

# **Public Employees Benefits Board Meeting**

**July 17, 2025**

## Public Employees Benefits Board

July 17, 2025

9:00 a.m. – 11:30 a.m.

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

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

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**TAB 1**

**Public Employees Benefits Board**  
**July 17, 2025**  
**9:00 a.m. – 11:30 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.*	<b>Welcome and Introductions</b>		Lou McDermott, Chair Pro-Tem	
9:05 a.m.*	<b>Meeting Overview</b>		David Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information
9:10 a.m.*	<b>Approval of Meeting Minutes</b> <ul style="list-style-type: none"> <li>• June 26, 2025</li> <li>• July 10, 2025</li> </ul>	TAB 3	Lou McDermott, Chair Pro-Tem	Action
9:15 a.m.*	<b>UMP Benefit Design</b>	TAB 4	Ryan Ramsdell, UMP Team Manager Employees & Retirees Benefits (ERB) Division	Action
9:30 a.m.*	<b>Plan Year 2026 Non-Medicare Premiums</b>	TAB 5	Tanya Deuel, ERB Finance Manager Finance Services & Health Care Purchasing Administration	Action
9:50 a.m.*	<b>Open Enrollment Readiness</b>	TAB 6	Brett Mello, Chief Information Officer Enterprise Technology Services (ETS) Division  Alisa Richards, Section Manager Employees & Retirees Benefits (ERB) Division	Information/ Discussion
10:20 a.m.*	<b>HCA Request for Proposal Process</b>	TAB 7	John Partin, Section Manager Employees & Retirees Benefits (ERB) Division	Information/ Discussion

10:50 a.m.*	<b>2026 Board Meeting Schedule</b>	TAB 8	David Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information/ Discussion
11:00 a.m.*	<b>General Public Comment</b>		<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 <a href="mailto:PEBBoard@hca.wa.gov">PEBBoard@hca.wa.gov</a>.</i>	
11:25 a.m.*	<b>Closing</b>			
11:30 a.m.*	<b>Adjourn</b>		Lou McDermott, Chair Pro-Tem	

**\*All times are approximate.**

The Public Employees Benefits Board will meet Thursday, July 17, 2025 at the Washington State Health Care Authority, Sue Crystal Rooms A & B, 626 8<sup>th</sup> 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.

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](mailto:PEBBoard@hca.wa.gov).

Materials will be posted at <http://www.pebb.hca.wa.gov/board/> by close of business on Monday, July 14, 2025.

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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/86293288726?pwd=dCi4HDLPMY4t8gxzEuWnBWfw79zw1T.1>

## PEB Board Members

Name	Representing
MaryAnne Lindeblad, Interim 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:MaryAnne.Lindeblad@hca.wa.gov">MaryAnne.Lindeblad@hca.wa.gov</a>	Chair
Kurt Spiegel WA Federation of State Employees 1212 Jefferson ST SE #300 Olympia WA 98501 V 833-622-9373 <a href="mailto:PEBBoard@hca.wa.gov">PEBBoard@hca.wa.gov</a>	State Employees
Elyette Weinstein 5000 Orvas CT SE Olympia WA 98501-4765 V 360-705-8388 <a href="mailto:PEBBoard@hca.wa.gov">PEBBoard@hca.wa.gov</a>	State Retirees
Tom MacRobert 4527 Waldrick RD SE Olympia WA 98501 V 360-264-4450 <a href="mailto:PEBBoard@hca.wa.gov">PEBBoard@hca.wa.gov</a>	K-12 Retirees
Michaela Doelman Office of Financial Management 302 Sid Snyder Ave Olympia WA 98501 C 360-790-8315 <a href="mailto:PEBBoard@hca.wa.gov">PEBBoard@hca.wa.gov</a>	Benefits Management/Cost Containment

## PEB Board Members

Name	Representing
Sharon Laing Box 358421 1900 Commerce Street Tacoma, WA 98402 V 253-692-4475 <a href="mailto:PEBBoard@hca.wa.gov">PEBBoard@hca.wa.gov</a>	Benefits Management/Cost Containment
John Comerford* 121 Vine ST Unit 1205 Seattle, WA V 206-625-3200 <a href="mailto:PEBBoard@hca.wa.gov">PEBBoard@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:PEBBoard@hca.wa.gov">PEBBoard@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 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 8<sup>th</sup> 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 Manager 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: Premera 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.

**Draft**  
**Public Employees Benefits Board**  
**Meeting Minutes**

July 10, 2025  
Health Care Authority  
Sue Crystal Rooms A & B  
Olympia, Washington  
9:00 a.m. – 11:45 a.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  
Tom MacRobert  
Michaela Doelman  
Kurt Spiegel  
Elyette Weinstein  
Harry Bossi

**Members Present via Zoom**

Sharon Laing

**Members Absent**

John Comerford

**PEB Board Counsel**

Michael Tunick, AAG (in person)

**Call to Order**

**Lou McDermott, Chair Pro-Tem**, called the meeting to order at 9:03 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**

Approval of the June 26 PEBB Board meeting minutes was postponed until July 17 Board meeting.

### **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 9:11 a.m. and concluded at 9:51 a.m.

### **Plan Year 2026 Medicare Premiums**

**Molly Christie**, Fiscal Analyst in the Finance Services and Health Care Purchasing Administration brought back the plan year 2026 Medicare premium resolutions for voting.

