2026 Voluntary Benefits – What's Changing? (FAQ)

New Vendors for 2026

Benefit	Current Provider	New Provider for 2026	Action Required
Accident Coverage	MetLife	Voya	Re-enroll
Critical Illness	MetLife	Voya	Re-enroll
Hospital Indemnity	MetLife	Voya	Re-enroll
Identity Theft	NortonLifelock	Aura	Re-enroll
Legal Services	ARAG	LegalShield	Re-enroll
Pet Insurance	Nationwide	MetLife	Re-enroll

Do I need to take action?

- **YES**. Current elections will **NOT** roll over.
- Coverage will not automatically transfer to the new providers.
- You must re-enroll during Open Enrollment to have coverage in 2026.

When do the changes take effect?

- Current plans end December 31.
- New provider coverage begins January 1, 2026.

Are the new plans similar to what I have now?

Yes — costs and coverage are comparable to the current offerings.

Want to Keep Your Current Provider Instead?

MetLife (Accident, Critical Illness, Hospital Indemnity)

A portability option is available:

- You can keep the **same plan and same rate.**
- Payroll deductions stop — you'll pay MetLife directly.
- Policy becomes **individual** (County cannot assist with claims).

Nationwide (Pet Insurance)

- Policy can continue as a direct-pay individual plan.

- Nationwide will contact you with any instructions.

NortonLifeLock (Identity Theft Protection)

- You may convert to a retail NortonLifelock plan.
- Payroll deductions stop — direct billing required.
- Group rate will extend for 12-months then retail pricing will apply.
- Benefits differ from the Group plan.

Will there be help available to learn about the new plans?

Yes! Representatives from the new vendors will be available at the Benefits Fairs.

Rates and plan summaries can be found on the Benefits webpage.

How can I get help deciding whether to re-enroll or port my current coverage?

Contact the Benefits Team:

- 385-468-0580
- Benefits@saltlakecounty.gov

This FAQ is intended to address common questions about the voluntary benefits offered by Salt Lake County. For specific questions or unique circumstances, please contact the carrier and review plan materials. If there is any discrepancy between this document and the official plan documents, the plan documents will prevail.