



# City of Seattle

## Seattle Human Resources

Kimberly Loving, Director

September 29, 2023

**Re: Make Your 2024 Benefits Changes by Friday, October 20**

**Open Enrollment**  
**Ends at 5:00 pm on Oct. 20**

Dear Local 77 I.B.E.W. Member:

Maintaining your health and well-being is vital; now more than ever. The City offers employees and families a wide range of benefit choices that support health and financial security. Open Enrollment is a time to assess your needs for 2024 and make modifications to your benefit selections. Open Enrollment begins at 8:00 am on Monday, October 2, and ends at 5:00 pm on Friday, October 20, 2023.

**No action is required** to continue your current benefits for 2024 unless you want to enroll or re-enroll in a Flexible Spending Account (FSA).

### Your Employee Self-Service (ESS) Considerations:

- ☐ **Enroll/re-enroll in an FSA.** To set aside pre-tax money for a 2024 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 2024 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 2024, you must do so by **5:00 pm on Friday, October 20** through Employee Self-Service.

**Document your 2024 benefit choices:** Print or save a snapshot of your **“Summary of Open Enrollment Elections”** in Employee Self-Service and compare it with the 2024 benefits statement you’ll receive in January. For questions, please get in touch with your department’s benefits representative (<http://bit.ly/benhome1>).

Sincerely,

Renee Freiboth  
Benefits Manager

Seattle Human Resources

Seattle Municipal Tower, 700 5<sup>th</sup> 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](http://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, 2024

## Flexible Spending Accounts

Health FSA	Increasing maximum annual contribution from \$2,850 to \$3,050.
------------	---

\* 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>	<a href="http://ess.seattle.gov">ess.seattle.gov</a>	Select “Login to ESS”	After logging in, choose “Open Enrollment” under <i>Benefits</i>
-----------------------------------	--	-----------------------	--