

School Employees Benefits Board Meeting

March 14, 2024

School Employees Benefits Board

March 14, 2024

9:00 a.m. – 12:30 p.m.

Attendance In-person or by Zoom

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

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TAB 1

School Employees Benefits Board
March 14, 2024
9:00 a.m. – 12:30 p.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

9:00 a.m.*	Welcome and Introductions		Lou McDermott, Chair	
9:05 a.m.	Meeting Overview		David Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information/ Discussion
9:10 a.m.	Approval of Meeting Minutes <ul style="list-style-type: none"> • July 20, 2023 • January 25, 2024 	TAB 3	Lou McDermott, Chair	Action
9:20 a.m.	January Retreat Follow Up	TAB 4	David Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information/ Discussion
9:30 a.m.	Legislative Session Debrief	TAB 5	Cade Walker, Section Manager Employees & Retirees Benefits (ERB) Division	Information/ Discussion
9:50 a.m.	Behavioral Health Network Adequacy	TAB 6	Andrea Philhower, Unit Manager Employees & Retirees Benefits (ERB) Division	Information/ Discussion
10:10 a.m.	Pharmacy Administration Follow Up	TAB 7	Jenny Switzer, Senior Account Manager Employees & Retirees Benefits (ERB) Division	Information/ Discussion
10:35 a.m.	Break			
10:45 a.m.	Vision Design Implementation	TAB 8	Beth Heston, Procurement Manager Employees & Retirees Benefits (ERB) Division	Information/ Discussion
11:00 a.m.	Policy and Rules Development	TAB 9	Stella Ng, Policy & Rules Coordinator Emily Duchaine, Regulatory Analyst Employees & Retirees Benefits (ERB) Division	Information/ Discussion

11:35 a.m.	SmartHealth Update	TAB 10	Kristen Stoimenoff, Wellness Manager Employees & Retirees Benefits (ERB) Division	Information/ Discussion
12:00 p.m.	General Public Comment			
12:25 p.m.	Closing			
12:30 p.m.	Adjourn		Lou McDermott, Chair	

*All Times Approximate

The School Employees Benefits Board will meet Thursday, March 14, 2024 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.

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: SEBBoard@hca.wa.gov.

Materials are posted at <https://www.hca.wa.gov/about-hca/school-employees-benefits-board-sebb-program/meetings-and-materials> by close of business on Monday, March 11, 2024.

Join Zoom Meeting

<https://us02web.zoom.us/j/86738796318?pwd=VkJRdkdpa3pjOUROc2R5bTZ1SkIpQT09>

Meeting ID: 867 3879 6318

Passcode: 740354

One tap mobile

+12532050468,,86738796318#,,,,*740354# US

+12532158782,,86738796318#,,,,*740354# US (Tacoma)

Dial by your location

• +1 253 205 0468 US

• +1 253 215 8782 US (Tacoma)

• +1 669 900 6833 US (San Jose)

• +1 719 359 4580 US

• +1 346 248 7799 US (Houston)

• +1 669 444 9171 US

• +1 309 205 3325 US

• +1 312 626 6799 US (Chicago)

• +1 360 209 5623 US

• +1 386 347 5053 US

• +1 507 473 4847 US

• +1 564 217 2000 US

• +1 646 931 3860 US

- +1 689 278 1000 US
- +1 929 205 6099 US (New York)
- +1 301 715 8592 US (Washington DC)
- +1 305 224 1968 US

Meeting ID: 867 3879 6318

Passcode: 740354

Find your local number: <https://us02web.zoom.us/j/86738796318>

PEB Board Members

Name	Representing
Sue Birch, Director Health Care Authority 626 8 th Ave SE PO Box 42713 Olympia WA 98504-2713 V 360-725-2104 sue.birch@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

1/26/24



STATE OF WASHINGTON
HEALTH CARE AUTHORITY

626 8th Avenue SE • PO Box 45502 • Olympia, Washington 98504-5502

SEB BOARD MEETING SCHEDULE

2024 School Employees Benefits (SEB) Board Meeting Schedule

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

January 25, 2024 (Board Retreat) - starting at 9:00 a.m.*

March 14, 2024 - starting at 9:00 a.m.

April 4, 2024 - starting at 9:00 a.m.

May 2, 2024 - starting at 9:00 a.m.

June 6, 2024 - starting at 9:00 a.m.

June 20, 2024 - starting at 9:00 a.m.

July 10, 2024 - starting at 9:00 a.m.

July 17, 2024 - starting at 9:00 a.m.

July 24, 2024 - starting at 9:00 a.m.

July 31, 2024 - 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 360-725-9400.

06/06/2023

OFFICE OF THE CODE REVISER
STATE OF WASHINGTON
FILED

DATE: June 07, 2023

TIME: 8:15 AM

WSR 23-12-098

TAB 2

SCHOOL EMPLOYEES BENEFITS BOARD BY-LAWS

ARTICLE I

The Board and Its Members

1. **Board Function**—The School Employees Benefits Board (hereinafter “the SEBB” or “Board”) is created pursuant to RCW 41.05.740 within the Health Care Authority; the SEBB’s function is to design and approve insurance benefit plans for school district, educational service district, and charter school employees, and to establish eligibility criteria for participation in insurance benefit plans.
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 41.05.740. A Board member whose term has expired but whose successor has not been appointed by the Governor may continue to serve until replaced.
4. **Board Composition**—The composition of the nine-member Board shall be in accordance with RCW 41.05.740. All nine members may participate in discussions, make and second motions, and vote on motions.
5. **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 Director or his or her designee shall serve as Chair of the Board and shall conduct meetings of the Board. The Chair shall have all powers and duties conferred by law and the Board’s By-laws. If the regular Chair cannot attend a regular or special meeting, the Health Care Authority Director may designate another person to serve as temporary Chair for that meeting. A temporary Chair designated for a single meeting has all of the rights and responsibilities of the regular Chair.
2. **Vice Chair of the Board**—In December 2017, and each January beginning in 2019, the Board shall select from among its members a Vice Chair. If the Vice Chair position becomes vacant for any reason, the Board shall select a new Vice Chair for the remainder of the year. The Vice Chair shall preside at any regular or special meeting of the Board in the absence of a regular or temporary Chair.

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 shall be conducted in accordance with the Open Public Meetings Act, Chapter 42.30 RCW, but the Board may enter into an executive session as permitted by the Open Public Meetings Act.
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 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 each 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 in 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 SEBB 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 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, but the prohibition of proxy votes does not prevent a temporary Chair designated by the Health Care Authority Director from voting.
8. 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.
9. 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 Newly Revised. Board staff shall ensure a copy of *Robert’s Rules* is available at all Board meetings.
10. 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.

ARTICLE VI
Amendments to the By-Laws and Rules of Construction

1. Two-thirds majority required to amend—The SEBB 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

Draft
School Employees Benefits Board
Meeting Minutes

July 20, 2023
Health Care Authority
Sue Crystal Rooms A & B
Olympia, Washington
9:00 a.m. – 11:15 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/school-employees-benefits-board-sebb-program/meetings-and-materials>

Members Present in Olympia

Lou McDermott
Kerry Schaefer
Amy Griffin
Myra Johnson
Pamela Kruse
Dawna Hansen-Murray

Members Present via Zoom

Terri House

Members Absent

Alison Poulsen

SEB Board Counsel

Michael Tunick, AAG (in person, filling in for Katy Hatfield)

Call to Order

Lou McDermott, Chair, 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

Dawna Hansen-Murray moved, and Pamela Kruse seconded a motion to approve the July 13, 2023 meeting minutes. Minutes were approved as written by unanimous vote. Alison Poulsen was absent for voting.

General Program Updates

David Iseminger, Director, Employees and Retirees Benefits (ERB) Division, gave a general update regarding the PEBB Program. Updates included information regarding the launch of Benefits 24/7 in January 2024 and the UMP TPA legislative report.

2024 SEBB Premiums

Tanya Deuel, ERB Finance Manager in the Financial Services Division (FSD), brought resolutions as they were presented on July 13, 2023 to the SEB Board for voting regarding the SEBB Program premiums.

- *SEBB 2023-08 Kaiser Foundation Health Plan of the Northwest 2024 Medical Premiums.* Lou McDermott moved, and Amy Griffin seconded a motion to approve the resolution. The resolution passed with a vote of five in favor and two opposed. Alison Poulsen was absent for voting.
- *SEBB 2023-09 Kaiser Foundation Plan of Washington 2024 Medical Premiums.* Amy Griffin moved, and Dawna Hansen-Murray seconded a motion to approve the resolution. The resolution passed with a vote of five in favor and two opposed. Alison Poulsen was absent for voting.
- *SEBB 2023-10 Kaiser Foundation Health Plan of Washington Options 2024 Medical Premiums.* Amy Griffin moved, and Dawna Hansen-Murray seconded a motion to approve the resolution. The resolution passed with a vote of five in favor and two opposed. Alison Poulsen was absent for voting.
- *SEBB 2023-11 Premera 2024 Medical Premiums.* Pamela Kruse moved, and Dawna Hansen-Murray seconded a motion to approve the resolution. The resolution passed with a unanimous vote. Alison Poulsen was absent for voting.
- *SEBB 2023-12 Uniform Medical Plan 2024 Medical Premiums.* Pamela Kruse moved, and Kerry Schaefer seconded a motion to approve the resolution. The resolution passed with a unanimous vote. Alison Poulsen was absent for voting.

