



City of Seattle

Seattle Human Resources

Kimberly Loving, Director

October 4, 2024

Re: Make Your 2025 Benefits Changes by Friday, November 1

Dear SPMA Member With SPOG Buy-up Plans:

2025 Open Enrollment: Oct. 7 – Nov. 1

NEW:


Open Enrollment in Workday
Expanded four weeks to make changes

Open Enrollment is the one time every year to assess your needs for 2025 and make modifications to your current benefit selections. **This year's Open Enrollment begins at 12:00 am on Monday, October 7, and ends at 11:59 pm on Friday, November 1, 2024. No action is required** to continue your current benefits for 2025 unless you want to enroll or re-enroll in a Flexible Spending Account (FSA).

2025 Open Enrollment Considerations:

- ☐ The City of Seattle offers employees and families a wide range of benefit choices to support your health and well-being. **See the next page for a summary of 2025 plan changes.** For more details, go to the *Open Enrollment Highlights* at bit.ly/benhome1
- ☐ **Enroll/re-enroll in an FSA.** To set aside pre-tax money for a 2025 Health Care or Dependent Care (Daycare) FSA, you **must enroll or re-enroll during Open Enrollment** via Workday. Your current FSA election does not roll over from one year to the next. For plan information, go to 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 in Workday.
- ☐ **New – Workday.** Open enrollment changes are now made online in Workday, which allows for a four-week Open Enrollment period! You must make benefit changes or set up your FSA for 2025 by **11:59 pm on Friday, November 1. Please do not wait until the last day** to make your online changes.

NEW - Open Enrollment in Workday:

Let's get started! From your home or City computer: Log into Workday		Access your "My Tasks" inbox		Select "Open Enrollment Change" under <i>Awaiting Your Action</i>
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Please refer to the Workday Open Enrollment Job Aid at bit.ly/OEJobAid for complete Open Enrollment instructions.

Confirm your 2025 benefit choices: Select "View Benefits Statement" in Workday as a last step to confirm your benefits enrollment. Print or save a snapshot of your **2025 Benefits Statement** and compare it with the 2025 benefits statement you'll receive in January. For questions, please contact your department's benefits representative (bit.ly/benhome1).

Sincerely,



Heather Krueger

Deputy Director of Citywide Benefits

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
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Plan Changes for All Employees*, effective January 1, 2025

Flexible Spending Accounts

Health FSA	Increasing maximum annual contribution from \$3,050 to \$3,200. Increasing carry-over amount from 2025 to 2026 to \$640.
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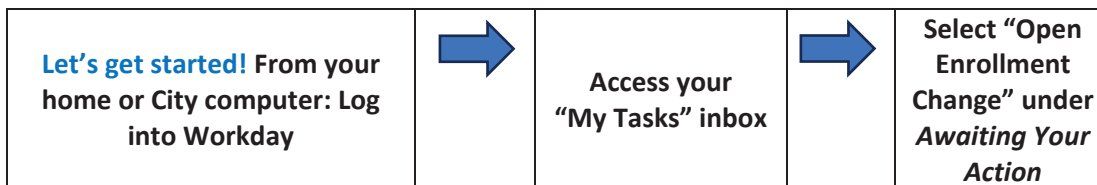
Group Term Life

Supplemental Employee Plan	Increasing maximum annual contribution from four to six times earnings or \$2.5 million when combined with basic life.
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* See the *Open Enrollment Highlights* at <http://bit.ly/benhome1> for additional details.

New! Enroll Online in Workday

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



Workday is at <https://www.myworkday.com/wday/authgwy/seattle/login.html>

2025 Rates for SPMA Buy-up to SPOG Plans

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

2025 Monthly Medical Premiums for SPMA Buy-up to SPOG Plans

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	\$2,672.30	\$579.27	\$629.65
City of Seattle Traditional	\$2,382.58	\$454.20	\$486.54
Kaiser Permanente Standard	\$1,934.46	\$360.17	\$461.67
Kaiser Permanente Deductible	\$1,433.95	\$9.55	\$41.47