

Public Employees Benefits Board Meeting

January 30, 2014

Public Employees Benefits Board Meeting

January 30, 2014

9:30 a.m. – 11:30 a.m.

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

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AGENDA

Public Employees Benefits Board

January 30, 2014

9:30 a.m. – 11:30 a.m.

Health Care Authority
Cherry Street Plaza
Sue Crystal Rooms A & B
626 8th Avenue SE
Olympia, WA 98501

Conference Call Dial In: 1-888-450-5996, Participant Passcode: 546026

9:30 a.m.	Welcome and Introductions		Dorothy Teeter	
9:40 a.m.	Approval July 17, 2013 Minutes	TAB 3	Dorothy Teeter	Action
9:50 a.m.	2014 SmartHealth Wellness Program	TAB 4	Scott Pritchard	Information
10:30 a.m.	2014 Mid-Year Rules	TAB 5	Mary Fliss Barb Scott	Information
11:00 a.m.	PEB Board Policy Resolutions Vote	TAB 5	Dorothy Teeter Mary Fliss Barb Scott	Action
11:30 a.m.	Adjourn			

The Public Employees Benefits Board will meet Thursday, January 30, 2014, at the Health Care Authority, Sue Crystal Rooms A & B, 626 8th Avenue SE, Olympia, WA. The Board will consider all matters on the agenda.

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

Direct email to: board@hca.wa.gov

Materials posted at: www.hca.wa.gov/pebb/Pages/board_meeting_schedule.aspx

PEB Board Members

Name	Representing
Dorothy Teeter, Director Health Care Authority 626 8 th Ave SE PO Box 42713 Olympia WA 98504-2713 V 360-725-1523 dorothy.teeter@hca.wa.gov	Chair
Greg Devereux, Executive Director Washington Federation of State Employees 1212 Jefferson Street, Suite 300 Olympia WA 98501 V 360-352-7603 greg@wfse.org	State Employees
Vacant*	K-12
Gwen Rench 3420 E Huron Seattle WA 98122 V 206-324-2786 gwenrench@covad.net	State Retirees
Lee Ann Prielipp 29322 6 th Ave SW Federal Way WA 98023 V 253-839-9753 leeannwa@comcast.net	K-12 Retirees

PEB Board Members

Name

Representing

Susan Lucas
Chief Operations Officer
Health Care Authority
PO BOX 45502
Olympia, WA 98504-5502
V 360-725-1703
susan.lucas@hca.wa.gov

Benefits Management/Cost Containment

Yvonne Tate
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Benefits Management/Cost Containment

Marilyn Guthrie
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Seattle WA 98121
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mguthrie@qliance.com

Benefits Management/Cost Containment

Harry Bossi*
3707 Santis Loop SE
Lacey WA 98503
V 360-689-9275
hbossi@comcast.net

Benefits Management/Cost Containment

Legal Counsel

Melissa Burke-Cain, Assistant Attorney General
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Olympia WA 98504-0109
V 360-664-4966
melissab@atg.wa.gov

*non-voting members



Washington State Health Care Authority
Public Employees Benefits Board

P.O. Box 42713 • Olympia, Washington 98504-2713
360-725-0856 • TTY 711 • FAX 360-586-9551 • www.pebb.hca.wa.gov

2014 Public Employees Benefits Board Meeting Schedule

The PEB Board meetings will be held at the Health Care Authority, Sue Crystal Center, Rooms A & B, 626 8th Avenue SE, Olympia, WA 98501. The meetings begin at 1:30 p.m., unless otherwise noted below.

December 11, 2013 (Board Retreat) 9:00 a.m. – 3:00 p.m.

March 19, 2014

April 16, 2014

May 28, 2014

June 25, 2014

July 9, 2014

July 16, 2014

July 23, 2014

December 10, 2014 (Board Retreat) 9:00 a.m. – 3:00 p.m.

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

OFFICE OF THE CODE REVISER
STATE OF WASHINGTON
FILED

DATE: July 18, 2013

TIME: 1:05 PM

WSR 13-15-090

2015 PEBB PROCUREMENT CALENDAR

March 19	Board Meeting
April 16	Board Meeting
May 28	Board Meeting: Budget, Open Enrollment Summary, & Procurement Brief Request for Proposals Issued to Fully-insured Plans. Initial Proposal Brief & Budget Update.
	Proposals Due
June 25	Board Meeting: Procurement Update, Eligibility Scope, & Policy Brief
July 9	Board Meeting: Recommended Resolutions <ul style="list-style-type: none">• Plan Design• Employee Premiums• Medicare Explicit Subsidy• Eligibility Policy (if needed)
July 16	Board Meeting: Resolution Vote
July 23	Board Meeting if needed

