

School Employees Benefits Board Meeting

April 4, 2024

School Employees Benefits Board

April 4, 2024

9:00 a.m. – 11:30 a.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
April 4, 2024
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

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 • March 14, 2024	TAB 3	Lou McDermott, Chair	Action
9:20 a.m.	March Meeting Follow Up		David Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information/ Discussion
9:25 a.m.	Supplemental Budget Update	TAB 4	Tanya Deuel, ERB Finance Manager Financial Services Division (FSD)	Information/ Discussion
9:40 a.m.	Policy and Rules Development	TAB 5	Stella Ng, Policy & Rules Coordinator Employees & Retirees Benefits (ERB) Division	Action
10:10 a.m.	UMP Benefit Design	TAB 6	Ryan Ramsdell, Team Manager Employees & Retirees Benefits (ERB) Division	Information/ Discussion
10:25 a.m.	Break			
10:35 a.m.	2024 Annual Rulemaking Briefing	TAB 7	Stella Ng, Policy & Rules Coordinator Employees & Retirees Benefits (ERB) Division	Information/ Discussion
10:55 a.m.	General Public Comment			
11:25 a.m.	Closing			
11:30 a.m.	Adjourn		Lou McDermott, Chair	

*All Times Approximate

The School Employees Benefits Board will meet Thursday, April 4, 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, April 1, 2024.

Join Zoom Meeting

<https://us02web.zoom.us/j/81731151563?pwd=Q1FjTnF6L3BoQTRBR0duNEpuY2FEQT09>

Meeting ID: 817 3115 1563

Passcode: 399139

One tap mobile

+12532158782,,81731151563#,,,,*399139# US (Tacoma)

+12532050468,,81731151563#,,,,*399139# US

Dial by your location

• +1 253 215 8782 US (Tacoma)

• +1 253 205 0468 US

• +1 669 444 9171 US

• +1 669 900 6833 US (San Jose)

• +1 719 359 4580 US

• +1 346 248 7799 US (Houston)

• +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

• +1 309 205 3325 US

• +1 312 626 6799 US (Chicago)

• +1 360 209 5623 US

Meeting ID: 817 3115 1563

Passcode: 399139

Find your local number: <https://us02web.zoom.us/u/kdzjklhnGx>

SEB Board Members

Name	Representing
Lou McDermott, Deputy Director Health Care Authority 626 8 th Ave SE PO Box 42720 Olympia, WA 98504-2720 V 360-725-0891 louis.mcdermott@hca.wa.gov	Chair
Kerry Schaefer 1405 N 10 th St Tacoma, WA 98403 C 253-227-3439 SEBBoard@hca.wa.gov	Employee Health Benefits Policy and Administration
Omeid Heidari Box 357262 1959 NE Pacific St. Seattle, WA 98195 SEBBoard@hca.wa.gov	Employee Health Benefits Policy and Administration
Dawna Hansen-Murray 15535 104 th Place SE Yelm, WA 98597 C 360-790-4961 SEBBoard@hca.wa.gov	Classified Employees
Myra Johnson Park Lodge Elementary School 6300 100 th St SW Lakewood, WA 98499 V 253-583-5353 SEBBoard@hca.wa.gov	Certificated Employees

SEB Board Members

Name	Representing
<p>Pamela Kruse 6440 Lake Saint Clair Dr SE Olympia, WA 98513 V 360-790-0995 SEBBoard@hca.wa.gov</p>	Certificated Employees
<p>Terri House Shoreline School District 18560 1st AVE NE Shoreline, WA 98155 V 206-393-3387 SEBBoard@hca.wa.gov</p>	Classified Employees
<p>Amy Griffin Knox 111 Administrative Center 111 Bethel Street NE Olympia, WA 98506 V 360-596-6187 SEBBoard@hca.wa.gov</p>	Employee Health Benefits Policy and Administration (WASBO)
<p>Alison Poulsen 12515 South Hangman Valley Rd Valleyford, WA 99036 C 509-499-0482 SEBBoard@hca.wa.gov</p>	Employee Health Benefits Policy and Administration
<p>Legal Counsel Katy Hatfield, Assistant Attorney General 7141 Cleanwater Dr SW PO Box 40124 Olympia, WA 98504-0124 V 360-586-6561 Katy.Hatfield@atg.wa.gov</p>	

