



Washington State Health Care Authority  
*Public Employees Benefits Board*

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August 12, 2013

TO: Personnel, Payroll, and Insurance Offices of All State Agencies

FROM: Amy Corrigan, Manager  
PEBB Outreach & Training Team

SUBJECT: Calendar Year 2014 PEBB Program Rates – Composite

Overview

The state agencies' base monthly funding rate of \$782 will remain unchanged until July 1, 2014. However, due to new contracts with the health plans, state employees' monthly contributions will change effective January 1, 2014.

Medical/Dental

The new contribution schedule is attached. In early October, employees will receive the *For Your Benefit* newsletter. This newsletter is the only notice we send employees about open enrollment. Details will also be available at [www.hca.wa.gov/pebb](http://www.hca.wa.gov/pebb) before November 1, 2013, the start of open enrollment.

Premium Surcharges

The biennial budget approved by Legislature will require some members to pay premium surcharges beginning July 1, 2014. The tobacco surcharge will be a flat \$25 per month fee, regardless of the number of tobacco users in the family. The spouse/partner surcharge will be a \$50 per month fee for subscribers who cover a spouse or state-registered domestic partner in PEBB health insurance where the spouse or domestic partner has chosen not to enroll in their own employer-sponsored health insurance. We are currently working on how these changes will be implemented and will share more information with you in the upcoming months.

Life and LTD Insurance

Employee optional life and long-term disability (LTD) insurance rates will remain the same for 2014. The rate schedule for life and LTD insurance is also attached.

Additional Taxable Income for Non-Tax Qualified Dependents

Certain individuals may not qualify under IRS regulations as dependents, so deduction from taxable income for benefit premiums/coverage is not appropriate. We have attached tax tables to assist in determining additional taxable income that should be assigned to employees if employee contributions are made for an individual who is not the employee's spouse or dependent child. Tables 1 and 2 provide monthly amounts for additional taxable income for non-tax qualified dependents for 2014.

August 12, 2013

Tax Treatment for Employee Payroll Contributions

Tables 3-7 provide monthly payroll employee contributions (deductions for non-tax qualified dependents). If a dependent is a non-qualified tax dependent, or is allowed late enrollment outside of an annual or special open enrollment, use Tables 3-7 to determine the amount of employee contributions to withhold on a post-tax basis for 2014.

If you have questions about the rates, please contact me at 360-725-0826, or [amy.corrigan@hca.wa.gov](mailto:amy.corrigan@hca.wa.gov).

Enclosures

c: Kim Grindrod

**Composite Active Rates for STATE and HIGHER ED,  
and Commodity Commissions  
(for 01/01/14 through 06/30/14 only)**

2014 PEBB Bid Rates  
HCA Financial Services

	07/01/13 through 06/30/14	01/01/14 through 12/31/14				01/01/14 through 06/30/14			
Plan Name	Base Rate	Employee Contributions				Total Base Rates With Employee Contributions			
		Subscriber	Subscriber and Spouse	Subscriber and Child(ren)	Full Family	Subscriber	Subscriber and Spouse	Subscriber and Child(ren)	Full Family
Group Health Classic	\$ 782.00	\$ 117.00	\$ 244.00	\$ 205.00	\$ 332.00	\$ 899.00	\$ 1,026.00	\$ 987.00	\$ 1,114.00
Group Health Value	\$ 782.00	\$ 65.00	\$ 140.00	\$ 114.00	\$ 189.00	\$ 847.00	\$ 922.00	\$ 896.00	\$ 971.00
Group Health CDHP	\$ 782.00	\$ 21.00	\$ 52.00	\$ 37.00	\$ 68.00	\$ 803.00	\$ 834.00	\$ 819.00	\$ 850.00
Kaiser Permanente Classic	\$ 782.00	\$ 116.00	\$ 242.00	\$ 203.00	\$ 329.00	\$ 898.00	\$ 1,024.00	\$ 985.00	\$ 1,111.00
Kaiser CDHP	\$ 782.00	\$ 23.00	\$ 56.00	\$ 40.00	\$ 73.00	\$ 805.00	\$ 838.00	\$ 822.00	\$ 855.00
Uniform Medical Plan Classic	\$ 782.00	\$ 79.00	\$ 168.00	\$ 138.00	\$ 227.00	\$ 861.00	\$ 950.00	\$ 920.00	\$ 1,009.00
Uniform Medical Plan CDHP	\$ 782.00	\$ 25.00	\$ 60.00	\$ 44.00	\$ 79.00	\$ 807.00	\$ 842.00	\$ 826.00	\$ 861.00
<b>Effective 7/1/2014: The following surcharges will be applied to some employees</b>									
Tobacco Use Surcharge		\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00
Spouse Surcharge			\$ 50.00		\$ 50.00		\$ 50.00		\$ 50.00

# PEBB Life and AD&D Rates Paid to Plan and Charged to Subscribers

Final PEBB 2014 Rates

HCA Finance and Administration

<b>Employee Basic*</b>	Monthly Cost:	\$ 4.08
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Pub No.

