

Public Employees Benefits Board Meeting

July 10, 2025

Public Employees Benefits Board

July 10, 2025

9:00 a.m. – 11:45 a.m.

**This meeting will be hybrid with
attendance options both in person
and via Zoom**

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

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TAB 1

Public Employees Benefits Board
July 10, 2025
9:00 a.m. – 11:45 a.m.

This meeting will be hybrid with attendance options either in person or via Zoom. Masks are optional.

TO JOIN ZOOM MEETING – SEE INFORMATION BELOW

**All times are approximate.*

9:00 a.m.*	Welcome and Introductions		Lou McDermott, Chair Pro-Tem	
9:05 a.m.*	Meeting Overview		David Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information
9:10 a.m.*	Approval of Meeting Minutes • June 26, 2025	TAB 3	Lou McDermott, Chair Pro-Tem	Action
9:15 a.m.*	Transition to Executive Session			
9:20 a.m.*	Executive Session			
9:50 a.m.*	Plan Year 2026 Medicare Premiums	TAB 4	Molly Christie, Fiscal Analyst Finance Services & Health Care Purchasing Administration	Action
10:10 a.m.*	Plan Year 2026 Proposed Non-Medicare Benefit Design Changes	TAB 5	Beth Heston, Procurement Manager Employees & Retirees Benefits (ERB) Division	Information/ Discussion
10:30 a.m.*	Break			
10:40 a.m.*	Plan Year 2026 Non-Medicare Premiums	TAB 6	Tanya Deuel, ERB Finance Manager Finance Services & Health Care Purchasing Administration	Information/ Discussion
11:10 a.m.*	2026 Board Meeting Schedule	TAB 7	David Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information/ Discussion

11:20 a.m.*	General Public Comment		<i>Please note that agenda timing is approximate and can vary as much as 30 minutes by the end of the meeting. General public comments can also be given by emailing PEBBoard@hca.wa.gov.</i>	
11:40 a.m.*	Closing			
11:45 a.m.*	Adjourn		Lou McDermott, Chair Pro-Tem	

***All times are approximate.**

The Public Employees Benefits Board will meet Thursday, July 10, 2025 at the Washington State Health Care Authority, Sue Crystal Rooms A & B, 626 8th Avenue SE, Olympia, WA. Attendance for this meeting can be in person or via Zoom. Masks are optional.

The Board will consider all matters on the agenda plus any items that may normally come before them.

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 9:20 a.m. and conclude no later than 9:50 a.m.*

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

To provide public comment by email, direct e-mail to: PEBBoard@hca.wa.gov.

Materials will be posted at <http://www.pebb.hca.wa.gov/board/> by close of business on Monday, July 7, 2025.

Join Zoom Webinar Meeting

Meeting attendees will only be able to activate their audio and/or video during the public comment period at the end of the meeting. At public comment, participants will need to raise their virtual hand and only after being recognized by HCA staff will the participant see the ability to turn on their audio/video options.

<https://us02web.zoom.us/j/84708087619?pwd=S0a0icwa6bjBfkG7TY6YbZWlkS5G0w.1>

PEB Board Members

Name	Representing
MaryAnne Lindeblad, Interim Director Health Care Authority 626 8 th Ave SE PO Box 42713 Olympia WA 98504-2713 V 360-725-2104 MaryAnne.Lindeblad@hca.wa.gov	Chair
Kurt Spiegel WA Federation of State Employees 1212 Jefferson ST SE #300 Olympia WA 98501 V 833-622-9373 PEBBoard@hca.wa.gov	State Employees
Elyette Weinstein 5000 Orvas CT SE Olympia WA 98501-4765 V 360-705-8388 PEBBoard@hca.wa.gov	State Retirees
Tom MacRobert 4527 Waldrick RD SE Olympia WA 98501 V 360-264-4450 PEBBoard@hca.wa.gov	K-12 Retirees
Michaela Doelman Office of Financial Management 302 Sid Snyder Ave Olympia WA 98501 C 360-790-8315 PEBBoard@hca.wa.gov	Benefits Management/Cost Containment

PEB Board Members

Name	Representing
Sharon Laing Box 358421 1900 Commerce Street Tacoma, WA 98402 V 253-692-4475 PEBBoard@hca.wa.gov	Benefits Management/Cost Containment
John Comerford* 121 Vine ST Unit 1205 Seattle, WA V 206-625-3200 PEBBoard@hca.wa.gov	Benefits Management/Cost Containment
Harry Bossi 19619 23 rd DR SE Bothell WA 98012 V 360-689-9275 PEBBoard@hca.wa.gov	Benefits Management/Cost Containment
Legal Counsel Michael Tunick, Assistant Attorney General 7141 Cleanwater DR SW PO Box 40124 Olympia WA 98504-0124 V 360-586-6495 MichaelT4@atg.wa.gov	

*non-voting members

1/16/25



STATE OF WASHINGTON
HEALTH CARE AUTHORITY
626 8th Avenue SE • PO Box 45502 • Olympia, Washington 98504-5502

PEB BOARD MEETING SCHEDULE

2025 Public Employees Benefits (PEB) Board Meeting Schedule

The PEB Board meetings will be held at the Health Care Authority, Sue Crystal Rooms A & B, 626 8th Avenue SE, Olympia, WA 98501.

