

# Public Employees Benefits Board Meeting

May 28, 2020

## Public Employees Benefits Board

May 20, 2020

12:00 p.m. – 3:30 p.m.

### Attendance by Telephone Only

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

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**TAB 1**

## AGENDA

Public Employees Benefits Board  
May 28, 2020  
12:00 p.m. – 3:30 p.m.

Aligning with [Governor's Proclamation 20-28](#),  
all Board Members and public attendees  
will only be able to attend telephonically.

To attend telephonically:

Call-in Number: 1-844-222-3810  
Conference ID: 4645462

[Join Skype Meeting](#)  
(Audio and visual access)

12:00* p.m.	<b>Welcome &amp; Introductions</b>		Sue Birch, Chair	
12:10 p.m.	<b>Executive Session</b>			
1:00 p.m..	<b>Meeting Reconvenes</b>		Sue Birch, Chair	
1:05 p.m.	<b>Meeting Overview</b>		Dave Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information/ Discussion
1:10 p.m.	<b>Follow Up From April Meeting</b>		Dave Iseminger, Director ERB Division	Information/ Discussion
1:15 p.m.	<b>UMP Additional Plan Proposal</b>	TAB 3	Megan Atkinson, Chief Financial Officer, Financial Services Division  Shawna Lang, Account Manager ERB Division	Action
1:30 p.m.	<b>UMP Vision Proposal</b>	TAB 4	Shawna Lang, Account Manager ERB Division	Action
1:45 p.m.	<b>Expanding PEBB Medicare Options Update</b>	TAB 5	Ellen Wolfhagen, Senior Account Manager, ERB Division	Information/ Discussion
2:30 p.m.	<b>Policy Resolutions</b>	TAB 6	Rob Parkman, Policy & Rules Coordinator, ERB Division	Action
2:40 p.m.	<b>Annual Rate Process</b>	TAB 7	Megan Atkinson, Chief Financial Officer, Financial Services Division	Action
2:50 p.m.	<b>COVID-19: Potential Financial Impact</b>		Megan Atkinson, Chief Financial Officer, Financial Services Division	Information/ Discussion
3:10 p.m.	<b>Public Comment</b>			
3:30 p.m.	<b>Adjourn</b>			

**\*All Times Approximate**

The Public Employees Benefits Board will meet telephonically on Thursday, May 28, 2020. Due to COVID-19 and [Governor's Proclamation 20-28](#), Board Members and the public will only be able to attend this meeting via telephone.

The Board will consider all matters on the agenda plus any other emergency COVID-19 items that develop after publication of this agenda.

Pursuant to RCW 42.30.110(1)(l), 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 12:10 p.m. and conclude no later 1:00 p.m.

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

Direct e-mail to: [board@hca.wa.gov](mailto:board@hca.wa.gov).

Materials posted at: <http://www.pebb.hca.wa.gov/board/> by close of business on May 25, 2020, or as soon as possible in the event of additional COVID-19 matters materialize before the meeting convenes.

## PEB Board Members

Name	Representing
Sue Birch, Director Health Care Authority 626 8 <sup>th</sup> Ave SE PO Box 42713 Olympia WA 98504-2713 V 360-725-2104 <a href="mailto:sue.birch@hca.wa.gov">sue.birch@hca.wa.gov</a>	Chair
Leanne Kunze, Executive Director Washington Federation of State Employees 1212 Jefferson Street, Suite 300 Olympia WA 98501 V 800-562-6002 <a href="mailto:leanne.kunze@hca.wa.gov">leanne.kunze@hca.wa.gov</a>	State Employees
Elyette Weinstein 5000 Orvas CT SE Olympia WA 98501-4765 V 360-705-8388 <a href="mailto:elyette.weinstein@hca.wa.gov">elyette.weinstein@hca.wa.gov</a>	State Retirees
Tom MacRobert 4527 Waldrick RD SE Olympia WA 98501 V 360-264-4450 <a href="mailto:tom.macrobert@hca.wa.gov">tom.macrobert@hca.wa.gov</a>	K-12 Retirees
Tim Barclay 9624 NE 182 <sup>nd</sup> CT, D Bothell WA 98011 V 206-819-5588 <a href="mailto:tim.barclay@hca.wa.gov">tim.barclay@hca.wa.gov</a>	Benefits Management/Cost Containment

## PEB Board Members

Name	Representing
Yvonne Tate 1407 169 <sup>th</sup> PL NE Bellevue WA 98008 V 425-417-4416 <a href="mailto:yvonne.tate@hca.wa.gov">yvonne.tate@hca.wa.gov</a>	Benefits Management/Cost Containment
John Comerford* 121 Vine ST Unit 1205 Seattle WA 98121 V 206-625-3200 <a href="mailto:John.comerford@hca.wa.gov">John.comerford@hca.wa.gov</a>	Benefits Management/Cost Containment
Harry Bossi 19619 23 <sup>rd</sup> DR SE Bothell WA 98012 V 360-689-9275 <a href="mailto:harry.bossi@hca.wa.gov">harry.bossi@hca.wa.gov</a>	Benefits Management/Cost Containment
<b>Legal Counsel</b> Michael Tunick, Assistant Attorney General 7141 Cleanwater Dr SW PO Box 40124 Olympia WA 98504-0124 V 360-586-6495 <a href="mailto:MichaelT4@atg.wa.gov">MichaelT4@atg.wa.gov</a>	

\*non-voting member

5/22/20



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](http://www.pebb.hca.wa.gov)

**PEBB MEETING SCHEDULE**

**2020 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 8<sup>th</sup> Avenue SE, Olympia, WA 98501.

January 30, 2020 (Board Retreat) 9:00 a.m. – 3:00 p.m.

March 18, 2020 - Noon – 5:00 p.m.

April 15, 2020 - Noon – 5:00 p.m.

May 28, 2020 - Noon – 5:00 p.m.

June 17, 2020 - Noon – 5:00 p.m.

July 15, 2020 - Noon – 5:00 p.m.

July 22, 2020 - Noon – 5:00 p.m.

July 29, 2020 - Noon – 5:00 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: 1:23 PM**

**WSR 19-15-020**

**TAB 2**

## 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.

**TAB 3**



Washington State  
Health Care Authority

PUBLIC EMPLOYEES BENEFITS BOARD

# UMP Additional Plan Proposal

Shawna Lang  
Senior Account Manager  
ERB Division  
May 28, 2020

# Objectives

- Overview of proposed new plan
- PEBB benefit design comparison
- Resolution 2020-06

# Plan Name

- The HCA communications and marketing team worked on naming the UMP 82 AV plan and decided on:

UMP Select

# UMP Benefit Design Comparison

	PEBB Program			
	Uniform Medical Plan			
	Classic (~88 AV)	CDHP** (~88 AV)	UMP Plus (~89 AV)	UMP Select (Proposed)
Deductible (single / family)	\$250/ \$750	\$1,400/ \$2,800*^	\$125/ \$375	\$750/ \$2,250
Out-of-pocket Maximum (single/family)	\$2,000/ \$4,000	\$4,200/ \$8,400*^	\$2,000/ \$4,000	\$3,500/ \$7,000
Coinsurance	15%	15%	15%	20%

^ Combined medical and prescription drug deductible.

\* Out of pocket expenses for a single member under a family account are not to exceed \$6,900.

\*\* Employer contributes \$700/individual, \$1,400/family annually in an HSA.

