OPEN ENROLLMENT

SEPTEMBER 14 - OCTOBER 9, 2026

What's New for 2027?

Medical Plan Change:

UnitedHealthcare HMO (UHC) will not be available in 2027. If you are currently enrolled in UHC and do not select a new health plan, CalPERS will administratively place you in Blue Shield Access + HMO. If you want to enroll in another plan, other than Blue Shield Access + HMO, you will need to complete an Open Enrollment Worksheet to select a new plan.

Heath Plan Rate Changes:

All Health Plan Rates are changing. Please click here or visit our Open Enrollment website for the 2027 rates.

Health Care Reimbursement Account:

Healthcare Reimbursement Account (HCRA) Annual/Monthly Contribution Amount:

- The new annual maximum amount for HCRA will change from $3,300 to $3,400.
- The new monthly maximum amount for HCRA will increase from $275 to $283.33.

Dependent Care Reimbursement Account:

Dependent Care Reimbursement Account (DCRA) Annual/Monthly Contribution Amount:

- The annual/monthly maximum amount for DCRA will remain unchanged for non-Highly Compensated Employees (those making less than $160,000). The 2027 annual maximum amount will remain $7,500 annually / $625 monthly.

If you earn more than $160,000, the annual/monthly maximum amount for DCRA will be $5,000 annually / $416.66 monthly.

Guaranteed Issue Enrollment Opportunity with The Standard

Voluntary Life Insurance:

- The Standard Insurance will allow eligible active members the opportunity to enroll in Voluntary Life insurance (up to $100,000 for self and/or a spouse/registered domestic partner for up to $50,000) without providing Evidence of Insurability. If you currently have less than $100,000 of coverage or you are not currently enrolled, you can apply for this enhanced benefit.