- *PEBB 2025-07: Medicare Explicit Subsidy*. Elyette Weinstein moved, and Tom MacRobert seconded a motion to approve the resolution. The resolution passed with a unanimous vote.
- *PEBB 2025-08: Kaiser Foundation Health Plan of the Northwest (KPNW) Medicare Premium*. Michaela Doelman moved, and Kurt Spiegel seconded a motion to approve the resolution. The resolution passed with a split vote – five affirmative (Bossi, Doelman, Laing, MacRobert, McDermott) and two negative (Spiegel, Weinstein).
- *PEBB 2025-09: Kaiser Foundation Health Plan of Washington (KPWA) Medicare Premium*. Tom MacRobert moved, and Elyette Weinstein seconded a motion to approve the resolution. The resolution passed with a split vote – six affirmative (Bossi, Doelman, MacRobert, McDermott, Spiegel, Weinstein) and one negative (Laing).
- *PEBB 2025-10: UnitedHealthcare (UHC) Medicare Premiums*. Tom MacRobert moved, and Elyette Weinstein seconded a motion to approve the resolution. The resolution passed with a unanimous vote.
- *PEBB 2025-11: Premiera Medicare Premiums*. Elyette Weinstein moved, and Kurt Spiegel seconded a motion to approve the resolution. The resolution passed with a unanimous vote.
- *PEBB 2025-12: UMP Medicare Premium*. Elyette Weinstein moved, and Michaela Doelman seconded a motion to approve the resolution. The resolution passed with a unanimous vote.

### **Plan Year 2026 Proposed Non-Medicare Benefit Design Changes**

**Beth Heston**, Procurement Manager in the ERB Division presented on the plan year 2026 proposed benefit changes for plans in the PEBB Program's non-Medicare portfolio. The presentation included information regarding the IRS Consumer Directed Health Plan deductible update, Kaiser Foundation Health Plan of the Northwest (KPNW) proposed benefit changes, and Kaiser Foundation Health Plan of Washington (KPWA) proposed benefit changes.

### **Plan Year 2026 Non-Medicare Premiums**

**Tanya Deuel**, Finance Manager in the Finance Services and Health Care Purchasing Administration provided some information regarding the plan year 2026 non-Medicare

premiums. The presentation also introduced resolution relating to the 2026 non-Medicare premiums.

- *PEBB 2025-13: Kaiser Foundation Health Plan of the Northwest (KPNW) Non-Medicare Premiums.*
- *PEBB 2025-14: Kaiser Foundation Health Plan of Washington (KPWA) Non-Medicare Premiums.*
- *PEBB 2025-15: Uniform Medical Plan (UMP) Non-Medicare Premiums.*

No action was taken on these resolutions. Action will be scheduled for the July 17 Board meeting.

### **2026 Board Meeting Schedule**

**David Iseminger**, Director of the ERB Division introduced the meeting schedule for next year's Board season. The finalized schedule will be brought back to the July 17 Board meeting.

### **General Public Comment**

No members of the public provided comments.

The audio recording for the July 10 PEB Board 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>

### **Next Meeting**

July 17, 2025

Starting time 9:00 a.m.

### **Preview of July 17, 2025 PEB Board Meeting**

**David Iseminger**, Director, Employees and Retirees Benefits (ERB) Division, provided an overview of potential agenda topics for the July 17, 2025 meeting.

The meeting adjourned at 11:19 a.m.

**TAB 4**

# UMP Benefit Design

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Ryan Ramsdell  
UMP Team Manager  
Employees and Retirees Benefits Division  
July 17, 2025

# Presentation Overview

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- ▶ Feedback and follow-up
- ▶ Two resolutions for Board action

# Feedback and follow-up

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- ▶ Circumstances when higher-cost medical devices are prescribed due to medical necessity
- ▶ Evolving topic, additional Board work may be needed next season



# Resolution PEBB 2023-03

## UMP Hearing Instruments

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***As adopted on June 8, 2023***

**Resolved that**, beginning January 1, 2024, prescribed hearing instruments in all Uniform Medical Plan (UMP) plans will be covered up to \$3,000 per ear with hearing loss, at least every 36 months, without member cost share.

- Coverage for members enrolled in UMP Classic, UMP Select, and UMP Plus are not subject to the member meeting the plan deductible.
- Coverage for members enrolled in UMP Consumer-Directed Health Plan (CDHP) are subject to the member meeting the plan deductible.

# Resolution PEBB 2025-05

## Rescinding Resolution PEBB 2023-03: UMP Hearing Instruments

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**Resolved that,** effective January 1, 2026, Resolution PEBB 2023-03, as adopted on June 8, 2023, is rescinded.

# Resolution PEBB 2025-06

## UMP Hearing Instruments

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**Resolved that,** beginning January 1, 2026, prescribed hearing instruments in all Uniform Medical Plan (UMP) plans will be covered at 100% of the allowed amount every 36 months. Coverage for members enrolled in UMP Classic, UMP Classic Medicare with Part D, and UMP Select is not subject to the member meeting the plan deductible. Coverage for members enrolled in UMP Consumer-Directed Health Plan (CDHP) is subject to the member meeting the plan deductible.