# UMP Select Deductible Insights

- Can be reduced \$125 by earning the SmartHealth wellness incentive
- Under the collective bargaining agreement, many represented employees with lower annual earnings receive a \$250 employer contribution to a medical Flexible Spending Arrangement (FSA)

## UMP Select Deductible Insights (*cont.*)

- The \$2,250 family deductible includes an embedded per member \$750 max deductible
- Once the \$2,250 family deductible is reached, the plan begins paying for all covered services, even if some enrolled family members have not met their own deductible

# UMP Benefit Design Comparison

	PEBB Program			
Annual Costs/Benefits	Classic	CDHP	UMP Plus	UMP Select (Proposed)
Ambulance (air or ground, per trip)		20%		20%
Diagnostic tests, Laboratory, and X-rays		15%		20%
DME, Supplies, and Equipment		15%		20%
Emergency Room	\$75 + 15%	15%	\$75 + 15%	\$75 + 20%
Hearing (annual exam)	\$0	15%	\$0	\$0
Hearing (hardware)	\$800 benefit every 36 months	\$800 benefit every 36 months Subject to medical deductible	\$800 benefit every 36 months	\$800 benefit every 36 months
Home Health		15%		20%
Inpatient Services	\$200/day, up to \$600	15%	\$200/day, up to \$600	\$200/day, up to \$600
Outpatient Services		15%		20%

# UMP Benefit Design Comparison (*cont.*)

Annual Costs/Benefits	PEBB Program			
	Classic	CDHP	UMP Plus	UMP Select (Proposed)
Office Visit (primary care)	15%	15%	\$0	20%
Office Visit (urgent care)		15%		20%
Office Visit (specialist)		15%		20%
Office Visit (mental health)		15%		20%
Office Visit (chemotherapy)		15%		20%
Office Visit (radiation)		15%		20%
Preventive Care		\$0		\$0
Spinal Manipulations		15% Max 10 visits/year		20% Max 10 visits/year
Acupuncture		16 visits		16 visits
Massage Therapy		16 visits		16 visits
Physical Therapy (PT), Occupational Therapy (OT), Speech Therapy (ST), Neurodevelopmental Therapy (NDT)		15% (60 combined visits)		20% (60 combined visits)

# UMP Benefit Design Comparison (*cont.*)

	PEBB Pharmacy			
Annual Costs/Benefits	Classic	CDHP	UMP Plus	UMP Select (Proposed)
Rx Deductible	Tier 2 and specialty; \$100/ \$300	Applies to medical deductible	None	Tier 2 and specialty; \$250/ \$750
Rx Out-of-Pocket Limit	\$2,000 per member; \$4,000 family maximum	Applies to medical maximum	\$2,000 per member; \$4,000 family maximum	\$2,000 per member; \$4,000 family maximum
Retail: Value Tier	5% up to \$10	15%**	5% up to \$10	5% up to \$10
Retail: Tier 1 (generics)	10% up to \$25	15%**	10% up to \$25	10% up to \$25
Retail: Tier 2 (preferred brand)	30% up to \$75	15%**	30% up to \$75	30% up to \$75
Most Specialty Rx	30% up to \$75	15%**	30% up to \$75	30% up to \$75

\*Waived for preferred generic prescription drugs

\*\*After deductible met.

# UMP Select Similarities with UMP Classic

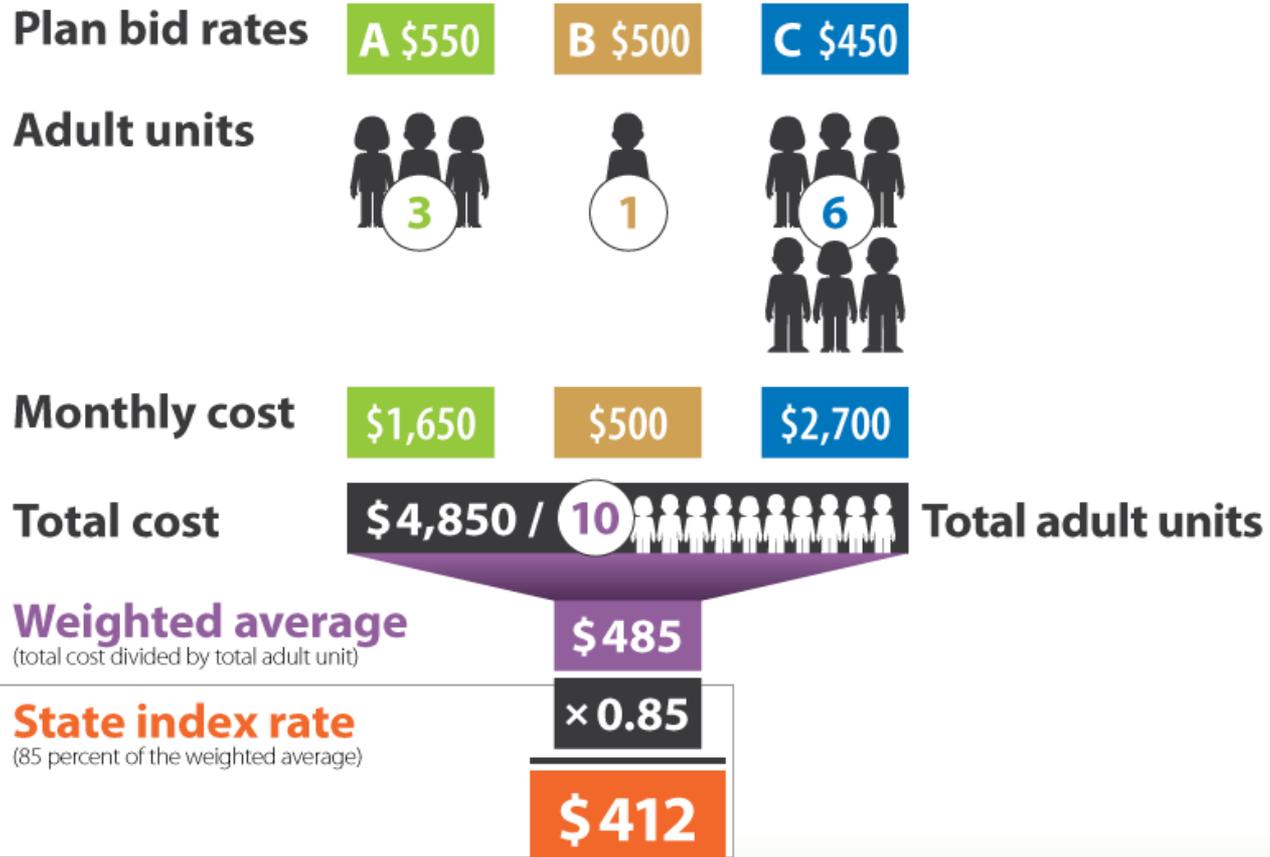
- Same provider network
- Same statewide service area (and nationwide/international BlueCard coverage)
- Same covered services, exclusions, and clinical policies
- Same treatment limits (chiropractic, acupuncture, massage, etc.)

