

Open Enrollment '25-'26

June 2 - June 20

Open Enrollment:

Open Enrollment is the time each year when you can make changes to your benefits. This is your chance to:

- Sign up for health, dental & optical insurance
- Add or remove family members
- Choose other options, like a flexible spending account (FSA)

Once the open enrollment period ends, you cannot make changes unless you have a qualifying life event such as marriage, birth, adoption, loss or gain of other coverage, etc.

Open Enrollment:

- Dependents can remain on your insurance until age 26 (special circumstances apply for certain disabilities, allowing dependents to remain covered longer)
- You must provide copies of all the following documentation to add a family member:
 - Birth Certificate
 - Social Security Card
 - Marriage License (for spouse)

New Benefit Option: Healthcare Flexible Spending Account (FSA)

An FSA is a savings account you can use to save money **before taxes** to pay for certain out-of-pocket health care costs.

You can use the money in your FSA to pay for things like:

- Doctor visit copays
- Prescription medications
- Dental and vision care
- Medical supplies (like bandages, contact lens solution, etc.)

Healthcare Flexible Spending Account (FSA)

How it works:

- You choose how much money to put in (up to a yearly limit set by the IRS, currently \$3,300).
- The money is front loaded to use right away. You will receive a debit card.
- That amount is taken out of your paycheck **before taxes** , which means you save money.
- You use the account during the year to get reimbursed for eligible health care expenses.
 - Active employees have 90 days to submit reimbursements from the date of purchase/service.
 - Inactive employees have 30 days to submit reimbursements from the date of purchase/service.
- Use it or lose it: the IRS sets rollover limits
 - The 2025 limit is \$660
 - Anything more than that is forfeited if not used before the end of the plan year

Dependent Care Flexible Spending Account

- Similar to the healthcare FSA, this is a savings account to pay for eligible child or adult care with pre-tax dollars.
- Current IRS Limits are set at \$5,000 for those that file as single or married jointly & \$2,500 for those married filing separately.
- Differences from the healthcare FSA:
 - Money is not front loaded in this account.
 - There is no rollover, the entire amount is use it or lose it.