
Email Five: Thank You and Medical Card Information

From Amber Fluke <afluke@fcgov.com>

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

Cc HR Benefits <hrbenefits@fcgov.com>

Hello All,

Thank you for diving into Open Enrollment and keeping up with our emails and reminders. This is the last one from me about 2026 Open Enrollment, I promise!

First off, kudos to our Benefits Team for all the amazing work they did to make sure our employees were well informed about their benefit options. They held an information session open to all employees and spouses, seven department sessions, 40 Ask Benefits 1x1 sessions and answered many emails.

We hope you felt thoroughly supported and got your benefits squared away. Now, here's what you need to know:

Confirm Your Choices:

It's essential to double-check your elections to make sure they match what you saved during Open Enrollment. Log into JDE, scroll to the Benefits Maintenance section and click on *View Current Elections* to confirm that what you have is correct. If you updated your benefits or re-enrolled in FSA for 2026, you will see a "future enrollment" listed.

New Premium Deductions:

You'll notice the change in your premium deductions on the paycheck issued Jan. 9, 2026. Check out the [2026 Pay and Holiday Schedule](#) for the full calendar of pay dates next year.

Dependent Verification:

If you added a new dependent to your benefits, you'll need to send your [supporting documentation](#) to HRBenefits@fcgov.com by November 14.

Medical ID Cards:

If you didn't change your medical plan, continue to use your existing card. If you're **new** to a City medical plan or made changes, expect your UMR Medical card in your mailbox by January 1.

Life Insurance:

If you went over the guarantee issue amount during Open Enrollment, you'll need to fill out the Reliance Matrix [Evidence of Insurability Form](#).

HSA/FSA:

If you re-enrolled in an HSA/FSA, you won't receive a new Alerus debit card – continue to use the card you have, and your balance will update on 1/1/2026. For new HSA/FSA enrollees, watch for a debit card from Alerus in the mail.

Dental and Vision:

ID cards are not needed for Dental or Vision benefits. Your provider can check your coverage with your basic identifying information.

Benefits:

Use these links for quick access or to create accounts for benefits elected:

- [Alerus](#) - Flex Spending Account (FSA) and Health Savings Account (HSA)
- [Alight](#) – Healthcare Advocate that can help you understand and navigate your benefits
- [Delta Dental](#) – Dental
- [UMR](#) – Medical
- [VSP](#) – Vision
- [MetLife](#) – Pet Insurance
- [Aura-MetLife](#) – Identity Theft

Remember, you can only make changes to your benefits during Open Enrollment unless you have a [Qualified Life Event \(QLE\)](#) like the birth/adoption of a child, change in marital status, or the loss or gain of benefit coverage. For new employees, the Benefits Team will provide a paper enrollment form upon hire for the current and next plan year.

Please reach out to the [Benefits Team](#) with questions.

Thank you again!

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 [Book time to meet with me](#)