



HUMAN RESOURCES

Address 101 Elliot Ave W

Suite 100

Seattle, WA 98119

Telephone 206-615-3323

Website www.seattlehousing.org

Open Enrollment:
Starts – 10/13/26
Ends – 4:00pm 10/30/26

October 13, 2026

Re: Make Your 2027 Benefits Changes by Friday, October 30

Dear Seattle Housing Authority Employee:

Maintaining your health and well-being is vital; now more than ever. SHA offers employees wide-ranging benefit choices that support your and your family's health and financial security. Open Enrollment is a time to assess your needs for 2027 and make modifications to your benefit selections. Open Enrollment begins Tuesday, October 13, 2026, and ends at 4:00 pm on Friday, October 30, 2026.

No action is required to continue your current benefits for 2027, unless you want to enroll or re-enroll in a Flexible Spending Account (FSA). **Medical payroll deductions will *not* increase in 2027.**

If you are a benefit eligible employee and would like to make changes, please be sure to complete the appropriate enrollment form. For more detail on benefit plans and forms, go to [Open Enrollment | Seattle Housing Authority](#)

- ☐ **Enroll/re-enroll in an FSA.** To set aside pre-tax money for a 2027 Health Care or Dependent Care (Daycare) FSA, you **must re-enroll** during Open Enrollment. Your current FSA account does not roll over from one year to the next. 2027 FSA Healthcare limit is increasing from \$3,300 to \$3,400 and FSA Daycare limit will remain at \$7,500 for single filers and married couples filing jointly (\$3,750 if married filing separately). The carryover from 2027 to 2028 for Healthcare FSA will be increased to \$680.
- ☐ **Change your benefits.** Make different benefit plan choices and add or end dependent coverage. Submit the 2027 Benefit Election Form by 4:00 pm October 30th. Changes made during Open Enrollment are effective January 1, 2027. Note: If you add dependents, Alight Solutions will contact you directly for documents to verify their eligibility ([Dependent Verification](#))
- ☐ **Update your beneficiaries.** To make changes to your beneficiary designations go to [Beneficiary Forms | Seattle Housing Authority](#) and select the appropriate plan form. Beneficiary designations are required for AD&D, Group Term Life Insurance, HAIG Life Insurance, and SHA final check.

Prior to the October 30th deadline, submit completed benefit forms either by dropping them off at the HR office or by uploading them to the secure document upload folder on the [Benefits & Leave](#) page to protect Personally Identifiable Information (PII) and other confidential information.

Executive Director
Rod Brandon

See the next page for 2027 plan changes. If you have any questions, please contact the Benefits Team at HR-Benefits@seattlehousing.org

Sincerely,

Patty Anderson

Patty Anderson
SHA Benefits and Leave Administrator

Prior to the October 30th deadline, submit completed benefit forms either by dropping them off at the HR office or by uploading them to the secure document upload folder on the [Benefits & Leave](#) page to protect Personally Identifiable Information (PII) and other confidential information.

If you encounter issues uploading your open enrollment forms, please reach out to the Benefit Team at HR-Benefits@seattlehousing.org

Plan Changes for Most Employees*, effective January 1, 2027

Aetna Preventive and Traditional

Advocacy and Clinical Support	You may call Aetna at 1-866-983-0051 for Open Enrollment questions
New Member ID Card	- Issuing new Aetna ID card and advocacy support phone number for both medical and pharmacy assistance - Adding new CVS Virtual URL and phone number - Updating 24-hour nurse line phone number
Aetna One Choice	Adding Aetna One Choice care management services for clinical support
Aetna Back and Joint Care Program	- Adding Aetna Back and Joint Care (partnered with Hinge Health). - Removing migraine support services
Aetna Second Opinion	- Adding Aetna Second Opinion (powered by 2nd MD) - Changing registration URL and phone number
CVS Virtual Care	Changing from Teladoc to CVS Virtual Care for general and virtual mental health support

Kaiser Standard and Deductible

Out-of-Network Emergency Care	Decreasing out-of-network emergency copay to \$100
Newborn Temporary Coverage	Increasing temporary coverage for newborns from 21 days to 31 days
Medbridge	Adding Medbridge, a web-based back and joint pain support application that has patient education and home exercise programs
Ambulance	Decreasing ambulance copay from 20% coinsurance to \$100 copay

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Kaiser Deductible

Mental Health Visits	Decreasing mental health care visit copay from \$15 to \$0
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Vision Buy-up Plan

UV Coating	- Adding UV coating covered in full, in-network - Increasing monthly premium from \$12.04 to \$12.74
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Flexible Spending Accounts

Healthcare	- Increasing maximum annual contribution to \$3,400. - Increasing carry-over amount from 2027 to 2028 to \$680.
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See the *Open Enrollment Highlights* at [Open Enrollment | Seattle Housing Authority](#) for additional details.

If you have any questions, please contact the Benefits Team at HR-Benefits@seattlehousing.org