

FEHB Open Season for 2027

FEDIMPACT
Retirement Training by PROFEDS

Welcome

- About today's topic
- Our audience today
- Q&A – the ProFeds Support Team standing by
- Handouts – available for download
- Recorded – how to get the replay
- Stay until the end!

Your ProFeds Presenter



FEDIMPACT
Retirement Training by PROFEDS

Chris Kowalik

- ProFeds Founder
- Developer of the FedImpact Retirement Workshop
- Host of the FedImpact Podcast

Support Team

- Standing by for your questions

FEHB Open Season for 2027

Highlights of plan changes coming for federal employees (and retirees)

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.

Agenda

- **OPTIONS:** Choices available during the Open Season window
- **PREMIUMS:** Changes to employees' costs and the government share
- **FSAs:** Flexible Spending Account (FSA) options and limits

What this webinar will NOT cover



Overview

Open Season Dates

- Active federal employees and eligible annuitants are permitted to make changes to their FEHB coverage
- Window to make changes:
  - November 9 - December 14, 2026
- Effective date of changes made:
  - Active Employees: January 10, 2027
  - Annuitants: January 1, 2027

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.

FEHB Open Season for 2027

Understanding What is Changing

- Review the 2027 brochure for your current plan:
  - Section 2: Highlights of changes
  - Last page: Plan premiums
- Check benefits, provider networks, prescriptions, and cost sharing before making a change
- NOTE: If you make no election, your existing enrollment generally continues with the plan's 2027 terms, if the plan remains available.

FEHB Open Season for 2027

FEHB Highlights for 2027

- The average employee's share of the FEHB premium increased by 10.9%
  - BEST: 14.0% decrease (GEHA High Option, Self Only)
  - WORST: 104.9% increase (MHBP, Standard, Self Plus One)
- The government pays an average of 72% of the overall premium (for both active employees and annuitants)
- There are 11 plans that have been discontinued

https://www.opm.gov/healthcare-insurance/open-season/agency-benefits-officers/housing-for-os-materials/2026-federal-benefits-open-season-highlights-for-plan-year-2027.pdf

FEHB Open Season for 2027

Discontinued Plans

- Employees in the plans listed below are encouraged to make a new election (not rely on the default options)
- Plans that will default to Compass Rose Standard:
  - Independent Health Standard
  - Independent Health HDHP
  - Blue Care Network of Michigan–SE High
  - UHC (Choice Primary West) High
  - UHC (Choice Plus Primary West) High
  - Health Net of California (Northern) High
  - Health Net of California (Southern) Standard
  - Health Net of California (Southern) Basic
  - Health Net of California (Southern) High
- Plans that will default to MHBP Standard option:
  - MHBP Value
  - MHBP Consumer

FEHB Open Season for 2027

Allowable Changes During FEHB Open Season

- **Enroll** in an FEHB plan (if not currently enrolled)
  - Active employees: Available
  - Annuitants: Not available
- **Change** plans or options
  - Carrier, version, plan type
  - Enrollment type: Self Only, Self Plus One, or Self and Family (provide documentation if adding family members)
- **Cancel** enrollment

To compare FEHB plans, use the OPM Comparison Tool at:
FedImpact.com/fehb-compare

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.

Choices for Your Coverage

Term	Examples
Carrier	Blue Cross Blue Shield, GEHA, MHBP, Kaiser Permanente, Aetna
Plan Type	Fee-for-Service (FFS), Fee-for-Service with a Preferred Provider Organization (PPO), Health Maintenance Organization (HMO)
Plan Option	Standard Option, Basic Option, High Option, Elevate, Elevate Plus
Additional Plan Designs	High Deductible Health Plan (HDHP), Consumer-Driven Health Plan (CDHP), Point of Service (POS)
Enrollment Type	Self Only, Self Plus One, Self and Family

If You CANCEL Your FEHB Coverage

- Participants are permitted to cancel FEHB coverage during Open Season, but may have serious consequences
  - Active employees:
    - Cancellation of FEHB coverage in the last 5 years of federal employment may make you ineligible to carry FEHB into retirement
  - Annuitants:
    - Once you cancel FEHB coverage, you are not eligible for re-enrollment



Considerations

What Might Be Different in 2027?

- YOUR HEALTH: New needs or prescriptions?
- YOUR FAMILY: Different people covered?
- YOUR CARE: Same doctors, hospitals and surgeries?
- YOUR STATUS: Retirement or Medicare changes?
- YOUR PLAN: Different benefits, networks, or costs?
- YOUR RISK: Is your financial exposure acceptable?

You MUST look at the entire picture (not just the premium)!

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.

