

**COCHISE COUNTY**

**COCHISE COMBINED TRUST  
PROPOSED BENEFITS & RATES  
FY 2026/2027**

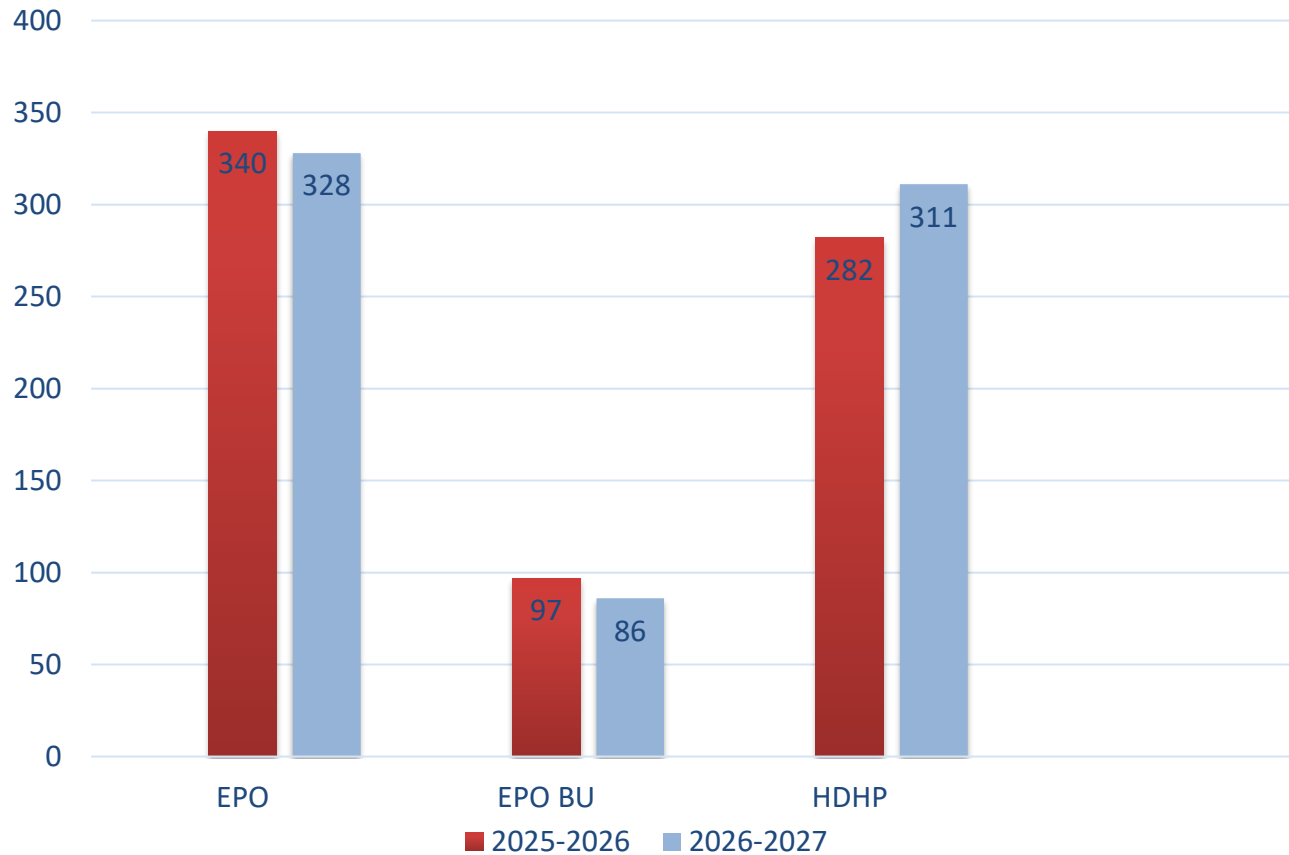
February 24, 2026



***Public Programs...Personal Service***

# COCHISE COUNTY

## EMPLOYEE ENROLLMENTS BY PLAN



## 2026-2027 PLAN CHANGES

- All Plans:
  - Add the BCBS Blue Card National Network
  - Change from Teledoc to Telemedicine/BCBS
  - Change Dental Network and Administration to Humana
  - Add Wellness vendors Fedlogic and Digbi
  - Change Short Term Disability vendor to Guardian



## 2026-2027 PLAN CHANGES

- EPO & EPO Buy-Up:
  - Telehealth Copay \$30 with no free visits
- EPO Buy-Up:
  - Deductible Increase from \$300/\$900 to \$400/\$1200
  - Maximum Out of Pocket Increase from \$5,500/\$11,000 to \$6000/\$12,000
- HDHP:
  - Telehealth at no cost
  - Deductible and Maximum out of pocket increases from \$3,300/\$6,600 to \$3,400 / \$6,800



**COCHISE COUNTY**

**FY26-27**

**RATES PER PAY PERIOD**

<b>Plan</b>	<b>Employee</b>	<b>Employee &amp; Child</b>	<b>Employee &amp; Spouse</b>	<b>Employee and Family</b>
<b>HDHP</b>	\$16.34	\$48.59	\$75.63	\$127.00
<b>EPO</b>	\$45.04	\$112.16	\$167.54	\$243.59
<b>EPO Buy-UP</b>	\$133.83	\$199.27	\$278.90	\$387.54



COCHISE COUNTY

# Employee Cost Increase PER PAY PERIOD

Plan	Employee	Employee & Child	Employee & Spouse	Employee and Family
HDHP	\$12.35	\$2.58	\$5.55	\$32.55
EPO	\$7.94	\$10.50	\$15.56	\$40.08
EPO Buy-UP	\$57.88	\$20.41	\$32.40	\$53.16



COCHISE COUNTY

# Cochise County Employee Cost ANNUAL

Plan	Employee	Employee & Child	Employee & Spouse	Employee and Family
HDHP	\$424.92	\$1,263.36	\$1,966.32	\$3,302.04
EPO	\$1,170.96	\$2,916.24	\$4,356.00	\$6,333.24
EPO Buy-UP	\$3,479.64	\$5,181.12	\$7,251.36	\$10,075.92



COCHISE COUNTY

# Cochise County Employer Cost ANNUAL

Plan	Employee	Employee & Child	Employee & Spouse	Employee and Family
HDHP	\$8,073.72	\$11,370.36	\$13,159.80	\$15,042.72
EPO	\$8,587.08	\$11,665.44	\$13,068.00	\$14,777.64
EPO Buy-UP	\$8,119.20	\$12,089.40	\$13,466.88	\$15,114.00



## RATES PER PAY PERIOD

- Dental - No rate increase

Employee - \$11.07

Employee & Family - \$31.04

- Vision – slight increase

Employee	Employee & Child	Employee & Spouse	Employee and Family
\$3.57	\$6.79	\$7.14	\$10.39



## RECOMMENDED MOTION

Approve the Cochise Combined Trust benefit plan and premium rate structure for medical, dental and vision benefits for FY 26-27.