Open Enrollment Preview

Alisa Richards, Benefits Accounts Section Manager in the Employees and Retirees Benefits (ERB) Division, gave a preview of the agency's efforts while planning for open enrollment. The presentation included the open enrollment timeline, updates from the Outreach and Training (O&T) unit, customer service unit, benefits administrator training and readiness, benefits fairs and schedule, and an open enrollment member checklist.

SmartHealth: WebMD Implementation

Kristen Stoimenoff, Wellness Manager in the Employees and Retirees Benefits (ERB) Division, gave a SmartHealth update that included some information about the transition

to the new vendor, WebMD. The update included new SmartHealth features and WebMD's acquisition of Limeade.

2024 Board Meeting Schedule

David Iseminger, Director of the Employees and Retirees Benefits (ERB) Division, presented the finalized 2024 PEB Board meeting schedule that was filed with the code reviser.

General Public Comment

No members of the public provided general comments at this meeting.

An audio recording for the July 20, 2023 meeting can be found at:

<https://www.hca.wa.gov/about-hca/programs-and-initiatives/school-employees-benefits-board-sebb-program/meetings-and-materials>

Next Meeting

January 25, 2024 Retreat

Starting time 9:00 a.m.

Preview of January 25, 2024 SEB Board Retreat

Dave Iseminger, Director, Employees and Retirees Benefits (ERB) Division, provided an overview of potential agenda topics for the February 1, 2024 retreat. David also acknowledged Connie Bergener, who is retiring in August after over 40 years of state service and served as the PEB Board support person for many years.

Meeting was adjourned at 10:36 a.m.

Draft
School Employees Benefits Board
Meeting Minutes

January 25, 2024
Health Care Authority
Sue Crystal Rooms A & B
Olympia, Washington
9:00 a.m. – 3:45 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/school-employees-benefits-board-sebb-program/meetings-and-materials>

Members Present in Olympia

Lou McDermott
Kerry Schaefer
Myra Johnson
Pamela Kruse
Alison Poulsen
Dawna Hansen-Murray

Members Present via Zoom

Amy Griffin
Terri House (arrived around 11:00 a.m.)

Members Absent

None

SEB Board Counsel

Katy Hatfield, AAG (in person)

Call to Order

Lou McDermott, Chair, 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.

Equity in Health Care Access and Outcomes Panel Discussion

Heather Schultz, Associate Medical Director for the SEBB Program, facilitated an educational panel discussion regarding equity in health care access and outcomes. Panel participants included Lan Nguyen, MD, from Premera, Tracy Muday, MD, from Regence, Geoffrey Ankeney, MD, from Kaiser Permanente, and Quyen Huynh, DNP, from the Health Care Authority.

SEBB Program Equitable Access to Health Care Workgroup

Missy Yates, Stakeholder Engagement Coordinator in the Employees and Retirees Benefits (ERB) Division gave an update on the work being done in the workgroup focusing on increasing equitable access to health care created from the 2020 bargaining session with the SEBB Program's school employee labor partners. The update included information regarding the data collection strategy, collecting meaningful data, workgroup goals regarding the data, a community engagement strategy, and a tentative timeline.

Behavioral Health Network Adequacy Discussion

Andrea Philhower, Fully Insured Team Manager in the Employees and Retirees Benefits (ERB) Division provided some insights about behavioral health network adequacy. The presentation included the history of network access standards, the difference between network adequacy and timely access to care, what is included in network access, adequate network access, what happens when a plan can't meet the standards, information on Brennen's law, SEBB Program behavioral health network adequacy requirements, carrier network access insights, and behavioral health services communications to members.

Plan Year 2024 Open Enrollment Summary

Alisa Richards, Benefits Accounts Section Manager in the Employees and Retirees Benefits (ERB) Division presented an update on the agency's efforts during, and the results of, the PEBB Program plan year 2024 open enrollment. The summary included benefits accounts information, open enrollment readiness, communications strategy overview, open enrollment highlights, SEBB Program enrollment net changes, switching flow, and deductible switching. A copy of the SEBB employee monthly premiums, deductibles, and out-of-pocket limits was included in the appendix.

Benefits 24/7 Update

Amanda Neville, Senior Business Analyst in the Enterprise Technology Services (ETS) Division, provided some information regarding the Benefits 24/7 application that launch earlier in the year. The update included improvements for SEBB Organizations, what's changing for subscribers, what stays the same, benefit administrator dashboard and training support, and communications.

Study on Contracting for Administration of UMP

Ryan Ramsdell, UMP Team Manager the Employees and Retirees Benefits (ERB) Division, gave a debrief on the legislative report regarding the study on contracting for administration of the Uniform Medical Plan. The debrief included information on Engrossed Substitute Senate Bill (ESSB) 5693, Uniform Medical Plan operations prior to 2011 and from 2011 to current, information about what the ump third party administration (TPA) currently manages, scaling TPA efforts, returning provider contracting to HCA, returning UMP TPA functions considerations, and important considerations regarding the report. A link to the report was also provided in the presentation as well as a copy in the appendix.

Governor's Supplemental Budget and Legislative Update

Tanya Deuel, ERB Finance Manager in the Financial Services Division (FSD) and **Cade Walker**, Policy, Rules, and Compliance Section Manager in the Employees and Retirees Benefits (ERB) Division, gave an update on the Governor's supplemental budget and legislative session so far. The budget update included funded decision packages in the proposed supplemental budget, as well as the SEBB funding rates. The legislative presentation included information about legislative reports, bill analyses and legislative bill progress for SEBB Program relevant bills, agency requested legislation, and 2024 legislation.

Procurement and Benefit Planning Cycles

John Partin, Benefit Strategy and Design Section Manager in the Employees and Retirees Benefits (ERB) Division, gave a presentation on the procurement and benefit planning cycles for the SEBB Program. The presentation included development of benefit designs, the SEBB Program contracts renewal cycle, and the SEBB Program benefits planning cycle.

Retail Pharmacy Trends

Jenny Switzer, Senior Account Manager in the Employees and Retirees Benefits (ERB) Division provided an overview of some retail pharmacy trends that are being noticed in the SEBB Program. The overview included pharmacy types in the United States, Uniform Medical Plan (UMP) pharmacy changes, pharmacy closures, UMP's response, Washington state pharmacy closures, and outreach to members.

Inflation Reduction Act (IRA) Update

Luke Dearden, Clinical Pharmacist in the Clinical Quality and Care Transformation (CQCT) Division presented an update regarding the Inflation Reduction Act. The update included an overview of the Inflation Reduction Act, Part D benefit design details, drug price negotiations, drugs picked for 2026, drug price increase protection, and the cap on insulin cost-share.

Medicare Update

Ellen Wolfhagen, Retiree Benefits Manager in the Employees and Retirees Benefits (ERB) Division gave an update on the PEBB Program retiree legislative report and engagement efforts with the retiree population.

2024 SEB Board Preview

David Iseminger, Director of the Employees and Retirees Benefits (ERB) Division

General Public Comment

No members of the public provided general comments at this meeting.

An audio recording for the January 25, 2024 SEB Board retreat can be found at:
<https://www.hca.wa.gov/about-hca/programs-and-initiatives/school-employees-benefits-board-sebb-program/meetings-and-materials>

Next Meeting

March 14, 2024

Starting time 9:00 a.m.

Preview of March 14, 2024 SEB Board Meeting

Dave Iseminger, Director, Employees and Retirees Benefits (ERB) Division, provided an overview of potential agenda topics for the March 14, 2024 meeting.

Meeting was adjourned at 3:08 p.m.

TAB 4

January Retreat Follow Up

David Iseminger
ERB Director
Employees and Retirees Benefits Division
March 14, 2024

Inhaler Coverage

Question:

Which Inhalers Will Be Covered with a Maximum \$35 Member Co-pay?

- ▶ Inhaled corticosteroid combinations
 - ▶ Fluticasone/salmeterol inhaler - tier 1 (max \$25)
 - ▶ Wixela inhaler (fluticasone/salmeterol) – tier 1 (max \$25)
- ▶ Inhaled corticosteroids
 - ▶ Fluticasone Diskus – value tier (max \$10)
 - ▶ Fluticasone HFA – value tier (max \$10)

Dental Coordination of Benefits (COB)

Question:

Can a Birth Date Be Used to Determine Primary Coverage for Dental Coordination of Benefits?

- ▶ Using the “birthday rule”, and not making payments in addition to the primary coverage, is an industry standard for self-funded plans
- ▶ There is a balance between paying a bit more at the point of service versus the cost of monthly premiums (additional payments would increase expenses and would increase premiums)

Questions?

