


# Title: Special Open Enrollment (SOE)

## Policy 45-2

<b>Contact:</b>	Rules Specialist, ERB Division	<b>Effective:</b>	January 1, 2018
		<b>Rescinded:</b>	
<b>Associated RCW:</b>	41.05.320	<b>Supersedes:</b>	
<b>Associated WAC:</b>	182-08-198 182-08-199 182-12-128 182-12-262		
<b>Assoc. fed law/reg:</b>	26 USC § 105(b) 26 USC § 129 26 USC § 152 26 USC § 223 26 USC § 125 26 CFR § 1.125-4	<b>Owner:</b>	Policy & Rules Manager, ERB Division
<b>Associated Procedures:</b>			
<b>Associated Forms &amp; Communication</b>	Addendum 45-2A State of Washington Salary Reduction Plan	<b>Approved by:</b>	 Acting ERB Director
		<b>Position:</b>	ERB Division Director
		<b>Date approved:</b>	12/1/2017

### Purpose:

This policy applies whenever a subscriber requests an enrollment change or election change outside of the Public Employees Benefits Board (PEBB) annual open enrollment period.

### Policy:

1. The PEBB Program and employing agencies must use Addendum 45-2A when processing a subscriber's request to change his or her enrollment or his or her dependent's enrollment under a PEBB health plan (medical or dental).
2. The PEBB Program and employing agencies must use Addendum 45-2A when processing an employee's request to change his or her election under the state's salary reduction plan.
3. A PEBB subscriber must use Addendum 45-2A when determining if he or she is allowed to change enrollment in a PEBB health plan (medical or dental) or to change an election under the state's salary reduction plan.