# Employer and Employee Premiums

- Bid rates for the Uniform Medical Plans are developed to cover the best estimate projected cost for each individual plan and standardized by the projected risk score
- UMP Select will have a lower monthly employee premium contribution and a higher employee cost sharing
- The terms of the collective bargaining agreement specify the employer and employee premium share (85%/15% weighted average)

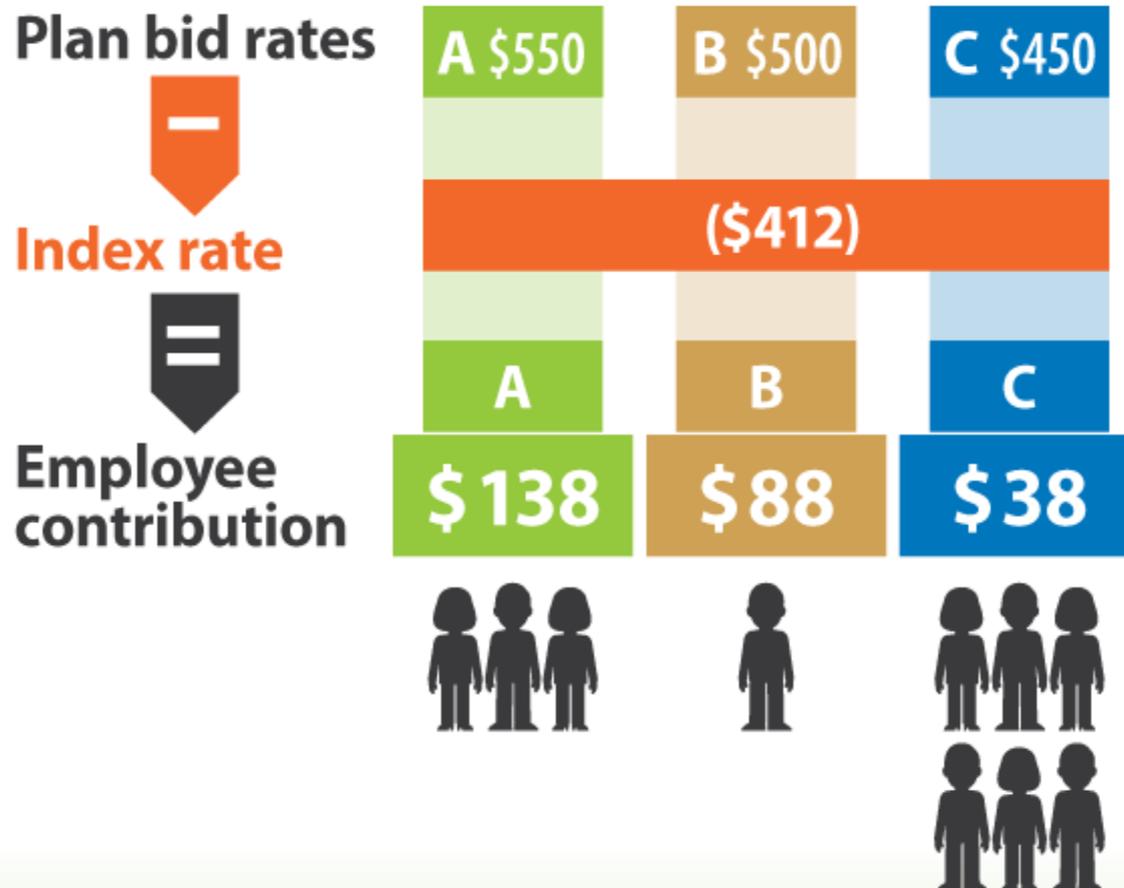
# Calculating the State Index Rate

## Sample Illustration



# Determining Employee Premiums

## Sample Illustration



# Determining Employee Premiums by Tier

## Sample Illustration

Plan		A	B	C
Employee contribution		\$ 138	\$ 88	\$ 38
Tiers				
Tier 1	1 	\$138	\$88	\$38
Tier 2	2  +\$10	\$286	\$186	\$86
Tier 3	1.75 	\$242	\$154	\$67
Tier 4	2.75  +\$10	\$390	\$252	\$115

\*Tiers 3 and 4 do not change when you go from one child to more than one child

# Rate Considerations for UMP Select

Rate development for UMP Select assumes:

- all membership will transfer from UMP Classic
- the plan will have the UMP Classic average risk score
- the bid rate will reflect only the difference in cost sharing
- For the 2021 UMP Select bid rates, the employee premium will be lower as the cost sharing is higher
- For the 2022 UMP Select bid rates, the level of enrollment will inform the risk score of the population selecting the plan and the projection of costs will become more refined

# Resolution PEBB 2020-06 Self-Insured Plan Offering

**Resolved that,** beginning January 1, 2021, the PEBB Program will offer a self-insured plan with the same covered services and exclusions, same provider networks, and same clinical policies as the Uniform Medical Plan Classic. The cost shares (deductible, out-of-pocket maximums, coinsurance for services, etc.) will be the same as the UMP Classic, except for the following:

# Resolution PEBB 2020-06

## Self-Insured Plan Offering (*cont.*)

- Annual Deductible (medical): \$750/\$2,250 (single/family)
- Annual Deductible (drug): \$250/\$750 (single/family)
- Out-of-Pocket Maximum (medical): \$3,500/\$7,000 (single/family)
- Coinsurances: 20%/80% (member/plan)

# Questions?

Shawna Lang, Senior Account Manager  
Employees and Retirees Benefits Division  
[shawna.lang@hca.wa.gov](mailto:shawna.lang@hca.wa.gov)

# Appendix

- Additional materials as presented at the April 15, 2020 Board Meeting

# PEBB Portfolio Employee Only Deductible Levels

	\$125	\$175	\$250	\$300	\$750	\$1,400 (CDHPs)
Uniform Medical Plans	X		X		<b>X</b> (Proposed)	X
Kaiser WA	X	X	X			X
Kaiser NW				X		X

Subscriber's deductible can be reduced by \$125 or \$125 is added to HSA account for CDHP enrollees, when SmartHealth incentive is earned.

# Proposed UMP ~82 AV Plan

## Member Considerations:

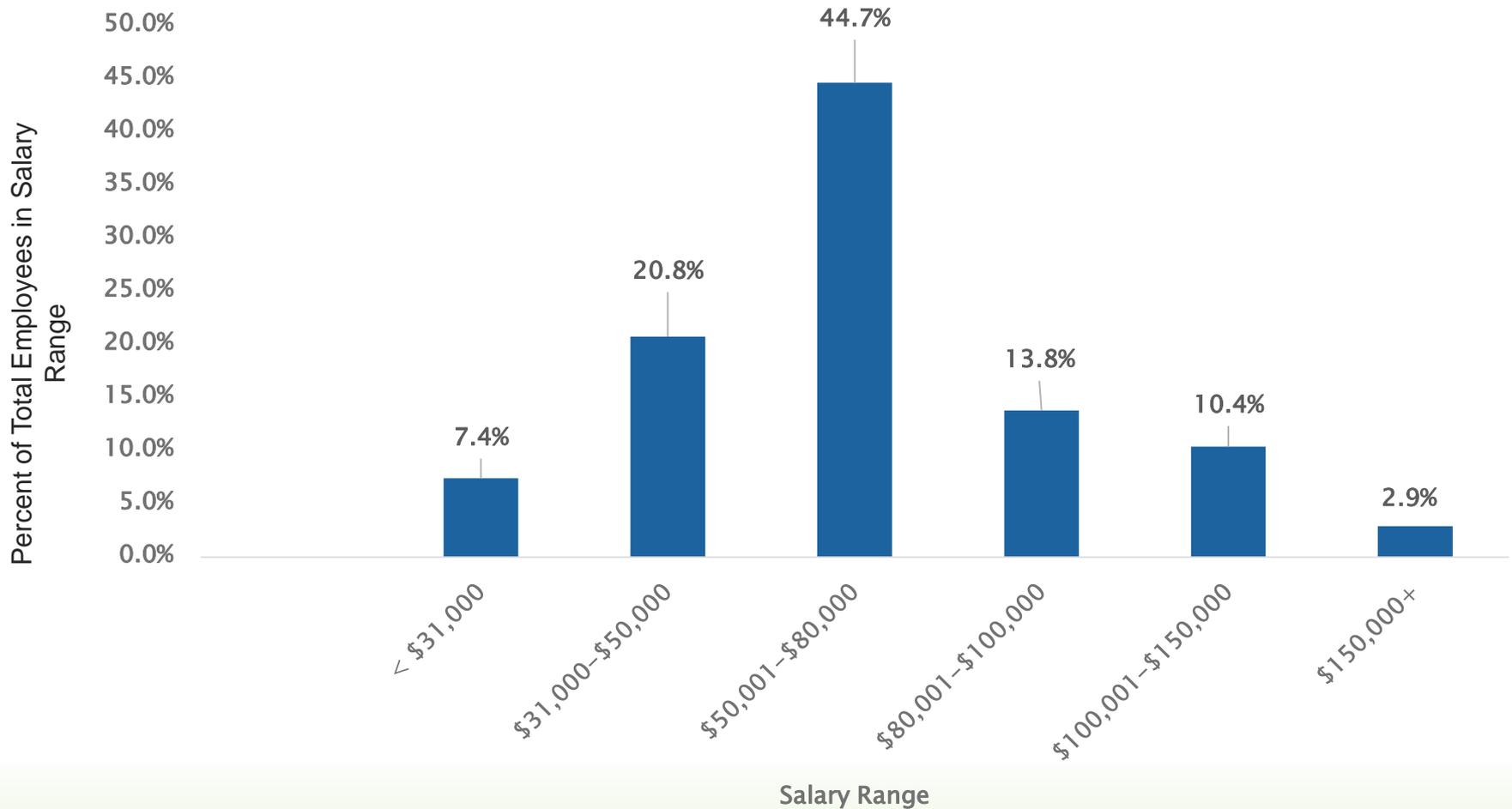
- An additional plan option with a mid-range deductible level (\$750), higher coinsurance (20%), and lower monthly premiums.
- A higher deductible means a lower premium, therefore, subscribers should be prepared to meet this deductible prior to the plan paying for services.
- Same provider network as UMP Classic.
- The UMP ~82 AV plan has the third highest SEBB Program enrollment during the first year of the Program, with 29,180 enrollees, of which 2% (or 691) defaulted into the plan.\*

