

LEARN MORE



OPEN ENROLLMENT

kingcounty.gov/open-enrollment

BENEFITS

kingcounty.gov/benefits

CONTACT / HELP

Benefits, Payroll and Retirement Operations
206-684-1556 or kc.benefits@kingcounty.gov
9 a.m. – 4 p.m., Monday – Friday
Closed on Veterans Day: November 11

Due to COVID-19, the Benefits office is currently closed for walk-in service.

RECORDED INFORMATION:

800-347-8046

- Option 1 – Open Enrollment overview
- Option 2 – Benefit Access Fees
- Option 3 – Save with SmartCare or KingCare Select, and FSAs



ONLINE LEARNING SESSIONS

Register at kingcounty.gov/open-enrollment

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 **King County**
Benefits, Payroll and Retirement Operations
The Chinook Building, CNK-ES-0230
401 Fifth Avenue
Seattle, WA 98104

 **OPEN ENROLLMENT**
NOVEMBER 1-15, 2020

Alternate formats available
Please call 206-684-1556 or TTY: 711

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King County

Benefits, Payroll and Retirement



 **OPEN**
ENROLLMENT
NOVEMBER 1-15, 2020





OPEN ENROLLMENT

NOV. 1-15, 2020

Welcome to Open Enrollment for your 2021 King County benefits!

Take a fresh look at your benefit choices to make sure you have the right coverage selected for you and your family.

NEW THIS YEAR!

A new version of the PeopleSoft Open Enrollment tool features an updated look and easier navigation, and allows you to more easily complete Open Enrollment on your mobile phone.



Go to kingcounty.gov/open-enrollment to watch a video demonstration and sign up for an online learning session.

KEY BENEFIT CHANGES FOR NEXT YEAR



• **Telehealth:** Cost-sharing for telehealth, including copays for Doctor on Demand, will continue to be waived to remove barriers to virtual care in response to COVID-19.



• **KingCare Select:** The Everett Clinic network will not be offered in 2021—employees can choose a different network or medical plan or be defaulted into the KingCare PPO plan. Annual deductible, out-of-pocket max, and office copays are decreasing.



• **Vision plan:** The frame allowance for Costco, Sam's Club, and Walmart will increase to \$110 every 24 months.



• **Benefit Access Fee:** Eliminated for the Kaiser SmartCare medical plan.



• **Retiree Medical & Vision:** The rates for these plans will again be subsidized.



• **Health Care FSA:** The max contribution will increase to \$2,750.



• **Supplemental life insurance:** Employee rates are increasing by 30%.

REQUIRED ACTIONS

Benefit Access Fee

- If you cover a spouse or domestic partner and you select the KingCare or KingCare Select medical plan, a monthly Benefit Access Fee will be **automatically deducted** from your pay.
- If you select Kaiser's SmartCare plan, there is no Benefit Access Fee.
- If you qualify for an exemption, you must **confirm it each year** during Open Enrollment.



Flexible Spending Accounts (FSA)

- Save money by reducing your taxable income with FSAs. You must enroll in Health Care and Day Care FSAs **each year** during Open Enrollment.

OTHER OPEN ENROLLMENT CHOICES

- Change medical plans—consider whether Kaiser's SmartCare Connect or KingCare Select is right for you and your family. These plans will likely save you money, with lower deductibles, copays, and Benefit Access Fees.
- Add or discontinue dependent coverage.
- Make changes to your supplemental AD&D.



NOV. 2020

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ENROLL ONLINE
Now mobile-friendly and easier to navigate



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

Your new benefits become effective on Jan. 1. 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.



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