FEHB Open Season for 2027

Self Plus One vs. Self Plus Family

- The “Self Plus One” option started in 2016 and allows you to cover yourself and ONE other eligible family member
- The “Self Plus Family” option allows you to cover yourself and ALL of your other eligible family members
- For 39 plans, the “Self Plus One” is more expensive than the “Self Plus Family” (is yours one of them?)
- If you wish to cover you and one other person, you are free to choose either version of the plan

FEHB Open Season for 2027

Federal Couples (Two Feds Married to Each Other)

- As long as each is enrolled (together or separately) for 5 years prior to their own retirement with an immediate pension, they are eligible to keep FEHB
- They can be under two separate Self-Only plans, a Self+One plan, or under a Self+Family plan
- Example of BCBS Standard plan:
  - Self Only: $443.41/mo
  - Self Plus One: $974.76/mo
  - Self Plus Family: $1,076.62/mo

For federal couples, two “self only” plans cost less than a “self plus one” plan ($886.82 vs. $974.76/mo)

FEHB Open Season for 2027

Premium Conversion

- FEHB premiums are the same for active employees and annuitants, but they are taxed differently
- The taxability of your FEHB premium changes over time:
  - While working: You DO NOT pay tax on the premium
  - Once retired: You DO pay tax on the premium

⚠ *Federal couples should consider putting FEHB coverage under the person who will retire later to take advantage of premium conversion (tax break) for as long as possible.*

FEHB Open Season for 2027

Medicare Part B

- For most federal employees, the decision to enroll in Medicare Part B is optional
- Typically, a decision is made at age 65, but can be delayed without penalty if still working for the federal government
- Your FEHB premium does not go down if you enroll in Part B, but some FEHB plans offer a Medicare rebate (see Section 9 of the FEHB plan brochure)

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.

FEHB Open Season for 2027

Healthcare Savings Accounts (HSA)

- An HSA is a tax-advantaged savings account designed to help you pay for healthcare expenses now or later
- To qualify to contribute to an HSA, you must have an HSA-compatible High Deductible Health Plan (HDHP)
- HSAs are available to employees and retirees
- Part of your FEHB premium automatically gets deposited into your HSA account each pay period
- Do not confuse HSAs with Flexible Spending Accounts!

FEHB Open Season for 2027



Best case vs. Worst case

FEHB Open Season for 2027

See plan brochures for details

Breakdown of Cost Categories

Cost Category	Description
Annual Premium (THE GUARANTEE)	The cost to carry coverage regardless if you use it or not.
Co-Pay ($) & Co-Insurance (%) (THE LIKELY)	The amount you pay to the provider, facility, pharmacy, etc., when you receive certain services. Co-insurance begins after meeting the deductible.
Deductible (THE MAYBE)	The amount you pay before certain benefits kick in. Typically, co-pays and co-insurance do not count toward your deductible.
Out-of-Pocket Maximum (THE WORST CASE)	The most you will pay for covered services. NOTE: Deductibles count toward your OOP max, but your premium is never included.

FEHB Open Season for 2027

Looking Back on 2026

- There are many factors to choosing the “right” health plan in a given year, so comparing them year-to-year can be tricky
- For your CURRENT plan (2026 version), determine:
  - What were your actual “all-in” costs for 2026?
  - Was this a “typical” health year?
  - What if your health was worse (could it have cost you more)?

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.

FEHB Open Season for 2027

Example illustrating a $6,000 of out-of-pocket expenses

Self Plus Family	Your Current Plan	
Cost Category	**2026**	**2027**
	BCBS Standard	**BCBS Standard**
Annual Premium	$11,899	
Deductible (in/out-of network)	$1,000 / $1,000	
Out-of-Pocket Max (in/out-of-network)	$12,000 / $16,000	
HSA contribution by plan (these are your funds to use)	$0	
✅ **BEST:** Premium - HSA ⛔ **WORST:** Premium + OOP Max 🔵 **ACTUAL:** Premium + OOP Actual	✅ $11,899 ⛔ $23,899 / $27,899 🔵 $17,899	

FEHB Open Season for 2027

Looking Ahead to 2027

- Reset your baseline by seeing what the 2027 version of your plan looks like
- For your CURRENT plan (2027 version), estimate:
  - What are your estimated “all-in” costs for 2027?
  - Do you expect this to be a “typical” health year?
  - Do you anticipate any significant changes from last year?
  - What if your health gets worse (how much more are you responsible for paying)?

FEHB Open Season for 2027

Example illustrating a $6,000 of out-of-pocket expenses

Self Plus Family	Your Current Plan	
Cost Category	**2026**	**2027**
	BCBS Standard	**BCBS Standard**
Annual Premium	$11,899	$12,919
Deductible (in/out-of-network)	$1,000 / $1,000	$1,000 / $1,000
Out-of-Pocket Max (in/out-of network)	$12,000 / $16,000	$14,000 / $18,000
HSA contribution by plan (these are your funds to use)	$0	$0
✅ **BEST:** Premium - HSA ⛔ **WORST:** Premium + OOP Max 🔵 **ACTUAL:** Premium + OOP Actual	✅ $11,899 ⛔ $23,899 / $27,899 🔵 $17,899	✅ $12,919 ⛔ $26,919 / $30,919 🔵 $18,919