# Proposed UMP ~82 AV Plan (*cont.*)

## Program and Board Considerations:

- This additional plan option could help add to the breadth of plan options for all income demographics within the PEBB Program population, but especially for employees who have less pay.

## PEBB Program Member Income (State and Higher Education Employees)



**TAB 4**



# UMP Vision Proposal

Shawna Lang  
Senior Account Manager  
Employees and Retirees Benefits Division  
May 28, 2020

# Background

- In CY 2018, UMP was reprocured and Regence included Vision Service Plan (VSP) in the bid for vision care
- For 2020, UMP's former Regence vision solution was continued for PEBB Program members for a term of one year only
  - This was done because of the many procurements needed for the SEBB Program and resource constraints

# PEBB UMP Current Vision Benefit

	Current PEBB UMP Benefit (Adults)	Current PEBB UMP Benefit (Children)
<b>Frequency</b>	12/24/24*	12/12/12*
<b>Benefit</b>	<p>\$150 maximum per 2 calendar years (limit resets every 'even' year)</p> <p>Contact fitting fee of \$65 every two years</p>	<p>1 set of frames and lenses is covered per child (through age 18) per benefit year or contact lens</p> <p>Scratch-resistant coating &amp; polycarbonate lenses are each limited one pair of lenses per year</p>
<b>Out-of-Network</b>	60% (50% for UMP Plus)	60% (50% for UMP Plus)

\* Exam/Lens/Frames or contacts

# Proposed PEBB UMP Adult Vision Benefit

Plan Option	Adults	Total Exam and Glasses Copay		Contact Lenses Exam and Fitting Copay		Frames or Elective Contacts Allowance	
		In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network
VSP Option	Frequency						
	12/24/24*	\$0	See Schedule	\$30	See Schedule	\$150	See Schedule
<b>Out-of- Network Schedule</b>		Eye exam: Up to \$45 Single-vision lenses: Up to \$30 Lined bifocal lenses: Up to \$50 Lined trifocal lenses: Up to \$65		Lenticular lenses: up to \$100 Elective contacts: Up to \$105 Necessary contacts: Up to \$210 Frames: Up to \$70			

\*Exam/Lens/Frames or contacts

Standard lenses are covered in full with a single exam and glasses copay, and include single-vision, lined bifocal, trifocal, lenticular, and standard progressive lenses.

VSP is on a calendar year basis, for example, if a member used their hardware benefit in March 2021, the member would become eligible again in January 2023.

Administered by VSP® Vision Care

# Proposed PEBB UMP Pediatric Vision Benefit

## 2021 Pediatric Plan – ACA Compliant (ATTACHED ONLY TO REGENCE CHOICE OR EXAM PLUS ALLOWANCE)

### Pediatric Vision Exam plus Allowance Administered by VSP

Vision Benefits (limited up to age 19)	Frequency	Cost Shares for All Covered Services		Dollar Limit
	12/12/12*	VSP Doctors \$0	Out-of- Network N/A	100% of Allowed Amount for Eligible Frames or Contacts (see benefit details below)
Out-of- network schedule	N/A			

Frames: Once Per calendar year  
Frequency: One frame per calendar year  
Out-of-Network: Not covered

Administered by VSP® Vision Care

\*Exam/Lens/Frames or contacts

# Overview Summary

## Advantages UMP Members

- Lower out-of-pocket cost for UMP members when using VSP providers
- Lower claims cost because of provider discounts
- Nationwide network of over 96,000 access points including popular retail chains like Costco<sup>®</sup> Optical, Walmart<sup>®</sup>, and Visionworks
- Collaborative management of members with a chronic condition like diabetes through Eye Health Management

## Possible Concerns

- Some members may need to find a VSP Choice network provider to receive highest level of benefits

# Resolution PEBB 2020-07 UMP Vision Benefits

**Resolved that,** beginning January 1, 2021, the vision benefits for all UMP plans in the PEBB Program will align with the coverage as presented at the April 15, 2020 Board Meeting.

# Questions?

Shawna Lang, Senior Account Manager  
Employees and Retirees Benefits Division  
[Shawna.lang@hca.wa.gov](mailto:Shawna.lang@hca.wa.gov)

## Popular Lens Enhancement Pricing For VSP Choice Plan



Prices shown under VSP Choice Plan® represent member out-of-pocket costs.

Non-covered lens options are dispensed with an average savings of 20%-25% off providers' charges.

