

Frequently Asked Questions (FAQs) About Open Enrollment

When is Open Enrollment?

October 5–30, 2026

When do the changes I make during Open Enrollment take effect?

January 1, 2027

Do I need to do anything if I am happy with my current benefits?

No. You do not need to do anything if you are satisfied with your benefits and do not wish to make any changes, enroll in a flexible spending account (FSA), or designate your life insurance beneficiary(ies). Remember, if you wish to continue in an FSA, you must reenroll during Open Enrollment each year. Enrollment in your 2027 FSA plans is offered through MCPS Hub+, along with your other benefit options.

I am covered by a dental, vision, and/or prescription plan only. Can I participate in the Wellness Initiatives program?

You may complete a biometric health screening to learn more about your health, but you will not receive the 1 percent reduction in your contributions to these plans. Also, you will not be able to complete a health risk assessment because it is offered only through the medical plans. Only those employees who are covered by an MCPS-provided medical insurance plan when completing their biometric health screening and/or health risk assessment are eligible for the rate reductions provided through the Wellness Initiatives program.

How do I make changes to my benefits on Hub+?

A link to detailed instructions for using Hub+ for benefits enrollment or changes is available on the [Employee Benefits Open Enrollment](#) web page.

How will I know if Hub+ has captured my changes correctly?

While still logged in to Hub+, you will be able to view and print a benefits confirmation statement. The statement will provide a summary of your 2027 benefit elections, including FSAs and any benefits you have declined. In addition, the statement will include a list of your life insurance beneficiaries. To print your benefits confirmation or save it as a PDF document—

1. from the Benefits tile, select **View All Enrollments**; and
2. select **Print All Benefits**.

How do I submit my supporting documentation; e.g., a marriage certificate or a baby's birth certificate, after Open Enrollment?

From the Benefits tile, under Quick Actions—

1. select **Document Records**,
2. click **Add** to upload your supporting documents.

[Learn more about supporting documentation.](#)

How can I learn more about my MCPS employee benefits?

- **Open Enrollment Benefit Fairs**

Learn more about your benefit options with representatives from the Employee and Retiree Service Center (ERSC) and the benefit plan vendors at in-person Open Enrollment Benefit Fairs. See the dates, times, and locations for the benefit fairs in this issue of *The Bulletin*.

- **Open Enrollment Virtual Assistance**

ERSC will offer individual assistance virtually throughout Open Enrollment.

Employees will be able to register for a 15-minute Microsoft Teams meeting with an ERSC representative. Please visit the Employee Open Enrollment web page for more information and instructions for signing up.

- ***The Bulletin***

This issue contains important information about making changes to your benefits, FSAs, and more.

- **[ERSC website](#)**

The ERSC website is always your best resource for employee benefits information. On our website, you will find—

- important Open Enrollment updates, including Open Enrollment dates, benefit fairs, benefits information, and more; and
- the [2027 Employee Benefit Summary](#), which includes information about all of your employee benefits.