

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.

Health 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:

- All eligible active employees and their spouses/registered domestic partners will have the opportunity to enroll in Voluntary Life Insurance during Open Enrollment through [The Standard](#).