

# LEARN MORE

## LEARNING SESSIONS

Understand your benefit choices and ask questions. **Register here.**

## BENEFIT FAIRS & ENROLLMENT ASSISTANCE

Benefit information and onsite support will be offered from 10 a.m. – 3 p.m. at these locations:

- ▶ Nov. 1: Chinook Building
- ▶ Nov. 4: King Street Center
- ▶ Nov. 5: Atlantic/Central Base
- ▶ Nov. 6: South Base
- ▶ Nov. 7: East Base
- ▶ Nov. 8: North Base
- ▶ Nov. 12: Aquatic Center
- ▶ Nov. 13: King County Airport
- ▶ Nov. 15: Chinook Building



## OPEN ENROLLMENT

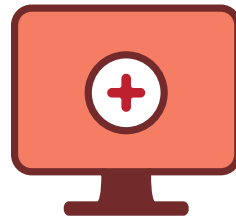
[kingcounty.gov/open-enrollment](https://kingcounty.gov/open-enrollment)

## BENEFITS

[kingcounty.gov/benefits](https://kingcounty.gov/benefits)

# OPEN ENROLLMENT

NOVEMBER 1-15, 2024



## CONTACT / HELP

If you have questions or need language assistance or disability support services, contact the Benefits team:

### Benefits, Payroll and Retirement Operations

Chinook Building, 2nd Floor  
401 Fifth Ave, Seattle, WA 98104  
206-684-1556 or

[kc.benefits@kingcounty.gov](mailto:kc.benefits@kingcounty.gov)  
9 a.m. – 4 p.m., Monday – Friday  
Closed for Veterans Day: Nov. 11

Translation services and alternate formats available  
Please call 206-684-1556 or TTY: 711

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**King County**

Benefits, Payroll and Retirement



**TRANSIT  
ATU 587  
EMPLOYEES**

# OPEN ENROLLMENT

NOVEMBER 1-15, 2024



# OPEN ENROLLMENT

NOVEMBER 1-15, 2024

## Welcome to Open Enrollment!

It's time to consider your King County employee benefit options and select the right coverage for you and your family in 2025.

During Open Enrollment, you can add or discontinue coverage for family members. You can also change dental plans and enroll in a different medical plan—consider SmartCare (Kaiser) or KingCare Select (Regence), which have higher quality scores and lower deductibles, copays, and Spouse Benefit Access Fees.

Go to the Open Enrollment website to see details about the changes for next year, a medical plan comparison chart, and links to health plan quality scores: [kingcounty.gov/open-enrollment](https://kingcounty.gov/open-enrollment).

If you don't participate in Open Enrollment, your current elections automatically continue for next year—except FSAs and Benefit Access Fee exemptions, which **must be selected each year**.



## IMPORTANT BENEFIT CHANGES

### KingCare PPO (Regence) medical plan:

- ▶ The annual deductible will increase as follows: In-network: \$500 individual/\$1,500 family.

**Annual Deductible:** The amount you pay for covered health care services before your health plan begins to pay.

- ▶ The annual out-of-pocket limit will increase as follows: In-network: \$2,000 individual/\$4,500 family; out-of-network: \$3,500 individual/\$7,500 family.

**Out-of-Pocket Limit:** The most you pay for covered health care services in a year. Once the limit is reached, the health plan pays 100% of covered services for the rest of the year. Your deductible payments, coinsurance, and copayments count toward this limit; premiums do not.

- ▶ The Spouse Benefit Access Fee increases to \$200/month. **Reminder:** If you cover a spouse or domestic partner, the Benefit Access Fee automatically applies. If you qualify for an exemption, you must confirm it each year during Open Enrollment.



### KingCare Select (Regence) medical plan:

- ▶ The annual deductible will increase as follows: In-network: \$200 individual/\$600 family; out-of-network: \$600 individual/\$1,800 family.

- ▶ The annual out-of-pocket limit will increase as follows: In-network: \$1,500 individual/\$3,100 family; out-of-network: \$3,300 individual/\$7,100 family.

- ▶ A Spouse Benefit Access Fee of \$75/month will be added. **Reminder:** If you cover a spouse or domestic partner, the Benefit Access Fee automatically applies. If you qualify for an exemption, you must **confirm it each year** during Open Enrollment.



### Flexible Spending Accounts (FSAs):

- ▶ For the Health Care FSA, the max contribution increases to \$3,200 and the carryover allowed from 2024 to 2025 increases to \$640.
- ▶ **Reminder:** To save money by participating in a Health Care or Day Care FSA, **you must enroll each year**.

	Health Care FSA	Day Care FSA
2025 Annual Contribution Max	\$3,200	\$5,000
Carryover Allowed From 2024 to 2025	\$640	None

## ENROLL ONLINE from any device

- 1 Sign in to PeopleSoft: [kingcounty.gov/mybenefits](https://kingcounty.gov/mybenefits)
- 2 For PeopleSoft help, call 206-263-4357.
- 3 Go to the Open Enrollment tile.
- 4 Review your benefits & make selections.
- 5 Check your Preview Statement, then use the Submit Enrollment button.

**Your new benefits become effective on Jan. 1.**