

Memorandum

TO: Current COBRA Participants

FROM: Employee Benefits Team
Human Resources

**SUBJECT: Open Enrollment Benefit Information
for COBRA Participants**

DATE: November 11, 2009

This year's Open Enrollment is now in effect. During this time COBRA participants have the opportunity to make the following changes to their Health, Dental, and Vision plans effective January 1, 2010:

- You may change between health, dental, and/or vision plan options.

Please note: You cannot enroll in a health, dental, or vision plan unless you are currently carrying those types of coverage. For example, if you are currently enrolled in a health and a dental plan, but not in a vision plan, you cannot enroll in a vision plan during Open Enrollment.

- You may add or drop qualified dependents, including a domestic partner and domestic partner's children.

Complete the COBRA Open Enrollment form only if you would like to make changes (the link for this form is provided below). You may fax the completed form to Employee Benefits at (408) 999-0862, or you may mail it or hand deliver it to Human Resources, 200 E. Santa Clara St, 2nd Floor Wing, San José, CA 95113. **Deadline for submitting COBRA open enrollment changes is December 11, 2010.**

Enrollment changes received after December 11th cannot be accepted for plan year 2010.

The following program changes will take place in 2010.

1. Health and Dental plan rates are increasing effective January 1, 2010.
2. Vision plan rates are decreasing effective January 1, 2010.

Please contact Employee Benefits at benefits@sanjoseca.gov if you have any questions.

Employee Benefits Team

Links:

[2010 COBRA Open Enrollment Form](#)

[2010 COBRA Rate Sheets](#)