

School Employees Benefits Board Meeting

June 4, 2020

School Employees Benefits Board

June 4, 2020

9:00 a.m. – 1:00 p.m.

Health Care Authority
Sue Crystal A & B
626 8th Avenue SE
Olympia, Washington

**All attendees should attend
telephonically**

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TAB 1

School Employees Benefits Board
June 4, 2020
9:00 a.m. – 12:00 p.m.

All Board Members will be attending by telephone.

All attendees should attend telephonically.

To attend telephonically:
Call-in Number: 1-866-374-5136
Participant PIN Code: 60995706

9:00 a.m.*	Welcome and Introductions		Lou McDermott, Chair	
9:05 a.m.	Meeting Overview		David Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information
9:10 a.m.	Follow Up from May 7 Meeting		David Iseminger, Director Employees & Retirees Benefits (ERB) Division	
9:15 a.m.	2020 Annual Rule Making	TAB 3	Rob Parkman, Rules and Policy Coordinator, ERB Division	Information/ Discussion
9:30 a.m.	COVID-19: Potential Financial Impacts		Megan Atkinson, Chief Financial Officer Financial Services Division	Information/ Discussion
9:50 a.m.	SmartHealth	TAB 4	Heidi Helsley, SEBB Health Promotion Consultant, Washington Wellness Marcia Peterson, Manager Benefit Strategy & Design Section ERB Division	Information/ Discussion
10:05 a.m.	SEBB Open Enrollment Member Communications Survey Results	TAB 5	Michelle George, Communications Manager, HCA Communications	Information/ Discussion
10:25 a.m.	Stakeholder Training Update	TAB 6	Jesse Paulsboe, Outreach & Training Manager, Outreach & Training Unit ERB Division	Information/ Discussion
10:40 a.m.	Public Comment			
11:00 a.m.	Executive Session			
11:55 a.m.	Reconvene Meeting			
12:00 p.m.	Adjourn			

*All Times Approximate

The School Employees Benefits Board will meet Thursday, June 4, 2020. Due to COVID-19 and out of an abundance of caution, all Board Members will attend this meeting by telephone. All attendees will also attend by telephone.

The Board will consider all matters on the agenda plus any items that may normally come before them.

Pursuant to RCW 42.30.110(1)(I), the Board will meet in Executive Session to consider proprietary or confidential nonpublished information related to the development, acquisition, or implementation of state purchased health care services as provided in RCW 41.05.026. The Executive Session will begin at 11:00 a.m. and conclude no later 11:55 a.m.

No "action," as defined in RCW 42.30.020(3), will be taken at the Executive Session.

This notice is pursuant to the requirements of the Open Public Meeting Act, Chapter 42.30 RCW.

Direct e-mail to: SEBboard@hca.wa.gov.

Materials posted at: <https://www.hca.wa.gov/about-hca/school-employees-benefits-board-sebb-program> by close of business on June 1, 2020.

SEB Board Members

Name	Representing
Lou McDermott, Deputy Director Health Care Authority 626 8 th Ave SE PO Box 42720 Olympia, WA 98504-2720 V 360-725-0891 louis.mcdermott@hca.wa.gov	Chair
Vacant	Employee Health Benefits Policy and Administration
Pete Cutler 7605 Ostrich DR SE Olympia, WA 98513 C 360-789-2787 pete.cutler@hca.wa.gov	Employee Health Benefits Policy and Administration
Dawna Hansen-Murray 9932 Jackson ST Yelm, WA 98597 C 360-790-4961 dawna.hansen-murray@hca.wa.gov	Classified Employees
Dan Gossett 603 Veralene Way SW Everett, WA 98203 C 425-737-2983 dan.gossett@hca.wa.gov	Certificated Employees
Katy Henry 230 E Montgomery AVE Spokane, WA 99207 V 509-324-2167 katy.henry@hca.wa.gov	Certificated Employees

SEB Board Members

Name

Representing

Terri House
Marysville School District
4220 80th ST NE
Marysville, WA 98270
V 360-965-0010
terri.house@hca.wa.gov

Classified Employees

Wayne Leonard
Assistant Superintendent of
Business Services
Mead School District
608 E 19th Ave
Spokane, WA 99203
V 509-465-6017
wayne.leonard@hca.wa.gov

Employee Health Benefits Policy
and Administration
(WASBO)