# Questions?

Ryan Ramsdell, UMP Team Manager  
Employees and Retirees Benefits Division

[Ryan.Ramsdell@hca.wa.gov](mailto:Ryan.Ramsdell@hca.wa.gov)

**TAB 5**

# Plan Year 2026 Non-Medicare Premiums

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

# Employee Premiums

# 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.



# Non-Medicare Retiree Premiums

# 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



**Health Care Authority**  
Public Employees Benefits Board

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

# Premium Resolutions

# Resolution PEBB 2025-13

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

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

# Resolution PEBB 2025-14

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

---

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

# Resolution PEBB 2025-15

## Uniform Medical Plan (UMP)

### Non-Medicare Premiums

---

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

# Questions?

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

[Tanya.Deuel@hca.wa.gov](mailto:Tanya.Deuel@hca.wa.gov)

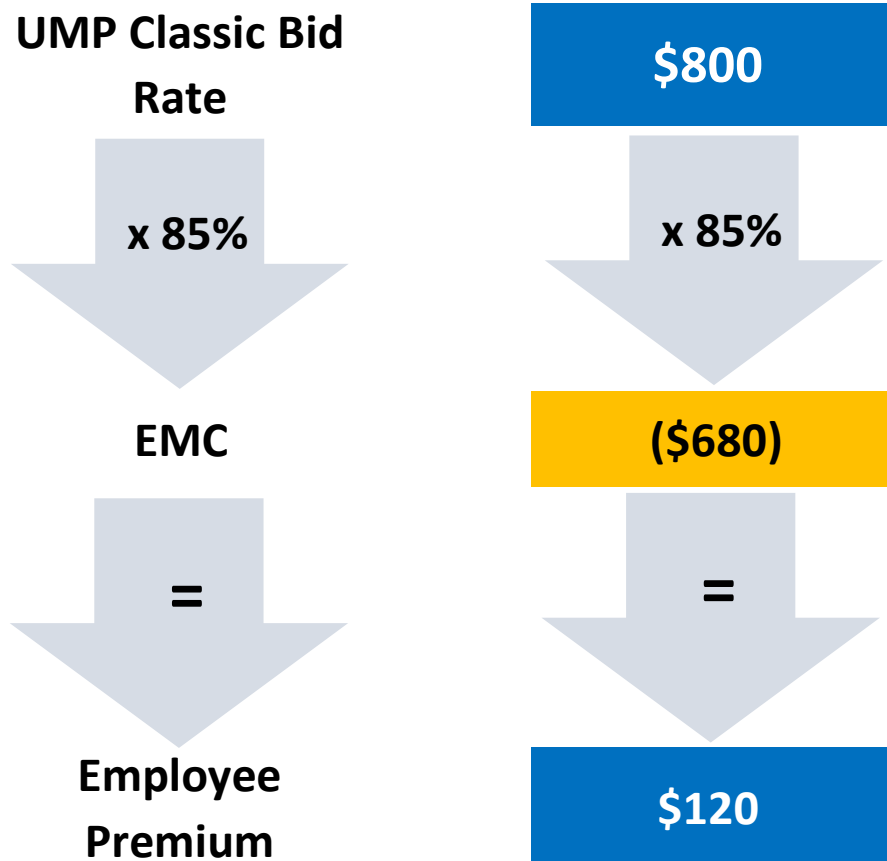
# Appendix



# Employer Medical Contribution (EMC)

## Sample Illustration

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# Determining Employee Premiums

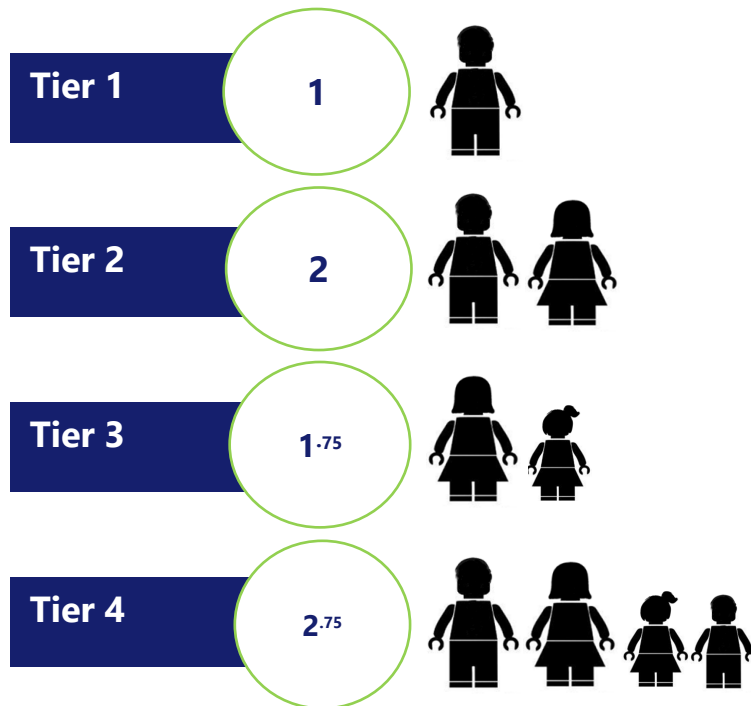
## Sample Illustration

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

# 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

# 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.

# 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.

# 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.



**Health Care Authority**  
Public Employees Benefits Board

# 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



# 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

# 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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Public Employees Benefits Board

