

2026 Open Enrollment

Open Enrollment Dates

June 1, 2026 – June 13, 2026

Open Enrollment is your annual opportunity to review and make changes to your benefits for the upcoming plan year. All benefit elections and changes must be completed through the **bswift Benefits Portal in Paylocity** during the Open Enrollment period.

How to Enroll

1. Log in to **Paylocity**.
 2. Select the **bswift Benefits Portal**.
 3. Review your current elections.
 4. Make any desired changes.
 5. Submit and confirm your elections before **June 13, 2026**.
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What's New for 2026?

New Medical Plan Option

In addition to our current **PPO Plan** and **HDHP \$2,000 Plan**, we are introducing a new:

HDHP \$5,000 Plan

This new High Deductible Health Plan offers:

- **\$0 employee medical premium** for all coverage tiers
- HSA eligibility
- Higher deductible and greater out-of-pocket responsibility before the plan begins paying benefits

This option may be attractive to employees who:

- Want to minimize payroll deductions
- Rarely use healthcare services
- Want the flexibility of an HSA-compatible plan
- Prefer to save premium dollars and assume more financial responsibility when care is needed

Employees should carefully compare all plan options and consider anticipated healthcare needs before making their election.

2026 Employee Medical Premiums

Semi-Monthly Payroll Deductions

Coverage Level	PPO Plan	HDHP \$2,000	HDHP \$5,000
Employee Only	\$64.63	\$53.41	\$0.00
Employee + One	\$138.50	\$114.47	\$0.00
Family	\$186.41	\$154.08	\$0.00

Employer HSA Contributions

Employees enrolled in the **HDHP \$2,000 Plan** receive the following City HSA contributions:

Coverage Level Semi-Monthly Contribution

Employee Only \$25.00

Employee + One \$37.50

Family \$62.50

Note: The City does not contribute to an HSA under the new HDHP \$5,000 Plan.

Dental and Vision Coverage

Dental and Vision coverage continue to be available.

EMI Dental (Premier PPO)

Semi-Monthly Employee Cost

- Employee Only: \$5.49
- Employee + One: \$6.96
- Family: \$10.22

Vision (VSP \$200)

Semi-Monthly Employee Cost

- Employee Only: \$5.51
- Employee + One: \$7.99
- Family: \$14.32

New Vision Plan – VSP

Beginning July 1, 2026, West Valley City will be replacing the Samera Vision plan with **VSP Vision Care**, one of the nation's largest vision networks.

Why VSP?

VSP offers:

- Access to a large nationwide network of eye care providers
- Comprehensive annual eye exams
- Allowances for glasses and contact lenses
- Discounts on additional eyewear and lens enhancements
- Convenient online tools for finding providers and managing benefits

The employee premium remains affordable while providing access to a broader network and enhanced member resources.

Semi-Monthly Employee Cost

Coverage Level VSP Vision

Employee Only \$5.51

Employee + One \$7.99

Family \$14.32

We encourage employees to review the VSP benefit summary during Open Enrollment to determine how the new plan meets their family's vision care needs.

Expanded Pet Insurance Options

West Valley City is pleased to offer employees **two pet insurance options** during Open Enrollment.

Existing Nationwide Pet Insurance Option

Employees may continue to enroll in our current pet insurance program.

New ASPCA Pet Health Insurance

We are adding **ASPCA Pet Health Insurance** as a second option, giving employees additional flexibility when choosing coverage for their pets.

Highlights include:

- Coverage for accidents and illnesses
- Optional preventive care coverage
- Coverage available for both dogs and cats

- Multiple plan and reimbursement options
- Group discount opportunities for employees
- Additional discounts available for multiple pets

Employees interested in pet insurance should review both plans during Open Enrollment to determine which option best fits their pet's needs and budget.

Important Reminder

Even if you are not making changes, Open Enrollment is a great time to:

- Review your current benefit elections
- Update dependent information
- Verify beneficiary designations
- Compare the new **HDHP \$5,000 Plan**
- Review the new **VSP Vision** coverage
- Explore the additional **ASPCA Pet Insurance** option

Open Enrollment runs June 1–13, 2026. All elections must be completed through the bswift Benefits Portal in Paylocity before the enrollment deadline.