



PEBB 2024 Pre-Open Enrollment

Employer Groups

PEBB Outreach and Training
ERB
October 14, 2024

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Washington State
Health Care Authority

Agenda

- 1 General OE Information
- 2 Medical Plan Changes/Updates
- 3 2025 Premium Surcharges
- 4 Dental, *Vision*, Life/AD&D,
Long-term Disability
(full benefit groups)
- 5 Making OE Changes
- 6 Reminders & Resources
- 7 Questions

Open Enrollment (OE) Information

2024 Annual Open Enrollment



October 28 through November 25, 2024

- All enrollment changes must be completed/received no earlier than October 28 and **no later than 11:59 pm, November 25**
 - Keyed in *Benefits 24/7* by the employee (subscriber)
 - **2025 Employee Enrollment/Change** form received by the BA
- Remember – employees need to elect their vision plan (***full-benefit groups***)
- **Changes are effective January 1, 2025**

* Pierce County employees cannot use *Benefits 24/7*– they enter changes into *Workday*

UW In-Person Benefits Fairs October

DATE		LOCATION	TIME
October 21	(Monday)	Seattle - Harborview Medical Center	10:00 am to 5:00 pm
October 22	(Tuesday)	Seattle - UW Medical Center Northwest	
October 23	(Wednesday)	Seattle - UW Health Sciences Building/UW Medical Center - Montlake	
October 24	(Thursday)	Seattle - UW Husky Union Building (HUB)/Seattle Campus	

PEBB In-Person Benefits Fairs – Western WA

DATE		LOCATION	TIME
October 28	(Monday)	Lynnwood - Edmonds College	10:00 am – 6:00 pm
October 29	(Tuesday)	Bellingham – Four Points Sheraton Hotel	
October 30	(Wednesday)	Kirkland – Lake Washington Institute of Technology	
October 31	(Thursday)	Tacoma – Clover Park Technical College	
November 1	(Friday)	Renton Technical College	
November 4	(Monday)	Vancouver – Clark College	
November 5	(Tuesday)	Olympia/Tumwater – ESD #113	
November 6	(Wednesday)	Port Angeles – Red Lion Hotel	
November 7	(Thursday)	Bremerton – Olympic College	

PEBB In-Person Benefits Fairs – Eastern WA

DATE		LOCATION	TIME
October 29	(Tuesday)	Spokane Community College	10:00 am – 6:00 pm
October 30	(Wednesday)	Cheney – Eastern Washington University	
October 31	(Thursday)	Wenatchee Red Lion Hotel	
November 5	(Tuesday)	Pullman – Washington State University	
November 6	(Wednesday)	Pasco – Columbia Basin College	
November 7	(Thursday)	Yakima Valley College	

Virtual Benefits Fair

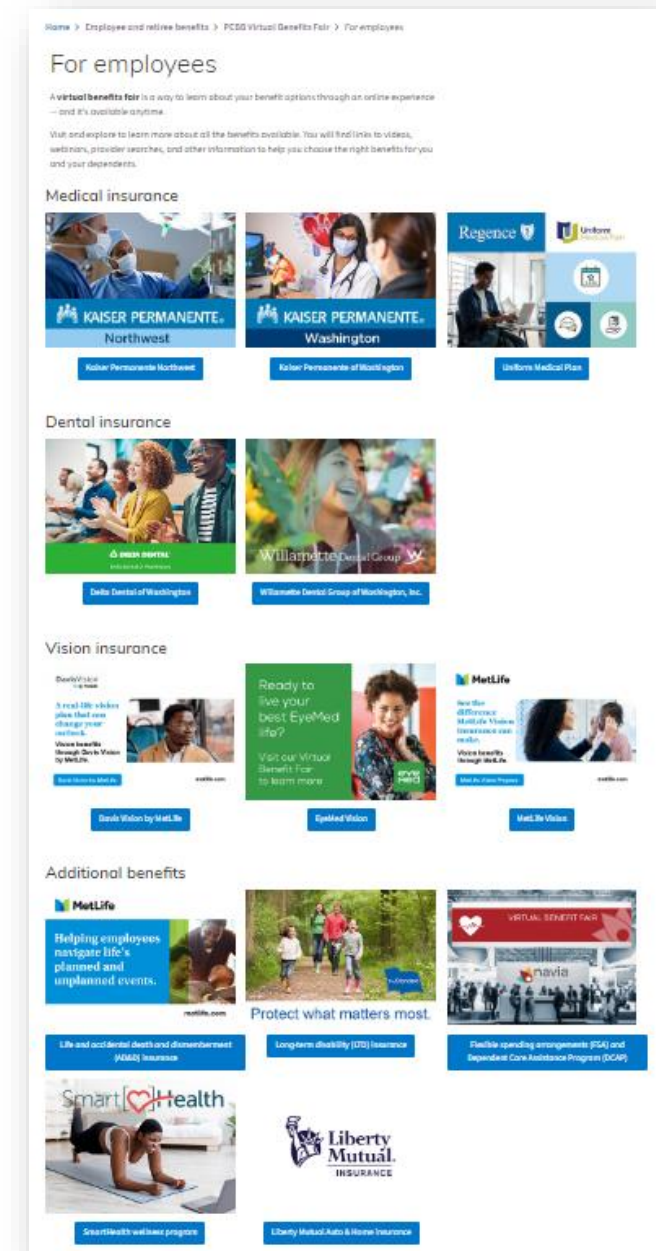
Provides “virtual booths”:

- Benefit options/information via “online experience”
- 24/7 access
 - Using your computer, tablet, or smartphone
- Informative videos

Visit the PEBB Open Enrollment webpage for more information:

hca.wa.gov/pebb-oe

Information available October 4



Employee OE Communications

For Your Benefit newsletter

- Mailed or emailed in October
- This is the only notice the PEBB Program sends to employees about open enrollment
- Additional federally required information will be included
 - ✓ Notice of creditable prescription drug coverage
 - ✓ Summary of Benefits and Coverage notice



Employer Communications

GovDelivery

- PEBB provides email messages to send to your employees
- Before and throughout open enrollment



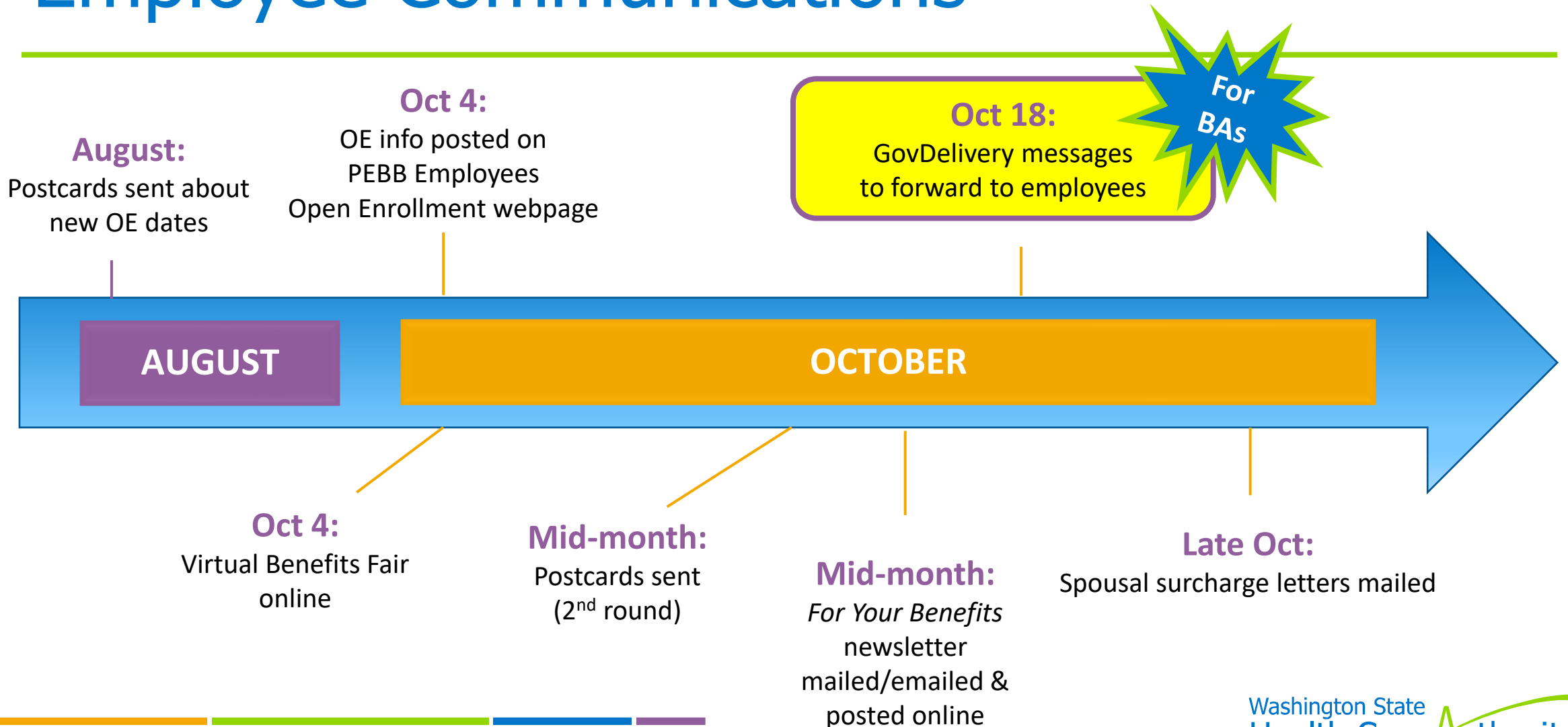
Are you signed up for....



