



The City of
Worcester

ANNUAL BENEFIT OPEN ENROLLMENT FOR ACTIVE EMPLOYEES AND RETIREES ON CONVENTIONAL PLANS

Open Enrollment runs April 27, 2026 through May 8, 2026

Benefits become effective July 1, 2026

THE 2026 OPEN ENROLLMENT IS A PASSIVE EVENT. EMPLOYEES WILL CONTINUE IN THE BENEFITS BASED ON THEIR SELECTIONS MADE IN THE PAST, **EXCEPT THE FLEXIBLE SPENDING ACCOUNTS & HEALTH SAVINGS ACCOUNT** WHERE A NEW ELECTION IS **REQUIRED** TO CONTINUE IN THESE TWO BENEFITS

ACTIVE EMPLOYEES & RETIREES - this is your one time to enroll, make changes, or cancel coverage for your Health - Dental - Vision Insurance

ACTIVE EMPLOYEES - this is your one time to make changes, or cancel coverage for your Term Life Insurance - Universal Life Insurance - Short and/or Long Term Disability - Accident Insurance - Hospital Stay - Critical Illness - Flexible Spending Accounts (Health Care and/or Dependent Care) - Health Savings Account

APPLICATIONS WILL BE ACCEPTED BY MAIL, EMAIL, FAX, OR WALK-IN THROUGH 4:30PM ON MAY 8, 2026

MAIL TO: Human Resources, City of Worcester, 455 Main St, Room 109, Worcester, MA 01608

EMAIL: Benefits@WorcesterMA.gov FAX: (508) 799-1040

FOR FORMS AND MORE INFORMATION ABOUT YOUR BENEFITS, VISIT:

WWW.WORCESTERMA.GOV/HUMAN-RESOURCES/BENEFITS AND CLICK OPEN ENROLLMENT FY27

NEED HELP CHOOSING YOUR NEW HEALTH PLAN? JOIN US AT ONE OF OUR ENROLLMENT FAIRS.

HARVARD PILGRIM HEALTH CARE AND BLUE CROSS BLUE SHIELD REPRESENTATIVES will be available to answer your questions
City of Worcester Benefits Representatives will be available to assist you with your enrollment forms in all city plan offerings

Monday, April 27	2:00pm – 5:00pm	Worcester Technical High School Cafeteria	1 Officer Manny Familia Way
Tuesday, April 28	2:00pm – 5:00pm	Doherty Memorial High School Lower Cafeteria	299 Highland Street
Thursday, April 30	10:00am – 2:00pm	Parks & Recreation Training Room	50 Officer Manny Familia Way
Monday, May 4	10:00am – 2:00pm	Senior Center Alternative Lunch Room	128 Providence Street
Friday, May 8	10:00am – 2:00pm	City Hall Outside Human Resources Office	455 Main Street, 1st Floor

CAN'T MAKE IT TO OUR ENROLLMENT FAIRS?

HARVARD PILGRIM HEALTH CARE AND BLUE CROSS BLUE SHIELD REPRESENTATIVES can be reached throughout the open enrollment period to provide plan benefit details, explore coverage options, and identify providers to help you make the decision that is right for you and your family.

HARVARD PILGRIM HEALTH CARE

SmartStart Team
(866) 874-0817

Monday, Tuesday, Thursday, & Friday, 8:30AM-5:00PM
Wednesdays, 10:00AM—5:00PM
Or email smartstart@harvardpilgrim.org

BLUE CROSS BLUE SHIELD

To reach a Benefit Specialist dial
(800) 932-8323, and press 3
Monday through Friday, 8:00AM-6:00PM

SEE REVERSE FOR PLAN INFORMATION OR VISIT WWW.WORCESTERMA.GOV/HUMAN-RESOURCES/BENEFITS
AND CLICK OPEN ENROLLMENT FY27

CITY OF WORCESTER FY2027 BENEFITS DETAILS

Harvard Pilgrim Health Care (HMO) offers three (3) plans designed for City of Worcester employees (and retirees not eligible for Medicare), which are in-network benefits only. The **Focus** plan is a limited network designed to allow employees to continue localized treatment, with local providers, and a low rate. The **ChoiceNet** plan gives you access to a broader network with more hospitals and providers in New England. The **Best Buy** Qualified High Deductible plan offers lower premiums and a health savings account (HSA) component, where the City contributes half of your annual deductible.