# 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

# 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.

**TAB 6**

# Open Enrollment Readiness

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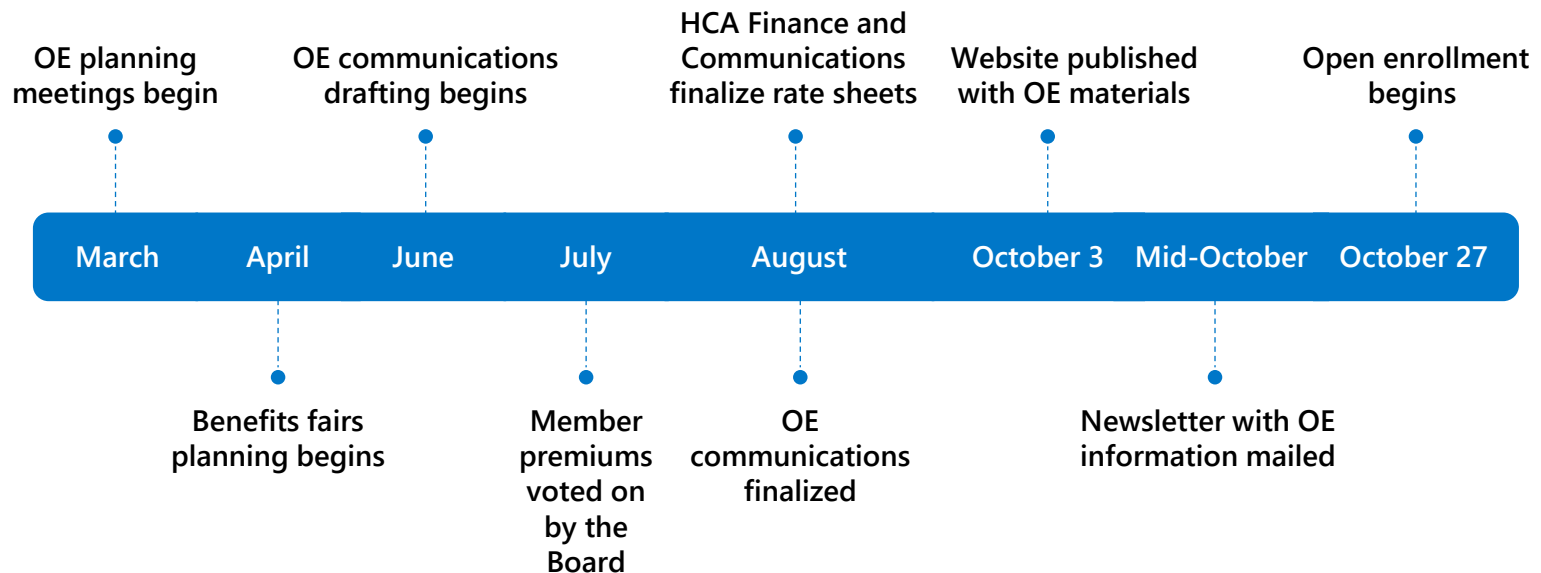
Brett Mello  
Chief Information Officer  
Enterprise Technology Services

Alisa Richards  
Section Manager  
ERB Division  
July 17, 2025

# Open Enrollment (OE) Timeline

## PEBB Program Open Enrollment

10/27/2025-11/24/2025



**Health Care Authority**  
Public Employees Benefits Board



# Outreach and Training

---

- ▶ Supports over 700 PEBB agencies and SEBB organizations
- ▶ Provides training to organizations regarding program plan options, covered benefits, eligibility, rules, and enrollment processes
  - ▶ In turn, organizations act as the first line of customer services for their employees
- ▶ Assists benefits administrators when they reach out to the Outreach and Training unit for support
- ▶ Works on open enrollment year-round for strategies and process improvements

# Customer Service

---

- ▶ Customer Service unit is the first line of contact for retirees and continuation coverage enrollees
- ▶ Staff performs three primary functions:
  - ▶ Answers calls via a toll-free line and responds to electronic HCA Support inquiries
  - ▶ Provides in-person lobby services for walk-in members
  - ▶ Reviews members' retiree or continuation of coverage eligibility as they process enrollment forms
- ▶ 25 filled Medical Assistance Specialist (MAS) 3 positions
  - ▶ 18 will be fully trained by the start of open enrollment

# Benefits Administrator Readiness

---

- ▶ Webinars
- ▶ Forwardable email messages with important information
- ▶ HCA Support external portal
- ▶ Open enrollment training

# Benefits Fairs

---

- ▶ Changes based on member feedback
  - ▶ Dates and locations
  - ▶ Printed materials available at earliest fair
  - ▶ New signage
  - ▶ Open time for all
- ▶ Virtual Benefits Fair (VBF)
  - ▶ Available 24/7
  - ▶ Virtual booths with information from all plans

# 2025 Benefits Fairs Schedule

---

Date	City	Time
10/27/2025	Olympia	10:00-4:30
10/28/2025	Pasco	10:00-4:30
10/29/2025	Yakima	10:00-4:30
10/29/2025	Vancouver	10:00-4:30
10/30/2025	Wenatchee	10:00-4:30
11/3/2025	Federal Way	10:00-4:30
11/4/2025	Bremerton	10:00-4:30
11/4/2025	Spokane	10:00-4:30
11/5/2025	Cheney	10:00-4:30
11/5/2025	Port Angeles	10:00-4:30
11/6/2025	Pullman	10:00-4:30
11/10/2025	Tacoma	10:00-4:30



# 2025 Benefits Fairs Schedule (UW)

---

Date	City	Time
10/20/2025	Seattle	10:00-5:00
10/21/2025	Seattle	10:00-5:00
10/22/2025	Seattle	10:00-5:00
10/23/2025	Seattle	10:00-5:00

- ▶ These fairs are organized by the University of Washington and HCA participates at them

# Communications Strategy

---

- ▶ Social media posts
- ▶ Forwardable email messages to benefits administrators
- ▶ Banners in Benefits 24/7
- ▶ Open enrollment webpage
- ▶ Website alerts
- ▶ Postcard to UMP Plus subscribers
- ▶ Letter to UMP Plus subscribers
- ▶ Customized letter to retirees
- ▶ The October newsletter will provide essential information

