



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 Temporary Employee with City Benefits:

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.

Key Considerations:

Medical Plan Costs: Payroll deductions for medical plans will *not* increase in 2026. 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.

- ☐ **Change Your Benefits.** You can update your benefit plan selections, add or remove dependents, and adjust coverage as needed.
- ☐ **Review your beneficiaries.** Take a moment to confirm or update your Life insurance beneficiaries in [Workday](#).

All Open Enrollment updates must be completed in [Workday](#) 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

Group Term Life

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
-------------------	---

Plan Changes for Most Employees*, effective January 1, 2026

Delta Dental of Washington Plan

Posterior Composites	Adding coverage of composite fillings on posterior teeth; member pays applicable coinsurance
-----------------------------	--

TotalHealth	Expanding coverage to include additional cleanings and periodontal maintenance for specific qualifying conditions
--------------------	---

VSP Basic Plan

Essential Medical Eye Care	Adding access to care for conditions such as pink eye and additional exams for diabetics when needed
-----------------------------------	--

VSP Network	Adding Walmart Optical to the network
--------------------	---------------------------------------

* See the *Open Enrollment Highlights* at bit.ly/benhome1 for additional details.