



2024 Open Enrollment

October 2 – October 26, 2023

Elections are effective January 1 – December 31, 2024



ARE YOU NEWLY ELIGIBLE FOR BENEFITS?

HAVE YOU EXPERIENCED A QUALIFYING LIFE EVENT?

If you are newly eligible for benefits or have experienced a qualifying life event between October 2 – October 26, 2023, you may need to enroll twice:

- First, make your selections for your 2023 benefits. These elections will continue until the end of the year.
- Next, complete the Open Enrollment event to choose your plans for the 2024. These selections will be in effect beginning January 1st.

Do you want your new hire or life event elections to continue in 2024 with no changes?

- If you waived medical coverage in 2023 and want to waive for the new 2024 plan year, you are **required** to participate in Open Enrollment and reselect your waive option.
- If you do not make a medical plan election or choose to waive coverage during Open Enrollment, your 2024 medical election will automatically be defaulted to the UnitedHealthcare SignatureValue Alliance HMO plan with Employee Only coverage. Excess Flex Credits, if any, will be deposited into a Health Reimbursement Account (HRA).

Did you contribute to a spending account in 2023, and want to continue to contribute in 2024?

- You are **required** to participate in Open Enrollment.
- Health Care and Dependent Care Flexible Spending Accounts and Health Savings Accounts must be reelected annually. Current annual pledges will not carry over into the new plan year.

For questions regarding Open Enrollment, your [Benefits Ambassadors](#) are here to assist.

For more information, contact the Department of Human Resources,

Employee Benefits Division at:

Phone: 888-550-2203 or Email: DHRBenefits.FGG@sdcounty.ca.gov

[Open Enrollment FAQs](#)

[Open Enrollment Website](#)

[Open Enrollment Guide](#)