Alison Poulsen
12515 South Hangman Valley RD
Valleyford, WA 99036
C 509-499-0482
alison.poulsen@hca.wa.gov

Employee Health Benefits Policy
and Administration

Legal Counsel

Katy Hatfield, Assistant Attorney General
7141 Cleanwater Dr SW
PO Box 40124
Olympia, WA 98504-0124
V 360-586-6561
Katy.Hatfield@atg.wa.gov

3/27/20



STATE OF WASHINGTON
HEALTH CARE AUTHORITY
626 8th Avenue SE • P.O. Box 45502 • Olympia, Washington 98504-5502

SEBB MEETING SCHEDULE

2020 School Employees Benefits Board (SEBB) Meeting Schedule

The SEB Board meetings will be held at the Health Care Authority, Sue Crystal Center, Rooms A & B, 626 8th Avenue SE, Olympia, WA 98501.

January 27, 2020 - 9:00 a.m. – 3:30 p.m.

March 5, 2020 - 9:00 a.m. – 3:30 p.m.

April 2, 2020 - 9:00 p.m. – 3:30 – p.m.

May 7, 2020 - 9:00 a.m. – 3:30 p.m.

June 4, 2020 - 9:00 a.m. – 3:30 p.m.

June 24, 2020 - 9:00 a.m. – 3:30 p.m.

July 16, 2020 - 9:00 a.m. – 3:30 p.m.

July 23, 2020 - 9:00 a.m. – 3:30 p.m.

July 30, 2020 - 9:00 a.m. – 3:30 p.m.

If you are a person with a disability and need a special accommodation, please contact Connie Bergener at 360-725-0856

7/2/19

OFFICE OF THE CODE REVISER
STATE OF WASHINGTON
FILED

DATE: July 09, 2019

TIME: 1:24 PM

WSR 19-15-021

TAB 2

SCHOOL EMPLOYEES BENEFITS BOARD BY-LAWS

ARTICLE I

The Board and Its Members

1. **Board Function**—The School Employees Benefits Board (hereinafter “the SEBB” or “Board”) is created pursuant to RCW 41.05.740 within the Health Care Authority; the SEBB’s function is to design and approve insurance benefit plans for school district, educational service district, and charter school employees, and to establish eligibility criteria for participation in insurance benefit plans.
2. **Staff**—Health Care Authority staff shall serve as staff to the Board.
3. **Appointment**—The members of the Board shall be appointed by the Governor in accordance with RCW 41.05.740. A Board member whose term has expired but whose successor has not been appointed by the Governor may continue to serve until replaced.
4. **Board Composition**—The composition of the nine-member Board shall be in accordance with RCW 41.05.740. All nine members may participate in discussions, make and second motions, and vote on motions.
5. **Board Compensation**—Members of the Board shall be compensated in accordance with RCW [43.03.250](#) and shall be reimbursed for their travel expenses while on official business in accordance with RCW [43.03.050](#) and [43.03.060](#).

ARTICLE II

Board Officers and Duties

1. **Chair of the Board**—The Health Care Authority Director or his or her designee shall serve as Chair of the Board and shall conduct meetings of the Board. The Chair shall have all powers and duties conferred by law and the Board’s By-laws. If the regular Chair cannot attend a regular or special meeting, the Health Care Authority Director may designate another person to serve as temporary Chair for that meeting. A temporary Chair designated for a single meeting has all of the rights and responsibilities of the regular Chair.
2. **Vice Chair of the Board**—In December 2017, and each January beginning in 2019, the Board shall select from among its members a Vice Chair. If the Vice Chair position becomes vacant for any reason, the Board shall select a new Vice Chair for the remainder of the year. The Vice Chair shall preside at any regular or special meeting of the Board in the absence of a regular or temporary Chair.

