



JEFFERSON COUNTY COMMISSION

2025-2026 Benefits Change Form

DEADLINE TO ENROLL: 30 days from date of Qualifying Life Event (QLE)

● FOR ACTIVE ELIGIBLE EMPLOYEES ONLY

Name (Please Print):		Social Security Number (Last 4):
Address:		Home/Cell Phone:
City:	State:	Zip Code:

Qualifying Life Event (QLE)	Required Documentation	Date of Qualifying Life Event
<input type="radio"/> Marriage or Divorce	State Issued Marriage License <u>OR</u> Final Divorce Decree	_____
<input type="radio"/> Birth or Adoption	State Issued Birth Certificate <u>OR</u> Adoption Decree	_____
<input type="radio"/> Guardianship	Court Ordered Guardianship Appointment	_____
<input type="radio"/> Spouse/Child Loss/Gain of employment	Proof of gain or loss of coverage; State issued Marriage License and/or Birth Certificate	_____
<input type="radio"/> Spouse/Child Loss/Gain of coverage	Proof of gain or loss of coverage; State issued Marriage License and/or Birth Certificate	_____
<input type="radio"/> Death of an eligible dependent	Death Certificate	_____
<input type="radio"/> Other _____		_____

BENEFIT PLANS – Please elect all coverages you desire, even those in which you are currently enrolled.

(Premium Rates are Monthly).

MEDICAL – Blue Cross Blue Shield of AL	<input type="checkbox"/> Terminate <input type="checkbox"/> Enroll <input type="checkbox"/> Dependent Change
<input type="checkbox"/> Employee	\$123.82
<input type="checkbox"/> Employee + 1	\$275.61
<input type="checkbox"/> Family	\$358.06

DENTAL – Delta Dental	<input type="checkbox"/> Terminate <input type="checkbox"/> Enroll <input type="checkbox"/> Dependent Change
Please Select Plan (Check Box) →	<input type="checkbox"/> Base <input type="checkbox"/> Premium
<input type="checkbox"/> Employee	\$23.16 \$34.02
<input type="checkbox"/> Employee + 1	\$44.20 \$64.92
<input type="checkbox"/> Family	\$60.60 \$89.01

VISION - EyeMed	<input type="checkbox"/> Terminate <input type="checkbox"/> Enroll <input type="checkbox"/> Dependent Change
Please Select Plan (Check Box) →	<input type="checkbox"/> Base <input type="checkbox"/> Premium
<input type="checkbox"/> Employee	\$5.33 \$7.84
<input type="checkbox"/> Employee + 1	\$10.65 \$15.67
<input type="checkbox"/> Family	\$15.62 \$22.98

FLEXIBLE SPENDING -- Ameriflex	<input type="checkbox"/> Enroll <input type="checkbox"/> Dependent Change <input type="checkbox"/> Change contribution*
<input type="checkbox"/> Health Care	Amount: \$ _____ (Maximum \$3,300/year)
<input type="checkbox"/> Dependent Care	Amount: \$ _____ (Maximum \$5,000/year)

VOLUNTARY LIFE – UNUM	<input type="checkbox"/> Terminate <input type="checkbox"/> Enroll <input type="checkbox"/> Dependent Change
<input type="checkbox"/> Employee <i>(Statement of Health may be required) *</i>	Amount: \$ _____ (\$5,000 increments 5x salary up to \$750K)
<input type="checkbox"/> Spouse <i>(Statement of Health may be required) *</i>	Amount: \$ _____ (\$25,000 or \$50,000)
<input type="checkbox"/> Child	Amount: \$ _____ (\$5,000 or 10,000 per child)

VOLUNTARY AD&D – UNUM	<input type="checkbox"/> Terminate <input type="checkbox"/> Enroll <input type="checkbox"/> Dependent Change
<input type="checkbox"/> Employee	Amount: \$ _____ (\$5,000 increments, 5x salary up to \$750K)
<input type="checkbox"/> Family	Amount: \$ _____ (\$5,000 increments, 5x salary up to \$750K)

UNUM Group Plans

Accident Insurance	<input type="checkbox"/> Terminate <input type="checkbox"/> Enroll <input type="checkbox"/> Dependent Change
<input type="checkbox"/> Employee	\$10.07
<input type="checkbox"/> Employee + Spouse	\$18.02
<input type="checkbox"/> Employee + Child(ren)	\$25.23
<input type="checkbox"/> Family	\$33.18

Hospital Indemnity Insurance	<input type="checkbox"/> Terminate <input type="checkbox"/> Enroll <input type="checkbox"/> Dependent Change
<input type="checkbox"/> Employee	\$16.16
<input type="checkbox"/> Employee + Spouse	\$30.22
<input type="checkbox"/> Employee + Child(ren)	\$25.60
<input type="checkbox"/> Family	\$39.66

Critical Illness Insurance	<input type="checkbox"/> Terminate <input type="checkbox"/> Enroll <input type="checkbox"/> Dependent Change
<input type="checkbox"/> Employee	Cash Level: \$ _____ (\$15,000, or \$30,000)
<input type="checkbox"/> Spouse	Cash Level: \$ _____ (Max of 50% of employee coverage: \$7,500 or \$15,000)

Short-Term and/or Long-Term Disability	<input type="checkbox"/> Terminate <input type="checkbox"/> Enroll
<input type="checkbox"/> Employee STD	Amount: \$ _____ Current Annual Salary: \$ _____
<input type="checkbox"/> Employee LTD	Amount: \$ _____ Current Annual Salary: \$ _____

List all dependents you want to add or remove from coverage. Write the letter “A” for ADD or the letter “R” for REMOVE in the box beside their name. Place an ‘X’ in the medical, vision and dental boxes to indicate coverage under the desired plan(s). Natural, step, foster, custodial and adopted children must be under age 26.

Add or Remove	Name	Relationship	Gender	Date of Birth	SSN	MEDICAL	VISION	DENTAL

Agreement/Signature - I hereby apply for the group benefit(s) listed above. My application is subject to the terms and conditions of the agreement between Jefferson County and the benefit carriers. I understand that my election cannot be changed during the year unless I experience a qualifying life event. I authorize Jefferson County to take deductions that may be required for the cost of these coverages. The information provided is true and correct to the best of my knowledge. Any person, who with intent to defraud or knowing that he/she is facilitating a fraud against an insurer, submits an application, and or files a claim containing false or deceptive statement may be guilty of insurance fraud. **FORMS MUST BE SIGNED AND DATED. Forms not signed and dated and received by the 30th day after a qualifying life event will not be processed.**

I acknowledge by my signature that I have read and understand the above information.

Employee Signature:

Date:

Mail the form to: Jefferson County Commission • 716 Richard Arrington, Jr. Blvd. North Room A600, Birmingham, AL 35203 ATTN: Human Resources – Benefits

Fax: (205) 325-5781

Scan and Email: benefits@jccal.org, *be sure to send required documentation and dependent verification for newly added dependents.*

** You will be contacted if a Statement of Health is required. See Enrollment Booklet for more details.*
** You can increase your current FSA contributions up to the applicable per-paycheck maximum. Or you can decrease current contributions to as little as \$0/paycheck, subject to repayment of funds already disbursed from your account.*

SEE PROVIDER BENEFIT SUMMARIES FOR ELIGIBILITY REQUIREMENTS

FOR INTERNAL USE ONLY	BENE	By	Date
	HRIS	By	Date

BENEFITS: DATE RECEIVED