: October 5, 2026

2027 Plan Year Open Enrollment is October 5, 2026 through October 30, 2026 at 4:30pm

To: Active Employees and Elected Officials enrolled in the Wisconsin Retirement System (WRS)
From: The Human Resources Department Benefits Team
Subject: Health Insurance Open Enrollment for 2027 Plan Year Coverage



It is your responsibility to read the entire health insurance memo and review the resources on the Open Enrollment page of the Human Resources website (available via the QR code and at <https://www.cityofmadison.com/human-resources/benefits/open-enrollment>) before the end of Open Enrollment. You should do this even if you are not making changes to health insurance to ensure you are making an informed decision.

If you do not want to make changes to existing health insurance coverage, you do not need to take further action after you have read this memo and reviewed the resources. **If no changes are submitted by the Open Enrollment deadline, existing enrollment(s) will continue into 2027 at 2027 rates.**

IMPORTANT

All Open Enrollment changes to health insurance must be submitted **via the My Insurance Benefits portal online** by the Open Enrollment deadline:

<https://apps.etf.wi.gov/MemberPortalWeb/>

To access My Insurance Benefits, you need to have a **MyWisconsin ID**. My WisconsinID is run by the State of Wisconsin and is **fully separate** from all City login credentials. If you do not have a MyWisconsin ID set up yet, you will need to set one up **as soon as possible**. The setup process may take longer than you think, and missing the Open Enrollment deadline due to technical difficulties will not grant you a grace period.

Check with your Payroll Clerk or go to the Open Enrollment page for instructions on how to set up a MyWisconsin ID!

Introduction

The annual Health Insurance Open Enrollment period is an opportunity for employees to make change(s) to, enroll in, or cancel City health insurance coverage **without a midyear qualifying event**. All Open Enrollment changes and enrollments are effective January 1, 2027, while all Open Enrollment cancellations are effective December 31, 2026.

Employees and elected officials who are **actively participating in the Wisconsin Retirement System (WRS)** through their employment or elected service with the City are eligible to participate in the Group Health Insurance Program (GHIP). This includes WRS-eligible hourly and seasonal employees. Employees and elected officials who are not actively participating in the WRS are not eligible for City-sponsored health insurance.

Changes to the GHIP for 2027 are summarized in this memo and included in the 2027 Decision Guide: Local Deductible Plan (ET-2158), available on the Open Enrollment page (linked above) and here: https://www.cityofmadison.com/human-resources/documents/benefits/2027_Decision_Guide_PO14.pdf

No access to the internet?

You may contact ETF by phone at 877-533-5020 or 608-266-3285 or by mail at P.O. Box 7931, Madison, WI 53707-7931 to request printed Health Insurance Open Enrollment materials. Reference copies of materials may also be available at your agency or at the Human Resources Department.

In-Person Help Sessions and Support

Drop-in Help Sessions

The Benefits Team and Administrative Support Team will be **on-site** at various City locations to provide dedicated in-person assistance with Open Enrollment questions, health insurance changes via the My Insurance Benefits portal, and dental/vision changes via the Employee Self Service (ESS) portal. These in-person help sessions are in lieu of a Vendor Fair. Sessions are scheduled at the following dates/times:

Location	Date	Time(s)
1120 Sayle St. (Traffic Engineering, Parking)	10/12/2026	2:00pm-4:00pm
1501 W Badger Rd. (Streets West)	10/14/2026	7:00am-8:00am, 2:00pm-3:00pm
1600 Emil St. (Engineering)	10/14/2026	2:00pm-4:00pm
110 S Paterson St. (Water Utility)	10/15/2026	7:00am-8:00am, 2:00pm-3:00pm
4602 Sycamore Ave. (Streets East)	10/21/2026	7:00am-8:00am, 2:00pm-3:00pm
Madison Municipal Building (MMB) Room 204	10/21/2026	9:00am-12:00pm
4151 Nakoosa Trail (Fleet)	10/21/2026	12:00pm-1:00pm
1 S Ingersoll St, Monona Conf. Room (Metro)	10/22/2026	10:00am-1:00pm
1402 Wingra Creek Pkwy (Parks - Goodman)	10/23/2026	1:00pm-3:00pm

Regular Assistance at HR

The Benefits Team is also holding office hours on **Tuesdays from 2:30-4:30pm** and on **Thursdays from 8:30-10:30am** to provide dedicated Open Enrollment assistance in-person or via phone.

