



Washington State Health Care Authority
Public Employees Benefits Board

P.O. Box 42684 • Olympia, Washington 98504-2684
360-725-0440 • TTY 711 • FAX 360-725-0771 • www.hca.wa.gov/pebb

August 31, 2017

TO: Personnel, Payroll, and Benefit Offices of All State Agencies, Four-Year Higher Education Institutions, State Board for Community and Technical Colleges, and Commodity Commissions

FROM: Amy Corrigan, Manager
PEB Outreach & Training Team

SUBJECT: Fiscal Year 2018 PEBB Program Rates – Composite

Overview

The monthly base rate of \$913 per eligible employee for health care contributions for fiscal year 2018 will remain unchanged until July 1, 2018.

Medical/Dental Insurance

Based on new contracts with the health plans, the revised employee contribution for medical coverage effective January 1, 2018 is attached.

PEBB Program Annual Open Enrollment

The Public Employees Benefits Board (PEBB) Program annual open enrollment is November 1-30. In October, the PEBB Program will mail the *For Your Benefit* newsletter to the employee's address on record, or will send it electronically to those who subscribe to the email subscription. This is the only notice the PEBB Program will send to employees about open enrollment. Information will be available on the PEBB Program website at www.hca.wa.gov/pebb before the start of open enrollment.

Premium Surcharges

The tobacco use premium surcharge will remain at \$25 per month per account in addition to the monthly premium, regardless of the number of tobacco users in the family.

The spouse or state-registered domestic partner coverage premium surcharge will remain at \$50 per month in addition to the monthly premium for subscribers who cover a spouse or state-registered domestic partner in PEBB medical insurance where the spouse or state-registered domestic partner has chosen not to enroll in their own employer-based group health insurance that is comparable to the Uniform Medical Plan (UMP) Classic.

Employees who cover a spouse or state-registered domestic partner on their 2018 medical coverage may be required to attest to the spouse or state-registered domestic partner coverage premium surcharge during the PEBB Program annual open enrollment. The PEBB Program will notify the employees of the need to attest by mail.

Life and Long-Term Disability (LTD) Insurance

Employee's optional life insurance premiums will remain the same for the 2018 plan year.

Employee's optional LTD premiums will remain the same for the 2018 plan year.

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 the pre-tax deduction of premiums from taxable income is not appropriate. We have attached tax tables to assist you in determining additional taxable income that should be assigned to employees, if the employee's contributions are made for a non-tax qualified dependent.

Tables 1 and 2 provide monthly amounts for additional taxable income for non-tax qualified dependents for 2018. 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 the PEBB Program annual open enrollment, or when a special open enrollment occurs, use Tables 3-7 to determine the amount of the employee contributions to withhold on a post-tax basis for 2018.

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

Attachments

c: Kate LaBelle
Karin Freeman

Washington State Health Care Authority

2018 PEBB Rate Book

State Agency, Higher Education Institutions, Community and Technical Colleges, and Commodity Commissions

Active Employee Contribution with Surcharges

State Index Rate

\$551.00

	1/1/2018 through 6/30/2018	1/1/2018 through 12/31/2018				Total Premium: 1/1/2018 through 6/30/2018			
		Employee Contribution				Total Base Rate with Employee Contributions			
Plan Name	Base Rate	Subscriber	Subscriber and Spouse**	Subscriber and Child(ren)	Full Family	Subscriber	Subscriber and Spouse**	Subscriber and Child(ren)	Full Family
Kaiser Permanente NW Classic*	\$913	\$137	\$284	\$240	\$387	\$1,050	\$1,197	\$1,153	\$1,300
Kaiser Permanente NW CDHP*	\$913	\$27	\$64	\$47	\$84	\$940	\$977	\$960	\$997
Kaiser Permanente WA (formerly Group Health) Classic	\$913	\$162	\$334	\$284	\$456	\$1,075	\$1,247	\$1,197	\$1,369
Kaiser Permanente WA (formerly Group Health) Value	\$913	\$78	\$166	\$137	\$225	\$991	\$1,079	\$1,050	\$1,138
Kaiser Permanente WA (formerly Group Health) SoundChoice	\$913	\$51	\$112	\$89	\$150	\$964	\$1,025	\$1,002	\$1,063
Kaiser Permanente WA (formerly Group Health) CDHP	\$913	\$25	\$60	\$44	\$79	\$938	\$973	\$957	\$992
Uniform Medical Plan Classic	\$913	\$102	\$214	\$179	\$291	\$1,015	\$1,127	\$1,092	\$1,204
Uniform Medical Plan CDHP	\$913	\$25	\$60	\$44	\$79	\$938	\$973	\$957	\$992
UMP Plus	\$913	\$45	\$100	\$79	\$134	\$958	\$1,013	\$992	\$1,047
Premium Surcharges									
Tobacco Use Surcharge		\$25	\$25	\$25	\$25	\$25	\$25	\$25	\$25
Spouse Waiver (AV) Surcharge		\$0	\$50	\$0	\$50	\$0	\$50	\$0	\$50

