



# City of Seattle

## Seattle Human Resources

Kimberly Loving, Director

October 4, 2024

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

Dear City Employee:

**2025 Open Enrollment: Oct. 7 – Nov. 1**

**NEW:**

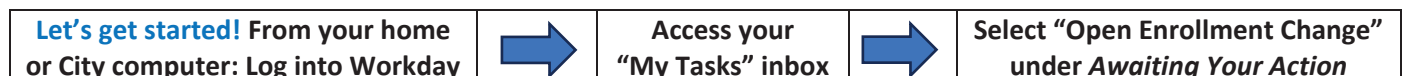
Open Enrollment in Workday  
Expanded four weeks to make changes

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:

- ☐ **Medical plan payroll deductions are not increasing in 2025.** The City of Seattle offers employees and families a wide range of benefit choices to support your health and well-being. **See the next page for a summary of 2025 plan changes.** For more details, go to the *Open Enrollment Highlights* at [bit.ly/benhome1](https://bit.ly/benhome1)
- ☐ **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](https://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 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](https://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](https://bit.ly/benhome1)).

Sincerely,

Heather Krueger  
Deputy Director of Citywide Benefits

Seattle Human Resources

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(206) 684-7999 □ TTY:7-1-1 Fax: (206) 684-4157 □ Employment Website: [www.seattle.gov/jobs](https://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

<b>Health FSA</b>	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

<b>Supplemental Employee Plan</b>	Increasing maximum annual contribution from four to six times earnings or \$2.5 million when combined with basic life.
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### Long-Term Disability

<b>Supplemental Plan</b>	Increasing the maximum monthly amount from \$5,000 to \$6,000.
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## Plan Changes for Most Employees\*, effective January 1, 2025

### Aetna Preventive and Traditional Plans

<b>Colonoscopy</b>	Increasing in-network diagnostic colonoscopy coverage to 100%
<b>Mammography</b>	Increasing follow-up in-network screening coverage to 100%
<b>Hearing Aids</b>	Increasing in-network coverage from \$1,500 to \$3,000 per ear maximum per 36 months.
<b>Pregnancy Termination Care</b>	Increasing in- and out-of-network coverage to 100%
<b>Retail Pharmacy</b>	Increasing in-network 90-day maintenance medication prescriptions filled at retail pharmacies to the same cost share as prescriptions filled through mail order

### Aetna Preventive Plan

<b>Outpatient Mental Health Services</b>	Increasing out-of-network coverage from 60% after deductible to \$15 copay, no deductible. Balance billing may still apply
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### Kaiser Permanente Standard and Deductible Plans

<b>Colonoscopy</b>	Increasing in-network diagnostic colonoscopy coverage to 100%
<b>Mammography</b>	Increasing follow-up in-network screening coverage to 100%
<b>Hearing Aids</b>	Increasing in-network coverage from \$1,000 to \$3,000 per ear maximum per 36 months.

<b>Pregnancy Termination Care</b>	Increasing in-network coverage to 100%
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#### Delta Dental of Washington

<b>Nightguard</b>	Removing periodontal necessity
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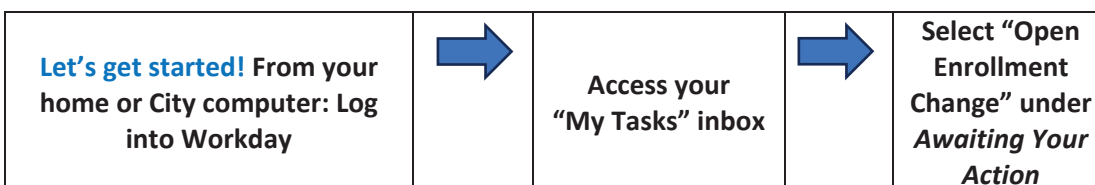
#### Vision Buy-up Plan

<b>Eyeglass Frames</b>	Increasing in-network allowance from \$175 to \$200
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\* See the *Open Enrollment Highlights* at [bit.ly/benhome1](http://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>