January 30, 2025 (Board Retreat) - starting at 9:00 a.m.*

March 13, 2025 - starting at 9:00 a.m.

April 10, 2025 - starting at 9:00 a.m.

May 15, 2025 - starting at 9:00 a.m.

June 12, 2025 - starting at 9:00 a.m.

June 26, 2025 – starting at 9:00 a.m.

July 10, 2025 - starting at 9:00 a.m.

July 17, 2025 - starting at 9:00 a.m.

July 24 2025 - starting at 9:00 a.m.

July 31, 2025 - starting at 9:00 a.m.

*Meeting times are tentative

If you are a person with a disability and need a special accommodation, please contact the Employees and Retirees Benefits (ERB) Board Operations Manager at 360-725-9484.

06/14/2024

OFFICE OF THE CODE REVISER
STATE OF WASHINGTON
FILED

DATE: July 01, 2024

TIME: 11:11 AM

WSR 24-14-099

TAB 2

PEB BOARD BY-LAWS

ARTICLE I

The Board and its Members

1. Board Function—The Public Employees 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 and establish eligibility criteria for participation in insurance benefit plans for Higher Education and State employees, State retirees, and school retirees.
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 Member—There shall be one non-voting Members appointed by the Governor because of their experience in health benefit management and cost containment.
5. Privileges of Non-Voting Member—The non-voting Member 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. 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 24 hours 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. An audio recording (or other generally accepted electronic recording) shall be made of the meeting. HCA staff will provide minutes summarizing each meeting from the audio recording. Summary minutes shall be provided to the Board for review and adoption at a subsequent 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 Board Member may attend a meeting in person or, by special arrangement and advance notice to the Chair, 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. Opportunity for public testimony at Board meetings shall also be made available immediately before the Board's vote on a resolution. At the direction of the Chair, opportunities for public testimony may also be made available at other times during Board meetings. 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 Board 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 Board Member may endorse or oppose an issue purporting to represent the Board or the opinion of the Board on an 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, but the prohibition of proxy votes does not prevent a Chair Pro-Tem designated by the Health Care Authority Director from voting.
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. 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 and Recusal—Board Members are subject to the requirements of the Ethics in Public Service Act, Chapter 42.52 RCW. A Board Member shall recuse himself or herself from casting a vote as necessary to comply with the Ethics in Public Service Act.

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.

Last Revised March 9, 2023

TAB 3

Draft
Public Employees Benefits Board
Meeting Minutes

June 26, 2025
Health Care Authority
Sue Crystal Rooms A & B
Olympia, Washington
9:00 a.m. – 12:15 p.m.

The Briefing Book with the complete presentations and an audio recording of the meeting can be found at:
<https://www.hca.wa.gov/about-hca/programs-and-initiatives/public-employees-benefits-board-pebb-program/meetings-and-materials#meeting-materials>

Members Present in Olympia

Lou McDermott, Chair Pro-Tem
Michaela Doelman
Elyette Weinstein
John Comerford

Members Present via Zoom

Harry Bossi
Sharon Laing
Tom MacRobert

Members Absent

Kurt Spiegel

PEB Board Counsel

Michael Tunick, AAG (in person)

Call to Order

Lou McDermott, Chair Pro-Tem, called the meeting to order at 9:04 a.m. Sufficient members were present to allow a quorum. Board members and the public were able to attend either in person or virtually via Zoom.

Meeting Overview

David Iseminger, Director of the Employees and Retirees Benefits (ERB) Division provided an overview of the agenda.

Approval of Meeting Minutes

John Comerford moved, and Elyette Weinstein seconded a motion to approve the June 12, 2025 meeting minutes. Minutes were approved by unanimous vote. Kurt Spiegel was absent for voting.

Executive Session

Pursuant to RCW 42.30.110(1)(L), the Board met in 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 began at 9:16 a.m. and concluded at 9:30 a.m.

UMP Benefit Design

Ryan Ramsdell, UMP Team Manager in the ERB Division gave a presentation on the proposed plan year 2026 changes for the Uniform Medical Plan (UMP). The presentation also included the introduction of two resolutions.

- *PEBB 2025-05: Rescinding Resolution PEBB 2023-03 - UMP Hearing Instruments.*
- *PEBB 2025-06: UMP Hearing Instruments.*

No action was taken on these resolutions. Action will be scheduled for a future meeting in the Board season.

Plan Year 2026 Proposed Medicare Benefit Design Changes

Laura Ryan, Retiree Benefits in the ERB Division presented on the plan year 2026 proposed benefit changes for plans in the PEBB Program's Medicare portfolio. The presentation included federal changes to Part D plans, proposed benefit changes from Kaiser Foundation Health Plan of the Northwest (KPNW), Kaiser Foundation Health Plan of Washington (KPWA), and UnitedHealthcare (UHC). Information also included details about the communication plan related to these changes.

