



Welcome to Benefits 2024 Open Enrollment

Monday, September 16, 2024, through Friday, October 11, 2024

For COBRA Enrollees

Open Enrollment is your annual opportunity to learn about your benefits options and make additions, changes, or deletions to your benefit elections. Any elections made during Open Enrollment will be effective and irrevocable as of January 1, 2025, and will remain in effect until December 31, 2025.

Passive Open Enrollment - To retain the same coverage into plan year 2025, you do not need to do anything. If no changes are made during the Open Enrollment period, we will carry forward your 2024 elections.

The District Benefits Office will host an On-Site Benefits Fair on **September 20th, 2024**, at De Anza College Campus Center Conference Room A&B from 12 pm to 2 pm. Representatives from the insurance carriers will be available for discussions on your benefit options. Your attendance at the event is highly encouraged!

For 2025 Health Plan Changes Highlight, please see:

https://hr.fhda.edu/benefits/_2025/2025%20Health%20Plan%20Changes%20Highlight.pdf

For paper enrollment forms, please access:

https://hr.fhda.edu/benefits/_downloads/UniversalEnrollmentForm_03032023.pdf

Important Reminder: When adding new dependents, you must provide ALL required documentation such as Marriage Certificate, Birth Certificate or Passport, and Social Security Cards, for all dependents, plus CalPERS Form HBD-85 no later than **5pm, Friday, October 11, 2024** in order for benefits to be activated effective January 1, 2025. No exceptions.

WHAT'S NEW?

2025 Benefit Rates – Cost changes

2025 MONTHLY COBRA RATES	DENTAL	VISION	COMBINED DENTAL/VISION
SINGLE	\$68.34	\$7.09	\$75.43
2 PARTY	\$136.68	\$14.17	\$150.85
FAMILY	\$191.36	\$19.84	\$211.20

DEADLINE: Friday, October 11, 2024, 5pm.

District Benefits Office Contact Information:

Phone: 650-949-6224; Fax: 650-949-6299; Email: Mybenefits@fhda.edu