# Benefits 24/7 Focus Groups

---

- ▶ PEBB and SEBB Program benefit administrator participation
- ▶ Focus on open enrollment wizard
  - ▶ Dependent verification
  - ▶ Spousal surcharge
- ▶ Feedback will be used to improve user experience for this open enrollment



# System Readiness

---

- ▶ Open enrollment wizard updates
- ▶ UMP Plus winddown
- ▶ Annual updates
  - ▶ Plans available
  - ▶ Premiums
  - ▶ Screen text
- ▶ Bug resolution prior to open enrollment
  - ▶ Addressing data quality and processing issues
- ▶ User acceptance testing

# Open Enrollment Member Checklist

---

- ▶ Log in to Benefits 24/7 to ensure account information is current, such as home address
- ▶ Consider signing up for email communications
- ▶ Prepare a list of questions to ask plans
- ▶ Review the changes such as premiums and benefits
- ▶ Make a list of prescriptions to research coverage for potential plan changes
- ▶ Read open enrollment materials (newsletters and website)

# Open Enrollment Member Checklist (*cont.*)

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- ▶ Change plans if applicable
- ▶ Waive coverage
- ▶ Add or drop dependents
- ▶ Attest to surcharges
- ▶ Elect Flexible Spending Account (FSA) or Limited Purpose FSA/Dependent Care Assistance Program (DCAP)
- ▶ Complete SmartHealth incentive
- ▶ Review Life and Long-Term Disability (LTD) coverage
- ▶ Designate beneficiaries

# Questions?

Alisa Richards, Benefits Accounts Section Manager  
Employees and Retirees Benefits Division

[Alisa.Richards@hca.wa.gov](mailto:Alisa.Richards@hca.wa.gov)

**TAB 7**

# HCA Request for Proposal Process

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John Partin  
Benefit Strategy and Design Section Manager  
Employees & Retirees Benefits Division  
July 17, 2025

# Presentation Overview

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- ▶ Components of a request for proposal (RFP)
- ▶ Typical timelines

# Request for Proposal (RFP)

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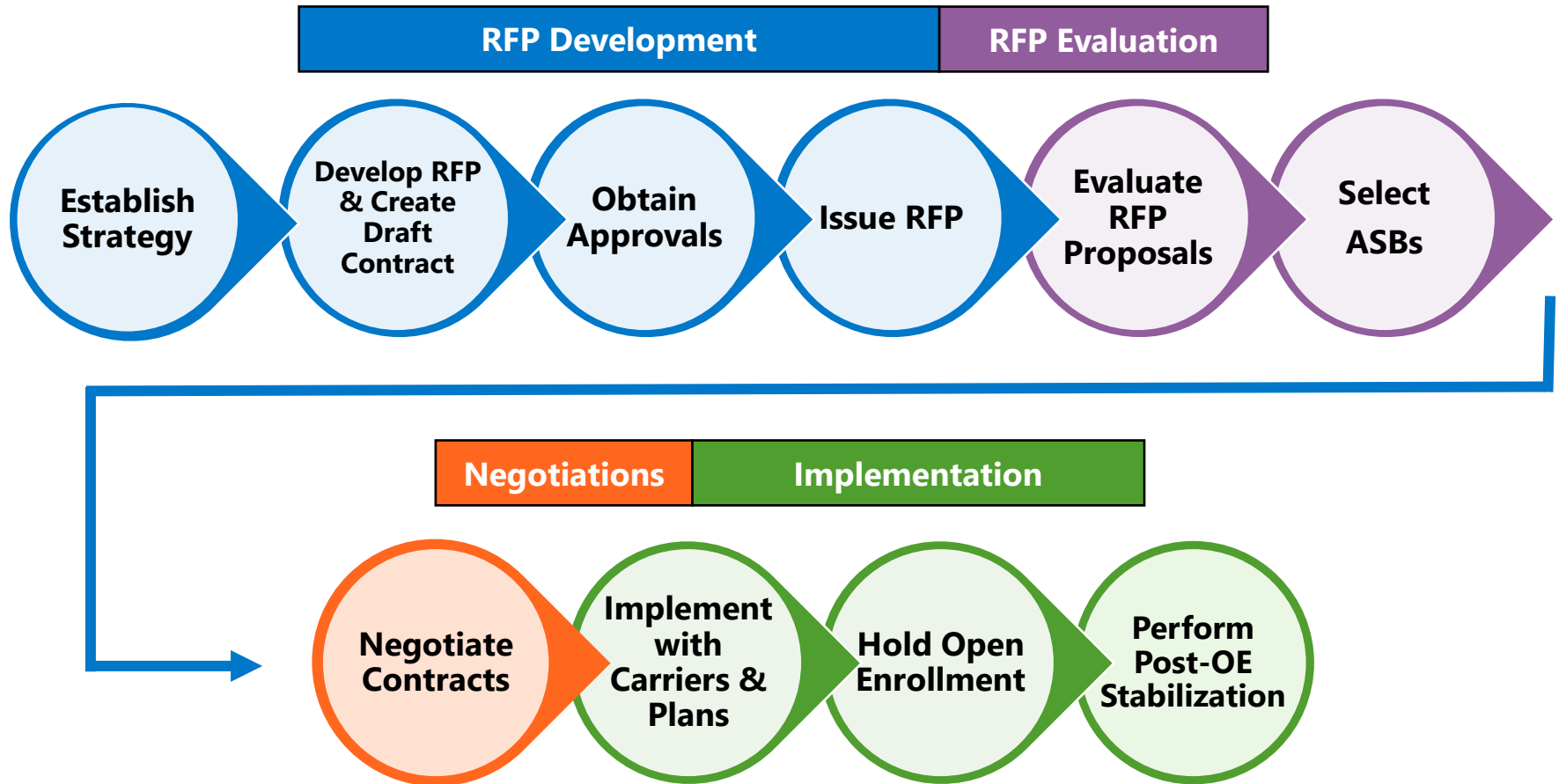
- ▶ New contractual relationship or benefit design
- ▶ Structured, regulated, formal process
- ▶ Ensure fair and defined assessment of market proposals
- ▶ Related processes
  - ▶ Decision packages
  - ▶ Requests for information



