



2026 BENEFITS OPEN ENROLLMENT

September 14 - October 9, 2026 | COBRA Enrollees

Your 2027 Benefits at a Glance

Open Enrollment is your once-a-year window to review coverage and make changes for plan year 2027. Elections take effect January 1, 2027 and stay in place through December 31, 2027, unless you have a qualifying life event.

Do You Need to Take Action?

If you are satisfied with your current coverage, you generally do not need to take action — your current elections will carry forward to 2027. You must act if you want to change your coverage or make an eligible dependent change.

Open Enrollment Deadline

Friday, October 9, 2026 at 5:00 p.m. Elections and required dependent documentation received after the deadline cannot be processed for a January 1, 2027 start.

Meet Us at the Benefits Fair

Wednesday, September 16, 2026 | 12:00-2:00 p.m. | Foothill College Student Center

You are welcome to attend. Meet carriers and partners, compare 2027 options, and get questions answered before making your elections.

How to Enroll

1. Review your current coverage and the 2027 plan materials at hr.fhda.edu/benefits.
2. To make an Open Enrollment change, complete the applicable paper enrollment form available through the District Benefits Office.
3. Return all completed forms to the District Benefits Office by Friday, October 9, 2026 at 5:00 p.m.
4. If you add an eligible dependent, submit the required eligibility documentation and [CalPERS Form HBD-85](#) by the same deadline.

Please contact the District Benefits Office if you are unsure which enrollment form applies to your COBRA coverage.

What's New for 2027

- **Action required if you are on a UHC Basic HMO:** UnitedHealthcare SignatureValue Alliance HMO and SignatureValue Harmony HMO will end on January 1, 2027. During Open Enrollment, choose another CalPERS health plan available in your ZIP code. If you do not make a new election, CalPERS will automatically enroll you in a 2027 plan selected to preserve your primary care relationship where possible. For most Santa Clara County ZIP codes, the assigned plan is Blue Shield Access+ HMO. Alliance members in ZIP code 95033 will be assigned to Anthem Blue Cross Traditional HMO.
- **Infertility coverage:** Starting July 1, 2027 (not January 1), CalPERS Basic HMO and PPO plans will include expanded infertility diagnosis and treatment coverage under California Senate Bill 729.
- **Dental (if applicable to your coverage):** Delta Dental's annual maximum increases to \$2,500 for PPO network services and \$1,800 for non-PPO services. The lifetime orthodontia maximum increases from \$1,000 to \$2,000.



FOOTHILL-DE ANZA
COMMUNITY COLLEGE DISTRICT

- **Vision (if applicable to your coverage):** VSP frame allowance increases to \$180 (standard) and \$200 (featured). Elective contact lens allowance increases to \$180. Costco becomes an in-network vision provider on January 1, 2027.

Open Enrollment Resources

All current Open Enrollment materials are posted at hr.fhda.edu/benefits, including:

- [2026 Open Enrollment Checklist and Key Dates](#)
- [2027 Employee Benefits at a Glance](#)
- [2027 COBRA Rates](#)
- [2027 Health Plan Changes Highlight](#)
- [2027 Medical Plan Comparison and Cost Examples](#)
- [Insurance Carrier Contact Information](#)
- [CHIP / Premium Assistance Notice](#)

Dependent Coverage Reminders

Adding an eligible dependent: Submit all required eligibility documentation (for example, a marriage certificate, birth certificate or passport, and Social Security information as applicable) plus [CalPERS Form HBD-85](#) by Friday, October 9, 2026 at 5:00 p.m.

Removing a dependent: Complete the applicable COBRA enrollment form and return it to the District Benefits Office by the Open Enrollment deadline.

OPEN ENROLLMENT ENDS FRIDAY, OCTOBER 9, 2026 AT 5:00 P.M.