



City of Seattle

Seattle Human Resources
Kimberly Loving, Agaasime

Oktoobar 3, 2025

**2026 Diiwaangelinta Furan: Oktoobar.
6 - Oktoobar. 31**
Diiwaangelinta Furan ee Workday

Ujeedo: Samee isbeddellada dheefahaaga 2026 Jimcaha, Oktoobar 31

Gacaliye Shaqaalaha Magaalada:

Diiwaangelinta Furan waa fursadaada sanadlaha ah si aad u qiimeyso caynsanaanta dheefahaaga oo aad wax cusub ugu samayso doorashadaada waxtarka sanadka soo socda. Xilliga Isdiiwaangelinta Furan ee sanadk'an 2026 **wuxuu bilaabmayaa 12:00 subaxnimo Isniinta, Oktoobar 6, wuxuuna dhammaanayaa 11:00 galabnimo Jimcaha, Oktoobar 31, 2025.** Haddii aad ku qanacsan tahay manfacyadaada hadda, ma jirto wax tallaabo ah oo loo baahan yahay, marka laga reebo doorashooyinka Koontada Kharashka dabacsan.

Tixgelinta Muhiimka ah:

- ☐ **Kharashyada Qorshaha Caafimaadka:** Ka jarista mushaharka ee qorshooyinka caafimaadka *ma* kordhin doonto 2026. City of Seattle waxay sii waddaa inay siiso shaqaalaha faa'iidooyin ballaaran si ay u taageeraan caafimaadkaaga iyo fayoaqabkaaga. Eeg bogga xiga si aad u soo koobto isbeddellada qorshaha 2026. Tag *meelaha ugu muhiimsan ee isdiiwaangelinta furan* bit.ly/benhome1 si aad u hesho faahfaahin.
- ☐ **Xisaabaadka Kharashka dabacsan:** Ma doonaysaa inaad gooni u dhigto doollarka cashuurta ka hor ee daryeelka caafimaadka ama kharashyada daryeelka ku tiirsanaanta (xanaanada maalinta)? Waa inaad si firfircoon isu diwaangelisaa ama dib isu diwaan gelisaa inta lagu jiro Isdiiwaangelinta Furan iyadoo loo marayo [Workday](https://www.workday.com). Doorashadaada Koontada Kaydka La-qaban karo ee Daboolka Caafimaadka (Flexible Spending Account, FSA) hadda *kama* dhacayso hal sano ilaa sanadka xiga. Ka eeg macluumaadka qorshaha bit.ly/mostFSA.
- ☐ **Beddel Faa'iidooyinkaaga.** Waxaad cusboonaysiin kartaa doorashooyinka qorshaha faa'iidooyinkaaga, waxaadna ku dari kartaa ama ka saari kartaa ku tiirsanaantaada, isla markaana waad hagaajin kartaa caymiska sida loogu baahan yahay.
- ☐ **Dib u eeg Ka faa'iidaystayaashaada.** Qaado daqiiqad si aad u xaqiijiso ama u cusboonaysiiso ka faa'iidaystayaashaada Caymiska Noloshaha iyo Geeri iyo Gubasho Shil ah (Accidental Death & Dismemberment, AD&D) ee [Workday](https://www.workday.com).

Dhammaan cusboonaysiinta Diiwaangelinta Furan waa in lagu dhammaystiraa [Workday](https://www.workday.com) ugu dambayn 11:00 galabnimo, Jimcaha, 31 Oktoobar. **Ha sugin ilaa maalinta u dambaysa** – hore u gal si aad uga fogaato wax kasta oo dhibaato ah. Fadlan eeg Hagaha Shaqada ee Diiwaangelinta Furan ee Workday oo ku yaalla bit.ly/OEJobAid waxaana ku jira tilmaamaha dhammaystiran.

Ka dib markaad guddiso isbeddelladaada, dooro "Arag Warbixinta Faa'iidooyinka (View Benefits Statement)" ee Workday si aad u xaqiijiso doorashooyinkaaga 2026. Daabac ama kaydi nuqul xogtaada oo barbar dhig bayaanka faa'iidooyinka ee aad heli doonto Janaayo. Su'aalo? La xidhiidh wakiilkaaga faa'iidooyinka (bit.ly/benhome1).

