


**Title: Determining if an employer group, educational service districts for non-represented employees, or board of directors for school districts and educational service districts requesting eligibility standards different from Public Employees Benefits Board (PEBB) Program rules shall be approved**

**PEBB Program Administrative Policy 90-3**

<b>Contact:</b>	Policy and Rules Coordinator, ERB Division	<b>Effective:</b>	January 1, 2021
		<b>Rescinded:</b>	
<b>Associated RCW:</b>	41.05.065(4)	<b>Supersedes:</b>	
<b>Associated PEB Board Policy Resolutions:</b>			
<b>Associated WAC:</b>	182-08-245 (1)(c)		
<b>Assoc. fed law/reg:</b>		<b>Owner:</b>	Policy, Rules, & Compliance Manager, ERB Division
<b>Associated Procedures:</b>			
<b>Associated Forms &amp; Communication</b>		<b>Approved by:</b>	
		<b>Position:</b>	Director of the PEBB Program
		<b>Date approved:</b>	September 17, 2020

**Purpose:**

This policy clarifies the criteria used by the Health Care Authority (HCA) to approve or deny requests by employer groups for eligibility standards that are different eligibility standards than standards used by the Public Employees Benefits Board (PEBB) Program.

**Policy:**

If an employer group, educational service districts for non-represented employee, or board members of school districts and educational service districts wants to administer an eligibility standard that differs from the standard administered by the PEBB Program, the group must submit the request in writing to the HCA and receive approval from HCA before adopting a different standard through a signed contract. The requested deviation from the PEBB Program standard eligibility criteria will be evaluated at a minimum on:

1. Compliance with applicable federal and state law;
2. Compliance with policy resolutions adopted by the PEBB Program;
3. Impact of the proposed deviation on HCA's administration of PEBB benefits;
4. Impact of the proposed deviation on HCA's administration of the cafeteria plan; and
5. Historical consideration of similar requests.