1/18/2024



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

March 14, 2024
Health Care Authority
Sue Crystal Rooms A & B
Olympia, Washington
9:00 a.m. – 12:30 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
Dawna Hansen-Murray

Members Present via Zoom

Amy Griffin
Alison Poulsen
Omeid Heidari
Terri House

Members Absent

None

SEB Board Counsel

Katy Hatfield, AAG (in person)

Call to Order

Lou McDermott, Chair, 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

Myra Johnson moved, and Dawna Hansen-Murray seconded a motion to approve the July 20, 2023 meeting minutes. Minutes were approved as written by unanimous vote.

Dawna Hansen-Murray moved, and Myra Johnson seconded a motion to approve the January 25, 2024 retreat minutes. Minutes were approved as written by unanimous vote.

January Retreat Follow Up

David Iseminger, Director the Employees and Retirees Benefits (ERB) Division provided some follow up information from the January SEB Board retreat. The information included details about SEBB Program inhaler coverage and dental coordination of benefits, as well as a verbal update on resolving issues in the Benefits 24/7 application identified since the Board's January retreat.

Legislative Session Debrief

Cade Walker, Policy, Rules, and Compliance Section Manager in the Employees and Retirees Benefits (ERB) Division provided a debrief of the 2024 legislative session. The debrief included bill analyses by the ERB Division, agency requested legislation, and passed legislation.

Behavioral Health Network Adequacy

Andrea Philhower, Fully Insured Team Manager in the Employees and Retirees Benefits (ERB) Division presented more information as follow up to the January SEB Board retreat presentation. The follow up included a correction regarding the definition of actuarial value, as well as information regarding access to behavioral health appointments, complaints to carriers.

Pharmacy Administration Follow Up

Jenny Switzer, Senior Account Manager in the Employees and Retirees Benefits (ERB) Division, brought a follow up presentation on pharmacy administration and addressed some questions raised at the January SEB Board retreat. The presentation included information on federally qualified community health centers (FQHC), in network FQHCs, the 340B drug pricing program, relevance to specialty drugs, Moda's drug price check tool, and pharmacy closure notifications.

Vision Design Implementation

Beth Heston, Procurement Manager the Employees and Retirees Benefits (ERB) Division, presented an update on SEBB Program vision benefits and changes occurring in the PEBB Program that gave context to resolutions introduced later in the meeting. The update included background information on vision benefits, proposed vision coverage changes for the PEBB Program, vision benefit details for school employees, medical benefits for eye disease, other coverage advantages from carriers, and in-network retail locations.

Policy and Rules Development

Stella Ng, Policy and Rules Coordinator and **Emily Duchaine**, Regulatory Analyst in the Employees and Retirees Benefits (ERB) Division introduced seven policy resolutions for the SEBB Program.

- SEBB 2024-01: Amending resolution SEBB 2021-02 – School employees may waive enrollment in medical.
- SEBB 2024-02: Amending resolution SEBB 2021-03 – SEBB benefits enrollment requirements when PEBB benefits are waived.
- SEBB 2024-03: Amending resolution SEBB 2021-05 – Resolving dual enrollment involving dual subscriber eligibility.
- SEBB 2024-04: Amending resolution 2021-07 – Resolving dual enrollment involving a member with multiple medical enrollments as a dependent.
- SEBB 2024-05: Amending resolution 2021-08 – SEBB benefit automatic enrollments when PEBB benefits are auto-disenrolled.
- SEBB 2024-06: Continuation coverage when a term of board member of a school district ends.
- SEBB 2024-07: Continuation coverage when a dependent of a school board member loses eligibility.

Stakeholders will be consulted before the next Board meeting and action on these resolutions will be planned for the April SEB Board meeting.

SmartHealth Update

Kristen Stoimenoff, Wellness Manager in the Employees and Retirees Benefits (ERB) Division gave a presentation on SmartHealth and included an update on information about the transition to the new SmartHealth vendor, WebMD. The presentation was originally scheduled for the January retreat, but was rescheduled.

