

# **School Employees Benefits Board Meeting**

Updated

**January 26, 2023**

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## School Employees Benefits Board

January 26, 2023

9:00 a.m. – 3:00 p.m.

### Attendance In-person or by Zoom

Health Care Authority  
Sue Crystal A & B  
626 8<sup>th</sup> Avenue SE  
Olympia, Washington

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**TAB 1**

**School Employees Benefits Board**  
**January 26, 2023**  
**9:00 a.m. – 3:00 p.m.**

**This meeting will be hybrid with attendance options either in person or via Zoom. Masks are recommended.**

**TO JOIN ZOOM MEETING – SEE INFORMATION BELOW**

9:00 a.m.*	<b>Welcome and Introductions</b>		Lou McDermott, Chair	
9:05 a.m.	<b>Meeting Overview</b>		Dave Iseminger, Director Employees & Retirees Benefits (ERB) Division	Information
9:10 a.m.	<b>Focus on Health Literacy Panel Discussion</b>	TAB 3	Facilitator: John Partin, Manager ERB Division Benefits Strategy and Design Section  Panel Members: <ul style="list-style-type: none"> <li>• Geoffrey Ankeney, MD Kaiser Permanente – Washington</li> <li>• Nicole Saint Clair, MD, FACOG WA-Regence BlueShield</li> <li>• Josephine Young, MD, MPH, MBA, FAAP, Premera Blue Cross</li> </ul>	Information/ Discussion
10:25 a.m.	<b>Break</b>			
10:35 a.m.	<b>Ending State COVID Emergency Impacts</b>		Cade Walker, Manager Policy, Rules, and Compliance Section ERB Division	Information/ Discussion
10:50 a.m.	<b>SEBB Open Enrollment Summary</b>  <b>Open Enrollment Plan Changes</b>  <b>Benefit Update: Medical Flexible Spending Arrangements &amp; Dependent Care Assistance Program</b>	TAB 4	Alisa Richards, Manager Benefits Accounts Section  Beth Heston, Procurement Manager ERB Division  Marty Thies, Unit Manager Fully Insured Account Unit	Information/ Discussion
11:30 a.m.	<b>PEBB Program Medicare Update</b>	TAB 5	Ellen Wolfhagen, Senior Account Manager, ERB Division	Information/ Discussion
11:50 a.m.	<b><u>Working Lunch</u></b> <b>Benefits 24/7 Application</b>	TAB 6	Chatrina Pitsch, IT Project Director Enterprise Technology Services Division	Information/ Discussion
12:50 p.m.	<b>Pharmacy Network Utilization</b>	TAB 7	Luke Dearden, Clinical Pharmacist Clinical Quality & Care Transformation	Information/ Discussion

1:05 p.m.	<b>2023 Legislative Session and Legislative Reports Update</b>	TAB 8	Cade Walker, Manager Policy, Rules, and Compliance Section ERB Division	Information/ Discussion
1:25 p.m.	<b>Governor's Proposed Budget Update and Collective Bargaining Agreement Preview</b>	TAB 9	Tanya Deuel, ERB Finance Manager Financial Services Division	Information/ Discussion
1:45 p.m.	<b>Procurement and Benefit Planning Cycles</b>	TAB 10	John Partin, Manager Benefit Strategy and Design Section ERB Division	Information/ Discussion
2:00 p.m.	<b>Break</b>			
2:10 p.m.	<b>2023 Board Preview &amp; Proposed By-laws Amendment</b>	TAB 11	Dave Iseminger, Director ERB Division	Information/ Discussion
2:25 p.m.	<b>General Public Comment</b>			
2:55 p.m.	<b>Closing</b>		Lou McDermott, Chair	
3:00 p.m.	<b>Adjourn</b>		Lou McDermott, Chair	

\*All Times Approximate

The School Employees Benefits Board will meet Thursday, January 26, 2023 for its annual Retreat. Attendance for this meeting can be in person or via Zoom. Masks are recommended.

The Board will consider all matters on the agenda plus any items that may normally come before them.

This notice is pursuant to the requirements of the Open Public Meeting Act, Chapter 42.30 RCW.

To provide public comment by email, direct e-mail to: [board@hca.wa.gov](mailto:board@hca.wa.gov).

Materials posted at: <https://www.hca.wa.gov/about-hca/school-employees-benefits-board-sebb-program/meetings-and-materials> by close of business on January 23, 2023.

