IT'S OPEN ENROLLMENT TIME!

October 26, 2026 through November 6, 2026

Plan Year 2027



Friendly Reminders for Open Enrollment

Adding a Dependent?

Submit Dependent Verification from October 26 - November 13, 2026

- Spouse? Please submit Marriage License / Informal Marriage Certificate (common law)
- Child? Please submit child's Birth Certificate
- Grandchild? Please submit Grandchild Affidavit and Birth Certificates of your child & your grandchild
- Court Ordered Dependent (child support/medical support order)

Submit documents via Oracle Fusion's Document Records tab.

Additionally, you can submit via email to Benefits@dallascounty.org or fax to 214 -653 -7636
Please submit in PDF format.

PLEASE PRINT OR SAVE YOUR CONFIRMATION STATEMENT!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

Friendly Reminders for Open Enrollment

Benefits Opt -Out?

Please complete your Opt Out Enrollment via Oracle Fusion and then submit your Medical Opt -out Form & proof of other coverage through Oracle Fusion's Document Records or via email benefits@dallascounty.org

Deadline for Medical Opt Out November 13, 2026

Spouse on Medical?

You must submit the Electronic Spouse Surcharge ANNUALLY via Oracle Fusion by November 13, 2026 to avoid the $200 monthly surcharge.

ALL EMPLOYEES MUST LOG INTO ORACLE FUSION TO ENROLL IN OR OPT OUT OF BENEFITS BEFORE NOVEMBE
13TH UNLESS YOU ARE RETIRING BEFORE DECEMBER 31st.

2027 Medical Rates

New Medical Rates for 2027

pebc
PUBLIC EMPLOYEE
BENEFITS COOPERATIVE

2027 Employee Benefit Plan Rates
Full-time Active Employees
Dallas County

The health benefit premiums below are shown on a per pay period basis. Optional life insurance rates (see #4 below) are shown as a *monthly* cost per $1,000 of coverage. *Refer to the back of this form for important employer "seed-money" and other account contribution information.*

1. Medical Plan Rates (per pay period)

Medical Plan Option *See back of form for account options*	Employee Only	Employee Plus Spouse*	Employee Plus Child(ren)	Employee Plus Family*
HDP with Health Savings Account - HSA *BlueCross BlueShield Blue Choice Network*	$15.89	$242.92	$119.19	$346.21
PPO *BlueCross BlueShield Blue Choice Network*	$44.10	$330.76	$173.09	$459.76

If you opt-out of medical coverage, you must provide proof of other comparable coverage and complete a "Certification of Other Coverage" form, *returning both to the Human Resources Department by November 13, 2026.*
*Spouse Medical Plan Surcharge Affidavit required.

Dental Plan Year 2027

Delta Dental PPO &
HMO

2. Dental Plan Rates (per pay period)

Dental Plan Option	Employee Only	Employee Plus Spouse	Employee Plus Child(ren)	Employee Plus Family
ANT Delta Dental Care USA DHMO Plan	$5.51	$9.39	$12.39	$15.83
PEB PEBC PPO Dental Plan *Delta Dental DPPO*	$18.87	$34.88	$43.37	$60.35

No Changes to Vision for Plan Year 2027

3. Vision Plan Rates (per pay period)

Vision Option	Employee Only	Employee Plus Spouse	Employee Plus Child(ren)	Employee Plus Family
VIS VSP Vision Plan	$2.88	$5.40	$5.75	$8.95

What is New in 2027?

Increases to FSA and HSA Annual Contribution Limits per IRS

Medical Plan Option	Eligible Account Based on Medical Plan Option	Annual Contribution Limit Per IRS	Employer Contribution	Employee Maximum Election
PPO Plan	*General purpose health care spending account (FLEX)*	$3,400	$0.00	$3,400 (FXM)
HDP High Deductible Plan With Health Savings Account (HSA) Illustrates one catch-up contribution.	*Health Savings Account through HealthEquity*	$4,500 single $5,500 single if you are age 55+	$750 (HSR)	$3,750 (HSA*) $4,750 (HSA*)
		$9,000 family $10,000 family- if you are age 55+	$750 (HSR)	$8,250(HSA) $9,250(HSA)
	Limited purpose health care spending account (LP-FLEX)	$3,400	$239.98 (LPR)	$2,960.02 (LPX)
OPT-Out of a Medical Plan	*General purpose health care spending account (FLEX) and comparable coverage is a traditional plan (ex: PPO)*	$3,400	$1,199.90 (ERM)	$2,200.10(FXM)
	Limited purpose health care spending account (LP-FLEX) and comparable coverage is a High Deductible Health Plan (HDHP)	$3,400	$1,199.90 (LPM)	$2,200.10 (LPX)

Electronic Spouse Medical Plan Surcharge Affidavit

Submit the Electronic Spouse Surcharge Affidavit before November 13, 2026

The surcharge will apply for each month an Affidavit is not on file with the Human Resources Benefits Department. This includes if the surcharge would not have normally applied had the affidavit been on file, if the affidavit is turned in late, and if you fail to notify the Human Resources Benefits Department of a change which would have triggered or stopped the surcharge.

