



Washington State Health Care Authority  
*Public Employees Benefits Board*

P.O. Box 42684 • Olympia, Washington 98504-2684  
360-412-4200 • FAX 360-923-2608 • TTY 360-923-2701 • [www.wa.gov/hca/pebb.htm](http://www.wa.gov/hca/pebb.htm)

August 5, 2010

TO: PEBB Participating School Districts and Employer Groups  
(Political Subdivisions & Tribal Governments)

FROM: Steve Norsen, Manager  
PEBB Outreach and Training Team

SUBJECT: 2011 Rates – Tiered – Medical-Only Package

We have completed the procurement cycle which resulted in an increase in premiums for our employees and early retirees. Medical inflation resulted in a 13 percent average increase in our non-Medicare premiums and 8 percent average increase in our Medicare premiums.

Enclosed is the revised rate sheet, effective January 1, 2011, for school districts and employer groups accepting the medical-only benefits package.

If you have an IRS Section 125 Plan that allows employee premium dollars to be treated as a pre-tax deduction, note that if an employee's non-tax qualified dependents do not qualify as IRS dependents, a portion of the premium employers pay toward the family's coverage is considered taxable income to the employee. To assist you, we have included examples of how the state calculates these amounts for state agency personnel. [Tables 1-7] These tables should only be used as a template in developing calculations that are based on your employer contribution rate.

This year, Open Enrollment will run from November 1 – November 30, 2010. In early October, the Public Employees Benefits Board (PEBB) program will publish the *For Your Benefit* newsletter for all employees. This newsletter is the employees' only printed open enrollment information. However, information will also be available on the PEBB web site at, [www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov) prior to the start of open enrollment.

Employees who make an online plan change using E-Coverage will not see a premium rate. Instead, a pop-up box will prompt them to contact their personnel or payroll office for premium information. To support their decisions, you will want to distribute 2011 monthly premiums for your own employees before open enrollment so they can have those available when making a plan selection.

If you have questions about the rates, please contact me at (360) 412-4201 or [steve.norsen@hca.wa.gov](mailto:steve.norsen@hca.wa.gov).

Enclosures

c: Kim Grindrod

**K-12 and Employer Groups (Political Subdivisions & Tribal Governments) Active Tiered Rates  
for Medical Only Package**

2011 PEBB Bid Rates  
HCA Finance and Administration

Plan Name	Subscriber	Subscriber and Spouse	Subscriber and Child(ren)	Full Family
Group Health Classic	\$ 566.60	\$ 1,080.16	\$ 951.77	\$ 1,465.33
Group Health Value	\$ 526.09	\$ 999.14	\$ 880.88	\$ 1,353.93
Kaiser Permanente Classic	\$ 601.02	\$ 1,149.00	\$ 1,012.01	\$ 1,559.99
Uniform Medical Plan PPO	\$ 556.43	\$ 1,059.82	\$ 933.97	\$ 1,437.36

**PEBB Program for 2011****Additional Taxable Income for Non-Tax Qualified Dependents****Table 1: Employer Share Medical and Dental**

2011 Monthly State Premium Contribution for Medical and Dental for Active Employees

Additional Taxable Income for Non-Tax Qualified Dependent Coverage

<b>MEDICAL AND DENTAL PLAN</b>	<b>Partner*</b>	<b>Subscriber's or Partner's Child(ren)*</b>	<b>Partner and Child(ren)*</b>
All Medical Plans	\$ 481	\$ 380	\$ 861

**Table 2: Employer Share Dental Only**

Sample chart for dental only enrollment-taxable amount for dependents

<b>DENTAL PLAN</b>	<b>Partner*</b>	<b>Subscriber's or Partner's Child(ren)*</b>	<b>Partner and Child(ren)*</b>
All Dental Plans	\$ 48	\$ 48	\$ 96

**2011 Monthly State Contribution for Medicare Retirees (monthly state subsidy)\*\*****Additional taxable income for non-tax qualified domestic partners**

GHC Classic	\$ 131
GHC Value	\$ 125
Kaiser Classic	\$ 177
Secure Horizons Classic	\$ 183
Uniform Medical Plan PPO	\$ 183
Plan F Retired	\$ 87
Plan F Disabled	\$ 148

\*Premiums displayed are rounded to the nearest dollar, consistent with IRS tax reporting

\*\*Retiree subsidy is limited to 50% of the total premium paid to the health plan by state law

**State and Higher Education Active Employee Monthly Contributions (Deductions)**  
**For Non-Tax Qualified Dependents**  
**Final 2011 PEBB Rates-HCA Finance and Administration**

Table 3: Total Monthly Employee Contribution Owed for All Coverage (Pre-tax and post-tax combined)

Plan Name	Subscriber	Subscriber and Spouse	Subscriber and Child(ren)	Full Family
GHC Classic	\$ 71	\$ 152	\$ 124	\$ 205
GHC Value	\$ 30	\$ 70	\$ 53	\$ 93
Kaiser Classic	\$ 105	\$ 220	\$ 184	\$ 299
Uniform Medical Plan PPO	\$ 60	\$ 130	\$ 105	\$ 175

Table 4: Post-Tax Partner Share for "Subscriber and Spouse" Tier

Plan Name	Subscriber and Spouse	Subscriber	Partner
GHC Classic	\$ 152	\$ 71	\$ 81
GHC Value	\$ 70	\$ 30	\$ 40
Kaiser Classic	\$ 220	\$ 105	\$ 115
Uniform Medical Plan PPO	\$ 130	\$ 60	\$ 70

Table 6: Post Tax Partner and Child(ren) Share for "Full Family" Tier

Plan Name	Full Family	Subscriber	Partner and Child(ren)
GHC Classic	\$ 205	\$ 71	\$ 134
GHC Value	\$ 93	\$ 30	\$ 63
Kaiser Classic	\$ 299	\$ 105	\$ 194
Uniform Medical Plan PPO	\$ 175	\$ 60	\$ 115

Table 5: Post Tax Partner Share for "Full Family" Tier

Plan Name	Full Family	Subscriber and Child(ren)	Partner
	\$ -	\$ -	\$ -
GHC Classic	\$ 205	\$ 124	\$ 81
GHC Value	\$ 93	\$ 53	\$ 40
Kaiser Classic	\$ 299	\$ 184	\$ 115
Uniform Medical Plan PPO	\$ 175	\$ 105	\$ 70

Table 7: Post Tax Partner's Child(ren) Share for "Subscriber and Child(ren)" Tier

Plan Name	Subscriber and Child(ren)	Subscriber	Partner's Children
	\$ -	\$ -	\$ -
GHC Classic	\$ 124	\$ 71	\$ 53
GHC Value	\$ 53	\$ 30	\$ 23
Kaiser Classic	\$ 184	\$ 105	\$ 79
Uniform Medical Plan PPO	\$ 105	\$ 60	\$ 45