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[Join Zoom Meeting](#)

Topic: SEB Board Retreat  
Time: Jan 26, 2023 08:30 AM Pacific Time (US and Canada)

Join Zoom Meeting  
<https://us02web.zoom.us/j/84176200754?pwd=bWFHQjFhWIZLNjVXUGhnTXIBODM0dz09>

Meeting ID: 841 7620 0754  
Passcode: 661852  
One tap mobile  
+12532050468,,84176200754#,,,,\*661852# US  
+12532158782,,84176200754#,,,,\*661852# US (Tacoma)

Dial by your location  
+1 253 205 0468 US  
+1 253 215 8782 US (Tacoma)  
+1 669 900 6833 US (San Jose)

+1 719 359 4580 US  
+1 346 248 7799 US (Houston)  
+1 669 444 9171 US  
+1 312 626 6799 US (Chicago)  
+1 360 209 5623 US  
+1 386 347 5053 US  
+1 507 473 4847 US  
+1 564 217 2000 US  
+1 646 931 3860 US  
+1 689 278 1000 US  
+1 929 205 6099 US (New York)  
+1 301 715 8592 US (Washington DC)  
+1 305 224 1968 US  
+1 309 205 3325 US

Meeting ID: 841 7620 0754

Passcode: 661852

Find your local number: <https://us02web.zoom.us/j/84176200754>

## SEB Board Members

Name	Representing
Lou McDermott, Deputy Director Health Care Authority 626 8 <sup>th</sup> Ave SE PO Box 42720 Olympia, WA 98504-2720 V 360-725-0891 <a href="mailto:louis.mcdermott@hca.wa.gov">louis.mcdermott@hca.wa.gov</a>	Chair
Kerry Schaefer 1405 N 10 <sup>th</sup> ST Tacoma, WA 98403 C 253-227-3439 <a href="mailto:SEBBoard@hca.wa.gov">SEBBoard@hca.wa.gov</a>	Employee Health Benefits Policy and Administration
Vacant <a href="mailto:SEBBoard@hca.wa.gov">SEBBoard@hca.wa.gov</a>	Employee Health Benefits Policy and Administration
Dawna Hansen-Murray 9932 Jackson ST Yelm, WA 98597 C 360-790-4961 <a href="mailto:SEBBoard@hca.wa.gov">SEBBoard@hca.wa.gov</a>	Classified Employees
Myra Johnson Park Lodge Elementary 6300 100th ST SW Lakewood, WA 98499 V 253-583-5353 <a href="mailto:SEBBoard@hca.wa.gov">SEBBoard@hca.wa.gov</a>	Certificated Employees

## SEB Board Members

Name	Representing
Pamela Kruse 6440 Lake Saint Clair DR SE Olympia, WA 98513 V 360-790-0995 <a href="mailto:SEBBoard@hca.wa.gov">SEBBoard@hca.wa.gov</a>	Certificated Employees
Terri House Shoreline School District 18560 1 <sup>st</sup> AVE NE Shoreline, WA 98155 V 206-393-3387 <a href="mailto:SEBBoard@hca.wa.gov">SEBBoard@hca.wa.gov</a>	Classified Employees
Amy Griffin Knox 111 Administrative Center 111 Bethel Street NE Olympia, WA 98506 V 360-596-6187 <a href="mailto:SEBBoard@hca.wa.gov">SEBBoard@hca.wa.gov</a>	Employee Health Benefits Policy and Administration (WASBO)
Alison Poulsen 12515 South Hangman Valley RD Valleyford, WA 99036 C 509-499-0482 <a href="mailto:SEBBoard@hca.wa.gov">SEBBoard@hca.wa.gov</a>	Employee Health Benefits Policy and Administration
<b>Legal Counsel</b>	
Katy Hatfield, Assistant Attorney General 7141 Cleanwater Dr SW PO Box 40124 Olympia, WA 98504-0124 V 360-586-6561 <a href="mailto:Katy.Hatfield@atg.wa.gov">Katy.Hatfield@atg.wa.gov</a>	

1/21/23





STATE OF WASHINGTON  
**HEALTH CARE AUTHORITY**

626 8th Avenue SE • PO Box 45502 • Olympia, Washington 98504-5502

**SEB BOARD MEETING SCHEDULE**

**2023 School Employees Benefits (SEB) Board Meeting Schedule**

The SEB Board meetings will be held at the Health Care Authority, Sue Crystal Center, Rooms A & B, 626 8<sup>th</sup> Avenue SE, Olympia, WA 98501.

January 26, 2023 - 9:00 a.m. – 4:00 p.m.

March 2, 2023 - 9:00 a.m. – 1:30 p.m.

April 6, 2023 - 9:00 p.m. – 1:30 – p.m.

May 4, 2023 - 9:00 a.m. – 1:30 p.m.

June 1, 2023 - 9:00 a.m. – 1:30 p.m.

June 22, 2023 - 9:00 a.m. – 1:30 p.m.