VSP Choice Plan Lens Enhancements	U&C (Retail)		VSP Choice Plan	
<b>Plastic Dyes</b>				
Plastic Dye (except Pink 1 & 2)	\$30		\$15	
Plastic Dye Gradient	\$32		\$17	
<b>Scratch Resistant Coatings</b>				
Standard	\$25		\$17	
Premium	\$45		\$33	
<b>Ultra-Violet</b>				
UV Protection – Backside	\$23		\$10	
UV Protection	\$25		\$16	
<b>Anti-reflective Coatings</b>				
Standard – Crizal UV Kids, Reflection Free	\$85		\$41	
Premium – Crizal Easy UV, SuperClean	\$102		\$58	
Premium – Crizal Alizé UV,	\$118		\$69	
Custom – Crizal Avancé UV Kodak Clean'N'Clear	\$146		\$85	
<b>Photochromic Tints</b>				
	Single Vision <sup>1</sup>	Multifocal <sup>1</sup>	Single Vision <sup>1</sup>	Multifocal <sup>1</sup>
Glass – Photogray Extra	\$95	\$100	\$33	\$41
Plastic A – Transitions®	\$126	\$126	\$75	\$75
Plastic B – SunSync Elite & SunSync Elie XT	\$126	\$126	\$75	\$75
<b>Polycarbonate – Adults Only</b>				
	Single Vision <sup>1</sup>	Multifocal <sup>1</sup>	Single Vision <sup>1</sup>	Multifocal <sup>1</sup>
Standard	\$58	\$61	\$31	\$35
Progressive Lenses	N/A	\$65	N/A	\$35
<b>Oversized Lenses</b>				
	Single Vision <sup>1</sup>	Multifocal <sup>1</sup>	Single Vision <sup>1</sup>	Multifocal <sup>1</sup>
Over 61mm - Plastic	\$25	\$28	\$11	\$14
Over 61mm - Glass	\$30	\$30	\$13	\$18
<b>Progressive Lenses (Add-on Only)</b>				
	U&C (Retail)		VSP Choice Plan	
<b>Custom</b>				
<b>Progressive N</b> (Varilux S Fit, Varilux Physio Enhanced Fit, etc.)	\$284		\$175	
<b>Progressive O</b> (Varilux Physio 360, Hoyalux Summit cd iQ, etc.)	\$258		\$150	
<b>Premium</b>				
<b>Progressive F</b> (Definity, Hoya Summit cd, Varilux Physio, GT2, etc.)	\$164		\$105	
<b>Progressive J</b> (Varilux Comfort 2, Kodak Precise, etc.)	\$135		\$95	
<b>Standard</b>				
<b>Progressive K</b> (Ovation, Adapter, Hoyalux GP, Natural, VIP etc.)	\$102		Covered	

1. Prices shown reflect the standard plastic price for each respective category. Premium lens enhancement prices may vary. Prices are valid only through VSP Choice Network Providers and are subject to change without notice. Prices effective April 1, 2020.

U&Cs are based on VSP Doctor Nationwide U&Cs (March, 2020) – Retail costs will be higher

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**TAB 5**



# Expanding PEBB Medicare Options Update

Ellen Wolfhagen  
Senior Account Manager  
Employees and Retirees Benefits Division  
May 28, 2020

# Today's Agenda

- **Overview of MA-PD**
- **Benefit Design Comparison**
- **Board Process**
- **Communication Strategy**

# Medicare Advantage Plus Prescription Drug (MA-PD) Recap

- ▶ **MA-PDs are private insurance plans that cover all Medicare benefits, including Part D drug benefits**
  - CMS\* pays Medicare Advantage Organizations (MAOs) a capitated (per enrollee) subsidy to provide coverage for all Original Medicare\*\* benefits
  - Medicare Advantage plans set their own limits on how much members pay for covered services, which allows for plan customization
  - Many Medicare Advantage plans offer benefit enhancements over Original Medicare, such as vision, dental, hearing, and alternative therapies (chiropractic, acupuncture, massage)

\*CMS – Centers for Medicare & Medicaid Services

\*\*Medicare Parts A & B

# National MA-PD Coverage Recap

Some large Medicare Advantage Organizations (MAOs) are able to offer national MA-PD coverage through an Extended Service Area (ESA) waiver from CMS. These plans are called Non-differential PPO\* ESAs, and:

- Members are able to receive care from any Medicare-participating provider who accepts the plan
- Member cost-sharing levels are the same regardless of whether providers are 'in' or 'out' of the plan's network

\*PPO – Preferred Provider Organization

# MA-PD – A Proposed Addition to Medicare Coverage

- **MA-PD Plans in addition to current offerings**
- **UMP and Kaiser Medicare Advantage plans still available**
- **Premera Plan F and Plan G still available**

# Current Medicare Plans' Basic Medical

2020 Enrollment (members)\*

UMP Classic	Kaiser NW Senior Advantage	Kaiser WA Medicare Advantage
54,168	2,527	23,762

Medical Benefit Design - Highlights <sup>AAA</sup>			
Medical Deductible	\$250	\$0	\$0
Max Medical Benefit Out-of-Pocket	\$2,500	\$1,500	\$2,500
IP Services & IP Mental Health Cost Share	\$200/day (per admission)	\$500/admission <sup>**</sup>	\$200/day (per admission)
OP Services	15% <sup>***</sup>	\$50	\$200
OP Mental Health Care	15%	\$30/individual, \$15/group	\$0
PCP Office Visit	15%	\$30	\$20
Specialty Care	15%	\$30	\$20
Urgent Care	15%	\$35 office, \$50 ER	\$20
ER Copay	\$75 + 15%	\$50	\$65

\*As of January 2020. Premera Supplement Plans F/G not included

\*\* Kaiser NW IP Mental Health - 190 day lifetime maximum

\*\*\*Percentages represent member coinsurance

# Proposed MA-PD Basic Medical

<b>UHC Medicare Advantage plus Rx (MAPD) National PPO Plan 1</b>	<b>UHC Medicare Advantage plus Rx (MAPD) National PPO Plan 2</b>
--	--

<b>Basic Medical - Highlights</b>
-----------------------------------

Medical Deductible	\$0	\$0
Max Medical Benefit Out-of-Pocket	\$500	\$2,000
Inpatient Services	\$0	\$500/admission
PCP Office Visit	\$0	\$15
Specialty Care	\$0	\$30
ER/UC Copay	\$65 ER/\$15 UC	\$65 ER/\$15 UC

# Current Medicare Plans' Supplemental Benefits

	UMP Classic Medicare	Kaiser NW Senior Advantage	Kaiser WA Medicare Advantage
Supplemental Benefits <sup>^^^</sup>			
Chiropractic Care	10 visits	\$30/visit, 12 visits	\$20/visit, no limit
Acupuncture	16 visits	N/A	\$20/visit, 8 visits
Massage Therapy	16 visits	N/A	\$20/visit, 10 visits
Routine Vision Exams and Hardware <sup>^</sup>	\$0 exam, \$150 hardware	\$30 exam, \$150 hardware	\$20 exam, \$150 hardware
Routine Hearing Exams and Hearing Aids <sup>^^</sup>	\$0 exam \$800 plan coverage maximum	\$30 exam \$800 plan coverage maximum	\$20 exam \$800 plan coverage maximum
Gym Membership	N/A	Silver and Fit, \$0	Silver and Fit, \$0
Naturopathy	15%, unlimited	\$30/visit	\$20/visit, 3 visits/year
Counseling Services	15%	\$30/visit, SUD/BH	\$0, SUD
Wigs for Chemotherapy	\$100 lifetime	\$100 lifetime	-
Worldwide Travel	-	20% Medicare Allowed amt, \$1000 MOOP	\$20 UC/\$65 ER

<sup>^</sup>Vision hardware benefit every two years

<sup>^^</sup>Hardware benefit every three years

<sup>^^^</sup>Not inclusive of entire benefit package

# Current UMP Medicare CAM\*\* Utilization

Unique count of members who utilized at least the full benefit allowance				
	2017	2018	2019	Average
Chiropractic (10 visits)	6,107	6,099	6,016	6,074
Acupuncture (16 visits)	1,830	1,815	1,848	1,831
Massage (16 visits)	11,100	11,339	11,570	11,336

Unique count of members who utilized more than the full benefit allowance				
	2017	2018	2019	Average
Chiropractic (>10 visits)	299	276	227	267
Acupuncture (>16 visits)	7	8	11	9
Massage (>16 visits)	2,369	2,454	2,739	2,521

\*Limited to the UMP Classic Medicare population.