- **In-person:** 215 Martin Luther King Jr. Blvd. Ste. 261 (Second Floor)
- **Phone:** 608-266-4615

The Benefits inbox (benefits@cityofmadison.com) is also closely monitored during Open Enrollment; you can expect responses within 1-2 business days, and often the same day.

Support Through ETF

ETF will be hosting a number of insurance benefits forums during Open Enrollment for you to learn about the 2027 Plan Year. These webinars are similar to a virtual Vendor Fair and provide the opportunity to ask questions directly to health plans and vendors like Navitus (pharmacy benefit) and WebMD (Well Wisconsin). Visit etf.wi.gov/insurance to register.

Health Program Information

The City of Madison will again offer ETF's Program Option 14: Local Deductible Plan without Dental. This option includes an annual medical deductible of \$500 for Individual plans and \$1,000 for Family plans. The deductible applies to all covered services except certain preventive services and prescription drugs. For a list of preventive services, visit <https://www.healthcare.gov/coverage/preventive-care-benefits/>.

Dental and vision insurance coverage are not offered through the health insurance program. The City of Madison does not offer ETF's Uniform Dental Benefit or ETF's Supplemental Dental or Vision plans. If you are not currently enrolled in the City's separate dental or vision insurance coverage(s) and would like to enroll in coverage for the 2027 Plan Year, you must enroll online through Employee Self Service (ESS) before the Open Enrollment deadline by logging into your account at <https://cityofmadisonwi.munisselfservice.com/ess/>, subject to eligibility. Complete instructions are provided on the Open Enrollment memos for dental and vision insurance. Hourly and seasonal employees are not eligible for group dental coverage or group vision coverage.

Domestic partner health coverage is not available through the City's health insurance program. Due to a change in State law that took effect January 1, 2018, employees' domestic partners are not eligible to be covered under City's health insurance. However, employees who meet certain eligibility requirements may be eligible for a stipend to offset the cost of a domestic partner obtaining health coverage outside of the City's program. See <https://www.cityofmadison.com/human-resources/benefits/domestic-partnership-benefits-family-partner-benefits> for more information.

Pharmacy Benefit Information

Navitus is the pharmacy benefit manager (PBM) for all available health plans. There are several changes coming to the pharmacy benefit in 2027 (see page 5 of the Decision Guide for details):

- Copays for all levels are **increasing**.
- The Out-of-Pocket Limit (OOP) structure is **changing to set OOPs** for Individual/Family coverage.
- **ETF is adding a new level to the pharmacy formulary for anti-obesity medications only.** This level will have a \$200 copay.
- UW Health Pharmacy is joining Costco Mail Order Pharmacy as a preferred mail-order pharmacy starting January 1.

Visit <https://benefitplans.navitus.com/etf> or contact Navitus at 866-333-2757 for more pharmacy benefit information. Navitus's pharmacy formulary can be downloaded, searched, and accessed by going to the link above and selecting "IYC Health Plan-IYC Access Plan State-Local Plan," the "Formulary" tab, and the PDF for "Complete Formulary."

Well Wisconsin Program

The \$150 Well Wisconsin incentive is available to you and your enrolled spouse (where applicable). To earn the \$150 incentive, you will need to complete a health screening, health assessment, and well-being activity through StayWell by the annual incentive deadline. The \$150 incentive will be paid via a physical gift card that will be mailed to your home. Employees (and their spouses) will continue to see taxes on their incentives processed via payroll. Well Wisconsin also provides access to free and confidential resources and services, such as health coaching, online challenges, and more. Visit <https://www.webmdhealth.com/wellwisconsin/> more information.

Resources For More Detailed Information

The City of Madison Benefits website has more detailed enrollment and supporting information. All eligible employees will have access to an electronic copy of this memo (or a paper copy will be sent if no valid email address is on file). A paper copy of the Open Enrollment packet for your Benefit Group is also available upon request to benefits@cityofmadison.com.

The City's Open Enrollment website, which has links to resources and all electronic copies of memo packets, can be accessed from any internet-connected device at <https://www.cityofmadison.com/human-resources/benefits/open-enrollment>.

Questions about specific coverages should be directed to the health plans, whose websites and phone numbers are available through the Health Plan Search section of the ETF website at <https://etf.wi.gov/insurance/2027/health-plan-search/local> (click the appropriate health plan name to view contact information).

ETF also has E-Learning resources available, including information on the Health Insurance Open Enrollment period. Visit <https://etf.wi.gov/member-education> to view these resources.