July 6, 2023 - 9:00 a.m. – 12:00 p.m.

July 13, 2023 - 9:00 a.m. – 12:00 p.m.

July 20, 2023 - 9:00 a.m. – 12:00 p.m.

\*Meeting times are tentative

If you are a person with a disability and need a special accommodation, please contact Connie Bergener at 360-725-0856

7/6/22

OFFICE OF THE CODE REVISER  
STATE OF WASHINGTON  
FILED

**DATE: July 12, 2022**

**TIME: 9:20 AM**

**WSR 22-15-023**

**TAB 2**

## SCHOOL EMPLOYEES BENEFITS BOARD BY-LAWS

### **ARTICLE I**

#### **The Board and Its Members**

1. **Board Function**—The School Employees Benefits Board (hereinafter “the SEBB” or “Board”) is created pursuant to RCW 41.05.740 within the Health Care Authority; the SEBB’s function is to design and approve insurance benefit plans for school district, educational service district, and charter school employees, and to establish eligibility criteria for participation in insurance benefit plans.
2. **Staff**—Health Care Authority staff shall serve as staff to the Board.
3. **Appointment**—The members of the Board shall be appointed by the Governor in accordance with RCW 41.05.740. A Board member whose term has expired but whose successor has not been appointed by the Governor may continue to serve until replaced.
4. **Board Composition**—The composition of the nine-member Board shall be in accordance with RCW 41.05.740. All nine members may participate in discussions, make and second motions, and vote on motions.
5. **Board Compensation**—Members of the Board shall be compensated in accordance with RCW [43.03.250](#) and shall be reimbursed for their travel expenses while on official business in accordance with RCW [43.03.050](#) and [43.03.060](#).

### **ARTICLE II**

#### **Board Officers and Duties**

1. **Chair of the Board**—The Health Care Authority Director or his or her designee shall serve as Chair of the Board and shall conduct meetings of the Board. The Chair shall have all powers and duties conferred by law and the Board’s By-laws. If the regular Chair cannot attend a regular or special meeting, the Health Care Authority Director may designate another person to serve as temporary Chair for that meeting. A temporary Chair designated for a single meeting has all of the rights and responsibilities of the regular Chair.
2. **Vice Chair of the Board**—In December 2017, and each January beginning in 2019, the Board shall select from among its members a Vice Chair. If the Vice Chair position becomes vacant for any reason, the Board shall select a new Vice Chair for the remainder of the year. The Vice Chair shall preside at any regular or special meeting of the Board in the absence of a regular or temporary Chair.

### **ARTICLE III**

#### **Board Committees** **(RESERVED)**

**ARTICLE IV**  
**Board Meetings**

1. Application of Open Public Meetings Act—Meetings of the Board shall be at the call of the Chair and shall be held at such time, place, and manner to efficiently carry out the Board’s duties. All Board meetings shall be conducted in accordance with the Open Public Meetings Act, Chapter 42.30 RCW, but the Board may enter into an executive session as permitted by the Open Public Meetings Act.
2. Regular and Special Board Meetings—The Chair shall propose an annual schedule of regular Board meetings for adoption by the Board. The schedule of regular Board meetings, and any changes to the schedule, shall be filed with the State Code Reviser’s Office in accordance with RCW 42.30.075. The Chair may cancel a regular Board meeting at his or her discretion, including the lack of sufficient agenda items. The Chair may call a special meeting of the Board at any time and proper notice must be given of a special meeting as provided by the Open Public Meetings Act, RCW 42.30.
3. No Conditions for Attendance—A member of the public is not required to register his or her name or provide other information as a condition of attendance at a Board meeting.
4. Public Access—Board meetings shall be held in a location that provides reasonable access to the public including the use of accessible facilities.
5. Meeting Minutes and Agendas—The agenda for an upcoming meeting shall be made available to the Board and the interested members of the public at least 24 hours prior to the meeting date or as otherwise required by the Open Public Meetings Act. Agendas may be sent by electronic mail and shall also be posted on the HCA website. An audio recording (or other generally-accepted electronic recording) shall be made of each meeting. HCA staff will provide minutes summarizing each meeting from the audio recording. Summary minutes shall be provided to the Board for review and adoption at a subsequent Board meeting.
6. Attendance—Board members shall inform the Chair with as much notice as possible if unable to attend a scheduled Board meeting. Board staff preparing the minutes shall record the attendance of Board members in the minutes.

**ARTICLE V**  
**Meeting Procedures**

1. Quorum—Five voting members of the Board shall constitute a quorum for the transaction of business. No final action may be taken in the absence of a quorum. The Chair may declare a meeting adjourned in the absence of a quorum necessary to transact business.
2. Order of Business—The order of business shall be determined by the agenda.
3. Teleconference Permitted—A Board member may attend a meeting in person or, by special arrangement and advance notice to the Chair, by telephone conference call or video conference when in-person attendance is impracticable.

