PEBB Modernization
Project overview for employers

Background
PEBB Modernization is an initiative to significantly enhance the PEBB My Account online enrollment tool for the Public Employees Benefits Board (PEBB) Program.

Why are these changes happening now?
There are three main reasons:

• The system of record (Pay1) currently used by payroll and benefits staff to manage employees’ benefits and enrollment into coverage is considerably outdated, not user-friendly, and difficult to maintain.

• Payroll and benefits office staff cannot currently enter information for employees directly in PEBB My Account as the system of enrollment.

• Employees have very limited functionality in the current version of PEBB My Account. For example, they use it at open enrollment to make plan changes or may use it throughout the year to make tobacco use premium surcharge attestation changes.

What is changing for employers?
The enhanced PEBB My Account will provide a more user-friendly application with expanded functionality. It will also significantly reduce several manual processes and paper forms that are currently used. Specifically, the updated PEBB My Account application will allow:

• Payroll and benefits office staff to manage all enrollment elections of their employees’ accounts instead of using Pay1.
• Employers to key their employee’s data.
• Employers to manage PEBB My Account access for their payroll and benefits office staff.

What is changing for employees?
The updated application will allow employees to manage their benefits enrollment, reducing the need for paper forms. This will also provide opportunities throughout the year to self-manage their benefits when they have special open enrollment events. Employees will be able to use PEBB My Account to do the following:

• Make medical and dental plan choices during their initial 31-day eligibility period.*
• Waive medical coverage during their initial eligibility period and at annual open enrollment.*
• Manage their dependents’ enrollment throughout the year and upload verification documents.*
• Re-enroll previously covered dependent or waived self.*
• Make long-term disability insurance elections.
• Access links to other vendors’ benefits such as life insurance, Medical Flexible Spending Arrangement, or Dependent Care Assistance Program.

*Pending review and approval of their dependent’s eligibility by their payroll or benefits office.

What is not changing?
Many operational processes will remain the same for payroll and benefits offices staff. A few examples are noted below. Payroll and Benefits office staff will:

• Send and receive the following: demographic information, billing files, reports accessible, etc.
• Review their employees’ eligibility and key enrollment for their new employees.
• Send FUZE inquiries to the Outreach and Training staff.
• Continue to use Pay 1 as the HCA Accounting system of record.
What are the positive impacts on payroll and benefits office staff?

- Reduced demands on staff time for entering enrollment information because of automatic loading of employee demographic data.
- Reduced use of paper forms as employees will be able to make their initial benefits and enrollment elections and submit special open enrollments in the updated application.
- Employers who currently rely on the Outreach and Training staff to enter their employees' data in Pay 1 will now be able to key their information in PEBB My Account.

What are the positive impacts on employees?

- Using PEBB My Account to enroll and make changes reduces the need for paper forms.
- Provides opportunities throughout the year to self-manage their PEBB benefits and upload verification documents.

When will the change happen?

The updated PEBB My Account application will be ready in the spring 2022.

Where can I learn more?

Visit HCA's PEBB My Account modernization project webpage for the latest project updates.