Plan Year 2026 Medicare Premiums

Molly Christie, Fiscal Analyst in the Finance Services and Health Care Purchasing Administration provided some information regarding the plan year 2026 Medicare premiums. The presentation also introduced resolution relating to the 2026 Medicare premiums.

- *PEBB 2025-07: Medicare Explicit Subsidy.*
- *PEBB 2025-08: Kaiser Foundation Health Plan of the Northwest (KPNW) Medicare with Part D Premium.*
- *PEBB 2025-09: Kaiser Foundation Health Plan of Washington (KPWA) Medicare with Part D Premium.*
- *PEBB 2025-10: UnitedHealthcare (UHC) Medicare Premiums.*
- *PEBB 2025-11: Premiera Medicare Premiums.*
- *PEBB 2025-12: UMP Classic Medicare with Part D Premium.*

No action was taken on these resolutions. Action will be scheduled for the July 10 Board meeting. Harry Bossi asked agency staff to consider changing the wording of resolution PEBB 2025-07 so that the Board would not have to take similar action on the topic every year.

Dental Benefit Design

Laura Toepfer, Account Manager in the ERB Division presented on proposed changes to the PEBB Program dental portfolio for plan year 2026. The presentation included information regarding the waiver of dental deductibles for children up to age 15 and increasing coverage for temporomandibular joint (TMJ) services.

PEBB Program Collective Bargaining Flexible Spending Arrangement (FSA) Update

Kelsie Pele, Senior Account Manager in the ERB Division gave an update on the PEBB Program's collective bargaining flexible spending arrangement benefit that will take effect for eligible subscribers in the 2026 plan year. The update included FSA core benefit structure and carryover design information, details on the collective bargaining FSA employer contribution, eligibility requirements, how the collective bargaining FSA benefit will work, an overview of the Navia FSA benefit debit card design, and statistics to include eligible recipients year by year and utilization.

Benefits 24/7 Update

Brett Mello, Chief Information Officer of the Health Care Authority and **Jean Bui**, Deputy Director of the ERB Division gave an update on the agency's work regarding Benefits 24/7. The update included a stabilization and recruitment update, open enrollment work, information regarding the application programming interface (API), and an update on the benefits administrator communications transition.

General Public Comment

No members of the public provided comments.

Their testimonies can be found in the audio recording for the June 26 PEB Board meeting at:

<https://www.hca.wa.gov/about-hca/programs-and-initiatives/public-employees-benefits-board-pebb-program/meetings-and-materials#meeting-materials>

Next Meeting

July 10, 2025

Starting time 9:00 a.m.

Preview of July 10, 2025 PEB Board Meeting

David Iseminger, Director, Employees and Retirees Benefits (ERB) Division, provided an overview of potential agenda topics for the July 10, 2025 meeting.

The meeting adjourned at 11:19 a.m.

TAB 4

Plan Year 2026 Medicare Premiums

Molly Christie
Fiscal Analyst

Finance Services and Health Care Purchasing Administration
July 10, 2025

2026 Medicare Retiree Premiums

	2026 Medicare Explicit Subsidy	Single Subscriber Premium*		Change in Single Subscriber Premium	
		2025 Final	2026 Proposed	\$	%
Kaiser NW Senior Advantage with Part D	\$168.69	\$171.19	\$174.44	\$3	2%
Kaiser WA Medicare Advantage with Part D	\$183.00	\$177.41	\$220.61	\$43	24%
UMP Classic Medicare with Part D	\$183.00	\$419.36	\$369.92	(\$49)	-12%
UnitedHealthcare (MA-PD) PEBB Complete	\$183.00	\$181.55	\$220.18	\$39	21%
UnitedHealthcare (MA-PD) PEBB Balance	\$167.09	\$153.56	\$172.83	\$19	13%
Premera Medicare Supplement Plan F Retired	\$137.40	\$134.18	\$143.14	\$9	7%
Premera Medicare Supplement Plan F Disabled	\$183.00	\$259.49	\$289.90	\$30	12%
Premera Medicare Supplement Plan G Retired	\$116.67	\$114.80	\$122.42	\$8	7%
Premera Medicare Supplement Plan G Disabled	\$183.00	\$193.60	\$219.43	\$26	13%

*Monthly premium for a single subscriber after deduction of the Medicare Explicit Subsidy, which is the lesser of \$183 or 50% of the bid rate for the 2026 plan year. Includes administrative fee of \$5.75 for 2026.

PEBB Medicare Premium Resolutions

Proposed Resolution PEBB 2025-07

Medicare Explicit Subsidy

As presented June 26, 2025

The PEB Board authorizes the calendar year 2026 monthly Medicare Explicit Subsidy of \$183 or 50% of premium, whichever is less.

Proposed Resolution PEBB 2025-07

(Revised)

Medicare Explicit Subsidy

The PEB Board authorizes the Health Care Authority each calendar year to apply the monthly Medicare Explicit Subsidy for each plan up to the maximum amount established by the legislature and in compliance with RCW 41.05.085.

