

2026 Benefits Open Enrollment

September 15 – October 10, 2025



West Valley-Mission
Community College District

NOW IS THE TIME TO REVIEW YOUR BENEFIT ELECTIONS!



All elections, **except for FSA and Cash-in-Lieu** will roll over into the new plan year if you do not make any changes

- > Re-enroll in the FSA to participate for 2026
- > Cash-in-lieu: recertify your status to continue for 2026



Log into Aight Worklife (formerly SmartBen) to make changes to your elections

- > Switch between medical and dental plans
- > Add/remove dependents
- > Re-enroll in FSA
- > Review voluntary options



Open Enrollment changes are due **Friday, October 10, 2025 at 5 p.m.**
Changes you make are effective **January 1, 2026**

Highlighted Information for 2026

- For the PERS Platinum PPO, employee contributions have increased across all groups. Be sure to check the rate sheets for specific changes to other medical plans.
- CalPERS Pharmacy Benefits moving to CVS Caremark for all plans except Kaiser HMO, Blue Shield HMO Access+ and Blue Shield HMO Trio – review the video link below for more details
- Health Care Flexible Spending Account annual election limit is \$3,300 for 2026
- Dependent Care Flexible Spending Account annual election limit is \$7,500 for 2026



Video

Watch a short Open Enrollment presentation on your device



<https://www.brainshark.com/tih/2026WVMCCD>



Benefits Guide

Review the 2026 Benefits Guide [here](#) for details on your benefits



Employee Costs

Click [here](#) to review changes to employee contributions

Contact

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Enrollment Portal

Aight Worklife (formerly SmartBen)
<https://worklife.alight.com/wvm/>

Benefits Webpage

<https://wvm.edu/benefits>