PEBB

2025 Pre-Open Enrollment

Public Employees Benefits Board Program

State Agencies & Higher Education Institutions

October 9, 2025

Debbie Krumpols & Larry Cade
PEBB Outreach and Training (O&T)
Employee & Retiree Benefits (ERB)

Washington State Health Care Authority

2025 PEBB Pre-OE Trainings

Thursday, October 10, 10:15 am

- HCM User Group in-person training, South Seattle, Georgetown Campus
  - Community & technical college BAs

Friday, October 17, 1:00 pm

- *Navia* OE webinar, hosted by HCA
  - Registration link on PEBB BA *Training Schedule* webpage

hca.wa.gov/pebb-benefits-admins/training-and-resources/training-schedule

Agenda

1. General OE Information
2. Medical Plan Changes/Updates
3. 2026 Premiums & Surcharges
4. Dental, Vision, Life/AD&D, Long-term Disability
5. FSAs & DCAP
6. Making OE Changes
7. Reminders & Resources
8. Questions

General
OE Information

Washington State Health Care Authority

2025 Annual Open Enrollment

October 27 through November 24, 2025

- All enrollment changes must be completed/received no earlier than October 27 and **no later than 11:59 pm, November 24**
  - Keyed into *Benefits 24/7* by the employee (subscriber)
  - ***2026*** *Employee Enrollment/Change* form received by the BA
- **Changes are effective January 1, 2026**

* UW & WSU employees cannot use *Benefits 24/7*– they enter changes into *Workday*

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UW Benefits Fairs October

DATE		LOCATION	TIME
October 20	(Monday)	Seattle - Harborview Medical Center	10:00 am to 5:00 pm
October 21	(Tuesday)	Seattle - UW Husky Union Building (HUB)	
October 22	(Wednesday)	Seattle - UW Medical Center - Montlake	
October 23	(Thursday)	Seattle - UW Medical Center Northwest	

PEBB Benefits Fairs – Western WA

DATE		LOCATION	TIME
October 27	(Monday)	Olympia – Department of Labor and Industries	**10:00 am – 4:30 pm**
October 29	(Wednesday)	Vancouver – Clark College	
November 3	(Monday)	Federal Way – Highline College	
November 4	(Tuesday)	Bremerton – Olympic College	
November 5	(Wednesday)	Port Angeles – Red Lion	
November 10	(Monday)	Tacoma – Clover Park Technical College	
November 12	(Wednesday)	Lynnwood – Edmonds College	
November 13	(Thursday)	Bellingham Public Schools	

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PEBB Benefits Fairs – Eastern WA

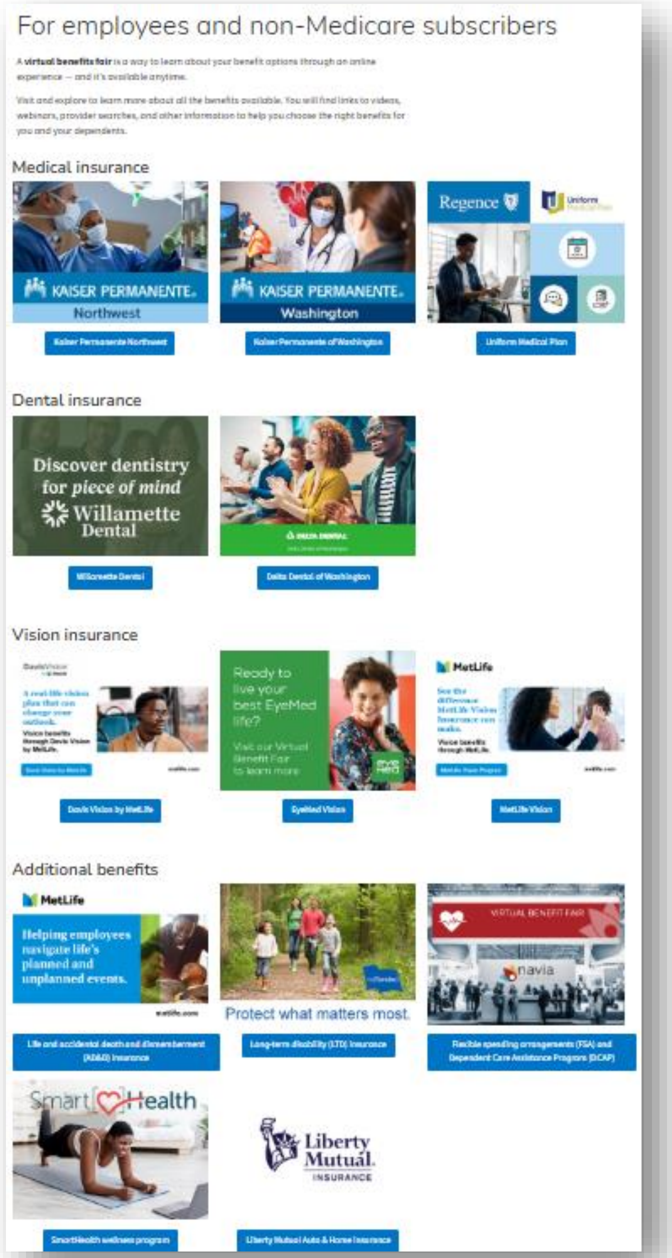
DATE	LOCATION	TIME
October 28 (Tuesday)	Pasco – Columbia Basin	**10:00 am – 4:30 pm**
October 29 (Wednesday)	Yakima Valley College	
October 30 (Thursday)	Wenatchee Convention Center	
November 4 (Tuesday)	Spokane Falls Community College	
November 5 (Wednesday)	Cheney – Eastern Washington University	
November 6 (Thursday)	City of Pullman Parks & Recreation Center	

Virtual Benefits Fair

Provides “virtual booths” with 24/7 access:

- Learn about benefit options and plan availability
- View plan comparisons and informative videos
- Provider search tools

hca.wa.gov/pebb-oe
information available October 3



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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

ForYourBenefit

State and higher-education edition | October 2025   Public Employees Benefits Board (PEBB) Program

Open enrollment is October 27 to November 24

Open enrollment is your opportunity to make changes to your PEBB health coverage for 2026. Forms and other helpful tools are available on the *Open enrollment* webpage at hca.wa.gov/pebb-oe.

Whether you're thinking about switching plans, adding or removing dependents, or staying with your current coverage, this is the time to review your options and make sure your benefits are working for you.

Important: UMP Plus–Puget Sound High Value Network (PSHVN) and UMP Plus–UW Medicine Accountable Care Network (ACN) will no longer be available beginning January 1, 2026. If you are enrolled in one of these plans, you must choose a new plan for 2026 or you and your enrolled dependents will be automatically enrolled in UMP Classic.

What changes can I make during open enrollment?

You can make the changes listed below from October 27 to November 24. Changes are effective January 1, 2026. Log in to Benefits 24/7 at benefits247.hca.wa.gov to:

- Change your medical, dental, and vision plans.
- Add or remove dependents.
- Waive medical coverage if you have other employer-based group medical, a TRICARE plan, or Medicare Part A and Part B.
- Enroll in medical coverage if you previously waived coverage.
- Attest to the spousal coverage premium surcharge.
- Enroll (or reenroll) in the flexible spending arrangement (FSA) or Dependent Care Assistance Program (DCAP).

Note: WSU and UW employees must use Workday. See page 7 for information on how to make changes to your coverage using Benefits 24/7.

Tips for a smooth open enrollment

We've created a list that highlights important topics:

- **Review what's changing.** Look over any changes to your current plans, including premiums, deductibles, copays/coinsurance, and provider networks.
- **Assess your health care needs.** Consider your and any dependents' health status, upcoming treatments, or anticipated life events (pregnancy, surgery, relocation, etc.) that may affect your coverage needs.
- **Make changes in Benefits 24/7.** This includes adding or removing dependents and changing plans.
- **Stay connected.** Sign up for emails and follow HCA on social media.
- **Need help?** Reach out to your payroll or benefits office.

Important dates

October 20 to November 13
Visit one of the in-person benefits fairs around the state to learn about your health plans and benefits options. See page 5 to find one near you.

October 27
PEBB annual open enrollment begins. Use Benefits 24/7 to make changes. Forms are also available.

November 24
Benefits 24/7 changes must be received by 11:59 p.m. If you are submitting paper forms, your payroll or benefits office must receive them as of this day. (WSU and UW employees use Workday.)

November 30
Last day for most subscribers to qualify (if eligible) for the SmartHealth $125 wellness incentive for 2026 at smarthealth.hca.wa.gov.

January 1, 2026
The new plan year begins. Open enrollment changes become effective and benefits, deductibles, and out-of-pocket maximums reset.

HCA 50-0658 (9/25)

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Employer Communications

GovDelivery

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

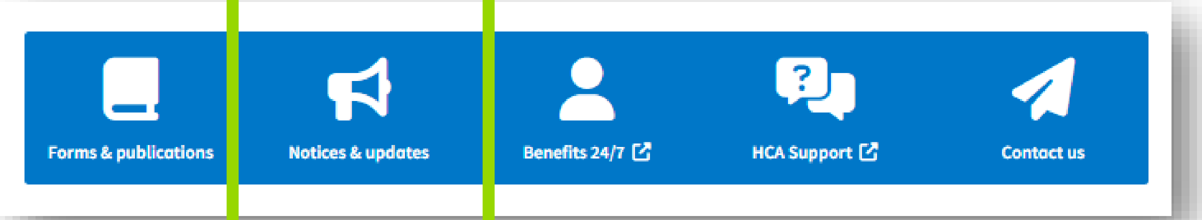
Are you signed up . . .

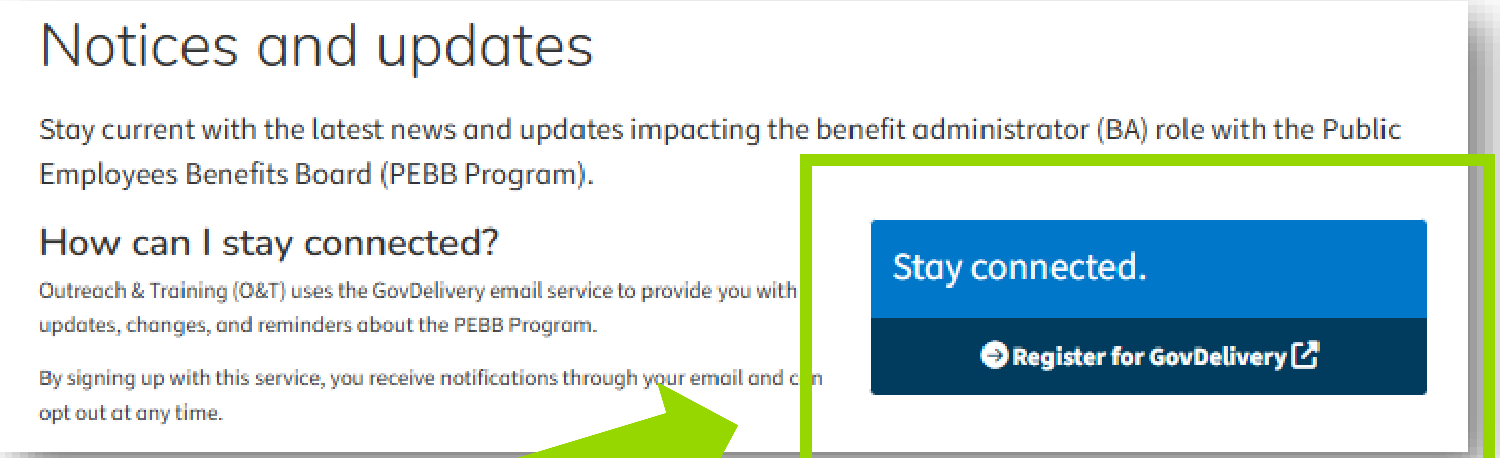
public.govdelivery.com/accounts/WAHCA/subscriber/new?qsp=WAHCA_8

Sign Up for GovDelivery

From PEBB BA website:

- “Notices & updates”
- Register for GovDelivery





hca.wa.gov/pebb-benefits-administrators

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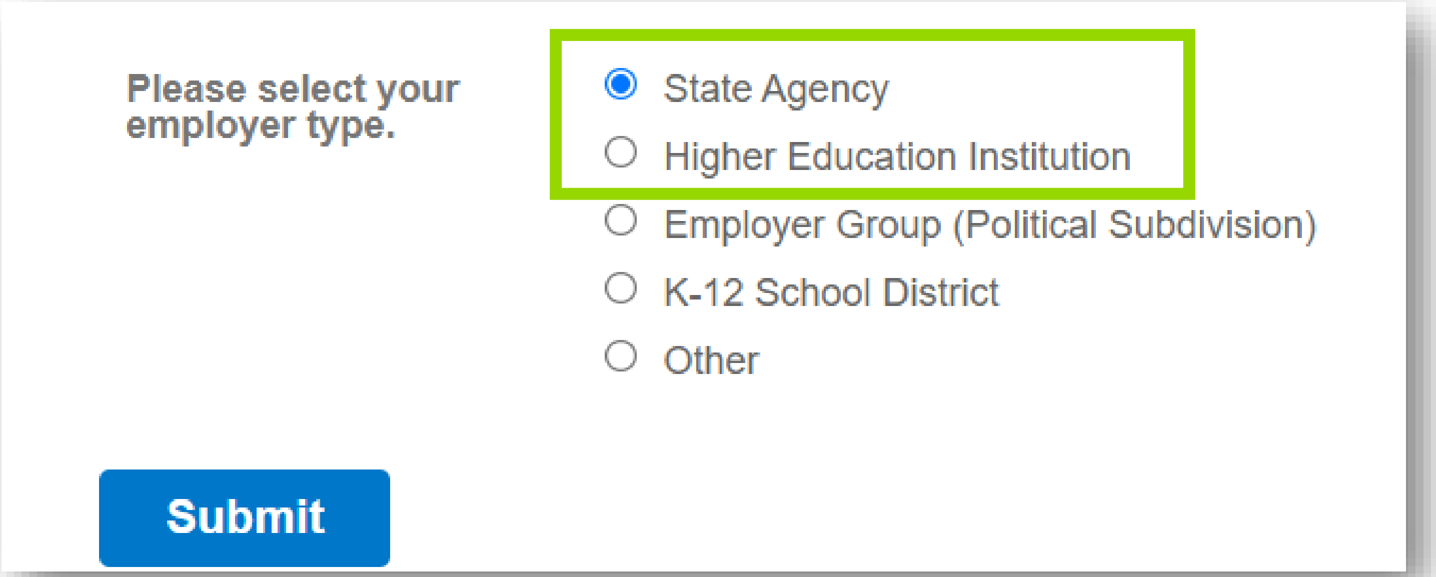
Sign Up for GovDelivery

From PEBB BA website:

- “Select your employer type



hca.wa.gov/pebb-benefits-administrators

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OE GovDelivery Messages

Message #	Topic	Date BA Sends to EEs
1	PEBB annual open enrollment begins	Oct 21, 2025
2	Open enrollment resources	Oct 24, 2025
3	Changes for 2026	Oct 29, 2025
4	Making changes in *Benefits 24/7*	Oct 31, 2025
5	UMP Plus plans no longer available	Nov 4, 2025
6	Spousal attestation reminder	Nov 7, 2025
7	FSA/DCAP	Nov 12, 2025
8	Tips for choosing a health plan	Nov 14, 2025
9	Update beneficiaries	Nov 18, 2025
10	Open enrollment ends	Nov 20, 2025

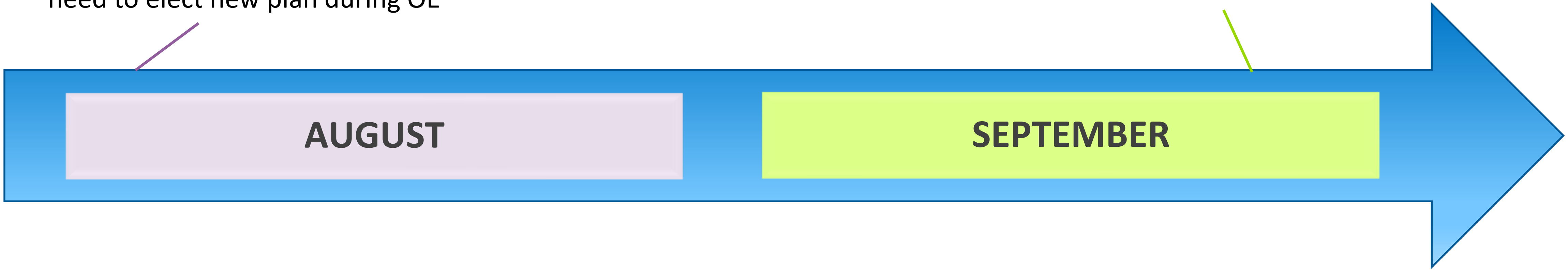
Employee Communications

August 1:

Postcards sent to UMP Plus members – Plus plans ending Dec 31, 2025 – need to elect new plan during OE

Sept 24:

Letters to impacted employees about UMP Plus Plans ending



Employee Communications (cont'd)

Oct 3:
OE info posted on PEBB Employees Open Enrollment webpage

Oct 3:
Virtual Benefits Fair online

Oct 8:
For Your Benefit newsletter mailed/emailed & posted online

OCTOBER

Oct 20-23:
UW Benefit Fairs

Oct 24:
Spousal surcharge letters mailed

Oct 27:
First day of Open Enrollment

Oct 27-Nov 13:
PEBB Benefit Fairs

hca.wa.gov/pebb-oe

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Employee Communications (cont'd)

2026 Enrollment/Change forms available to order now

November: 2026 PEBB forms available to order, as well as Enrollment Guides

Oct 27-Nov 13: PEBB Benefit Fairs

Nov 24: Last day of Open Enrollment

Dec 5: Spousal surcharge grace period letters mailed

Dec 12: OE confirmation letters start mailing weekly

Dec 12: UMP Plus "default" letters sent

Jan 7: Spousal surcharge payment letters mailed

NOVEMBER | DECEMBER | JANUARY

What Can Employees Do?

During open enrollment, employees may:

- Change medical, dental, and/or vision plans
- Enroll/Re-enroll in FSA/DCAP
- 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/remove eligible dependents (medical, dental, vision)
  - Dependent Verification (DV) documents are required (if applicable)
  - A list of valid DV documents is available on the Benefits Administrator website
- Change premium deduction to pre- or post-tax
  - (IRC Section 125)
- Change the tax status of a dependent
  - (IRC Section 152)

hca.wa.gov/pebb-benefits-admins/state-agencies-and-higher-education-institutions/dependents#what-are-valid-dv-documents

How Employees Can Make Changes

Change Type	Online/Mobile Access ***Benefits 24/7 ****	Complete **2026 Enrollment/Change Form**
Change medical, dental, and/or vision plans	✓	✓
Waive enrollment in medical	✓	✓
Enroll in medical if previously waived	✓	✓
Add/remove dependent(s) for medical, dental, vision	✓	✓

* *Benefits 24/7* is not available to UW & WSU employees

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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

Newly Eligible During OE

When employee has **eligibility date within OE timeframe:**
(October 27 - November 24, 2025)

1. **Newly Eligible** wizard
   - For 2025 coverage
2. **Open Enrollment** wizard
   - If want ***different elections*** for 2026 coverage

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Eligibility Date after OE for December Coverage

Newly eligible November 25 – December 1

2025 Elections:

- “Newly eligible” wizard in *Benefits 24/7*, or
- Complete *2025 Enrollment/Change Form*

2026 Elections *(if different)***:**

- Employee completes *2026 Enrollment/Change Form*
  - BA submits to HCA via *HCA Support* portal
  - HCA will key for you

Medical Plan Changes

for UMP Plans

Effective January 1, 2026

UMP Plus Plans Ending

UMP Plus plans ending December 31, 2025:

- Puget Sound High Value Network (PSHVN)
- UW Medicine Accountable Care Network (UW ACN)
  - Providers in the Plus networks participate in the other UMP plans, and there are additional providers in these plans

UMP Classic | **UMP Select** | **UMP CDHP**

UMP Classic, Select & CDHP plans available in all WA counties, as well as nationwide

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UMP Plus Plans Ending (cont'd)

If employee enrolls in another UMP plan:

- No continuity of care issues
  - Prior UMP-approved authorizations will be honored

UMP Classic

UMP Select

UMP CDHP

UMP Plus Members Must Elect New Plan During OE

Employees **currently enrolled in a UMP Plus plan** must make a new medical plan election during open enrollment

If impacted employees

do not make a new plan election during open enrollment,

they will be

defaulted into UMP Classic medical

(including dependents enrolled in medical)

Letters sent in September to impacted members; "default" letters will be sent December, after OE

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UMP Plans Hearing Aids Benefit Change

All UMP medical plan members:

	2025	2026
Frequency	Every 3 years, per ear	**Every 36 months**, per ear
Insurance Pays	$3,000 per ear	**100%** of allowed amount

Not subject to deductible, except for CDHP plans
(no change)

Benefit does not reset January 1, 2026

Medical Plan Changes

for KPNW & KPWA plans

Effective January 1, 2026

Kaiser Permanente Hearing Aids Benefit Change

KPNW and KPWA medical plan members:

- Must use Kaiser in-network provider; no out-of-network coverage

	2025	2026
Frequency	Every 36 months, per ear *(no change)*	
Insurance Pays	$3,000 per ear	**100%**

Not subject to deductible, except for CDHP plans *(no change)*

Benefit does not reset January 1, 2026

Consumer-Directed Health Plan with a Health Savings Account

(CDHP w/HSA)

Increase in Deductible for CDHP Plans

Beginning January 1, 2026:

	Current **2025**	New **2026**
Single subscriber	$1,650	**$1,700**
All other tiers	$3,300	**$3,400**

Includes UMP and Kaiser CDHP plans

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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 2026

CDHP w/HSA: Employee Contribution Amounts

Employees can also contribute monies to their HSA

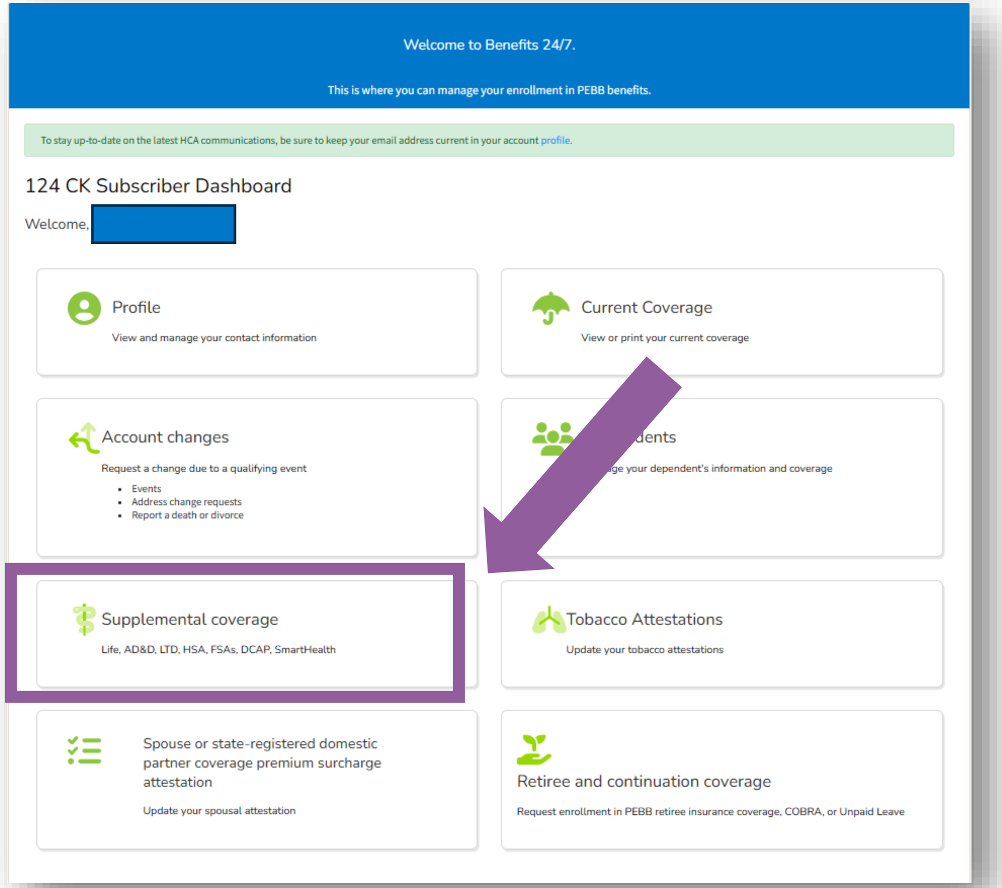
- IRS maximum contribution amounts for 2026*
  - Subscriber only
    - **Increased to $4,400** (up from $4,300)
  - Subscriber with one or more enrolled dependents
    - **Increased to $8,750** (up from $8,550)
  - Employees age 55 or older may contribute additional $1,000 per year