ARTICLE III

Board Committees **(RESERVED)**

ARTICLE IV
Board Meetings

1. Application of Open Public Meetings Act—Meetings of the Board shall be at the call of the Chair and shall be held at such time, place, and manner to efficiently carry out the Board’s duties. All Board meetings shall be conducted in accordance with the Open Public Meetings Act, Chapter 42.30 RCW, but the Board may enter into an executive session as permitted by the Open Public Meetings Act.
2. Regular and Special Board Meetings—The Chair shall propose an annual schedule of regular Board meetings for adoption by the Board. The schedule of regular Board meetings, and any changes to the schedule, shall be filed with the State Code Reviser’s Office in accordance with RCW 42.30.075. The Chair may cancel a regular Board meeting at his or her discretion, including the lack of sufficient agenda items. The Chair may call a special meeting of the Board at any time and proper notice must be given of a special meeting as provided by the Open Public Meetings Act, RCW 42.30.
3. No Conditions for Attendance—A member of the public is not required to register his or her name or provide other information as a condition of attendance at a Board meeting.
4. Public Access—Board meetings shall be held in a location that provides reasonable access to the public including the use of accessible facilities.
5. Meeting Minutes and Agendas—The agenda for an upcoming meeting shall be made available to the Board and the interested members of the public at least 24 hours prior to the meeting date or as otherwise required by the Open Public Meetings Act. Agendas may be sent by electronic mail and shall also be posted on the HCA website. An audio recording (or other generally-accepted electronic recording) shall be made of each meeting. HCA staff will provide minutes summarizing each meeting from the audio recording. Summary minutes shall be provided to the Board for review and adoption at a subsequent Board meeting.
6. Attendance—Board members shall inform the Chair with as much notice as possible if unable to attend a scheduled Board meeting. Board staff preparing the minutes shall record the attendance of Board members in the minutes.

ARTICLE V
Meeting Procedures

1. Quorum—Five voting members of the Board shall constitute a quorum for the transaction of business. No final action may be taken in the absence of a quorum. The Chair may declare a meeting adjourned in the absence of a quorum necessary to transact business.
2. Order of Business—The order of business shall be determined by the agenda.
3. Teleconference Permitted—A Board member may attend a meeting in person or, by special arrangement and advance notice to the Chair, by telephone conference call or video conference when in-person attendance is impracticable.

4. Public Testimony—The Board actively seeks input from the public at large, from enrollees served by the SEBB Program, and from other interested parties. Time is reserved for public testimony at each regular meeting, generally at the end of the agenda. At the direction of the Chair, public testimony at Board meetings may also occur in conjunction with a public hearing or during the Board’s consideration of a specific agenda item. The Chair has authority to limit the time for public testimony, including the time allotted to each speaker, depending on the time available and the number of persons wishing to speak.
5. Motions and Resolutions—All actions of the Board shall be expressed by motion or resolution. No motion or resolution shall have effect unless passed by the affirmative votes of a majority of the Board members present and eligible to vote, or in the case of a proposed amendment to the By-laws, a 2/3 majority of the Board .
6. Representing the Board’s Position on an Issue—No Board member may endorse or oppose an issue purporting to represent the Board or the opinion of the Board on the issue unless the majority of the Board approve of such position.
7. Manner of Voting—On motions, resolutions, or other matters a voice vote may be used. At the discretion of the Chair, or upon request of a Board member, a roll call vote may be conducted. Proxy votes are not permitted, but the prohibition of proxy votes does not prevent a temporary Chair designated by the Health Care Authority Director from voting.
8. State Ethics Law and Recusal—Board members are subject to the requirements of the Ethics in Public Service Act, Chapter 42.52 RCW. A Board member shall recuse himself or herself from casting a vote as necessary to comply with the Ethics in Public Service Act.
9. Parliamentary Procedure—All rules of order not provided for in these By-laws shall be determined in accordance with the most current edition of Robert’s Rules of Order Newly Revised. Board staff shall ensure a copy of *Robert’s Rules* is available at all Board meetings.
10. Civility—While engaged in Board duties, Board members conduct shall demonstrate civility, respect, and courtesy toward each other, HCA staff, and the public and shall be guided by fundamental tenets of integrity and fairness.

ARTICLE VI
Amendments to the By-Laws and Rules of Construction

1. Two-thirds majority required to amend—The SEBB By-laws may be amended upon a two-thirds (2/3) majority vote of the Board.
2. Liberal construction—All rules and procedures in these By-laws shall be liberally construed so that the public’s health, safety, and welfare shall be secured in accordance with the intents and purposes of applicable State laws and regulations.

