



City of Seattle

Seattle Human Resources

Kimberly Loving, Interim Director

September 29, 2022

Re: Make Your 2022 Benefits Changes by Friday, October 21

Dear SPMA Member:

Maintaining your health and well-being is vital; now more than 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 2023 and make changes to your benefit selections. Open Enrollment begins at 8:00 am on Monday, October 3, and ends at 5:00 pm on Friday, October 21, 2022.

No action is required to continue your current benefits for 2023 unless you want to enroll or re-enroll in a Flexible Spending Account (FSA). **Medical payroll deductions are not increasing in 2023.**

Your Employee Self-Service (ESS) Considerations:

- ☐ **Enroll/re-enroll in an FSA.** To set aside pre-tax money for a 2023 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 2023 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 2023, you must do so by **5:00 pm on Friday, October 21** through Employee Self-Service.

Document your 2023 benefit choices: print or take a snapshot of your **“Summary of Open Enrollment Elections”** in Employee Self-Service and compare it with the 2023 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

Open Enrollment
Ends at 5:00 pm on Oct. 21

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, 2023

Flexible Spending Accounts

Health FSA	Increasing maximum contribution from \$2,750 to \$2,850. Decreasing carryover from unlimited to \$550 if there is a minimum balance of \$120 in 2023.
Day Care FSA	Decreasing carryover from unlimited to \$0.

Plan Changes for Most Employees*, effective January 1, 2023

Aetna Preventive and Traditional Plans

Travel and Lodging	Adding \$10,000 travel and lodging allowance for abortion, transgender, or infertility services if a member lives in a state or area that cannot provide them.
Orthotics	Removing deductible and coinsurance application to \$500-lifetime maximum.
Hearing Aids	Increasing coverage from \$1,000 to \$1,500 per ear every 3 years.

Delta Dental of Washington Plan

Preventive Services	No longer counting the cost of preventive services received toward the annual benefit maximum.
Adult Orthodontia	Adding adult orthodontia and raising the orthodontia lifetime benefit maximum to \$2,000.

Dental Health Services

Copays	Removing copays for general dentist office visits and fillings.
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* 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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2023 Plan Rates for SPMA – LEOFF 1

This table replaces the medical rates shown online and in the Open Enrollment Highlights.

2023 Monthly Medical Premiums for SPMA (LEOFF 1)

Medical Plan	Total Monthly Premium	Employee's Monthly Premium Contribution for Coverage	
		Employee, with or without children	Employee with Spouse/Domestic Partner, with or without children
City of Seattle Preventive	\$1,900.53	\$0.00	\$50.38
City of Seattle Traditional	\$1,398.82	\$ 0.00	\$32.34
Kaiser Permanente Standard	\$1,285.43	\$0.00	\$51.50
Kaiser Permanente Deductible	\$1,184.65	\$0.00	\$31.92

2023 Plan Rates for SPMA – LEOFF 2

This table replaces the medical rates shown online and in the Open Enrollment Highlights.

2023 Monthly Medical Premiums for SPMA (LEOFF 2)

Medical Plan	Total Monthly Premium	Employee's Monthly Premium Contribution for Coverage	
		Employee, with or without children	Employee with Spouse/Domestic Partner, with or without children
City of Seattle Preventive	\$1,900.53	\$48.12	\$98.50
City of Seattle Traditional	\$1,721.52	\$ 0.00	\$32.34
Kaiser Permanente Standard	\$1,285.43	\$48.40	\$99.90
Kaiser Permanente Deductible	\$1,184.65	\$25.00	\$56.92

All other rates listed in the Open Enrollment Highlights for Plan Year 2023 for Most City of Seattle Employees are applicable to Seattle Police Management Association LEOFF 1 and 2 members.