*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)



learn.healthequity.com/pebb

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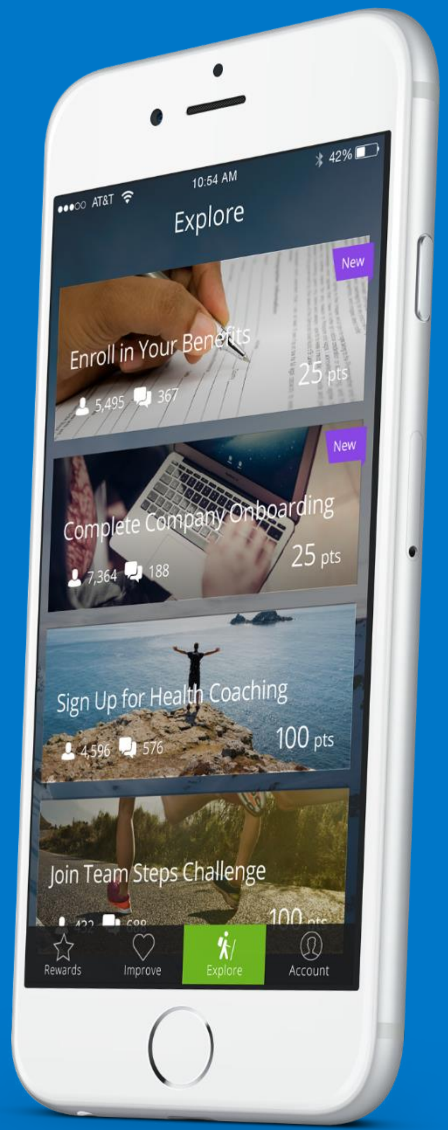
Health Savings Account (HSA)

Health savings account (HSA)

When you enroll in a consumer-directed health plan, you are also enrolled in a health savings account (HSA) through HealthEquity. Your HSA is a tax-advantaged spending and savings account that can be used to pay for qualified medical expenses. Your HSA is funded by pre-tax contributions from your employer. You can choose to make additional contributions to your HSA. Contact your payroll or benefits office to see if you can arrange automatic payroll deductions to your HSA. Learn more about health plans with HSAs.

learn.healthequity.com/pebb

Smart Health



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SmartHealth $125 Incentive

Remains for 2026

Eligible employees will receive $125 end of January 2026:

- Towards employee’s 2026 medical plan deductible, or
- Deposited into employee’s 2026 HSA **if enrolled in a CDHP medical plan**
  - Does count towards the annual IRS maximum

Deadlines for completing the financial incentive requirements:

- **November 30, 2025**
  - Subscribers continuing enrollment in PEBB medical or enrolling in PEBB medical with an effective date in January - September 2025
- **December 31, 2025**
  - Subscribers enrolling in PEBB medical with an effective date in October - December 2025

hca.wa.gov/employee-retiree-benefits/smarthealth-wellness

Elimination of SmartHealth

2 More Years

SmartHealth portal and $125 financial incentive will go away

- Subscribers can engage in activities and access portal **through 2027**
  - Subscribers can earn points towards incentive 2025, 2026, 2027
  - Last distribution of employee incentives will be January 2028

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Washington Wellness Program

Other components of Washington Wellness Program will continue:

- Smoking Cessation
- Diabetes Prevention
- Diabetes Management

Premiums

for state agency and
higher education employees

Employee Premiums – State Agencies and Higher Education

	PLAN NAME	EMPLOYEE		EMPLOYEE & SPOUSE/PARTNER		EMPLOYEE & CHILD(REN)		EMPLOYEE, SPOUSE/PARTNER & CHILD(REN)	
		2025	2026	2025	2026	2025	2026	2025	2026
KPNW	Classic	$189	**$256**	$378	**$512**	$331	**$448**	$520	**$704**
	CDHP	$37	**$58**	$74	**$116**	$65	**$102**	$102	**$160**
KPWA	Classic	$128	**$141**	$256	**$282**	$224	**$247**	$352	**$388**
	CDHP	$25	**$25**	$50	**$50**	$44	**$44**	$69	**$69**
	SoundChoice	$73	**$102**	$146	**$204**	$128	**$179**	$201	**$281**
	Value	$119	**$150**	$238	**$300**	$208	**$263**	$327	**$413**
UMP	Classic	$133	**$145**	$266	**$290**	$233	**$254**	$366	**$399**
	Select	$83	**$82**	$166	**$164**	$145	**$144**	$228	**$226**
	CDHP	$46	**$57**	$92	**$114**	$81	**$100**	$127	**$157**

hca.wa.gov/employee-retiree-benefits/public-employees/medical-plan-premiums

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 **$137.76** per month in 2026?*
    - Was $126.36 for 2025

hca.wa.gov/employee-retiree-benefits/public-employees/spousal-coverage-surcharge

PEBB Dental

PEBB Dental Plans

The same dental plans are available in 2026:

- Uniform Dental
- DeltaCare
- Willamette Dental

No additional cost to employee to add eligible dependents to PEBB dental

Uniform Dental Plan (UDP) Benefit Changes

Effective January 1, 2026:*

BENEFIT	2025	2026
Nonsurgical treatment of temporomandibular joint (TMJ)	Member pays 30% Insurance pays up to $500 lifetime benefit	Member pays 30% ***Insurance pays up to $1,000/year and $5,000 lifetime benefit***
Services for children under age 15	Not subject to plan deductible: Class 1 Services	Not subject to plan deductible: ***Any dental services***

*Info in *italics* represents change for 2026

Delta Dental of WA Administers UDP and DeltaCare

Uniform Dental Plan
(UDP) – Group 3000

- Preferred provider plan

DeltaCare – Group 3100

- Managed care plan

The network of providers is different

- Employees should **call the plans directly** to verify which network their dentist participates in
- Plan contact information is listed under the *Contact the Plans* section of the PEBB employee website

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

PEBB Vision

Stand-Alone Vision Coverage

Stand-Alone Vision Plans	
EyeMed Vision	Same services Different provider networks Different copays/coinsurance
Davis Vision	
MetLife Vision	

No benefit/plan changes for 2026

No additional cost to employee to add eligible dependents to PEBB vision

PEBB Life & AD&D

administered by MetLife

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 2026

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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

Can be applied for
anytime throughout the year
(*requires EOI)*

MetLife ***MyBenefits* online portal,** or

Link in *Benefits 24/7*
under Supplemental coverage tile

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

PEBB Long-term Disability (LTD)

administered by

Standard Insurance Company

Employer-Paid LTD

Effective January 1, 2026: *

	2025 Benefit	2026 Benefit
After 90-day waiting period	60% of first **$400**/month in earnings up to **$240/month**	60% of first **$750**/month in earnings up to **$450/month**

* No employer rate increase and applies to new LTD claims incurred on or after January 1, 2026

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Employee-paid LTD

Employee-paid LTD rates will decrease effective January 1, 2026:

Coverage Level	Higher-Ed Retirement Plan		TRS, PERS & Other Retirement Plans	
	2025	2026	2025	2026
60%	.0053	**0.0050**	.0042	**0.0039**
50%	.0032	**0.0030**	.0025	**0.0024**

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Making Changes to Employee-paid LTD

At anytime (outside the 31-day newly eligible window), **employees* may:**

	EOI Required	Must Complete **LTD Enrollment/Change Form**	Online/Mobile Access ***Benefits 24/7****
Enroll in employee-paid LTD	✓	✓	
Increase employee-paid LTD	✓	✓	
Decrease employee-paid LTD			✓
Decline employee-paid LTD			✓

*Higher-ed employees do not use *Benefits 24/7* to make employee-paid LTD elections

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Flexible Spending Arrangements & Dependent Care Assistance Program

FSA & DCAP

IRS Maximum FSA Election Amount Update

Each year, between October and December

- IRS announces new FSA and LPFSA maximum contribution amount and carryover limit for next plan year

In the past

- HCA implements the updated carryover limit
- Delays implementing the maximum election amount until following year

New process

- If IRS announces increase to FSA and LPFSA maximum contribution before the last day of open enrollment
  - PEBB program will adopt the increase for the next year

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IRS Maximum FSA Election (cont'd)

Forms, online enrollment page and other communications

- Will include information about this

Employees that enroll for the maximum FSA/LPFSA

- Checkbox on enrollment form allowing them to automatically increase their election to the updated maximum amount

Workday users (UW & WSU)

- Employees that enroll for the maximum FSA/LPFSA will be sent a notice offering them opportunity to change election prior to the end of OE

PEBB 2026 Open Enrollment Form for Flexible Spending Arrangements (FSA) & Dependent Care Assistance Program (DCAP)

navia
benefit solutions

Only use this form during the PEBB Program's annual open enrollment, October 27 through November 24, 2025. (University of Washington and Washington State University employees must enroll online in Workday.) Forms received after November 24 will not be accepted. **Important:** You cannot enroll in both an FSA and a consumer-directed health plan (CDHP) with a health savings account (HSA) in the same plan year.

Note: If the IRS announces an increase to the 2026 FSA or Limited Purpose FSA maximum contribution limit before the last day of open enrollment, the PEBB Program will adopt the increase for 2026.

Section I – Employee Information

Name (Last, First, MI):			SSN (or Employee ID if higher education):	
Street Address:		City:	State:	ZIP/Postal Code:
Daytime Phone:	Home Phone:		Agency or Higher Education Institution Name:	
Date of Birth:	Email Address:		Enrollment Status: ❑ Open Enrollment ❑ Seasonal Employee	

Section II – Elections

Check YES for the benefits you want to enroll in and enter the total election amount for the year. You can enroll in the DCAP and either the FSA or Limited Purpose FSA. **You cannot enroll in an FSA and a Limited Purpose FSA in the same year.**

Benefit	Enroll:	2026 Election Amount
FSA Minimum of $120, maximum of $3,300* per year. *The IRS may increase the maximum annual contribution limit during Open Enrollment	❑ Yes ❑ No	☐ I am choosing the **maximum annual contribution** limit for the FSA for 2026 (currently $3,300*). I understand that if the IRS increases this amount before the last day of open enrollment, and the PEBB Program adopts it for 2026, Navia Benefit Solutions will increase my contribution to match the new contribution maximum. ☐ I am choosing another annual contribution amount: $
Limited Purpose FSA For members enrolled in a CDHP with an HSA. Pays for dental and vision expenses only. Minimum of $120, maximum of $3,300* per year. *The IRS may increase the maximum annual contribution limit during Open Enrollment	❑ Yes ❑ No	☐ I am choosing the **maximum annual contribution** limit for the FSA for 2026 (currently $3,300*). I understand that if the IRS increases this amount before the last day of open enrollment, and the PEBB Program adopts it for 2026, Navia Benefit Solutions will increase my contribution to match the new contribution maximum. ☐ I am choosing another annual contribution amount: $__________
	❑ Yes	You must provide a valid email address in Section I to receive

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2026 FSA Contribution Limits

Minimum annual contribution

- **$120** (no change)

Maximum annual contribution

- ***At least $3,300*** (up from $3,200)

Includes Limited Purpose FSA

Qualifying for FSA "Carryover" to 2026

Criteria #1	**Minimum of $120 remaining** end of plan year (December 31, 2025)	**Qualify to carryover up to $660** Remaining funds above $660 - **FORFEITED**
OR **Criteria #2**	Enroll in an FSA **next plan year** (2026)	

Carryover applies even if employee elects **maximum** contributions to FSA in next plan year ***($3,300)***

CBA FSA Contribution

For represented employees only:

- Occupy position with annual base salary of **$68,004** *(up from $60,000)* or less on November 1, 2025, and
- Meet eligibility for PEBB medical benefits January 1, 2026, and
- Are not enrolled in a CDHP w/HSA medical plan in 2026

Will receive

$300

distribution

(up from $250)

in January 2026

Washington State Health Care Authority

CBA $300 FSA Contribution (cont'd)

Paid by the employer

- Employee **not required** to enroll in FSA in 2026

$300 added to:

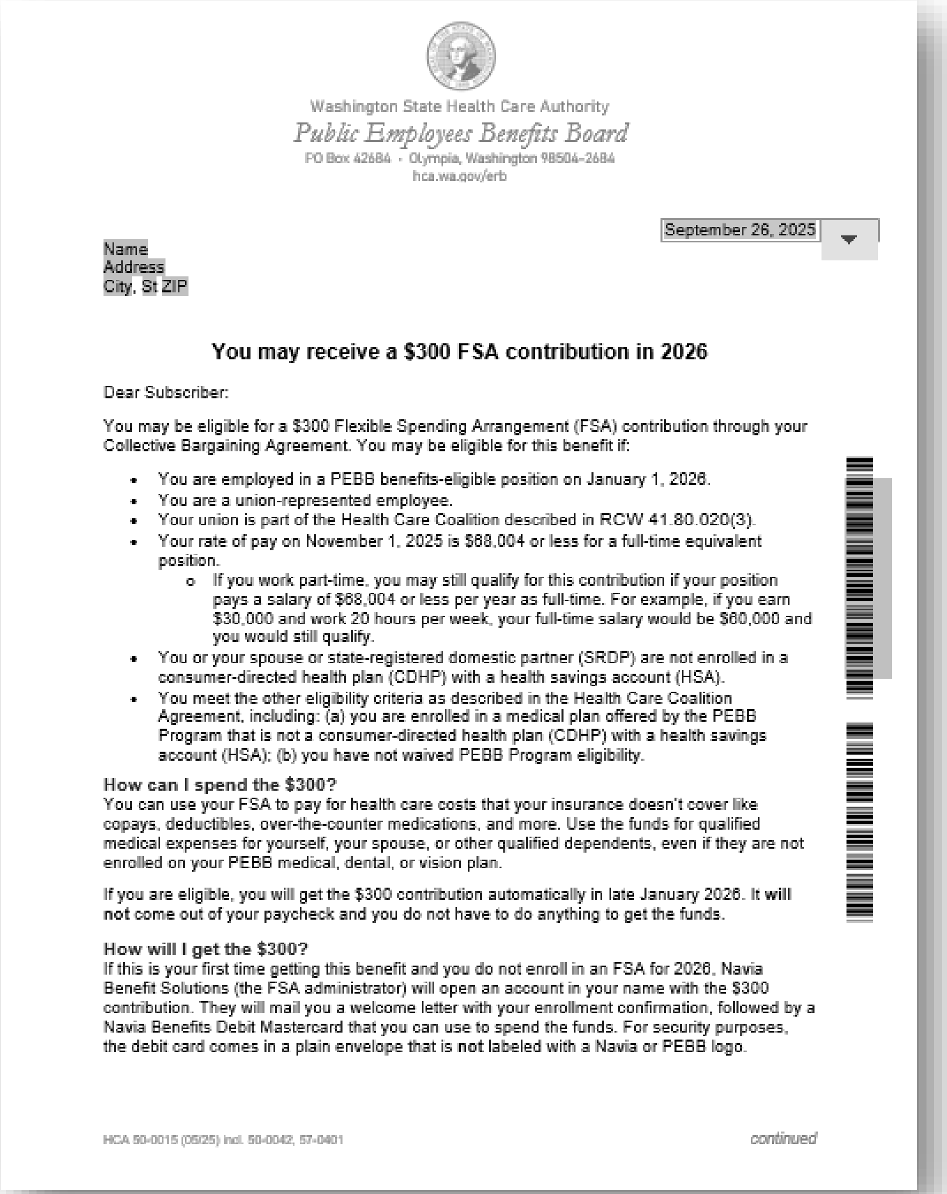
- **Current debit card** for currently enrolled employees
- **New debit card** for employees not currently enrolled

- **$300** contribution **does not count** toward IRS FSA maximum
  - Employee could end up with a ***$3,600*** FSA in 2026
- Eligible employees not enrolled in PEBB medical (as a subscriber or dependent):
  - Will not receive the $300
  - Benefit will be forfeited

Washington State Health Care Authority

CBA $300 FSA Communications

Letter mailed to likely recipients late September 2025



Washington State Health Care Authority

Public Employees Benefits Board

PO Box 42684 · Olympia, Washington 98504-2684

hca.wa.gov/erb

September 26, 2025

Name
Address
City, St ZIP

You may receive a $300 FSA contribution in 2026

Dear Subscriber:

You may be eligible for a $300 Flexible Spending Arrangement (FSA) contribution through your Collective Bargaining Agreement. You may be eligible for this benefit if:

- You are employed in a PEBB benefits-eligible position on January 1, 2026.
- You are a union-represented employee.
- Your union is part of the Health Care Coalition described in RCW 41.80.020(3).
- Your rate of pay on November 1, 2025 is $68,004 or less for a full-time equivalent position.
  - If you work part-time, you may still qualify for this contribution if your position pays a salary of $68,004 or less per year as full-time. For example, if you earn $30,000 and work 20 hours per week, your full-time salary would be $60,000 and you would still qualify.
- You or your spouse or state-registered domestic partner (SRDP) are not enrolled in a consumer-directed health plan (CDHP) with a health savings account (HSA).
- You meet the other eligibility criteria as described in the Health Care Coalition Agreement, including: (a) you are enrolled in a medical plan offered by the PEBB Program that is not a consumer-directed health plan (CDHP) with a health savings account (HSA); (b) you have not waived PEBB Program eligibility.

How can I spend the $300?
You can use your FSA to pay for health care costs that your insurance doesn't cover like copays, deductibles, over-the-counter medications, and more. Use the funds for qualified medical expenses for yourself, your spouse, or other qualified dependents, even if they are not enrolled on your PEBB medical, dental, or vision plan.

If you are eligible, you will get the $300 contribution automatically in late January 2026. It **will not** come out of your paycheck and you do not have to do anything to get the funds.

How will I get the $300?
If this is your first time getting this benefit and you do not enroll in an FSA for 2026, Navia Benefit Solutions (the FSA administrator) will open an account in your name with the $300 contribution. They will mail you a welcome letter with your enrollment confirmation, followed by a Navia Benefits Debit Mastercard that you can use to spend the funds. For security purposes, the debit card comes in a plain envelope that is **not** labeled with a Navia or PEBB logo.

HCA 50-0015 (05/25) incl. 50-0042, 57-0401

continued

Washington State Health Care Authority

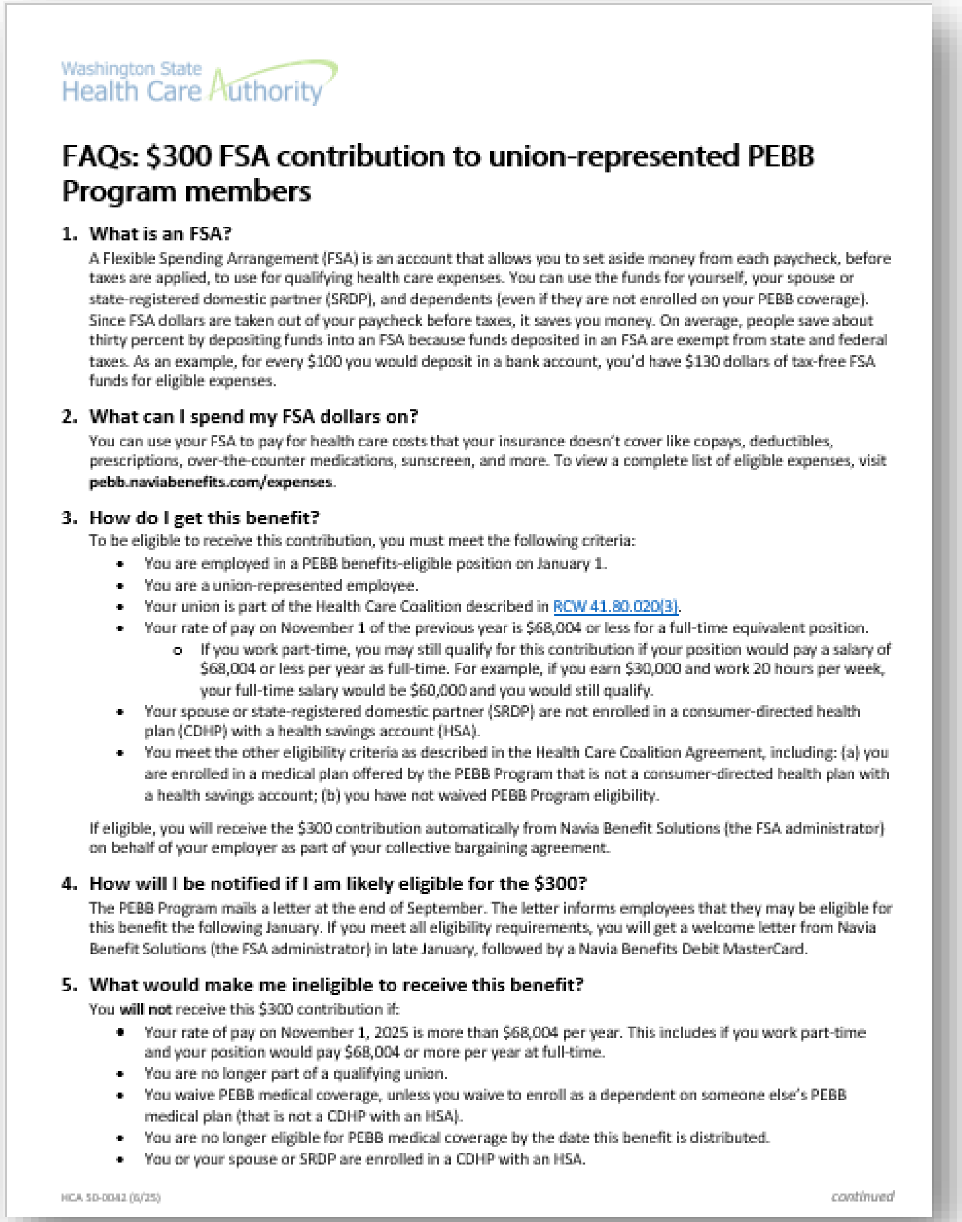
Learn More

Benefits Administrators:

- FAQs posted on the
  Benefits Administrator website
  - FSA/DCAP page

Employees:

- Article in the October
  For Your Benefit newsletter



Washington State Health Care Authority

FAQs: $300 FSA contribution to union-represented PEBB Program members

1. **What is an FSA?**
   A Flexible Spending Arrangement (FSA) is an account that allows you to set aside money from each paycheck, before taxes are applied, to use for qualifying health care expenses. You can use the funds for yourself, your spouse or state-registered domestic partner (SRDP), and dependents (even if they are not enrolled on your PEBB coverage). Since FSA dollars are taken out of your paycheck before taxes, it saves you money. On average, people save about thirty percent by depositing funds into an FSA because funds deposited in an FSA are exempt from state and federal taxes. As an example, for every $100 you would deposit in a bank account, you'd have $130 dollars of tax-free FSA funds for eligible expenses.

2. **What can I spend my FSA dollars on?**
   You can use your FSA to pay for health care costs that your insurance doesn't cover like copays, deductibles, prescriptions, over-the-counter medications, sunscreen, and more. To view a complete list of eligible expenses, visit **pebb.naviabenefits.com/expenses**.

3. **How do I get this benefit?**
   To be eligible to receive this contribution, you must meet the following criteria:
   - You are employed in a PEBB benefits-eligible position on January 1.
   - You are a union-represented employee.
   - Your union is part of the Health Care Coalition described in RCW 41.80.020(3).
   - Your rate of pay on November 1 of the previous year is $68,004 or less for a full-time equivalent position.
     - If you work part-time, you may still qualify for this contribution if your position would pay a salary of $68,004 or less per year as full-time. For example, if you earn $30,000 and work 20 hours per week, your full-time salary would be $60,000 and you would still qualify.
   - Your spouse or state-registered domestic partner (SRDP) are not enrolled in a consumer-directed health plan (CDHP) with a health savings account (HSA).
   - You meet the other eligibility criteria as described in the Health Care Coalition Agreement, including: (a) you are enrolled in a medical plan offered by the PEBB Program that is not a consumer-directed health plan with a health savings account; (b) you have not waived PEBB Program eligibility.

   If eligible, you will receive the $300 contribution automatically from Navia Benefit Solutions (the FSA administrator) on behalf of your employer as part of your collective bargaining agreement.

4. **How will I be notified if I am likely eligible for the $300?**
   The PEBB Program mails a letter at the end of September. The letter informs employees that they may be eligible for this benefit the following January. If you meet all eligibility requirements, you will get a welcome letter from Navia Benefit Solutions (the FSA administrator) in late January, followed by a Navia Benefits Debit MasterCard.

5. **What would make me ineligible to receive this benefit?**
   You **will not** receive this $300 contribution if:
   - Your rate of pay on November 1, 2025 is more than $68,004 per year. This includes if you work part-time and your position would pay $68,004 or more per year at full-time.
   - You are no longer part of a qualifying union.
   - You waive PEBB medical coverage, unless you waive to enroll as a dependent on someone else's PEBB medical plan (that is not a CDHP with an HSA).
   - You are no longer eligible for PEBB medical coverage by the date this benefit is distributed.
   - You or your spouse or SRDP are enrolled in a CDHP with an HSA.