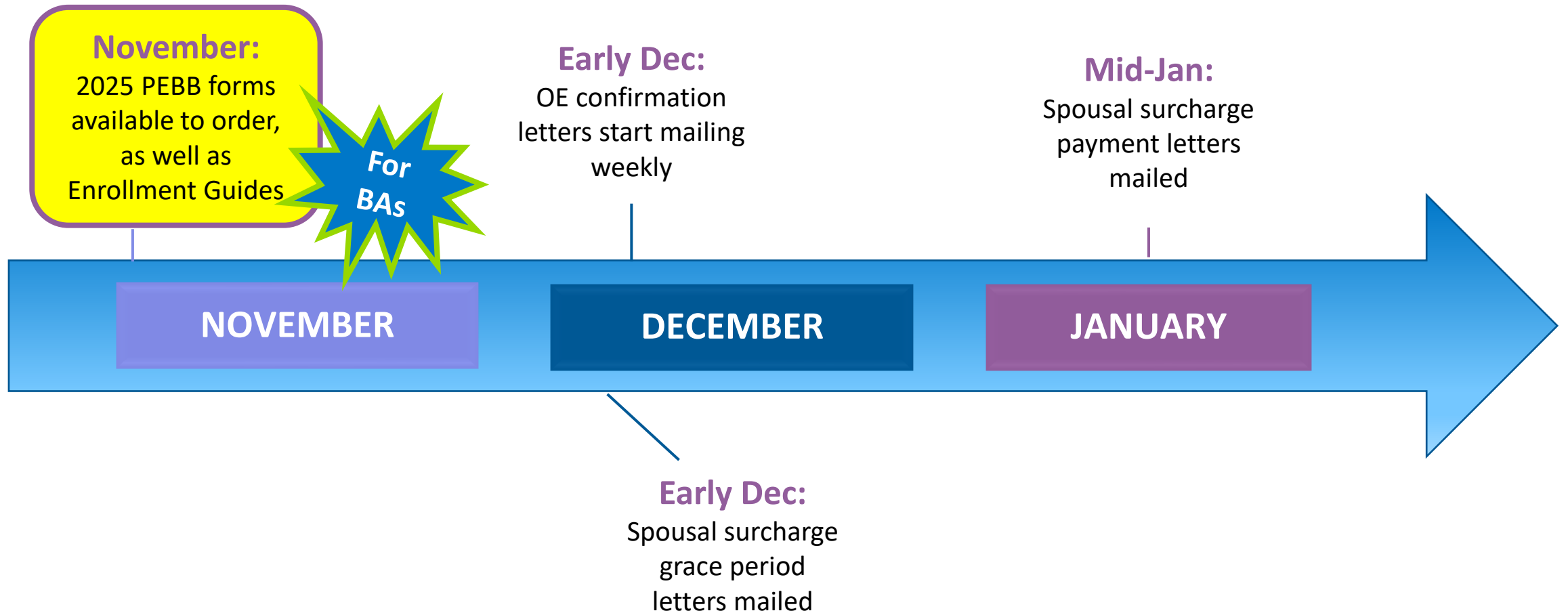
OE GovDelivery Messages

Message #	Topic	Date Sent to BA	Date BA Sends to EEs
1	PEBB annual open enrollment begins	Oct 18, 2024	Oct 22, 2024
2	Open enrollment resources	Oct 23, 2024	Oct 25, 2024
3	Changes for 2025	Oct 28, 2024	Oct 30, 2024
4	Making elections in B24/7	Oct 30, 2024	Nov 1, 2024
5	Spousal reattestation	Nov 6, 2024	Nov 8, 2024
6	Have you chosen a vision plan? <i>(full benefit groups only)</i>	Nov 8, 2024	Nov 12, 2024
7	Tips for choosing a health plan	Nov 13, 2024	Nov 15, 2024
8	Open enrollment reminders	Nov 15, 2024	Nov 18, 2024
9	Open enrollment ends	Nov 20, 2024	Nov 22, 2024

Employee Communications



Employee Communications (cont'd)



What Can Employees Do?

During open enrollment, employees may:



- Change medical and/or dental *(full benefit groups)*
- **Elect their stand-alone vision plan *(full benefit groups)***
- Enroll in PEBB medical coverage (if previously waived) without proof of loss
- Waive PEBB medical if they are enrolled in:
 - TRICARE, Medicare, or other employer-based group medical
 - Coverage under the Health Benefit Exchange (HBE) is **not considered** employer-based coverage



What Can Employees Do? (cont'd)

- Add eligible dependents
 - Dependent Verification (DV) documents are required (if applicable)
 - Not required to enroll dependents in vision if already enrolled in PEBB medical and/or dental (*full benefit groups*)
 - A list of valid DV documents is available on the Benefits Administrator website
- Remove dependents
- Change premium deduction to pre- or post-tax
 - (IRC Section 125)
- Change the tax status of a dependent
 - (IRC Section 152)

How Employees Can Make Changes

Change Type	Online/Mobile Access <i>Benefits 24/7</i> *	Complete 2025 Enrollment/Change Form
Change medical and/or dental <i>(full benefit groups)</i>		
Elect stand-alone vision plan <i>(full benefit groups)</i>		
Waive enrollment in medical		
Enroll in medical if previously waived		
Add/remove dependent(s)		

* *Benefits 24/7* is not available to Pierce County employees

How Employees Can Make Changes (cont'd)

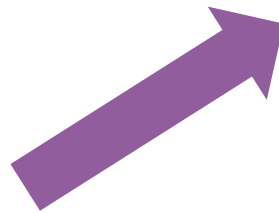
Change Type	Form to Complete
Change tax status of a dependent	Declaration of Tax Status form
Change premium deduction to pre - or post-tax	Premium Payment Plan Election/Change form

These changes cannot be made using *Benefits 24/7*
hca.wa.gov/pebb-benefits-admins/forms-and-publications

Finding *Benefits 24/7* - Employees

From PEBB Employee website:

hca.wa.gov/employee-retiree-benefits/public-employees



Home > Employee and retiree benefits > Public employees

PEBB and SEBB open enrollment is Monday, October 28 through Monday, November 25, 2024.
Find information on the open enrollment page that's right for you: PEBB retirees, PEBB employees and PEBB continuation coverage subscribers, and SEBB employees and SEBB continuation coverage subscribers.

PEBB and SEBB phones and lobby services unavailable
PEBB and SEBB customer service phones and lobby services will be unavailable from noon to 2:30 p.m., Thursday, October 3.

Public employees

Your PEBB benefits include medical (with vision) and dental coverage and discounted auto and homeowners' insurance. You may also have life, accidental death and dismemberment, long-term disability insurance, the option to enroll in a flexible spending arrangement and the Dependent Care Assistance Program.


Explore the benefits available to you as a public employee and learn how to enroll and manage your coverage.

[Benefits 24/7](#)

[Open enrollment](#)

[Benefits fairs](#)

[Virtual benefits fair](#)



Benefits 24/7 - Employees Register Prior to OE

Employee resources for help logging in:

- From *Benefits 24/7* login page
 - “Help with *Benefits 24/7*”

Benefits 24/7 PEBB Home

Benefits 24/7 Login

Log in to Benefits 24/7 to manage benefits for yourself and your dependents, attest to premium surcharges, enroll in PEBB retiree coverage, and get your statement of insurance.

If you need help accessing Benefits 24/7, including resetting your security questions and answers:

- Visit the [Help with Benefits 24/7](#) webpage.
- Employees: Contact your payroll or benefits office.
- Retirees and beneficiaries: Contact us through [HCA Support](#).

Tip: Use the preferred browser, Google Chrome, for best results.

Subscriber / Benefits administrator login

Use this log in option if you are a subscriber or a benefits administrator whose agency does not use Active Directory. Subscribers should use a personal email address to create their account. Benefit Administrators should use their work email address for their BA account.

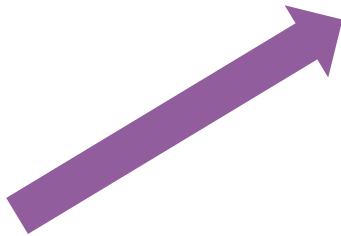
You will be redirected to the SecureAccess Washington log in page first to access Benefits 24/7.

[Log in to Benefits 24/7](#)

Employees Register Prior to OE (cont'd)

Employee resources for help logging in:

- From *Benefits 24/7* login page
 - “Help with *Benefits 24/7*”
 - Things to know before registering
 - Creating a secure SAW account
 - How to log in
 - Help with logging in
 - 866.335.0043



Help with Benefits 24/7

Benefits 24/7 is our new online benefits enrollment system that replaced PEBB My Account and SEBB My Account. Your enrollment information will transfer from PEBB My Account and SEBB My Account.

Benefits 24/7 follows the Americans with Disabilities Rehabilitation Act (ADA) and Website Content Accessibility Guidelines (WCAG) 2.0.

On this page

- [What can I do in Benefits 24/7?](#)
- [Get started](#)
- [Help with my login](#)
- [How do I enroll when newly eligible?](#)
- [Sign up for email subscription service](#)

What can I do in Benefits 24/7?

Use **Benefits 24/7** to enroll in coverage, verify your dependents, attest to premium surcharges, make changes due to a life event, view your coverage elections, make open enrollment changes, apply for continuation coverage or PEBB retiree insurance coverage, and defer retiree insurance coverage.

How do I change my address?

- **Employees:** Contact your payroll or benefits office.
- **Retirees and continuation coverage subscribers:** [Send us a secure message](#) or call 1-800-200-1004 (TRS: 711).

