



### ***What's the BIG news?:***

Mark your calendars! Your annual benefits Open Enrollment period will be held **August 1<sup>st</sup> through August 17<sup>th</sup>**.

***What's Open Enrollment???*** Open Enrollment is your ONE time of year to make any change you wish to your current medical or dental elections: you can add/drop/change a plan or add/drop dependents. It's also the one time of year when you can enroll in a medical or dependent care flexible spending account (FSA). *FSA contracts **do not** roll from one year to the next; you must re-enroll if you wish to participate in an FSA next year, even if you have a rollover balance at the end of the current medical FSA plan year*

### ***A brief summary of what you can expect for the next plan year (Effective October 1, 2018):***

#### **Medical:**

- ✓ There will be no change to our current medical plan options (but read on to learn about some upcoming related changes you might want to be aware of...)
- ✓ There will be no change to our current medical plan rates

#### **Dental:**

- ✓ There will be no change to our current dental plan offerings
- ✓ There will be no change to our current dental plan rates

## ***What's even BIGGER news?:***

***We will be transitioning our medical & dental plans and Flexible Spending Account (FSA) to a calendar plan year (January through December) effective January 2019. This will:***

- Make understanding (*and communicating!*) annual FSA and HSA contribution information MUCH easier
- Move the annual Open Enrollment period to the Fall (*and isn't that a MUCH better time for Open Enrollment?*)

## ***What do you need to do?***

***STAY INFORMED!***\* As always, we'll send you email updates via *benefitsFOCUS* newsletters as we get closer to the Open Enrollment period AND we'll post information about rates, plans, info sessions, on-site benefits assistance sites and much more on our Open Enrollment website at [www.albemarle.org/openenrollmentinfo](http://www.albemarle.org/openenrollmentinfo). **This site will go live towards the end of July. You can also expect to receive a reminder mailing at your home in late July.**

***Here are just a few things that we'll be telling you more about in the coming weeks:***

- New Anthem technology updates for next year means new ID cards for **most** medical plan participants
- Transitioning plan years will require TWO Open Enrollment periods: one in August, and another in mid-Fall
- How we've structured the plans to minimize the impact of the plan year transition on YOU

\*\*\*If you plan to move over the summer, be sure to keep your contact information current with Human Resources by logging in to your [Greenshades account](#) and then go to the HR Profile tab to submit your changes\*\*\*

For more information about your employee benefits, our web pages are always available when you are at:

<http://www.albemarle.org/department.asp?department=hr&relpage=3553>

Please do not reply directly to this email. If you have questions please contact Human Resources at 296-5827 or [benefits@albemarle.org](mailto:benefits@albemarle.org)