City of Seattle

Seattle Human Resources
Kimberly Loving, Director

September 29, 2023

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

Dear Fire Chief:

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

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Plan Changes for All Employees*, effective January 1, 2024

Flexible Spending Accounts

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

Plan Changes for Most Employees*, effective January 1, 2024

Aetna Preventive and Traditional Plans

Ambulance Coverage	Removing deductible from ambulance coverage

Aetna Traditional Plan

Deductible	Increasing in-network deductible $50 to $450 per person; $1,350 for family.
Total Out-of-Pocket Annual Maximum	Increasing in-network out-of-pocket maximum $50 to $1,450 per person; $4,350 for family
Preventive and Wellness Services	Adding Preventive care benefits. In-network: 100%. Out-of-network coverage: cost-sharing may apply.
Preventive Drugs	Increasing preventive drug coverage to 100%, including certain contraceptives, statins, and HIV prevention drugs. Full 2023 drug list at bit.ly/3PBtdkS.

Aetna Preventive Plan

Preventive and Wellness Services	Increasing Preventive care benefits. In-network: 100%. Out-of-network coverage: cost-sharing may apply.
Preventive Drugs	Increasing preventive drug coverage to 100%, including certain contraceptives, statins, and HIV prevention drugs. Full 2023 drug list at bit.ly/3PBtdkS.

* 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 *Benefits*

2024 Plan Rates for Fire Chiefs – LEOFF 2

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

2024 Monthly Medical Premiums for Fire Chiefs (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	$1,929.24	$192.92	$192.92
City of Seattle Traditional	$1,747.52	$ 0.00	$174.76
Kaiser Permanente Standard	$1,395.08	$139.52	$139.52
Kaiser Permanente Deductible	$1,285.71	$128.58	$128.58