



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

October 4, 2024

Re: Make Your 2025 Benefits Changes by Friday, November 1

Dear Fire Fighter:

2025 Open Enrollment: Oct. 7 – Nov. 1

NEW:

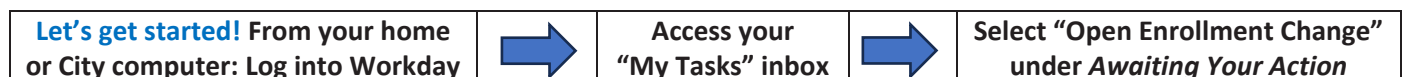
Open Enrollment in Workday
Expanded four weeks to make changes

Open Enrollment is the one time every year to assess your needs and make modifications to your current benefit selections. **This year's Open Enrollment for 2025 begins at 12:00 am on Monday, October 7, and ends at 11:59 pm on Friday, November 1, 2024. No action is required to continue your current benefits for 2025 unless you want to enroll or re-enroll in a Flexible Spending Account (FSA).**

2025 Open Enrollment Considerations:

- ☐ **Enroll/re-enroll in an FSA.** To set aside pre-tax money for a 2025 Health Care or Dependent Care (Daycare) FSA, you **must enroll or re-enroll during Open Enrollment** via Workday. Your current FSA election does not roll over from one year to the next. For plan information, go to bit.ly/mostFSA.
- ☐ **Change your benefits.** Make different benefit plan choices.
- ☐ **Update your beneficiaries.** Review your Life and AD&D insurance beneficiaries in Workday.
- ☐ **New – Workday.** Open enrollment changes are now made online in Workday, which allows for a four-week Open Enrollment period! You must make benefit changes or set up your FSA for 2025 by **11:59 pm on Friday, November 1. Please do not wait until the last day** to make your online changes.

NEW - Open Enrollment in Workday:



Please refer to the Workday Open Enrollment Job Aid at bit.ly/OEJobAid for complete Open Enrollment instructions.

Confirm your 2025 benefit choices: Select "View Benefits Statement" in Workday as a last step to confirm your benefits enrollment. Print or save a snapshot of your **2025 Benefits Statement** and compare it with the 2025 benefits statement you'll receive in January. Questions? Contact your benefits representative (bit.ly/benhome1).

Sincerely,

Heather Krueger
Deputy Director of Citywide Benefits

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, 2025

Flexible Spending Accounts

Health FSA	Increasing maximum annual contribution from \$3,050 to \$3,200. Increasing carry-over amount from 2025 to 2026 to \$640.
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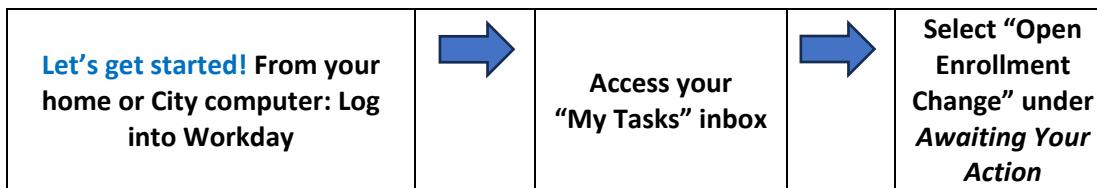
Group Term Life

Supplemental Employee Plan	Increasing maximum annual contribution from four to six times earnings or \$2.5 million when combined with basic life.
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* See the *Open Enrollment Highlights* at bit.ly/benhome1 for additional details.

New! Enroll Online in Workday

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



Workday is at <https://www.myworkday.com/wday/authgwy/seattle/login.html>