



2026 BENEFITS OPEN ENROLLMENT

September 14 - October 9, 2026 | Part-Time Faculty Members

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 August 31, 2027, unless you have a qualifying life event.

Do You Need to Take Action?

If you are satisfied with your current benefits, you generally do not need to enroll again — your current elections will carry forward for the applicable 2027 coverage period. You must act if you want to change coverage or add or remove a dependent.

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. Open SECOVA through [MyPortal](#) under "Staff" using Single Sign-On (SSO).
 3. Submit every benefit election and change in SECOVA by Friday, October 9, 2026 at 5:00 p.m.
 4. If you add a dependent, submit the required eligibility documents to the Benefits Office by the same deadline.
- Changes made through CalPERS self-service will not be validated. All enrollments and changes must be completed through SECOVA.*

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.

Open Enrollment Resources

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

- [2026 Open Enrollment schedule](#)
- [2026 Open Enrollment Checklist and Key Dates](#)
- [2027 Employee Benefits at a Glance](#)



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COMMUNITY COLLEGE DISTRICT

- [2027 Employee Monthly Contribution Rates](#)
- [2027 Health Plan Changes Highlight](#)
- [2027 Medical Plan Comparison and Cost Examples](#)
- [Insurance Carrier Contact Information](#)
- [SECOVA Online Enrollment Guide](#)
- [CHIP / Premium Assistance Notice](#)
- [District Open Enrollment Webpage](#)

Dependent Coverage Reminders

Adding a dependent: Submit required eligibility documents (for example, a marriage certificate, birth certificate or passport, and Social Security information as applicable) to the Benefits Office at MyBenefits@fhda.edu or upload them through SECOVA by Friday, October 9, 2026 at 5:00 p.m.

Removing a dependent: Removing a dependent: If an ineligible dependent still appears in SECOVA from prior years, uncheck that person from the applicable coverage during Open Enrollment. For removals outside Open Enrollment, contact the Benefits Office.

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