David Iseminger, ERB Director
Employees and Retirees Benefits Division

David.Iseminger@hca.wa.gov

TAB 5

Legislative Session Debrief

Cade Walker
Policy, Rules, & Compliance Section Manager
Employees and Retirees Benefits Division
March 14, 2024

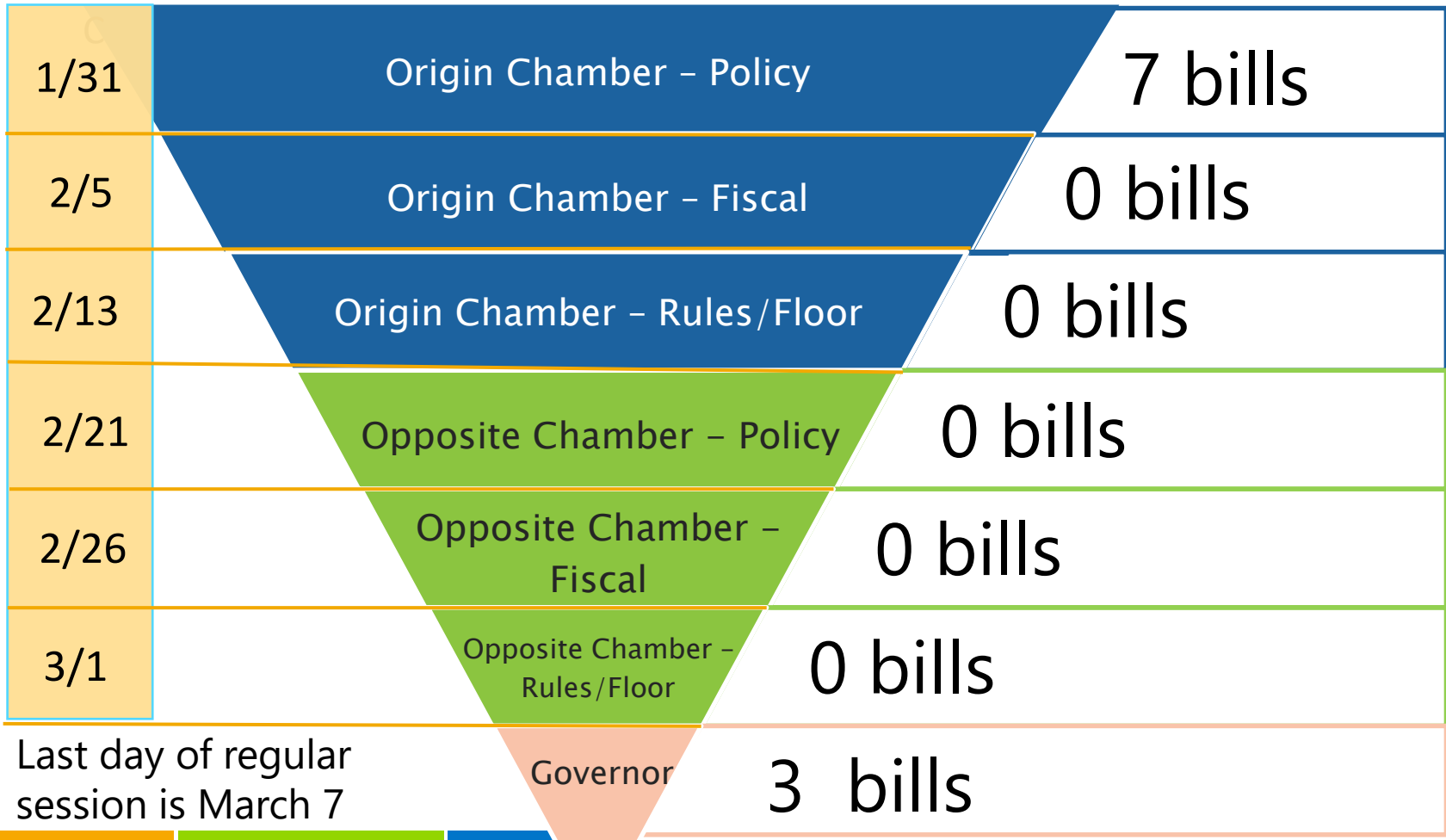
Washington State
Health Care Authority

SCHOOL EMPLOYEES BENEFITS BOARD

Bills Analyses by ERB Division

	ERB Lead	ERB Support	
High Priority	11	32	43
Low Priority	10	65	75
	21	97	118
Fiscal Notes	32	40	

2024 Legislation Progress



Agency Requested Legislation

- ▶ Senate Bill 6094: Aligning statutory language concerning the retired state employee and retired or disabled school employee health insurance subsidy with the historical interpretation and implementation of the relevant subsidy language in the operating budget

2024 Passed Legislation

▶ Retirees

- ▶ HB 2481: Waiving health benefit premiums in the public employees' benefits board

▶ Medical Services

- ▶ SB 6228: Treatment of substance use disorders
- ▶ SB 5821: Standards for establishing relationships for audio-only telemedicine services

2024 Passed Legislation (*cont.*)

▶ **Medical Services Cost Sharing**

- ▶ HB 1957: Preserving coverage of preventive services without cost sharing
- ▶ SB 5986: Protecting consumers from out-of-network health care services charges

▶ **Pharmacy**

- ▶ HB 1979: Reducing the cost of inhalers and epinephrine autoinjectors
- ▶ SB 6127: Increasing access to HIV-postexposure prophylaxis drugs or therapies

Questions?

Cade Walker, Policy, Rules, and Compliance Section
Manager

Employee & Retiree Benefits Division

Cade.Walker@hca.wa.gov

TAB 6

Behavioral Health Network Adequacy

Andrea L. Philhower, RN, JD
Manager, Fully Insured Team
Employees & Retirees Benefits Division
March 14, 2024

Actuarial Value

The percentage of the average costs for covered health care paid by a plan.

Gold: approximately 80%

Silver: approximately 70%

Bronze: approximately 60%

Access to Behavioral Health Appointments

For Covered Mental Health and Substance Use Disorder Treatment Services

- ▶ When a member requests an appointment, the member must be able to make an appointment within:
 - ▶ 10 days
 - ▶ 15 days if the service requires a referral or is specialty care
- ▶ If unable to schedule an appointment within that time, the carrier must assist with scheduling an appointment

Access to Behavioral Health Appointments

- ▶ Requirement is that an appointment be set up within the timeframe, the appointment need not occur within the timeframe
- ▶ Two concepts:
 - ▶ “Time to schedule” means the amount of time a plan has to set up an appointment
 - ▶ “Time to visit” means the amount of time a plan has before the visit must actually occur

Access to Behavioral Health Appointments (*cont.*)

How HCA monitors:

- ▶ HCA's goal– monitor and improve timely access to mental health care
 - ▶ Behavioral health is a high priority for both PEBB and SEBB Programs
 - ▶ Addressing it in several ways

Access to Behavioral Health Appointments (*cont.*)

How HCA monitors:

- ▶ Vendor contracts require results on Consumer Assessment of Healthcare Providers & Systems (CAHPS) measures
 - ▶ Customer satisfaction surveys that measure this across all specialties, not just behavioral health
 - ▶ Include questions about patients' satisfaction with the timeliness of needed services
 - ▶ Results do have financial consequences tied to them

Access to Behavioral Health Appointments (*cont.*)

How HCA monitors:

- ▶ Engagement with our vendors about network adequacy
 - ▶ We look at areas where there are questions about network adequacy, including behavioral health
 - ▶ When there is a concern, we have a conversation about what efforts they're making to get more providers
 - ▶ We also have conversations about how we can improve access to care

Access to Behavioral Health Appointments (*cont.*)

How OIC Monitors: Complaints

- ▶ Office of the Insurance Commissioner (OIC) Consumer Advocacy has received 29 complaints of suspected violations of the network access general standard (Washington Administrative Code [WAC] 284-170-200) since 2018
 - ▶ This is about six suspected violations a year
- ▶ OIC must post a report of complaints about problems accessing mental health or substance use disorder services within the 10/15 day time to schedule standard during the prior year (WAC 284-170-285(6))

Complaints to Carriers

Carrier	2020 Complaints	2021 Complaints	2022 Complaints
Community Health Plan of Washington (CHPW)			1
Coordinated Care		1	1
Kaiser Permanente of the Northwest	1		1
Kaiser Permanente of Washington	1	1	2
Molina			3
Premera			1
Regence		1	1

Access to Behavioral Health Appointments (*cont.*)

- ▶ New statute Revised Code of Washington (RCW) 48.43.790
- ▶ Beginning January 1, 2023, health plans must make next-day appointments available to enrollees who dial 988 experiencing urgent, symptomatic behavioral health conditions
- ▶ A person needs “urgent symptomatic care” if they are having behavioral health signs or symptoms that require immediate attention, but are not emergent

Access to Behavioral Health Appointments (*cont.*)

- ▶ Appointment may be:
 - ▶ With a license provider who is not a licensed behavioral health professional, as long as that provider is acting within their scope of practice
 - ▶ Provided through telemedicine
 - ▶ Scheduled for later if the person cannot make a next day appointment

Access to Behavioral Health Appointments (*cont.*)

RCW 48.43.790 – implementation challenges

- ▶ When a person calls 988, the focus of the triage teams, mobile centers, and hotline are to get that person help immediately. They do not ask for insurance information
 - ▶ The opportunity to collect insurance information comes if the person needs a next day appointment, and if they attend it
 - ▶ Challenge: A large percentage of issues are resolved during the 988 call itself

Access to Behavioral Health Appointments (*cont.*)

RCW 48.43.790 – implementation challenges

- ▶ When a person calls 988, the focus of the triage teams, mobile centers, and hotline are to get that person help immediately. They do not ask for insurance information
 - ▶ The opportunity to collect insurance information comes if the person needs a next day appointment, and if they attend it
 - ▶ Challenge: A large percentage of issues are resolved during the 988 call itself

Access to Behavioral Health Appointments (*cont.*)

RCW 48.43.790 – KPWA and KPNW

- ▶ Kaiser Foundation Health Plan of Washington (KPWA) and Kaiser Foundation Health Plan of the Northwest (KPNW) both have same day or next day access and an audit process in place to ensure they're meeting the requirements
- ▶ The companies also offer a number of other ways to access behavioral health support

Access to Behavioral Health Appointments (*cont.*)

RCW 48.43.790 – Premera

- ▶ **Step One:** Member is either referred by an outside source (Nurseline, 988, secured chats/emails) or member can call customer service directly
- ▶ **Step Two:** Customer service evaluates whether member has urgent BH need
- ▶ **Step Three:** If not urgent, Customer Service will facilitate finding care
 - ▶ If urgent, the case is directly referred to Case Management Team
 - ▶ Our Case Management team can also receive direct referrals when appropriate

Access to Behavioral Health Appointments (*cont.*)

RCW 48.43.790 – Premera

- ▶ **Step Four:** Case Management assesses and uses short list to identify appropriate providers and facilitate appointment
 - ▶ May take additional actions such as referral to ER, calling 911, offer other case management supports) when/if appropriate

Network Access Form D

- ▶ Carriers are required to report on compliance with the next-day appointment requirement
- ▶ Required by the 5th of each month
- ▶ Currently being received but not yet accurate – commercial market standup not yet complete

Questions?