\*\*CAM = Chiropractic, Acupuncture, Massage

# Proposed MA-PD Supplemental Benefits

	UHC Medicare Advantage plus Rx (MAPD) National PPO Plan 1	UHC Medicare Advantage plus Rx (MAPD) National PPO Plan 2
	Supplemental Benefits	
Chiropractic Care	\$0, 20 combined visits	\$15, 20 combined visits
Acupuncture		
Massage Therapy	\$0, 30 visits	\$15, 30 visits
Routine Vision Exams and Hardware <sup>^</sup>	\$0 exam annually, \$300 hardware <sup>^</sup>	\$0 exam annually, \$300 hardware <sup>^</sup>
Routine Hearing Exams and Hearing Aids <sup>^^</sup>	\$0 annual exam, \$2500 hardware/5yrs	\$0 annual exam, \$2500 hardware/5yrs
Gym Membership (Silver Sneakers, OptumCare Fit)	\$0	\$0
Naturopathy	\$30 copay, no visit limit	\$30 copay, no visit limit
Tobacco Cessation Counseling Services	5 "Quit-for-Life" scheduled counseling visits, unlimited calls to a Specialist	5 "Quit-for-Life" scheduled counseling visits, unlimited calls to a Specialist
OTC Drug Benefit	\$40 allowance/quarter	\$40 allowance/quarter
Post-Discharge Meals	\$0/meal, 84 meals	\$0/meal, 84 meals
Wigs for Chemotherapy	\$100 annually	\$100 annually
Worldwide Travel	\$15 UC visit/\$65 ER visit, medical and Rx claims paid	\$15 UC visit/\$65 ER visit, medical and Rx claims paid

<sup>^</sup>Hardware benefit every 2 years, annual vision exam.

<sup>^^</sup>Limited to UHC specific hardware

# Creditable Drug Coverage vs. Part D

- Current Medicare offerings include Creditable Drug Coverage
  - As defined by CMS, “Creditable Coverage” means that the employer's drug plan is “as generous as, or more generous than” the standard coverage under Medicare Part D prescription drug benefit
  - The Plans administer the drug benefit as part of the benefit package, the costs associated are reflected in the rate
- Medicare Advantage + Part D plans cover all Medicare benefits, including Part D drug benefits:
  - MA-PD plans receive subsidies from CMS that cover at least 74.5% of the cost of Part D drug benefits
  - Drug manufacturer discounts are also available to Part D plans under the Patient Protection & Affordable Care Act (ACA) to help keep premiums low

# Current Medicare Plans' Creditable Drug Coverage

UMP Classic	Kaiser NW Senior Advantage	Kaiser WA Medicare Advantage
-------------	----------------------------	------------------------------

Pharmacy Benefit Highlights <sup>^^^</sup>			
Pharmacy Deductible	\$100	\$0	\$0
Max Pharmacy Benefit OOP	\$2,000	No OOP Limit	No OOP Limit
Value Tier (UMP only)	5% or \$10/\$20/\$30 (30/60/90 day supply)	N/A	N/A
Tier 1 - Generic	10% or \$25/\$50/\$75	\$20/\$40 (30/60 day supply)	\$20/\$40 (30/60 day supply)
Tier 2 - Preferred Brand Name	30% or \$75/\$150/\$225	\$40/\$80	\$40/\$80
Tier 3 - Non-Preferred Brand Name	N/A	N/A	50% or \$250/\$750
Specialty	Tier 1: 10%/\$25 Tier 2: 30%/\$75	N/A	N/A

<sup>^^^</sup>Current Medicare offerings provide Creditable Drug Coverage. Eligible drugs are covered by the plan, not under Medicare Part D.

# MA-PD Part D Coverage

## Part D - Pharmacy Benefit Design

Part D Benefit - Highlights	
Pharmacy Deductible	\$0 Tier 1, \$100 Tiers 2,3,4
Max Pharmacy Benefit Out-of-Pocket	\$2,000
Part D Benefit Tiers	Member Cost Share by Tier
Tier 1 - Generic	10%, \$25 max
Tier 2 - Preferred Brand	30%, \$47 max
Preferred Insulin Brands	5%, \$10 max ( <u>not</u> subject to deductible)
Tier 3 - Non-Preferred Brand	50%
Tier 4 - Specialty	50%, \$100 max

# Comparison Highlights

## Less Out-of-Pocket for Retirees

- Lower premiums
- No deductible, lower max out-of-pocket limits
- Plan option with \$0 Retiree cost share
- Reduced pharmacy costs

## Enriched Benefit Design

- More alternative benefit options
- Combined and increased chiropractic and acupuncture visit limit
- Increased massage visit limit
- OTC Drug benefit
- Meal delivery service benefit
- Enhanced vision and hearing aid hardware benefit

## National Network of Medicare Providers

- No difference between in-network vs. out-of-network cost share
- Extensive provider network, allows for ease of access to care
- Enhanced worldwide travel benefit

## Part D Coverage

- Retained \$10 insulin cost share (UMP Classic)
- Retained max out-of-pocket limit (UMP Classic)
- Includes coverage of Specialty Drugs
- Expanded National pharmacy network
- Includes large chains and small pharmacy retailers

# Board Process

- Split Accounts – coverage for non-Medicare eligible dependents
- A rate resolution will come to the Board for a vote in July
- The rate resolution will be one vote for the two plans

# Communication Strategy

- Pre-Open Enrollment
  - United will do “town hall” meetings – may be in a virtual format, if necessary
  - Coordinated with and approved by HCA Communications

# Communication Strategy (*cont.*)

- Open Enrollment Activities
  - Benefit experts involved in benefits fairs (whatever form they take)
  - Breakout sessions to explain new plan options
  - Plan guides available
    - Summary of benefits
    - Short list of most common drugs included in Part D benefits

# Questions?

Ellen Wolfhagen

Senior Account Manager

Employees and Retirees Benefits Division

[Ellen.Wolfhagen@hca.wa.gov](mailto:Ellen.Wolfhagen@hca.wa.gov)

# Appendix

	UMP Classic	Kaiser NW Senior Advantage	Kaiser WA Medicare Advantage
<b>2020 Member Premiums</b>	\$320.54	\$173.91	\$174.55
<b>2020 Enrollment (members)*</b>	54,168	2,527	23,762

<b>Medical Benefit Design - Highlights***</b>			
Medical Deductible	\$250	\$0	\$0
Max Medical Benefit Out-of-Pocket	\$2,500	\$1,500	\$2,500
IP Services & IP Mental Health Cost Share	\$200/day (per admission)	\$500/admission**	\$200/day (per admission)
OP Services	15%***	\$50	\$200
OP Mental Health Care	15%	\$30/individual, \$15/group	\$0
PCP Office Visit	15%	\$30	\$20
Specialty Care	15%	\$30	\$20
Urgent Care	15%	\$35 office, \$50 ER	\$20
ER Copay	\$75 + 15%	\$50	\$65

<b>Minimum Supplemental Benefits</b>			
Chiropractic Care	10 visits	\$30/visit, 12 visits	\$20/visit, no limit
Acupuncture	16 visits	N/A	\$20/visit, 8 visits
Massage Therapy	16 visits	N/A	\$20/visit, 10 visits
Routine Vision Exams and Hardware*	\$0 exam, \$150 hardware	\$30 exam, \$150 hardware	\$20 exam, \$150 hardware
Routine Hearing Exams and Hearing Aids**	\$0 exam \$800 plan coverage maximum	\$30 exam \$800 plan coverage maximum	\$20 exam \$800 plan coverage maximum
Gym Membership	N/A	Silver and Fit, \$0	Silver and Fit, \$0