Manage your benefits year-round

[Log in to Benefits 24/7](#)

Medical Plan Changes

For all medical plans: KPNW, KPWA, & UMP
Effective January 1, 2025

Stand-Alone Vision Coverage

Effective January 1, 2025:

- Kaiser and UMP will no longer offer vision hardware benefits
 - Instead, the PEBB Program will offer stand-alone vision plans (*full benefit groups*)

EyeMed Vision

Davis Vision

MetLife Vision

Medical Only Groups

- Will lose vision hardware benefits

Vision Benefit – All Plans

Effective January 1, 2025 *(full benefit groups)*:

- Yearly routine eye exam for members
- Dependents 19 and under receive a pair of glasses (or contacts in lieu of glasses) **every year**
- **\$200** every two years to be spent on a pair of glasses (frames and lenses) or contacts in lieu of glasses
- Beginning 2025, the two-year benefit reset occurs in numerically odd years (2025, 2027, 2029, etc.)

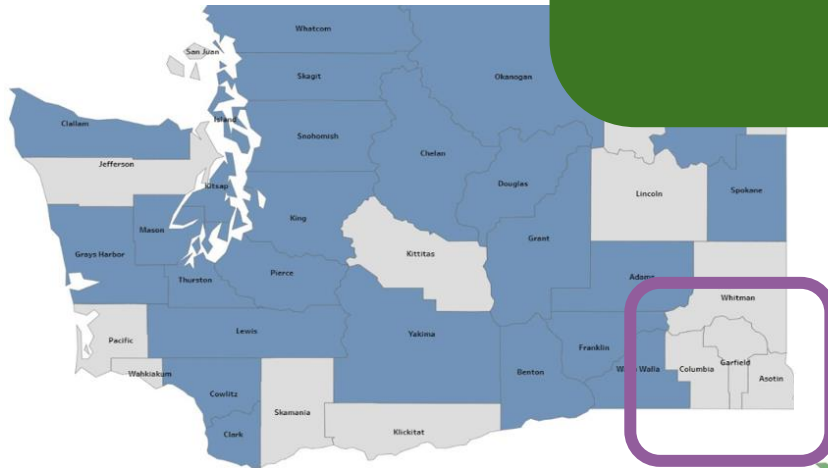
Some eye-related conditions **will continue to be covered by PEBB medical plans**

Vision Services

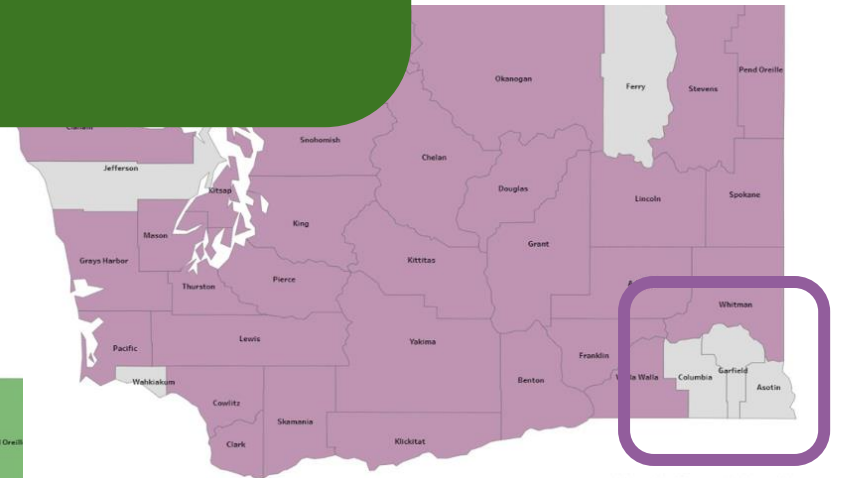
No in-network providers -
but available within “reasonable distance”

Columbia
Garfield
counties

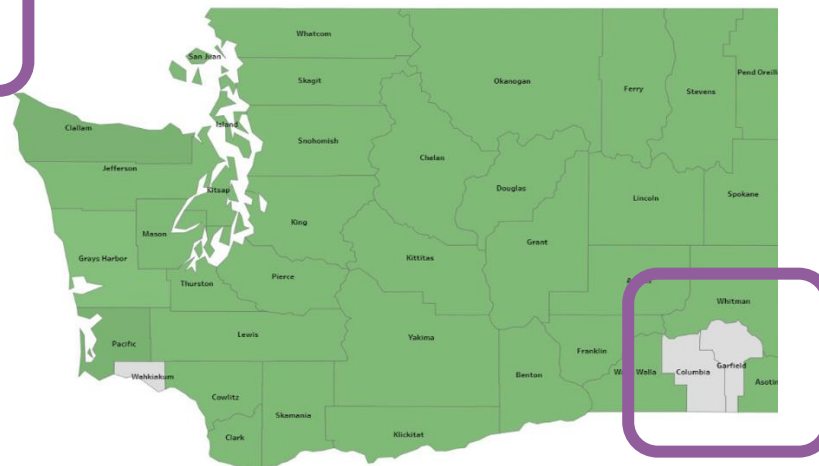
Davis Vision



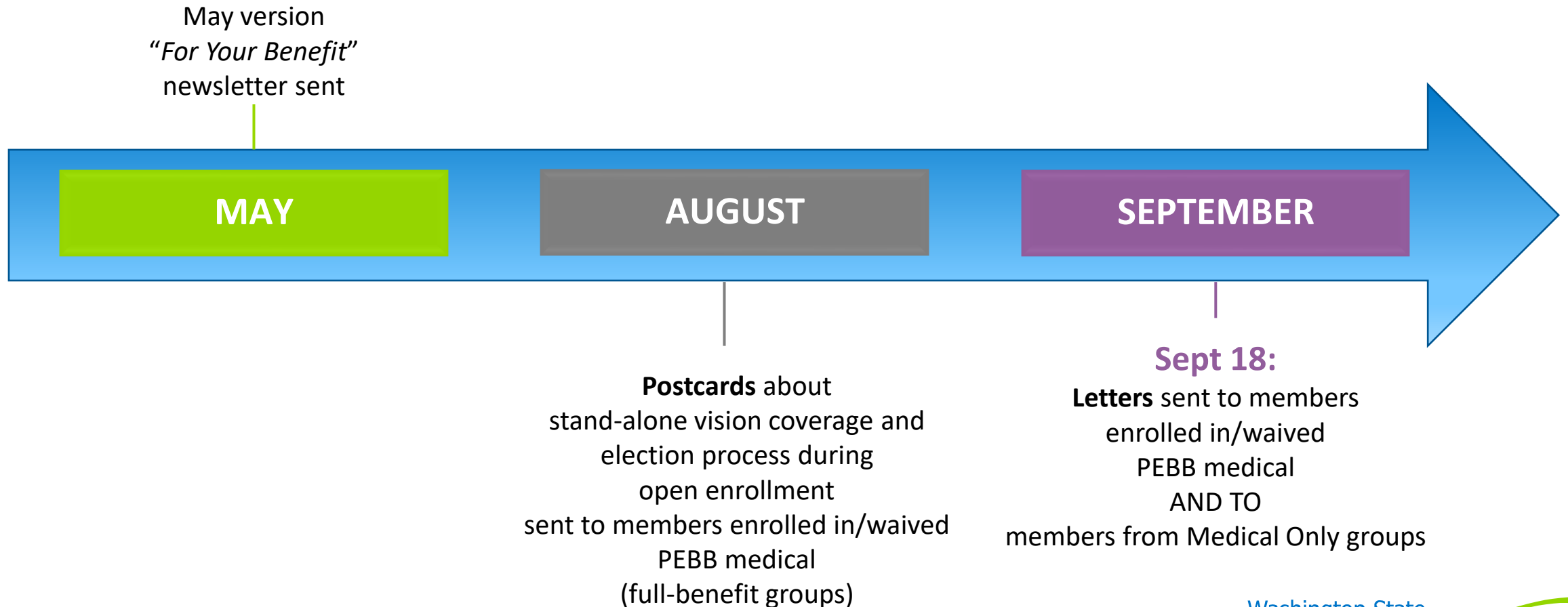
Med Vision



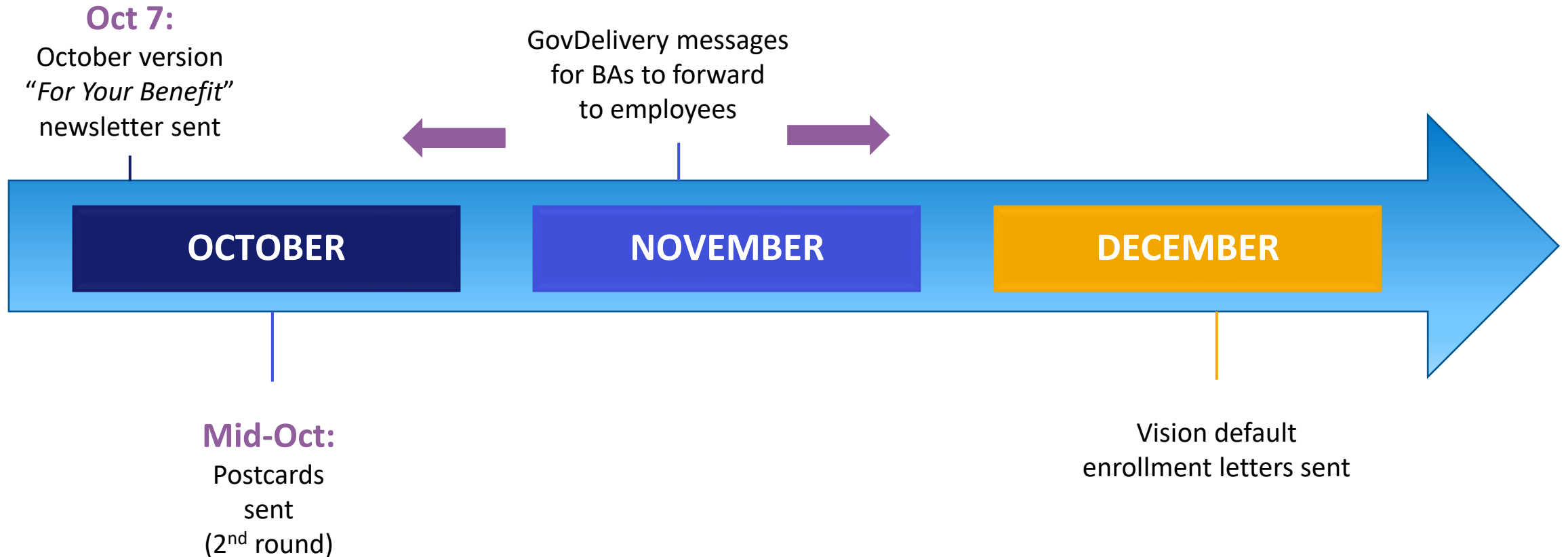
MetLife Vision



Communications to Employees – Vision Benefits



Communications to Employees (cont'd)