Updated 8/23/13

PEB BOARD BY-LAWS

ARTICLE I

The Board and its Members

1. Board Function—The Public Employee Benefits Board (hereinafter “the PEBB” or “Board”) is created pursuant to RCW 41.05.055 within the Health Care Authority; the PEBB’s function is to design and approve insurance benefit plans for State employees and school district employees.
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 41.05.055. Board members shall serve two-year terms. A Member whose term has expired but whose successor has not been appointed by the Governor may continue to serve until replaced.
4. Non-Voting Members—Until there are no less than twelve thousand school district employee subscribers enrolled with the authority for health care coverage, there shall be two non-voting Members of the Board. One non-voting Member shall be the Member who is appointed to represent an association of school employees. The second non-voting Member shall be designated by the Chair from the four Members appointed because of experience in health benefit management and cost containment.
5. Privileges of Non-Voting Members—Non-voting Members shall enjoy all the privileges of Board membership, except voting, including the right to sit with the Board, participate in discussions, and make and second motions.
6. 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 Administrator shall serve as Chair of the Board and shall preside at all meetings of the Board and shall have all powers and duties conferred by law and the Board’s By-laws. If the Chair cannot attend a regular or special meeting, he or she shall designate a Chair Pro-Tem to preside during such meeting.
2. Other Officers—(*reserved*)

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, except executive sessions *as permitted by law*, shall be conducted in accordance with the Open Public Meetings Act, Chapter 42.30 RCW.
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 10 days 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. Minutes summarizing the significant action of the Board shall be taken by a member of the HCA staff during the Board meeting, and an audio recording (or other generally-accepted) electronic recording shall also be made. The audio recording shall be reduced to a verbatim transcript within 30 days of the meeting and shall be made available to the public. The audio tapes shall be retained for six (6) months. After six (6) months, the written record shall become the permanent record. Summary minutes shall be provided to the Board for review and adoption at the next 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 at the meeting for 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 Member may attend a meeting in person or, by special arrangement and advance notice to the Chair, A Member may attend a meeting 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 PEBB 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 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 Member of the Board 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.
8. 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 [RONR]. Board staff shall provide a copy of *Robert's Rules* at all Board meetings.
9. 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.
10. State Ethics Law—Board Members are subject to the requirements of the Ethics in Public Service Act, Chapter 42.52 RCW.

ARTICLE VI

Amendments to the By-Laws and Rules of Construction

1. Two-thirds majority required to amend—The PEBB 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.

Public Employees Benefits Board
Meeting Minutes

D*R*A*F*T

July 17, 2013
Health Care Authority, Sue Crystal Rooms A & B
Olympia, Washington
1:00 p.m.

Members Present:

Dorothy Teeter
Greg Devereux
Lee Ann Prielipp
Gwen Rench
Susan Lucas
Harry Bossi
Yvonne Tate
Melissa Burke-Cain

Members Present via Phone:

Marilyn Guthrie

Call to Order

Dorothy Teeter, Chair, called the meeting to order at 1:00 p.m. Sufficient members were present to allow a quorum. Board and audience self-introductions followed.

Approval of July 10, 2013 PEBB Meeting Minutes

It was moved and seconded to approve the July 10, 2013 PEB Board meeting minutes as written. Minutes approved by unanimous vote.

PEBB 2014 Procurement Vote

Eight Procurement Resolutions were presented for a vote before the Board. All resolutions were approved without comment.

Procurement Resolution 1: Resolved, that the Non-Medicare Uniform Medical Plans, Group Health Cooperative Plans, and Kaiser Permanente Plans will administer the Diabetes Prevention Program.

Moved. Seconded. Approved.

Voting to Approve: 7

Voting No: 0

Procurement Resolution #2: Resolved, that the Non-Medicare Uniform Medical Plans will administer the Diabetes Control Program.

Moved. Seconded. Approved.

Voting to Approve: 7

Voting No: 0

Procurement Resolution #3: Resolved, that the Non-Medicare Kaiser Permanente Plans will administer a comprehensive Smoking Cessation Program at no cost to members.

Moved. Seconded. Approved.

Voting to Approve: 7

Voting No: 0

Procurement Resolution #4: Resolved, that the Non-Medicare and Medicare Uniform Medical Plans will eliminate the Ancillary Prescription Drug Charge.

Moved. Seconded. Approved.

Voting to Approve: 7

Voting No: 0

Procurement Resolution #5: Resolved, that the PEB Board endorses the Group Health Employee Premiums.

Moved. Seconded. Approved.

