



2026 OPEN ENROLLMENT ACTION GUIDE



Welcome to Open Enrollment

Open enrollment begins September 15, 2025 and ends on October 10, 2025.

During this time, you will select your benefit choices for the upcoming plan year (January 1 - December 31, 2026). You may change to your plan options, and add or remove dependents from your coverage. Enrollments and other changes will be effective January 1, 2026. After open enrollment, no other changes are permitted unless you experience a qualifying event as defined by the IRS.

We encourage you to review this Action Guide and the comprehensive Employee Benefits Guide for an overview of the plans offered.

Open enrollment will be conducted electronically through our online enrollment system, **EASE**. Even if you are not making any changes to your plans, you are required to login to EASE to confirm your benefit selections, and beneficiaries.

Please login to **EASE** for detailed plan summaries and evidence of coverage certifications. If you need technical assistance with your online enrollment or have questions about your benefits, please contact Human Resources at (310) 524-2381 or email HR@elsegundo.org.

CVS Caremark replaces Optum Rx

CalPERS is replacing Optum Rx with CVS Caremark for pharmacy services. CVS will begin providing Rx services for CalPERS members starting on January 1, 2026.

Impacted plans:

- Anthem Blue Cross Traditional HMO and Select HMO
- Health Net Salud y Mas HMO
- PERS Platinum PPO and PERS Gold PPO
- UnitedHealthcare Alliance HMO and Harmony HMO

What This Means for Members

- Pharmacy Access: Most members can continue using their current pharmacy
- Welcome Kit: CVS will send new ID cards and online access info before Jan 2026
- Formulary Changes: Some medications may have new copays or alternatives
- Digital Tools: Access to Caremark.com, pharmacy locator, and mobile app

Transition Support

- Prior Authorizations: Most will transfer automatically
- Transition Period: Temporary fills allowed for non-formulary drugs
- Support Begins: September 15, 2025 — CVS member services will be available

Please refer to the 2026 Employee Benefits Guide for further details. All enrollments and changes made during this open enrollment period are effective January 1, 2026.

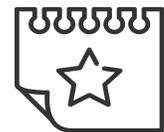
Open Enrollment For Your 2026 Employee Benefits

September 2025

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



The City is hosting a benefits health fair on **October 2, 2025 at 10:00 a.m.** Please attend to learn more about your benefits and take advantage of the free screenings offered. Health plan representatives will be onsite to answer your questions and help you get the most out of your benefits package.



Ease Online Enrollment

<https://cityofelsegundo.ease.com/>

Access Ease from work or home to make your benefit elections, update your personal information, and to locate important benefits documents. Ease login information is located on page 3 of our Employee Benefits Guide.



What You Need to Do

There are steps you must take for Open Enrollment. Please take time to review your current enrollment, assess your needs and make your benefit elections carefully. Elections made during Open Enrollment are effective January 1, 2026. No changes are permitted after October 10, 2025, or during the plan year, unless you experience a qualified change in family status as defined by the IRS. Refer to the Employee Benefits Guide for details.

- Review the City of El Segundo **Employee Benefits Guide** which highlights all of our benefit options for the 2026 plan year.
- All employees are required to login to EASE to make your benefit elections online.** Once logged into the system, verify your personal information, elect, decline, make changes, or terminate benefits. Ease login instructions are located on page 3 of your Employee Benefits Guide.
- Be sure to update or identify a beneficiary designation for your life insurance. You may login to Ease to update your beneficiary as needed.
- If you wish to participate in the Flexible Spending Accounts for the 2026 plan year, you must enroll during open enrollment. Current elections will not carry-over from 2025.
- Review and finalize all of your elections in Ease.
- All open enrollment elections must be completed by 4:00 p.m. on Friday, October 10, 2025 for a January 1, 2026 effective date.**