

OPEN ENROLLMENT IS COMING!

2027 Open Enrollment

Monday, October 5, through Friday, October 30, 2026

The Benefit Services Division in Human Resources is excited to announce **Open Enrollment for the 2027 plan year**. This is your annual opportunity to review your benefit options and make changes to ensure your coverage meets your needs for the upcoming year.

During Open Enrollment, City employees may:

- Enroll in, change, or drop medical, dental, or vision coverage.
- Remove or add eligible dependents from your plans.
- Enroll or re-enroll in a Flexible Spending Account (FSA) or Dependent Care Assistance Program (DCAP).
- Enroll in or make changes to voluntary life insurance coverage. *Additional paperwork and medical underwriting is required if you are increasing Choice Supplemental Life coverage to two or three times your annual salary, or if you are adding Short-Term Disability coverage.*

Make Open Enrollment Changes in eCAPS from an Internet Connected Device

Employees can choose their 2027 benefits in [eCAPS](#) Monday, Oct. 5, through Friday, Oct. 30, 2026, until 11:59 p.m. During Open Enrollment make sure your mailing address, phone number, and email address are correct in eCAPS.

General Information

- 2027 medical plan premiums are increasing. There are no changes to dental and vision premiums for 2027.
- Participation in the Health Flexible Spending Account and Dependent Care Assistance programs must be re-elected every year. Participation in these plans in 2026 **will not** roll over to 2027.

Open Enrollment Assistance

- Email questions to openenrollment@cityofsacramento.org.
- [Book](#) a one-on-one virtual session with Benefit Services (appointments start Sept. 28).
- Contact the Benefit Services team member [assigned to your department](#) by email, telephone, or MS Teams.
- Contact your department's PAR Contact for general assistance with completing your Open Enrollment in eCAPS.

Benefit Services webpages will be updated soon with:

- 2027 premium rate sheets with the City health contribution.
- 2027 Employee Benefits Handbook providing a comprehensive overview of available benefits.