



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

October 4, 2024

Re: Make Your 2025 Benefits Changes by Friday, November 1

Dear Non-Represented LEOFF 2 Employee:

Dear City Employee:

2025 Open Enrollment: Oct. 7 – Nov. 1

NEW:

Open Enrollment in Workday
Expanded four weeks to make changes

Open Enrollment is the one time every year to assess your needs and make modifications to your current benefit selections. **This year's Open Enrollment for 2025 begins at 12:00 am on Monday, October 7, and ends at 11:59 pm on Friday, November 1, 2024. No action is required to continue your current benefits for 2025 unless you want to enroll or re-enroll in a Flexible Spending Account (FSA).**

2025 Open Enrollment Considerations:

- ☐ **Medical plan payroll deductions are not increasing in 2025.** The City of Seattle offers employees and families a wide range of benefit choices to support your health and well-being. **See the next page for a summary of 2025 plan changes.** For more details, go to the *Open Enrollment Highlights* at bit.ly/benhome1
- ☐ **Enroll/re-enroll in an FSA.** To set aside pre-tax money for a 2025 Health Care or Dependent Care (Daycare) FSA, you **must enroll or re-enroll during Open Enrollment** via Workday. Your current FSA election does not roll over from one year to the next. For plan information, go to bit.ly/mostFSA.
- ☐ **Change your benefits.** Make different benefit plan choices or add or drop dependents.
- ☐ **Update your beneficiaries.** Review your Life and AD&D insurance beneficiaries in Workday.
- ☐ **New – Workday.** Open enrollment changes are now made online in Workday, which allows for a four-week Open Enrollment period! You must make benefit changes or set up your FSA for 2025 by **11:59 pm on Friday, November 1. Please do not wait until the last day** to make your online changes.

NEW - Open Enrollment in Workday:

Let's get started! From your home or City computer: **Log into Workday**



Access your "My Tasks" inbox



Select "Open Enrollment Change" under *Awaiting Your Action*

Please refer to the Workday Open Enrollment Job Aid at bit.ly/OEJobAid for complete Open Enrollment instructions.

Confirm your 2025 benefit choices: Select "View Benefits Statement" in Workday as a last step to confirm your benefits enrollment. Print or save a snapshot of your **2025 Benefits Statement** and compare it with the 2025 benefits statement you'll receive in January. Questions? Contact your benefits representative (bit.ly/benhome1).

Sincerely,

Heather Krueger

Deputy Director of Citywide Benefits

Seattle Human Resources

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(206) 684-7999 • TTY: 7-1-1 Fax: (206) 684-4157 • Employment Website: www.seattle.gov/jobs
An equal employment opportunity employer. Accommodations for people with disabilities provided upon request.

Plan Changes for All Employees*, effective January 1, 2025

Flexible Spending Accounts

Health FSA	Increasing maximum annual contribution from \$3,050 to \$3,200. Increasing carry-over amount from 2025 to 2026 to \$640.
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Group Term Life

Supplemental Employee Plan	Increasing maximum annual contribution from four to six times earnings or \$2.5 million when combined with basic life.
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Long-Term Disability

Supplemental Plan	Increasing the maximum monthly amount from \$5,000 to \$6,000.
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Plan Changes for Most Employees*, effective January 1, 2025

Aetna Preventive and Traditional Plans

Colonoscopy	Increasing in-network diagnostic colonoscopy coverage to 100%
Mammography	Increasing follow-up in-network screening coverage to 100%
Hearing Aids	Increasing in-network coverage from \$1,500 to \$3,000 per ear maximum per 36 months.
Pregnancy Termination Care	Increasing in- and out-of-network coverage to 100%
Retail Pharmacy	Increasing in-network 90-day maintenance medication prescriptions filled at retail pharmacies to the same cost share as prescriptions filled through mail order

Aetna Preventive Plan

Outpatient Mental Health Services	Increasing out-of-network coverage from 60% after deductible to \$15 copay, no deductible. Balance billing may still apply
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Kaiser Permanente Standard and Deductible Plans

Colonoscopy	Increasing in-network diagnostic colonoscopy coverage to 100%
Mammography	Increasing follow-up in-network screening coverage to 100%
Hearing Aids	Increasing in-network coverage from \$1,000 to \$3,000 per ear maximum per 36 months.

Pregnancy Termination Care	Increasing in-network coverage to 100%
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Delta Dental of Washington

Nightguard	Removing periodontal necessity
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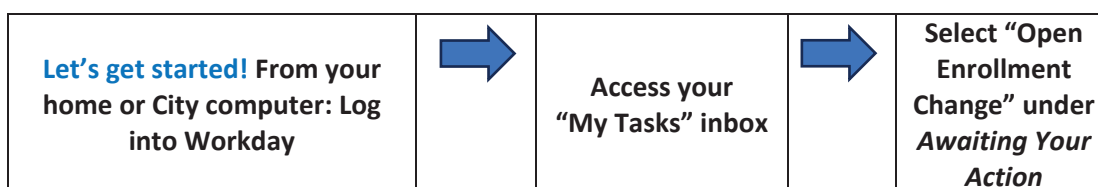
Vision Buy-up Plan

Eyeglass Frames	Increasing in-network allowance from \$175 to \$200
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* See the *Open Enrollment Highlights* at bit.ly/benhome1 for additional details.

New! Enroll Online in Workday

Please do not wait until the last day to make your online changes.



Workday is at <https://www.myworkday.com/wday/authgwy/seattle/login.html>

2025 Plan Rates for Non-represented LEOFF I and II Members

This table replaces the medical rates shown online in the Open Enrollment Highlights.

2025 Monthly Medical Premiums for non-represented LEOFF 1 members

Medical Plan	Total Monthly Premium	Employee's Monthly Premium Contribution for Coverage	
		Employee, with or without children	Employee with Spouse/Domestic Partner, with or without children
City of Seattle Preventive	\$2,141.15	\$0.00	\$50.38
City of Seattle Traditional	\$1,566.90	\$ 0.00	\$32.34
Kaiser Permanente Standard	\$1,572.69	\$0.00	\$51.50
Kaiser Permanente Deductible	\$1,449.40	\$0.00	\$31.92

2025 Monthly Medical Premiums for non-represented LEOFF 2 members

Medical Plan	Total Monthly Premium	Employee's Monthly Premium Contribution for Coverage	
		Employee, with or without children	Employee with Spouse/Domestic Partner, with or without children
City of Seattle Preventive	\$2,141.15	\$48.12	\$98.50
City of Seattle Traditional	\$1,928.38	\$0.00	\$32.34
Kaiser Permanente Standard	\$1,572.69	\$48.40	\$99.90
Kaiser Permanente Deductible	\$1,449.40	\$25.00	\$56.92

All other rates listed in the Open Enrollment Highlights for Plan Year 2025 for Most City of Seattle Employees are applicable to non-represented LEOFF 1 and 2 members.