# Request for Procurement Timeline

High-level Phases, Key Activities, and Milestones For ERB Procurement

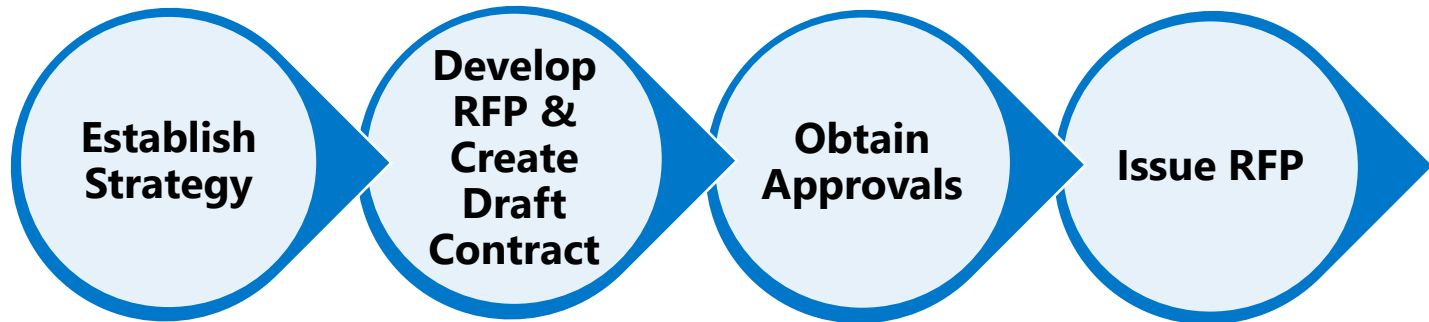
**Total Timeline: Two to Three Years**



# RFP Development Phase

## 12-15 Months

---



- ▶ Create project management structure
- ▶ Define vision, goals, and requirements for the RFP
- ▶ Draft RFP and contract
- ▶ Complete reviews with HCA leadership and Attorney General's Office
- ▶ Incorporate feedback from the Governor's Office and Office of Financial Management
- ▶ Finalize and issue RFP via WEBS
- ▶ Publicize RFP

# Development of an RFP

---

- ▶ Formal project management structure
  - ▶ Business sponsor
  - ▶ Steering committee
  - ▶ Cross-functional work teams
- ▶ Establish strategic vision, goals, and requirements
- ▶ Write the RFP and draft contract with subject matter experts
- ▶ Communicate regularly, complete reviews, and incorporate feedback from: HCA leadership, Assistant Attorney Generals (AAGs), Office of Financial Management (OFM), and Governor's Office
- ▶ Finalize RFP documents

# RFP Release

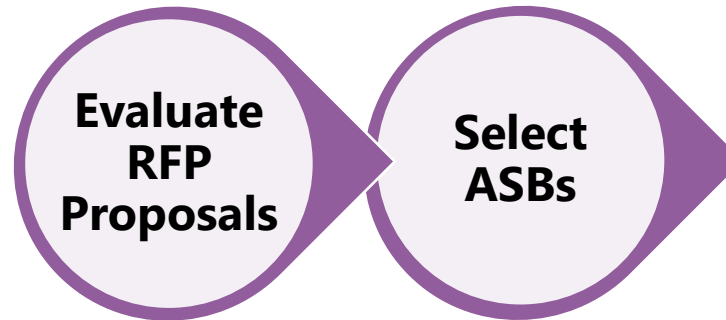
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- ▶ RFP issued using Washington's Electronic Business Solution (WEBS)
  - ▶ Simultaneously, HCA announces the release of an RFP to existing vendors
- ▶ HCA Communications produces a general press release announcing the RFP
- ▶ RFPs typically active for approximately eight weeks to allow vendors time to prepare a response

# RFP Evaluation Phase

## 3-6 Months

---



- ▶ Prepare HCA staff for evaluation process
- ▶ Conduct pre-proposal bidder conference
- ▶ Require a "Letter of Intent"
- ▶ Hold bidder Q&A period
- ▶ Evaluate and score bidder proposals
- ▶ Select and announce ASB(s)
- ▶ Address protests, if any

# RFP Evaluation

---

- ▶ Pre-proposal conference(s)
  - ▶ A meeting with all potential bidders to give highlights of the RFP
- ▶ Bidders must submit a “Letter of Intent”
- ▶ Bidder question period
  - ▶ Any questions from bidders are submitted in writing
  - ▶ HCA answers in WEBS, so that all bidders may see the Q&A
- ▶ Evaluator teams within HCA are finalized

# RFP Evaluation (*cont.*)

---

- ▶ Proposals are first reviewed to determine overall responsiveness
- ▶ Evaluation of proposals begins and often has:
  - ▶ Multiple phases
  - ▶ Quantitative and qualitative aspects
  - ▶ Sometimes includes bidder oral presentations
- ▶ All phases are scored and ASB(s) are selected

