



October 21, 2025

To: Pastors, Principals, and Administrators

From: Chalana Landry / Pamela Power – ANO Staff Benefits

Re: 2026 Benefits Renewal & Updates Effective January 1, 2026

Dear Colleagues,

We hope this message finds you well. We're writing to share important updates regarding the archdiocese's health benefits for the upcoming plan year, effective **January 1, 2026**. Our continued commitment is to offer high-quality, comprehensive coverage while remaining mindful of cost for both our staff and sites.

Overview of 2026 Benefits Changes

- **Plan Designs:**

As introduced in 2025, our three-tiered structure—Core Plan, Buy-Up Plan, and High-Deductible Plan—will remain in place **with no changes** for 2026.

- **Open Enrollment:**

The Open Enrollment period for all staff will take place **November 10–21**. Site Administrators will receive an early preview the week of **November 3–7** to help support employee decisions.

- **HSA and FSA Options:**

We will continue to offer two tax-advantaged savings options:

- **Health Savings Account (HSA):** Available to employees enrolled in the High-Deductible Plan.
- **Flexible Spending Account (FSA):** Available to those enrolled in the Core or Buy-Up plans.

- **Premium & Cost Adjustments:**

While the overall premium rates will increase by **4.4%**, **employee premiums will remain unchanged**. If your site opts to absorb the full increase and keep employee contributions flat, the site share will increase by approximately **6%**, still significantly below the **national trend of 9.5%**.

Open Enrollment & Informational Sessions

To ensure Site Administrators are fully informed and prepared to support their teams, we will host an **in-person** meeting at **Notre Dame Pastoral Center**, 2901 S. Carrollton Avenue, New Orleans, LA 70118:

- **Tuesday, November 4 at 10 AM**

Virtual Meeting:

- **Wednesday, November 5 at 12 PM**

We strongly encourage all Site Administrators to attend one of these sessions to learn more and ask questions.

During the **Open Enrollment period (November 10–21)**, we will offer several **virtual informational sessions** for staff. Meeting links and details will be shared soon. Although there are no plan changes this year, we encourage **all benefits-eligible staff** to attend a virtual session and **all Site Administrators** to participate in one of the site meetings.

Our Commitment

We remain committed to supporting the well-being of our staff through responsible stewardship and thoughtful plan design. We extend our sincere thanks to our Finance Team and Benefits Consultants for their diligence in keeping our offerings both competitive and cost-effective.

Thank you for your continued leadership and dedication to our Parishes, Schools, and Ministries. Your support is essential in ensuring our staff fully understand and takes advantage of the benefits available to them.

If you have any questions, please don't hesitate to reach out to either of us directly.

Blessings to you for all that you do!

Warm regards,

Chalana Landry & Pamela Power
ANO Staff Benefits

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