

# SEBB Update 1.24.19

## *SEB Board passes policy resolutions on wellness and continuation coverage*

On January 24, 2019, the [School Employees Benefits Board](#) (SEB Board) voted on the following policy resolutions:

### **Eligibility for participation in the SEBB wellness program (SEBB 2018-55)**

The spouse or state-registered domestic partner of an eligible school employee may participate in the SEBB wellness program activities, but is not eligible to receive a financial incentive.

### **Deadline for completing wellness activities (SEBB 2018-56)**

Effective January 1, 2020, to receive a SEBB wellness incentive in the following plan year, eligible subscribers must complete SEBB wellness incentive program requirements by the following deadline:

- For subscribers enrolling in SEBB medical with an effective date in January through September, the deadline is November 30.
- For subscribers enrolling in SEBB medical with an effective date in October through December, the deadline is December 31.

### **Maximum number of months that self-pay coverage is allowed (SEBB 2018-57)**

The maximum number of months that a school employee may continue SEBB benefits during an approved leave of absence, by self-paying the premium and applicable premium surcharges, will be 29 months. The 29 months a school employee may self-pay for coverage under this provision includes the total months of continuation coverage allowed under the federal Consolidated Omnibus Budget Reconciliation Act (COBRA).


### **Continuation coverage for dependents not eligible under the SEBB Program (SEBB 2018-58)**

A dependent of a SEBB-eligible school employee who is enrolled in medical, dental, or vision under a school employee's account on December 31, 2019 who loses eligibility because they are not an eligible dependent under the SEBB Program may enroll in medical, dental, and vision for a maximum of 36 months on a self-pay basis.

### **Meeting recap**

The following informational items were presented to the SEB Board. To get all of the materials presented at the January 24 SEB Board meeting, [view the briefing book](#).

- Dave Iseminger, director of HCA's Employees and Retirees Benefits (ERB) Division, addressed follow-up Board questions from the December 13 meeting, including:
  - Any employer with a collective bargaining agreement (CBA) signed before October 19, 2017 does not have to collect taxes for Paid Family and Medical Leave until the CBA expires.
  - Employers may need to include stipends when reporting monies paid and hours worked for unemployment insurance, depending on the purpose of the stipend.
  - Providing links for network searches and behavioral health utilization management policies for the SEBB Program's health insurance providers.
- Molly Christie, ERB strategic plan project manager, and Ryan Pistoresi, HCA assistant chief pharmacy



officer, presented the second installment in Christie's informational series, Pharmacy 101, about the prescription drug market and government health strategies.

- Kim Wallace, SEBB finance manager, and Cade Walker, executive special assistant to the ERB Division director, gave a procurement update, with information on the status of fully insured medical benefits contracts, rates, timelines, and open-enrollment training.
  - Wallace also reported on the Governor's proposed budget and how it addresses basic education health insurance funding, and presented an update on the [K-12 Retiree and Disabled School Employees Risk Pool Analysis report](#), which was presented to the Legislature on January 17.
  - Walker also gave a legislative update, with information on which bills impact the ERB Division.
- John Bowden, SEBB section manager, and Jerry Britcher, HCA Chief Information Officer, provided a video demonstration of the SEBB My Account online member portal.
- Justin Hahn, ERB Washington Wellness program manager, followed up on questions from the SEB Board's December 2018 meeting, including:
  - The return on investment for spouse participation in wellness programs and SmartHealth; and
  - The logistic challenges of combining the SmartHealth Well-being assessment with a medical provider health assessment.
- Rob Parkman, ERB Division policy and rules coordinator, presented new policy resolutions for a future vote, including:
  - Five resolutions establishing rules for SEBB organizations that locally negotiate eligibility for school employees that do not qualify for state contribution, based on RCW 41.05.740 (6)(e).
  - Continuation coverage eligibility for school employees who lose coverage under the SEBB Program's eligibility rules.

- Eligibility for dependents of school employees who are already on continuation coverage through a SEBB organization on December 31, 2019, may elect coverage through the SEBB Program on a self-pay basis.

HCA will post meeting minutes on the [Meetings and materials webpage](#) after they are approved by the Board.

## What's next

On March 7, 2019, the SEB Board may vote on the following resolutions:

- Requirement to negotiate by group under RCW 41.05.740(6)(e) (SEBB 2019-01)
- Anticipated work hours eligibility range under RCW 41.05.740(6)(e) (SEBB 2019-02)
- SEBB benefits authorized under RCW 41.05.740 (6)(e) (SEBB 2019-03)
- SEBB tier categories and premium tier ratios authorized under RCW 41.05.740(6)(e) (SEBB 2019-04)
- Employer share requirement under RCW 41.05.740 (6)(e) (SEBB 2019-05)
- SEBB continuation coverage eligibility for school employees not eligible for benefits under the SEBB Program (SEBB 2019-06)
- SEBB continuation coverage eligibility for dependents already on a SEBB organization's continuation coverage (SEBB 2019-07)

Visit the [SEBB Program webpage](#) for more information.