Kaiser Permanente

KPNW & KPWA

Plan Changes

PEBB Employee OE website

- *Changes to PEBB benefits for 2025*

hca.wa.gov/about-hca/news/announcements/changes-pebb-benefits-2025

- *For Your Benefit* newsletter

- October version

hca.wa.gov/assets/pebb/for-your-benefit-employer-groups-october-2024.pdf

Uniform Medical Plan

(UMP)

UMP Plus Changes

Effective January 1, 2025:

If impacted employees
**do not make a new plan election
during open enrollment,**
they will be
defaulted into UMP Classic medical plan,
(including dependents enrolled in medical)

Letters sent in September to impacted members; “default” letters sent December, after OE

UMP Plus Changes (cont'd)

Effective January 1, 2025:

If impacted employees
**do not make a new plan election
during open enrollment,**
they will be
defaulted into UMP Classic medical plan,
(including dependents enrolled in medical)

Letters sent in September to impacted members; “default” letters sent December, after OE

Consumer-Directed Health Plan with a Health Savings Account

(CDHP w/HSA)

Increase in Deductible for CDHP Plans

Beginning January 1, 2025

	Current 2024	New 2025
Single subscriber	\$1,600	\$1,650
All other tiers	\$3,200	\$3,300

CDHP w/HSA: Employer Contribution Amounts

The HSA **employer contribution** amount remains at:

- Subscriber only
 - **\$700.08 per year** (\$58.34 per month)
- Subscriber with one or more enrolled dependents
 - **1,400.04 per year** (\$116.67 per month)

No changes for 2025

CDHP w/HSA: Employee Contribution Amounts

Employees can also contribute monies to their HSA

- IRS maximum contribution amounts for 2025*
 - Subscriber only
 - **Increased to \$4,300** (up from \$4,140)
 - Subscriber with one or more enrolled dependents
 - **Increased to \$8,550** (up from \$8,300)
 - Employees age 55 or older may contribute additional \$1,000 per year

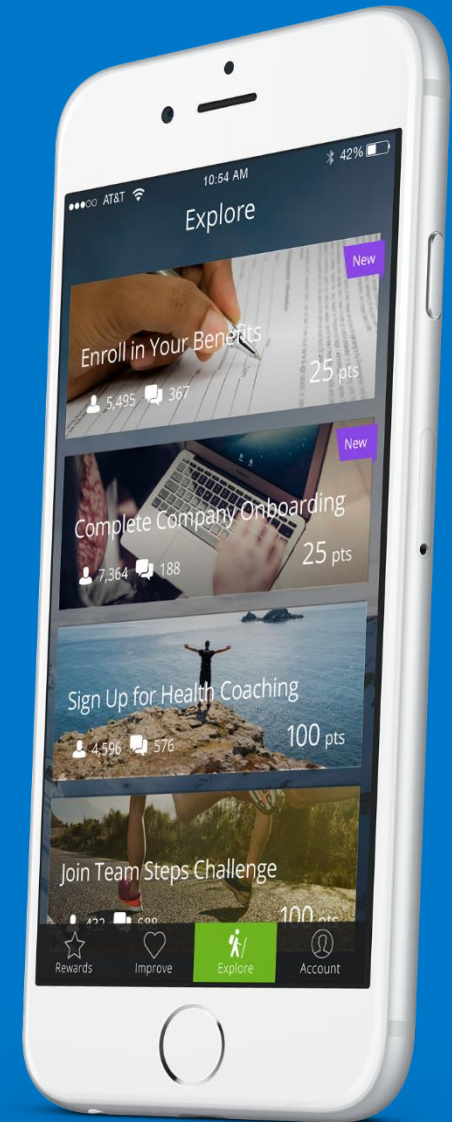
*Employer & employee contributions, plus wellness incentives if earned, may not exceed the IRS maximum

Health Savings Account (HSA)

At anytime, employees enrolled in a high-deductible medical plan can:

- Start, stop, increase, or decrease contributions to their HSA
 - Complete HSA Payroll Deduction Form
 - Go online to “HealthEquity” (after-tax contributions)
 - Link to *HealthEquity* **within *Benefits 24/7***
 - “Supplemental coverage” tile (after-tax contributions)

Smart [Heart] Health



SmartHealth \$125 Incentive

Remains for 2025

Eligible employees will receive \$125 end of January 2025:

- Towards employee's 2025 medical plan deductible, or
- Deposited into employee's 2025 HSA if enrolled in a CDHP medical plan
 - Does count towards the annual IRS maximum

Deadlines for completing the financial incentive requirements:

- **November 30, 2024**
 - Subscribers continuing enrollment in PEBB medical or enrolling in PEBB medical with an effective date in January - September 2024
- **December 31, 2024**
 - Subscribers enrolling in PEBB medical with an effective date in October - December 2024

Premium Surcharges

Tobacco Use
and
Spouse/SRDP Coverage

Premium Surcharges

Tobacco Use

- No changes

Spouse/SRDP Coverage

- New rate for determining if surcharge applies
 - **Question #6:**
*Will spouse/SRDP's share of the medical premium through their employer be less than **\$126.36** per month in 2025?*
 - Was \$117.81 for 2024

Dental, Vision, Life & AD&D, & Long-term Disability

Full benefit groups

PEBB Dental Benefits & Plans

The same dental plans are available:

- Uniform Dental Plan
- DeltaCare Dental
- Willamette Dental of WA

No benefit changes for 2025

PEBB Dental Plans: Reminder

Delta Dental of Washington **administers both:**

- Uniform Dental Plan (UDP) – Group 3000
 - Preferred-provider plan
- DeltaCare – Group 3100
 - Managed care plan

The network of providers are different

- **Call the plan** directly to verify which network your dentist participates in
- For plan contact information visit the *Contact the Plans* section of the PEBB website

Stand-Alone Vision Coverage

Effective January 1, 2025:

Stand-Alone Vision Plans

EyeMed Vision

Davis Vision

MetLife Vision

Same services

Different provider networks

Different copays/coinsurance

**Subscribers will receive “vision ID card”
after enrollment**

Compare Vision Plans

Employees can compare vision plans:

- PEBB Employee OE website
 - “Compare vision plans” tool
 - *PEBB Vision Benefits At-a-Glance*
 - Find plan providers
- Visit vendor booths:
 - *Virtual Benefits Fair* webpage
 - In-person benefit fairs

Vision plans and benefits

Find out about vision plans available to you. You and your dependents will be enrolled in the same vision plan. Employees who work for a city, county, port, water district, hospital, etc., check with your payroll or benefits office to see if you have PEBB vision coverage as part of your benefits.

What is vision insurance?

Vision insurance reduces or eliminates out-of-pocket costs for eye exams and preventive care. Vision insurance helps cover the cost of vision expenses. It can also be used to pay for glasses (both frames and lenses) or contacts to correct vision problems.

Plan options

- [Davis Vision by MetLife](#)
- [EyeMed](#)
- [MetLife Vision](#)

Tools to help you choose

[Compare vision plans](#) using benefit comparisons.

Plan resources

- [Find a provider](#) for care.
- [Contact the plans.](#)
- [Benefits while traveling.](#) Learn how to access care when traveling.

Find the right vision plan for you

[Compare vision plans](#)

Vision Plans – In Network Retail Locations

In addition to local providers' offices (not all inclusive):

Retail Location	Davis Vision	EyeMed Vision	MetLife Vision
America's Best	✓		✓
Costco Optical	✓		✓
LensCrafters		✓	
Pearle Vision		✓	✓
Sam's Club	✓		✓
Target Optical		✓	
Visionworks	✓		✓
Walmart	✓		✓

Life and AD&D

Employer-paid (employee):

- Basic life \$35,000
- Basic AD&D \$5,000

Employee-paid:

- Supplemental life
- Supplemental AD&D



No rate or benefit changes for 2025

Supplemental Life and AD&D

Premiums change when employee:

- Reaches new age bracket
- Increases or decreases amount of coverage

When reach new age bracket, life insurance
rate increase becomes effective
January of following year

Long-term Disability (LTD)

No change to employer-paid LTD rates or benefits for 2025

Employee-paid LTD rates will decrease effective January 1, 2025

Coverage Level	TRS, PERS & Other Retirement Plans	
	2024	2025
60%	0.0047	0.0042
50%	0.0028	0.0025

Making OE Chgs via B24/7

Statement of Insurance – BA and Employee Access

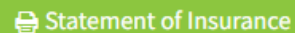
From employee's "Current coverage" tab/tile in *Benefits 24/7*:

This page displays coverage effective as of today.

Use this page to perform the following actions:

- Review subscriber account information and coverage selections
- View/print statement of Insurance
- Subscribe or unsubscribe from email notifications

Select the *Statement of Insurance* button to get a PDF statement showing all insurance coverages, except supplemental life and accidental death and dismemberment insurance, as of today. Go to the [MetLife MyBenefits portal](#) to view supplemental life and accidental death and dismemberment insurance.