Important Health Plan, Medical, and/or Pharmacy Benefit Changes

These changes are also outlined on page 2 of the 2027 Health Benefits Decision Guide. It is important to note that – even if you do not see your current plan listed here – **Human Resources strongly recommends you look up your plan via ETF's 2027 Health Plan Search** at <https://etf.wi.gov/insurance/2027/health-plan-search/local> to double-check and confirm that your provider(s) and clinic(s) are still in-network for that plan, as changes can happen each year. Health plans by county are also listed on pages 9-12 of the Decision Guide.

State Maintenance Plan

The State Maintenance Plan (SMP) is a health plan that offers Uniform Benefits. SMP is designed to provide a health plan option for members who live or work in areas without adequate access to in-network providers or hospitals. See the SMP web page at etf.wi.gov for more information.

Health Plan Name Changes

- Robin with HealthPartners will be HealthPartners Northeast
- IYC Health Plan will be Choice Health Plan

Medical Benefit Changes

The Group Insurance Board approved the following medical benefit changes effective January 1, 2027:

- An initial 50 total visits will continue to be allowed each year for physical, occupational, and speech therapy combined. New for 2027, if medically necessary, 50 additional visits for all therapies combined will be covered.
- For lymphedema compression garments, the plan will cover up to three daytime garments for each affected body part every six months and two nighttime garments every two years.
- Laser hair removal to treat hidradenitis suppurativa is now covered.
- Specialized contact lenses covered to treat degenerative eye diseases for members ages 18 and younger.

Reminders for Participants Without Medicare

Preventive Care Covered at 100%

Your health plan pays 100% of certain preventive care services with no out-of-pocket costs to you. Preventive care is routine health care that includes screenings, checkups, and patient counseling to help prevent illnesses or other health problems. To learn more, visit <https://etf.wi.gov/insurance/health-pharmacy/preventive-care-services-covered-100>

Preventive Drugs Covered at 100%

Your pharmacy benefit pays 100% of certain preventive drugs with no out-of-pocket costs to you. A preventive drug is used to help avoid disease and maintain health. These drugs are considered effective in preventing the development of a health condition or disease. To learn more on preventive drug coverage, visit <https://etf.wi.gov/insurance/health-pharmacy/preventive-drugs-covered-100>

Please refer to the 2027 Decision Guide and the ETF website for more health program information.

Health Insurance Rates

Employees should ignore the rates within the My Insurance Benefits portal, as those rates do not show or include the employer premium contribution. Health insurance rates for permanent full-time employees are provided on a ratesheet included after this memo, and are also available on the Open Enrollment page of the Human Resources website.

Employee and employer contribution amounts are prorated based on an eligible employee's full-time employment percentage. The employee premium contributions for less-than-full-time employees will generally be higher than the required contributions for full-time employees. For less-than-full-time employees, expanded premium rate charts (with employee and employer contributions broken down by FTE%) are included after this memo instead, and are also available on the Open Enrollment page.

Premium Increases in 2027

The 88% of average maximum employer contribution calculation for the City of Madison can only take into account qualified Tier 1 network providers who have service in Dane County. In 2027, the only Tier 1 Plan in Dane County is GHC-SCW Dane Choice. This means the 88% of average calculations ETF made for the City can only consider GHC-SCW Dane Choice, which lessens the impact of the employer contribution. More information about 2027 medical premium increases is also available on the ETF website: <https://etf.wi.gov/reasons-health-premium-changes>

On their website, ETF provides details about this year's rate increases, their plans to help manage future rate increases, and contact information for the Group Insurance Board for members to share concerns about premium rate increases directly with the Board. There are two ways to share feedback/concerns:

Email: BoardFeedback@etf.wi.gov

Mail: Department of Employee Trust Funds: Board Liaison
PO Box 7931
Madison, WI 53707-7931

Submitting Health Insurance Changes

Open Enrollment changes are effective January 1, 2027. To cancel coverage, add coverage, change plan(s) or level(s) of coverage, add or remove dependents, etc., you must submit your change(s) **via the My Insurance Benefits portal online** (<https://apps.etf.wi.gov/MemberPortalWeb/>) before the 4:30pm deadline on Friday, October 30, 2026.

To remain with your current plan and continue your existing health insurance coverage in 2027, you do not need to take any action. **If no action is taken, any existing coverage will continue into 2027 at 2027 rates.**

Accessing My Insurance Benefits

To access My Insurance Benefits, you need to have a **MyWisconsin ID**. My WisconsinID is run by the State of Wisconsin and is **fully separate** from all City login credentials.

