



What's Important for Plan Year 2027?

Marshall University Employees Open Enrollment – April 2nd to May 15th

NOTES:

- ALL PEIA PPB Plan D members will be receiving information regarding upcoming plan changes and REQUIRED action. Please be watching your emails for that information in the coming days.
- Members with PEIA PPB Plans A, B, C and The Health Plan A, B, and C must complete open enrollment (on-line or transfer form) to make any change (add, cancel or change plans). If no action, coverage for members with these plans will remain the same.
- Even if you're not making any changes to your enrollment, please visit www.umar.com to update your Coordination of Benefits. This will ensure a seamless payment of claims after the new plan year begins. If you do not see an option to update your Coordination of Benefits once you log in, this will not apply to you.
- For benefits related questions, contact us at benefits@marshall.edu

PEIA & The Health Plan HMOs and POS

Plan Name and Rate Changes:

- PEIA Plan Names will change from an Alphabet Theme (A,B,C,D) to Metal Theme (Gold, Silver, Bronze)
 - PEIA PPB Plan A = PEIA PPB Gold
 - PEIA PPB Plan B = PEIA PPB Silver
 - PEIA PPB Plan C = PEIA PPB Gold High-Deductible
 - PEIA PPB Plan D = WV Bronze High-Deductible
- Rates for Plan Year 2027, beginning July 1, will have a 3% aggregate increase in employee premiums for active employees.
- Medicare and Non-Medicare Retirees will see a 3% increase in employee premiums.
- There are NO rate or plan changes for any of The Health Plan plans for the upcoming plan year.

Spousal Surcharge

Surcharge Increase

- The Spousal Surcharge will increase by an average of \$200 per month. The average spousal surcharge cost will now be \$550 per month.
 - For example, if "Family" premium is \$274 per month, "Family with Spousal Surcharge" premium is \$834 per month.

Spousal Surcharge Audit

PEIA will be conducting a Spousal Surcharge Audit. ALL members with Family coverage will be receiving correspondence with a request to confirm spousal insurance status. PLEASE complete and return to PEIA, as failure to do so may result in your coverage defaulting to Family with Spousal Surcharge.

Shopper's Guides

Premium and Coverage Details are available through the below link to the PEIA 2027 Shopper's Guide.

[PEIA Plan Year 2027 Shopper's Guide](#)

Mountaineer Flexible Benefits

Below are changes for your upcoming Mountaineer Flexible Benefits Plan Open Enrollment. You can obtain full plan details at <https://mountaineer.fbmcbenefits.com> and may access the Benefits Guide at

[FBMC 2027 Benefits Guide](#)

Dental Premiums ARE increasing for plan year 2027. See the above Benefits Guide for details.

There are NO plan or rate changes for Vision, Legal, Accident, Critical Illness or Hearing for the upcoming plan year.

Change in Status Window: The time-frame to make change in status plan updates will now be 60 days from the date of the life event.

Savings Plans Updates:

- Contribution Limits have been adjusted to federal limits as follows:
 - Healthcare Flexible Spending Account: \$3,400
 - Health Savings Accounts, Individual Enrollment: \$4,400
 - Health Savings Accounts, Family Enrollment: \$8,750
 - Dependent Care Limit: \$7,000

Benefit Fairs

Please see the below list for dates and times.

Representatives from PEIA, The Health Plan, FBMC, and SunLife will be in attendance.

Date	Time	City	Location
04/06/2026	10 am-1:30 pm	Charleston	Capitol Complex – Building 3 1900 Kanawha Blvd., E Charleston, WV 25302
04/06/2026	3-6 pm	Charleston	Kanawha City Community Center 3511 Venable Avenue Charleston, WV 25304
04/07/2026	3-6 pm	Huntington	Marshall University Memorial Student Center One John Marshall Drive Huntington, WV 25755
04/09/2026	3-6 pm	Beckley	WVU Institute of Technology Admin. & Extension Bldg. Auditorium

			410 Neville St. Beckley, WV 25801
04/13/2026	3-6 pm	Mineral Wells	Comfort Suites 167 Elizabeth Pike Mineral Wells, WV 26150
04/14/2026	3-6 PM	Morgantown	Holiday Inn University Area 1188 Pineview Drive Morgantown, WV 26505
04/16/2026	3-6 pm	Wheeling	WV Northern Community College J. Michael Koon Auditorium 1704 Market St. Wheeling, WV 26003
04/20/2026	3-6 pm	Martinsburg	Holiday Inn Martinsburg 301 Foxcroft Ave. Martinsburg, WV 25401
04/21/2026	3-5 pm	VIRTUAL	Link: http://meet.google.com/wsufvyo-egn Phone: 1 727-314-1004 PIN: 151 511 647#

If you have any questions, please email us at benefits@marshall.edu