



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:

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 and make modifications to your current benefit selections. **This year's Open Enrollment for 2025 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:

- ☐ **Medical plan payroll deductions are not increasing in 2025.** 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. Questions? Contact your benefits representative (bit.ly/benhome1).

Sincerely,

Heather Krueger

Deputy Director of Citywide Benefits

Seattle Human Resources

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(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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Long-Term Disability

Supplemental Plan	Increasing the maximum monthly amount from \$5,000 to \$6,000.
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Plan Changes for Most Employees*, effective January 1, 2025

Aetna Preventive and Traditional Plans

Colonoscopy	Increasing in-network diagnostic colonoscopy coverage to 100%
Mammography	Increasing follow-up in-network screening coverage to 100%
Hearing Aids	Increasing in-network coverage from \$1,500 to \$3,000 per ear maximum per 36 months.
Pregnancy Termination Care	Increasing in- and out-of-network coverage to 100%
Retail Pharmacy	Increasing in-network 90-day maintenance medication prescriptions filled at retail pharmacies to the same cost share as prescriptions filled through mail order

Aetna Preventive Plan

Outpatient Mental Health Services	Increasing out-of-network coverage from 60% after deductible to \$15 copay, no deductible. Balance billing may still apply
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Kaiser Permanente Standard and Deductible Plans

Colonoscopy	Increasing in-network diagnostic colonoscopy coverage to 100%
Mammography	Increasing follow-up in-network screening coverage to 100%
Hearing Aids	Increasing in-network coverage from \$1,000 to \$3,000 per ear maximum per 36 months.

Pregnancy Termination Care	Increasing in-network coverage to 100%
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Delta Dental of Washington

Nightguard	Removing periodontal necessity
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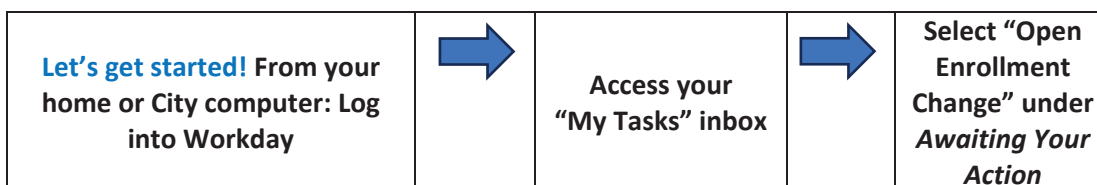
Vision Buy-up Plan

Eyeglass Frames	Increasing in-network allowance from \$175 to \$200
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* See the *Open Enrollment Highlights* at 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 Plan Rates for SPMA – LEOFF 1

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

2025 Monthly Medical Premiums for SPMA (LEOFF 1)

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	\$2,141.15	\$0.00	\$50.38
City of Seattle Traditional	\$1,566.90	\$ 0.00	\$32.34
Kaiser Permanente Standard	\$1,572.69	\$0.00	\$51.50
Kaiser Permanente Deductible	\$1,449.40	\$0.00	\$31.92

2025 Plan Rates for SPMA – LEOFF 2

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

2025 Monthly Medical Premiums for SPMA (LEOFF 2)

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	\$2,141.15	\$48.12	\$98.50
City of Seattle Traditional	\$1,928.38	\$ 0.00	\$32.34
Kaiser Permanente Standard	\$1,572.69	\$48.40	\$99.90
Kaiser Permanente Deductible	\$1,449.40	\$25.00	\$56.92

All other rates listed in the Open Enrollment Highlights for Plan Year 2025 for Most City of Seattle Employees are applicable to Seattle Police Management Association LEOFF 1 and 2 members.