**Recipients:** Employees who haven’t submitted their OE election

**Query:** EM\_2026\_EM\_MID\_OE

**Target Send Date:** 10-21-2025 (after hours)

**Email Subject:** Reminder: It’s Your Choice Open Enrollment Period Ends Friday, October 31st!

**Text:**

The annual It’s Your Choice Open Enrollment Period ends Friday, October 31, 2025. This is the one time per year that you can make changes to your benefits unless you have a qualified life event. **All elections made during this period will be effective January 1, 2026.**

**How do I know if I need to do anything during Open Enrollment?**

See the [Open Enrollment Summary Brochure](https://dpm.wi.gov/Documents/Central%20Benefits/OE_brochure.pdf) for an overview and an Open Enrollment checklist.

The following plans **REQUIRE** you to re-enroll every year

* [Pre-Tax Savings Plans](https://etf.wi.gov/its-your-choice/2026/state-employee-and-retiree-health-plan-supplemental-benefits/pre-tax-savings-accounts)
  + Health Savings Account (if enrolled in a High Deductible Health Plan)
  + Healthcare or Limited Purpose Flexible Spending Account (FSA)
  + Dependent Day Care FSA
  + Pre-Tax Parking and Transit Accounts
* [Health Insurance Opt-Out Stipend](https://etf.wi.gov/state-employee-retiree-health-plan/how-choose-enroll-your-benefits/enroll-or-make-changes/opt-out-medical-benefits) (if not enrolled in health insurance and eligibility requirements met)

The following plans automatically continue. You may also enroll in, make changes to, or cancel them during Open Enrollment:

* State Group Health Insurance
* Vision Insurance – MetLife Vision
* Delta Dental PPO – Supplemental Plans (Select and Select Plus)
* Delta Dental PPO-Preventive Plan (not eligible to enroll if covered by State Group Health Insurance as an employee or dependent in 2026)
* Securian Accident Plan

See the [2026 It’s Your Choice Decision Guide](https://etf.wi.gov/resource/2026-insurance-benefits-decision-guide-state-wisconsin-group-health-insurance-employees) and [Website](https://etf.wi.gov/its-your-choice/2026/state-employee-and-retiree-health-plan-supplemental-benefits) for full details.

**How to Enroll**

All open enrollment elections can be made in STAR. Please review the [eBenefits Quick Guide](https://dpm.wi.gov/Documents/Central%20Benefits/OE_eBN_guide.pdf) before making your elections.

**Open Enrollment Deadline**

All benefit elections must be submitted by Friday, October 31, 2025 (eBenefits will close at 11:59 pm on October 31).