Andrea Philhower
Manager, Fully Insured Team
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TAB 7

Pharmacy Administration Follow Up

Jenny Switzer
Senior Account Manager
Employees and Retirees Benefits Division
March 14, 2024

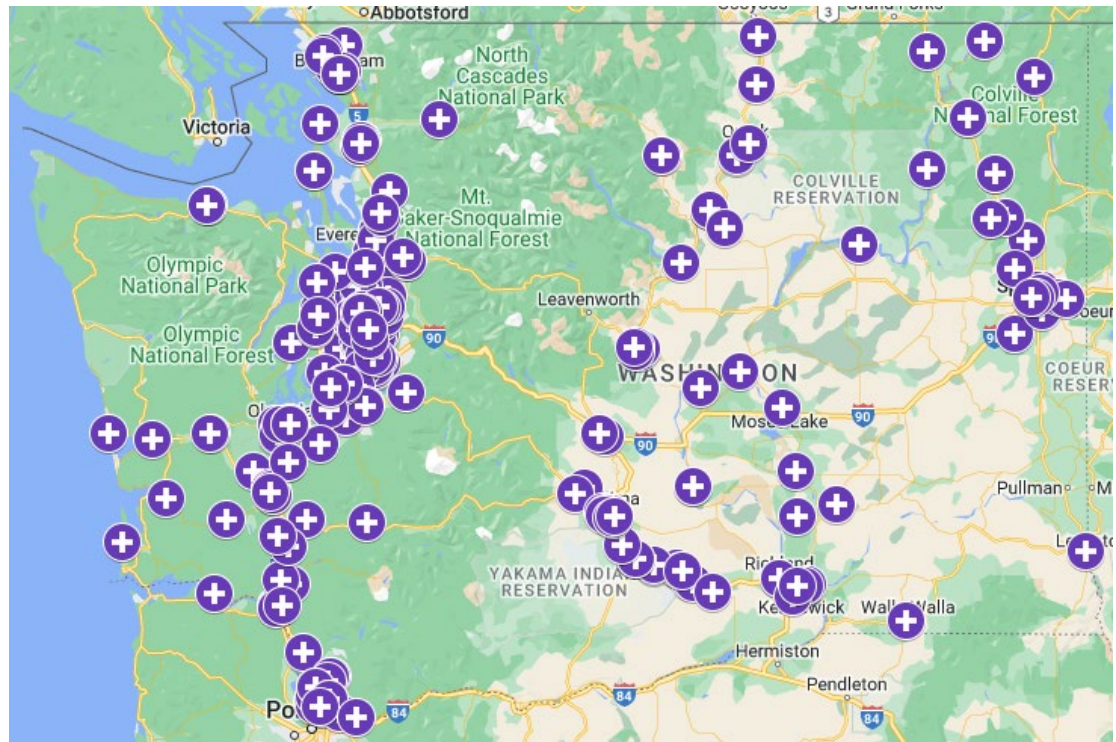
Federally Qualified Community Health Centers (FQHC)

▶ FQHCs:

- ▶ Are providers such as community health centers, public housing centers, outpatient health programs funded by the Indian Health Service, and programs serving migrants and the homeless
- ▶ Provide a wide range of primary and comprehensive care including outpatient medical services, mental health, dental, maternity support and infant case management services, substance use disorder services, and in some locations, pharmacy services
- ▶ Primarily serve Medicaid population in underserved urban and rural communities
- ▶ Offer access to primary and comprehensive care regardless of a patient's ability to pay for services
- ▶ Qualify for funding under Section 330 of the Public Health Service Act (PHS)

FQHCs in Washington State

Washington State is home to 31 Federally Qualified Community Health Centers (FQHC)



Question: Are There Any UMP Network FQHC Locations?

- ▶ Sea Mar Community Health Centers
- ▶ Moses Lake Community Health Centers
- ▶ Neighborcare Health
- ▶ Community Health Care
- ▶ International Community Health Services
- ▶ Valley View Health Centers
- ▶ CHC of Snohomish County
- ▶ Mattawa Community Medical Clinic
- ▶ Family Health Centers
- ▶ Peninsula Community Health Services
- ▶ Yakima Valley Farm Workers Clinic
- ▶ Unity Care NW
- ▶ HealthPoint
- ▶ Yakima Neighborhood Health Services
- ▶ Columbia Valley Community Health
- ▶ Country Doctor Community Health

340B Drug Pricing Program

- ▶ The 340B Drug Pricing Program is a US federal government program created in 1992 that requires drug manufacturers to provide outpatient drugs to eligible health care organizations and covered entities at significantly reduced prices
- ▶ FQHCs that do not offer on-site pharmacies may enter into a 340B agreement through with alternate pharmacy locations
 - ▶ The FQHC must register the pharmacy through HRSA for review and approval of the agreement
- ▶ SEBB Program member pharmacy costs are tied to the members plan/copay benefits

340B Drug Pricing Program (*cont.*)

- ▶ Since SEBB Program members are not considered eligible uninsured or underinsured patients, they would not be eligible for 340B pricing
- ▶ The intent of the 340B program is to offset Medicaid/Medicare costs by allowing eligible entities to purchase drugs at a reduced rate
- ▶ The savings generated between the cost of the drug and the reimbursement from insurers allows the entity to cover un-insured/under-insured patients at a lower cost share

Specialty Drugs

Specialty Drugs

- ▶ What are some characteristics of specialty drugs?
 - ▶ High cost
 - ▶ High complexity
 - ▶ High touch
 - ▶ Require intensive patient education
 - ▶ Treat complex or rare conditions
 - ▶ Treat specific therapeutic areas
 - ▶ Have special handling requirements
 - ▶ Require side effect monitoring and support

Why use Ardon Health

- ▶ Moda's contracted specialty pharmacy Ardon Health ensures high-touch services through the following:
 - ▶ Dual accredited program
 - ▶ Pharmacist managed, evidence-based clinical programs
 - ▶ Focus on patients with complex conditions
 - ▶ Patient-specific outreach
 - ▶ Financial assistance coordination and support

Question: Can FQHC pharmacies fill specialty medications?

- ▶ As Ardon has contracted pricing for specialty medications, allowing additional pharmacies to fill these drugs could impact UMP's cost of these drugs
- ▶ UMP would lose Ardon's patient management program services such as prior authorization management, comprehensive therapy education, preemptive refill coordination, adherence/side effect management, active care coordination with other members of the patient's healthcare team, and individualized drug/disease-specific clinical programs

Question: Can FQHC Pharmacies Fill Specialty Medications? (*cont.*)

- ▶ Members may experience higher out-of-pocket costs, as they would not benefit from Ardon's financial assistance coordination processes
- ▶ UMP may see an increase in contracted rates which may lead to price increases by removing exclusivity with Ardon as the specialty pharmacy

Price Check Tool

Moda's Drug Price Check Tool

- ▶ The price check tool provides an estimated cost of prescription drugs at network pharmacies within the search criteria entered by the member
- ▶ Some reasons the costs are estimates and not actual member cost shares includes that the contracted Average Wholesale Price (AWP) discount amount varies across pharmacies and because generics have multiple manufacturers who set their own pricing

The screenshot displays the Moda's Drug Price Check Tool interface. At the top, the drug is identified as "Atenolol Tablet 25.0 MG" with a "Generic" label. Below this, the ingredients are listed as "Atenolol". The user has entered a "Total Quantity" of 30 and "Number of Days" of 30, resulting in a "Days Supply" of 30. A "Covered - Tier Value" status is shown with a checkmark.

Navigation options include "GET PRICES & PHARMACIES" (highlighted in yellow), "ADD TO MEDICINE CABINET", and "DRUG INFORMATION".

The "Equivalent Drug" section shows "Tenormin" as a "Brand" option, which is "Covered - Tier Non-Covered" with a checkmark. A "CHOOSE THIS DRUG" button is available.

The search location is set to "5 98501, Olympia, WA, United States" with a "Radius in miles" of 5. A search bar prompts the user to "Enter City, State or Zip Code" or to "Use current location".

The search results are displayed in a list on the left and a map on the right. The list shows four pharmacies with their respective prices and distances:

Rank	Pharmacy Name	Address	Phone	Price	Distance
1	FOOT & ANKLE SURGICAL ASSOCIATES	1810 BISHOP RD SW STE 101 TUMWATER, WA 98512-7364	(360) 708-2813	\$0.09	3.7
2	RALPHS THRIFTWAY PHARMACY	1908 4TH AVE E OLYMPIA, WA 98506	(360) 352-4428	\$0.25	0.9
3	NW REMEDIES	1861 STATE AVE NE STE 106 OLYMPIA, WA 98508-4849	(360) 491-0807	\$0.25	0.9
4	SAFeway PHARMACY #1503	620 CLEVELAND AVE SE TUMWATER, WA 98501-3313		\$0.25	

The map on the right shows the location of these pharmacies relative to the search location in Olympia, WA. A "Mail Order Option" is also available for "COSTCO PHARMACY #581" with a phone number of (800) 807-8881. The mail order price is \$0.71 for a 90-day supply.

