



Fort Bend County Podcasts

Podcast Episode 25- Post Annual Enrollment

November 14, 2024

Gina: Welcome to this week's Benefit Detective podcast. I'm Gina, and I'm riding solo still. ******(Song snip it..Ridin' Solo by Jason Derulo)******.

Gina: But in the meantime, annual enrollment has officially ended. That ended as of November 1, 2024. So, keep in mind, any changes that you made during the annual enrollment time will start January 1, 2025. For those also that wanted add a spouse or dependent during the annual enrollment time needed to have turned in their documents that were needed by November 1st, which included social security numbers, birth certificates, marriage certificates, etc.

Gina: So, hopefully, we have all that information. If not, we will be getting in contact with you. Also, keep in mind during annual enrollment and at this is always at every annual enrollment, if you have a spouse on the medical plan, you needed to have turned in a spousal eligibility verification form. That is totally different from turning in a certificate of credible coverage or proof of non-eligibility. So, if you did not do that, we will be letting you know as well.

Gina: But any certificate credible coverage or proof of non-eligibility forms or letters, if you needed 1, it would have stated at the bottom of the spousal eligibility verification form that was done online, and it would have said that you would have needed to have a certificate of credible coverage or proof of non-eligibility letter or form completed by January 31, 2025. So, if you are one of those people that need to turn one of those in for your spouses, keep that date in mind. It is due by January 30 1st 2025. Retirees. Retirees also had to turn in their forms that were 64 and younger into Destiny Galarza here at Risk Management by the deadline of November 1st.

Gina: So, if you have any questions, please contact Destiny. Also, HREs and biometrics needed to have been completed by November 1st. So, make sure that you did both parts. That would have been a biometric finger prick, and as well as doing your online health risk assessment through the next level.hra.net weblink. I know that the final quarter for nicotine sensation is also in full swing, so that should be coming to an end here in December as well.

Gina: So, if you missed all 4 quarters for this 2024 year and you wanted to participate, make sure that you do sign up during January for the 1st year for 2025 in order to receive a discount for the 2026 plan year. Also, keep in mind, those that did not reenroll in the flexible spending account, if you have a balance by the end of this year, whether it is the health care reimbursement or dependent care reimbursement, you need to use that before you lose it at the end of this year. Make sure you check your balances, have all your ducks in a row, make sure you have your receipts, that they're all itemized, and get those turned into Boom Chatman flexible spending department. You can upload that in the app,



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the mobile app, or you can send it via email along with a reimbursement form that is found on eConnect under Risk Management/ Benefits/Forms. Other than that, we have survived another year of annual enrollment!

Gina: So, thank you all for participating and returning our calls and returning our emails in a timely manner. We really do appreciate that here at Risk Management as we always try to make sure that y'all are abreast to the situation or if anything was misinterpreted or not correctly on the form, we were contacting you, just to confirm information, so we thank you for all of that as well. Well, that's a wrap for this week's benefit detective podcast. I'm Gina and returning next week will be my other Benefit Detective partner, Wendy Franke. So, as we say, Benefit Detectives are here to help.