RCW 41.05.085

“(1) The legislature shall establish as part of both the state employees' and the school and educational service district employees' insurance benefit allocation the portion of the allocation to be used to provide a subsidy to reduce the medical and prescription drug insurance premium charged to retired or disabled school district and educational service district employees, or retired state employees, who are eligible for parts A and B of medicare.

“(2) The amount of any premium reduction shall be established by the public employees' benefits board. The amount established shall not result in a premium reduction of more than fifty percent...”

Resolution PEBB 2025-07

Medicare Explicit Subsidy

Resolved that, the PEB Board authorizes the Health Care Authority each calendar year to apply the monthly Medicare Explicit Subsidy for each plan up to the maximum amount established by the legislature and in compliance with RCW 41.05.085.

Medicare Premium Resolution Revisions

For clarity, all Medicare premium resolutions introduced in the June 26, 2025, meeting have been revised to include references to the applicable calendar year. This is the only revision to the proposed premium resolutions.

Resolution PEBB 2025-08

Kaiser Foundation Health Plan of the Northwest (KPNW) Medicare Premium

Resolved that, the PEB Board authorizes the Kaiser Foundation Health Plan of the Northwest Medicare 2026 plan premium.

Resolution PEBB 2025-09

Kaiser Foundation Health Plan of Washington (KPWA) Medicare Premium

Resolved that, the PEB Board authorizes the Kaiser Foundation Health Plan of Washington Medicare 2026 plan premium.

Resolution PEBB 2025-10

UnitedHealthcare (UHC) Medicare Premiums

Resolved that, the PEB Board authorizes the UnitedHealthcare Medicare 2026 plan premiums.

Resolution PEBB 2025-11

Premera Medicare Premiums

Resolved that, the PEB Board authorizes the Premera Medicare Supplement 2026 plan premiums.

Resolution PEBB 2025-12

UMP Medicare Premium

Resolved that, the PEB Board authorizes the 2026 Uniform Medical Plan (UMP) Classic Medicare with Part D (PDP) 2026 plan premium.

Consistent with open enrollment operational timelines, HCA has the authority to lower the 2026 premium if the Centers for Medicare and Medicaid Services (CMS) continues the Medicare Part D Premium Stabilization Demonstration.

Questions?

Molly Christie, Fiscal Information & Data Analyst
Finance Services and Health Care Purchasing
Administration

Molly.Christie@hca.wa.gov

Appendix

Voluntary Medicare Part D Premium Stabilization Demonstration

- ▶ On July 29, 2024, the Center for Medicare and Medicaid Services (CMS) announced a voluntary three-year payment demonstration to provide participating Medicare Part D plans with additional federal subsidies to lower premiums
 - ▶ Intent to minimize enrollment churn anticipated by the initial implementation of the Inflation Reduction Act
- ▶ Status of funding for 2026 and 2027 is uncertain
 - ▶ CMS will make an announcement later this summer

Voluntary Medicare Part D Premium Stabilization Demonstration (*cont.*)

- ▶ Standalone Part D plans and employer group waiver plans (EGWPs) are eligible
 - ▶ UMP is participating in the demonstration for 2025 through its contract with Moda, the UMP pharmacy benefits administrator
 - ▶ In a special meeting in August 2024, the PEB Board authorized a decrease to the UMP 2025 premium based on this demonstration

TAB 5

Plan Year 2026 Proposed Non-Medicare Benefit Design Changes

Beth Heston
Procurement Manager
Employees and Retirees Benefits Division
July 10, 2025

Overview

- ▶ IRS Consumer Directed Health Plan (CDHP) minimum deductible update
- ▶ Kaiser Foundation Health Plan of the Northwest (KPNW) proposed benefit changes
- ▶ Kaiser Foundation Health Plan of Washington (KPWA) proposed benefit changes

IRS Consumer Directed Health Plan Deductible Update

- ▶ IRS sets the inflation adjusted amount for **Consumer Directed Health Plan (CDHP)** minimum deductibles through:

- ▶ [Revenue Procedure \(RP\) 2025-19](#)

- ▶ Affects Kaiser Northwest and Kaiser Washington CDHPs

IRS Annual Deductible Minimum (no less than)		
	2025	2026
Individual	\$1,650	\$1,700
Family	\$3,300	\$3,400

Kaiser Foundation Health Plan of the Northwest

Proposed Benefit Changes

2026 KPNW Hearing Aids Coverage

- ▶ Kaiser Foundation Health Plan of the Northwest (KPNW) has an established network of providers
 - ▶ This network is comprised of KPNW-owned facilities
 - ▶ Members must see a KPNW provider for hearing aid hardware
- ▶ Under these HMO plans members **must** receive their hearing aid from a KPNW provider, or there is no coverage
- ▶ If a member receives their hearing aid from a KPNW provider, they do not pay any amount out-of-pocket*

*CDHP is subject to deductibles.