TAB 3



2020 Annual Rule Making

Rob Parkman, Policy and Rules Coordinator
Policy, Rules, and Compliance Section
Employees and Retirees Benefits Division
June 4, 2020

Rule Making Timeline

- | | |
|----------------|--|
| June 2020 | File proposed amendments (CR-102) and distribute new rules for public comments |
| July 2020 | Conduct public hearing and adopt final rules (CR-103) |
| September 2020 | Adopted rules will be effective before October 1, 2020 |

Focus of Rule Making

- Administration and benefits management
- Regulatory alignment
- Amendments within HCA Authority
- Implement SEB Board policy resolutions

Administration and Benefits Management

- Added additional details about what happens if my health plan becomes unavailable due to a change in contracted service area or eligibility for medicare to assist with the administration of this process
- Amend SEBB Program rules to clean up inconsistencies in the use of terms like health plan, SEBB benefits, and SEBB insurance coverage
- Remove the rules specific to the SEBB Program's first Open Enrollment (OE), the special continuation coverage eligibility available at go live as of January 1, 2020, and the \$50 wellness incentive earned during the first OE

Administration and Benefits Management (*cont.*)

- Amended the rule on “What options for continuation coverage are available to school employees during their appeal of a grievance?” by adding, a court, to the entities that a school employee can be awaiting the hearing outcome of a grievance action

Regulatory Alignment

- Implement legislation related to HB 2458 by creating a new section that describes the requirements and process for school districts to offer optional benefits
- Clarifying that a special open enrollment event (SOE) doesn't include a school employee who is regaining eligibility for SEBB benefits as described in WAC 182-30-090

Amendments within HCA Authority

- Clarifying that if the SOE is due to the enrollment of an extended dependent or a dependent with a disability, the change in health plan coverage will begin the first day of the month following the later of the event date or eligibility certification
- Global change from “entitled to” to “enrolls in” coverage under medicare (multiple SOE life events)
- Added additional details to the error correction rules to assist with the administration of this process

Amendments within HCA Authority (*cont.*)

- Clarified that an employee eligible for SEBB benefits must have no less than ten calendar days after the date of notice to elect coverage
- Amended the Family and Medical Leave Act (FMLA) rule **to remove** the provision that if an employee's monthly premium or applicable premium surcharges remain unpaid for sixty days, the insurance coverage will be terminated retroactive to the last day of the month for which the monthly premium and applicable premium surcharges were paid
- Clarified the next steps in the appeals process when a SEBB Organization fails to render a written decision within thirty days of receiving an appeal

Implement SEB Board Policy Resolutions

- SEBB 2020-01 Inclusion of Paid Hours
- SEBB 2020-02 Benefits Eligibility After Returning to Work
- SEBB 2020-04 Amending SEBB 2019-02 (Anticipated Work Hours Eligibility Range Under RCW 41.05.740(6)(e))
- SEBB 2020-05 Amending SEBB 2018-12 (Effective Date of Coverage for School Employees Eligible for the Employer Contribution)
- SEBB 2020-06 Error Correction for Incorrect Information

Questions?

Rob Parkman, Policy and Rules Coordinator
Policy, Rules, and Compliance Section
Employees and Retirees Benefits Division
rob.parkman@hca.wa.gov

TAB 4



Smart [heart] Health

Heidi Helsley
SEBB Health Promotion Consultant
Washington Wellness
Employees and Retirees Benefits Division
June 4, 2020

Objectives

- Provide an overview of SmartHealth
- Review 2019 open-enrollment and 2020 participation
- Inform about support and resources
- Share outreach plans

