

2026 OPEN ENROLLMENT



What is Open Enrollment?



- ▶ Open Enrollment is the one time during the calendar year when you can change your health plan enrollment without a Qualifying Life Event.
- ▶ An opportunity to sign up for new benefits & re-enroll in FSA and DCAP.
- ▶ Changes made during this time will be effective for the 2026 plan year beginning January 1, 2026.

What Can I Do During Open Enrollment?

- ▶ Change your health plan coverage.
- ▶ Add or remove dependents to/from your City health plans.
- ▶ Enroll or renew enrollment in a Health Flexible Spending Account (FSA) or the Dependent Care Assistance Program (DCAP).
- ▶ Change your voluntary life insurance coverage.
- ▶ Update your life insurance beneficiaries.
 - ▶ Cannot remove prior beneficiaries from eCAPS, such as ex-spouses.
- ▶ Review and update your personal contact and emergency contact information.³

When is Open Enrollment?

Open Enrollment starts: **MONDAY, SEPT. 29, 2025**

Open Enrollment ends: **FRIDAY, OCT. 24, 2025**

SEPTEMBER 2025

SUN	MON	TUE	WED	THU	FRI	SAT
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4

OCTOBER 2025

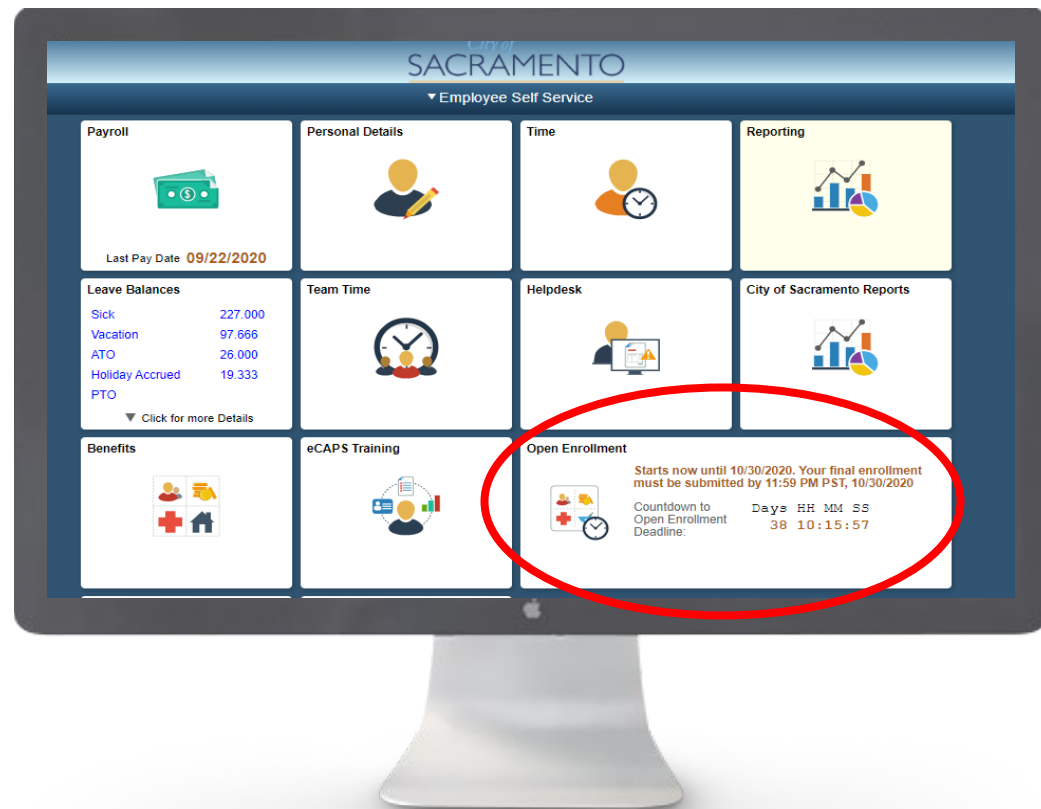
SUN	MON	TUE	WED	THU	FRI	SAT
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

Mark Your Calendar!!

How Do I Make My Changes?

Make Open Enrollment changes via eCAPS from any internet connected device.

<https://ecaps.cityofsacramento.org/>



How Can I Get Assistance?

Assistance is available several ways:



Email questions to
openenrollment@cityofsacramento.org



[Book a 1-on-1 virtual session](#) with a Benefit Services team member.



Contact your assigned Benefit Services [team member](#) by email, telephone, or Microsoft Teams.

BENEFIT SERVICES DEPARTMENT ASSIGNMENTS

Dept IDs	Department	Benefit Services Contact	Telephone	Email
01	Mayor / Council / Auditor / OPSA	Magdalena Gonzalez	808-7659	mgonzalez2@cityofsacramento.org
02	City Manager / Economic Development	Karen Campbell	808-5725	kcampbell@cityofsacramento.org
03	City Attorney	Lauren Mosher	808-7131	lmosher@cityofsacramento.org
04	City Clerk	Magdalena Gonzalez	808-7659	mgonzalez2@cityofsacramento.org
05	City Treasurer	Karen Campbell	808-5725	kcampbell@cityofsacramento.org
06	Finance	Lauren Mosher	808-7131	lmosher@cityofsacramento.org
07	IT	Magdalena Gonzalez	808-7659	mgonzalez2@cityofsacramento.org
08	Human Resources	Mariah Feliciano	808-8399	mfeliciano@cityofsacramento.org
11	Police	Raymond Camozzi	808-7953	rcamozzi@cityofsacramento.org
12	Fire	Natalie Wilhite	808-8923	nwilhite@cityofsacramento.org
14	Utilities	Lauren Mosher	808-7131	lmosher@cityofsacramento.org
15	Public Works	Cari Jones	808-3799	cjones1@cityofsacramento.org
17	Convention & Cultural Services	Natalie Wilhite	808-8923	nwilhite@cityofsacramento.org
19	Youth, Parks, & Community Enrichment	Corrina Mitchell	808-7656	cmitchell1@cityofsacramento.org
21	Community Development	Magdalena Gonzalez	808-7659	mgonzalez2@cityofsacramento.org
23	Department of Community Response	Raymond Camozzi	808-7953	rcamozzi@cityofsacramento.org

Benefit Services

915 I Street, Historic City Hall

Sacramento, CA 95814

benefitservices@cityofsacramento.org

Office Phone: (916) 808-5665 / Secure Fax: (916) 808-7326

<https://www.cityofsacramento.gov/HR/employee-retiree-benefits>

Summary

- ✓ Complete your changes in eCAPS for the **2026** plan year by **Friday, October 24, 2025**.
- ✓ Changes cannot be accepted after Open Enrollment closes.
- ✓ Enrollments and changes for the 2026 plan year are effective **January 1, 2026**.
- ✓ 2026 health premiums and related deductions will begin on the **January 6, 2026**, paycheck. Employees are responsible for reviewing the accuracy of their own paychecks and reaching out if they believe there is an error.

OE DEADLINE - 10/24/25

OE Game Benefits Jeopardy

- ▶ More information to come.
- ▶ Game information will be emailed to PAR Contacts for distribution to their departments.
- ▶ Game form will be via online submission.
- ▶ Final entry due 10/24 by 11:59pm.



PRIZES AVAILABLE!

Open Enrollment Closes: October 24, 2025