Question:

What Options Are There To Educate Members On The Drug Price Check Tool?

- ▶ SmartHealth activity – completed
- ▶ Additional language in Certificates of Coverage – added to topics to incorporate for the 2025 versions
- ▶ Include in letters from Moda notifying them of a pharmacy closure – completed
- ▶ UMP October Newsletters – in development
- ▶ Benefits fair materials – included as an educational reference each year

Pharmacy Closure Notifications

Washington Law on Notifications by Closing Pharmacies

Washington Administrative Code (WAC) 246-945-480 states the following requirements:

- ▶ (2) *Unless otherwise specified, when permanently closing a facility, the facility must:*
 - ▶ (b) *Provide notification to customers noting the last day the pharmacy will be open, name and address of the pharmacy to which prescription records will be transferred and instructions on how patients can arrange for transfer of their prescription records to a pharmacy of their choice and the last day a transfer may be initiated. Notification should include:*
 - ▶ (i) *Distribution by direct mail; or*
 - ▶ (ii) *Public notice in a newspaper of general circulation in the area served by the pharmacy; and*
 - ▶ (iii) *Posting a closing notice sign in a conspicuous place in the public area of the pharmacy.*

Question: What Communications Are Provided To Members From Fully Insured Plans When Pharmacies Close?

- ▶ Fully insured plans must adhere to WAC 246-945-480
- ▶ The plan contacts the HCA account team so that HCA has relevant information to support any member inquiries that may be received
- ▶ Letters are drafted and sent to all members that utilized the closing pharmacy within the six months prior to the date of notification of intent to close
- ▶ HCA may initiate additional communications such as SmartHealth activities, newsletter articles, web alerts, etc., similar to what has been done for UMP
- ▶ Prescriptions are not transferred at Kaiser locations due to the records being in the Kaiser patient data system and members would utilize another Kaiser facility

Questions?

Jenny Switzer, Senior UMP Pharmacy Account Manager
Employees and Retirees Benefits Division

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TAB 8

Vision Design Implementation

Beth Heston
Procurement Manager
Employees and Retirees Benefits Division
March 14, 2024

Objectives

- ▶ PEBB Program vision benefit change
- ▶ Dual enrollment resolutions later today
- ▶ Raise general awareness of vision benefit coverage

Background on Vision Benefits

- ▶ As you may know, the PEBB Program's vision benefit has been a portion of **employee-paid** medical coverage since it was introduced to the employee portfolio
- ▶ In 2018, when staff did analysis for introducing the SEBB Program, we determined that most K-12 program portfolios – particularly the Washington Education Association (WEA) portfolio – had an **employer-paid** standalone vision benefit
- ▶ For the SEBB Program, we procured three standalone vision carrier plans to offer the vision benefit
 - ▶ These three carriers provide statewide coverage and a choice of plans in as many counties as possible

Proposed Changes for the PEBB Program

- ▶ The statute directing the SEBB Program procurement also envisioned a future consolidation of SEBB and PEBB Programs and ordered staff to leverage the SEBB Program contracts to accomplish any alignment of benefits needed
- ▶ During the 2023 Legislative session, the state budget modeling assumed an **employer-paid** standalone vision benefit would be implemented for the PEBB Program in 2025
- ▶ Beginning in January 2025, we hope to offer the same vision benefit in both the PEBB and SEBB Programs

Vision Benefit for School Employees

▶ What is covered?

- ▶ A yearly routine eye exam for all members
- ▶ Dependents age 19 and under receive a pair of glasses and lenses (or contacts in lieu of glasses) every year
- ▶ **\$200** every two years to be spent on glasses and lenses or contact lenses in lieu of glasses and lenses, beginning 2025
- ▶ Beginning in 2025, the two-year benefit reset occurs **in numerically-odd years** (2025, 2027, 2029, etc.)

Medical Benefits for Eye Disease

- ▶ Some eye-related conditions have always been handled under a subscriber's medical benefits:
 - ▶ Treatment of infection and injury to the eye
 - ▶ All eye surgery
 - ▶ Monitoring and treatment of diseases like
 - ▶ Glaucoma
 - ▶ Cataracts
 - ▶ Diabetic Retinopathy
- ▶ These conditions will continue to be covered by SEBB medical coverage as they always have

Other Advantages From Carriers

▶ Comparable benefits and discounts:

▶ **Davis Vision by MetLife**

- ▶ Progressive standard, premium, ultra and ultimate lenses, polycarbonate (adult) lenses; and UV coating, anti-reflective and photochromic lens enhancements at a copay that Davis Vision by MetLife has negotiated (copays are between \$12 and \$175)
- ▶ Discounts of 40% to 50% off national average price of traditional LASIK surgery

▶ **EyeMed Vision**

- ▶ Up to 40% off additional complete pairs of glasses and scratch-resistant coating at no charge
- ▶ Polycarbonate (adult) lenses; UV coating, anti-reflective and photochromic lens enhancements are available with discounts
- ▶ LASIK surgery is discounted by 15% off retail price, or 5% off a promotional offer

Other Advantages From Carriers (*cont.*)

▶ **MetLife Vision**

- ▶ Ultraviolet (UV) coating and progressive standard lenses covered in full
- ▶ Progressive premium/custom, polycarbonate (adult) lenses; scratch-resistant coating and tints; and anti-reflective and photochromic lens enhancements at a pre-negotiated copay
- ▶ LASIK surgery is discounted by 15% off retail price, or 5% off a promotional offer

In-Network Retail Locations

- ▶ In addition to local providers' offices:
 - ▶ **Davis Vision by MetLife:** America's Best, Costco Optical, Sam's Club, Visionworks, and Walmart
 - ▶ **EyeMed Vision:** LensCrafters, Pearle Vision, and Target Optical
 - ▶ **MetLife Vision:** America's Best, Costco Optical, Pearle Vision, Sams Club, Visionworks, and Walmart

Questions?

Beth Heston, Procurement Manager
Employees and Retirees Benefits Division

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TAB 9

Policy and Rules Development

Stella Ng
Policy and Rules Coordinator
Employees & Retirees Benefits

Emily Duchaine
Regulatory Analyst
Employees & Retirees Benefits
March 14, 2024

RCW 41.05.740 (6)(c) & (d)

(6) The school employees' benefits board shall [...]

(c) Authorize premium contributions for a school employee and the employee's dependents in a manner that encourages the use of cost-efficient health care systems. For participating school employees, the required school employee share of the cost for family coverage premiums may not exceed three times the premiums for a school employee purchasing single coverage for the same coverage plan;

(d) **Determine the terms and conditions of school employee and dependent eligibility criteria, enrollment policies,** and scope of coverage. Employer groups obtaining benefits through contractual agreement with the authority for school employees defined in RCW [41.05.011](#)(6)(b)(iv) may contractually agree with the authority to benefits eligibility criteria which differs from that determined by the school employees' benefits board. At a minimum, the eligibility criteria established by the school employees' benefits board shall address the following:

- (i) The effective date of coverage following hire;
- (ii) The benefits eligibility criteria, but the school employees' benefits board's criteria shall be no more restrictive than requiring that a school employee be anticipated to work at least six hundred thirty hours per school year to be benefits eligible; and
- (iii) Coverage for dependents, including criteria for legal spouses; children up to age twenty-six; children of any age with disabilities, mental illness, or intellectual or other developmental disabilities; and state registered domestic partners, as defined in RCW [26.60.020](#), and others authorized by the legislature;

RCW 41.05.050 (4)(b)(i) and (ii)

(b)(i) Beginning January 1, 2020, all school districts, represented employees of educational service districts, and charter schools shall commence participation in the school employees' benefits board program established under RCW [41.05.740](#). All school districts, represented employees of educational service districts, charter schools, and all school district employee groups participating in the public employees' benefits board plans before January 1, 2020, shall thereafter participate in the school employees' benefits board program administered by the authority. All school districts, represented employees of educational service districts, and charter schools shall provide contributions to the authority for insurance and health care plans for school employees and their dependents. These contributions must be provided to the authority for all eligible school employees eligible for benefits under RCW [41.05.740](#)(6)(d), including school employees who have waived their coverage; contributions to the authority are not required for individuals eligible for benefits under RCW [41.05.740](#)(6)(e) who waive their coverage.

(ii) Beginning January 1, 2024, all educational service districts shall participate in the school employees' benefits board program.

Introduction of Proposed Resolutions

Dual Enrollment Prohibitions (Implementing PEBB Vision)

SEBB 2024-01

Amending SEBB 2021-02

SEBB 2024-02

Amending SEBB 2021-03

SEBB 2024-03

Amending SEBB 2021-08

SEBB 2024-04

Amending SEBB 2021-05

SEBB 2024-05

Amending SEBB 2021-07

Introduction of Proposed Resolutions (*cont.*)

SEBB 2024-06

Continuation coverage when a term of a school board member of a school district ends

SEBB 2024-07

Continuation coverage when a dependent of a school board member loses eligibility

Amending Dual Enrollment Prohibition Resolutions

Implementing PEBB Vision

- ▶ Amending resolutions SEBB 2021-02, SEBB 2021-03, and 2021-08 to include “PEBB vision”
- ▶ Amending resolutions SEBB 2021-05 and SEBB 2021-07 to address how dual enrollment is resolved when a school employee, or a school employee’s dependent, is dual enrolled in medical, or in both programs without medical

Dual Enrollment Prohibitions and Vision Benefit Premiums

- ▶ RCW 41.05.742 limits individuals to a single enrollment in medical, dental, and vision plans in either the School Employees Benefits Board or the Public Employees Benefits Board
- ▶ In both the PEBB and SEBB Programs, the employer pays the entire dental and vision benefits as of January 2025
- ▶ When we say “employee” we mean a PEBB Program employee; when we say “school employee” we mean a SEBB Program employee

Proposed Resolution SEBB 2024-01

Amending Resolution SEBB 2021-02: School employees may waive enrollment in medical

A school employee who is eligible for the employer contribution toward SEBB benefits may waive their enrollment in a medical plan if they are enrolled in other employer-based group medical.

