

From: [HR-Benefit Services](#)
To: [HR-Benefit Services](#)
Subject: Open Enrollment ends this Friday, Oct. 28 and New 2023 FSA contribution limit now available in OE
Date: Wednesday, October 26, 2022 10:18:44 AM

Please distribute –

Open Enrollment ends this Friday, October 28, 2022!

There are only a few days left for 2023 Open Enrollment. If you miss the Open Enrollment deadline and you wanted to make changes to your benefits or enroll/re-enroll in Flexible Spending or Dependent Care Assistance, you will have to wait until the next Open Enrollment period. The only exception is if you experience a Qualifying Life Event during the plan year.

Open Enrollment access in eCAPS ends at 11:59 p.m., Friday, October 28, 2022. Employees are advised to submit their changes as soon as possible and to not wait until the last minute.

Important information for current Retired Annuitants

Retired annuitants who are retirees of the City of Sacramento and eligible for retiree health benefits, do not submit their Open Enrollment changes via eCAPS. Retirees must complete a [Retiree Open Enrollment form](#).

2023 FLEXIBLE SPENDING ACCOUNTS – increased limit for 2023

Benefit-eligible employees with Flexible Spending Accounts (FSA and/or DCAP) must access eCAPS to enroll in FSA/DCAP for 2023 if you want to continue to contribute to these benefits. If you elected FSA or Dependent Care Assistance for 2022, your election will NOT automatically roll over to 2023. You must re-elect these benefits each year if you want to participate. **The 2023 FSA limit has been increased by the IRS to \$3,050 and the new FSA limit is now available in Open Enrollment.**

HEALTH SAVINGS ACCOUNT (HSA) ELECTIONS

HSA elections will roll to 2023 if you remain enrolled in the same ABHP (high deductible) medical plan for 2023. Individuals aged 55+ can contribute an additional \$1,000 per year.

DEADLINE TO SUBMIT DOCUMENTS FOR NEWLY WAIVING MEDICAL OR ADDING NEW DEPENDENTS

Proof of other *group* medical coverage is required if you are newly waiving City medical insurance for 2023. The purchase of medical insurance through Covered California is not *group* coverage. Proof of dependent eligibility is required if you are adding new dependents to coverage for 2023 or if we do not have a copy of your proof documentation on file.

- All proof documentation must be submitted to Benefit Services, 915 I Street, HCH, Plaza Level, on or before November 18, 2022, at 5:00 p.m. A secure drop box is available outside the doors of the Benefit Services office.

- If proof documentation is not received for newly waiving medical insurance, you will be automatically enrolled in the lowest cost HMO plan for 2023 with employee only coverage.
- If proof of dependent eligibility is not received for newly added dependents, the dependent cannot be enrolled on a City health plan.
- Refer to the [Acceptable Documents for Qualifying Life Events and Benefit Changes](#) for more detailed information about proof documentation requirements.

QUESTIONS

[Book](#) a one-on-one session with Benefit Services

[Email](#) Benefit Services

[Contact](#) your assigned Benefit Services team member

[Read](#) the 2023 Employee Benefits Handbook

[Benefit Services Division](#)

Department of Human Resources

915 I Street, HCH, Plaza Level

Phone: 916-808-5665

[Team Member Assignments by Department](#)

2023 Open Enrollment ends October 28, 2022! Remember all changes for the 2023 plan year must be completed in eCAPS by the close of Open Enrollment.