

**DEI MEMO 26-02**

**To:** ICs and HRGs

**From:** Department of Employee Insurance (DEI)

**Re:** Open Enrollment PY2027 – Active/Mandatory

**Date:** April 29, 2026

The annual Open Enrollment period for Plan Year 2027 will be an **active/mandatory** enrollment, except for optional life insurance. Open Enrollment will run from **October 5 through October 23, 2026**. KHRIS ESS will be available beginning **October 1** for benefit fairs and early enrollees; however, customer service will not be available until October 5.

<u><b>Mandatory Enrollment</b></u>	<u><b>Voluntary Enrollment</b></u>
<ul style="list-style-type: none"> <li>• Health Insurance</li> <li>• Waiver General Purpose HRA</li> <li>• Waiver Limited Purpose HRA</li> <li>• Healthcare FSA</li> <li>• Dependent Care FSA*</li> <li>• Anthem Dental and Vision</li> </ul>	<ul style="list-style-type: none"> <li>• Optional Life Insurance               <ul style="list-style-type: none"> <li>○ Although life insurance is a voluntary enrollment, members should be strongly encouraged to review their beneficiaries and any optional dependent coverage to ensure all covered dependents continue to meet eligibility requirements.</li> </ul> </li> </ul>

*\*Dependent Care FSA was previously referred to as the Child & Adult Daycare FSA; effective January 1, 2027, it will revert to its original name.*

**Demographic Clean Up**

Since this is the first mandatory enrollment since Plan Year 2020, we will be increasing communications. It is extremely important that members have a current mailing address and email on file in KHRIS. As a reminder for BOEs, updates made in MUNIS do not transfer to KHRIS and must be updated separately.

For all Non-Commonwealth Paid (NCP) agencies, we are working to create and plan to provide you with a demographic file over the next couple of weeks. Please review and ensure that all information matches your HR system or MUNIS.

**Open Enrollment Exceptions – NEW DEADLINE**

Open Enrollment exception requests must be signed and received in our office by December 15, 2026, to be considered. Once the plan year begins, we will not accept or review any exception requests for Open Enrollment elections, including requests from individuals who fail to enroll.