



Legislative Update

School Employees' Benefits Board Program

Senate Ways & Means Committee
January 23, 2019

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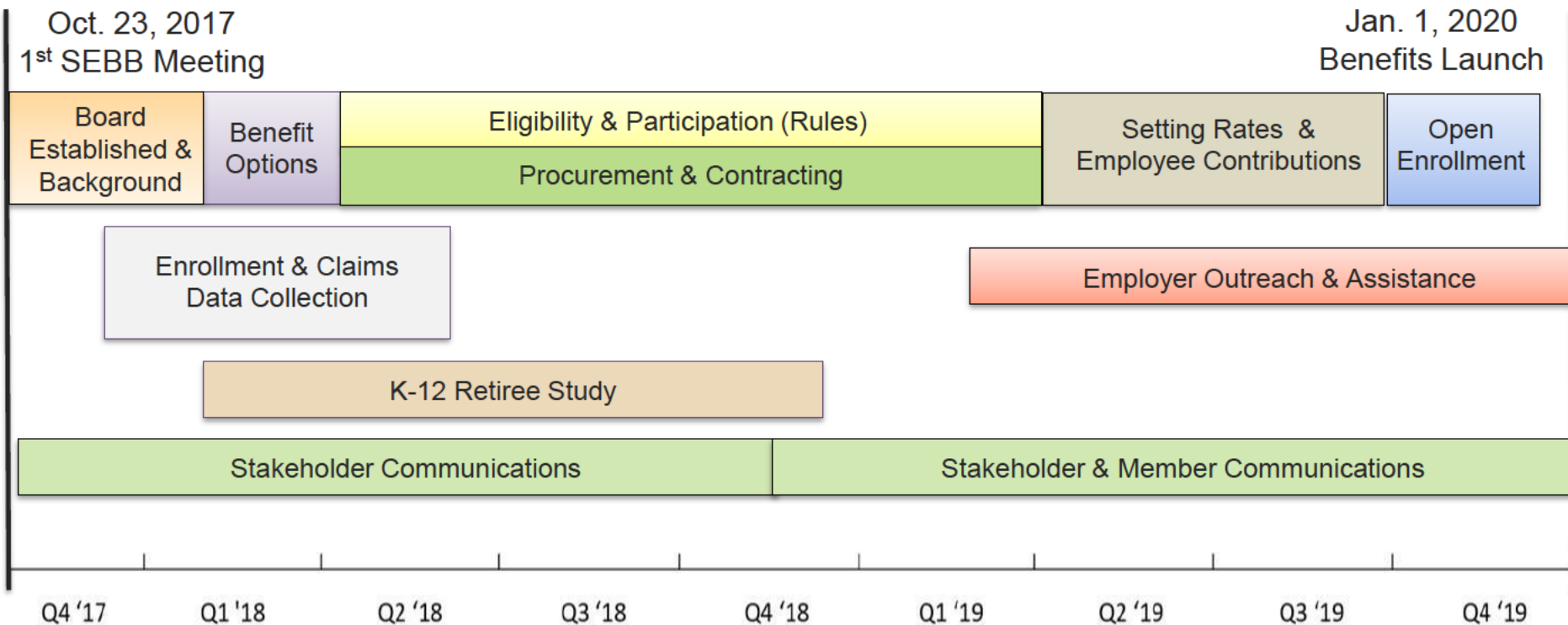
Background

- Under legislation in 2017 (EHB 2242) and in 2018 (ESSB 6241), school employee health care benefits were consolidated under the SEBB Program
 - Starting January 1, 2020, all districts and charter schools must provide eligible employees with health care and other insurance benefits through the SEBB Program
 - All school employees (certificated and classified) anticipated to work 630 hours in a school year and their dependents are eligible
 - Employee premiums for full family medical coverage cannot be more than 3 times the premium for individual coverage for the same plan

Who can be covered by SEBB Program benefits?

- Estimated 200,000-300,000 school employees and dependents in a single community-rated risk pool
 - Certificated and classified employees working at least 630 hours per year
 - Legal spouses and state-registered domestic partners
 - Children up to age 26
 - Children of any age with disabilities
- Retired and disabled school employees remain in PEBB Program, unless changed by the Legislature
 - HCA recently delivered a legislative report on retired and disabled school employees risk pooling options

SEBB Program Launch Key Activities



Major Accomplishments in 2018

- 11 School Employees Benefits Board meetings with action on 53 policy resolutions
 - Board adopted core eligibility and enrollment policies with rule-making activity ongoing
 - Board established preliminary benefit design for medical, dental, vision, life, and disability insurance benefits
- Benefit procurements completed; contract negotiations underway
 - Procurements performed for medical, vision, and disability benefits
 - Contract negotiations in process on two dozen contracts or contract amendments
- Passage of ESSB 6241 (agency request legislation)
- HCA continuously engaging with key stakeholders
 - Hundreds of comments reviewed during Board policy development process

