

## Plan Changes effective January 1, 2026

### Flexible Spending Accounts

<b>Health FSA</b>	Increasing maximum annual contribution from \$3,200 to \$3,300. Increasing carry-over amount from 2025 to 2026 to \$660.
<b>Day Care FSA</b>	Increasing maximum annual contribution from \$5,000 to \$7,500 for single filers and married couples filing jointly  Increasing maximum annual contribution from \$2,250 to \$3,750 for married individuals filing separately

### Group Term Life Plans

<b>Basic Plan</b>	Increasing premium by 54.7%. Total rate \$0.116/\$1,000 of coverage. Employee portion \$0.070/\$1,000; City portion \$0.046/\$1,000
<b>Supplemental Employee Plan</b>	Increasing premium by 33%. See chart below for monthly cost per \$1,000 of coverage.
<b>Supplemental Spouse/Domestic Partner Plan</b>	Increasing premium by 33%. See the chart below for monthly cost per \$1,000 of coverage.

#### 2026 Supplemental Employee and Spouse / Domestic Partner Premium

Your Age	2026 Monthly cost per \$1,000 of coverage
18-29	\$0.032
30-34	\$0.047
35-39	\$0.063
40-44	\$0.088
45-49	\$0.149
50-54	\$0.227
55-59	\$0.354
60-64	\$0.541
65+	\$0.942

## Kaiser Permanente Standard and Deductible Plans

<b>Hearing Aids</b>	Expand coverage to one device per ear with hearing loss every 36 months. Remove dollar limit.
<b>Artificial Insemination Services</b>	Enhance coverage by applying regular cost shares and accruing costs to medical out-of-pocket maximum.

## Aetna Preventive and Traditional Plans

<b>Hearing Aids</b>	Expand coverage to one device per ear with hearing loss every 36 months. Remove dollar limit.
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## Delta Dental of Washington Plan

<b>Posterior Composites</b>	Adding coverage of composite fillings on posterior teeth; member pays applicable coinsurance
<b>TotalHealth</b>	Expand coverage to include additional cleanings, periodontal maintenance, and scaling for moderate to severe gingival inflammation for qualifying health conditions such as pregnancy, heart disease, diabetes, and periodontal disease

## VSP Basic and Buy-up Plans

<b>Essential Medical Eye Care</b>	Adding access to care for conditions such as pink eye and additional exams for diabetics when needed
<b>VSP Network</b>	Adding Walmart Optical to the network

## Vision Buy-up Plan

<b>Computer Vision Care</b>	Adding coverage for a second pair of glasses specifically designed for vision issues caused by regular computer and digital device use; \$25 copay and \$100 in-network frame allowance
<b>Rate Increase</b>	Increase rate from \$10.92 per month to \$12.04 per month