<b>Enhanced Supplemental Benefits</b>			
Naturopathy	15%, unlimited	\$30/visit	\$20/visit, 3 visits/year
Counseling Services	15%	\$30/visit, SUD/BH	\$0, SUD
OTC Drug Benefit	-	-	-
Post-Discharge Meals	-	-	-
Wigs for Chemotherapy	\$100 lifetime	\$100 lifetime	-
Worldwide Travel	-	20% Medicare Allowed amt, \$1000 MOOP	\$20 UC/\$65 ER

<b>Pharmacy Benefit Highlights****</b>			
Pharmacy Deductible	\$100	\$0	\$0
Max Pharmacy Benefit OOP	\$2,000	No OOP Limit	No OOP Limit
Value Tier (UMP only)	5% or \$10/\$20/\$30 (30/60/90 day supply)	N/A	N/A
Tier 1 - Generic	10% or \$25/\$50/\$75	\$20/\$40 (30/60 day supply)	\$20/\$40 (30/60 day supply)
Tier 2 - Preferred Brand Name	30% or \$75/\$150/\$225	\$40/\$80	\$40/\$80
Tier 3 - Non-Preferred Brand Name	N/A	N/A	50% or \$250/\$750
Specialty	Tier 1: 10%/\$25 Tier 2: 30%/\$75	N/A	N/A

\*As of January 2020. Premera Supplement Plans F/G not included

\*\*Kaiser NW IP Mental Health - 190 day lifetime maximum

\*\*\*Percentages represent member coinsurance

\*\*Vision hardware benefit every two years

\*\*Hardware benefit every three years

\*\*\*Not inclusive of entire benefit package

\*\*\*\*Current Medicare offerings provide Creditable Drug Coverage. Eligible drugs are covered by the plan, not under Medicare Part D.

**Preliminary Estimated Member Premium**

**Medical Benefit Design - Highlights\***

Medical Deductible
Max Medical Benefit Out-of-Pocket
Inpatient Services
Inpatient Mental Health Services
Outpatient Mental Health Services
PCP Office Visit
Specialty Care
ER/UC Copay

**Minimum Supplemental Benefits**

Chiropractic Care
Acupuncture
Massage Therapy
Routine Vision Exams and Hardware^
Routine Hearing Exams and Hearing Aids^^
Gym Membership (Silver Sneakers, OptumCare Fit)

**Enhanced Supplemental Benefits - Highlights**

Naturopathy
Tobacco Cessation Counseling Services
OTC Drug Benefit
Post-Discharge Meals
Wigs for Chemotherapy
Worldwide Travel

**UHC Medicare Advantage plus Rx (MAPD)  
National PPO Plan 1**

TBD

**Medical Benefit**

\$0
\$500
\$0
\$0
\$0
\$0
\$0
\$0
\$65 ER/\$15 UC

**Supplemental Benefits**

\$0, 20 combined visits
\$0, 30 visits
\$0 exam annually, \$300 hardware^
\$0 annual exam, \$2500 hardware/5yrs
\$0

**Enhanced Supplemental Benefits**

\$30 copay, no visit limit
5 "Quit-for-Life" scheduled counseling visits, unlimited calls to a Specialist
\$40 allowance/quarter
\$0/meal, 84 meals
\$100 annually
\$15 UC visit/\$65 ER visit, medical and Rx claims paid

**UHC Medicare Advantage plus Rx (MAPD)  
National PPO Plan 2**

TBD

**Medical Benefit**

\$0
\$2,000
\$500/admission
\$500/admission
\$15 group/\$30 individual
\$15
\$30
\$65 ER/\$15 UC

**Supplemental Benefits**

\$15, 20 combined visits
\$15, 30 visits
\$0 exam annually, \$300 hardware^
\$0 annual exam, \$2500 hardware/5yrs
\$0

**Enhanced Supplemental Benefits**

\$30 copay, no visit limit
5 "Quit-for-Life" scheduled counseling visits, unlimited calls to a Specialist
\$40 allowance/quarter
\$0/meal, 84 meals
\$100 annually
\$15 UC visit/\$65 ER visit, medical and Rx claims paid

**Part D - Pharmacy Benefit Design**

**Part D Benefit - Highlights**

Pharmacy Deductible	\$0 Tier 1, \$100 Tiers 2,3,4
Max Pharmacy Benefit Out-of-Pocket	\$2,000
Part D Benefit Tiers	Member Cost Share by Tier
Tier 1 - Generic	10%, \$25 max
Tier 2 - Preferred Brand	30%, \$47 max
Preferred Insulin Brands	5%, \$10 max (not subject to deductible)
Tier 3 - Non-Preferred Brand	50%
Tier 4 - Specialty	50%, \$100 max

\*Not inclusive of entire benefit package.  
^Hardware benefit every 2 years, annual vision exam.  
^^Limited to UHC specific hardware vendor.

# Menu

The only home-delivered meal program to offer choice of every meal... we think you deserve it!



\*007165/3333\*

TO PLACE AN ORDER or if you have comments or concerns, please call:

**1-844-657-8721**

M-F 7 AM to 6 PM CST

[www.momsmeals.com](http://www.momsmeals.com)

# Mom's Meals – Specialty Menu Selection

Food preferences due to religious or medical reason:

Do you follow any sort of special diet?

Do you have any of the following medical conditions?

- Heart Disease
- Kidney Disease
- Diabetes
- Cancer

Do any of the following apply to you?

- Vegetarian
- Gluten Free
- Difficult Chewing or Swallowing?

If meal plan selection of member doesn't match questions above, please indicate why:

**Meal Plan Selection - Select the desired menu type below *(Choose One Only)*.**

Menu Options	Choose One
General Wellness Menu - General Default	
Lower Sodium (Sodium <600 mg)	
Heart-Friendly (Sodium <800 mg, Fat < 30%, Sat Fat < 10%)	
Diabetes-Friendly (Carbohydrates <75 g)	
Renal-Friendly (Sodium <700 mg, Potassium < 833 mg, Phosphorus < 300 mg)	
Gluten-Free (Tested less than 20 ppm, not a dedicated kitchen)	
Cancer Support (Calories > 600, Protein > 25 g)	
Vegetarian (includes dairy, eggs, plant protein, nuts, and beans - Vegan not available)	

**Carbs (g):** Approximate grams of carbohydrates are shown for the **tray only** and the full meal

**Heart-friendly:** <800mg Sodium <30% Fat <10% Sat. Fat

**D Diabetic-friendly** meals contain ≤75g of carbohydrates

ITEM	American Classics	CARBS (g)	
95023	Salisbury Steak with Mushroom Gravy, White Rice and Vegetables, Whole Wheat Bread and Margarine	51	D
95114	BBQ Chicken with Potato Medley and Seasoned Green Beans and Fudge Round	49	D
95144	Homestyle Meatloaf with Herb Pasta and Mixed Vegetables, Whole Wheat Dinner Roll and Pineapple Cup	55	
95154	Turkey Breast with Apple Cranberry Sauce, Rice Pilaf and Green Beans and Pumpkin Loaf	71	
95232	Chicken & Waffle and Peach Crisp, Syrup and Apple Juice	60	
95301	Beef Pepper Steak with Gravy over Brown Rice and Spiced Blueberries & Apples and Grape Juice	74	
95891	Creamy Macaroni & Cheese and Seasoned Vegetables, Mandarin Orange Cup and Blueberry Applesauce	43	

