



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

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, 2024

Flexible Spending Accounts

Health FSA	Increasing maximum annual contribution from \$2,850 to \$3,050.
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Plan Changes for Most Employees*, effective January 1, 2024

Aetna Preventive and Traditional Plans

Ambulance Coverage	Removing deductible from ambulance coverage; only deductible applies
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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 from 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 <i>Benefits</i>
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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.