



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 Temporary Employee with City Benefits:

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. Medical payroll deductions are not increasing in 2021.

Your Employee Self-Service (ESS) Considerations:

- Elect or increase your basic 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 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 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

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

Long Term Disability Insurance

Basic Disability Plan	Changing vendors from Standard to The Hartford
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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. Only basic life insurance applies to temporary, benefits-eligible employees.

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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