FEHB Open Season for 2027

Example illustrating a $6,000 of out-of-pocket expenses

Self Plus Family	Your Current Plan		Alternative
Cost Category	**2026**	**2027**	**Other 1**
	BCBS Standard	**BCBS Standard**	**GEHA HDHP**
Annual Premium	$11,899	$12,919	$5,606
Deductible (in/out-of network)	$1,000 / $1,000	$1,000 / $1,000	$3,606 / $9,000
Out-of-Pocket Max (in/out-of-network)	$12,000 / $16,000	$14,000 / $18,000	$12,000 / $17,000
HSA contribution by plan (these are your funds to use)	$0	$0	$2,000
✅ **BEST:** Premium - HSA ⛔ **WORST:** Premium + OOP Max 🔵 **ACTUAL:** Premium + OOP Actual	✅ $11,899 ⛔ $23,899 / $27,899 🔵 $17,899	✅ $12,919 ⛔ $26,919 / $30,919 🔵 $18,919	✅ $3,606 ⛔ $15,606 / $20,606 🔵 $9,606

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.

Example illustrating a $6,000 of out-of-pocket expenses

Self Plus Family	Your Current Plan		Alternative
Cost Category	**2026**	**2027**	**Other 1**
	BCBS Standard	**BCBS Standard**	**GEHA HDHP**
Annual Premium	$11,899	$12,919	$5,606
Deductible (in/out-of network)	$1,000 / $1,000	$1,000 / $1,000	$3,606 / $9,000
Out-of-Pocket Max (in/out-of network)	$12,000 / $16,000	$14,000 / $18,000	$12,000 / $17,000
HSA contribution by plan (these are your funds to use)	$0	$0	$2,000
✅ **BEST:** Premium - HSA ⛔ **WORST:** Premium + OOP Max 🔵 **ACTUAL:** Premium + OOP Actual	✅ $11,899 ⛔ $23,899 / $27,899 🔵 $17,899	✅ $12,919 ⛔ $26,919 / $30,919 🔵 $18,919	✅ $3,606 ⛔ $15,606 / $20,606 🔵 $11,606



Health-Related Decisions

Federal Dental and Vision (FEDVIP)

- **Enroll** in a FEDVIP plan (if not currently enrolled)
  - Active employees: Available
  - Annuitants: Available
- **Change** plan or options
  - Carrier, version, plan type
  - Enrollment type: Self Only, Self Plus One, or Self and Family (provide documentation if adding family members)
- **Cancel** enrollment

To compare dental and vision plans, use the BENEFEDS Comparison Tool at: **BENEFEDS.gov/tools**

Flexible Spending Accounts (FSA)

- Flexible Spending Accounts are pre-tax reimbursement accounts that an employee can elect to help them pay for certain qualified expenses
  - Eligibility for FSAs:
    - Active Employees: Available
    - Annuitants: Not available
  - NOTE: A new FSA election is required every year

To enroll/re-enroll in an FSA, visit the FSAFEDS site: **FSAFEDS.gov/explore**

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.

Flexible Spending Accounts (FSA)		
FSA Type	**Allowable Limit**	**Carryover**
HCFSA: Healthcare (qualified medical, dental, vision & prescription expenses)	$100 - $3,500	$700
LEX HCFSA: Limited Expense Healthcare (qualified dental & vision expenses)	$100 - $3,500	$700
DCFSA: Dependent Care (qualified child or adult dependent care expenses)	$100 - $7,500 Single/Married (Joint) $100 - $3,750 Married (Separate)	None

WRAP-UP & NEXT STEPS

Wrap-Up

- Your FEHB decision is about more than just the premium you pay
- Don't judge your plan only by what happened in a good year—understand what it could cost you in a bad one
- Consider “best case” and “worst case” scenarios when comparing plans
- Ensure you make changes you wish by December 14th—and don’t wait until the last minute



Retire with confidence.

- Attend a workshop:
  - In-person training
  - No cost to attend
  - Covers all of the federal benefit topics and decisions to be made
  - One-on-one help available
- See all the details at: FedImpact.com/Attend

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.

FEHB Open Season for 2027

Handouts and Replay



- Handouts
  - Download
  - Emailed
- Replay
  - Link will be emailed to all registered participants

FEHB Open Season for 2027

Next Webinar



- Next webinar topic!
  - **Your TSP in 2027: 10 Decisions That Matter**
    A checklist to help you get what you want from the TSP
- Sign-up at: FedImpact.com/Webinar

Thank you for joining us

Stay tuned for benefits and news updates

FEDIMPACT
Retirement Training by PROFEDS

FIND A WORKSHOP
FedImpact.com/Attend

NEXT WEBINAR
FedImpact.com/Webinar

FOLLOW US ON SOCIAL
@FedImpact

© ProFeds LLC. All rights reserved. Distribution reserved exclusively to ProFeds webinar participants. Questions? Visit FedImpact.com or email Workshops@ProFeds.com.