Voting to Approve: 7

Voting No: 0

Procurement Resolution #6: Resolved, that the PEB Board endorses the Kaiser Permanente Employee Premiums.

Moved. Seconded. Approved.

Voting to Approve: 7

Voting No: 0

Procurement Resolution #7: Resolved, that the PEB Board endorses the Uniform Medical Plans Employee Premiums.

Moved. Seconded. Approved.

Voting to Approve: 7

Voting No: 0

Procurement Resolution #8: Resolved, that the PEB Board endorses the maximum \$150 Employer Medicare Contribution, not to exceed 50% of plan premium, set forth in the legislative budget appropriation.

Moved. Seconded. Approved.

Voting to Approve: 7

Voting No: 0

Special Resolution #9

A special resolution was put before the Board for a vote to thank Elin Meyer of the Health Care Authority for her years of service to the PEB Board. She is retiring on August 30, 2013 and the Board wanted to recognize her efforts on behalf of PEBB Program members.

Resolution #9: Resolved, that the PEB Board recognizes and appreciates the 23 years of exemplary service provided by Elin Meyer in the procurement of benefits on behalf of PEBB members. Furthermore, the PEB Board and the Health Care Authority wish Ms. Meyer a long and happy retirement.

Moved. Seconded. Approved enthusiastically!

Voting to Approve: 8*

Voting No: 0

*For this particular resolution, Ms. Burke-Cain recommended we have non-voting member, Harry Bossi, vote on this one.

Many well wishes and comments were shared by vendors, staff, and Board members. Elin has touched many lives in her service to the state of Washington and our PEBB members.

Tony Sepanski, Washington Dental Service, shared his appreciation for Elin's assistance in learning the operations and her professionalism and patience in the process.

Patty McKeon, Group Health Cooperative, shared comments on behalf of **Bob O'Brien**, Executive Vice President of Group Health. He and his colleagues have always admired her ability to track operational requirements at a very detailed level while staying focused on the big picture! Patty also wanted to recognize Elin for her professionalism and her interest in making a partnership out of their relationship.

Hilary Getz, Account Manager at Kaiser Permanente, shared how extremely knowledgeable Elin is and such a historical vault of information, and always so patient! Elin is a fountain of knowledge, approachable, fair, and always striving to make things work for everyone.

Mary Perreault, with IMG employee benefits, shared how Elin put them at ease when she arrived to do an audit. She was very professional and nonthreatening and a joy to work with.

Yuen Chin, Chief Financial Officer with Willamette Dental Group, expressed what a pleasure it was to work with Elin for over twenty years. She represented the Health Care Authority well. Always professional, decisive but fair, honest and candid. She gained the respect of their entire organization.

Kim Wallace, Health Care Authority, shared comments from vendor representatives who were unable to attend. **Karen Gracey**, National Accounts Consultant with The Standard Insurance Company, will miss Elin's expertise, efficiency and her patience. The Standard team admired the tremendous advocacy she demonstrated toward state of Washington employees. **Joy Hartley**, National Account Manager with Liberty Mutual Insurance also appreciated their partnership with Elin. Elin was always engaged, responsive, and provided the honest feedback needed to improve their relationship.

The Board Members also appreciated Elin's service to the PEBB members.

Lee Ann Prielipp also appreciated Elin's professionalism, communication skills, and her patience in explaining Board processes and changes that were occurring.

Yvonne Tate wanted to thank Elin for being the one constant on the Board for all those years. Many directors have come and gone, but Elin has done a great job. Yvonne is retiring at the end of the year as well.

Greg Devereux also appreciated working two decades with Elin. She always had incredible energy and a smile. When someone didn't understand something, she would tell them, "That's not quite right, let me explain!"

Gwen Rench appreciated the detailed book and orientation Elin gave both her and Harry when they first joined the Board.

Harry Bossi wanted to thank Elin for her years of service. He is extremely impressed with all the attributes that the vendors and business partners shared. He is amazed at the legacy she is leaving.

Melissa Burke-Cain, PEB Board Legal Counsel, shared how much she appreciated Elin's amazing memory and amazing record keeping. Elin's been the institutional memory of HCA for a long time and she's never seen anyone in public service working with more integrity or more intensity than Elin over the years.

Lou McDermott, Health Care Authority, Public Employees Benefits Division Director, presented Elin with a gift from the Board to thank her for her years of service. She received a lovely vase with an engraved mirror to put it on.

Elin Meyer was very surprised and appreciative of the wonderful words from people she considers like a second family. She is going to miss the vendor relationships, the Board relationships, and the working partners within HCA. She's seen a lot of transition and it's all good and it will continue to evolve and grow.