If your spouse waives their employer's coverage and enrolls in your Dallas County medical plan, then a $200 surcharge (per month) applies. In this case, Dallas County plan is the primary payer for your spouse's expenses.

If your spouse enrolls in their employer's coverage and enrolls in your Dallas County medical plan, then a monthly surcharge will not apply. In this case, the Dallas County plan is the secondary payer for your spouse's expenses.

Spouse Surcharge Affidavit is due every plan year that you enroll your spouse on your medical coverage with Dallas County.

Life Insurance and AD&D
THE STANDARD

All benefit -eligible employees receive Basic Life/AD&D insurance provided by Dallas County at no cost. Coverage is equal to 1X your annual salary, up to a maximum of $50,000.

Optional Term Life offerings - TLF (employee), SLF (spouse) and DGL(dependent)

EOI applications will only be required to add or increase SPOUSE LIFE (SLF) above $25,00 this year

Beneficiary Designation
THE STANDARD

Who Gets Your Life Insurance? Make Sure It’s Who You Choose!

Life is unpredictable, but your beneficiary designation is something you can control.

Log in to Oracle Fusion and designate or review your beneficiary today.

Keeping your beneficiary information current helps ensure your life insurance benefits are paid according to your wishes when they are needed most.

Don’t leave it to chance —name your beneficiary!



Moved within the last year?

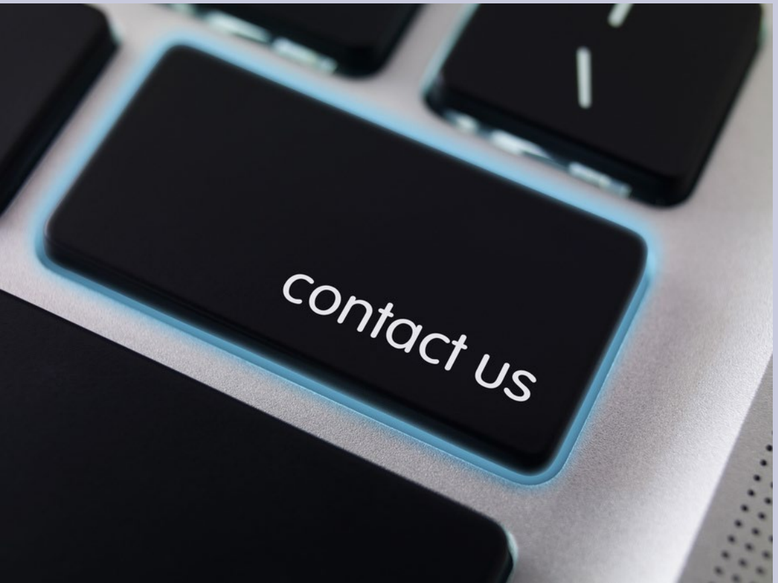
Be sure to update your address with the Benefits Department!

Employees can log into Oracle Fusion to update their address.

If you have moved within the last year, you must update your new address before October 30, 2026, in order to receive your new insurance cards in December 2026.
ALL employees will receive NEW medical cards

Failure to update your mailing address in Oracle Fusion will result in delays receiving your new insurance ID cards. This could create potential delays in seeking care starting January 1, 2027.

HR Benefits Contact Information



Email – Benefits@dallascounty.org

Christopher Land – 214-653-7605

Yulonda Fletcher – 214-653-6161

Kenswaela Liggens - 214-653-6044

Fax – 214-653-7636

Important Provider Contact Information

Vendor Contacts

Benefit	Vendor	Phone	Email/Web Address
Medical	BCBSTX	888-306-5753	bcbstx.com/member
Virtual Visits	MDLIVE	888-680-8646	mdlive.com/bcbstx
24/7 NurseLine	BCBSTX	800-581-0368	bcbstx.com
Pharmacy Rx	Prime	888-306-5753	myprime.com
Mail-Order Pharmacy	Express Scripts	833-715-0942	expressscripts.com/rx
Specialty Pharmacy	Accredo	833-721-1619	accredo.com
Navigate Well-being Progam	Navigate	888-282-0822	PEBCNavigatewellbeing.com
Employee Assistance Program (EAP)	ComPsych	844-213-8968	guidanceresources.com
Dental DPPO	Delta Dental	800-521-2651	deltadentalins.com
Dental DHMO	Delta Dental	800-422-4234	deltadentalins.com
Vision	VSP	800-877-7195	vsp.com
Life Insurance	The Standard	800-628-8600	standard.com
Long-Term Disability	The Standard	800-368-2859	standard.com
Health Savings Account (HSA)	HealthEquity	844-396-0226	my.healthequity.com
Flexible Spending Accounts (FSAs)	HealthEquity	844-396-0226	my.healthequity.com
Health Insurance Marketplace	Department of Health & Human Services	800-318-2596	healthcare.gov