

Email One: Open Enrollment Starts in One Week

From Amber Fluke <afluke@fcgov.com>

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To City Staff - Classified/Unclassified Management <City_Staff_Classified_Unclassified_Management@fcgov.com>

Cc HR Benefits <hrbenefits@fcgov.com>

 2 attachments (22 MB)

2025 OE Highlights & Rates.pdf; Alight Prize Drawing Incentive _Oct thru Dec 2024.pdf;

Colleagues,

We're excited for the 2025 Open Enrollment season, which starts one week from today on Friday, October 11 at 10:00 a.m.! This is your chance to review and update your medical, dental, vision, life insurance, and voluntary benefits. You should have received a postcard with the Open Enrollment dates and an invitation to next week's Information Session. Keep an eye out for additional emails from the Benefits Team with key updates and reminders in the coming weeks.

Prepare for Open Enrollment:

- Watch this short video to [Prepare for Open Enrollment](#).
- Review the attached 2025 Highlights & Rates sheet for an overview of this year's benefit enhancements and medical, dental and vision rates.
- Attend the [2025 Open Enrollment Information Session](#) on Wednesday, October 9, from 10:30 a.m. to noon on Zoom. We'll post a recording of the session on our web pages for those who cannot attend.
- Log in to JDE to review your current benefit elections and make sure your mailing address and emergency contact information are up to date. For help navigating JDE, check out the [Open Enrollment How- To Guide](#).
- Submit all Benefit Change forms for new hires or qualified life events by Tuesday, October 8. Changes submitted after October 8 will not be processed until after Open Enrollment ends on October 23.

Important Notices for 2025

- Passive enrollment — this means that employees who do not want to change their medical, dental, vision, life insurance, and voluntary Aflac benefits will have their current benefits automatically rollover for 2025.
- FSA annual re-enrollment — please keep in mind that even if there are no changes to other benefit plans, employees with a Flexible Spending Account (FSA) must re-enroll EVERY year.
- High Deductible Health Plan (HDHP) — employees enrolled in HDHP will continue their current Health Savings Account (HSA) contribution for 2025 unless you change or remove the amount you elected in JDE.
- Changes can be made only once per year during Open Enrollment unless you have a Qualified Life Event (QLE), such as a change in marital status, dependent loss or gain of coverage, or the birth or adoption of a child. Make QLE changes BEFORE Open Enrollment – during OE, specific changes cannot be made until the next pay cycle. These include changes for Qualified Life Events (QLEs) like the birth/adoption of a child, change in marital status, or the loss or gain of benefit coverage.

More Open Enrollment Information

Ask Benefits 1x1 Sessions are by appointment in 15-minute virtual time slots. In addition to the Open Enrollment Information Session, some departments will also have separate information sessions scheduled with the Benefits team.

Dates and times for Ask Benefits 1x1 Sessions, department sessions, and more Open Enrollment information are posted on [Benefits Connect](#) and at fcgov.com/openenrollment.

Don't forget, you can contact your Alight Health Pro for assistance with your benefit elections and other services—and [be entered to win one of five \\$100 gift cards!](#) Details are in the attached Prize Drawing flyer.

Please reach out to HRBenefits@fcgov.com with questions.

Thank you,

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