Lou McDermott also shared the PEB Board meeting schedule for 2014 noting that the upcoming meetings will start at 1:30 and will still be on Wednesdays.

The next Board meeting is the Board Retreat scheduled for December 11, 2013 at the Health Care Authority starting at 9 a.m..

The meeting adjourned at 1:37 p.m.

Washington State
Health Care Authority

PEBB Wellness Plan - SmartHealth

January 30, 2014

Scott Pritchard
Health Management
PEB Division



Worksite Wellness

- Onsite health programs
- Biometric screenings
- Weight Watchers at Work
- Agency challenges
- Agency Wellness designation

PEBB Benefits

- Free preventive care
 - Chronic condition management
 - Tobacco cessation
 - Health assessment incentives
- NEW**
- Diabetes prevention
 - Diabetes control
 - Own Your Health education campaign
- FUTURE**
- Wellness incentive program
 - Central web access to wellness resources

Executive Order

Content

- Wellness Incentive Program
 - Steering Committee established and has provided recommendations
- NOT ME (Diabetes Prevention Program)
- Worksite Wellness program
- Food Guideline

NOT ME

Diabetes Prevention Program

- NOT ME program description
- Current Status
 - Testing events
 - Classes scheduled
- What's Next
 - Goal: Offer to 60% of employees in 2014
 - Evaluating virtual DPP product and applications
 - Evaluate participation and outcomes

Worksite Wellness

Expected Outcomes

- Assist Agencies and Higher Education Institutions to Develop a Supportive “Culture of Health”
 - Part of the SmartHealth program
 - Aligned with PEBB program goals
 - Uniquely structured by each agency and higher education institution

PEBB Wellness Plan SmartHealth

Expected Outcomes:

- Engage Employees and their families in taking responsibility for their health and using benefits wisely
- Improve the health status of PEBB program members
- Positive impact on the medical cost trend and productivity

SmartHealth Incentive

- 2014
 - Qualifying year
- 2015
 - Incentive Delivered

SmartHealth

Qualifying Actions

By June 30, 2014, employees and other subscribers in the non-medicare risk pool:

1. Complete the Health Assessment offered through your health plan
and
2. Select a Primary Care Provider (PCP)
and

SmartHealth

Qualifying Actions

3. Attest that you will complete one of the following activities in calendar year 2014

- Diabetes Prevention Program (DPP) for members who have pre-diabetes
- Diabetes Control Program (DCP) for members who have diabetes
- Smoking Cessation program for members who use tobacco products
- Weight Management program, such as one offered through your health plan or other program not covered by your health plan, such as Weight Watchers or Jenny Craig

SmartHealth

Qualifying Actions

- Physical Activity: At least 90 minutes of moderate to vigorous activity per week per week for at least 10 consecutive weeks, such as walking, running, or other aerobic activity
- Healthy Food Selection: eat 6 or more vegetable/fruit servings per day for at least 10 consecutive weeks
- Work with your PCP to get all recommended preventive care, such as immunizations and screenings

SmartHealth

Incentive Amount and Delivery

Incentive Amount

- \$125 in the Governor's budget
- Subject to Legislative modification

Incentive Delivery

- Subscriber deductible reduced, family deductible capped at \$625 (reduced from \$750)
- CDHP: A direct one-time deposit into the HSA at the beginning of the year

Questions?

Scott Pritchard

Health Management

360-725-1210

scott.pritchard@hca.wa.gov

Washington State Health Care Authority

Surcharge & Wellness Rule Making

January 30, 2014

Mary Fliss
Deputy Director
PEB Division

Barb Scott
Policy and Rules Manager
PEB Division

Purpose of Briefing

- Information: Provide information related to the scope of the rule making
- Board Action: Vote on policy resolutions

Scope of the Rule Making

- Implement Premium Surcharges
- Implement a Wellness Incentive Program

Implement Premium Surcharges

Tobacco use surcharge of \$25

- Administrative decisions are being made by HCA:
 - The timeframe in which a subscriber has to attest to the use of tobacco
 - Employer Groups to require employees to pay the premium surcharge
- The Board to take action on policy decisions:
 - Defining tobacco use and tobacco product
 - A subscriber's account will incur a premium surcharge if he or she fails to attest to the tobacco use status of all enrolled members

Implement Premium Surcharges

Spousal surcharge of \$50

- Administrative decisions are being made by HCA:
 - The timeframe in which a subscriber has to attest
- The Board to take action on policy decisions:
 - A subscriber's account will incur a premium surcharge if he or she fails to attest whether an enrolled spouse or domestic partner chose not to enroll in other employer-based coverage that has premiums less than 95% of the UMP Classic's premiums and benefits with an actuarial value of at least 95% of the actuarial value of the UMP Classic's benefits