4. Public Testimony—The Board actively seeks input from the public at large, from enrollees served by the SEBB Program, and from other interested parties. Time is reserved for public testimony at each regular meeting, generally at the end of the agenda. At the direction of the Chair, public testimony at Board meetings may also occur in conjunction with a public hearing or during the Board’s consideration of a specific agenda item. The Chair has authority to limit the time for public testimony, including the time allotted to each speaker, depending on the time available and the number of persons wishing to speak.
5. Motions and Resolutions—All actions of the Board shall be expressed by motion or resolution. No motion or resolution shall have effect unless passed by the affirmative votes of a majority of the Board members present and eligible to vote, or in the case of a proposed amendment to the By-laws, a 2/3 majority of the Board .
6. Representing the Board’s Position on an Issue—No Board member may endorse or oppose an issue purporting to represent the Board or the opinion of the Board on the issue unless the majority of the Board approve of such position.
7. Manner of Voting—On motions, resolutions, or other matters a voice vote may be used. At the discretion of the Chair, or upon request of a Board member, a roll call vote may be conducted. Proxy votes are not permitted, but the prohibition of proxy votes does not prevent a temporary Chair designated by the Health Care Authority Director from voting.
8. State Ethics Law and Recusal—Board members are subject to the requirements of the Ethics in Public Service Act, Chapter 42.52 RCW. A Board member shall recuse himself or herself from casting a vote as necessary to comply with the Ethics in Public Service Act.
9. Parliamentary Procedure—All rules of order not provided for in these By-laws shall be determined in accordance with the most current edition of Robert’s Rules of Order Newly Revised. Board staff shall ensure a copy of *Robert’s Rules* is available at all Board meetings.
10. Civility—While engaged in Board duties, Board members conduct shall demonstrate civility, respect, and courtesy toward each other, HCA staff, and the public and shall be guided by fundamental tenets of integrity and fairness.

**ARTICLE VI**  
**Amendments to the By-Laws and Rules of Construction**

1. Two-thirds majority required to amend—The SEBB By-laws may be amended upon a two-thirds (2/3) majority vote of the Board.
2. Liberal construction—All rules and procedures in these By-laws shall be liberally construed so that the public’s health, safety, and welfare shall be secured in accordance with the intents and purposes of applicable State laws and regulations.

**TAB 3**



# FOCUS ON HEALTH LITERACY PANEL DISCUSSION

John Partin, Manager  
Benefit Strategy and Account Section  
Employees and Retirees Benefits Division  
January 26, 2023

# Panel Biographies

**Geoffrey Ankeney, MD, Kaiser Permanente Washington**, serves as the statewide medical director for Kaiser Permanente Washington's Commercial Business. In this role, Dr. Ankeney works closely with Kaiser Permanente Washington medical and sales leaders to strategize and execute plans to support our commercial members.

Dr. Ankeney joined Kaiser Permanente Washington in 2017 as a Primary Care clinician at the Olympia Medical Center where he continues to practice as a family medicine physician and hospitalist.

**Dr. Nicole Saint Clair, Executive Medical Director, Regence BlueShield**. Based in Seattle, Dr. Saint Clair leads the health plan's clinical programs to make health care affordable, accessible, and effective for Regence members.

Dr. Saint Clair received her medical degree from the University of Washington and served in several leadership positions, including in operations and women's health, at Seattle's Group Health, which was later acquired by Kaiser Permanente. In her most recent role, Dr. Saint Clair was a medical director at Cigna, based in Seattle, managing population health and working with employers and providers to ensure quality health outcomes and affordability.



# Questions?

John Partin, Manager  
Benefit Strategy and Design Section  
Employees and Retirees Benefits Division  
[John.partin@hca.wa.gov](mailto:John.partin@hca.wa.gov)

**TAB 4**



# SEBB Open Enrollment Summary

Alisa Richards, Manager  
Benefits Accounts Section  
Employees & Retirees Benefits Division  
January 26, 2023

# Outreach and Training (O&T)

- Supports over 700 PEBB agencies and SEBB Organizations
- Provides training to organizations regarding program plan options, covered benefits, eligibility, rules, and enrollment processes. In turn, organizations act as the first line of customer service for their employees.
- When Benefits Administrators need assistance, they reach out to the Outreach and Training Unit for support.
- Works on open enrollment year-round for strategies and process improvements. Some examples are:
  - Attend quarterly meetings with school district representatives to get feedback on improvements
  - Share drafts of the 10 forwardable GovDelivery messages ahead of our open enrollment distribution to the Benefits Administrators

