



## **2015 Benefits Open Enrollment**

A “mini” Benefits Open Enrollment Period will be held

**Friday, May 15<sup>th</sup> - Friday, May 22<sup>nd</sup>**

**Benefit changes made during this period will be effective July 1, 2015.**

**There will be no changes to benefits coverage/rates effective July 1, 2015.**

**NO changes to make?? - Simply DO NOTHING. Your benefits will remain the same.**

### **Need to make Changes during Open Enrollment? -**

Instructions will be provided at a later date.

**Coming Changes** - The timing of the Benefits Open Enrollment Period will move to the fall each year. Participants will elect benefits each fall for a benefit plan year that will begin on January 1. The change will help participants manage and track their medical costs more effectively, while aligning the open enrollment period with the Flexible Spending Account and Tax Year.

**The Transition** - To facilitate the move to a January 1 plan year, in addition to the “mini” open enrollment period in May there will be a more “Robust” open enrollment period, to include enrollment/changes for **ALL** benefits with an effective date of January 1, 2016, which will be held this fall to accommodate the transition to a January 1 plan year. Stay tuned for further details and dates for the fall open enrollment.

**Positive Change for Participants** - The advantage of a January 1 - December 31 plan year includes:

- One open enrollment period per year vs two
- Plan limits (deductibles and out of pocket maximums) consistent with plan year
- Consistent with tax year
- Consistent with what many other employers do so that spouses will have open enrollment at the same time