 Statement of Insurance

Section A - Subscriber account information

Statement of Insurance (cont'd)

STATEMENT OF INSURANCE

THIS STATEMENT SUMMARIZES YOUR INSURANCE COVERAGES WITH THE HEALTH CARE AUTHORITY. IF THIS STATEMENT DISAGREES WITH YOUR RECORDS, PLEASE CONTACT YOUR EMPLOYER'S PERSONNEL, PAYROLL, OR BENEFITS OFFICE (IF YOU ARE AN EMPLOYEE) OR PEBB BENEFITS SERVICES AT 1-800-200-1004 (IF YOU ARE A RETIREE, COBRA, OR LEAVE WITHOUT PAY SUBSCRIBER).

Print date: 08/11/2024
Employer: DEPT OF ECOLOGY

3

Coverage elections information

Member name	Medical coverage Effective date	Dental coverage Effective date
[REDACTED]	01/01/2016	03/03/2014
[REDACTED]	01/01/2016	03/03/2014

HCA-sponsored coverage

Medical coverage provided by:	UMP Classic	
		Medical premium: \$248.00
		Tobacco surcharge: \$25.00
		Spousal/state-registered domestic partner surcharge: \$0.00
Dental coverage provided by:	Willamette Dental of Washington, Inc. (Group WA82)	
		Dental premium: \$0.00
		Total monthly premium: \$273.00

Employee OE Changes

Statement of Insurance will not reflect OE changes:

- Within B24/7 “OE Wizard”
 - Under “Confirmation”

The screenshot displays the 'Open Enrollment Wizard' interface. At the top, a green arrow indicates the 'Open Enrollment' period from 07/18/2024 to 08/18/2024, for coverage starting on Jan 1, 2025. Below this, a progress bar shows five steps: Upload, Coverage, Attestations, Supplemental Benefits, and Confirmation. The Confirmation step is highlighted with a purple circle and a checkmark icon. A purple arrow points from the Confirmation step to the main content area. The main content area is titled 'Step 1 - Dependents' and asks, 'Do you have additional dependents to add to your account?'. There are two radio button options: 'Yes' and 'No'. A 'Back to dashboard' button is located at the bottom of the form.

Summary of Coverage Elections During OE

- Reflects elections made during open enrollment window
 - Coverage effective January 1, 2025

OE Wizard available to:

- Employees – entire OE period
- BAs – through end of February (lower limit period)

Step 6 - Confirmation

Summary of coverage elections

This is a summary of your coverage elections with the Health Care Authority. This is not a statement of insurance. Changes to elections can be made during the next open enrollment or special open enrollment. Benefits 24/7 during open enrollment.

Member name: [REDACTED] Employer: DEPT OF ECOLOGY

Coverage elections information					
Member name	Vision coverage	Effective date	Medical coverage	Dental coverage	Effective date
[REDACTED]		01/01/2025	01/01/2025	01/01/2022	
[REDACTED]		01/01/2025	01/01/2025	01/01/2022	

HCA-sponsored coverage

Medical coverage provided by:	UMP Select	Medical premium:	\$128.00	
		Tobacco surcharge:	\$25.00	
		Spousal/state-registered domestic partner surcharge:	\$0.00	
Dental coverage provided by:	Uniform Dental Plan (Group #3000), administered by Delta Dental of Washington	Dental premium:	\$0.00	
Vision coverage provided by:	MetLife Vision	Vision premium:	\$0.00	
			Total monthly premium:	\$153.00

No Vision Plan Elected During Open Enrollment

Full benefit groups:

- All benefit-eligible employees as of December 31, 2024 that **do not make an election** during open enrollment:
 - Will be **defaulted** into **MetLife Vision plan**

Vision Enrollment for Dependents

Full benefit groups:

All dependents enrolled in PEBB medical on January 1, 2025:

- And not enrolled in vision coverage
 - Will be automatically enrolled in vision plan elected by subscriber
 - Or MetLife Vision (default vision plan) if subscriber makes no election during OE
 - **Will not apply** to dependents of “newly eligible” employees with **January 1, 2025** “date of eligibility”

Elect Stand-Alone Vision Plan

Full benefit groups:

- Similar to dental, employee cannot waive vision coverage
 - Unless waiving PEBB medical/dental/vision to enroll in SEBB medical/dental/vision

How To Elect Stand-Alone Vision Plan #1

Welcome to Benefits 24/7.

This is where you can manage your enrollment in PEBB benefits.

To stay up-to-date on the latest HCA communications, be sure to keep your email address current in your account [profile](#).

HEALTH CARE AUTHORITY Subscriber Dashboard

Welcome, [Redacted]

Open Enrollment
11/01/2023 - 11/30/2023
for coverage Jan 1, 2024

Profile
View and manage your contact information

Current Coverage
View or print your current coverage

A purple arrow points from the top right towards the Open Enrollment button.

How To Elect Stand-Alone Vision Plan #2

View for employees
with no dependents
currently enrolled
in PEBB benefits

The screenshot shows the 'Open Enrollment' process for the period 09/30/2024 - 10/15/2024, for coverage starting on Nov 2, 2024. A progress bar at the top indicates the following steps: Dependents, Upload, Coverage, Attestations, Supplemental Benefits, and Confirmation. The 'Dependents' step is currently active. Below the progress bar, the 'Step 1 - Dependents' section is titled 'Current Dependents' and displays the message 'No dependents on the account'. A purple arrow points from this message to the 'Confirmation' step in the progress bar. Below this section, a question is posed: 'Do you have dependents to add to your account?'. There are two radio button options: 'Yes' and 'No'. At the bottom of the page, there is a 'Back to dashboard' button.

Elect Stand-Alone Vision Plan #2 (cont'd)

View for employees
with dependents
currently enrolled
in PEBB benefits

Open Enrollment
09/30/2024 - 10/15/2024
for coverage Nov 2, 2024

Dependents Upload Coverage Attestations Supplemental Benefits Confirmation

Step 1 - Dependents

Current Dependents


ONWUMRP, NONV-LUM DOB: 05/16/1980 Spouse/state-registered domestic partner	Medical: Dental: Vision:	Enrolled Enrolled Not Enrolled	Tobacco use: Spousal surcharge:	Yes No
ONWUMRP, CHENORF- DOB: 05/18/2011 Child	Medical: Dental: Vision:	Enrolled Enrolled Not Enrolled	Tobacco use: Spousal surcharge:	Yes Not applicable
ONWUMRP, ADAORA DOB: 02/28/2002 Child	Medical: Dental: Vision:	Enrolled Enrolled Not Enrolled	Tobacco use: Spousal surcharge:	Yes Not applicable

Do you have additional dependents to add to your account?

Yes No



How To Elect Stand-Alone Vision Plan #3


Step 1 - Dependents

Dependent review

Please review the information below for accuracy. Click "Edit dependent" if you need to make changes.

Dependent Information:

Heart, Spouse DOB: 01/01/1964 Spouse/state-registered domestic partner	Medical: Enrolled Dental: Enrolled Vision: Not Enrolled	Tobacco use: No Spousal surcharge: No	Edit dependent
Heart, Child DOB: 01/01/2000 Child	Medical: Enrolled Dental: Enrolled Vision: Not Enrolled	Tobacco use: No Spousal surcharge: Not applicable	Edit dependent
Heart, Stepchild DOB: 02/01/2000 Stepchild (not legally adopted)	Medical: Enrolled Dental: Enrolled Vision: Not Enrolled	Tobacco use: No Spousal surcharge: Not applicable	Edit dependent

How To Elect Stand-Alone Vision Plan #4

Dependent information

You may enroll your legal spouse, state-registered domestic partner, or your children. If your dependent is eligible to enroll in both the PEBB and SEBB Programs, they are limited to a single enrollment in either PEBB or SEBB health plans.

State-registered domestic partner is defined in WAC 182.12.109. Individuals in state-registered domestic partnerships are treated the same as legal spouses except when in conflict with federal law.

Children must be eligible under PEBB Program rules. This includes children through the month of their 26th birthday, regardless of marital status, student status or eligibility for coverage under another plan, and children age 26 or older with a disability. [Learn more about eligible dependents.](#)

When adding dependents, you must provide proof of their eligibility within the PEBB Program's enrollment timelines or they will not be enrolled. Dependent children with a disability who are over the age of 26 must be certified by the PEBB Program before they can be enrolled in coverage. Timelines and a list of documents we will accept to verify eligibility are available on HCA's website under [Verify and enroll my dependents.](#)

First name*	Last name*	Middle name	Suffix
<input type="text" value="Spouse"/>	<input type="text" value="Heart"/>	<input type="text"/>	<input type="text" value="JR, SR"/>

Birth date*	Sex assigned at birth*	Gender Identity*
<input type="text" value="01/01/1964"/>	<input type="text" value="Male"/>	<input type="text" value="Male"/>

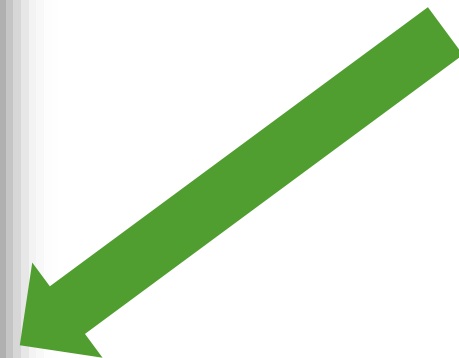
Gender X means a gender that is not exclusively male or female. This field will be kept private to the extent allowable by law. To learn more, visit [HCA's Gender X webpage.](#)

Relation*	Partnership start date*	Qualify reason*	SSN*
<input type="text" value="Spouse/state-registered"/>	<input type="text" value="04/01/1988"/>	<input type="text" value="Married spouse"/>	<input type="text" value="385-73-8579"/>

This person currently has no Social Security number*

Residential address is the same as subscriber

Let's add coverage to your dependent



How To Elect Stand-Alone Vision Plan #5

Enrollments

Benefits elections

Which benefits would you like to enroll this dependent in?