If you do not have a MyWisconsin ID set up yet, you will need to set one up **as soon as possible**. The setup process may take longer than you think, and missing the Open Enrollment deadline due to technical difficulties **will not grant you a grace period**.

- There are step-by-step MyWisconsin ID setup instructions on the **My Insurance Benefits FAQ page**: <https://www.cityofmadison.com/benefits/ETF-FAQ>
- For troubleshooting assistance, ETF's **My Benefits Help page** is your best resource: <https://etf.wi.gov/my-benefits-help>
- You can also call the MyWisconsin ID Account Service Desk at 608-471-6667 for assistance.

Can I use a paper form?

No. In July 2026, ETF's new My Insurance Benefits portal went live. Since July 1, employees have been required to submit health insurance changes via the My Insurance Benefits portal online. This means that – unless you have an official accommodation on file for a qualifying disability – health insurance changes **cannot be made with paper forms**.

IMPORTANT: DOCUMENTATION REQUIRED FOR SPOUSE/DEPENDENT(S)

ETF now requires documentation (proof of marriage, parenthood, and/or legal guardianship) for **all newly added** spouses and/or dependent(s), **including Open Enrollment changes**.

If you are newly adding a spouse, (step)child, and/or legal ward to your health insurance for the 2027 Plan Year, **you must provide documentation in the portal**. Until documentation has been provided, your Open Enrollment change **will not be approved**.

Other Enrollment/Change Opportunities Outside of Open Enrollment

Midyear changes to benefits can only be made within the deadline for an eligible qualifying event. Please see Changes to Employee Information on EmployeeNet: <https://www.cityofmadison.com/employeenet/pay-benefits/changes-to-employee-information>

Affordable Care Act (ACA)

The Health Insurance Marketplace will offer open enrollment from November 1, 2026 – December 15, 2026. Plans sold during the Open Enrollment period start January 1, 2027. Please contact the Marketplace at 800-318-2596 or visit <https://www.healthcare.gov/> for more information. Less-than-full-time employees who are eligible for modest or no City contribution to health insurance coverage may be able to obtain more affordable coverage through the Marketplace.

For EEOC, COBRA, ACA marketplace and more federal and state notices, visit <https://etf.wi.gov/>.

In the event of conflicting information, federal law, State statute, State health contracts, and/or policies and provisions established by the State of Wisconsin Group Insurance Board will be followed. The most current information can be found at <https://etf.wi.gov/>.

2027 Plan Year Dental/Vision Open Enrollment

The Open Enrollment period for 2027 Plan Year Dental Insurance and Vision Insurance will run concurrently with the Open Enrollment period for health insurance. **Flexible Spending Open Enrollment will be November 9 - November 20, 2026.**

Employees and elected officials certified at 50% or more of full-time equivalent employment are eligible to participate in the Dental Insurance and Vision Insurance plans. Eligible employees and elected officials will receive separate memos for those benefits. Hourly and seasonal employees are not eligible for the City's Dental Insurance or Vision Insurance plans.

Health, dental, and vision insurance are each standalone benefits – eligible employees may elect to enroll in none, one, two, or all three of these benefits, and coverage levels may differ among the plans an employee is enrolled in. For example, an employee could have Family Health Insurance, Employee + Child(ren) Dental Insurance, and Employee Only Vision Insurance. **ETF regulations require all eligible spouse/minor dependent(s) be included on Family plans if you are enrolled in Family health insurance coverage.**

The My Insurance Benefits portal is specific to health insurance, and dental/vision changes cannot be submitted via My Insurance Benefits. If you are eligible for dental and vision insurance and would like to make change(s) to coverage or enroll in coverage for the 2027 Plan Year, you must submit your Open Enrollment changes **via the Employee Self Service (ESS) portal online** by the Open Enrollment deadline: <https://cityofmadisonwi.munisselfservice.com/ess/>.

Contact Information

City of Madison Human Resources

Email: benefits@cityofmadison.com
Phone: 608-266-4615
Fax: 608-267-1115
Mail: Madison Municipal Building
215 Martin Luther King Jr. Blvd Suite 261
Madison, WI 53703

Department of Employee Trust Funds

Phone (Toll-Free): 1-877-533-5020
Phone (Local): 608-266-3285
Mail: P.O. Box 7931
Madison, WI 53707

Note: This ratesheet applies to all employees **except** Metro employees in Compensation Group 41 or 42. Metro employees in CG41/42 should review the 100% of Low ratesheet instead.