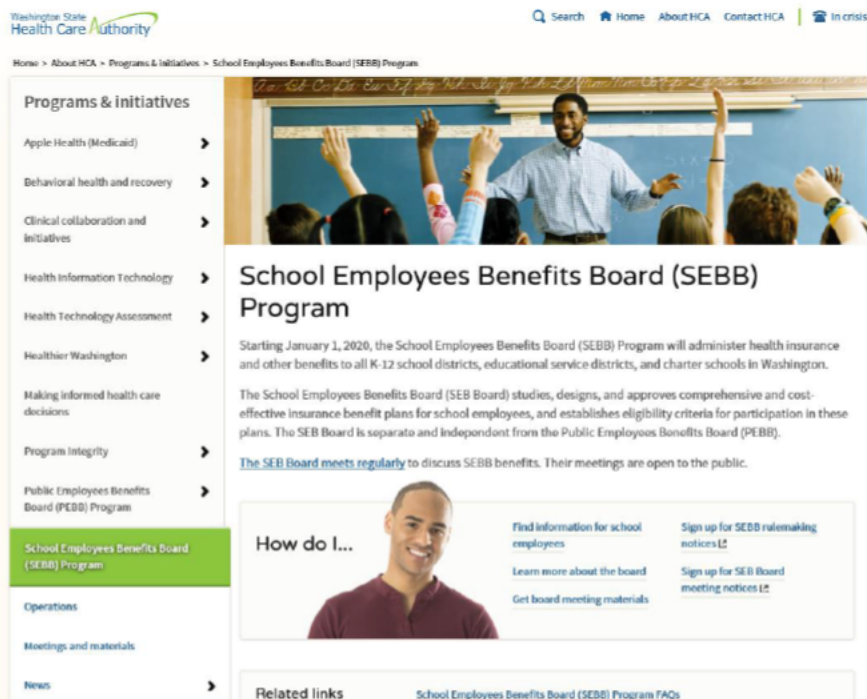
Major Accomplishments in 2018 (cont'd)

- Preliminary eligibility and enrollment modeling completed
- Collective bargaining tentative agreement reached
- HCA started building online enrollment system

The screenshot shows the 'School Employees Benefits Board - Login' page. At the top, there is a header with the Washington State Health Care Authority logo and navigation links: 'SEBB Home', 'About HCA', and 'Contact SEBB'. The main content area is titled 'School Employees Benefits Board - Login' and includes a brief description: 'Log into My Account to view your coverage and premium surcharge information, get your statement of insurance, and make open enrollment changes. To learn more about working with My Account, visit our [Help with My Account](#) webpage.' Below this, there are two main sections: 'Returning member login' and 'New to My Account? Register Now'. The 'Returning member login' section features a green 'Log into My Account' button, links for 'Forgot Email?' and 'Forgot Password?', and an 'Admin User? Log in here' button. The 'New to My Account? Register Now' section is a link. To the right of the login section, there are two lists of actions. The first list, 'Actions you can take using My Account year-round', includes: 'View your coverage information (employees and members)', 'View your basic employer-paid life and AD&D insurance information (employees only)', 'View your long-term disability insurance information (employees only)', 'Download your statement of insurance', 'View your premium surcharge attestations (if applicable)', 'Make changes to your tobacco use premium surcharge attestation (if applicable)', and 'Make changes based on life change events'. The second list, 'Actions you can take during open enrollment (October 1- November 15) (some restrictions may apply)', includes: 'Make changes to your coverage', 'Attest to the spouse or state-registered domestic partner coverage premium surcharge', 'Remove medical and/or dental for dependents', 'Waive coverage for yourself (employees only)', and 'Add or remove dependents'. At the bottom of the page, there is a footer with links: 'Contact HCA', 'Accessibility', 'Language Access', 'Non-discrimination', and 'Privacy practices'. Below these links, it says 'Copyright ©2018 Washington Health Care Authority' and 'SEBB MyAccount v.1.0.190331.1'.

Major Accomplishments in 2018 (cont'd)

- Website Development and Initial Member Communications
www.hca.wa.gov/sebb



Upcoming 2019 Milestones

- Medical plan rate development refinement to further inform legislative budget process
- Final execution of contracts with all carriers
- Complete IT build and perform testing of required integrations (e.g., payroll) with school district partners and carriers
- After the budget is enacted, Board refinement of benefit designs and setting employee premiums
- Initial open enrollment October 1-November 15, 2019
- Benefits launch January 1, 2020

Questions?

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HCA risk pool analysis legislative report:

<https://www.hca.wa.gov/assets/program/ehb-2242-retired-disabled-school-employees-risk-pool-12-15-18.pdf>