

Open Enrollment 2027

Monday, Oct. 26 – Saturday, Nov. 07

For benefits effective January 1, 2027, all elections must be completed and submitted in Workday. The Open Enrollment period **closes Saturday, November 7th at 11:59 p.m. CST**, be sure to review your benefit options and submit your elections before the deadline to ensure your benefits are effective for the new plan year.

Annual Benefit Open Enrollment To Do:

- ✓ Review your current coverage
- ✓ Add or remove eligible dependents
- ✓ Elect, change, or waive coverage
- ✓ Review voluntary life insurance options
- ✓ Explore worksite benefits
- ✓ Confirm or update your beneficiaries

DID YOU KNOW?

Open Enrollment is the only time you can change benefits without a qualifying life event (i.e. birth of child, marriage, change in job, etc?)

New This Year!

This year we are adding Voluntary Short Term Disability Insurance as a new benefit option. This is an employee paid benefit for active full time employees. Premiums are based on employee age and will be listed in the 2027 benefit guidebook.

There is a 14 day waiting period from the date you become disabled before payouts would begin. If the disability claim is approved, employees will receive 60% of their weekly earnings (max \$1,500 per week) for up to 11 weeks.

Make the Most of Your Benefits



Health Insurance Highlight



Benefits of Having an HSA

If you enroll in the High Deductible Health Plan (HDHP), you're eligible to contribute to a Health Savings Account (HSA). An HSA lets you save pre-tax dollars to pay for qualified medical expenses, reducing your taxable income. Your HSA balance rolls over year after year, and the funds are always yours to keep—even if you change jobs or retire.

DID YOU KNOW?

Waukesha Co. contributes up to \$1,125 (individual) or \$2,250 (family) annually to your HSA account for completing the Health Screening.



Discover Value Add Programs

Value-add programs are available to employees enrolled in Waukesha Co.'s medical insurance plan through UnitedHealthcare (UHC). You have access to personalized support to help you and your family manage health and well-being. These programs include: Noom, Virta, Hinge Health, True Genomics, Maven & Curally. Detailed information can be found in the 2027 benefit guidebook.



Health at Your Fingertips

When you enroll in medical insurance through UnitedHealthcare (UHC), the UHC mobile app gives you access to:

- ✓ Review claim details
- ✓ Estimate Costs
- ✓ View/Share digital ID Card
- ✓ Check your deductible, and out of pocket max.
- ✓ Find in-network providers

HERO Program

Health Expense Reimbursement Option

HERO is designed to cover all in-network costs incurred by you and your family by directly reimbursing expenses to you.

Reimburses deductibles, coinsurance and copays

Employees, spouses and dependents are eligible to participate with access to spousal or other employer sponsored coverage.

More information about this option can be found in the 2027 benefit guidebook.



Employee Health & Wellness Center

Our onsite employee clinic makes it easy to access convenient, quality healthcare right at work. With a doctor just a few steps away, you can get the care and support you need without having to leave the workplace.

Direct Clinic Line: (262) 896-8420



Expand Your Benefit Choices!



Worksite Coverage for Life's Unexpected Events

Worksite benefits provide extra financial protection for you and your loved ones when unexpected situations arise. These benefits provide cash payments that you can use however you choose, whether for medical expenses, household bills, or other needs. Coverage options are available for both you and your eligible dependents.

Accident Insurance: Covers injuries or accidents that happen off the job.

Critical Illness: Covers diagnoses of a covered illness like heart attack or cancer.

Hospital Indemnity: Covers hospital or critical care stay.



Voluntary Life Insurance

DID YOU KNOW?

You can elect a Dependent Life Insurance plan that covers both your spouse and children together for as little as \$2 – \$4 per month!

Voluntary Life & AD&D is offered in addition to Waukesha County provided Basic Life & AD&D insurance. Basic Life & AD&D insurance provides coverage equal to 2x your annual salary if exempt, or 1x if non-exempt.

If you elect Voluntary Life & AD&D for yourself, you may also choose coverage for you and your eligible dependents (spouse and children). During Open Enrollment, you can enroll, waive, or increase your coverage by one level without providing proof of good health.

• Vol. Life Employee

The cost of Voluntary Life coverage is based on your age. You must be enrolled in coverage for yourself in order to elect coverage for your eligible dependents (spouse or children). **Coverage in \$25k increments.**

• Vol. Life Spouse

Life insurance protection isn't just for employees, your spouse can be covered too. Spousal premiums are based on the employee's age. **Coverage in \$5k increments.**

• Vol. Life Child(ren)

Life insurance can also be extended to your dependent children, providing added peace of mind for your whole family. **Coverage in \$2k increments.**

Invest in Your Health & Future

Annual Open Enrollment is your opportunity to align your benefits with your needs and your family's. Smart choices today create security and well-being for tomorrow!

Is Your Insurance Plan Still the Right Fit?

Starting in 2027, medical, dental, and vision insurance per-pay-period costs will increase. To help manage expenses, consider the High-Deductible Health Plan (HDHP), which offers lower per-pay-period premiums. If you (and eligible spouse) complete the Health Screening, Waukesha Co. will contribute to your Health Savings Account (HSA). You can also manage costs by switching dental plans during open enrollment. More details will be available in the 2027 Benefit Guidebook.



**HAVE
QUESTIONS?**

Contact the Human Resources Benefit Team

✉ hrbenefits@waukeshacounty.gov

☎ 262-548-7044



10/26/2026 through 11/07/2026

Annual Benefit Open Enrollment

2027



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SOON
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Waukesha County
515 W Moreland Blvd
Waukesha WI 53188

Employee First & Last Name
Address
City State ZIP