City employees may opt to sign up for **any** plan offered through the Group Health Insurance Program (GHIP), and are not limited to one of these three plans. These plans are the plans with coverage in Dane County, and are also the three most commonly-selected plans for City employees. Permanent full-time employees should look at the 100%FTE rows, while permanent part-time employees should look at the FTE% row for their corresponding FTE%, and hourly employees eligible for health insurance should look at the 50%FTE or 25%FTE row (depending on their hours worked in the lookback period).

2027 HEALTH INSURANCE PREMIUMS

88% Avg: All CG's except 41 and 42

CARRIER	Benefit FTE %	TOTAL	CITY COST	EMPLOYEE COST	CARRIER	Benefit FTE %	TOTAL	CITY COST	EMPLOYEE COST
DEAN HEALTH FAMILY	100	3,290.86	2,170.92	1,119.94	DEAN HEALTH SINGLE	100	1,335.30	885.05	450.25
	95	3,290.86	2,170.92	1,119.94		95	1,335.30	885.05	450.25
	90	3,290.86	2,170.92	1,119.94		90	1,335.30	885.05	450.25
	85	3,290.86	2,096.92	1,193.94		85	1,335.30	854.88	480.42
	80	3,290.86	1,973.57	1,317.29		80	1,335.30	804.59	530.71
	75	3,290.86	1,850.22	1,440.64		75	1,335.30	754.31	580.99
	70	3,290.86	1,726.87	1,563.99		70	1,335.30	704.02	631.28
	65	3,290.86	1,603.52	1,687.34		65	1,335.30	653.73	681.57
	60	3,290.86	1,480.18	1,810.68		60	1,335.30	603.44	731.86
	55	3,290.86	1,356.83	1,934.03		55	1,335.30	553.16	782.14
GHC - DANE FAMILY	50	3,290.86	1,233.48	2,057.38		50	1,335.30	502.87	832.43
	25	3,290.86	616.74	2,674.12		25	1,335.30	251.44	1,083.86
	100	2,466.96	2,170.92	296.04	GHC -DANE SINGLE	100	1,005.74	885.05	120.69
	95	2,466.96	2,170.92	296.04		95	1,005.74	885.05	120.69
	90	2,466.96	2,170.92	296.04		90	1,005.74	885.05	120.69
	85	2,466.96	2,096.92	370.04		85	1,005.74	854.88	150.86
	80	2,466.96	1,973.57	493.39		80	1,005.74	804.59	201.15
	75	2,466.96	1,850.22	616.74		75	1,005.74	754.31	251.43
	70	2,466.96	1,726.87	740.09		70	1,005.74	704.02	301.72
	65	2,466.96	1,603.52	863.44		65	1,005.74	653.73	352.01
	60	2,466.96	1,480.18	986.78		60	1,005.74	603.44	402.30
	55	2,466.96	1,356.83	1,110.13		55	1,005.74	553.16	452.58
QUARTZ - UW FAMILY	50	2,466.96	1,233.48	1,233.48		50	1,005.74	502.87	502.87
	25	2,466.96	616.74	1,850.22		25	1,005.74	251.44	754.30
	100	2,567.80	2,170.92	396.88	QUARTZ - UW SINGLE	100	1,046.08	885.05	161.03
	95	2,567.80	2,170.92	396.88		95	1,046.08	885.05	161.03
	90	2,567.80	2,170.92	396.88		90	1,046.08	885.05	161.03
	85	2,567.80	2,096.92	470.88		85	1,046.08	854.88	191.20
	80	2,567.80	1,973.57	594.23		80	1,046.08	804.59	241.49
	75	2,567.80	1,850.22	717.58		75	1,046.08	754.31	291.77
	70	2,567.80	1,726.87	840.93		70	1,046.08	704.02	342.06
	65	2,567.80	1,603.52	964.28		65	1,046.08	653.73	392.35
	60	2,567.80	1,480.18	1,087.62		60	1,046.08	603.44	442.64
	55	2,567.80	1,356.83	1,210.97		55	1,046.08	553.16	492.92
QUARTZ - UW FAMILY	50	2,567.80	1,233.48	1,334.32		50	1,046.08	502.87	543.21
	25	2,567.80	616.74	1,951.06		25	1,046.08	251.44	794.64