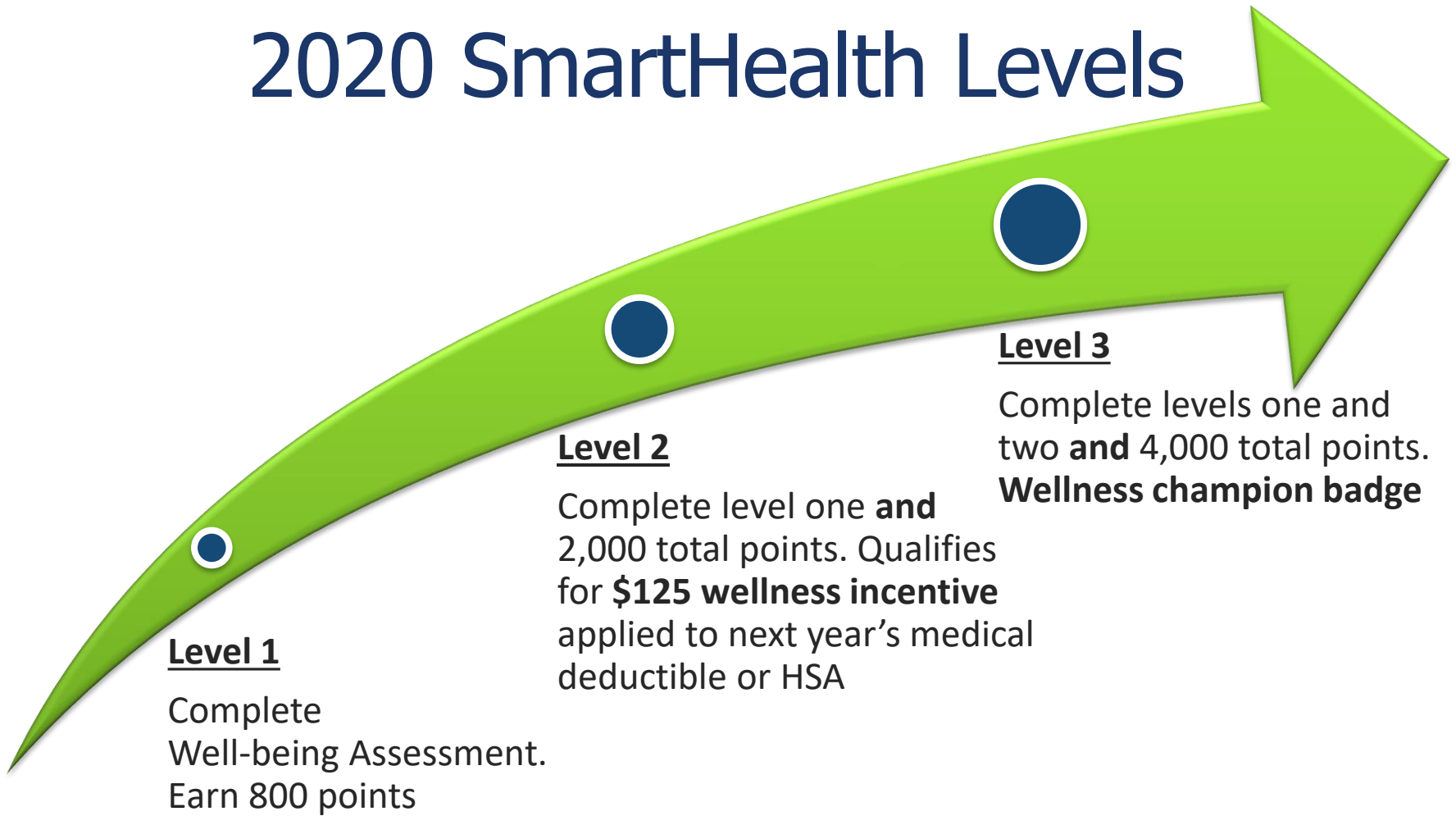
Why does wellness at work matter?



SmartHealth

- The SEBB Program wellness benefit
- Online & mobile-friendly wellness program
- Supports and rewards employees as they work towards improving their well-being
- Offers fun activities to reach goals

2020 SmartHealth Levels



SmartHealth: Whole Person Approach





NEW ⚡

COVID-19 Resources: Plan, Prepare, Respond

 310  2,992

100 pts



NEW ⚡

Showing Care in a Crisis

 596  1,726

100 pts



COVID-19: Learn the Facts About Coronavirus

 674  6,966

50 pts



NEW ⚡

Social Distancing? Stay Connected with Co-workers

 243  1,804

25 pts/wk



NEW ⚡

Craft a Success Space at Home

 188  1,454

50 pts



What's Your Why?

 1  2,794

150 pts

SmartHealth & Generation Wellness

- Monthly videos
- Wellness in the Workplace (in-person)
- Workplace Wellness Academy (online)



Participant Comments

- “This course is amazing! What I learned will be applied in many ways at work and in my personal life. I especially appreciate the emphasis to make self-care a lifestyle rather than a luxury.”
- “This is an inspirational and useful course. Thank you for bringing solutions forward.”
- “The ideas are authentic, and really work to meet the needs of human beings.”

Secure. Private. Confidential.

