

Benefits Bulletin

OPEN ENROLLMENT: Nov. 1–15



King County

Investing in

YOU

2020 Key Benefit Changes

The following changes become effective Jan. 1, 2020

For ALL employee benefit groups:

1. **Health FSA increase:** The maximum contribution limit for health care Flexible Spending Accounts (FSAs) will increase to \$2,700 (was \$2,650).
2. **Kaiser service area:** San Juan County has been removed from the Kaiser Permanente service area.

Regular AND Transit ATU 587 employees:

1. **Dental coverage enhanced:** Diagnostic and preventive services will now be covered at 100% (incentive levels 70-100% will be removed). This includes exams, cleanings, fluoride, x-rays, and sealants (Class I services).
2. **New telehealth provider added to Regence plans:** Doctor on Demand offers 24/7 access to a doctor and behavioral health specialists via phone or video consultation. It is available to members of KingCare and KingCare Select plans. You pay \$10 per visit. For details, see the [Doctor on Demand FAQ](#).

Regular employees only:

1. **Short-term disability plan:**
 - For employees who newly enroll in short-term disability during this Open Enrollment will have a 60-day waiting period if they become disabled during the first 12 months of coverage. Exception: In the case of an accident, the waiting period is 14 days.
 - Income from other sources, such as sick leave, workers' comp, and Washington Paid Family & Medical Leave, may reduce the benefit amount. Rates have, therefore, been reduced by approximately 57%.

Deputy Sheriff employees:

1. PSPMA Majors & Captains unions only: They will be automatically enrolled in King County-sponsored basic long-term disability coverage, effective Jan. 1, 2020. This plan is the same provided to the Regular employee benefit group except the waiting period is 90 days.

Transit ATU 587, TEA, Law library, Retiree Medical Plan & COBRA groups:

1. No additional changes