Exception: A school employee may waive their enrollment in a SEBB medical plan to enroll in a PEBB medical plan only if they are enrolled in a PEBB dental plan and PEBB vision plan. In doing so, the school employee also waives their enrollment in SEBB dental and SEBB vision.

Proposed Resolution SEBB 2024-02

Amending Resolution SEBB 2021-03: SEBB benefits enrollment requirements when PEBB benefits are waived

An employee who waives PEBB medical ~~and~~, PEBB dental, and PEBB vision for SEBB medical must be enrolled in a SEBB dental and SEBB vision plan. If necessary, they will be automatically enrolled in the associated subscriber's SEBB dental and SEBB vision plans.

Proposed Resolution SEBB 2024-03

Amending Resolution SEBB 2021-05: Resolving dual enrollment involving dual subscriber eligibility

If the school employee is enrolled in SEBB medical as a school employee and is also enrolled in PEBB medical as an employee, and the school employee has been enrolled in PEBB benefits longer than they've been enrolled in SEBB benefits, but no action is taken by the school employee to resolve their dual enrollment, they will remain in their PEBB benefits and will be auto-disenrolled from their SEBB medical, SEBB dental, and SEBB vision plans. The school employee's enrollments in SEBB life, AD&D, and LTD will remain.

If a school employee is not enrolled in any medical, but is enrolled **only** in PEBB dental, PEBB vision, SEBB dental, and SEBB vision, the school employee will be kept in ~~SEBB~~ PEBB benefits and auto-disenrolled from ~~PEBB~~ SEBB dental and SEBB vision.

Example

Proposed Resolution SEBB 2024-03

Example: Paolo has been a part time nurse at Western State Hospital since 2017. His wife works for Boeing, so he waived his PEBB medical to enroll in medical under her plan. He is enrolled in PEBB dental. During the 2024 PEBB open enrollment, he enrolls in PEBB vision.

In 2025, he gets a part-time job at Timberline High School as a nurse and is eligible for SEBB benefits. He continues to work at Western State. He waives SEBB medical but does not correctly waive SEBB dental and SEBB vision, so he is defaulted into SEBB dental and SEBB vision. Now he is dual-enrolled.

Example (*cont.*)

Proposed Resolution SEBB 2024-03

Paolo does not act in response to attempts from HCA asking him to affirmatively choose enrollment in either the PEBB or SEBB plan(s).

How does HCA resolve the school employee's dual enrollment? Paolo will be kept in SEBB dental and SEBB vision and will be auto-disenrolled from PEBB dental and PEBB vision.

Proposed Resolution SEBB 2024-04

Amending Resolution 2021-07: Resolving dual enrollment involving a member with multiple medical enrollments as a dependent

If a school employee's dependent is enrolled in both PEBB medical and SEBB medical as a dependent and has been enrolled in PEBB benefits longer than they have been enrolled in SEBB benefits, but no action is taken to resolve the dual enrollment, the dependent will remain in PEBB benefits and will be auto-disenrolled from the school employee's SEBB medical, dental, and/or vision plans if they are enrolled.

If a school employee's dependent is not enrolled in any medical but is enrolled ~~only~~ in both a PEBB and SEBB dental and/or ~~SEBB~~ vision plan ~~(with or without SEBB dental)~~ as a dependent, the dependent will be kept in ~~SEBB~~ PEBB benefits and auto-disenrolled from ~~PEBB dental~~ SEBB benefits.

Exception: If there is a National Medical Support Order or a court order in place, enrollment will be in accordance with the order.

Proposed Resolution SEBB 2024-05

Amending Resolution 2021-08: SEBB benefit automatic enrollments when PEBB benefits are auto-disenrolled

If a school employee's dependent, who is also an employee, ~~who~~ was auto-disenrolled from their PEBB dental and PEBB vision as a result of PEBB Board Resolution PEBB 2021-04, the school employee's dependent will be automatically enrolled in the school employee's dental plan and vision plan. ~~They will also be automatically enrolled in the school employee's dental,~~ if they are not already enrolled.

Proposed Resolution SEBB 2024-06

Continuation coverage when a term of board member of a school district ends

A board member and their dependents who are enrolled in SEBB medical, dental, and vision who lose eligibility when the board member leave office or their term ends may continue enrollment in SEBB medical, dental, or vision coverage for the maximum number of months allowed under COBRA.

Proposed Resolution SEBB 2024-07

Continuation coverage when a dependent of a school board member loses eligibility

A dependent of a school board member who is enrolled in medical, dental, and vision who loses eligibility because they are not an eligible dependent under the SEBB Program may enroll in medical, dental, or vision for a maximum of 36 months on a self-pay basis.

Next Steps

- ▶ Incorporate Board feedback in the proposed policies
- ▶ Submit feedback to HCAPEBSEBBoardPolicyFeedback@hca.wa.gov by March 25, 2024
- ▶ Bring recommended proposed policy resolutions to the Board for action at the April 4, 2024 Board meeting

Questions?

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Appendix

Resolution SEBB 2021-02

Amending Resolution SEBB 2018-53

School Employees May Waive Enrollment In Medical

(As passed on 4/7/2021)

Resolved that, SEBB 2018-53 is amended to add the words:

“Exception: A school employee may waive their enrollment in a SEBB medical plan to enroll in a PEBB medical plan only if they are enrolled in a PEBB dental plan. In doing so, the school employee also waives their enrollment in SEBB dental and SEBB vision.”

Resolution SEBB 2021-02

Amending Resolution SEBB 2018-53

School Employees May Waive Enrollment In Medical

(As passed on 4/7/2021)

So that SEBB 2018-53 now reads:

A school employee who is eligible for the employer contribution toward SEBB benefits may waive their enrollment in a medical plan if they are enrolled in other employer-based group medical.

Exception: A school employee may waive their enrollment in a SEBB medical plan to enroll in a PEBB medical plan only if they are enrolled in a PEBB dental plan. In doing so, the school employee also waives their enrollment in SEBB dental and SEBB vision.

Resolution SEBB 2021-03

SEBB Benefit Enrollment Requirements When PEBB Benefits Are Waived

(As passed on 4/7/2021)

Resolved that, an employee who waives PEBB medical and PEBB dental for SEBB medical must be enrolled in a SEBB dental and SEBB vision plan. If necessary, they will be automatically enrolled in the associated subscriber's SEBB dental and SEBB vision plans.

Resolution SEBB 2021-04

Resolving Dual Enrollment When A School Employee's Only Medical Enrollment Is In PEBB

(As passed on 4/7/2021)

Resolved that, if the school employee is enrolled only in SEBB dental and SEBB vision, and is also enrolled in PEBB medical, and no action is taken to resolve their dual enrollment, the school employee will remain in their PEBB benefits and they will be auto-disenrolled from the SEBB dental and vision plans in which they are enrolled. The school employee's enrollments in SEBB life, AD&D, and LTD will remain.

Resolution SEBB 2021-05

Resolving Dual Enrollment Involving Dual Subscriber Eligibility

(As passed on 4/7/2021)

Resolved that, if the school employee is enrolled in SEBB medical as a school employee and is also enrolled in PEBB medical as an employee, and the school employee has been enrolled in PEBB benefits longer than they've been enrolled in SEBB benefits, but no action is taken by the school employee to resolve their dual enrollment, they will remain in their PEBB benefits and will be auto-disenrolled from their SEBB medical, SEBB dental, and SEBB vision plans. The school employee's enrollments in SEBB life, AD&D, and LTD will remain.

If a school employee is not enrolled in any medical, but is enrolled only in PEBB dental, SEBB dental, and SEBB vision, the school employee will be kept in SEBB benefits and auto-disenrolled from PEBB dental.

Resolution SEBB 2021-07

Resolving Dual Enrollment Involving A Member With Multiple Medical Enrollments As A Dependent

(As passed on 4/7/2021)

Resolved that, if a school employee's dependent is enrolled in both PEBB medical and SEBB medical as a dependent and has been enrolled in PEBB benefits longer than they have been enrolled in SEBB benefits, but no action is taken to resolve the dual enrollment, the dependent will remain in PEBB benefits and will be auto-disenrolled from the school employee's SEBB medical, dental, and/or vision plans if they are enrolled.

If a school employee's dependent is not enrolled in any medical but is enrolled only in PEBB dental and in SEBB vision (with or without SEBB dental) as a dependent, the dependent will be kept in SEBB benefits and auto-disenrolled from PEBB dental.

Exception: If there is a National Medical Support Order or a court order in place, enrollment will be in accordance with the order.

Resolution SEBB 2021-08

SEBB Benefit Automatic Enrollments When PEBB Benefits Are Auto-Disenrolled

(As passed on 4/7/2021)

Resolved that, if a school employee's dependent, who is also an employee who was auto-disenrolled from their PEBB dental as a result of PEBB Board Resolution PEBB 2021-04, the school employee's dependent will be automatically enrolled in the school employee's vision plan. They will also be automatically enrolled in the school employee's dental, if they are not already enrolled.

