



Now's the time to take care of you and your family!

OPEN ENROLLMENT 2026

As a County employee, you have the opportunity to make changes to your benefit elections during Open Enrollment. If you are a state employee, you went through Open Enrollment earlier this year, and this information will not be applicable to you.

Open Enrollment will begin on December 1, 2025, and end on December 12, 2025. Your elections must be completed by 11:59 p.m. on December 12, 2025. You must log in to PeopleSoft if you wish to:

- Enroll in supplemental life insurance.
 - Requires that you obtain an Evidence of Insurability form from PeopleSoft and submit it to the carrier.
- Enroll in a health or dependent care flexible spending account (FSA).
 - You must elect an annual pledge amount(s) in PeopleSoft each year.
- Make changes to your current benefit elections.

If you are keeping everything the same and are not enrolling in an FSA, there is no need to log in to PeopleSoft and make elections.

WHEN ARE ELECTIONS EFFECTIVE?

Your benefit elections for the 2026 plan year will be effective on January 1, 2026. Any premium changes will begin with the January 9, 2026 paycheck.

ELECTIONS MADE OUTSIDE OF OPEN ENROLLMENT

Elections for AllState, LegalShield, long-term care, and 457(b) retirement plans are not done during Open Enrollment in Peoplesoft. You can contact the carrier any time during the year to enroll in these benefits. Please refer to each flyer in the full Benefits Guide for enrollment information.

PLAN CHANGES

Although the cost of medical care has risen and continues to increase, the premiums for medical and dental coverage will not change for 2026. It is important for you to take an active role in managing your health care costs in order to help keep costs down in future years. Check out the Care Options flyer on page 9 of the full Benefits Guide to help determine the best level of care for your situation. One update for next year's Wellness Program is that the wellness survey is no longer called Rally. It is now offered directly through UnitedHealthcare.