# Open Enrollment Readiness

- Continued work on the Virtual Benefits Fairs (VBF).
- Online website created with the same goal in mind as an in-person benefits fair. Some VBF features:
  - Members can **learn about their benefits** from their home
  - It is available anytime day or night and can be accessed via a computer, tablet, or smartphone
  - Some carriers provide direct interactive webinars, pre-recorded webinars, and teleconferences to share plan-specific information

# Open Enrollment Readiness *(cont.)*

- Offered both in-person and virtual webinars for Pre-Open Enrollment (OE) trainings for Benefits Administrators
- Secured vendors' locations and schedules for the in-person employees' benefits fairs
- Drafted 10 forwardable email messages for the SEBB Organizations to send during open enrollment
  - Benefits Administrators can use them when sharing important program information with their employees
  - Ensures information about the SEBB Program open enrollment is consistent across the employee population

# Open Enrollment Highlights: October 31-November 21

- No downtime with SEBB *My Account* (SMA)
- 12,511 visits to the Virtual Benefits Fairs
  - Most frequently accessed health plan pages: Premera, Uniform Medical Plan, Kaiser Permanente WA Options, and Delta Dental
  - Appeared to be the preferred method for employees to learn about their benefits and plan choices

# Open Enrollment Highlights: October 31-November 21 *(cont.)*

- Offered 8 in-person benefits fairs around the state of Washington to SEBB employees
  - Scheduled from 4 p.m. to 7 p.m., except for Pasco which was from 3 p.m. to 6 p.m. due to venue availability
  - Hours were to accommodate school district employees' schedules
  - Minimal school employees participated
  - O&T Support of Benefits Administrators
  - HCA Support responses averaged four days for response time
  - Previous year we averaged nine days for response time



# Future Outreach and Training Strategies

- Benefits Fairs assessment:
  - Combine PEBB and SEBB fairs
  - Offer a 4-hour fair
  - Continue to balance the needs of the populations for the time we are onsite
- Continue promoting the Virtual Benefits Fairs
- Offer more virtual pre-open enrollment trainings to Benefits Administrators as similar to SEBB employees fairs, the in-person were not largely attended by the Benefits Administrators

# Questions?

Alisa Richards, Manager  
Benefits Accounts Section  
Employees and Retirees Benefits Division  
[Alisa.Richards@hca.wa.gov](mailto:Alisa.Richards@hca.wa.gov)