General Public Comment

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

An audio recording for the March 14, 2024 SEB Board 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

April 4, 2024

Starting time 9:00 a.m.

Preview of April 4, 2024 SEB Board Meeting

Dave Iseminger, Director, Employees and Retirees Benefits (ERB) Division, provided an overview of potential agenda topics for the April 4, 2024 meeting.

Meeting was adjourned at 12:20 p.m.

TAB 4

Supplemental Budget Update

Tanya Deuel
ERB Finance Manager
Financial Services Division
April 4, 2024

Final Funding Rates

School Year 2023-24: \$1,100

School Year 2024-25: \$1,178

Per eligible employee per
month

Adequate to maintain current
level of benefits

Final Conference Budget Funding

Decision Package Title	FTE	Dollars
Breast Exam Screenings: Aligning UMP with SB5396 (2023) to cover diagnostic and supplemental breast exams at \$0 cost-share.	NA	\$220,000

Consolidation Legislative Report

Consolidation – Section 212

\$100,000 is provided to report to the legislature by December 1, 2024, the necessary statutory and program changes required to achieve consolidation of:

- PEBB and SEBB into a single governing board
- The current PEBB non-Medicare and SEBB Active risk pools
- Existing eligibility provisions
- Benefit offerings into more aligned plans

The report should consider:

- Ways to engage with impacted participants
- Options to maintain eligibility
- Options to ensure equity
- Data and findings from previous reports related to consolidation

Obesity and Weight Loss Treatment Drugs Budget Provisions

Appropriation Required – Section 903

The rates are not sufficient to add coverage of prescription drugs for the treatment of obesity or weight loss. The authority shall not add coverage of prescription drugs for the treatment of obesity or weight loss without a specific appropriation from the legislature. Nothing in this section requires removal of any existing coverage of prescription drugs to treat diabetes.

Legislative Report – Section 213

By December 1, 2024, the authority shall submit a report to the legislature describing options, and a recommendation, for possible future coverage in the Uniform Medical Plan for FDA approved Glucagon-Like Peptide 1 agonists for the treatment of obesity and weight loss.

Questions?

Tanya Deuel, Finance Manager
Financial Services Division
Tanya.Deuel@hca.wa.gov

TAB 5

Policy and Rules Development

Stella Ng
Policy and Rules Coordinator
Employees and Retirees Benefits Division
April 4, 2024

SEB Board Policy 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

SEB Board Policy 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

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.

Amending Dual Enrollment Prohibition Resolutions Summary

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

Resolution SEBB 2024-01

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

Resolved that, 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.

Resolution SEBB 2024-02

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

Resolved that, 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.

Resolution SEBB 2024-03

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

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 in PEBB dental, PEBB vision, SEBB dental, and SEBB vision, the school employee will be kept in PEBB benefits and auto-disenrolled from SEBB dental and SEBB vision.

Resolution SEBB 2024-03

Example (Revised)

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.

Resolution SEBB 2024-03 (*cont.*)

Example (Revised)

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 PEBB ~~SEBB~~ dental and PEBB ~~SEBB~~ vision and will be auto-disenrolled from SEBB ~~PEBB~~ dental and SEBB ~~PEBB~~ vision.

Resolution SEBB 2024-03 (*cont.*)

Example (Revised)

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 PEBB dental and PEBB vision and will be auto-disenrolled from SEBB dental and SEBB vision.

Resolution SEBB 2024-04

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

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 in both a PEBB and SEBB dental and/or vision plan as a dependent, the dependent will be kept in PEBB benefits and auto-disenrolled from 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.

Resolution SEBB 2024-05

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

If a school employee's dependent, who is also an employee, 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.

Resolution SEBB 2024-05

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

Resolved that, if a school employee's dependent, who is also an employee, was auto-disenrolled from their PEBB dental and PEBB vision as a result of PEB 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.

