



# City of Seattle

## Seattle Human Resources

Kimberly Loving, Interim Director

September 29, 2022

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

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

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 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

Seattle Human Resources

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(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, 2023

## Flexible Spending Accounts

<b>Health FSA</b>	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.
<b>Day Care FSA</b>	Decreasing carryover from unlimited to \$0.

\* See the *Open Enrollment Highlights* at <http://bit.ly/benhome1> for additional details.

# Plan Changes for all Aetna Plans\*, effective January 1, 2023

## Aetna Preventive and Traditional Plans

<b>Travel and Lodging</b>	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.
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## Enroll Online

Please **do not** wait until the last day to make your online changes.

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