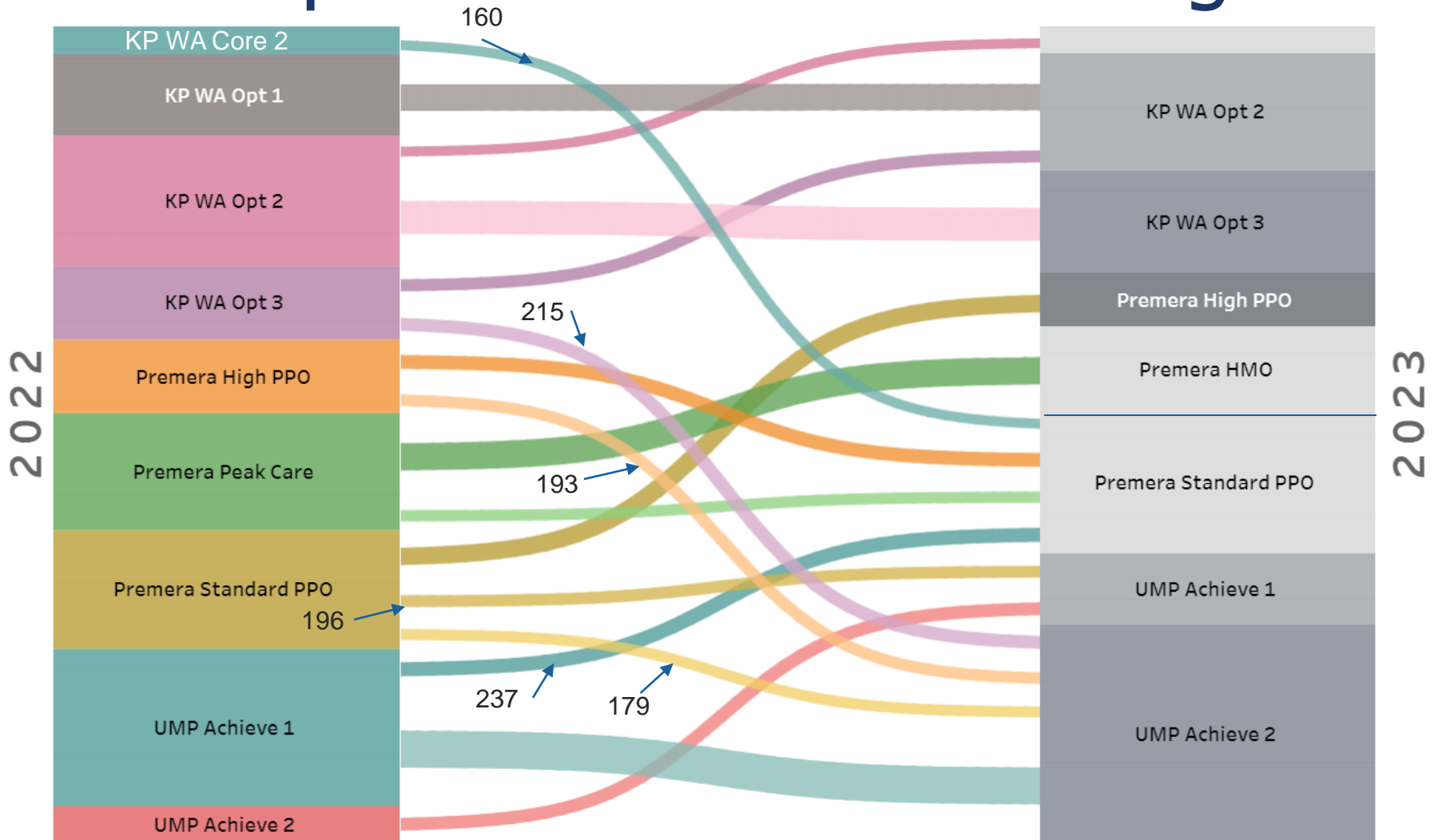
# Open Enrollment Plan Changes

Beth Heston  
Procurement Manager  
Employees and Retirees Benefits Division  
January 26, 2023

# SEBB Enrollment Net Changes 2022 to 2023

Carrier	2022	2023	Change	% Change	% of Total Enrollment
Kaiser Permanente NW 1	1,617	1,686	69	4.3%	0.6%
Kaiser Permanente NW 2	3,777	3,478	-299	-7.9%	1.3%
Kaiser Permanente NW 3	4,116	4,356	240	5.8%	1.6%
Kaiser Permanente WA Core 1	4,143	4,034	-109	-2.6%	1.5%
Kaiser Permanente WA Core 2	18,974	18,995	21	0.1%	7.0%
Kaiser Permanente WA Core 3	3,906	4,099	193	4.9%	1.5%
Kaiser Permanente WA Opt 1	6,325	4,892	-1,433	-22.7%	1.8%
Kaiser Permanente WA Opt 2	10,147	9,235	-912	-9.0%	3.4%
Kaiser Permanente WA Opt 3	12,797	12,472	-325	-2.5%	4.6%
Kaiser Permanente WA SoundChoice	26,664	26,347	-317	-1.2%	9.7%
Premera High PPO	29,085	29,597	512	1.8%	10.9%
Premera HMO	1,650	1,452	-198	-12.0%	0.5%
Premera Standard PPO	34,935	36,374	1,439	4.1%	13.5%
UMP Achieve 1	36,164	37,054	890	2.5%	13.7%
UMP Achieve 2	47,923	50,867	2,944	6.1%	18.8%
UMP ACP - PSHVN	5,433	5,931	498	9.2%	2.2%
UMP ACP - UW Medicine	5,011	5,459	448	8.9%	2.0%
UMP High Deductible	14,274	14,025	-249	-1.7%	5.2%
<b>Total Members</b>	<b>266,941</b>	<b>270,353</b>	<b>3,412</b>	<b>1.3%</b>	<b>100.0%</b>

# SEBB Open Enrollment Switching Flow



# SEBB Open Enrollment Deductible Switching

New Plan Deductible	Old Plan Deductible			Total
	125/250	750	1250	
125/250	1,206	2,535	848	4,589
750	1,178	1,506	1,655	4,339
1250	536	1,400	428	2,364
Total	2,920	5,441	2,931	11,292