Implement a Wellness Incentive Program

Implement a Wellness Incentive Program

- Administrative decisions are being made by the HCA based on recommendations from the Health and Wellness Steering Committee:
 - Specific activities required
 - Type and amount of incentive by product
- The Board to take action on policy decisions:
 - Who is eligible to participate in the Wellness Incentive Program
 - Who is eligible to receive a Wellness Incentive in 2015
 - When program requirements must be completed

PEB Board Policy Resolutions

Policy Resolution #1

Resolved that all subscribers, except subscribers who are enrolled in both Medicare parts A and B and are in the Medicare risk pool, are eligible to participate in the PEBB Wellness Incentive Program.

Policy Resolution #2

Resolved that to receive a PEBB Wellness Incentive in the following plan year, eligible subscribers must complete PEBB Wellness Incentive Program requirements by the latest date below:

- June 30, or
- Within sixty days after the effective date of their PEBB medical, but no later than December 31

Policy Resolution #3

Resolved that the PEBB Wellness Incentive Program requirements are:

- Select a primary care provider
- Complete the health assessment
- Begin a wellness program activity

Policy Resolution #4

Resolved that tobacco products means any product made with or derived from tobacco that is intended for human consumption, including any component, part, or accessory of a tobacco product. This includes, but is not limited to, cigars, cigarettes, chewing tobacco, snuff, and other tobacco products. It does not include U.S. Food and Drug Administration (FDA) approved quit aids or e-cigarettes until their tobacco related status is determined by the FDA.

Policy Resolution #5

Resolved that tobacco use means any use of tobacco products within the past two months. Tobacco use, however, does not include religious or ceremonial use of tobacco.

Policy Resolution #6

Resolved that a subscriber's account will incur a surcharge if he or she fails to attest that:

- Any enrollee on his or her medical plan engages in tobacco use; and
- Whether a spouse or domestic partner, enrolled on his or her medical plan, chose not to enroll in other employer-based coverage that has premiums less than 95% of the UMP Classic's premiums and benefits with an actuarial value of at least 95% of the actuarial value of the UMP Classic's benefits.

Next Steps

- March: Publish proposed amendments and new rules in the Washington State Register
- March: Conduct public hearing and adopt final rules
- April (May): Effective date of rules

Questions?

Mary Fliss, Deputy Division Director,
PEB Division

Mary.Fliss@HCA.WA.GOV

Tel: 360-725-0822

Barb Scott, Policy and Rules Manager,
PEB Division

Barbara.Scott@HCA.WA.GOV

Tel: 360-725-0830

PUBLIC EMPLOYEES BENEFITS BOARD
January 30, 2014 Meeting
Resolution on policies that will take effect July 1, 2014

Resolution #1 – PEBB Wellness Incentive Program Eligibility

Resolved that all subscribers, except subscribers who are enrolled in both Medicare parts A and B and are in the Medicare risk pool, are eligible to participate in the PEBB Wellness Incentive Program.

Resolution #2 – PEBB Wellness Incentive Eligibility

Resolved that to receive a PEBB Wellness Incentive in the following plan year, eligible subscribers must complete PEBB Wellness Incentive Program requirements by the latest date below:

- June 30, or
- Within sixty days after the effective date of their PEBB medical, but no later than December 31

Resolution #3 - PEBB Wellness Incentive Program Requirements

Resolved that the PEBB Wellness Incentive Program requirements are:

- Select a primary care provider
- Complete the health assessment
- Begin a wellness program activity

Resolution #4 – Tobacco Products Defined

Resolved that tobacco products means any product made with or derived from tobacco that is intended for human consumption, including any component, part, or accessory of a tobacco product. This includes, but is not limited to, cigars, cigarettes, chewing tobacco, snuff, and other tobacco products. It does not include U.S. Food and Drug Administration (FDA) approved quit aids or e-cigarettes until their tobacco related status is determined by the FDA.

Resolution #5 – Tobacco Use Defined

Resolved that tobacco use means any use of tobacco products within the past two months. Tobacco use, however, does not include religious or ceremonial use of tobacco.

Resolution #6 – Subscribers Must Provide an Attestation

Resolved that a subscriber's account will incur a surcharge if he or she fails to attest that:

- Any enrollee on his or her medical plan engages in tobacco use; and
- Whether a spouse or domestic partner, enrolled on his or her medical plan, chose not to enroll in other employer-based coverage that has premiums less than 95% of the UMP Classic's premiums and benefits with an actuarial value of at least 95% of the actuarial value of the UMP Classic's benefits.