

Benefits Bulletin

OPEN ENROLLMENT: Nov. 1–15



King County

Investing in

YOU

2021 Key Benefit Changes

The following changes become effective Jan. 1, 2021

For ALL employee benefit groups:

1. **PeopleSoft enrollment tool:** The PeopleSoft Open Enrollment tool is now mobile-friendly and features a new look and easier navigation. Go to the [Open Enrollment](#) web page for more information, including a video demonstration and online learning sessions.
2. **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 the COVID-19 pandemic.
3. **Health FSA:** The maximum contribution limit for health care Flexible Spending Accounts (FSAs) will increase to \$2,750.
4. **Supplemental life insurance:** Employee rates are increasing by approximately 30%, based on increased claims experience.
5. **Hearing aids for children:** On Regence plans, coverage for hearing aids for children up to age 26 will increase to \$4,000 every three calendar years (was \$500). The benefit for adults age 26 and over remains the same.
6. **Orthognathic surgery:** Regence will provide benefits for orthognathic surgery for developmental anomalies, such as protruding or recessive jaw, and to correct function, such as chewing.
7. **Adult child premiums:** Premiums paid for adult child dental and vision plans will change to pre-tax.

Regular AND Transit ATU 587 employees:

1. **KingCare Select medical plan:** The Everett Clinic network will not be offered in 2021. During Open Enrollment, employees in this network can select a different medical plan, or one of the other KingCare Select networks: MultiCare, UW Medicine, or Eastside Health. If no selection is made during Open Enrollment, they will be automatically enrolled in the KingCare PPO plan.
2. **Vision plan:** The frame allowance for Costco, Sam's Club, and Walmart will be increasing to \$110 (\$70 for Deputy Sheriffs) every 24 months. Previously, the frame allowance for these locations was \$70. Other vision benefits remain the same.

2021 Key Benefit Changes (continued)

Transit ATU 587 employees:

1. **Benefit Access Fee:** Eliminated for the Kaiser SmartCare Connect medical plan (was \$75/month).
2. **KingCare Select medical plan:** The annual deductible will decrease to \$200/\$600 (was \$250/\$750). The out-of-pocket max will decrease to \$1,100/\$2,400 (was \$1,250/\$2,750). Office visit copays will decrease to \$20 (was \$25).
3. **KingCare medical plan:** Emergency room copay will increase to 15% after a \$200 copay (was 15% after a \$175 copay).
4. **Retiree Medical subsidy:** Starting Jan. 1, 2021, the rates for the Retiree Medical Plan and Retiree Vision Plan will again be subsidized. The new rates will be equal to COBRA rates. This means that employees who retire from King County and are too young for Medicare can keep their King County medical coverage and pay the lower rates.

Deputy Sheriff employees

1. **Domestic Partner coverage:** Employee benefits will no longer be offered to unmarried partners and their children unless a state-registered domestic partnership has been established.
2. **KingCare Select medical plan offered:** Employees who enroll in this medical plan choose one of the following provider networks: Eastside Health, MultiCare Connected Care™, and UW Medicine. This plan offers the same benefits as the KingCare medical plan, but with lower costs to you when you stay in-network.
3. **Supplemental Life and Supplemental AD&D:** Expanding coverage options for employees, spouses, and children and there will be a limited opportunity to enroll in these new choices.
4. **KingCare medical plan:** The in-network and out-of-network deductibles will be combined and will be \$300/person and \$900/family (was \$100/\$300 in-network and \$300/\$900 out-of-network). The in-network out-of-pocket max will increase to \$1,100/\$2,500 (was \$900/\$1,900).