## Deductible Groupings

### \$125/250

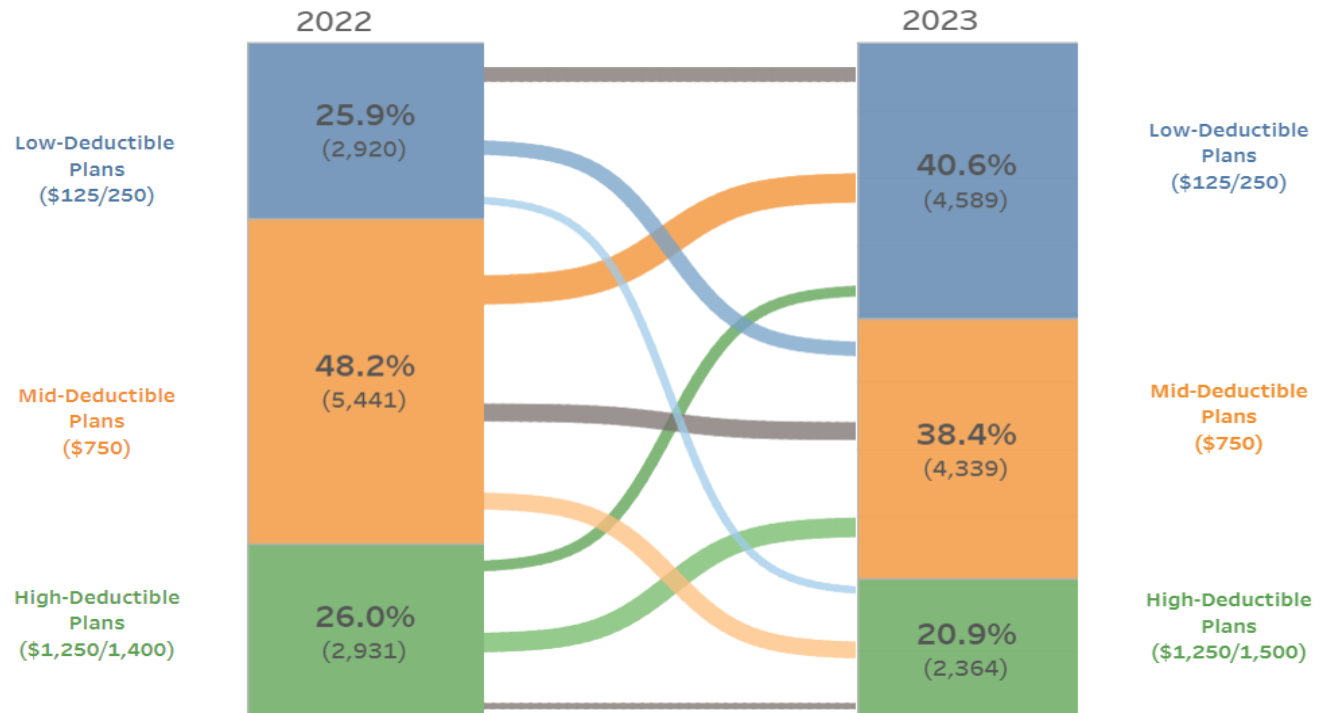
- KP NW 3
- KP WA Core 3
- KP WA Opt Summit 3
- KP WA SoundChoice
- UMP Achieve 2
- UMP ACP - PSHVN
- UMP ACP - UW Med

### \$750

- KP NW 2
- KP WA Core 2
- KP WA Opt Summit 2
- Premiera High PPO
- Premiera HMO
- UMP Achieve 1

### \$1250/1400

- KP NW 1
- KP WA Core 1
- KP WA Opt Summit 1
- Premiera Standard PPO
- UMP High Deductible



# Questions?

Beth Heston, Procurement Manager  
Employees and Retirees Benefits Division

[Beth.heston@hca.wa.gov](mailto:Beth.heston@hca.wa.gov)



# Benefit Update: Medical Flexible Spending Arrangements & Dependent Care Assistance Program (FSA & DCAP)

Martin Thies, Ph.D.  
Portfolio Management & Monitoring  
Employees & Retirees Benefits Division  
January 26, 2023



# Overview

- Recap of the Benefit and Design Changes
- 2023 Enrollment
- 2022 Procurement
- Administrative Enhancements

# Benefit Recap

## Salary Reduction:

School employees can select “*before tax*” benefits funded through voluntary payroll deductions

- Medical Flexible Spending Arrangement (FSA)
  - Employees pay for eligible out-of-pocket medical expenses
  - \$2,850/year for 2023, often with annual IRS COLAs
- Limited Purpose FSA
  - For high-deductible plan members: same elections and basic design
  - EXCEPT can only be claimed for vision and dental expenses
- Dependent Care Assistance Program (DCAP)
  - Employees pay pre-tax for eligible dependent care expenses
  - \$5,000/year maximum payroll deduction (no COLAs)

# 2022 Design Changes

## Transitioned to Carryover from Grace Period

- The final grace period was January through March of 2022
- Carryover allows up to \$610 in unspent funds from the previous plan year to be used in the subsequent plan year

## Added the Limited Purpose FSA

- Same minimum, maximum elections
- Can have Medical FSA or a Limited Purpose FSA, but cannot have both in the same plan year
- Compatible with HSA for additional salary reductions

