



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

October 3, 2025

2026 Open Enrollment: Oct. 6 – Oct. 31
Open Enrollment in Workday

Re: Make Your 2026 Benefits Changes by Friday, October 31

Dear Fire Fighter:

Open Enrollment is your annual opportunity to evaluate your benefits coverage and make updates to your benefit selections for the upcoming year. This year's Open Enrollment period for 2026 **starts at 12:00 am on Monday, October 6, and ends at 11:00 pm on Friday, October 31, 2025**. If you're satisfied with your current benefits, no action is needed, with the exception of Flexible Spending Account elections.

Key Considerations:

- ☐ **Medical Plan Costs:** The City of Seattle continues to offer employees a broad range of benefits to support your health and well-being. See the next page for a summary of 2026 plan changes. Go to the *Open Enrollment Highlights* at bit.ly/benhome1 for details.
- ☐ **Flexible Spending Accounts:** Want to set aside pre-tax dollars for health care or dependent care (daycare) expenses? You must actively enroll or re-enroll during Open Enrollment via [Workday](https://workday.com). Your current FSA election does not roll over from one year to the next. See plan information at bit.ly/mostFSA.
- ☐ **Change Your Benefits.** Make different benefit plan choices.
- ☐ **Review your beneficiaries.** Take a moment to confirm or update your Life and AD&D insurance beneficiaries in [Workday](https://workday.com).

All Open Enrollment updates must be completed in [Workday](https://workday.com) by 11:00 pm on Friday, October 31. **Don't wait until the last day** – log in early to avoid any issues. Please refer to the Workday Open Enrollment Job Aid at bit.ly/OEJobAid for complete instructions.

After submitting your changes, select "View Benefits Statement" in Workday to confirm your 2026 elections. Print or save a copy for your records and compare it with the benefits statement you'll receive in January. Questions? Contact your benefits representative (bit.ly/benhome1).

Sincerely,

Julie Dithavong
Benefits Manager

Seattle Human Resources

Seattle Municipal Tower, 700 5th Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028
(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, 2026

Flexible Spending Accounts

Health FSA	Increasing maximum annual contribution from \$3,200 to \$3,300 Increasing carry-over amount from 2025 to 2026 to \$660
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Group Term Life Plans

Basic Plan	Increasing premium by 54.7%. Total rate \$0.116/\$1,000 of coverage. Employee portion \$0.070/\$1,000; City portion \$0.046/\$1,000
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Supplemental Employee Plan	Increasing premium by 33%. See chart on next page for monthly cost per \$1,000 of coverage.
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* See the *Open Enrollment Highlights* at bit.ly/benhome1 for additional details.