*Kaiser Foundation Health Plan of the Northwest, with plans offered in Clark and Cowlitz counties in WA, and the Portland, OR area

**or state-registered domestic partner

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

Employee Basic*	Monthly Cost:	\$3.96
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Employee Optional		
Monthly Cost for Each \$1,000 of Coverage (Available in \$10,000 increments)		
Age	Non-Smoker	Smoker
<25	\$0.028	\$0.037
25-29	\$0.031	\$0.043
30-34	\$0.034	\$0.057
35-39	\$0.043	\$0.066
40-44	\$0.064	\$0.073
45-49	\$0.092	\$0.111
50-54	\$0.143	\$0.170
55-59	\$0.268	\$0.317
60-64	\$0.411	\$0.482
65-69	\$0.758	\$0.929
70+	\$1.131	\$1.510

Employee Optional AD&D	
Monthly Cost for Each \$1,000 of Coverage (Available in \$10,000 increments)	
Cost per \$1,000	\$0.019

Spouse/State-Registered Domestic Partner Life		
Monthly Cost for Each \$1,000 of Coverage (Up to 50% of Employee Optional in \$5,000 increments)		
Age	Non-Smoker	Smoker
<25	\$0.028	\$0.037
25-29	\$0.031	\$0.043
30-34	\$0.034	\$0.057
35-39	\$0.043	\$0.066
40-44	\$0.064	\$0.073
45-49	\$0.092	\$0.111
50-54	\$0.143	\$0.170
55-59	\$0.268	\$0.317
60-64	\$0.411	\$0.482
65-69	\$0.758	\$0.929
70+	\$1.131	\$1.510

Spouse/State-Registered Domestic Partner AD&D	
Monthly Cost for Each \$1,000 of Coverage (Available in \$10,000 increments)	
Cost per \$1,000	\$0.019

Child Life	
Monthly Cost for Each \$1,000 of Coverage (Available in \$5,000 increments)	
Age 2 weeks - 26 years	\$0.124

Child AD&D	
Monthly Cost for Each \$1,000 of Coverage (Available in \$5,000 increments)	
Cost per \$1,000	\$0.016

* Represents premium paid to Plan

For State Actives, 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 basic coverage is included in the rates for the selected medical plan.

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

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PEBB Long Term Disability Plan - Rates Paid to Plan and Charged to Subscribers

Basic Plan for Actives	Monthly Cost*:	\$2.10
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Optional Plan		
Waiting Period	TIAA/CREF or Higher Education Academic Retirement Plan Employees	TRS, PERS, & other Retirement Plan Employees
30 days	2.60%	2.06%
60 days	1.32%	1.09%
90 days	0.72%	0.60%
120 days	0.42%	0.36%
180 days	0.32%	0.28%
240 days	0.30%	0.27%
300 days	0.28%	0.25%
360 days	0.27%	0.24%

* Represents premium paid to plan only.

