



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 Temporary Employee with City Benefits:

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. Medical payroll deductions are not increasing in 2022.

Your Employee Self-Service (ESS) Considerations:

- Change your benefits.** Make different benefit plan choices, or add or drop dependents. If you add dependents, Alight 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 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 Most Employees* Effective January 1, 2022

Aetna Preventive and Traditional Plans

Fertility Services	<p>Expanding coverage from Tier 2 to Tier 3, which includes Advanced Reproductive Technologies</p> <p>Increasing lifetime benefit limit from \$10,000 to \$20,000</p> <p>Adding Artificial Insemination as a diagnostic service for females without male partners</p> <p>Adding genetic testing of embryos for a known genetic defect in the family that can be inherited</p>
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Kaiser Standard and Deductible Plans

Infusion Therapy	Waiving cost share for administration of in-network infusion therapy in a home setting
Fertility Services	<p>Expanding coverage for Artificial Insemination and Ovulation Induction only to include Advanced Reproductive Technologies</p> <p>Increasing lifetime benefit limit from \$10,000 to \$20,000</p> <p>Adding Artificial Insemination as a diagnostic service for females without male partners</p> <p>Adding genetic testing of embryos for a known genetic defect in the family that can be inherited</p>

* 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.

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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