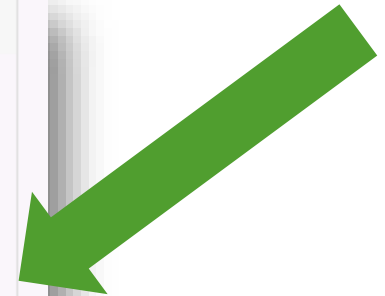
Medical Dental Vision

Next

+ Tobacco attestations

+ Spouse/State-registered partner attestation

+ Dependent review



How To Elect Stand-Alone Vision Plan #6

Dependents Upload Coverage Attestations Supplemental Benefits Confirmation

Step 3 - Coverage

Current Vision plan - coverage effective date January 1, 2025

Waived

Available Vision plans:
Select one vision plan. Before you enroll, call the plan to make sure the provider you want to use accepts the specific plan you choose. If you do not choose a vision plan, you will be enrolled in MetLife Vision.

Selection	Vision plan	Premium
<input type="checkbox"/>	Davis Vision	0
<input type="checkbox"/>	EyeMed Vision Care	0
<input type="checkbox"/>	MetLife Vision	0

Helpful links:
[Compare Vision plans.](#)
[Find a provider](#) Make sure you have the correct provider network selected before searching for providers.

Previous Next

How To Elect Stand-Alone Vision Plan #7

Summary of coverage elections

This is a summary of your coverage elections with the Health Care Authority. This is not a statement of insurance. Changes to elections can be made during the open enrollment period or during the special open enrollment period. For more information, see the Summary of Benefits 24/7 during open enrollment or special open enrollment.

Employer: ABC PEBB Trust, State Agency

Member name: Zoey Heart
123 Main St
Shelton, WA 98584

Coverage elections information			
Member name	Vision coverage Effective date	Medical coverage Effective date	Dental coverage Effective date
Heart, Zoey	01/01/2025	11/01/2023	11/01/2023
Heart, Child	01/01/2025	01/01/2025	01/01/2025
Heart, Stepchild	01/01/2025	01/01/2025	01/01/2025
Heart, Spouse	01/01/2025	01/01/2025	01/01/2025

HCA-sponsored coverage

Medical coverage provided by: UMP Classic

Medical premium: \$366.00
Tobacco surcharge: \$0.00
Spousal/state-registered domestic partner surcharge: \$0.00

Dental coverage provided by: Uniform Dental Plan (Group #3000), administered by Delta Dental of Washington

Dental premium: \$0.00

Vision coverage provided by: MetLife Vision

Vision premium: \$0.00

Remove Dependent Coverage

Full benefit groups:

- Employee removes dependent(s) from medical/dental/vision
 - Maintains employee enrollment in medical, dental and vision

Medical only groups:

- Employee removes dependent(s) from medical
 - Maintains employee enrollment in medical

How To Remove Dependent Coverage #1

Currently managing: Zoey Heart

Dashboard Eligibility Manage Dependents Special Open Enrollment Profile Tobacco Surcharge Attestations Current Coverage Spousal Attestations

Notes Supplemental Benefits

Welcome to Benefits 24/7.
This is where you can manage your enrollment in PEBB benefits.

To stay up to date on the latest HCA communications, be sure to keep your email address current in your account profile.

ABC PEBB Training Agency State Agency Subscriber Dashboard


Welcome, Zoey Heart!

Open Enrollment
09/03/2024 - 10/27/2024
for coverage Jan 1, 2025

Profile
View and manage your contact information

Current Coverage
View or print your current coverage

How To Remove Dependent Coverage #2


Step 1 - Dependents

Dependent review

Please review the information below for accuracy. Click "Edit dependent" if you need to make changes.

Dependent Information:

Heart, Spouse DOB: 01/01/1964 Spouse/state-registered domestic partner	Medical: Enrolled Dental: Enrolled Vision: Not Enrolled	Tobacco use: No Spousal surcharge: No	Edit dependent
Heart, Child DOB: 01/01/2000 Child	Medical: Enrolled Dental: Enrolled Vision: Not Enrolled	Tobacco use: No Spousal surcharge: Not applicable	Edit dependent
Heart, Stepchild DOB: 02/01/2000 Stepchild (not legally adopted)	Medical: Enrolled Dental: Enrolled Vision: Not Enrolled	Tobacco use: No Spousal surcharge: Not applicable	Edit dependent

How To Remove Dependent Coverage #3

Dependent information

You may enroll your legal spouse, state-registered domestic partner, or your children. If your dependent is eligible to enroll in both the PEBB and SEBB Programs, they are limited to a single enrollment in either PEBB or SEBB health plans.

State-registered domestic partner is defined in WAC 182.12.109. Individuals in state-registered domestic partnerships are treated the same as legal spouses except when in conflict with federal law.

Children must be eligible under PEBB Program rules. This includes children through the month of their 26th birthday, regardless of marital status, student status or eligibility for coverage under another plan, and children age 26 or older with a disability. [Learn more about eligible dependents.](#)

When adding dependents, you must provide proof of their eligibility within the PEBB Program's enrollment timelines or they will not be enrolled. Dependent children with a disability who are over the age of 26 must be certified by the PEBB Program before they can be enrolled in coverage. Timelines and a list of documents we will accept to verify eligibility are available on HCA's website under [Verify and enroll my dependents.](#)

First name*	Last name*	Middle name	Suffix
<input type="text" value="Spouse"/>	<input type="text" value="Heart"/>	<input type="text"/>	<input type="text" value="JR, SR"/>

Birth date*	Sex assigned at birth*	Gender Identity*
<input type="text" value="01/01/1964"/>	<input type="text" value="Male"/>	<input type="text" value="Male"/>

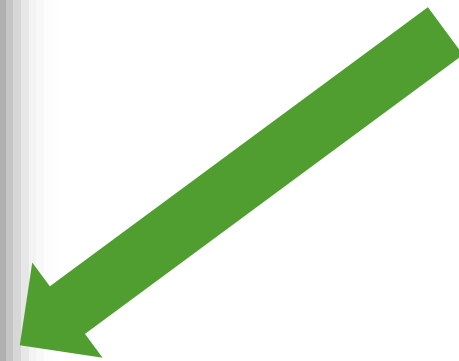
Gender X means a gender that is not exclusively male or female. This field will be kept private to the extent allowable by law. To learn more, visit [HCA's Gender X webpage.](#)

Relation*	Partnership start date*	Qualify reason*	SSN*
<input type="text" value="Spouse/state-registered"/>	<input type="text" value="04/01/1988"/>	<input type="text" value="Married spouse"/>	<input type="text" value="385-73-8579"/>

This person currently has no Social Security number*

Residential address is the same as subscriber

Let's add coverage to your dependent



How To Remove Dependent Coverage #4

Enrollments

Benefits elections

Which benefits would you like to enroll this dependent in?

Medical Dental Vision

Next

+ Tobacco attestations

+ Spouse/State-registered partner attestation

+ Dependent review

How To Remove Dependent Coverage #5

Benefits elections

Which benefits would you like to enroll this dependent in?

Medical Dental Vision

Proceed to dependent review

How To Remove Dependent Coverage #6

Step 6 - Confirmation

Summary of coverage elections

This is a summary of your coverage elections with the Health Care Authority. This is not a statement of insurance. Changes to elections can be made through Benefits 24/7 during open enrollment or special open enrollment.

Employer: ABC PEBB Training Agency State Agency

Zoey Heart
123 Main St
Shelton, WA 98584

Coverage elections information

Member name	Vision coverage Effective date	Medical coverage Effective date	Dental coverage Effective date
Heart, Zoey	01/01/2025	11/01/2023	11/01/2023
Heart, Child	NOT ENROLLED	NOT ENROLLED	NOT ENROLLED
Heart, Stepchild	NOT ENROLLED	NOT ENROLLED	NOT ENROLLED
Heart, Spouse	NOT ENROLLED	NOT ENROLLED	NOT ENROLLED

HCA-sponsored coverage

Medical coverage provided by: UMP Classic

How To Remove Dependent Coverage #7

Currently managing: Zoey Heart

- Dashboard
- Eligibility
- Manage Dependents**
- Special Open Enrollment
- Profile
- Tobacco Surcharge Attestations
- Current Coverage
- Spousal Attestations
- Notes
- Supplemental Benefits

Members associated with this account

+ Heart, Child	Pending verification
+ Heart, Stepchild	Pending verification
+ Heart, Spouse	Pending verification

Waive Medical

Full benefit groups:

- Employee and dependents currently enrolled in PEBB medical, dental and vision
 - Waive medical for employee and dependents
 - Maintain employee/dependent enrollment in dental and vision

Medical only groups:

- Employee and dependents currently enrolled in PEBB medical
 - Waive medical for employee and dependents

Employee maintains enrollment in employer-paid life, AD&D, and LTD

How To Waive Medical #1

Currently managing: Zoey Heart

Dashboard Eligibility Manage Dependents Special Open Enrollment Profile Tobacco Surcharge Attestations Current Coverage Spousal Attestations

Notes Supplemental Benefits

Welcome to Benefits 24/7.
This is where you can manage your enrollment in PEBB benefits.

To stay up to date on the latest HCA communications, be sure to keep your email address current in your account profile.

ABC PEBB Training Agency State Agency Subscriber Dashboard


Welcome, Zoey Heart!