HCA 50-0042 (6/25)

continued

hca.wa.gov/assets/perspay/50-0042-pebb-cba-faq.pdf

Washington State Health Care Authority

DCAP Contribution Limits

Increasing

Filing Status	**Current (2025)** Annual Contribution Maximum	**2026** Annual Contribution Maximum	Must incur **2025 services by December 31, 2025**
Single person	$5,000	**$7,500**	Must submit 2025 claims by **March 31, 2026**
Married couple filing jointly	$5,000	**$7,500**	
Married couple filing separately	$2,500	**$3,750**	Unused DCAP funds forfeited **after March 31, 2026**

How Employees Make FSA/DCAP Changes During OE

October 27 – November 24, 2025:

Enroll in **FSA**

OR

Enroll in **Limited Purpose FSA**

and / or

Enroll in **DCAP**

Complete enrollment via:

- *Navia's* online portal
  - Link within *Benefits 24/7*
    - "Supplemental coverage" tile
- PEBB FSA/DCAP open enrollment form

Must enroll each plan year - enrollment does not automatically continue year-to-year

pebb.naviabenefits.com/enrollment/

Washington State Health Care Authority

Enrollment in FSA & CDHP w/HSA

Employees **cannot**:

- Enroll in **both** an FSA and a Consumer-Directed Health Plan with a Health Savings Account (CDHP w/HSA)
- If they do, then during open enrollment:
  - Dis-enrolled from the FSA
  - Remain enrolled in the CDHP w/HSA
    - Can enroll in a Limited Purpose FSA (not automatic)
      - **Deadline December 29, 2025**

Washington State Health Care Authority

FSA/DCAP Enrollment Reports

Enrollments made during the 2025 open enrollment period:

- Reports will be made available sometime in December
- Placed on *Benefits 24/7* BA Dashboard under “Data Depot” tile
  - BAs will receive GovDelivery message when available

Submit enrollment forms to *Navia*
at least weekly
during OE

Find All Benefit Changes

PEBB Employee OE website

- *Changes to PEBB employee benefits for 2026*

  hca.wa.gov/about-hca/news/announcements/changes-pebb-benefits-2026

- *For Your Benefit* newsletter
  - October version

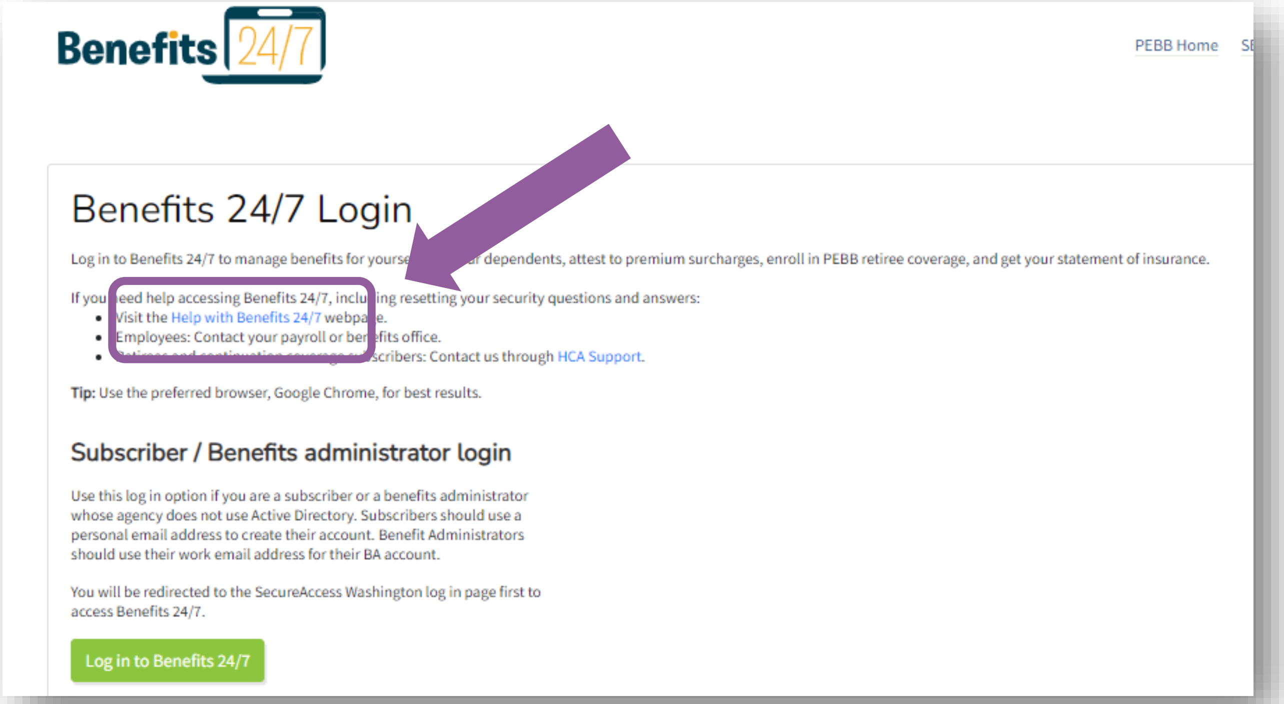
  hca.wa.gov/employee-retiree-benefits/newsletters-pebb

OE Changes via *Benefits 24/7*

Help with Logging into *Benefits 24/7*

Resources for helping employees log in:

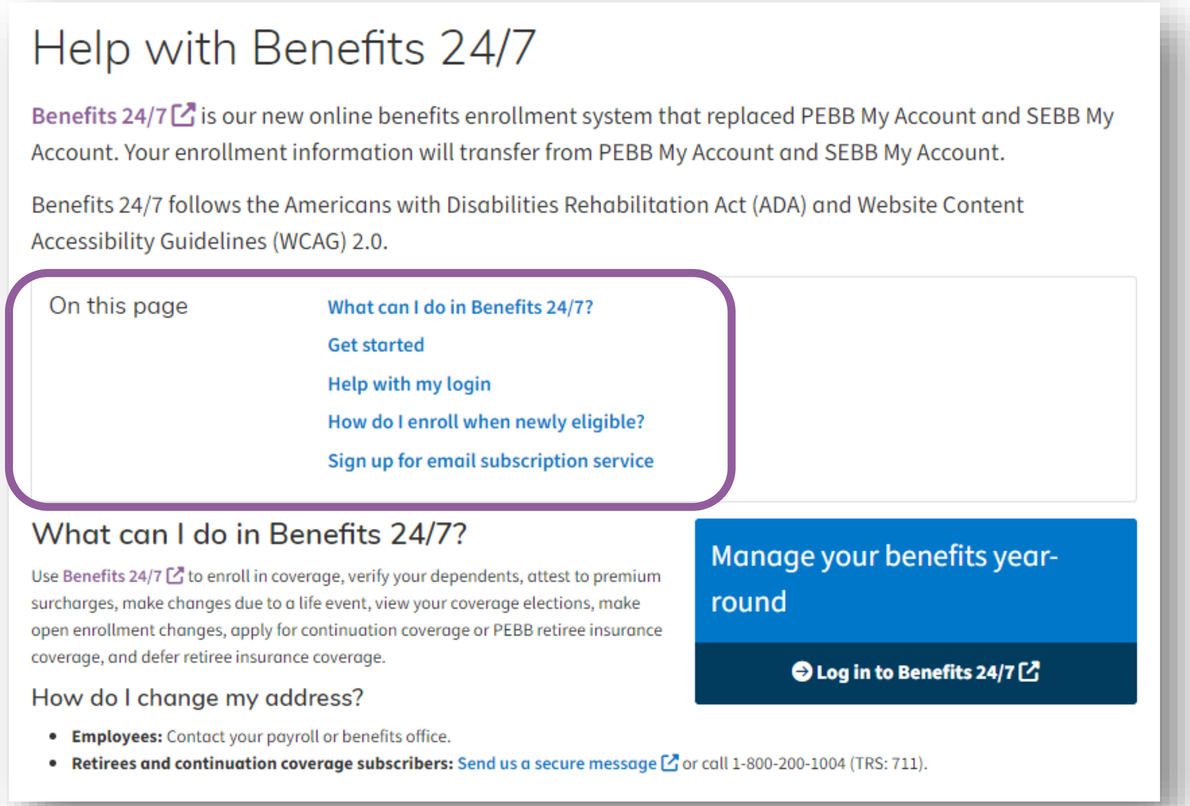
- From *Benefits 24/7* login page
  - "Help with *Benefits 24/7*"



benefits247.hca.wa.gov/auth

Help with Logging into *Benefits 24/7 (cont'd)*

- 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.

Manage your benefits year-round

Log in to Benefits 24/7

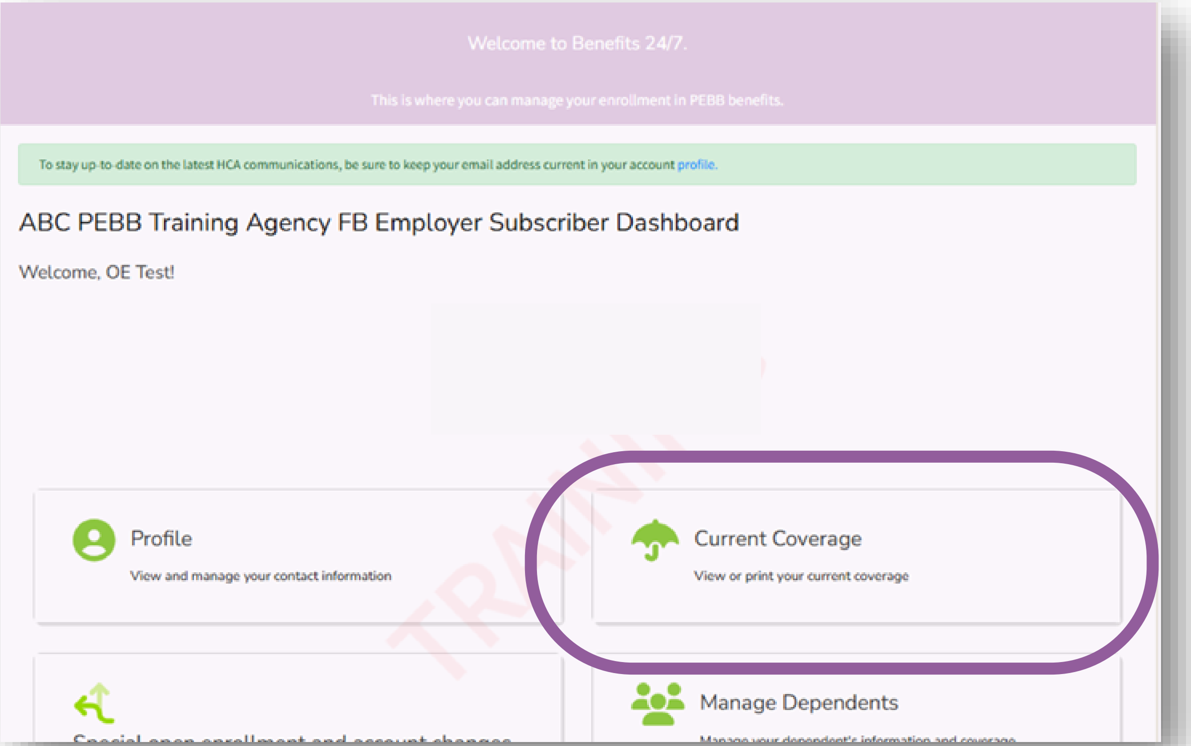
How do I change my address?

- **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).

hca.wa.gov/employee-retiree-benefits/help-benefits-24/7

Washington State Health Care Authority

Helping Employees Find Their Current Enrollments



Washington State Health Care Authority

Helping Employees Find Their Current Enrollments

This page displays coverage effective as of today.

Use this page to perform the following actions:

- Review current 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

Washington State Health Care Authority

Helping Employees Find Their Current Enrollments

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: 10/06/2025

Employer: ABC PEBB Training Agency FB Employer

OE Test
123 M St
Shelton, WA 98584

Coverage elections information

Member name	Vision coverage Effective date	Medical coverage Effective date	Dental coverage Effective date
Test, OE	08/01/2025	08/01/2025	08/01/2025
Test, Child	08/01/2025	08/01/2025	08/01/2025