Blue Cross Blue Shield Network Blue Select (HMO) is another option, developed with Worcester employees in mind. This plan is offered at a lower-cost with access to a limited, local provider network, including Reliant and UMass physicians.

Blue Cross Blue Shield Network Blue New England (HMO) & Blue Care Elect (PPO): Enrollment in the PPO is limited to those residing or having dependents residing outside of New England. Documentation supporting the out of New England residency will be required at the time of enrollment and annually thereafter to continue coverage on this plan. Once a member you can register to view claims, change your PCP, update your address, request new ID cards, and more.

CVS/Caremark: CVS/Caremark will continue to provide pharmacy benefits to all of our employees with Harvard Pilgrim and Blue Cross Blue Shield. Use your ID card and register for an account then download the mobile app to access your drug information, check drug costs, refill a prescription or other health resources. Visit www.Caremark.com.

UnitedHealthcare Vision: In-Network benefits provide an annual exam at no cost to you, or up to \$40 for an Out-of-Network provider. Available as Individual, 2-Person, or Family plan. Dependents covered to age 26. Visit www.MyUHCVision.com or call (800) 638-3120 for more information.

Blue Cross Blue Shield Dental Blue Freedom (THREE PLAN OPTIONS): Low Option: annual maximum is \$1,500. High Option: annual maximum is \$2,500. High Plus: annual maximum is \$3,500. Both High Options have a carry-over provision; Low Option does not. Orthodontic lifetime benefit for children under the age of 19 only - High Options Only \$2,000 (High)/\$2,500 (High Plus). Dependents covered to age 26. Visit www.Bluecrossma.org or call (800) 932-8323 for more information.

ebm, formerly Cafeteria Plan Advisors (CPA): MEMBERS MUST RE-ENROLL EACH PLAN YEAR. Health Care Spending Accounts can be used for medical, dental, vision, prescription expenses and co-pays. DO NOT DISPOSE OF YOUR CARD WHEN THE PLAN YEAR ENDS OR WHEN YOU DEplete YOUR ACCOUNT. The same card will be used again if you re-enroll in the future. There is a fee to replace lost cards. Visit getebm.com/spending-accounts/ for more information.

Trustmark Voluntary Products: A representative from Trustmark/MMIP is available to discuss and process enrollment in their products: Universal Life, Short & Long-term Disability, Accident Insurance, Hospital Stay, or Critical Illness Insurance. If you are unable to meet with the representative, call (800) 445-4493 ext. 142 or (877) 270-5550 ext. 142 for more information.

Deferred Compensation: For more information and to enroll in one of the City's Deferred Compensation plans, please contact our vendors directly:

EQUITABLE | PBELNIAK@FCGEMAIL.COM

CLIFFORD & RANO ASSOCIATES | MPALMGREN@CLIFFORDRANO.COM

SMART PLAN | PETER.TZIACHRIS@EMPOWER.COM

IMPORTANT REMINDERS

Are you adding coverage for the first time or adding someone new to your plans Marriage certificates, birth certificates, divorce decrees, social security numbers and primary care physicians are required at the time of enrollment. Please submit the appropriate documentation with your enrollment forms.

Has your salary increased This could have an impact on your short & long-term disability contributions. Contact Trustmark to learn how.

Are you planning to retire this year Visit our website for information about keeping your City benefits, even after you retire.

Have you moved recently Notify our office so that you do not miss any mailings and we can provide updates to the carriers.

Experienced any life circumstance changes Always remember to keep your life insurance beneficiary current.

Unum Optional Life Insurance Increases If you (or your spouse, if covered) turned 30, 35, 40, 45, 50, 55, 60, 65, or 70 in the past year your monthly premiums will be increasing because you are now in a different age bracket. Anyone can decrease coverage during this time. Only ACTIVE employees can increase life insurance in the future (Evidence of Insurability will be required to increase Optional or to enroll in Basic Life). RETIREES can ONLY reduce or cancel their life insurance.