UNIVERSITY SYSTEM OF GEORGIA

University System of Georgia Benefits

To: USG Faculty, Staff, and Retirees
From: USG Human Resources
Subject: 2027 USG Healthcare Plans and Open Enrollment

We're pleased to share that at its August meeting, the Board of Regents approved the **2027 University System of Georgia (USG) healthcare plans and premiums** for active employees and pre-65 retirees. The Board also approved the **2027 Health Reimbursement Account (HRA) contribution for Medicare-enrolled retirees.**

Health care costs continue to rise, a trend USG is not immune to. Nationally, medical costs are expected to rise by 9% in 2027. And while USG's medical costs are expected to increase by 8%, USG's pharmacy costs are expected to rise by about 11.4% as more people use higher-cost specialty medications and overall prescription drug use increases across the USG health care plan.

The good news for 2027 is that there will be no changes to deductibles, co-pays, coinsurance or out-of-pocket maximums in the USG healthcare plans, and premium increases will be capped at 6% to keep costs as affordable as possible for employees.

More details about the 2027 healthcare plans are as follows:

- **Employee Premiums:** Increases of $4–$52 per month, depending on plan and coverage tier.
- **Pharmacy Benefit Manager transition from CVS Caremark to Express Scripts (ESI) for Anthem members:** ESI will work with USG employees who may be impacted by network or formulary changes. CVS pharmacies will remain in network and can continue to be used by members.
- **Well-Being Incentive:** Up to $100 for healthcare-enrolled employees and spouses. A Health Risk Assessment must be completed to be eligible to earn the incentive.
    - For Anthem members, there will be additional incentive-based earning opportunities for completing wellbeing challenges and for certifying participation in a wellness program.
- **Weight Management Programming:** Because the program is associated with the CVS contract, the Weight Watchers program for Anthem members and spouses will be discontinued as of Dec. 31, 2026.
- **Tobacco Use & Working Spouse Surcharges:** Will be $150/month. Certification is required each Open Enrollment in OneUSG Connect – Benefits, or the surcharge applies. Find more info: USG Surcharges.

A full summary of 2027 plan designs and premiums is available on the **USG Benefits website**.

Plan Now for Open Enrollment 2027

- **Dates:** Oct. 26 through Nov. 6, 2026
- **Action:** Complete your 2027 enrollment elections and certifications through **OneUSG Connect – Benefits** by Nov. 6. **Tobacco and working spouse certifications** must be completed each year!
- **Virtual Support:** Appointments available via **OneUSG Connect – Benefits** for those needing help reviewing healthcare options. Limited slots are available only during Open Enrollment and must be reserved in advance.
- **Benefits Fair:** All employees are encouraged to attend their institution's Benefits Fair to learn about the 2027 plan changes and other USG benefits. Information will also be mailed before Open Enrollment.

Retiree Information

Pre-65 Retirees (non-Medicare-enrolled): Premium increases mirror those for active employees.

Medicare-enrolled pre-65 retirees or dependents will move to the Alight Retiree Health Solution and receive a contribution to an HRA as the USG retiree benefit. Detailed information and outreach will begin in September.

Medicare-enrolled Retirees and dependents:

- Enroll in supplemental healthcare coverage through **Alight Retiree Health Solutions**. Medicare Part A & B is primary coverage.
- **HRA Contribution:** Remains at $2,484 per year per Medicare-enrolled retiree or dependent Must be enrolled in at least one plan through the Alight Retiree Health Solution to receive the HRA Contribution.
- **Medicare Open Enrollment:** Oct. 15 – Dec 7. Coverage begins Jan. 1, 2027.

We encourage all retirees to **review their plan options annually** and contact Alight Retiree Health Solutions to ensure their coverage meets their needs. Options include low-premium Medicare Advantage (HMO & PPO) and Medicare Supplement plans.

Reminder: Dependents in a pre-65 USG plan will lose coverage if a retiree's enrollment is not maintained through Alight.