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

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Additional Taxable Income for Non-Tax Qualified Dependents

Table 1: Employer Share Medical and Dental

2018 Monthly State Premium Contribution for Medical and Dental for Active Employees

Additional Taxable Income for Non-Tax Qualified Dependent Coverage

MEDICAL AND DENTAL PLAN	Partner*	Subscriber's or Partner's Child(ren)*	Partner and Child(ren)*
All Medical Plans	\$587	\$459	\$1,046

Table 2: Employer Share Dental Only

Sample chart for dental only enrollment-taxable amount for dependents

DENTAL PLAN	Partner*	Subscriber's or Partner's Child(ren)*	Partner and Child(ren)*
All Dental Plans	\$46	\$46	\$92

2018 Monthly State Contribution for Medicare Retirees (monthly state subsidy)**

Additional taxable income for non-tax qualified domestic partners

Kaiser Permanente NW Classic	\$150
Kaiser Permanente WA (formerly Group Health) Medicare Only	\$150
Uniform Medical Plan Classic	\$150
Plan F Retired	\$106
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

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State and Higher Education Active Employee Monthly Contributions (Deductions) for Non-Tax Qualified Dependents

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
Kaiser Permanente NW Classic	\$137	\$284	\$240	\$387
Kaiser Permanente NW CDHP	\$27	\$64	\$47	\$84
Kaiser Permanente WA (formerly Group Health) Classic	\$162	\$334	\$284	\$456
Kaiser Permanente WA (formerly Group Health) Value	\$78	\$166	\$137	\$225
Kaiser Permanente WA (formerly Group Health) SoundChoice	\$51	\$112	\$89	\$150
Kaiser Permanente WA (formerly Group Health) CDHP	\$25	\$60	\$44	\$79
Uniform Medical Plan Classic	\$102	\$214	\$179	\$291
UMP Plus	\$45	\$100	\$79	\$134
Uniform Medical Plan CDHP	\$25	\$60	\$44	\$79

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

Plan Name	Subscriber and Spouse	Subscriber	Partner
Kaiser Permanente NW Classic	\$284	\$137	\$147
Kaiser Permanente NW CDHP	\$64	\$27	\$37
Kaiser Permanente WA (formerly Group Health) Classic	\$334	\$162	\$172
Kaiser Permanente WA (formerly Group Health) Value	\$166	\$78	\$88
Kaiser Permanente WA (formerly Group Health) SoundChoice	\$112	\$51	\$61
Kaiser Permanente WA (formerly Group Health) CDHP	\$60	\$25	\$35
Uniform Medical Plan Classic	\$214	\$102	\$112
UMP Plus	\$100	\$45	\$55
Uniform Medical Plan CDHP	\$60	\$25	\$35

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

Plan Name	Full Family	Subscriber and Child(ren)	Partner
Kaiser Permanente NW Classic	\$387	\$240	\$147
Kaiser Permanente NW CDHP	\$84	\$47	\$37
Kaiser Permanente WA (formerly Group Health) Classic	\$456	\$284	\$172
Kaiser Permanente WA (formerly Group Health) Value	\$225	\$137	\$88
Kaiser Permanente WA (formerly Group Health) SoundChoice	\$150	\$89	\$61
Kaiser Permanente WA CDHP	\$79	\$44	\$35
Uniform Medical Plan Classic	\$291	\$179	\$112
UMP Plus	\$134	\$79	\$55
Uniform Medical Plan CDHP	\$79	\$44	\$35

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

Plan Name	Full Family	Subscriber	Partner and Child(ren)
Kaiser Permanente NW Classic	\$387	\$137	\$250
Kaiser Permanente NW CDHP	\$84	\$27	\$57
Kaiser Permanente WA (formerly Group Health) Classic	\$456	\$162	\$294
Kaiser Permanente WA (formerly Group Health) Value	\$225	\$78	\$147
Kaiser Permanente WA (formerly Group Health) SoundChoice	\$150	\$51	\$99
Kaiser Permanente WA (formerly Group Health) CDHP	\$79	\$25	\$54
Uniform Medical Plan Classic	\$291	\$102	\$189
UMP Plus	\$134	\$45	\$89
Uniform Medical Plan CDHP	\$79	\$25	\$54

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
Kaiser Permanente NW Classic	\$240	\$137	\$103
Kaiser Permanente NW CDHP	\$47	\$27	\$20
Kaiser Permanente WA (formerly Group Health) Classic	\$284	\$162	\$122
Kaiser Permanente WA (formerly Group Health) Value	\$137	\$78	\$59
Kaiser Permanente WA (formerly Group Health) SoundChoice	\$89	\$51	\$38
Kaiser Permanente WA (formerly Group Health) CDHP	\$44	\$25	\$19
Uniform Medical Plan Classic	\$179	\$102	\$77
UMP Plus	\$79	\$45	\$34
Uniform Medical Plan CDHP	\$44	\$25	\$19