- Stringent HIPAA privacy standards followed
- Federal law prohibits disclosing identifiable information to the employer
- No personally identifiable health data is shared with medical plans, health savings accounts, employers, or Washington Wellness staff

SEBB Program Initial Open Enrollment

- October 1 – November 15, 2019
- 16,784 signed up for SmartHealth
- 14,363 completed Well-being Assessment to qualify for one-time \$50 wellness incentive

Support and Resources

- Ready-made messages
- Promotional videos, monitor slides, posters
- Toolkits to promote initiatives
- Custom activities

Smart[]Health

2020 Outreach

- Attend health and wellness events, benefits fairs and trainings to directly promote to employees
- Meet with school organizations and OSPI staff
- Get the word out about SmartHeath and encourage participation for well-being

Questions?

Heidi Helsley
Washington Wellness
Heidi.Helsley@hca.wa.gov

For SmartHealth Users: <https://www.hca.wa.gov/employee-retiree-benefits/sebb-smarthealth>

Resources: <https://www.hca.wa.gov/about-hca/washington-wellness/smarthealth-sebb>

TAB 5



SEBB Open Enrollment Member Communications Survey Results

Michelle George, Communications Manager
Employees and Retirees Benefits
HCA Communications
June 4, 2020

Purpose of survey

- To better understand enrollees' experiences during SEBB's first annual open enrollment
- Gather information on open enrollment communications to help improve enrollees' experiences for future open enrollments
- Out of scope: enrollee satisfaction with plan choices, benefits, costs, program rules

Survey timeline & methodology

- Survey open January 3 through 31, 2020
- Conducted by DHM Research
- Participants invited by email through forwardable messages, sent by HCA to SEBB Organizations and unions
- Survey also posted on HCA's website
- 5,671 participants completed the survey

Demographics of survey participants

Survey participants

- Gender: 18% male, 80% female
- Age: 11% (18-34)
51% (35-54)
37% (55+)
- Location:
20% Eastern WA
80% Western WA
- Staff: 55% certificated
40% classified
1% both (4% didn't disclose)

SEBB population (employees)

- Gender: 25% male, 75% female
- Age: 20% (18-34)
51% (35-54)
30% (55+)
- Location:
26% Eastern WA
74% Western WA

Key takeaways

- Majority of participants were satisfied with SEBB Program's open enrollment
- Participants were most satisfied with availability and quality of information, and ease of enrollment
- Most participants said they accessed all types of information about SEBB easily; information about benefits were generally easiest to access
- Most participants felt they had enough information to make an informed decision during open enrollment

Key takeaways (*cont.*)

- SEBB My Account and the *School Employee Initial Enrollment Guide* were used most often; *School Employee Initial Enrollment Guide* and HCA's website were viewed as most helpful
- Participants prefer to receive information from their employer or HCA
- Rather than being dissatisfied, participants were more likely unaware of some aspects of customer service (like SEBB My Account technical support)

Satisfaction with SEBB Program's open enrollment

- Very or somewhat satisfied (64%)
 - *"ALEX was helpful, our district was helpful, and the information was presented in many places and in many ways. The booklet was clear."*
 - *"Uploading my documents went very smoothly and the process was simple to comprehend."*
- Somewhat or very dissatisfied (34%)
 - *"Too confusing! The websites were contradictory, the instructions were terrible, and trying to add dependents was a nightmare."*
 - *"The process was frustrating. We never had real answers until the very end of the process and then it was hurry up and decide before the deadline."*

Satisfaction with these aspects

- **Availability and quality of information**
Very or somewhat satisfied (65%) | Somewhat or very dissatisfied (32%)
- **Ease of enrollment**
Very or somewhat satisfied (64%) | Somewhat or very dissatisfied (36%)
- **Customer service center for SEBB My Account**
Very or somewhat satisfied (35%) | Somewhat or very dissatisfied (21%)
Not sure (10%) | Not applicable (34%)
- **Customer service from health plans or other providers**
Very or somewhat satisfied (43%) | Somewhat or very dissatisfied (25%)
Not sure (9%) | Not applicable (24%)

Ease with finding information

- **Costs (premiums, premium surcharges, deductibles, etc.)**
Very or somewhat satisfied (68%) | Somewhat or very dissatisfied (29%)
- **Provider networks**
Very or somewhat satisfied (57%) | Somewhat or very dissatisfied (40%)
- **Plan options where I live**
Very or somewhat satisfied (67%) | Somewhat or very dissatisfied (31%)
- **Types of benefits (medical, dental, vision)**
Very or somewhat satisfied (69%) | Somewhat or very dissatisfied (30%)
- **General information about SEBB Program**
Very or somewhat satisfied (69%) | Somewhat or very dissatisfied (30%)

Have enough information for an informed decision?

