



Memorandum

DATE: December 2025
TO: Employees
FROM: Total Compensation and Benefits
RE: THE CITY OF WINNIPEG – HEALTH BENEFIT PROGRAM RENEWAL – January 1, 2026

Each year, the performance of our health benefits program is reviewed. On January 1, 2026, the program will renew with Manitoba Blue Cross.

The factors that impact our benefit costs include:

- Our claims experience
- Inflationary increases in Health expenses
- Advances in medical technology

Rate Changes

Based on the factors noted above, our Extended Health and Travel Health benefits will experience a rate increase. Our Ambulance/Hospital benefit rate will not change.

The rates for voluntary employee-paid benefits, effective January 1, 2026, are set out below:

Rates Per Pay effective January 1, 2026 <i>(first 2 pays each month)</i>				
Benefit	Single		Family	
	2025	2026	2025	2026
Ambulance/Hospital <i>(during waiting period)</i>	\$0.54	\$0.54	\$1.47	\$1.47
Extended Health	\$25.38	\$26.14	\$71.89	\$74.05
Travel Health	\$2.03	\$2.16	\$4.05	\$4.31

The coverage as outlined in the Benefits Program will remain the same.

For more information on the Benefits Program, please visit citynet/healthbenefits.

If you have any questions please contact our benefits consultant, HUB International, at CityWPG@hubinternational.com or call toll free 1-844-900-9451.