Kaiser Foundation Health Plan of Washington

Proposed Benefit Changes

2026 KPWA Hearing Aids Coverage

- ▶ Kaiser Foundation Health Plan of Washington (KPWA) has an established network of providers
 - ▶ This network is comprised of KPWA-owned facilities, and other community providers
 - ▶ Members must see an in-network provider for hearing aid hardware
- ▶ Under these HMO plans members **must** receive their hearing aid from an in-network provider, or there is no coverage
- ▶ If a member receives their hearing aid from an in-network provider, they do not pay any amount out-of-pocket*

*CDHP is subject to deductibles.



Health Care Authority
Public Employees Benefits Board

Questions?

Beth Heston, Procurement Manager
Employees and Retirees Benefits (ERB) Division

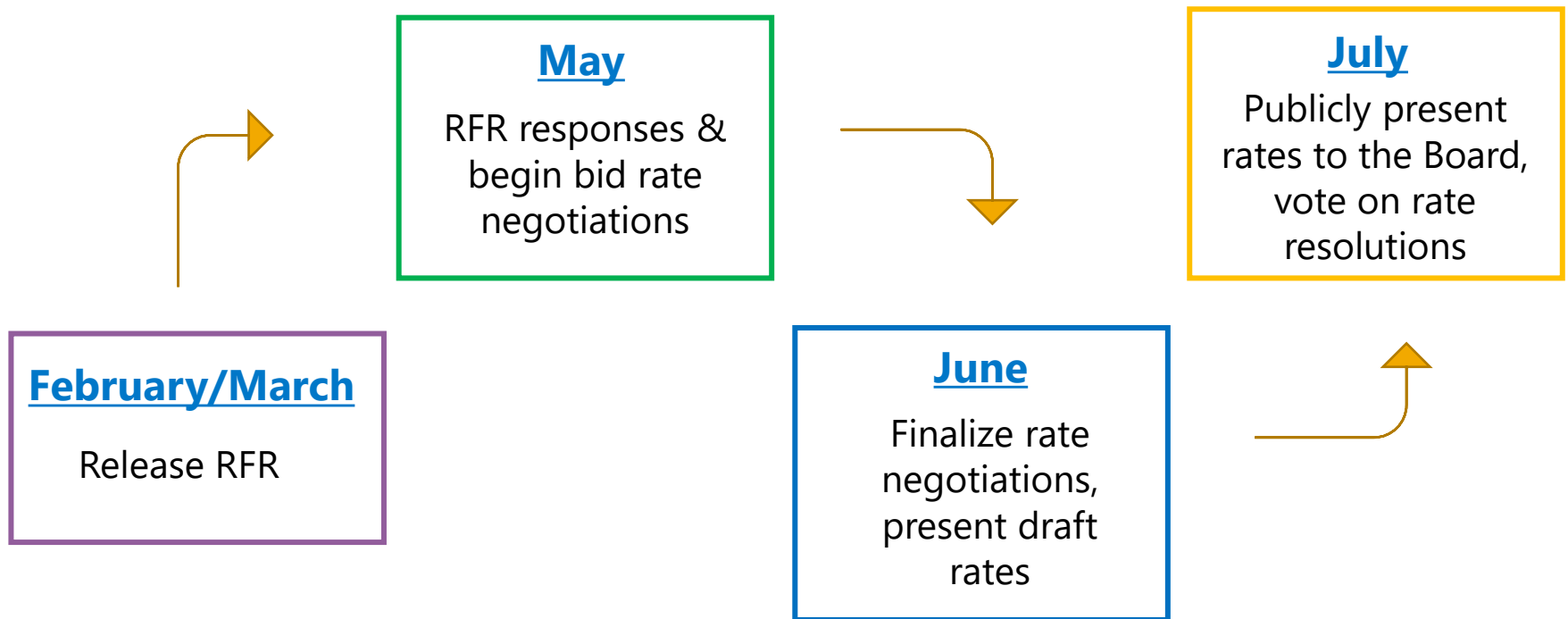
Beth.Heston@hca.wa.gov

TAB 6

Plan Year 2026 Non-Medicare Premiums

Tanya Deuel
ERB Finance Manager
Finance Services and Health Care Purchasing Administration
July 10, 2025

