



City of Seattle

Seattle Human Resources

Kimberly Loving, Acting Director

September 27, 2021

Open Enrollment
Ends at 5:00 pm on Oct. 22

Re: Make Your 2022 Benefits Changes by Friday, October 22

Dear Seattle Police Officers' Guild Member:

This year, maintaining health, well-being and resilience is as important as ever. The City offers employees and families wide-ranging benefit choices that support health and financial well-being. Open Enrollment is a time to evaluate your needs for 2022 and make changes to your benefit selections. Open Enrollment begins at 8:00 am on Friday, October 1 and ends at 5:00 pm on Friday, October 22, 2021.

No action is required to continue your current benefits for 2022 unless you want to enroll or re-enroll in a Flexible Spending Account (FSA). **Medical payroll deductions are not increasing in 2022.**

Your Employee Self-Service (ESS) Considerations:

- ☐ **Enroll/re-enroll in an FSA.** To set aside pre-tax money for a 2022 Health Care or Dependent Care (Daycare) FSA, you **must re-enroll** during Open Enrollment via ESS. Your current FSA election does not roll over from one year to the next. For plan information, go to <http://bit.ly/mostFSA>.
- ☐ **Change your benefits.** Make different benefit plan choices, or add or drop dependents.
- ☐ **Update your beneficiaries.** Review your Life and AD&D insurance beneficiaries on ESS.

See the next page for 2022 plan changes and enrollment instructions. 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 2022, you must do so by **5:00 pm on Friday, October 22** through Employee Self-Service.

Document your 2022 benefit choices: print or take a snapshot of your **"Summary of Open Enrollment Elections"** in Employee Self-Service and compare it with the 2022 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 Human Resources

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An equal employment opportunity employer. Accommodations for people with disabilities provided upon request.

Plan Changes for All Employees* Effective January 1, 2022

Flexible Spending Accounts

Health FSA	Increasing carryover from \$550 to unlimited from 2021 to 2022 as long as there is a minimum balance of \$120 in 2022
Day Care FSA	Reducing annual election maximum from \$10,500 to \$5,000 per household (IRS limit) Increasing carryover from \$0 to unlimited from 2021 to 2022 as long as there is a minimum balance of \$120 in 2022

* See the *Open Enrollment Highlights* at <http://bit.ly/benhome1> for additional details.

Enroll Online

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

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