

2026 SEBB Employee Monthly Medical Premiums

Effective January 1, 2026

The amounts below are the monthly costs for SEBB medical coverage. There are no employee premiums for dental, vision, basic life insurance, basic accidental death and dismemberment insurance, and employer-paid long-term disability insurance. These benefits are paid for by your employer. The term "spouse" is interchangeable with "state-registered domestic partner."

What you pay	Managed Care and Health Maintenance Organization (HMO) Plans							
	Kaiser Permanente NW			Kaiser Permanente WA				Premera
	Plan 1	Plan 2	Plan 3	Core 1	Core 2	Core 3	SoundChoice	HMO
Subscriber only	\$83	\$119	\$294	\$24	\$66	\$246	\$130	\$21
Subscriber & spouse	\$166	\$238	\$588	\$48	\$132	\$492	\$260	\$42
Subscriber & children	\$145	\$208	\$515	\$42	\$116	\$431	\$228	\$37
Subscriber, spouse, & children	\$249	\$357	\$882	\$72	\$198	\$738	\$390	\$63

What you pay	Preferred Provider Organization (PPO) Plans							
	Kaiser Permanente WA Options			Premera		Uniform Medical Plan		
	Summit PPO 1	Summit PPO 2	Summit PPO 3	High PPO	Standard PPO	Achieve 1	Achieve 2	High Deductible
Subscriber only	\$45	\$134	\$287	\$157	\$108	\$47	\$135	\$35
Subscriber & spouse	\$90	\$268	\$574	\$314	\$216	\$94	\$270	\$70
Subscriber & children	\$79	\$235	\$502	\$275	\$189	\$82	\$236	\$61
Subscriber, spouse, & children	\$135	\$402	\$861	\$471	\$324	\$141	\$405	\$105

Uniform Medical Plan (UMP) is administered by Regence Blue Shield and ArrayRx.

Medical premium surcharges

Two premium surcharges may apply in addition to your monthly medical premium. You will be charged for them if you do not attest when required or as described below.

- A monthly \$25-per-account medical premium surcharge will apply if you or any dependent (age 13 or older) enrolled in SEBB medical coverage uses tobacco products.
- A monthly \$50 medical premium surcharge will apply if you enroll a spouse or state-registered domestic partner in SEBB medical coverage and they have chosen not to enroll in another employer-based group medical plan that is comparable to SEBB's UMP Classic.

Visit HCA's website at hca.wa.gov/sebb-employee under *Surcharges* for more information.

HCA is committed to providing equal access to our services. If you need an accommodation, or require documents in another format, please contact your payroll or benefits office.

HCA's Privacy Notice: HCA will keep your information private as allowed by law. To see our Privacy Notice, go to hca.wa.gov.