



Seattle
Human Resources

Employee partnership, equity, experience, community

CONTACT INFORMATION

Benefits.Unit@seattle.gov

(206) 615-1340

<http://bit.ly/benhome1>

Benefit Changes

What's New in 2023
and Panel Discussion



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Travel and Lodging Allowance



- For all Aetna plans
- Adding \$10,000 travel and lodging allowance
- For abortion, transgender, or infertility services if the service is not available within 100 miles of your residence.



Orthotics



- For “Most” Aetna plans
- Cost of \$500-lifetime benefit maximum will go further – the plan will no longer apply your deductible and coinsurance



Hearing Aids



- For “Most” Aetna plans
- Increasing coverage amount from \$1,000 to \$1,500 per ear every 3 years



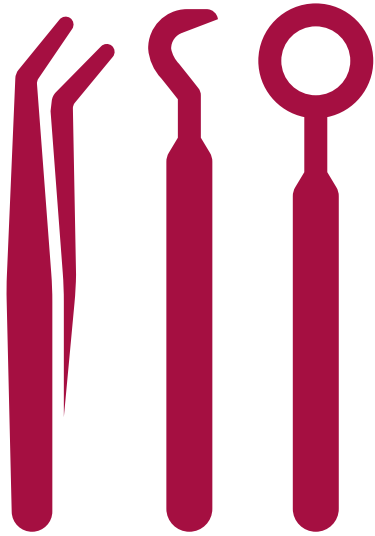
Dental Preventive Services and Adult Orthodontia



- For the “Most” Delta Dental of Washington plan
- Preventive services costs will not be counted toward your annual benefit maximum --- more \$ in your pocket
- Adding adult orthodontia and raising the orthodontia lifetime benefit maximum from \$1,500 to \$2,000
- Continuity of Care



Dental Copays



- For the “Most” Dental Health Services plan
- Removing copays for general dentist office visits and fillings



Flexible Spending Accounts (FSAs)



Health FSA

- Increasing maximum contribution from \$2,750 to \$2,850

Day Care FSA

- No carryover from 2022 to 2023
- Contribution maximum remains \$5,000 in 2023 per household regardless of number of dependents



Flexible Spending Accounts (FSAs)



Continue Coverage for 2023

- Must re-enroll through Employee Self-Service during Open Enrollment to continue participation

2022 Claim Reimbursement Due Date

- March 31, 2023



Important Dates



Open Enrollment Ends October 21 at 5 pm

- Enroll through Employee Self-Service
- Don't wait until the last day
- Take a photo or print summary for confirmation

Live Webinar dates

- October 6, 11 and 13

Recorded version at <https://bit.ly/oepage1>



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Flu Shot Clinics



Options for a flu shot

- Worksite clinics – registration required. No walk-ins; paperless. <https://bit.ly/3pRjIR5>
- 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 Local 77 Traditional

Plans not covered

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



Did You Know?



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Did You Know?



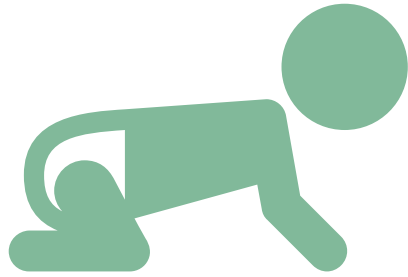
Behavioral Health Benefits

Aetna Pharmacy Mail Order

- Maintenance prescriptions



Did You Know?

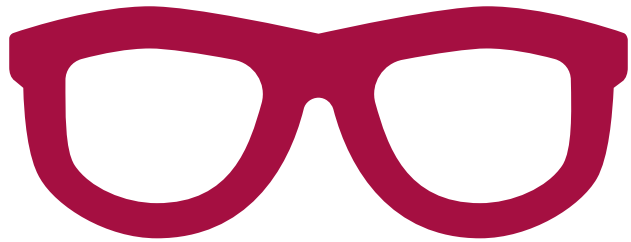


Day Care Flexible Spending Accounts

- Kinside childcare referral services at join.kinside.com/city-of-seattle



Did You Know?



Vision Plans

- VSP Basic vs. Buy up Plans
- Premium Options



Did You Know?



- Hinge Health
- For “Most” employees and dependents over 18
- Coach led, digital joint and back pain program
- No cost to you
- Enroll **any time**, access for 365 days
- [Hingehealth.com/cityofseattle](https://hingehealth.com/cityofseattle)



Did You Know?



- Reach Well-Being Program
- For “Most” employees and dependents over 18
- Online & app-based well-being engagement program
- NEW!
 - Benefits Education Activities during Open Enrollment
 - Benefit Wallet
- Cityofseattle.limeade.com



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 during Open Enrollment to continue FSA for 2023.



Panel Discussion: Healthcare Plan Partners

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



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Panel Introductions



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



Group Question



Please share a new program or benefit for 2023, or one that City employees are not currently utilizing.



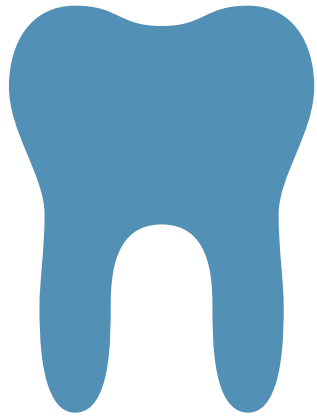
Medical Plans Question



Please describe your behavioral health benefit and any unique offerings you have to connect members with support?



Dental Plan Question



Please describe the orthodontia coverage for children and adults on your plan?



Vision Plan Question



Please share your web site features and why employees should register?



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Chat Q&A



Questions for the Panelists

Bonus Info Graphics

- Getting Behavioral Health Help
- Your Medical Out-of-Pocket Expenses – Cost Sharing
- Your Medical Out-of-Pocket Expense – Example



THANK YOU FOR JOINING US!



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