# Results of an RFP Evaluation

---

- ▶ HCA may choose more than one ASB for some RFPs
- ▶ ASB(s) are announced via the WEBS system
- ▶ Debriefs are held (if requested) with unsuccessful bidders
- ▶ A protest period is observed following debriefs
- ▶ When any protests are resolved or if there are no protests, HCA enters contract negotiations with the ASB(s)



# Negotiation Phase

## 5-6 Months

---



### Negotiate Contracts

- ▶ Determine which contract provisions are open to negotiation
- ▶ Negotiate final agreement, unless ASB withdraws or HCA determines no agreement can be reached
- ▶ Begin data sharing agreement negotiations
- ▶ Perform IT security review
- ▶ Execute contract

# Negotiating Contracts

---

- ▶ Because draft contracts are typically attached to an RFP, HCA can decide which contract provisions—if any—are open for negotiation
- ▶ Bidders are required to return the draft contract with their bid proposal
  - ▶ Redline changes the bidder wants must be included
  - ▶ If no redline changes are included, HCA may consider the contract ready to be signed
  - ▶ The bidder's complete proposal may be accepted as a best and final offer (BAFO)
- ▶ Typically, bidders make many redline changes

# Negotiating Contracts (*cont.*)

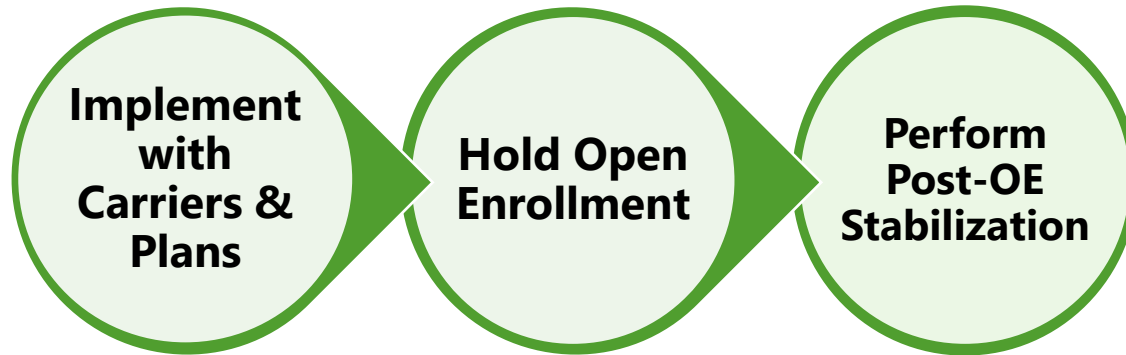
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- ▶ Because a medical plan contract can be hundreds of pages, negotiations may go on for many months
- ▶ Negotiations continue until:
  - ▶ HCA and the bidder come to agreement, or
  - ▶ The bidder withdraws, or
  - ▶ HCA, at its sole judgement, decides agreement cannot be reached on acceptable contract terms

# Implementation Phase

## 10-12 Months

---



- ▶ Finalize benefit plan design & obtain Board approval
- ▶ Execute implementation workplan with carriers
- ▶ Prepare internal systems for enrollment files
- ▶ Finish requirements, development, and testing with carriers
- ▶ Hold annual open enrollment
- ▶ Transmit open enrollment files to carriers
- ▶ Launch new plans (January 1st)
- ▶ Perform stabilization activities

# Implementing With Carriers

---

- ▶ Carriers finalize insurance plan design offers and begin programming their claims systems
- ▶ Once Board approval is obtained and contracts are signed, final implementation can begin
- ▶ HCA addresses internal systems
  - ▶ Enrollment data
  - ▶ Benefits 24/7 plan offerings
  - ▶ Additional electronic enrollment systems
- ▶ Create member communication materials for open enrollment

# Open Enrollment for New Plans

---

- ▶ With a new portfolio of plans, an active enrollment could be anticipated (encourage choice, auto enrollment made per policies)
  - ▶ PEBB Program subscribers 235,703; with dependents 296,635
  - ▶ SEBB Program subscribers 133,600; with dependents 283,556
- ▶ Extensive communications about the new portfolio
  - ▶ Members
  - ▶ Benefits administrators

