



## HUMAN RESOURCES DEPARTMENT – 2022 Benefits Open Enrollment

During Open Enrollment, you will have the opportunity to make changes to your elections for the benefit plan year that runs from January 1<sup>st</sup>, 2022 to December 31<sup>st</sup>, 2022

**Open Enrollment will run October 25<sup>th</sup> to November 12<sup>th</sup>**

During this time, you can:

- Add or drop dependents from Medical, Dental or supplemental MetLife Vision
- Enroll in Medical, Dental or supplemental MetLife Vision if previously waived
- Enroll in Flexible Spending Accounts (FSA)/Reimbursement Accounts
- Enroll or make changes to coverage with Aflac and UNUM for life insurance and other supplemental items

*NO ACTION REQUIRED for employees not making changes OR not enrolling in an FSA for the next plan period. Taking no action will result in all core health benefits, life insurance and Aflac remaining as they are under the current plan. Flexible spending is the only benefit requiring annual enrollment.*

### Changes for this Benefit Plan Year

The City of Missoula has moved to a calendar plan year for 2022 benefits. Premiums are paid on a prior month basis. As a result, you will see the January 1<sup>st</sup> increase effective in December.

	Cost for 1/1/22 – 12/31/22
Employee only coverage	\$0
Spouse coverage	\$159/month
Per Dependent coverage	\$65.50/month

You will also have a one-time opportunity to elect UNUM Life Insurance at the full Guarantee Issue (GI) with no medical questions asked. For employees, this means up to \$150,000 not to exceed 5 times your annual salary.

Due to the CARES Act, all funds in your current Health and Dependent Care FSA as of 12/31/2021 will roll over to the next plan year. Funds will be added to any new election you make and will remain available even if you do not elect to contribute to these accounts during 2022. This provision may not be available in the coming years.

### Next Action Items

- To make changes to Medical, Dental, Vision & to enroll in FSA, log into the Allegiance Portal at [www.askallegiance.com](http://www.askallegiance.com)
- Enrollment for Aflac will be through the [Aflac Self-Service](#) portal or by calling Ashleigh George at (406) 672-7100 or [ashleigh\\_george@us.aflac.com](mailto:ashleigh_george@us.aflac.com)
- Enrollment for UNUM coverage is via employee portal [UNUM](#) or if you have questions and/or want personal assistance enrolling, call (888) 321-9345. **You will need your employee ID (can be found on your employee badge or directly on your pay stub)**

### Want to Learn More?

Watch educational videos and read more about all benefits on the [HR Benefits](#) website  
You can call Kay James (Benefits Specialist) at 406-552-6132 or Alicia Felton (HR Generalist II) at 406-552-6079