Annual Renewal Timeline

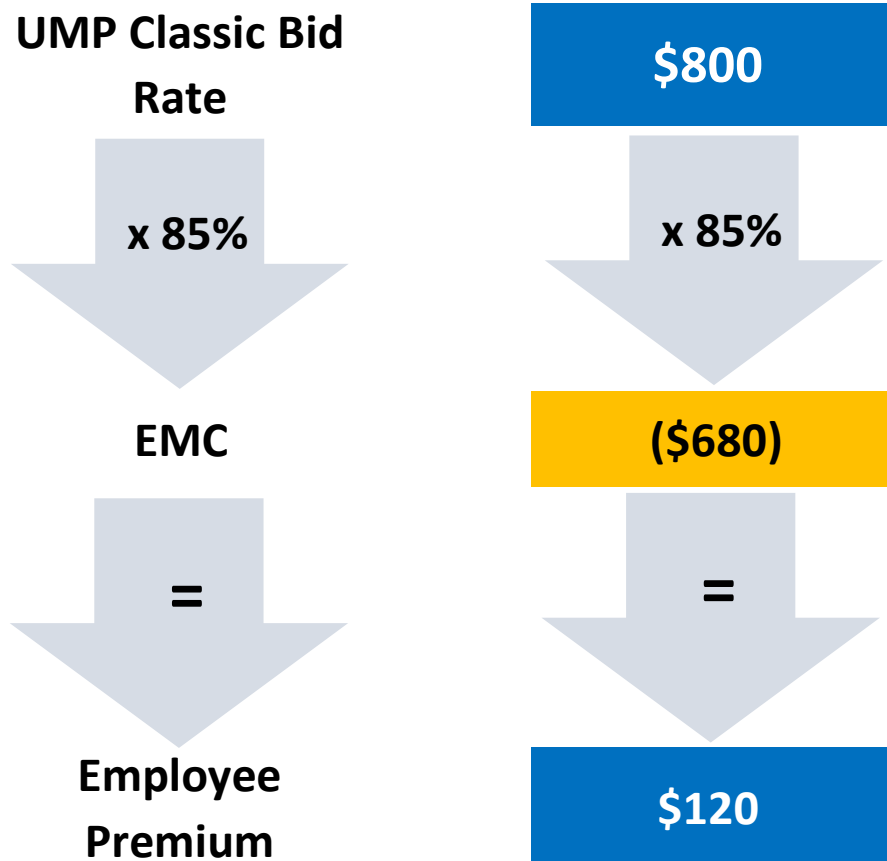


*RFR: Request for Renewal

Employee Premiums

Employer Medical Contribution (EMC)

Sample Illustration



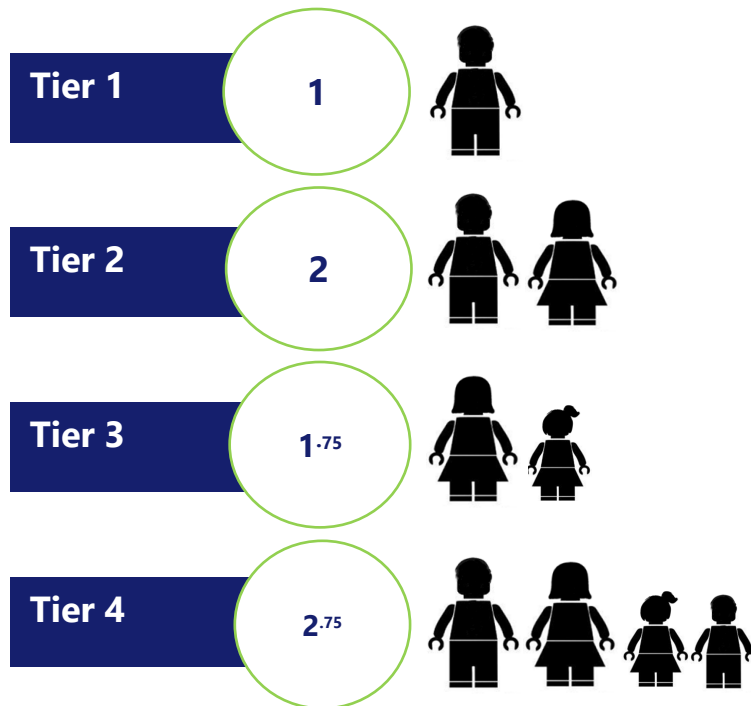
Determining Employee Premiums

Sample Illustration

Bid Rate	A \$700	B \$725	C \$800
-			
EMC	(\$680)		
=			
Employee Premium	A \$20	B \$45	C \$120

Employee Premium Tiers

Tiers



Tier 1: Subscriber

Tier 2: Subscriber and Spouse/SRDP*

Tier 3: Subscriber and Child(ren)**

Tier 4: Subscriber, Spouse/SRDP*, and Child(ren)**

*SRDP: State Register Domestic Partner

**Tiers 3 and 4 do not change regardless of whether one child or multiple children are covered



Health Care Authority
Public Employees Benefits Board

Proposed 2026 Employee Premiums & Employer Contribution

		Proposed 2026		
		Bid Rate	Employer Contribution	Employee Contribution
KPNW	Classic	\$1,076.43	\$820	\$256
	CDHP	\$878.32	\$820	\$58
KPWA	Classic	\$961.55	\$820	\$141
	Value	\$970.47	\$820	\$150
	CDHP	\$845.00	\$820	\$25
	SoundChoice	\$922.71	\$820	\$102
UMP	Classic	\$965.23	\$820	\$145
	CDHP	\$876.99	\$820	\$57
	Select	\$902.30	\$820	\$82

- Consumer Directed Health Plans' (CDHP) bid rates include Health Savings Account (HSA) deposits.
- Rates include the state active reduction of \$1.00 Per Adult Unit Per Member (PAUPM) for the employer group surcharge and Wellness administrative fee.
- Employee contributions are rounded to the nearest dollar.