TAB 10






SmartHealth Update

Kristen Stoimenoff
Washington Wellness Manager
Employees and Retirees Benefits Division
March 14, 2024

Transition Overview

- ▶ As of January 2, 2024, WebMD is the new SmartHealth vendor
- ▶ Key changes
 - ▶ Shift to WebMD web-based platform
 - ▶ Shift to WebMD “Wellness at Your Side” mobile app
 - ▶ New features and opportunities to qualify for the \$125 wellness incentive
- ▶ Staying the same
 - ▶ SmartHealth name
 - ▶ SmartHealth URL – www.smarthealth.hca.wa.gov
 - ▶ Incentive requirements and deadlines

Program Participation 2022-2023

	 Registration	 Assessment	 Incentive	 Participated in an Activity	 Satisfaction
2022	31,846	10,256 (32%)	5,547 (17%)	34%	4.3/5
2023*	33,022	9,558 (29%)	5,104 (15%)	30%	4.2/5

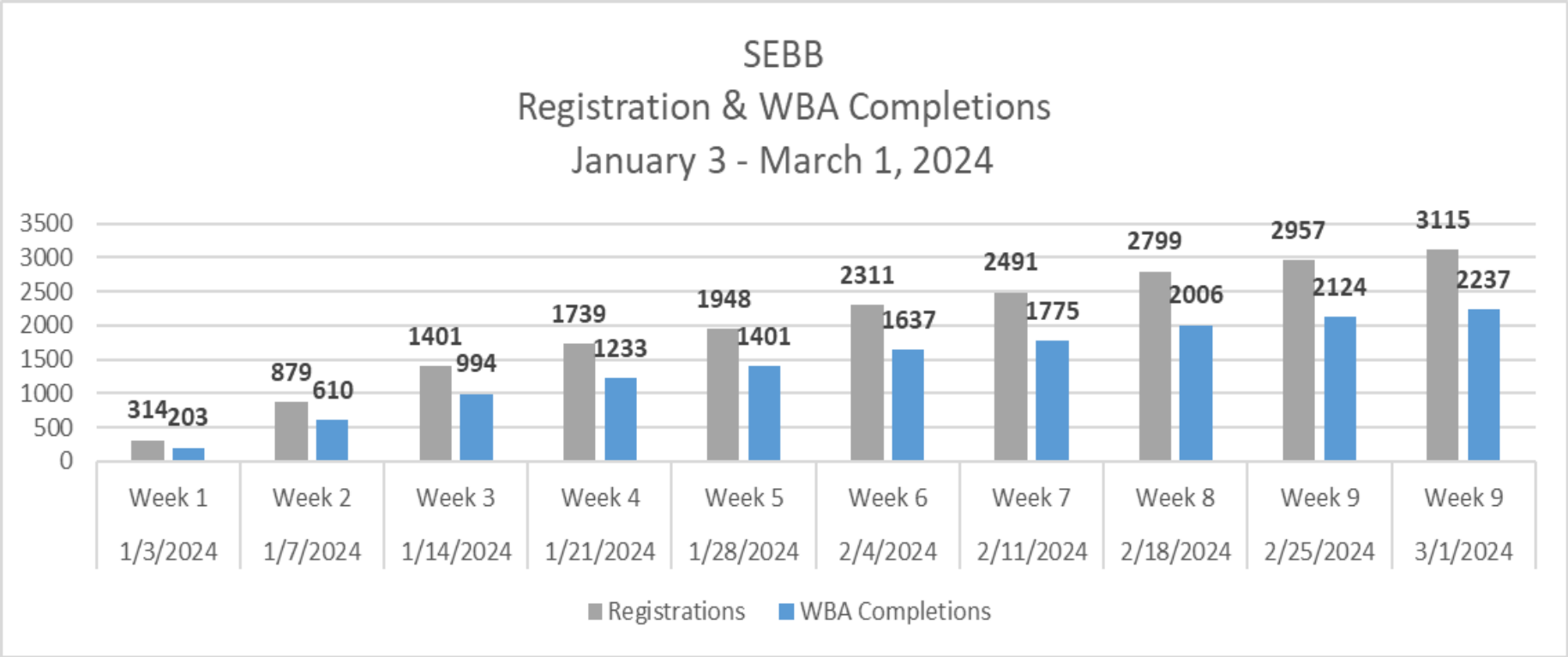
Launch Experience

- ▶ The new SmartHealth launched on January 2, 2024
- ▶ Communications sent
 - ▶ Email to members of the School Employees Benefits Board (SEBB) Program
 - ▶ Email from wellness coordinators & benefits administrators to employees
 - ▶ Home mailer to all eligible SEBB & PEBB Program members
- ▶ Data as of March 1
 - ▶ 3,061 SEBB subscribers registered
 - ▶ 2,199 completed the well-being assessment (WBA)
 - ▶ WebMD customer support
 - ▶ 551 calls, 523 emails (SEBB & PEBB Programs combined)

SEBB Program Engagement

SEBB/PEBB	Eligible Users	Registered Users	Registration Rate	WBA Completions	WBA Rate	Site Visits
PEBB	163,543	12,677	7.75%	10,016	79%	163,543
SEBB	152,899	3,061	2.00%	2,199	72%	152,899
Total	316,442	15,738	4.97%	12,215	78%	316,442

Registration WBA Completion Trends



Most-Used Features

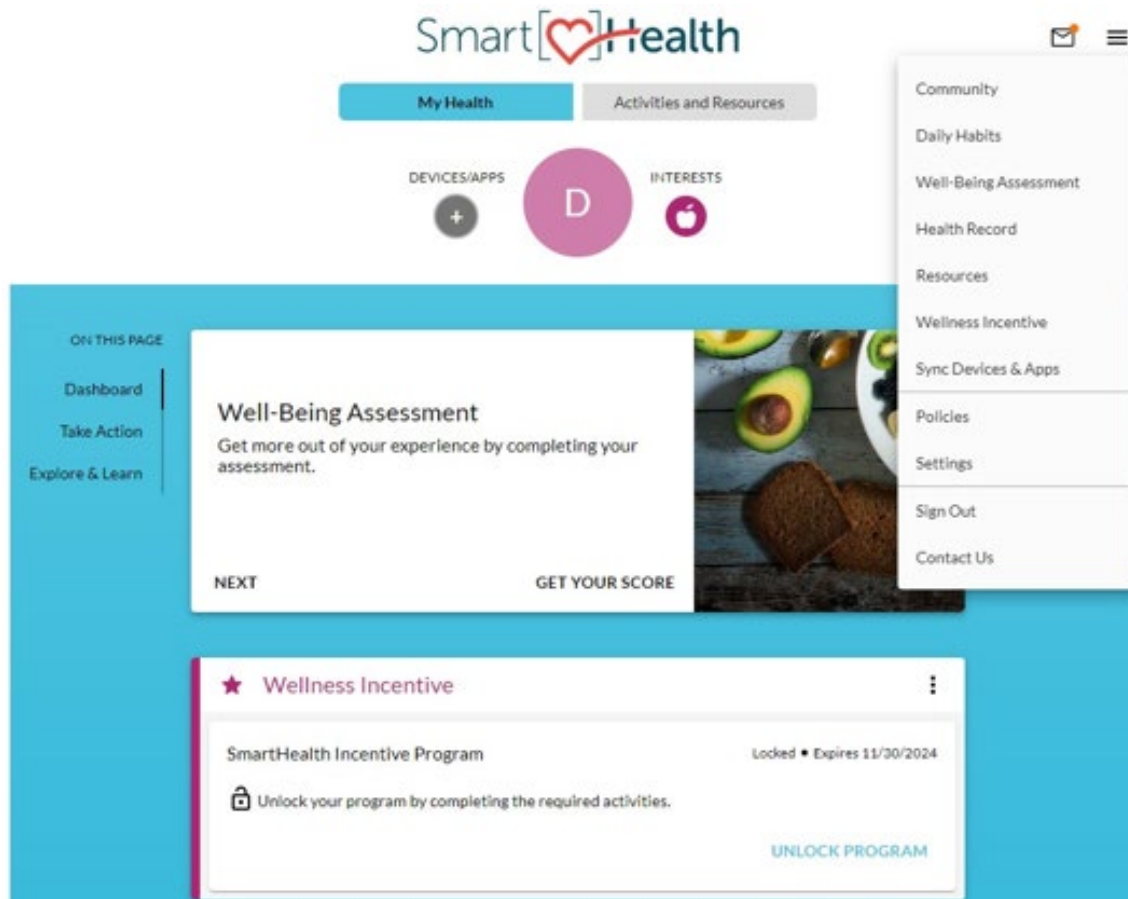
SEBB Program

- ▶ As of March 1, registered SEBB Program members are using the following within the SmartHealth platform
 - ▶ Well-Being Assessment – 72%
 - ▶ Wellness At Your Side app – 28%
 - ▶ Trackers – 15%
 - ▶ Device Connection Center – 8%
 - ▶ Health Record – 8%

2024 SmartHealth Program Overview



Navigating SmartHealth



Menu Bar:

- ❖ Community
- ❖ Daily Habits
- ❖ Well-being assessment
- ❖ Health Record
- ❖ Resources
- ❖ Wellness Incentive
- ❖ Resources
- ❖ Sync Devices & Apps

My Health

Activities and Resources

DEVICES/APPS



INTERESTS



ON THIS PAGE

Dashboard

Take Action

Explore & Learn

Diabetes

Take steps to prevent diabetes complications.