Resolution SEBB 2024-06

Continuation coverage when a term of board member of a school district ends (Revised)

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

Resolution SEBB 2024-06

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

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

Resolution SEBB 2024-07

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

Resolved that, 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

- ▶ Issue guidance to SEBB Organizations on these resolutions
- ▶ Incorporate resolutions into the SEBB Program rules

Questions?

Stella Ng, Policy and Rules Coordinator
Policy, Rules, and Compliance Section
Employees and Retirees Benefits Division

Stella.Ng@hca.wa.gov

Appendix

Original Resolutions as Presented at the March 14, 2024 Board Meeting

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.

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.

TAB 6

UMP Benefit Design

Ryan Ramsdell
UMP TPA Account Team Manager
Employees and Retirees Benefits Division
April 4, 2024

Objectives

- ▶ Benefit change update:
 - ▶ Diagnostic and supplemental breast examinations
- ▶ Proposed SEB Board resolution

Diagnostic and Supplemental Breast Exam Coverage

▶ Benefit change

- ▶ Diagnostic and supplemental breast exams to be covered at no cost share to Uniform Medical Plan (UMP) members
- ▶ Federal law requirements apply to qualifying high deductible health plans

▶ Intent

- ▶ Align UMP coverage with Senate Bill 5396

▶ Senate Bill 5396 background

- ▶ Passed by the Washington State Legislature in 2023
- ▶ Impacted fully insured medical carriers
 - ▶ Beginning January 1, 2024, diagnostic and supplemental breast exam coverage at no cost share

Proposed Resolution SEBB 2024-08

UMP Diagnostic and Supplemental Breast Exam Coverage

Beginning January 1, 2025, diagnostic and supplemental breast exams are to be covered without member cost share to Uniform Medical Plan (UMP) members for in network services. UMP High Deductible members need to meet their deductible before the plan will pay any portion of the claim.

Next Steps

- ▶ Incorporate any Board feedback regarding resolution proposals
- ▶ Submit feedback to HCAPEBSEBBoardPolicyFeedback@hca.wa.gov by April 15, 2024
- ▶ Bring recommended resolution to the Board for action at the May 2, 2024 Board meeting

Questions?

Ryan Ramsdell, UMP TPA Account Team Manager
ERB Division

Ryan.Ramsdell@hca.wa.gov

TAB 7

2024 Annual Rulemaking Briefing

Stella Ng
Policy and Rules Coordinator
Employees and Retirees Benefits Division
April 4, 2024

Rulemaking Timeline

May 2024	File proposed amendments (CR-102) and distribute new rules for public comments
June 2024	Conduct public hearing and adopt final rules (CR-103)
January 2025	Permanent rules effective

Focus of Rulemaking

- ▶ Implement SEB Board policy resolutions and legislation
- ▶ Administration and benefits management
- ▶ Regulatory alignment

Implement Final Rules for 2023 Legislation

- ▶ **SB 5700** Modernizing HCA related laws
- ▶ **SSB 5275** SEBB employer groups, tribal school, school board members
- ▶ **HB 1008** PERS, SERS, TRS Plan 2 member eligibility to PEBB retiree insurance coverage

Administration and Benefits Management

- ▶ Amend the premium payments and premium refunds rule to include an exception when a subscriber is not required to make first premium payment and premium surcharges to begin a new enrollment
- ▶ Clarify the documentation process for spousal attestation due to a change in the spouse or state registered domestic partner's employer-group medical plan

Administration and Benefits Management (*cont.*)

- ▶ Amend the premium payment plan rule to add a special enrollment event when there is a substantial decrease in the providers available in a SEBB health plan
- ▶ Clarify the error correction rule on the effective date of supplemental life and supplemental accidental death and dismemberment (AD&D) insurance coverage when correcting an enrollment error
- ▶ Clarify when a school employee enrolls a dependent in supplemental dependent life insurance or AD&D insurance, the required form must be submitted within the required time frame

Regulatory Alignment

- ▶ Clarify that a COBRA subscriber's coverage will end when their Medicare coverage begins

Questions?

Stella Ng, Policy and Rules Coordinator
Employees and Retirees Benefits Division

Stella.Ng@hca.wa.gov