
2027 Open Enrollment

From City Public Information <CityPublicInformation@cityofsacramento.org>

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To City Public Information <CityPublicInformation@cityofsacramento.org>



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:

1. Enroll in, change, or drop medical, dental, or vision coverage.
2. Remove or add eligible dependents from your plans.
3. Enroll or re-enroll in a Flexible Spending Account (FSA) or Dependent Care Assistance Program (DCAP).
4. 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

1. 2027 medical plan premiums are increasing. There are no changes to dental and vision premiums for 2027.
2. 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

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

Benefit Services webpages will be updated soon with:

1. 2027 premium rate sheets with the City health contribution.
2. 2027 Employee Benefits Handbook providing a comprehensive overview of available benefits.

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[City Employee & Retiree Benefits Information](#)

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