



Department of Administration

Office of Employee Benefits



Open Enrollment 2025 Begins Today

Take a fresh look at your benefits! Open enrollment for the 2025 calendar year begins today and runs until Friday, November 22. This is your **once-a-year opportunity to enroll in or make changes** to your State of Rhode Island employee benefits plans, including medical and prescription drug coverage, dental and vision plans, health care flexible spending accounts (FSAs), the dependent care spending account (DCSA), life insurance, and legal coverage.

You don't want to miss this. If you don't enroll during open enrollment and want to make changes, you'll have to wait until next year unless you experience a [qualifying status change](#).

Do You Need To Enroll?

If you're happy with your benefits, you don't need to do anything. Your current benefit elections will carry over with one exception—spending accounts. **If you want to have an FSA or DCSA in 2025, you *must* enroll during the open enrollment period.**

Whether or not you plan to make changes, we recommend that you review your current coverages to see if they are still the best choices for you and your family. When you're ready, you can visit the [Workterra enrollment site](#) to review and elect your benefits.

Designating a PCP in Workterra

When you go to Workterra to complete your enrollment, you will notice that the “designate a PCP” section will still require a response—even for those employees who are no longer required to elect one. If you are in a Union that has ratified a new Collective Bargaining Agreement, or a non-union classified or unclassified employee, just click “**Auto Allocate**” for a PCP and move to the next section. *No PCP will be assigned to you.*

You are still required to elect a PCP if you are in one of the following groups:

- RIBCO (Correctional Officers; Nurses; Civilians)
- RITA and non-union State Police
- Non-Classified union and non-union education and college employees

All Enrollment Info Is Online

To make finding everything you need for enrollment more convenient, all of your employee benefits information is available online.

Start with the Virtual Benefits Fair

The [virtual benefits fair](#)—your one-stop website for benefits information—has a fresh look and updated resources to guide your benefit choices. Find presentations, videos, and

downloadable PDFs from the State's benefit vendors, and so much more!

Looking for Even More Information?

For the most complete information about your benefits, visit the [Office of Employee Benefits website](#). It's the source for everything you need to know about eligibility, enrollment, how your benefit plans work, and additional resources available to you.

Talk to ALEX Before Making Your Decision

[Talk to ALEX](#) to get help understanding and making decisions about your health benefits. Answer a few basic questions and [ALEX](#) can explain your options and make recommendations based on your specific circumstances.

Get One-On-One Help with Your Medical Plan Choice

Did you know that you can speak privately with a Blue Cross & Blue Shield of Rhode Island (BCBSRI) representative? During open enrollment, you can [schedule a one-on-one 10-minute virtual session](#) to ask questions and review your options.

Sessions are available Monday through Friday, November 4–November 22 from 10 a.m. to noon and 1 p.m. to 2:30 p.m.

Eastern time. [Schedule your appointment](#) today!

If You Have Questions

You can find answers to most of your questions by reading our [FAQs](#) or visiting the [virtual benefits fair](#) and the [Office of Employee Benefits website](#).

If you can't find what you're looking for, call us at **401-574-8530**, send an email to DOA.OEB@doa.ri.gov, or submit a question at employeebenefits.ri.gov.

Don't delay! [Enroll today!](#)

(If you're going to print this email, use attached "Printing Version" for best results)

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