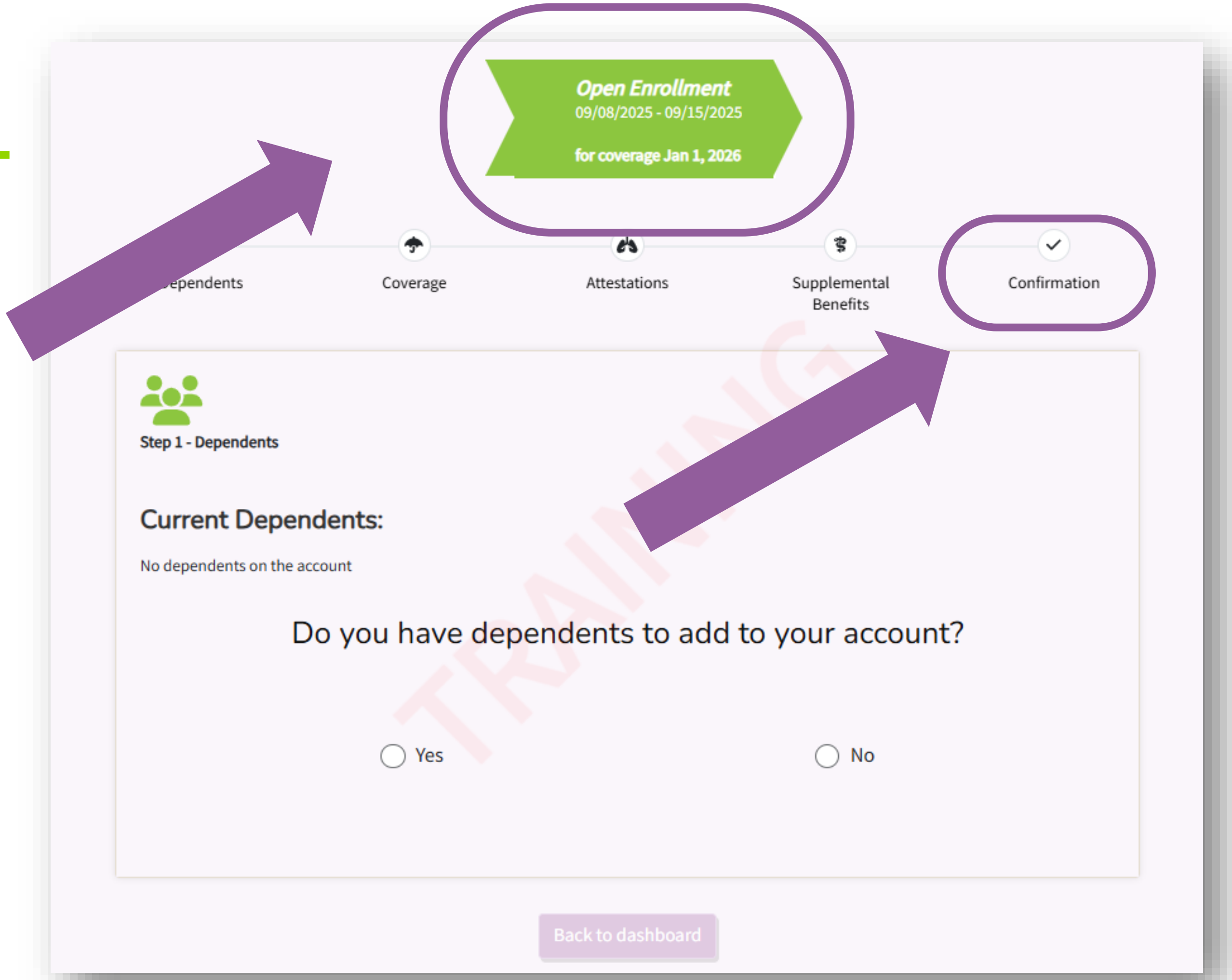
HCA-sponsored coverage

Medical coverage provided by:	UMP Classic		
		Medical premium:	Contact your personnel, payroll, or benefits office
		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:	Contact your personnel, payroll, or benefits office
Vision coverage provided by:	MetLife Vision, underwritten by Metropolitan Life Insurance Company (MetLife)		
		Vision premium:	Contact your personnel, payroll, or benefits office
		Total monthly premium:	Contact your personnel, payroll, or benefits office

Employee OE Changes

Statement of Insurance **will not reflect OE changes:**

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



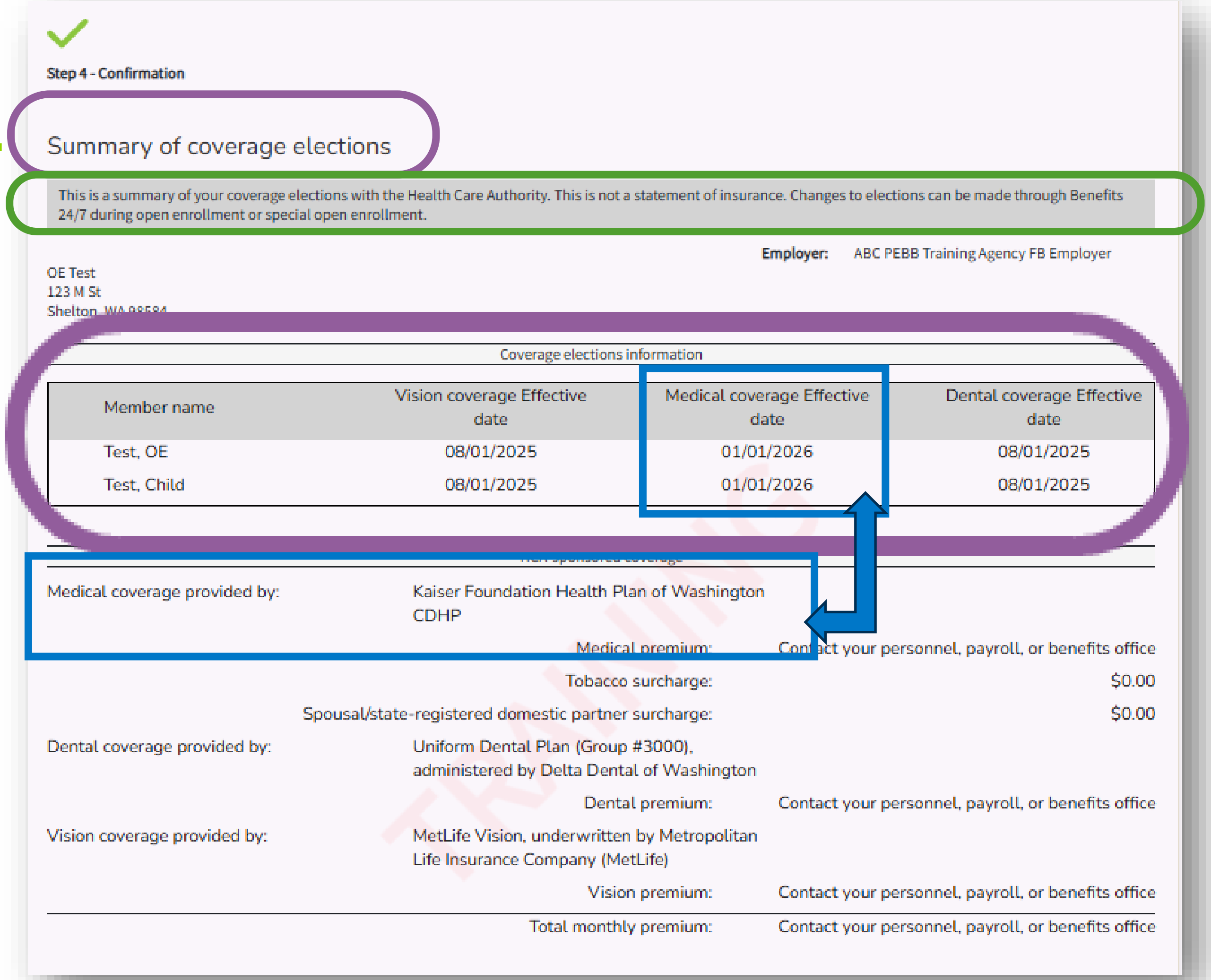
Washington State Health Care Authority

Summary of Coverage Elections During OE

- Elections made during open enrollment window
  - Coverage effective January 1, 2026

OE Wizard available to:

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



Step 4 - 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 FB Employer

OE Test
123 M St
Shelton, WA 98584

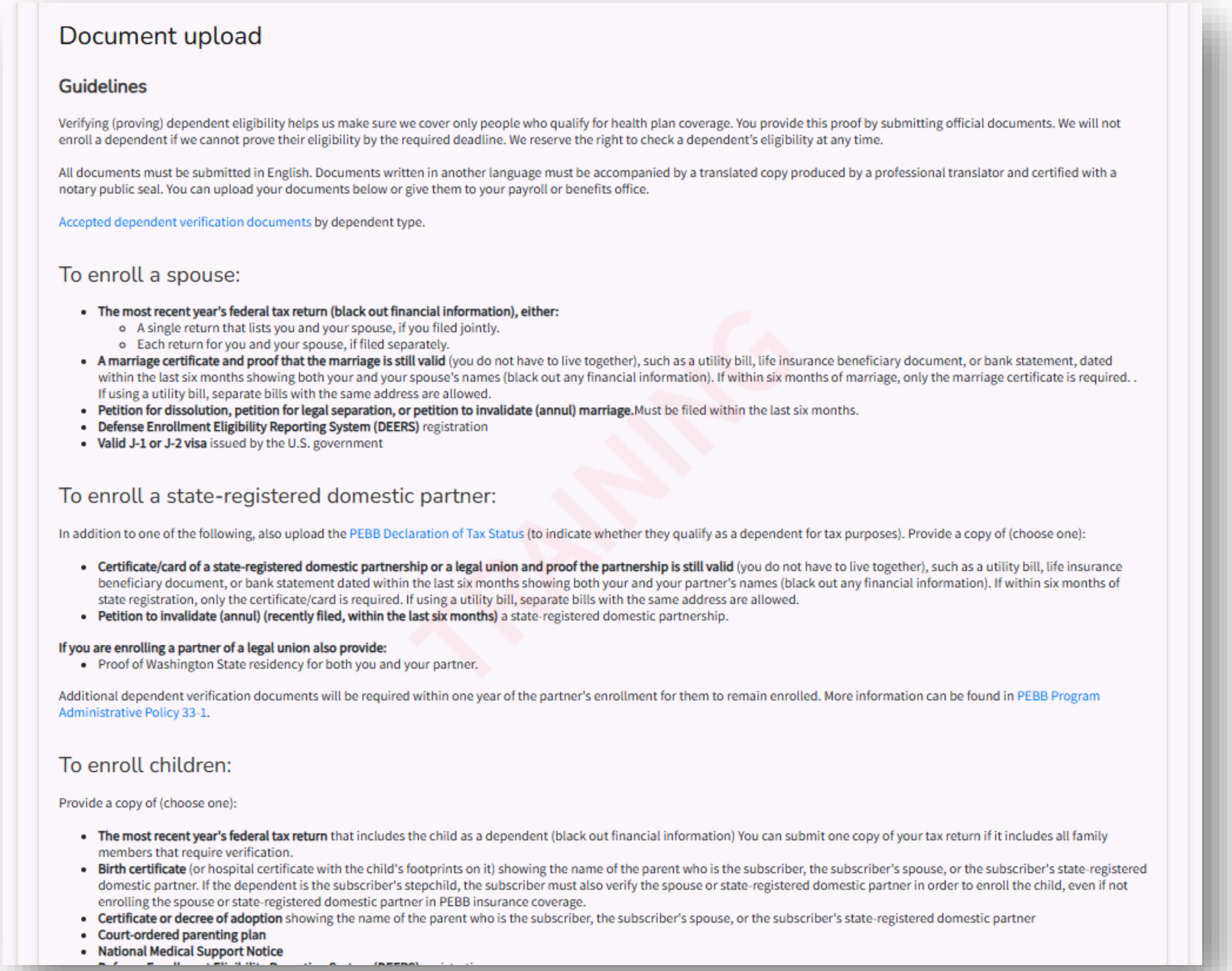
Coverage elections information

Member name	Vision coverage Effective date	Medical coverage Effective date	Dental coverage Effective date
Test, OE	08/01/2025	01/01/2026	08/01/2025
Test, Child	08/01/2025	01/01/2026	08/01/2025

Medical coverage provided by:	Kaiser Foundation Health Plan of Washington CDHP	
	Medical premium:	Contact your personnel, payroll, or benefits office
	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:	Contact your personnel, payroll, or benefits office
Vision coverage provided by:	MetLife Vision, underwritten by Metropolitan Life Insurance Company (MetLife)	
	Vision premium:	Contact your personnel, payroll, or benefits office
	Total monthly premium:	Contact your personnel, payroll, or benefits office

B24/7 Document Upload Screen During OE

Will not come up in OE wizard if employee not adding dependent(s)



Document upload

Guidelines

Verifying (proving) dependent eligibility helps us make sure we cover only people who qualify for health plan coverage. You provide this proof by submitting official documents. We will not enroll a dependent if we cannot prove their eligibility by the required deadline. We reserve the right to check a dependent's eligibility at any time.

All documents must be submitted in English. Documents written in another language must be accompanied by a translated copy produced by a professional translator and certified with a notary public seal. You can upload your documents below or give them to your payroll or benefits office.

Accepted dependent verification documents by dependent type.

To enroll a spouse:

- **The most recent year's federal tax return (black out financial information), either:**
  - A single return that lists you and your spouse, if you filed jointly.
  - Each return for you and your spouse, if filed separately.
- **A marriage certificate and proof that the marriage is still valid** (you do not have to live together), such as a utility bill, life insurance beneficiary document, or bank statement, dated within the last six months showing both your and your spouse's names (black out any financial information). If within six months of marriage, only the marriage certificate is required. . If using a utility bill, separate bills with the same address are allowed.
- **Petition for dissolution, petition for legal separation, or petition to invalidate (annul) marriage.** Must be filed within the last six months.
- **Defense Enrollment Eligibility Reporting System (DEERS)** registration
- **Valid J-1 or J-2 visa** issued by the U.S. government

To enroll a state-registered domestic partner:

In addition to one of the following, also upload the PEBB Declaration of Tax Status (to indicate whether they qualify as a dependent for tax purposes). Provide a copy of (choose one):

- **Certificate/card of a state-registered domestic partnership or a legal union and proof the partnership is still valid** (you do not have to live together), such as a utility bill, life insurance beneficiary document, or bank statement dated within the last six months showing both your and your partner's names (black out any financial information). If within six months of state registration, only the certificate/card is required. If using a utility bill, separate bills with the same address are allowed.
- **Petition to invalidate (annul) (recently filed, within the last six months)** a state-registered domestic partnership.

