



# City of Seattle

## Seattle Human Resources

Kimberly Loving, Director

September 29, 2023

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

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

Dear Non-Represented LEOFF 2 Employee:

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). **Medical plan payroll deductions are not increasing in 2024.**

#### 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

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Seattle Human Resources

Seattle Municipal Tower, 700 5<sup>th</sup> Avenue Suite 5500, PO Box 34028, Seattle, WA 98124-4028  
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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

|                   |   |
|-------------------|---|
| <b>Health FSA</b> | Increasing maximum annual contribution from \$2,850 to \$3,050. |
|-------------------|---|

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

### Aetna Preventive and Traditional Plans

|                           |   |
|---------------------------|---|
| <b>Ambulance Coverage</b> | Removing deductible from ambulance coverage |
|---------------------------|---|

### Aetna Traditional Plan

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

### Aetna Preventive Plan

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

\* 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.

|                                   |  |                       |  |
|-----------------------------------|--|-----------------------|--|
| <b>From home or City computer</b> | <a href="http://ess.seattle.gov">ess.seattle.gov</a> | Select "Login to ESS" | After logging in, choose "Open Enrollment" under <i>Benefits</i> |
|-----------------------------------|--|-----------------------|--|

## 2024 Plan Rates for Non-represented LEOFF I and II Members

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

### 2024 Monthly Medical Premiums for non-represented LEOFF 1 members

| 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            | \$0.00   | \$50.38   |
| City of Seattle Traditional  | \$1,419.95            | \$ 0.00  | \$32.34   |
| Kaiser Permanente Standard   | \$1,395.08            | \$0.00   | \$51.50   |
| Kaiser Permanente Deductible | \$1,285.71            | \$0.00   | \$31.92   |

### 2024 Monthly Medical Premiums for non-represented LEOFF 2 members

| 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            | \$48.12  | \$98.50   |
| City of Seattle Traditional  | \$1,747.52            | \$0.00   | \$32.34   |
| Kaiser Permanente Standard   | \$1,395.08            | \$48.40  | \$99.90   |
| Kaiser Permanente Deductible | \$1,285.71            | \$25.00  | \$56.92   |

All other rates listed in the Open Enrollment Highlights for Plan Year 2024 for Most City of Seattle Employees are applicable to non-represented LEOFF 1 and 2 members.