Open Enrollment
09/03/2024 - 10/27/2024
for coverage Jan 1, 2025

Profile
View and manage your contact information

Current Coverage
View or print your current coverage

How To Waive Medical #2


Step 1 - Dependents


Dependent review

Please review the information below for accuracy. Click "edit dependent" if you need to make changes.

Dependent Information:

Heart, Spouse DOB: 01/01/1964 Spouse/state-registered domestic partner	Medical: Enrolled Dental: Enrolled Vision: Enrolled	Tobacco use: No Spousal surcharge: No	Edit dependent
Heart, Child DOB: 01/01/2000 Child	Medical: Enrolled Dental: Enrolled Vision: Enrolled	Tobacco use: No Spousal surcharge: Not applicable	Edit dependent
Heart, Stepchild DOB: 02/01/2000 Stepchild (not legally adopted)	Medical: Enrolled Dental: Enrolled Vision: Enrolled	Tobacco use: No Spousal surcharge: Not applicable	Edit dependent

How To Waive Medical #3

 Step 3 - Coverage

Current Medical plan - coverage effective date January 1, 2025

UMP Classic

Choose one medical plan. If you do not select a medical plan, you will be enrolled in UMP Classic. Contact the plans with questions about benefits and provider information. Before you enroll, make sure the provider you want to use accepts the specific plan you choose by calling the plan to

Available Medical plans: See all plans

Selection	Medical plan	Premium
<input type="checkbox"/>	Kaiser Foundation Health Plan of Washington CDHP	69
<input type="checkbox"/>	Kaiser Foundation Health Plan of Washington Classic	352
<input type="checkbox"/>	Kaiser Foundation Health Plan of Washington Value	327
<input type="checkbox"/>	UMP CDHP	127
<input checked="" type="checkbox"/>	UMP Classic	366
<input type="checkbox"/>	UMP Select	228

Helpful links:
[Compare medical plans](#)
[Medical plans by county](#)
[Find a provider](#) Make sure you have the correct provider network selected before searching for providers.
[Plan contact information](#)

Waive medical coverage. Waiving coverage means you and your dependents will not have medical coverage. You cannot enroll in medical coverage until the next open enrollment period, or until you experience a qualifying life event that creates a special open enrollment.

Next

How To Waive Medical #4

Current Medical plan - coverage effective date January 1, 2025

Waived

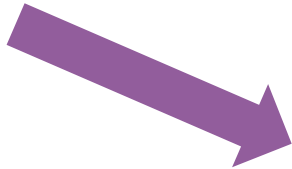
Choose one medical plan. If you do not select a medical plan, you will be enrolled in UMP Classic. Contact the plans with questions about benefits and provider information. Before you enroll, make sure the provider you want to use accepts the specific plan you choose by calling the plan to check.

Available Medical plans: See all plans

Selection	Medical plan	Premium
<input type="checkbox"/>	Kaiser Foundation Health Plan of Washington CDHP	69
<input type="checkbox"/>	Kaiser Foundation Health Plan of Washington Classic	352
<input type="checkbox"/>	Kaiser Foundation Health Plan of Washington Value	327
<input type="checkbox"/>	UMP CDHP	127
<input type="checkbox"/>	UMP Classic	366
<input type="checkbox"/>	UMP Select	228

Helpful links:
[Compare medical plans](#)
[Medical plans by county](#)
[Find a provider](#) Make sure you have the correct provider network selected before searching for providers.
[Plan contact information](#)

Waive medical coverage. Waiving coverage means you and your dependents will not have medical coverage. You cannot enroll in medical coverage until the next open enrollment period, or until you experience a qualifying life event that creates a special open enrollment.



How To Waive Medical #4 (cont'd)

Current Medical plan - coverage effective date January 1, 2025

Waived

Choose one medical plan. If you do not select a medical plan, you will be enrolled in UMP Classic. Contact the plans with questions about benefits and provider information. Before you enroll, make sure the provider you want to use accepts the specific plan you choose by calling the plan to check.

Available Medical plans: See all plans

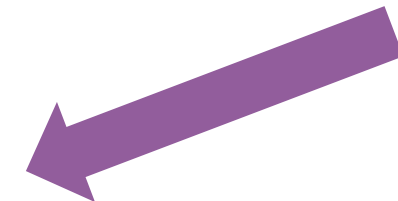
Selection	Medical plan	Premium
<input type="checkbox"/>	Kaiser Foundation Health Plan of Washington CDHP	69
<input type="checkbox"/>	Kaiser Foundation Health Plan of Washington Classic	352
<input type="checkbox"/>	Kaiser Foundation Health Plan of Washington Value	327
<input type="checkbox"/>	UMP CDHP	127
<input type="checkbox"/>	UMP Classic	366
<input type="checkbox"/>	UMP Select	228

Helpful links:
[Compare medical plans](#)
[Medical plans by county](#)
[Find a provider](#) Make sure you have the correct provider network selected before searching for providers.
[Plan contact information](#)

Waive medical coverage. Waiving coverage means you and your dependents will not have medical coverage. You cannot enroll in medical coverage until the next open enrollment period, or until you experience a qualifying life event that creates a special open enrollment.

You have selected to waive enrollment in medical coverage. You cannot enroll dependents in medical unless you are enrolled. Your dependents will not be enrolled into medical coverage if you waive medical coverage.

Next



How To Waive Medical #5

Summary of coverage elections

This is a summary of your coverage elections with the Health Care Authority. This is not a statement of insurance. Changes to elections can be made through Benefits 24/7 during open enrollment or special open enrollment.

Employer: ABC PEBB Training Agency State Agency

Zoey Heart
123 Main St
Shelton, WA 98584

Coverage elections information

Member name	Vision coverage Effective date	Medical coverage Effective date	Dental coverage Effective date
Heart, Zoey	01/01/2025	NOT ENROLLED	11/01/2023
Heart, Child	01/01/2025	NOT ENROLLED	01/01/2025
Heart, Stepchild	01/01/2025	NOT ENROLLED	01/01/2025
Heart, Spouse	01/01/2025	NOT ENROLLED	01/01/2025

HCA-sponsored coverage

Medical coverage provided by: **Waived**

Medical premium: \$0.00
Tobacco surcharge: \$0.00
Spousal/state-registered domestic partner surcharge: \$0.00

Dental coverage provided by: Uniform Dental Plan (Group #3000), administered by Delta Dental of Washington

Dental premium: \$0.00

Vision coverage provided by: MetLife Vision

Vision premium: \$0.00

Total monthly premium: \$0.00

Benefits 24/7 - Open Enrollment Reports

Enrollments/changes made in *Benefits 24/7* during the 2024 open enrollment period:

- Under “Reports Tile” on BA Dashboard
 - “Benefit Election Status” report

OE Changes Outside of *Benefits 24/7*

For changes to:

- Medical, dental, vision plans, or
- To add/remove dependents

Employee must submit to BA:

- *2025 PEBB Employee Enrollment/Change Form*
 - No earlier than October 28, and **no later than 11:59 pm, November 25**
 - Must submit dependent verification documents if adding dependent(s)

Reattestation Reminders

Spouse or state-registered domestic partner (SRDP) coverage
premium surcharge

Spousal/SRDP Surcharge Reattestation

Employees required to reattest – will be mailed up to **three notifications**

1. At the end of October
2. At the beginning of December, if they did not attest during open enrollment
3. In January, if they did not attest by December 31, 2024 (includes appeal rights)
 - Informs employee they will be charged the premium surcharge for 2025

How to Attest?

Employees must attest (if applicable):

During open enrollment window October 28 – December 31, 2024	Benefits 24/7* October 28 – November 25
	Paper Form October 28 – December 31

Not attesting between October 28 – December 31 will result in:

- The employee **defaulting to incur the \$50 monthly surcharge**
 - Effective January 1, 2025 (in addition to their monthly PEBB medical premium)

*Does not apply to Pierce County employees

Reattest to Spousal Premium Surcharge in B24/7

Currently managing: Alan Jackson

Dashboard Eligibility Manage Dependents Special Open Enrollment Profile Tobacco Surcharge Attestations Current Coverage Spousal Attestations

Notes Supplemental Benefits

Welcome to Benefits 24/7.

This is where you can manage your enrollment in PEBB benefits.

DEPT OF ECOLOGY Subscriber Dashboard

Welcome, Alan Jackson!

Open Enrollment
09/03/2024 - 10/27/2024
for coverage Jan 1, 2025

Spousal Attestation

Based on your last spouse or state-registered domestic partner premium surcharge attestation, you are required to attest again for coverage effective January 2025. If you do not attest, you will default into a monthly surcharge of \$50.

The screenshot shows a user interface for a benefits portal. At the top, there is a navigation menu with tabs for 'Dashboard', 'Eligibility', 'Manage Dependents', 'Special Open Enrollment', 'Profile', 'Tobacco Surcharge Attestations', 'Current Coverage', and 'Spousal Attestations'. Below the navigation is a purple banner with the text 'Welcome to Benefits 24/7.' and 'This is where you can manage your enrollment in PEBB benefits.' The main content area is titled 'DEPT OF ECOLOGY Subscriber Dashboard' and 'Welcome, Alan Jackson!'. A blue banner with a white arrow pointing right contains the text 'Open Enrollment 09/03/2024 - 10/27/2024 for coverage Jan 1, 2025'. A yellow arrow points from the right side of the screen towards this banner. Below the enrollment banner is a purple box with a white border containing the text 'Spousal Attestation' and 'Based on your last spouse or state-registered domestic partner premium surcharge attestation, you are required to attest again for coverage effective January 2025. If you do not attest, you will default into a monthly surcharge of \$50.'