NEXT

PUT A PLAN IN ACTION

★ Wellness Incentive



SmartHealth Incentive Program

Expires 11/30/2024

2,150 Points

★ Earn your next Milestone in 1,850 Points



CONTINUE

Daily Habits

Today's Status

Work Life Balance

+ Add A New Plan

Today's Status

0

MISSED

6/6

TODAY

9

UPCOMING

Health Trackers

Exercise

5 hours ago

45 mins

Steps

a day ago


8,352 steps

FILTER

THINGS I'M WORKING ON

Community Group

Connect with the Community
Check in with your Community and see what you've missed.




CONNECT

WorkLifeBalance

Progress Recorded!
Consistency is the key to change and today you're on track!

VIEW PROGRESS



Great job!
You finished your assessment and you're on the way to well-being!


VIEW RESULTS

Well-Being Assessment

Well-being assessment | *Results*

DOWNLOAD REPORT

Wellness Score




76
Out of 100

[Learn more about your score](#)

TAKE IT AGAIN


TOP ITEMS FOR IMPROVEMENT

Asthma




High Risk

Coronary Heart Disease



High Risk


Diabetes - Type 2



High Risk

Your score went up!


You have raised your score to 76. Your last score was 71 on 12/14/23. Prior to that, your score was 73 on 12/7/23.



Last score was 71

The average score is 70

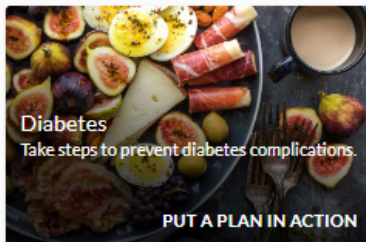
You scored better than the average person your age.



Average person

TAKE ACTION

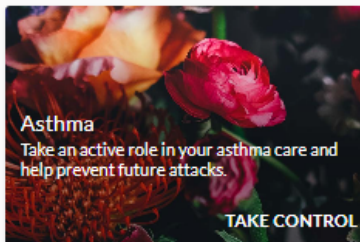
These important well-being activities help you maintain your healthiest you



Diabetes

Take steps to prevent diabetes complications.

PUT A PLAN IN ACTION



Asthma

Take an active role in your asthma care and help prevent future attacks.

TAKE CONTROL

Welcome to SmartHealth

CORE ACTIVITIES



Well-being Assessment

Complete the well-being assessment to unlock your incentive program.

800 POINTS

GO NOW



Daily Habits

Start and track to completion, one of several Daily Habit Plans.

150 POINTS

START A PLAN



Sync Your Device

Keep track of activity! Sync your device with WebMD and earn 50 Points.

50 POINTS

LET'S GO!



Join a Community Group

Join a Community Group and interact with your peers by posting comments.

25 POINTS

GO NOW



Join the Million Steps Challenge

Track 1 million steps in 2024.

200 POINTS

SEE YOUR PROGRESS



Wellness at Your Side

Download the WAYS app to access your SmartHealth account on your mobile device!

50 POINTS

DOWNLOAD NOW

BENEFIT ACTIVITIES



How do I find my \$125?
Find your Kaiser Permanente WA \$125 wellness incentive.

125 POINTS **LEARN HOW**



Learn About MetLife Advantages
Review the MetLife Advantages overview.

100 POINTS **LEARN MORE**



Get an Annual Eye Exam-MetLife Vision
To complete this, get an eye exam.

100 POINTS **FIND A PROVIDER**



Find a Vision Provider-MetLife Vision
Find a vision provider.

100 POINTS **LEARN HOW**



Protect Your Loved Ones' Future
Review your life and AD&D insurance.

150 POINTS **LEARN MORE**



Who is your life insurance beneficiary?
Review your beneficiary designations.

100 POINTS **REVIEW NOW**



Create a MySmile Account-DeltaCare
Create a MySmile account online.

100 POINTS **LEARN MORE**



Preventive Dental Visit-DeltaCare
See your dentist for preventive care.

100 POINTS **LEARN MORE**







Cancer Screenings-Kaiser Permanente WA
Learn about cancer screenings.



50 POINTS **LEARN MORE**

EARN POINTS

Complete the following by November 30, 2024.

 Overall Well-being	Earn up to 1,400 Points You've earned 800/1,400 Points	▼
Physical Well-being	Earn up to 300 Points	▼
 Social Well-being	Earn a maximum of 300 Points You've earned 75/300 Points	▼
 Kaiser Permanente WA Activities	Earn up to 1,325 Points You've earned 625/1,325 Points	▼
 MetLife Activities	Earn up to 350 Points You've earned 250/350 Points	▼

COMPLETED

 Required Activity	You completed this on 12/8/2023	 Milestone Program unlocked!
 Dental Wellness	You completed this on 12/7/2023	★ 200 Points earned
 Vision Wellness	You completed this on 12/7/2023	★ 200 Points earned

Explore

Your Personalized Content Hub

All Your Pins



Article
What Causes Obesity? More Science Points to the Brain
A new way of looking at a misunderstood disease is revolutionizing treatments and transforming lives.



Article
The W...



Article
Re...
Pr...
Es...



Video
Niacin (Vitamin B3)



Video
What Is a Rotator Cuff Tear?

- Community
- Content Hub**
- Daily Habits
- Well-being assessment
- Health Record
- Resources
- Wellness Incentive
- Sync Devices & Apps
- Policies
- Settings
- Sign Out
- Contact Us

Today's Feed



Video



Filter By Topic

Interests & Conditions

Exercise

High Cholesterol

Nutrition

Welcome to the Community!


Find support, offer encouragement, and work toward goals together.



Activity **My Groups** Discover


- Community
- Content Hub
- Daily Habits
- Well-being assessment
- Health Record
- Resources
- Wellness Incentive
- Sync Devices & Apps
- Policies
- Settings
- Sign Out
- Contact Us

My Groups

 Exercise

Be Active

Share your workouts and connect with others around staying active.



VISIT


 Social Wellbeing

Be Social

Connect and collaborate with others on ways to stay social.




VISIT


 Nutrition

Eat Well

Join other foodies to eat healthy and share favorite recipes.




VISIT


 From Sponsor

General

View important announcements for all Community members.




VISIT


 Weight

Healthy Weight

Collaborate with others as you move toward your weight goals.




VISIT


 Healthy Aging

Joyful Longevity

Connect with others who care about healthy aging and living a balanced life.




VISIT


 Sleep

Sleep Tight

Find support and learn what others are doing to stay rested.




VISIT

 Stress

Stress Less

Learn from others and explore strategies to support a low-stress life.



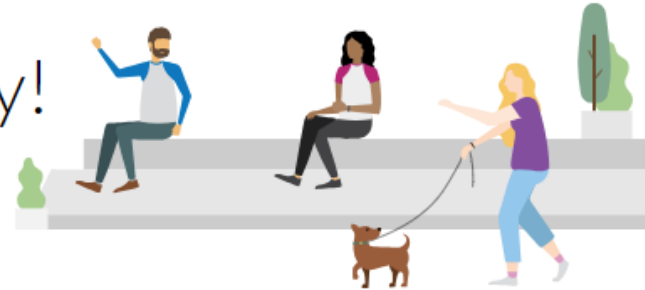
VISIT

My Health

Activities and Resources

Welcome to the Community!

Find support, offer encouragement, and work toward goals together.



Activity

My Groups


Discover

SS

Ask a question, share your progress, or encourage your community!





LO

Last One >  Eat Well
Dec 12 at 5:59 pm




What is everyone's favorite type of pasta?

 LIKE

 COMMENT




Rocky Raccoon >  General
Dec 11 at 2:41 pm




Does anyone have a running shoe recommendation?

 2

4 Comments

 LIKE

 COMMENT

[Load Previous Comments](#)

LO

Last One
I love my running shoes from walmart!



Like | Reply 1w

Filter Activity By:

All

Be Active

Be Social

Eat Well

General

Healthy Weight

Joyful Longevity

My Activity

Sleep Tight

Stress Less

Wellness At Your Side Application

Smart[]Health

My Health Activities and Resources

Connection Center



Find your device or app and link its data to help you reach your health goals.

[BACK TO ALL APPLICATIONS](#)

Wellness at Your Side

Let's get your phone connected

- 1 Install the FREE Wellness app from one of these stores:
- 2 Open the app and enter this Connection Code:
smarthealth



3:20

Connect to your wellness provider

Connection Code

The connection code is provided by your employer or health plan provider.

Continue

AT&T Wi-Fi 3:18 PM 50%

WebMD health services

Welcome

Sign in using company's SSO

v. 4.25.9.1349

Resources

- ▶ SmartHealth (SEBB)
 - ▶ <https://www.hca.wa.gov/employee-retiree-benefits/smarthealth-sebb>
- ▶ Accessing SmartHealth
 - ▶ <https://www.hca.wa.gov/employee-retiree-benefits/accessing-smarthealth>
- ▶ SmartHealth FAQs
 - ▶ <https://www.hca.wa.gov/assets/pebb/smarthealth-faqs-66-0002.pdf>
- ▶ SEBB SmartHealth incentive flyer
 - ▶ <https://www.hca.wa.gov/assets/pebb/66-0017-sebb-smarthealth-incentive-flyer-2024.pdf>
- ▶ Your SmartHealth Guide (video)
 - ▶ <https://www.youtube.com/watch?v=zPljoSzHzZc>
- ▶ SmartHealth Overview (Jan 25 webinar)
 - ▶ <https://www.youtube.com/watch?v=j8Zfvp6HPOk>

Questions?

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