Si daacadnimo leh,

Julie Dithavong
Maareeyaha Faa'iidooyinka

Seattle Human Resources (Seattle Kheyraadka Aadanaha)
Seattle Municipal Tower, 700 5th Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028
(206) 684-7999 □ TTY: 7-1-1 Fakis: (206) 684-4157 □ Mareegta Shaqada: www.seattle.gov/jobs
Loo shaqeeyaha fursad shaqo oo siman. Guryaha loogu talagalay dadka naafada ah ayaa la bixiyaa marka la codsado.
Cadaynta Qorshaha 2025 ee Dhammaan Shaqaalaha*

Qorshaha Naafanimada ee Muddada Dheer

Qorshaha Dheeraadka ah	Faa'idooyinka la kordhiyey - Laga bilaabo Janaayo 1, 2025, faa'iidada ugu badan ee bishii waxay ka korodhay \$5,000 ilaa \$6,000. Hagaajinta Qiimaha Lacagta – Intii lagu jiray 2025, khidmadaha shaqaalaha waxaa laga jaray heerka faa'iidada \$5,000. Laga bilaabo 2026, khidmadaha waa la cusboonaysiin doonaa si ay ula jaanqaadaan heerka faa'iidada la xoojiyey ee 2025. Qiyaasida lacagtaada 2026 – Isticmaal qaacidada hoose si aad u qiyaasto lacagtaada. Mushaharka Saldhigga Bishii - Haddii mushaharkaagu ka badan yahay \$10,000/bishii, geli \$10,000 Ka jar \$667 - Tani waxay ku xisaabtamaysaa qaybta mushaharka ee aan qorshuhu daboolin Ku dhufo natiijada 0.00384 - Tani waxay ku siinaysaa qaddarka caymiskaaga bishiiba
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Isbeddellada Qorsheynta ee Dhammaan Shaqaalaha*, oo dhaqan galaya Janaayo 1, 2026

Xisaabaadka Kharashaadka Dabacsan

Caafimaadka FSA	Kordhinta tabaruca sanadeedka ugu badnaan \$3,200 ilaa \$3,300 Kordhinta qadarka la wareegidda laga bilaabo 2025 ilaa 2026 ilaa \$660
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Qorshayaasha Nololsha Muddada Kooxda

Qorshaha aasaasiga ah	Kordhinta khidmadaha 54.7%. Wadarta qiimaha \$0.116/\$1,000 ee caymiska. Qaybta shaqaalaha \$0.070/\$1,000; Qaybta magaalada \$0.046/\$1,000
Qorshaha Kaabista Shaqaalaha	Kordhinta khidmadaha 33%. Eeg jaantuska bogga xiga kharashka bishiiba \$1,000 ee caymiska.

Isbeddeladu waxay ku socdaan bogga xiga.

Qorshaha lammaanaha ee kaabista/xaaskaaga	Kordhinta khidmadaha 33%. Ka eeg qiimaha bisha shaxda hoose.
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Da'daada	2026 Qiimaha bishii \$1,000 ee caymiska
18-29	\$0.032
30-34	\$0.047
35-39	\$0.063
40-44	\$0.088
45-49	\$0.149
50-54	\$0.227
55-59	\$0.354
60-64	\$0.541
65+	\$0.942

Isbeddellada Qorsheynta ee Shaqaalaha Badankooda*, oo dhaqangal ah Janaayo 1, 2026

Delta Dental of Washington qorshaha

Isku-dhafka dambe	Ku darida daboolka buuxinta isku dhafan ee ilkaha dambe; Xubintu waxay bixisaa ceymiska lagu dabaqi karo
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Wadarta Caafimaadka	Kordhinta caymiska si loogu daro nadiifin dheeraad ah iyo dayactirka ciridka xaalado gaar ah oo u qalma
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Qorshayaasha Aasaasiga ah iyo libka Barnaamijka Aragga ee Gaarka ah (Vision Service Plan, VSP)

Daryeelka Indhaha Caafimaad ee Muhiimka ah	Ku darida helitaanka daryeelka xaaladaha sida isha casaanka ah iyo baaritaanno dheeraad ah oo loogu talagalay dadka qaba sonkorowga marka loo baahdo
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Shabakadda VSP	Ku darida Walmart Optical ee shabakada
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Qorshaha libsashada Aragtida

Daryeelka aragga ee kumbuyuutarka	Ku darida daboolka muraayadaha labaad ee si gaar ah loogu talagalay arrimaha aragga ee ay sababaan isticmaalka kumbuyuutarka iyo qalabka dhijitaalka ah ee caadiga ah; \$25 lacag bixin ah iyo \$100 gunnada qaab-dhismeedka shabakadda
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* Fiiri Muuqaalada Muhiimka ah ee Diiwaangelinta Furan ee ku yaalla bit.ly/benhome1 si aad u hesho faahfaahin dheeraad ah.