Health Care Authority
Public Employees Benefits Board

Proposed 2026 Employee Premiums

		Subscriber only		Year-over-year change		Enrollment as of April 2025	
		2025	Proposed 2026	\$	%	Members	% of Total
KPNW	Classic	\$189	\$256	\$67	35%	3,923	1.3%
	CDHP	\$38	\$58	\$20	53%	483	0.2%
KPWA	Classic	\$129	\$141	\$12	9%	21,079	6.7%
	Value	\$119	\$150	\$31	26%	8,174	2.6%
	CDHP	\$25	\$25	\$0	0%	5,823	1.9%
	SoundChoice	\$73	\$102	\$29	40%	16,252	5.2%
UMP	Classic	\$134	\$145	\$11	8%	211,373	67.4%
	CDHP	\$46	\$57	\$11	24%	30,841	9.8%
	Select	\$83	\$82	(\$1)	-1%	15,829	5.0%

- Employee contributions are rounded to the nearest dollar.



Historical Employee Premiums

		2022	2023	2024	2025	Proposed 2026
		Employee Contribution	Employee Contribution	Employee Contribution	Employee Contribution	Employee Contribution
KPNW	Classic	\$159	\$172	\$331	\$189	\$256
	CDHP	\$26	\$25	\$195	\$38	\$58
KPWA	Classic	\$204	\$167	\$226	\$129	\$141
	Value	\$113	\$94	\$211	\$119	\$150
	CDHP	\$24	\$25	\$26	\$25	\$25
	SoundChoice	\$50	\$46	\$69	\$73	\$102
UMP	Classic	\$110	\$135	\$124	\$134	\$145
	CDHP	\$24	\$29	\$35	\$46	\$57
	Plus	\$78	\$97	\$109	\$158	NA
	Select	\$39	\$59	\$59	\$83	\$82

• Employee contributions are rounded to the nearest dollar.

Proposed 2026 Employee Premiums by Tier

Tier factors		1	2	1.75	2.75
		Subscriber	Subscriber & spouse/SRDP*	Subscriber & Child(ren)	Subscriber, spouse/SRDP*, & child(ren)
KPNW	Classic	\$256	\$512	\$448	\$704
	CDHP	\$58	\$116	\$102	\$160
KPWA	Classic	\$141	\$282	\$247	\$388
	Value	\$150	\$300	\$263	\$413
	CDHP	\$25	\$50	\$44	\$69
	SoundChoice	\$102	\$204	\$179	\$281
UMP	Classic	\$145	\$290	\$254	\$399
	CDHP	\$57	\$114	\$100	\$157
	Select	\$82	\$164	\$144	\$226
Subscribers may be subject to the following surcharges					
Tobacco Surcharge		\$25	\$25	\$25	\$25
Spousal Surcharge		N/A	\$50	N/A	\$50

- Employee contributions are rounded to the nearest dollar.
- *SRDP = State registered domestic partner.



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Non-Medicare Retiree Premiums

Proposed 2026 Non-Medicare Retiree Premiums

		Year-over-year change in Subscriber rate			
		2025	Proposed 2026	\$	%
KPNW	Classic	\$953.79	\$1,081.63	\$128	13.4%
	CDHP	\$806.99	\$889.16	\$82	10.2%
KPWA	Classic	\$893.25	\$966.75	\$74	8.2%
	Value	\$883.53	\$975.67	\$92	10.4%
	CDHP	\$795.12	\$855.84	\$61	7.6%
	SoundChoice	\$837.62	\$927.91	\$90	10.8%
UMP	Classic	\$898.37	\$970.43	\$72	8.0%
	CDHP	\$816.17	\$887.83	\$72	8.8%
	Select	\$847.77	\$907.50	\$60	7.0%
Subscribers may be subject to the following surcharges					
Tobacco Surcharge		\$25	\$25	\$25	\$25
Spousal Surcharge		N/A	\$50	N/A	\$50

- *SRDP = State registered domestic partner
- All rates include self-pay administrative fee



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Proposed 2026 Non-Medicare Retiree Premiums by Tier

Tier factors		1	2	1.75	2.75
		Subscriber	Subscriber & spouse/SRDP*	Subscriber & Child(ren)	Subscriber, spouse/SRDP*, & child(ren)
KPNW	Classic	\$1,081.63	\$2,157.51	\$1,888.54	\$2,964.42
	CDHP	\$889.16	\$1,771.31	\$1,565.36	\$2,389.18
KPWA	Classic	\$966.75	\$1,927.75	\$1,687.50	\$2,648.50
	Value	\$975.67	\$1,945.59	\$1,703.11	\$2,673.03
	CDHP	\$855.84	\$1,704.67	\$1,507.05	\$2,297.55
	SoundChoice	\$927.91	\$1,850.07	\$1,619.53	\$2,541.69
UMP	Classic	\$970.43	\$1,935.11	\$1,693.94	\$2,658.62
	CDHP	\$887.83	\$1,768.65	\$1,563.03	\$2,385.52
	Select	\$907.50	\$1,809.25	\$1,583.81	\$2,485.56
Subscribers may be subject to the following surcharges					
Tobacco Surcharge		\$25	\$25	\$25	\$25
Spousal Surcharge		N/A	\$50	N/A	\$50