If you are enrolling a partner of a legal union also provide:

- Proof of Washington State residency for both you and your partner.

Additional dependent verification documents will be required within one year of the partner's enrollment for them to remain enrolled. More information can be found in PEBB Program Administrative Policy 33-1.

To enroll children:

Provide a copy of (choose one):

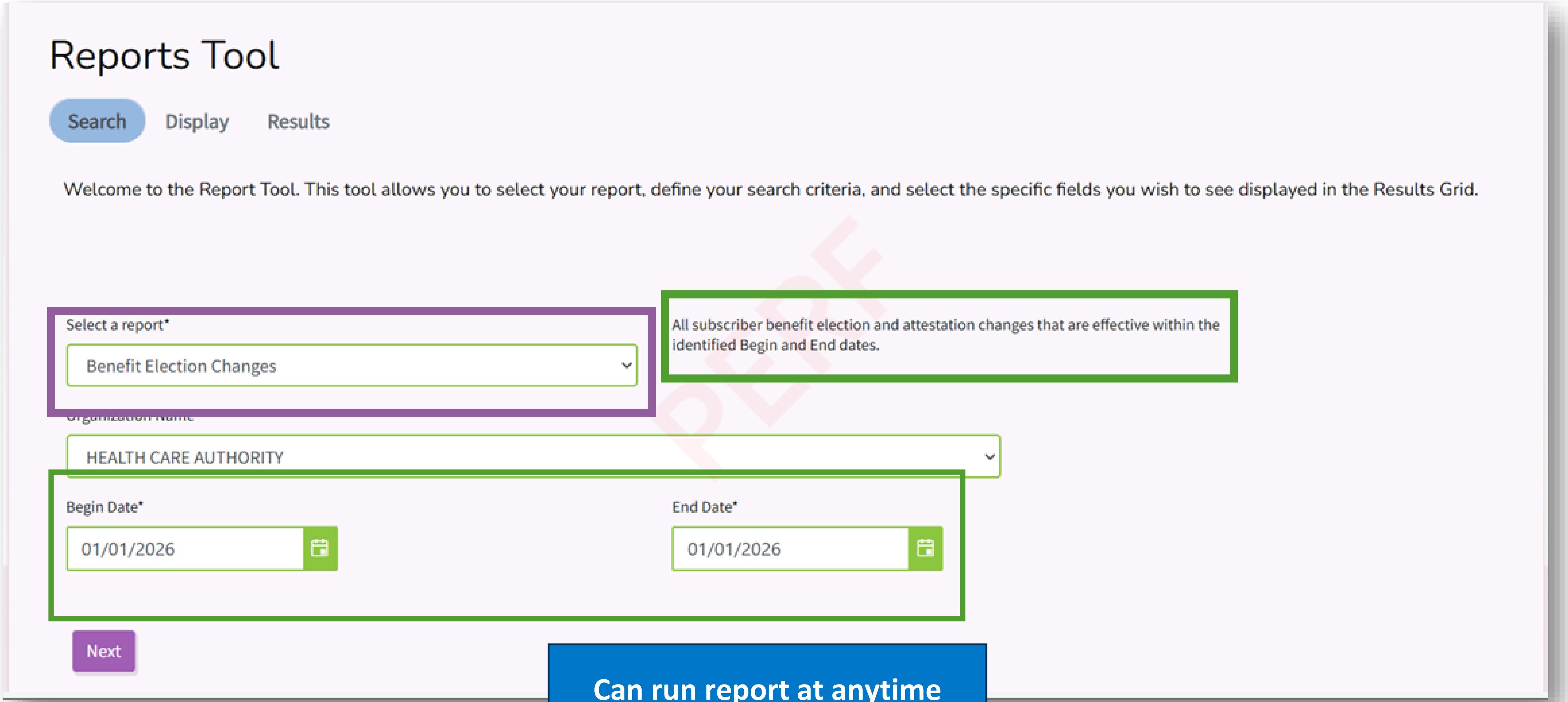
- **The most recent year's federal tax return** that includes the child as a dependent (black out financial information) You can submit one copy of your tax return if it includes all family members that require verification.
- **Birth certificate** (or hospital certificate with the child's footprints on it) showing the name of the parent who is the subscriber, the subscriber's spouse, or the subscriber's state-registered domestic partner. If the dependent is the subscriber's stepchild, the subscriber must also verify the spouse or state-registered domestic partner in order to enroll the child, even if not enrolling the spouse or state-registered domestic partner in PEBB insurance coverage.
- **Certificate or decree of adoption** showing the name of the parent who is the subscriber, the subscriber's spouse, or the subscriber's state-registered domestic partner
- **Court-ordered parenting plan**
- **National Medical Support Notice**

Washington State Health Care Authority

Benefits 24/7 - Open Enrollment Reports

Enrollments/changes made in *Benefits 24/7* during the 2025 open enrollment period:

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

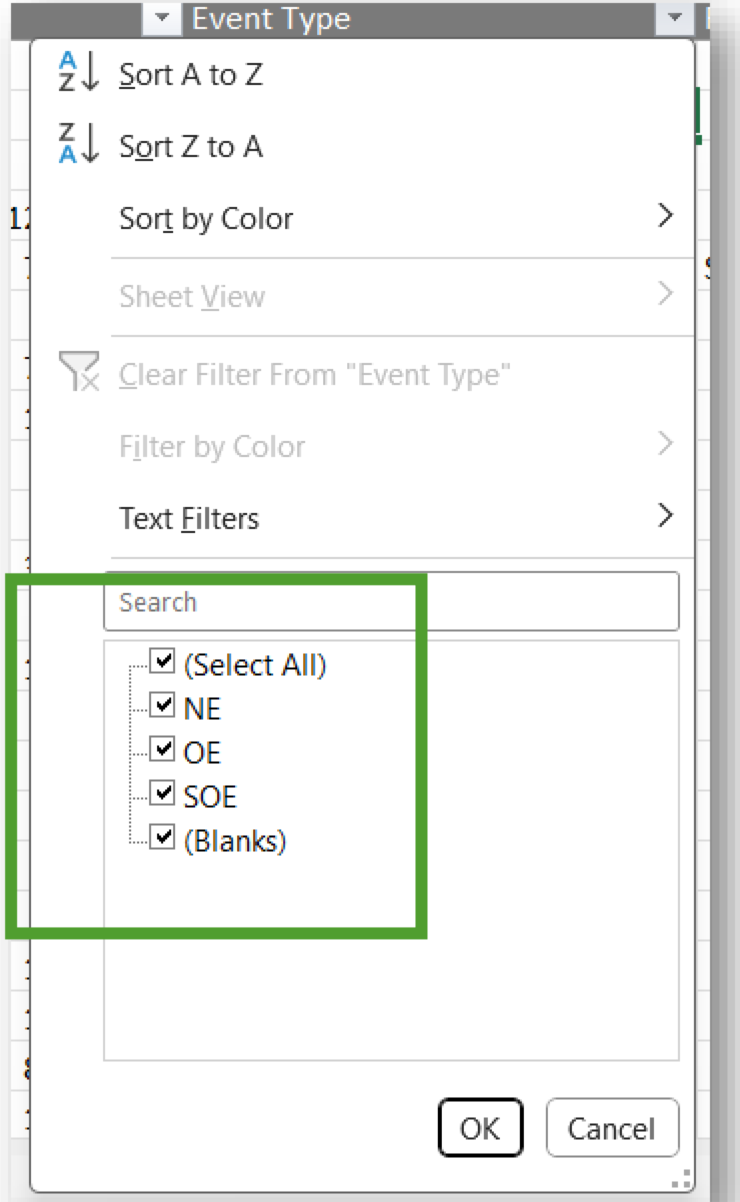


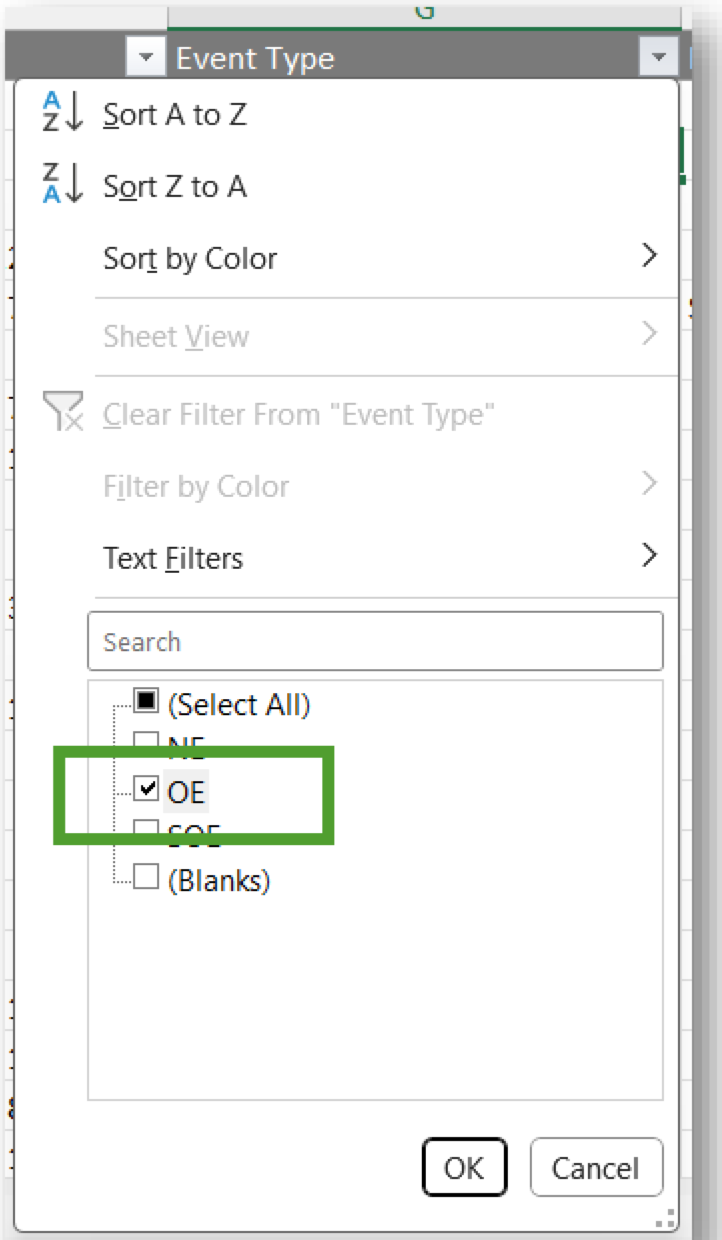
Can run report at anytime

during & after OE

Download to Excel

	A	B	C	D	E	F	G
1	Organization Name	HCA Agency Number	Subscriber SSN	Subscriber First Name	Subscriber Last Name	Eligibility Date	Event Type
2	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Mabel	Healer	5/1/2017	NE
3	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Amy	Petrie	3/1/2014	OE
4	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Glen	Still	1/1/2012	OE
5	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Doris	Mask	12/16/2021	OE
6	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Wayne	Winnie	7/29/2019	OE
7	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Britt	Reller	2/1/2021	OE
8	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Yolo	Appollo	7/16/2019	OE
9	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Milly	Flime	11/2/2020	OE
10	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Kelsy	Dingle	1/1/2012	SOE
11	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Lynn	Leave	8/1/2019	OE
12	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Karen	Karoake	3/16/2021	OE
13	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Remy	Horn	1/1/2022	OE
14	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Lily	Ham	12/1/2016	OE
15	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Ellen	Soybean	8/1/2023	OE
16	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Felisha	Ball	1/1/2012	NE
17	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Jane	Mozarella	7/1/2020	NE
18	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Perry	Dingy	8/1/2024	NE
19	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Joe	Ginger	4/1/2021	OE
20	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Jonah	Myohmy	10/1/2011	OE
21	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Jerry	Xstend	10/1/2021	OE
22	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Kenny	Omgosh	8/16/2021	OE
23	HEALTH CARE AUTHORITY	107	xxx-xx-xxxx	Yolanda	Chill	11/1/2023	OE


Event Type
Sort A to Z
Sort Z to A
Sort by Color
Sheet View
Clear Filter From "Event Type"
Filter by Color
Text Filters
Search
(Select All)
NE
OE
SOE
(Blanks)
OK
Cancel


Event Type
Sort A to Z
Sort Z to A
Sort by Color
Sheet View
Clear Filter From "Event Type"
Filter by Color
Text Filters
Search
(Select All)
OE
(Blanks)
OK
Cancel

OE Changes Using Paper Forms

For changes to:

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

Employee must submit to BA – BA keys into *Benefits 24/7* for them:

- *2026 PEBB Employee Enrollment/Change Form*
  - No earlier than October 27, and **no later than 11:59 pm, November 24**
  - Must submit dependent verification documents if adding dependent(s)

Important Reminders about Making Changes in *Benefits 24/7*

Obtain and keep signed paper enrollment/change form from employee

- Do not make changes in *Benefits 24/7* based on verbal conversations
    - If BA keys changes incorrectly, could create liability for the employer

Be sure employee is logged into *Benefits 24/7* subscriber account for self-enrollment

- Do not use BA admin account when assisting employees
- Audit trail shows employee made the change without a form, not BA

Reattestation Reminders

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

Spousal/SRDP Surcharge Reattesation

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, 2025
    - Informs employee they will be charged the premium surcharge for 2026
    - Surcharge remains in effect for 2026 unless:
        - The employee's spouse/SRDP has change in **employer-based group medical insurance**

Washington State Health Care Authority

How to Attest?

