

SEBB Update



SEB Board approves four medical plan premium resolutions

On Thursday, July 25, 2019, the **School Employees Benefits Board** (SEB Board) approved four resolutions for employee medical plan premium contributions. The premium contributions apply to SEBB Program medical insurance plans, which will be offered to eligible employees of Washington's school districts and charter schools, and represented employees of educational service districts, with coverage starting January 1, 2020.

Resolutions

The SEB Board approved the following resolutions at the July 25 meeting.

- **KPNW Medical Premiums (SEBB 2019-12)**
The SEB Board endorses the Kaiser Foundation Health Plan of the Northwest employee premiums.
- **KPWA Medical Premiums (SEBB 2019-13)**
The SEB Board endorses the Kaiser Foundation Health Plan of Washington employee premiums.
- **KPWAO Medical Premiums (SEBB 2019-14)**
The SEB Board endorses the Kaiser Foundation Health Plan of Washington Options, Inc. employee premiums.
- **UMP Medical Premiums (SEBB 2019-16)**
The SEB Board endorses the Uniform Medical Plan employee premiums.

The resolutions were first reviewed at the July 18 SEB Board meeting. A recap of both meetings is provided below.

The SEB Board voted to postpone the vote on Premera's medical premiums until its August 1, 2019 meeting. Premera submitted revised, unsolicited, lower rates on the afternoon of July 17, which could not be evaluated and presented at the SEB Board's July 18 meeting. After some discussion and public comments, the SEB Board voted to postpone a vote on the Premera rates one week.

July 25 SEB Board meeting recap

The following informational items were presented to the SEB Board. To get all of the materials presented at the July 25 SEB Board meeting, **view the briefing book**.

- Megan Atkinson, HCA's chief financial officer, presented the SEBB Program premium resolutions. Atkinson's presentation also included:
 - A breakdown of the SEBB Program funding rate and its components.
 - Information on the employee and employer medical premium contributions by plan, and by tier for employee premiums.
 - Information about Premera's revised rates submitted on July 17.
 - For complete information on the proposed premiums, see pages 96–102 of the **July 25 briefing book**.
- Rochelle Andrade, SEBB Program communications supervisor, Jesse Paulsboe, ERB Division outreach and training manager, and Michelle George, ERB Division communications manager, presented on the SEBB Program member experience, including:
 - Member communications to date;
 - Upcoming member communications in preparation for the first annual open enrollment;
 - The online, paper, and in-person paths for employees to receive information about the SEBB Program
 - In-person benefits fairs occurring September 30 through November 7, and the online virtual benefits fair that begins October 1; and
 - An introduction to ALEX, the online benefits advisor, which school employees can access when first annual open enrollment begins on October 1.

July 18 SEB Board meeting recap

The SEB Board also met July 18, 2019, but did not take action on any resolutions. To get all of the materials presented at the July 18 SEB Board meeting, [view the July 18 briefing book](#).

- Emily Transue, HCA's associate medical director, and Ryan Ramsdell, Accountable Care Program account manager, gave a presentation on the SEBB Program's Uniform Medical Plan (UMP) Plus plan. The two UMP Plus networks starting in 2020 are:
 - The Puget Sound High Value Network (PSHVN), covering King, Kitsap, Pierce, Snohomish, Thurston, and Yakima counties; and
 - The UW Medicine Accountable Care Network (UW Medicine ACN), covering King, Kitsap, Pierce, Skagit, Snohomish, Spokane, and Thurston counties.
- Lauren Johnston, SEBB Program senior account manager, presented the proposed medical plan service areas.
 - All school employees will be offered a selection of plans based on their county of residence. Some school employees may have additional plan options if they work in a district that crosses county lines, or is in a county that borders Idaho or Oregon.
 - See pages 92-96 of the [July 18 briefing book](#) for maps with plan availability by county and information on the additional plan options for employees in some districts.
- Megan Atkinson presented the proposed SEBB Program premium contributions and resolutions to endorse those premiums. For complete information on the proposed premiums, see pages 126-129 of the [July 18 briefing book](#).
- Marcia Peterson, ERB Division benefit strategy and design manager, presented information on the intended default plans for school employees who do not take action to select SEBB Program coverage, or elect to waive coverage, within the required

enrollment period. The intended defaults are for employee-only coverage.

- **Medical:** UMP Achieve 1, with a \$33 monthly premium. This plan is available in all counties.
- **Dental and vision:** Employees will be defaulted into Uniform Dental Plan and MetLife vision coverage. Employees will not pay a monthly premium for either dental or vision coverage and cannot waive these coverages.
- If defaulted, the employees will also be charged the \$25-per-account tobacco use premium surcharge.

Coming August 1

The following resolution was first introduced at the July 18 SEB Board meeting, and introduced as seen below at the July 25 board meeting. The board will take action on a Premera medical premium resolution at its August 1 meeting.

- Premera Medical Premiums (SEBB 2019-15)
The SEB Board endorses the Premera employee premiums as presented at the July 25, 2019 board meeting.

SEBB Program development continues

- See our [SEBB Program fact sheets](#).
- Read [all the resolutions passed by the SEB Board](#) so far.

For more information

You can find more information about the SEB Board on the [SEBB Program webpage](#).