- *SRDP = State registered domestic partner
- All rates include self-pay administrative fee



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Alternative Proposals by Carriers

- ▶ Additional proposals were made by carriers to reduce premiums by increasing member out-of-pocket costs

- ▶ ***Illustrative Example:***

- Reduce monthly premium by \$20 (\$240 annually); and
 - Increase annual deductible from \$200 to \$500 (\$300 annually); and
 - Increase coinsurance

Alternative Proposals by Carriers (*cont.*)

- ▶ Alternative proposals are not being brought forward for Board adoption
 - ▶ Changing the benefit design significantly while maintaining existing plan names could result in confusion and unexpected costs for members using services
 - ▶ Members commonly select plans based on premium comparisons and may not appreciate underlying benefit design changes that could result in additional member out-of-pocket costs

Other Benefits

Vision and Dental Premiums

PEBB Vision	
	2026
EyeMed	\$6.57
Metlife	\$8.30
Davis	\$5.02

*Vision rates guaranteed through December 31, 2027

PEBB Dental		
	2025	2026
DeltaCare	\$41.50	\$46.48
Uniform Dental Plan	\$52.23	\$52.45
Willamette	\$48.87	\$59.84

*UDP admin, DeltaCare and Willamette rates guaranteed through December 31, 2028

- Vision and dental premiums are paid 100% by the employer for all tiers for employees.



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Life and AD&D Premiums

- ▶ Basic Life and AD&D
 - ▶ Employer funded
 - ▶ No premium change for 2026
- ▶ Supplemental Life and AD&D
 - ▶ Employee funded
 - ▶ No premium change for 2026

Reminder: Members pay more in premium when they transition through age bands.

Employer-Paid Long-Term Disability (LTD) Premiums

- ▶ Employer-paid LTD:
 - ▶ Maximum monthly benefit will increase from \$240 to \$450
 - ▶ No employer paid premium change for 2026
- ▶ Employee paid premiums will decrease around 6 percent for 2026 as a result of increasing the employer-paid LTD benefit

Proposed Employee-Paid LTD Premiums Per \$1,000 of Coverage

Type of Employee	60-Percent Plan	50-Percent Plan
Higher-education employees retirement plans	0.0050***	0.0030**
TRS, PERS, and other retirement plan employees	0.0039***	0.0024*

*Indicates the rate reduced by 0.0001

**Indicates the rate reduced by 0.0002

***Indicates the rate reduced by 0.0003

Pending final approval by OIC.



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Proposed Resolutions

Proposed Resolution PEBB 2025-13

Kaiser Foundation Health Plan of the Northwest (KPNW) Non-Medicare Premiums

The PEB Board authorizes the Kaiser Foundation Health Plan of the Northwest employee and non-Medicare retiree 2026 plan premiums.

Proposed Resolution PEBB 2025-14

Kaiser Foundation Health Plan of WA (KPWA) Non-Medicare Premiums

The PEB Board authorizes the Kaiser Foundation Health Plan of Washington employee and non-Medicare retiree 2026 plan premiums.

Proposed Resolution PEBB 2025-15

Uniform Medical Plan (UMP)

Non-Medicare Premiums

The PEB Board authorizes the Uniform Medical Plan (UMP) employee and non-Medicare retiree 2026 plan premiums.

Next Steps

- ▶ HCA will ask the Board to take action on these premium resolutions at the July 17, 2025 meeting

Questions?

Tanya Deuel, ERB Finance Manager
Finance Services and Health Care Purchasing Administration

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TAB 7



STATE OF WASHINGTON
HEALTH CARE AUTHORITY
626 8th Avenue SE • PO Box 45502 • Olympia, Washington 98504-5502

PEB BOARD MEETING SCHEDULE

2026 Public Employees Benefits (PEB) Board Meeting Schedule

The PEB Board meetings will be held at the Health Care Authority, Sue Crystal Rooms A & B, 626 8th Avenue SE, Olympia, WA 98501.

January 29, 2026 (Board Retreat) - starting at 9:00 a.m.*

March 12, 2026 - starting at 9:00 a.m.

April 16, 2026 - starting at 9:00 a.m.

May 21, 2026 - starting at 9:00 a.m.

June 11, 2026 - starting at 9:00 a.m.

June 25, 2026 – starting at 9:00 a.m.

July 9, 2026 - starting at 9:00 a.m.

July 16, 2026 - starting at 9:00 a.m.

July 23, 2026 - starting at 9:00 a.m.

July 30, 2026 - starting at 9:00 a.m.

*Meeting times are tentative

If you are a person with a disability and need a special accommodation, please contact the Employees and Retirees Benefits (ERB) Board Operations Manager at 360-725-9484.

06/13/2025