<b>Retiree</b>	Monthly Cost:	\$ 6.57
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51-275R, 51-403F, 51-516, 51-205, 51-575

<b>Spouse/Child Basic</b>	Monthly Cost:	\$ 0.50
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50-100

<b>Employee/Spouse Supplemental</b>		
Monthly Cost for Each \$1,000 of Coverage (Available in \$10,000 increments)		
Age	Non-Smoker	Smoker
<25	\$ 0.024	\$0.031
25-29	\$ 0.026	\$0.037
30-34	\$ 0.029	\$0.049
35-39	\$ 0.036	\$0.056
40-44	\$ 0.054	\$0.063
45-49	\$ 0.078	\$0.095
50-54	\$ 0.122	\$0.145
55-59	\$ 0.228	\$0.270
60-64	\$ 0.350	\$0.411
65-69	\$ 0.646	\$0.792
70+	\$ 0.964	\$1.287

50-100

Supplemental AD&D:				Pub No.			
Rate per Thousand \$		\$ 0.008	\$ 0.012	50-100			
Employee Coverage		Employee Only Cost	Employee & Dependent(s) Cost	Spouse Coverage		Per Child Coverage	
				No Children	With Children	With Spouse	No Spouse
\$	25,000	\$ 0.20	\$ 0.30	\$ 12,500	\$ 10,000	\$ 1,250	\$ 2,500
\$	50,000	\$ 0.40	\$ 0.60	\$ 25,000	\$ 20,000	\$ 2,500	\$ 5,000
\$	75,000	\$ 0.60	\$ 0.90	\$ 37,500	\$ 30,000	\$ 3,750	\$ 7,500
\$	100,000	\$ 0.80	\$ 1.20	\$ 50,000	\$ 40,000	\$ 5,000	\$ 10,000
\$	125,000	\$ 1.00	\$ 1.50	\$ 62,500	\$ 50,000	\$ 6,250	\$ 12,500
\$	150,000	\$ 1.20	\$ 1.80	\$ 75,000	\$ 60,000	\$ 7,500	\$ 15,000
\$	175,000	\$ 1.40	\$ 2.10	\$ 87,500	\$ 70,000	\$ 8,750	\$ 17,500
\$	200,000	\$ 1.60	\$ 2.40	\$ 100,000	\$ 80,000	\$ 10,000	\$ 20,000
\$	225,000	\$ 1.80	\$ 2.70	\$ 112,500	\$ 90,000	\$ 11,250	\$ 22,500
\$	250,000	\$ 2.00	\$ 3.00	\$ 125,000	\$ 100,000	\$ 12,500	\$ 25,000

\* Represents premium paid to Plan

For State Actives, Plan A Basic coverage is paid by the employer.

For Actives from Employer Groups, ESDs, and K-12 Districts Accepting the Full Benefits Package, the premium for Plan A Basic coverage is included in the rates for the selected medical plan.

Coverage is not provided to Actives from K-12 Districts Accepting Medical Only Package.

**PEBB LONG TERM DISABILITY PLAN**

Rates Paid to Plan and Charged to Subscribers

Final PEBB 2014 Rates

HCA Finance and Administration

Pub No.

<b>Basic Plan for Actives</b>	Monthly Cost*:	\$	2.00
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<b>Optional Plan</b>	TIAA/CREF or Higher Education Academic Retirement Plan Employees	TRS, PERS, & other Retirement Plan Employees
Waiting Period		
30 days	1.86%	1.47%
60 days	0.95%	0.78%
90 days	0.52%	0.43%
120 days	0.30%	0.26%
180 days	0.23%	0.20%
240 days	0.22%	0.20%
300 days	0.20%	0.18%
360 days	0.20%	0.17%

50-100

\* Represents premium paid to plan only.

For State Actives, Basic Plan coverage is funded by the state.

