

From: Fritz, Shelby
To: [DIST: All City of Tacoma](#)
Subject: Washington State Long-Term Care Program and Employee Payroll Tax (Important - Updated Information)
Date: Wednesday, August 18, 2021 11:41:29 AM
Attachments: [jmaoe003.emz](#)
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Dear City Employees:

On May 5, 2021, an email was sent to all employees related to Washington's new Long-Term Care Program (the Long-Term Services and Supports Trust Act). This law established a state-operated long-term care insurance program, which is funded by a payroll tax on employee wages. As rulemaking continues on this legislation and we are getting closer to the one-time deadline for individuals to opt-out of the State program this fall, we wanted to send out a reminder on this issue and provide some updates that have come out from the State, including their new [WA Cares Fund website](#).

Due to the impact of this State Legislation on the private long-term care insurance market limiting options for many individuals who are interested in opting out of the State program, the City is coordinating to offer an alternative long-term care plan through Trustmark that includes a voluntary employee paid individual life insurance policy option that has a long term care rider.

More detailed information will be sent out soon regarding this individual voluntary benefit offering's plan design to compare with the State program.

*Note: This City of Tacoma coordinated program with Trustmark will not be available to members of Local 31, Local 6, or Local 26, as they already have an offering available through Trustmark through their union affiliations. It will also not be available to employees of Tacoma Public Library as they have a long-term care benefit offering available through UNUM and should contact their Human Resources Department with questions.

Additionally, the City is in the process of creating a webpage on this upcoming State program and new payroll tax for you to refer to which will be available very soon. In the meantime, please see this [updated FAQ](#) on the upcoming Washington State Long-Term Care legislation.

If you have any further questions on this matter, please contact Senior Compensation & Benefits Manager, Kari Louie at klouie@cityoftacoma.org.

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