



Open Enrollment Webinars

For 2025 Benefits



Seattle
Human Resources

Employee partnership, equity, experience, community

CONTACT INFORMATION
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Benefit Changes

What's New in 2025
& Panel Discussion



Cancer Screening



Most and Local 77 Aetna and Kaiser plans

- Increasing in-network diagnostic colonoscopy coverage to 100%
- Increasing in-network follow-up mammography coverage to 100%



Hearing Aids



Most and Local 77 Aetna and Kaiser plans

- Increasing in-network coverage to \$3,000 per ear maximum per 36 months



Pregnancy Termination Care



Most and Local 77 Aetna and Kaiser plans

- Increasing in-network coverage to 100%



Retail Pharmacy



Most and Local 77 Aetna Preventive and Traditional plans

- Increasing in-network 90-day maintenance medication prescriptions filled at a participating retail pharmacy to the same cost share as mail-order
- Mail order cost share – 90 days for the price of 60 days.
- Participating pharmacies: CVS, Costco, Kroger



Outpatient Mental Health Services



Most Aetna Preventive plan and Local 77 Preventive and Traditional plans

- Outpatient mental health is therapy office visits with a psychologist, psychiatrist, or other mental health provider
- Increasing out-of-network copay to in-net-work copay



Nightguard



Most and Local 77 Delta Dental of Washington plan

- *Also known as a "mouth guard" - primarily used as a protective device that covers the teeth while sleeping to prevent grinding and clenching*
- Removing periodontal necessity



Eyeglass Frames



Most Vision Buy-up plan

- Increasing in-network allowance to \$200



Optional Insurance Plans



Group Term Life

- Increasing employee supplemental plan annual maximum contribution from 4 to 6 times earnings or \$2.5 million when combined with basic life.

Long-Term Disability

- Increasing the maximum monthly coverage amount for the supplemental plan from \$5,000 to \$6,000



Flexible Spending Account (FSA)



Health FSA

- Increasing maximum contribution from \$3,050 to \$3,200
- Increasing maximum carryover from 2025 to 2026 will be \$640



Flexible Spending Accounts (FSAs)



Continue Coverage for 2025

- **New!** Must re-enroll through Workday during Open Enrollment to continue participation

2024 Claim Reimbursement Deadline

- March 31, 2025



Important Dates



Open Enrollment Ends November 1 at 11:59 pm

- **NEW!** Enroll through Workday
- Don't wait until the last day
- Take a photo or print summary for confirmation

Live Webinar dates

- October 10, 15, and 17

Recorded version at <https://bit.ly/oepage>



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Open Enrollment in Workday



- **Log into Workday:**
<https://www.myworkday.com/wday/authgwy/seattle/login.html>
- **Access** your “My Tasks” Inbox
- **Select** “Open Enrollment Change” under “Awaiting Your Action”
- **See** Job aids: Open Enrollment:
bit.ly/OEJobAid; Manage Dependents:
bit.ly/MDepJobAid



Flu Shots and COVID Booster Clinics



Options for a flu shot and COVID booster

- Worksite clinics – registration required. No walk-ins; paperless. <https://bit.ly/city24clinics>
- In-network pharmacy (call the phone number on the back of your medical card)
- Your doctor's office

Plans covered

- All Aetna Preventive, All Kaiser Permanente, Aetna Most and Local 77 Traditional

Plans not covered

- Aetna SPOG Traditional; you may pay for your shot out-of-pocket



Did You Know?



Did You Know?



Behavioral Health Benefits

- **New!** Employee Assistance Program with ComPsych: 1 (800) 858-6715 or guidanceresources.com (Code: SeattleEAP)
- **Medical Plan: New!** In and out-of-network coverage for counseling and therapy
 - [Aetna Virtual Care Options](#): Making in-network access and scheduling easier
 - [Kaiser Mental Health Apps](#): kp.org/selfcareapps Calm and Headspace



Did You Know?



Eligible Health FSA Expenses

- Copays, Deductibles, and Coinsurance
- Medications
- Additional examples – fsastore.com
- Navia Benefits Debit Card



Did You Know?



Hinge Health

- For “Most” employees and dependents over 18
- Coach led, digital exercise therapy for joint and back pain
- **NEW!** Women’s Pelvic Health support
- No cost to you
- Enroll **any time**, access for 365 days
- [Hingehealth.com/cityofseattle](https://hingehealth.com/cityofseattle)



Did You Know?

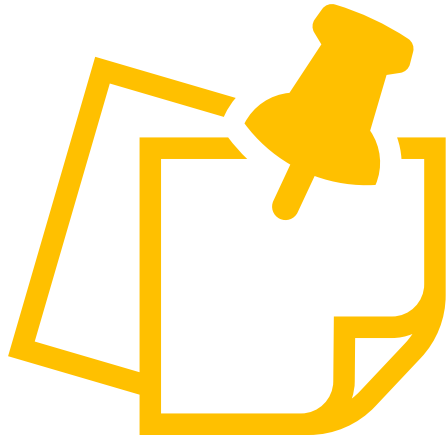


Expert Medical Opinion – 2nd.MD

- For “Most” employees and dependents on an Aetna or Kaiser plan
- Call: 1-866-537-1324
- Download the 2nd.MD app
- Activate online at www.2nd.md/cityofseattle



Employee Responsibilities



- Review your existing benefits!
- If you make no changes and take no action during Open Enrollment, your existing plans will continue (except FSA).
- You must re-enroll through Workday during Open Enrollment to continue FSA for 2025.



Panel Discussion: Healthcare Plan Partners

- Introductions
- Questions regarding the City's medical, dental and vision plans
- Chat Q & A



Panel Introductions



Panelists, please introduce yourself, including your name, company and role.



Group Question



Could you each tell us about the tools and resources available to help members find quality care?



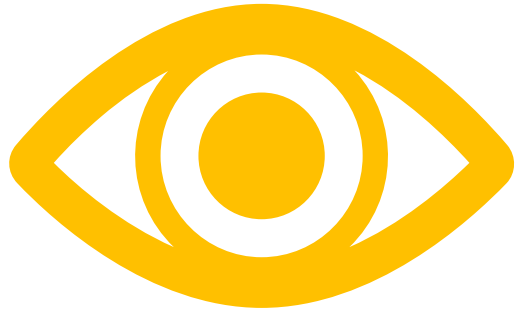
Medical Plans Question



Thinking about holistic health, describe the benefits of having a primary care provider for yourself or for your family.



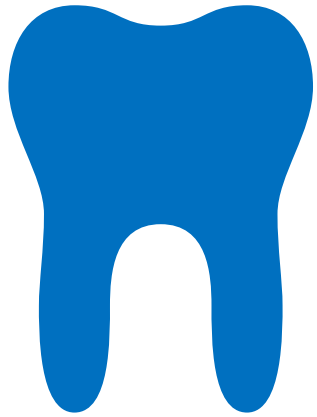
Vision Plan Question



Please describe the differences between the basic and buy-up plan and the guidelines for which plan to choose.



Dental Plan Question



Along with maintaining oral health, how else does a dental exam and cleaning support physical health?



Chat Q&A



Questions for the Panelists



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THANK YOU FOR JOINING US!



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