
Email Four: Final Open Enrollment Reminder *Due tomorrow!

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>

Hello all,

This is your final reminder before the close of open enrollment.

Open Enrollment ends on Wednesday, Oct. 22 at 3 p.m.

You have **one** more day to make any desired changes to your 2026 benefits. If you don't need to make changes, passive enrollment means your current elections will automatically roll over to 2026, and no action is needed.

You can only make changes to your benefits once a year during Open Enrollment, unless you experience a [Qualified Life Event \(QLE\)](#) such as a change in relationship status, number of dependents, or eligibility for other health coverage. During the Open Enrollment timeframe, some QLE changes may not take effect until the next pay cycle. If you anticipate needing to make a QLE change around this time, contact the Benefits Team for support.

Final Reminders:

- **Flexible Spending Account (FSA) annual re-enrollment:** You **must** re-enroll each year to continue your FSA, even if all other benefit elections remain the same.
- **Voluntary Benefits:** The City negotiates with providers to offer these optional, employee-paid benefits at a reduced cost. Voluntary benefits specifically listed below are not reflected in JDE during Open Enrollment and separate steps are required if you wish to enroll or make changes.
 - **Aflac Accident & Critical Illness:** Current coverage will automatically roll over for 2026 unless you make changes. To add, change or cancel coverage, complete the Aflac [Enrollment](#) or [Change](#) form and send it to HRBenefits@fcgov.com.
 - **MetLife Pet Insurance:** *New for 2026!* Coverage begins Jan. 1, 2026. You can enroll directly with MetLife any time after the effective date. A Qualified Life Event is not required to add or remove coverage for this benefit! Get a quote with your City of Fort Collins employee discount through the online [quote tool](#).

Keep a copy of your **FINAL confirmation statement** as proof of any changes.

Find all this and more on [Benefits Connect](#) or the [Open Enrollment page](#) on fcgov.com.

Please reach out to us at HRBenefits@fcgov.com if you have questions. We are here to help!

Thank you,

Amber Fluke

Pronouns: she/her

Manager, Benefits

[City of Fort Collins](#)

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Open Enrollment Dates: Friday, October 10 at 10 a.m. to Wednesday, October 22 at 3 p.m.

For more information visit: [Open Enrollment HR Connect](#) or [Open Enrollment FC Gov](#)



[Book time to meet with me](#)