### Soup or Sandwich

95065	Cheeseburger and Seasoned Vegetables, Whole Wheat Bun and Orange	15	62	D
95101	BBQ Pulled Pork and Smokehouse Creamed Corn, Whole Wheat Bun and Grape Juice	37	81	
95128	Pork Rib Patty with BBQ Sauce and Seasoned Vegetables, Whole Wheat Bun and Grape Juice	37	81	
95135	Broccoli Cheese Soup and Spiced Blueberry and Apple Crisp and Fudge Round	64	87	
95293	Chili Dog and Seasoned Vegetables and Whole Wheat Coney Bun	27	56	D

### International Flavors

95013	Spaghetti & Meatballs with Marinara Sauce and Vegetables, Grape Juice and Granola	45		
		94		

 Customer Favorite

 Available for a Limited Time

**Carbs (g):** Approximate grams of carbohydrates are shown for the **tray only** and the full meal  
**Heart-friendly:** <800mg Sodium <30% Fat <10% Sat. Fat  
**D Diabetic-friendly** meals contain ≤75g of carbohydrates

ITEM	International Flavors (continued)	CARBS (g)	
95109	Vegetable Primavera with Pasta and Sweet Pineapple & Apples and String Cheese	67	♥ D
		6	♥
95185	Sweet and Sour Chicken with Stir Fry Vegetables and White Rice, Grape Juice and Cookie	54	
		9	
95188	Cheese Lasagna with Marinara Sauce and Spiced Fruit Crisp and Whole Wheat Dinner Roll	83	
		9	♥
95230	Mexican Style Beef Macaroni & Cheese and Fiesta Blend Vegetables, Orange and Oatmeal Cream Pie	58	
		1	
95238	Three Cheese Ravioli with Garlic Basil Butter Sauce and Seasoned Italian Green Beans, Orange and Cookie	35	
		7	♥
95294	Beef Taco Filling with Cheese and Santa Fe Style Rice and Corn Tortillas	50	D
		6	
		5	

### Breakfast Meals

95130	Vegetable Egg Scramble and Peaches with Cherries, Whole Wheat Bread and Orange Juice	41	69	♥ D
95158	Colby Cheese Omelet, Ham Patty and Spiced Fruit Medley, Orange Juice, Whole Wheat Bread and Margarine	34	61	D
95161	Colby Cheese Omelet, French Toast Sticks and Turkey Sausage Link, Syrup, Mandarin Orange Cup, Gelatin and Apple Juice	24	111	♥
95175	Ham, Egg and Cheese Scramble and Spiced Blueberries & Apples, Orange, Whole Wheat Bread and Peanut Butter	38	74	D
95229	Sausage, Egg & Cheese Breakfast Burrito and Cinnamon Apples and Flour Tortillas	46	72	D
95237	Cheesy Scrambled Eggs, Turkey Sausage Links and Blueberry Crumb Loaf, Gelatin and Granola	19	74	D
95254	Cinnamon Apple Oatmeal and Scrambled Eggs, Orange Juice, Whole Wheat Bread and Margarine	56	83	♥

— Customer Favorite

🕒 Available for a Limited Time



**Carbs (g):** Approximate grams of carbohydrates are shown for the **tray only** and the full meal  
**Heart-friendly:** <800mg Sodium <30% Fat <10% Sat. Fat  
**D Diabetic-friendly** meals contain ≤75g of carbohydrates



ITEM	Breakfast Meals	CARBS (g)
95269	Waffle with Colby Cheese Omelet and Cranberries & Apples, Orange and Syrup	51 9
95888	Whole Grain Pancakes, Pork Sausage Patty and Cranberry-Apple Crisp, Syrup and Orange Juice	74 18
95919	Buttermilk Pancakes, Egg Patties and Cinnamon Apple Crisp and Syrup	88 18
95924	Breakfast Sandwich (Pork Sausage, Egg, Cheese) and Brown Sugar Peach Crisp and Whole Wheat English Muffin	35 9
95962	Turkey Sausage, Egg and Cheese Stuffed Biscuit and Spiced Fruit Crisp and Orange Juice	79 3



Customer Favorite



Available for a Limited Time

**Please select the meals that are most appropriate for your dietary needs.**

**Menus are subject to change.**

As with any kitchen, there are times when availability of ingredients can fluctuate due to seasonal changes causing us to utilize alternative options with like nutritional.



**TO PLACE AN ORDER** or if you have comments or concerns, please call:

**1-844-657-8721**

M-F 7 AM to 6 PM CST

[www.momsmeals.com](http://www.momsmeals.com)

**REFRIGERATE MEALS UPON ARRIVAL.**

**TAB 6**



# Policy Resolutions

Rob Parkman, Policy and Rules Coordinator  
Policy, Rules, and Compliance Section  
Employees and Retirees Benefits Division  
May 28, 2020

# PEB Board Policy Resolutions

- PEBB 2020-04 Default Enrollment for An Eligible Employee Who Fails to Make A Timely Election
- PEBB 2020-05 Medicare Advantage - Prescription Drug (MA-PD) Plan Enrollment

## Resolution PEBB 2020-04

# Default Enrollment for An Eligible Employee Who Fails to Make A Timely Election

**Resolved that**, the default election for an eligible employee who fails to timely elect coverage will be as follows:

- Enrollment in employee-only medical coverage;
- Enrollment in employee-only dental coverage;
- Enrollment in basic life insurance;
- Enrollment in basic AD&D; and
- Enrollment in basic long-term disability insurance.

# Resolution PEBB 2020-05 Medicare Advantage - Prescription Drug (MA-PD) Plan Enrollment

If a subscriber selects ~~elects to enroll in~~ a PEBB Program MA-PD plan, any non-Medicare enrollees on the account will be enrolled in the Uniform Medical Plan (UMP) Classic.

# Resolution PEBB 2020-05 Medicare Advantage - Prescription Drug (MA-PD) Plan Enrollment

**Resolved that,** if a subscriber selects a PEBB Program MA-PD plan, any non-Medicare enrollees on the account will be enrolled in the Uniform Medical Plan (UMP) Classic.

## Next Steps

- Incorporate policy resolutions into PEBB Program rules

# Questions?

Rob Parkman, Policy and Rules Coordinator  
Policy, Rules, and Compliance Section  
Employees and Retirees Benefits Division  
[rob.parkman@hca.wa.gov](mailto:rob.parkman@hca.wa.gov)

# Appendix

# Historical Resolutions Related to Proposed PEBB 2020-04

# Resolution Related to Medical Plan Enrollment (As Approved on July 20, 2011)

Employees who fail to choose a medical plan within the required timeline will, by default, be enrolled in UMP Classic.

## Resolution Related to Plan Enrollment (As Approved on November 14, 1995)

New employees have 31 days to return enrollment forms with their plan selections. If a plan selection is not made or a waiver form is not returned, the employee will be defaulted into the UMP and UDP which may automatically initiate a payroll deduction.

**TAB 7**



# Annual Rate Process

Megan Atkinson  
Chief Financial Officer  
Financial Services Division  
May 28, 2020

# PEB Board Premium Setting Authority

- RCW 41.05.065 (Public Employees' Benefits Board) – the board has the final authority on authorizing employee premium contributions
- Until the board takes action, the rate development and premium setting process is not complete
- The board can clarify what information it will consider in setting premiums

# Resolution PEBB 2020-01

## Rate Development Procedure

**Resolved that,** beginning with the rate development process in 2020 (to set premium contributions for plan year 2021) and annual rate development processes thereafter, the PEB Board will not review or consider unsolicited revised rates after proposed employee premium contributions are published publicly by the Health Care Authority on its website.

# Questions?

Megan Atkinson, Chief Financial Officer

Financial Services Division

[Megan.Atkinson@hca.wa.gov](mailto:Megan.Atkinson@hca.wa.gov)