



City of Seattle

Seattle Department of Human Resources

Bobby Humes, Director

September 30, 2020

**Open Enrollment
Ends at 5:00 pm on Oct. 23**

Re: Make Your 2021 Benefits Changes by Friday, October 23

Dear City Employee:

This year, health and well-being are more important than ever as we face challenges both personally and professionally. The City offers employees wide-ranging benefit choices that support your and your family's health and financial well-being. During Open Enrollment, you can make changes to your benefit selections after evaluating your needs for 2021. Open Enrollment begins at 8:00 am on Thursday, October 1 and ends at 5:00 pm on Friday, October 23, 2020.

No action is required to continue your current benefits for 2021, unless you want to enroll or re-enroll in a Flexible Spending Account (FSA). **Medical payroll deductions are not increasing in 2021.**

Your Employee Self-Service (ESS) Considerations:

- Enroll/re-enroll in an FSA.** To set aside pre-tax money for a 2021 Health Care or Dependent Care (Daycare) FSA, you **must re-enroll** during Open Enrollment. Your current FSA election does not roll over from one year to the next. For plan information, go to <http://bit.ly/mostFSA>.
- Increase your life insurance coverage in a special enrollment (see back page of this letter and flyer).**
- Change your benefits.** Make different benefit plan choices, or add or drop dependents. If you add dependents, Aight Solutions will be in contact for documents to verify eligibility (<http://bit.ly/Citydev>).
- Update your beneficiaries.** Review your Life and AD&D insurance beneficiaries on ESS.

See the next several pages for online enrollment instructions and 2021 plan changes. For more details, go to the *Open Enrollment Highlights* at <http://bit.ly/benhome1>.

Deadline Notice: To set up an FSA or make benefit changes for 2021, you must do so by **5:00 pm on Friday, October 23** through Employee Self-Service.

Document your 2021 benefit choices: print or take a snapshot of your **"Summary of Open Enrollment Elections"** in Employee Self-Service and compare it with the 2021 benefits statement you'll receive in January. For questions, please contact your department's benefits representative (<http://bit.ly/benhome1>).

Sincerely,

Renee Freiboth
Benefits Manager

Seattle Department of Human Resources

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Plan Changes for All Employees* Effective January 1, 2021

Accidental Death and Dismemberment Insurance

AD&D Plans	Changing vendors from Hartford to Securian Financial
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Flexible Spending Account

Health FSA	<p>Increasing health FSA plan maximum contribution from \$2,700 to \$2,750</p> <p>Increasing carryover from \$500 to \$550</p> <p>Adding over-the-counter eligible expenses such as cold medicine, antihistamines, anti-inflammatories w/o Rx</p>
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Group Term Life Insurance – **Special Enrollment Opportunity for this Open Enrollment (OE) ****

All Life Plans	Changing vendors from Standard to Securian Financial
Basic Life	Decreasing rate 6.3%; no medical questions for this Open Enrollment period only
Supplemental Life Employee/ Spouse/DP	Decreasing rate by 9% average; no medical questions for this Open Enrollment period only

Long Term Disability Insurance

Disability Plans	Changing vendors from Standard to The Hartford
Supplemental Disability Plan	Decreasing rate 31.4% with a new, shorter exclusion period for late enrollees

Plan Changes for Most Employees* Effective January 1, 2021

All Medical Plans

Accolade	Adding <i>Hinge Health</i> , a digital musculoskeletal program to help reduce chronic joint and muscle pain
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* See the *Open Enrollment Highlights* at <http://bit.ly/benhome1> for additional details.

** See enclosed life and accidental death and dismemberment insurance flyer.

Enroll Online

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

From home or City computer	ess.seattle.gov	Select "Login to ESS"	After logging in, choose "Open Enrollment" under <i>Benefits</i>
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