Employees must attest (if applicable):

Not attesting between October 27 – December 31 will result in:

- The employee **defaulting to incur the $50 monthly surcharge**
  - Effective January 1, 2026
    (in addition to their monthly PEBB medical premium)

Benefits 24/7*
using OE wizard
October 27 – November 24

Paper Form
October 27 – December 31

*Does not apply to UW or WSU employees

Washington State Health Care Authority

Keying Reattestation After OE

After November 24, 2025:

- Employee must complete reattestion using
  2026 PEBB Employee Enrollment/Change Form
- BA keys reattestation into *Benefits 24/7* via OE Wizard
  - BAs have access to OE wizard through end of February (lower limit period)

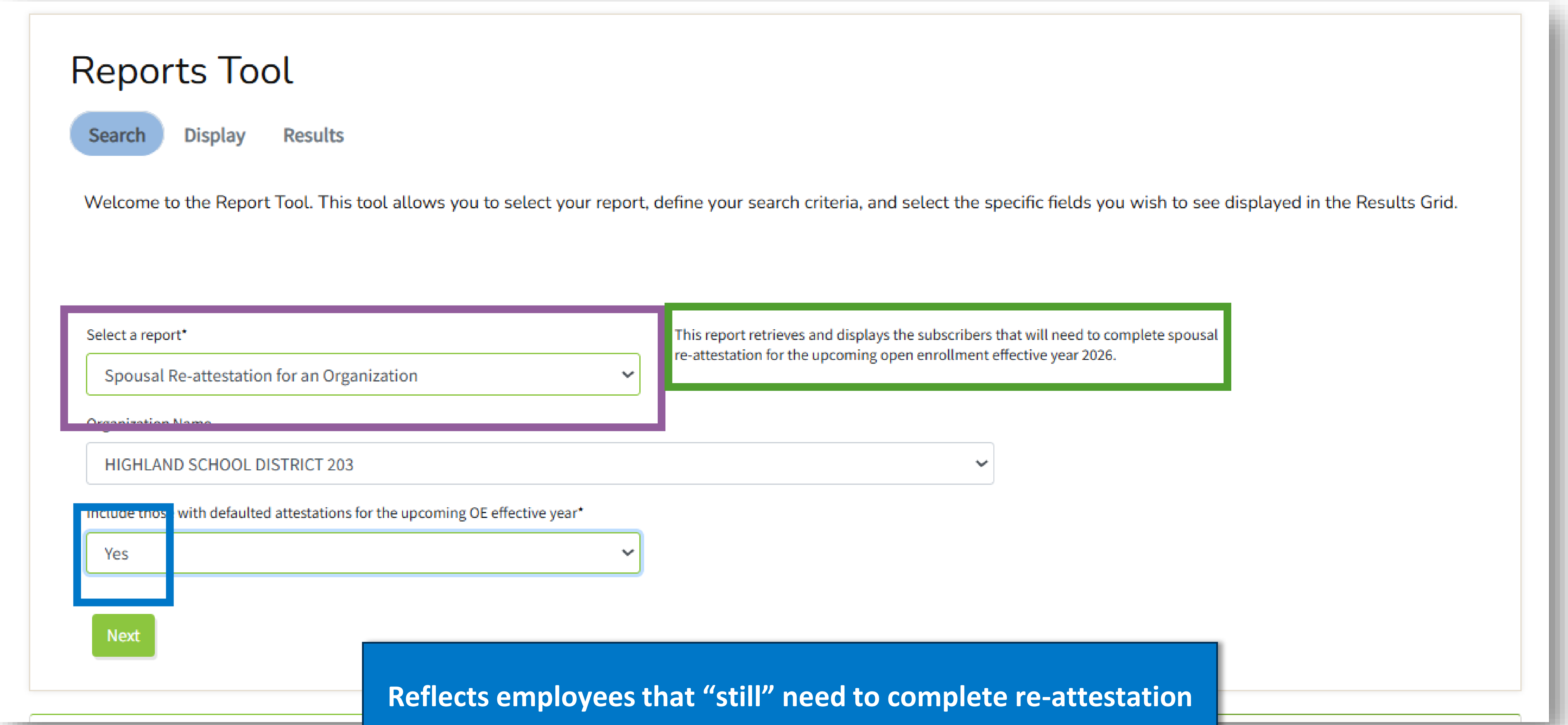
Washington State Health Care Authority

Spousal Reattestation Report for BAs

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

Washington State Health Care Authority



Reflects employees that "still" need to complete re-attestation

Washington State Health Care Authority

Other Reminders

CDHP w/HSA Reminders

Employees changing medical plan 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 2026
  - Even if the spouse/SRDP is not enrolled in the employee's PEBB medical

*Access link to *HealthEquity* via *Benefits 24/7* under "Supplemental coverage" tile

CDHP w/HSA Reminders (cont'd)

Employees age 65+ or turning 65 in 2026

- 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 24, 2025** 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

Washington State Health Care Authority

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, 2026**
  - Child born October 10, 2025
  - **This is an SOE event**, with effective date October 10, 2025
  - **Effective date** is the date of birth

Washington State Health Care Authority

Ensure Employee Addresses Up-to-Date

PEBB uses to communicate with employees

- OE Newsletters
- Updates/changes to plans/benefits
- Spousal attestation notices
- Letters confirming changes made during OE

State agencies

- Update through HRMS

HE institutions

- CTC users update your system
- Non-CTC users, update your system and *Benefits 24/7*

Resources

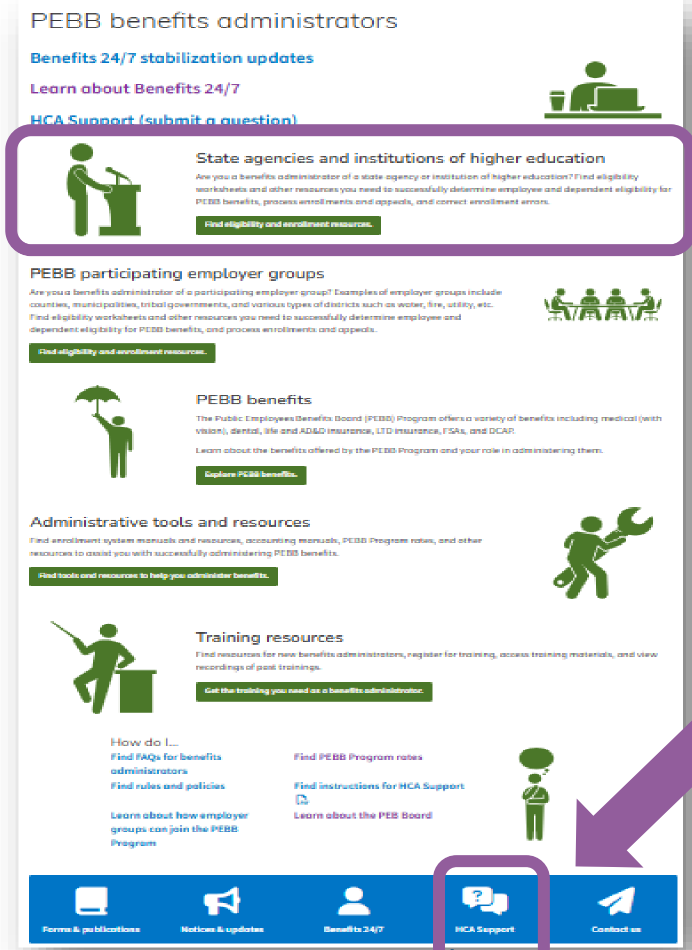
Benefits Administrator (BA) Resources

PEBB Outreach & Training

- 800.700.1555

PEBB BA Website

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



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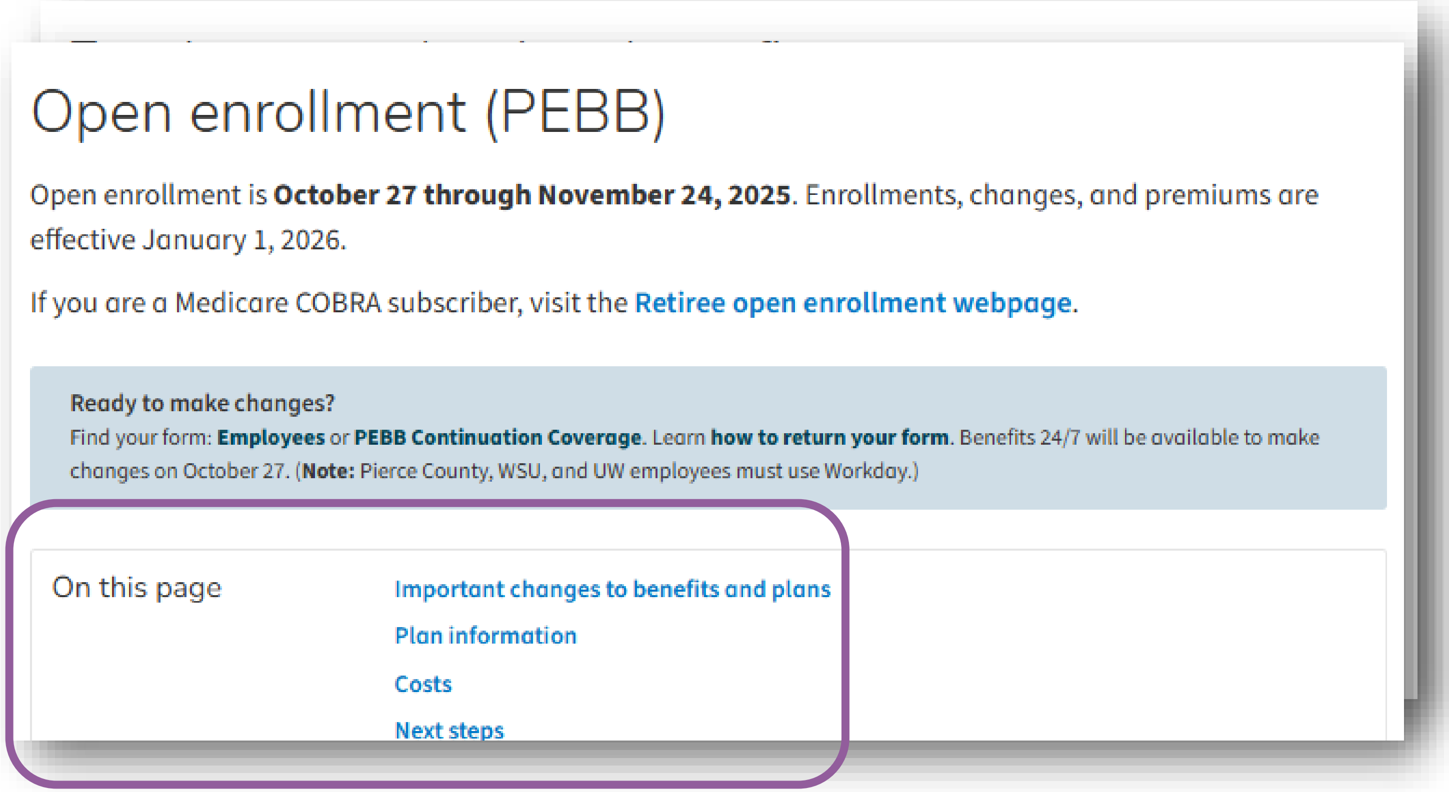
Employee Resources

Benefits Administrator

PEBB Employee Website

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



Washington State Health Care Authority

When Employees Should Contact the Plans Directly

Benefit questions

Specific prescription coverage

Network providers
medical, dental & vision

ID cards and claims processing

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

When Employees Should Contact You (BA)

For help with:

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

Employee & BA Resources

PEBB Employee Website

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

- Individual plan websites

Benefits 24/7 – link to

(under "Supplemental coverage" tile)

Navia Benefit Solutions *(FSA/DCAP)*

pebb.naviabenefits.com/

- 1.800.669.3539

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

HealthEquity *(HSA)*

healthequity.com/pebb

- 1.844.351.6853 for UMP members
- 1.877.873.8823 for all other members

MetLife

mybenefits.metlife.com/wapebb

- 1.866.548.7139

SmartHealth Wellness Program

hca.wa.gov/pebb-smarthealth

- 1.800.947.9541

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

HCA Support & Phones

Open enrollment and the months following are a busy time

We ask for 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!

Washington State Health Care Authority

Questions

Washington State Health Care Authority

Thank you