2027 OPEN ENROLLMENT

OCT. 20 - NOV. 10



WELCOME TO OAKLAND COUNTY!

2027 Open Enrollment takes place from October 20 – November 10, 2026. If you complete your new hire benefit enrollment after October 20, you will be enrolling in your benefits twice:

- For 2026 benefits (according to the eligibility schedule below) and;
- For 2027 benefits, which begin January 1, 2027.

New Hire Eligibility Schedule:

Hire Date	Benefit Eligible
October 1 - October 31	November 1
November 1 - November 30	December 1

IMPORTANT UPDATES FOR 2027

Prescription Copays*

Some employees may have higher prescription copays in 2027. Please consult your benefit guide for more details. Prescription copays are based on Blue Cross Blue Shield of Michigan's prescription formulary, which can be found at: **bcbsm.com/customdruglist**.

**Varies by bargaining unit*

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Healthcare Savings and Flexible Spending Accounts

	2026	2027
Health Savings Account County Contribution (HSA Medical plan only, 100% front loaded, prorated based on hire date)	Refer to your benefit guide for County Contribution amounts*	Refer to your benefit guide for County Contribution amounts*
Health Savings Account Limit (HSA Medical Plan Only)	$4,400 single $8,750 family plus $1,000 catchup for 55+	$4,500 single $9,000 family plus $1,000 catchup for 55+
Healthcare Flexible Spending Account Contribution Limit	$3,300	$3,400
Healthcare FSA maximum carryover	$660	$680
Dependent Care Flexible Spending Account Limit	$7,500	$7,500 (no change)

**Contribution amounts vary by bargaining unit*

Benefit offerings may differ based on bargaining unit agreements. Please refer to the appropriate benefits guide to review any updates for 2027.

Complete benefit information is available 24/7 at **oakgov.com/benefits**. The Oakland County benefits team is committed to helping you choose ***Your Benefits, Your Way***. Please contact us at **benefits@oakgov.com** for any questions you may have or to schedule a one-on-one with a benefits team member.

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