Yes (64%)

No (23%)

Not sure (13%)

Ways you received information before *Initial Enrollment Guide?* Helpful?

- Employer (75%) Helpful? (40%)
- Coworkers, friends, or family (50%) Helpful? (16%)
- Mail from HCA: *Intercom* newsletter, postcard (40%) Helpful? (5%)
- Mail from SEBB health plans or vendors (37%) Helpful? (2%)
- HCA's website (33%) Helpful? (9%)
- Union or association (32%) Helpful? (9%)
- Health care provider's office (21%) Helpful? (5%)
- SEBB health plans or vendors (18%) Helpful? (5%)
- Did not hear about SEBB Program until I received the *Initial Enrollment Guide* (7%)

SEBB My Account

- Did you enroll using SEBB My Account?
Yes (97%)
No (1%)
- How helpful was SEBB My Account?
Very or somewhat helpful (77%)
Somewhat or very unhelpful (20%)

ALEX online benefits advisor

- Did you use ALEX to help choose your plans?
Yes (43%)
No (55%)
- How helpful was ALEX in choosing your plans?
Very or somewhat helpful (73%)
Somewhat or very unhelpful (26%)

Virtual benefits fair

- Did you use the virtual benefits fair to help choose your plans?

Yes (15%)

No (83%)

- How helpful was the virtual benefits fair in choosing your plans?

Very or somewhat helpful (74%)

Somewhat or very unhelpful (23%)

In-person benefits fairs

- Did you go to an in-person benefits fair?
 - Yes, hosted by my employer (18%)
 - Yes, hosted by HCA (8%)
 - No (75%)
- How helpful was the benefits fair hosted by HCA in learning about the SEBB Program?
 - Very or somewhat helpful (61%)
 - Somewhat or very unhelpful (37%)

HCA's website

- Did you visit the HCA's website to learn about the SEBB Program?

Yes (70%)

No (24%)

- How helpful was HCA's website?

Very or somewhat helpful (84%)

Somewhat or very unhelpful (15%)

School Employee Initial Enrollment Guide

- Did you receive a *School Employee Initial Enrollment Guide*?

Yes (88%)

No (7%)

- Was the guide helpful in understanding and navigating the enrollment process?

Very or somewhat helpful (87%)

Somewhat or very unhelpful (9%)

Next steps

- Identifying improvement opportunities for SEBB member communications
- Continuing to engage SEBB Organizations' benefits administrators as trusted sources for employee benefit information
- Surveying SEBB Organizations on their open enrollment experience

SEBB 2021 open enrollment period

October 26 through November 23, 2020

Questions?

More information:

Michelle George
Communications Manager for Employees
and Retirees Benefits

HCA Communications
michelle.george@hca.wa.gov

TAB 6



Stakeholder Training Update

Jesse Paulsboe, Manager
ERB Employer Outreach & Training Unit
Employees and Retirees Benefits Division
June 4, 2020

Benefits Administrator Training: Webinars

(February – May 2020)

- As the SEBB Program begins to stabilize and transition into a steady state, O&T continued training Benefits Administrators (BAs) with a series of webinars from February through April 2020.
- Topics included:
 - ✓ Feb 21: Appeals Process – (Transition to Steady State)
 - ✓ March 6: SEBB My Account Training (SMA changes and new permissions)
 - ✓ March 20: Making Changes and Additions (Special Open Enrollments)
 - ✓ April 1: Terminations/Loss of Eligibility
 - ✓ April 17: Eligibility Training (Newly-Eligible Employees)
 - ✓ May 1: End of School Year Training
- Webinars have been recorded for viewing at a later date if needed.

Benefits Administrator Training: Webinars

(May - August 2020)

ERB O&T will continue its webinar series from May through August. Below is the current schedule for the upcoming webinars:

May 15 – Changes Related to COVID-19

May 29 – Eligibility and Notification Worksheets C and D

June 12 – Special Open Enrollment (SOE) Events

June 26 – Retirement, Accounting, and Billing

July 31 – Error Correction

Aug 14 – Preparing for the Upcoming School Year

Questions?

More Information:

<https://www.hca.wa.gov/sebb-benefits-admins>

Jesse Paulsboe, Manager
Employer Outreach & Training Unit
Employees and Retirees Benefits Division

Jesse.paulsboe@hca.wa.gov