Reporting a Change in 2025

The surcharge will remain in effect for 2025 unless:

- The employee's:
 - Spouse/state-registered domestic partner's **employer-based group medical insurance changes**

Surcharge Report for Benefits Administrators

Lists employees that need to reattest during annual open enrollment:

- In *Benefits 24/7*, under “Reports Tile” on BA Dashboard
 - “Spousal Re-attestation for an Organization” report
 - Effective OE year “2024”

Other Reminders

CDHP w/HSA Reminders

Employees changing plans from a CDHP w/HSA to **any other medical plan**:

- Stop any payroll deduction for their HSA
- Stop any direct contributions to *HealthEquity*

Employees are **not eligible** to enroll in a CDHP w/HSA if:

- Their spouse/SRDP is enrolled in an **FSA** for 2025
 - Even if the spouse/SRDP is not enrolled in the employee's PEBB medical

CDHP w/HSA Reminders (cont'd)

Employees age 65+ or turning 65 in 2025

- Should be discouraged from enrolling in a CDHP with/HSA without seeking professional tax advice
 - Tax consequences when **enroll in** Medicare
 - Medicare can be retroactively enrolled in, as far back as 6 months, while enrolled in CDHP w/HSA

Dependent Verification (DV)

DV is due at the same time as enrollment deadline

- No later than **November 25, 2024** during annual open enrollment
- No later than 31 days after the date of eligibility
- No later than 60 days after the special open enrollment event

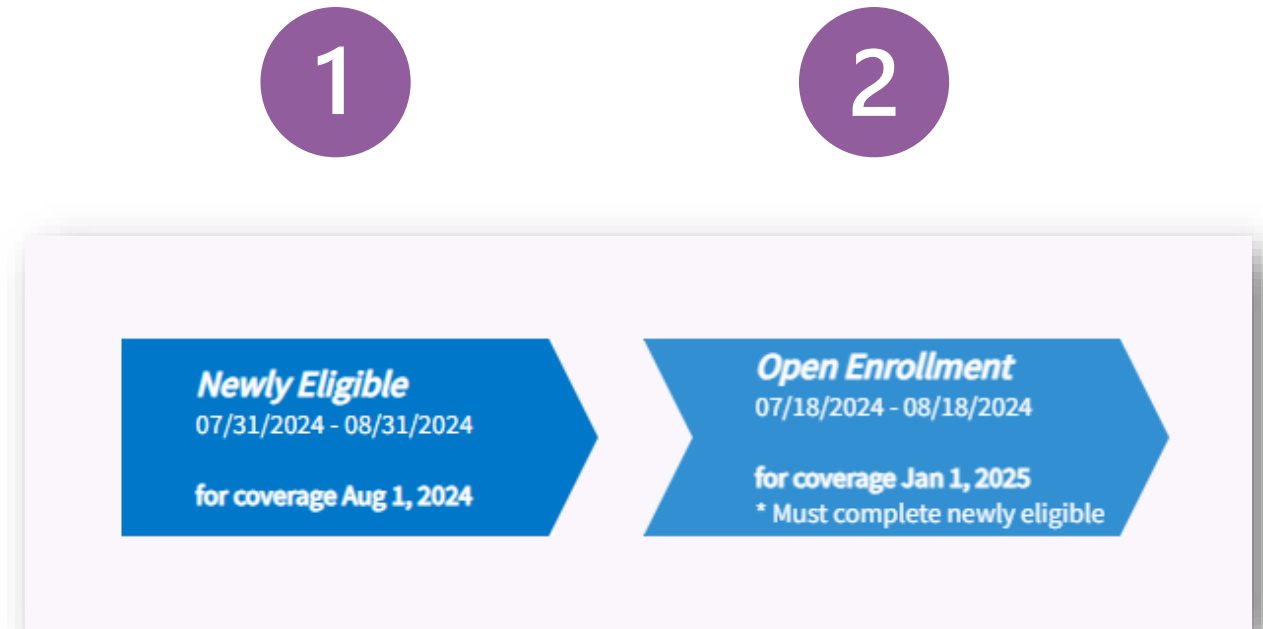
Follow-up with employees when DV documents are:

- Not submitted by the employee, or
- Are invalid, illegible or incomplete

Newly Eligible and OE Wizard

When employee has eligibility date within OE timeframe:

- Complete ***Newly Eligible*** wizard
 - For 2024 coverage (no stand-alone vision)
- Then ***Open Enrollment*** wizard
 - For 2025 coverage (*elect stand-alone vision for full benefit groups*)



Newly Eligible November 26 – December 2

2024 Elections:

- “Newly eligible” wizard in *Benefits 24/7*, or
- Complete *2024 Enrollment/Change Form*

2025 Elections

(full benefit groups):

- Complete *2025 Enrollment/Change Form*
 - Elect vision plan
 - Enroll eligible dependents in vision coverage

SOE Events During Annual OE

Check changes submitted during “annual open enrollment”

- Be sure not actually an SOE event
 - Example - newborn submitted as OE change - coverage effective January 1, 2025
 - Child born October 10, 2024
 - **This is an SOE event**, with effective date October 10, 2024
 - **Effective date** is the date of birth

Ensure Employee Addresses Up-to-Date

PEBB uses to communicate with employees

- OE Newsletters
- Updates/changes to plan coverages
- Spousal attestation notices
- Letters confirming changes made during OE

All employer groups

- Update your system and *Benefits 24/7*
- Unless you have a “feed” to *Benefits 24/7*

When a Provider Leaves a Plan's Network

Carriers administer the PEBB health plans (Regence BlueShield, Kaiser Permanente)

- Manage provider networks (hospitals, physicians, pharmacies)
- Negotiate contracts with expiration dates
 - Between plan carrier and providers – **does not include HCA**

When providers leave and results in “significant reduction” of “in-network” providers

- HCA will notify impacted employees and employers
- Allow “special open enrollment” to elect new plan
- Provide instructions to employees and employers

Resources

Benefits Administrator (BA) Resources

PEBB Outreach & Training

- 800.700.1555

PEBB BA Website

- hca.wa.gov/pebb-benefits-administrators
- HCA Support
 - Submit questions



Employee Resources

Benefits Administrator

PEBB Employee Website

- hca.wa.gov/employee-retiree-benefits/public-employees
- Open enrollment



Home > Employee and retiree benefits > Public employees

PEBB and SEBB open enrollment is Monday, October 28 through Monday, November 25, 2024.

Find information on the open enrollment page that's right for you: **PEBB retirees**, **PEBB employees** and **PEBB continuation coverage subscribers**, and **SEBB employees** and **SEBB continuation coverage subscribers**.

Public employees

Your PEBB benefits include medical (with vision) and dental coverage and discounted auto and homeowners' insurance. You may also have life, accidental death and dismemberment, long-term disability insurance, the option to enroll in a flexible spending arrangement and the Dependent Care Assistance Program.


Explore the benefits available to you as a public employee and learn how to enroll and manage your coverage.

Benefits 24/7

Open enrollment

[Benefits fairs](#)

[Virtual benefits fair](#)



Employee Resources (cont'd)

Benefits Administrator

PEBB Employee Website

- hca.wa.gov/employee-retiree-benefits/public-employees
- Open enrollment



Home > Employee and retiree benefits > PEBB open enrollment

PEBB and SEBB open enrollment is Monday, October 28 through Monday, November 25, 2024.

Find information on the open enrollment page that's right for you: [PEBB retirees](#), [PEBB employees](#) and [PEBB continuation coverage subscribers](#), and [SEBB employees](#) and [SEBB continuation coverage subscribers](#).

Open enrollment (PEBB)

Review information to help you make benefits decisions for 2025. Open enrollment is **October 28 through November 25, 2024**.

Enrollments, changes, and premiums are effective January 1, 2025.

If you are a Medicare COBRA subscriber, visit the [Retiree open enrollment webpage](#).

Ready to make changes?
Find your form: [Employees](#) or [PEBB Continuation Coverage](#). Learn [how to return your form](#). Benefits 24/7 will be available to make changes on October 28. (**Note:** Pierce County, WSU, and UW employees must use Workday.)

On this page

- [Important changes to benefits and plans](#)
- [How much will it cost?](#)
- [What do I need to do?](#)
- [Medical, dental, and vision plan information](#)
- [More to explore](#)

Important changes to benefits and plans

There are many important changes to 2025 benefits and plans. [See everything that's changing.](#)

Employee Resources

Employees should **contact the plans directly** for help with:

- Benefit questions
- ID cards
- Claims
- Making sure their provider contracts with the plan
- Choosing a doctor or dentist (*full benefit groups*)
- Making sure their prescriptions are covered

Employee Resources (cont'd)

Employees should **contact you** (Benefits Administrator) directly for help with:

- Eligibility questions or changes
- Enrollment questions or procedures
- Premium surcharge questions
- *Benefits 24/7*
- Name, address, phone number changes
- Finding forms
- Adding or removing dependents
- Life and LTD insurance eligibility/enrollment questions (*full benefit groups*)
- Payroll deduction information

Employee & Agency Resources

PEBB Employee website

- hca.wa.gov/employee-retiree-benefits/public-employees
- Individual plan websites

HealthEquity (HSA)

- healthequity.com/pebb
- 1.844.351.6853 for UMP members
- 1.877.873.8823 for all other members

SmartHealth Wellness Program

- hca.wa.gov/pebb-smarthealth
- 1.800.947.9541

Available on the
Contact the Plans section
of the PEBB Employee website

HCA Support & Phones

Open enrollment and the months following are a busy time

We ask your patience

For Benefits Administrators Only

Please **do not share** with employees:

- PEBB's Outreach and Training **1.800.700.1555** number
- PEBB's Customer Service **1.800.200.1004** number
 - For Retiree, COBRA and continuation coverage members only
- HCA Support portal
- Our email addresses
- Our direct phone numbers





Thank you