# Post-Open Enrollment Stabilization

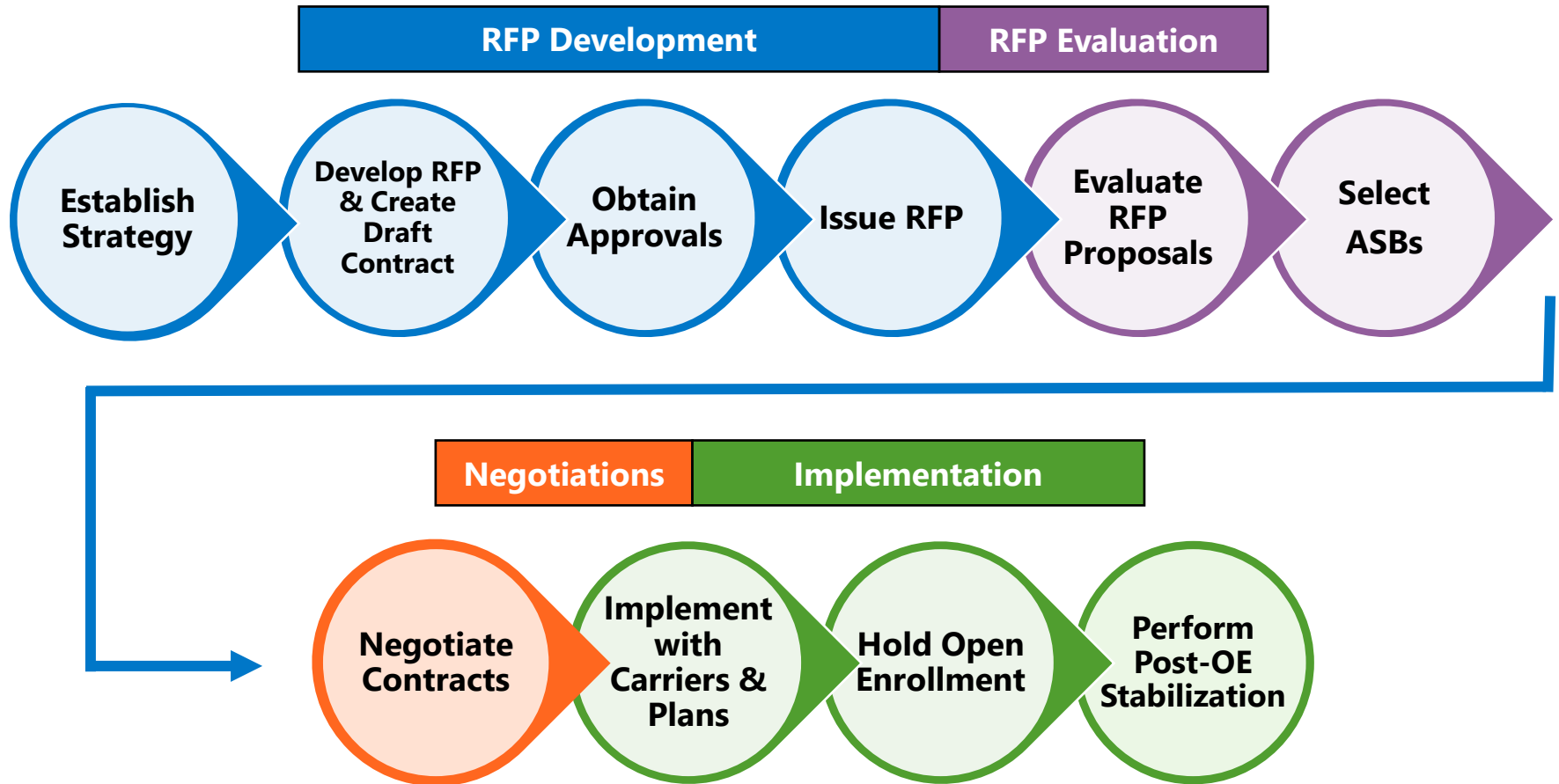
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- ▶ Plans would go live on January 1
- ▶ Post-OE stabilization work may be required after open enrollment
- ▶ This work can continue through first quarter of first plan year
- ▶ Implementation usually continues past the launch date of the new plans

# Request for Procurement Timeline

High-level Phases, Key Activities, and Milestones For ERB Procurement

**Total Timeline: Two to Three Years**





# RFP Best Practices

---

- ▶ Taking a measured approach can mitigate risks
  - ▶ Fair and accurate procurement process
  - ▶ User interface testing
  - ▶ Enrollment file transfers
  - ▶ Billing and premium accuracy
  - ▶ Communications
  - ▶ Carrier performance metrics
- ▶ Faster RFP timelines often increases risks

# Questions?

John Partin, Benefit Strategy and Design Section  
Manager

Employee and Retiree Benefits (ERB) Division

[John.Partin@hca.wa.gov](mailto:John.Partin@hca.wa.gov)

# Appendix

# Request for Procurement Timeline (*cont.*)

## High-level Phases, Key Activities, and Milestones For ERB Procurement

Development	Evaluation	Negotiation	Implementation
<ul style="list-style-type: none"> <li>❖ Create project management structure</li> <li>❖ Define vision, goals, and requirements for the RFP</li> <li>❖ Draft RFP and contract</li> <li>❖ Complete reviews with HCA leadership &amp; AGO</li> <li>❖ Incorporate feedback from Governor's Office &amp; OFM</li> <li>❖ Finalize and issue RFP via WEBS</li> <li>❖ Publicize RFP</li> </ul>	<ul style="list-style-type: none"> <li>❖ Prepare HCA staff for evaluation process</li> <li>❖ Conduct pre-proposal bidder conference</li> <li>❖ Require a "Letter of Intent"</li> <li>❖ Hold bidder Q&amp;A period</li> <li>❖ Evaluate and score bidder proposals</li> <li>❖ Select and announce ASBs</li> <li>❖ Address protests, if any</li> </ul>	<ul style="list-style-type: none"> <li>❖ Determine which contract provisions are open to negotiation</li> <li>❖ Negotiate final agreement, unless ASB withdraws or HCA determines no agreement can be reached</li> <li>❖ Begin data sharing agreement negotiations</li> <li>❖ Perform IT security review</li> <li>❖ Execute contract</li> </ul>	<ul style="list-style-type: none"> <li>❖ Finalize benefit plan design &amp; obtain Board approval</li> <li>❖ Execute implementation workplan with carriers</li> <li>❖ Prepare internal systems for enrollment files</li> <li>❖ Finish requirements, development, and testing with carriers</li> <li>❖ Hold annual open enrollment</li> <li>❖ Transmit open enrollment files to carriers</li> <li>❖ Launch new plans</li> <li>❖ Perform stabilization activities</li> </ul>

**TAB 8**



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 8<sup>th</sup> 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.

OFFICE OF THE CODE REVISER  
STATE OF WASHINGTON  
FILED

**DATE: July 10, 2025**

**TIME: 10:45 AM**

**WSR 25-15-051**