



Seattle
Human Resources

Dr. Kimberly Loving, EdD, Director

October 2, 2026

2026 Open Enrollment: Oct. 5 – Oct. 30

Open Enrollment in Workday

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

Dear Fire Fighter:

Open Enrollment is your annual opportunity to evaluate your benefits coverage and make updates to your benefits selections for the upcoming year. This year's Open Enrollment for 2027 starts at 12:00 AM PST on Monday, October 5, and ends at 11:00 PM PST on Friday, October 30, 2026. If you are satisfied with your current benefits, no action is needed.

Please note the following: A separate Healthcare and Dependent Care **Flexible Spending Account (FSA) Open Enrollment** will be held **November 9 – November 20, 2026**, to make your 2027 FSA elections. Look for FSA plan and enrollment information at the end of October.

Key Considerations:

- **Review Your Beneficiaries.** Take a moment to confirm or update your Life and Accidental Death and Dismemberment insurance beneficiaries in Workday.

All Open Enrollment updates must be completed in Workday by 11:00 PM PST on Friday, October 30. Don't wait until the last day – log in early to avoid any issues. Please refer to the Workday Open Enrollment Job Aid at bit.ly/OEJobAid for complete instructions.

After submitting your changes, select "View Benefits Statement" in Workday to confirm your 2027 elections. Print or save a copy for your records. **Please note: You must click "submit" to finalize your changes.** Have questions? Contact your department's benefits representative (bit.ly/4hjyDia).

Sincerely,

Julie Dithavong
Benefits Manager

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