

## Plan Changes effective January 1, 2025

### Flexible Spending Accounts

<b>Health FSA</b>	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

<b>Supplemental Employee Plan</b>	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

<b>Supplemental Plan</b>	Increasing the maximum monthly amount from \$5,000 to \$6,000.
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### Aetna Preventive and Traditional Plans

<b>Colonoscopy</b>	Increasing in-network diagnostic colonoscopy coverage to 100%
<b>Mammography</b>	Increasing follow-up in-network screening coverage to 100%
<b>Hearing Aids</b>	Increasing in-network coverage from \$1,500 to \$3,000 per ear maximum per 36 months.
<b>Pregnancy Termination Care</b>	Increasing in-network coverage to 100%
<b>Retail Pharmacy</b>	Increasing in-network 90-day prescription fills to the same as mail order

### Aetna Preventive Plan

<b>Outpatient Mental Health Services</b>	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

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

### Delta Dental of Washington

<b>Nightguard</b>	Removing periodontal necessity
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### Vision Buy-up Plan

<b>Eyeglass Frames</b>	Increasing in-network allowance from \$175 to \$200 Employee monthly deduction increasing to \$10.92
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