**PEBB Program for 2014****Additional Taxable Income for Non-Tax Qualified Dependents****Table 1: Employer Share Medical and Dental**

2014 Monthly State Premium Contribution for Medical and Dental for Active Employees

Additional Taxable Income for Non-Tax Qualified Dependent Coverage

		<b>Subscriber's or Partner's Child(ren)*</b>	<b>Partner and Child(ren)*</b>
<b>MEDICAL AND DENTAL PLAN</b>	<b>Partner*</b>		
All Medical Plans	\$ 501	\$ 395	\$ 896

**Table 2: Employer Share Dental Only**

Sample chart for dental only enrollment-taxable amount for dependents

		<b>Subscriber's or Partner's Child(ren)*</b>	<b>Partner and Child(ren)*</b>
<b>DENTAL PLAN</b>	<b>Partner*</b>		
All Dental Plans	\$ 45	\$ 45	\$ 90

**2013 Monthly State Contribution for Medicare Retirees (monthly state subsidy)\*\*****Additional taxable income for non-tax qualified domestic partners**

GHC Medicare Only	\$ 131
Kaiser Classic	\$ 147
Uniform Medical Plan PPO	\$ 150
Plan F Retired	\$ 100
Plan F Disabled	\$ 150

\*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

Pub No. 50-704

**State and Higher Education Active Employee Monthly Contributions (Deductions)**  
**For Non-Tax Qualified Dependents**  
**Final 2014 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
Group Health Classic	\$ 117	\$ 244	\$ 205	\$ 332
Group Health Value	\$ 65	\$ 140	\$ 114	\$ 189
Group Health CDHP	\$ 21	\$ 52	\$ 37	\$ 68
Kaiser Permanente Classic	\$ 116	\$ 242	\$ 203	\$ 329
Kaiser CDHP	\$ 23	\$ 56	\$ 40	\$ 73
Uniform Medical Plan PPO	\$ 79	\$ 168	\$ 138	\$ 227
Uniform Medical Plan PPO CDHP	\$ 25	\$ 60	\$ 44	\$ 79

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

Plan Name	Subscriber and Spouse	Subscriber	Partner
Group Health Classic	\$ 244	\$ 117	\$ 127
Group Health Value	\$ 140	\$ 65	\$ 75
Group Health CDHP	\$ 52	\$ 21	\$ 31
Kaiser Permanente Classic	\$ 242	\$ 116	\$ 126
Kaiser CDHP	\$ 56	\$ 23	\$ 33
Uniform Medical Plan PPO	\$ 168	\$ 79	\$ 89
Uniform Medical Plan PPO CDHP	\$ 60	\$ 25	\$ 35

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

Plan Name	Full Family	Subscriber	Partner and Child(ren)
Group Health Classic	\$ 332	\$ 117	\$ 215
Group Health Value	\$ 189	\$ 65	\$ 124
Group Health CDHP	\$ 68	\$ 21	\$ 47
Kaiser Permanente Classic	\$ 329	\$ 116	\$ 213
Kaiser CDHP	\$ 73	\$ 23	\$ 50
Uniform Medical Plan PPO	\$ 227	\$ 79	\$ 148
Uniform Medical Plan PPO CDHP	\$ 79	\$ 25	\$ 54

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

Plan Name	Full Family	Subscriber and Child(ren)	Partner
Group Health Classic	\$ 332	\$ 205	\$ 127
Group Health Value	\$ 189	\$ 114	\$ 75
Group Health CDHP	\$ 68	\$ 37	\$ 31
Kaiser Permanente Classic	\$ 329	\$ 203	\$ 126
Kaiser CDHP	\$ 73	\$ 40	\$ 33
Uniform Medical Plan PPO	\$ 227	\$ 138	\$ 89
Uniform Medical Plan PPO CDHP	\$ 79	\$ 44	\$ 35

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
Group Health Classic	\$ 205	\$ 117	\$ 88
Group Health Value	\$ 114	\$ 65	\$ 49
Group Health CDHP	\$ 37	\$ 21	\$ 16
Kaiser Permanente Classic	\$ 203	\$ 116	\$ 87
Kaiser CDHP	\$ 40	\$ 23	\$ 17
Uniform Medical Plan PPO	\$ 138	\$ 79	\$ 59
Uniform Medical Plan PPO CDHP	\$ 44	\$ 25	\$ 19

Note: Surcharges applied to an employee's account are to be considered pre-tax.