## Reduced minimum election from \$240 to \$120

# Carryover Timing

- This month marks the first carryover of unspent FSA funds; *there is no longer a grace period*
- As always, participants have through March 31 to claim against 2022 elections with expenses incurred in 2022
- Carryover will increase our costs slightly, which will be offset by a reduced admin rate in 2024

# Enrollment & Election Comparison 2022—2023

Medical FSA	# of Accounts	Total Annual Elections	AVG Election
2022	9,337	\$16,364,655	\$1,753
2023	9,172	\$16,921,653	\$1,845
Change	-165	\$556,998	\$92
Ltd. Purpose FSA	# of Accounts	Total Annual Elections	AVG Election
2022	129	\$189,685	\$1,470
2023	144	\$220,675	\$1,532
Increase	15	\$30,990	\$62
DCAP	# of Accounts	Total Annual Elections	AVG Election
2022	1,264	\$5,451,016	\$4,313
2023	1,179	\$5,060,941	\$4,293
Decrease	-85	-\$390,075	-\$20

# 2023 Participation & Savings

High Deductible Plan Subscribers: Participation Rate		
	2022	2023
Ttl HD Plan Subscribers	5,503	5,547
Limited Purpose FSAs	134	144
Participation	2.4%	2.6%

SEBB FSA/DCAP: 2023 Participation and Impact				
		# of Accounts, 2023		
		Medical FSA	DCAP	LP FSA
Participants	9,845	9,172	1,179	144
Elections	\$22,203,269	\$16,921,653	\$5,060,941	\$220,675
Employee Income Tax Saved	\$2,664,392	\$2,030,598	\$607,313	\$26,481
Employee FICA Saved	\$1,698,550	\$1,294,506	\$387,162	\$16,882
Employer FICA Saved	\$1,698,550	\$1,294,506	\$387,162	\$16,882
<b>TOTAL 2023:</b>	<b>\$6,061,492</b>			

# 2022 Procurement

- 2022 Procurement for a new contract
- Navia Benefit Solutions will remain the vendor
  - 2023 is the final year of the current contract
  - New contract through 2033: initial 4 years with 6 one-year renewals
  - PPPM will drop from \$2.20 to \$1.75 in 2024
- The HCA/Navia team is working to increase participation

# Administrative Enhancements

- Implemented access to the Navia employer web portal in July
  - Employers can securely upload payroll deduction files
  - Forms to enroll, change status, or terminate coverage
- Implemented SecureAccess Washington (SAW) log-in
  - Effective in October 2022, participants are required to use SAW before logging into their Navia account
  - Enhances access security
- Redesign of the Navia Debit Card
  - Additional “SEBB” specification coming





# Questions?

More Information:

<http://pebb.naviabenefits.com/>

Martin Thies, Ph.D.

Employees & Retirees Benefits Division

[martin.thies@hca.wa.gov](mailto:martin.thies@hca.wa.gov)

**TAB 5**



# PEBB Program Medicare Update

Ellen Wolfhagen  
Senior Account Manager  
Employees and Retirees Benefits Division  
January 26, 2023

# Status Update

- Uniform Medical Plan Classic Medicare is NOT closing
- Significant premium increase for UMP Classic Medicare – driving switching in Open Enrollment
- Stakeholder Engagement – increasing awareness and outreach efforts for members

# Pre-Open Enrollment Outreach Efforts

- Attended Washington State School Retirees Association and Retired Public Employees Council in-person conventions
- Presentations to retiree groups helping members make informed plan choice decisions
  - Plan choice considerations
  - Side by side benefit comparisons
  - Comparisons to the commercial market options

## Outreach Efforts (*cont.*)

- Virtual presentations August - October
  - Washington Education Association Retirees
  - Washington State School Retirees Association
  - Retired Public Employee Council
  - WSU Emeritus Society and Retirees Association
  - UW Retiree Association

# Stakeholders' Medicare Coalition

Retired Public Employees Council (RPEC), labor unions, and community groups formed a coalition to work with HCA to:

- Expand health care plan choice
- Expand active employee and retiree voice in health care policy decision-making; and
- Preserve traditional Medicare options in Washington State

# 2023 Continued Outreach Efforts

- Quarterly ERB Retiree Outreach Group (EROG) meetings
- Listening sessions
- Public forums
- Webinars



# Questions?

Ellen Wolfhagen, Senior Account Manager  
Employees and Retirees Benefits Division

[HCAPEBBMedicare@hca.wa.gov](mailto:HCAPEBBMedicare@hca.wa.gov)

**TAB 6**



# Benefits 24/7 Application

Chatrina Pitsch, IT Project Director  
Enterprise Technology Services Division  
January 26, 2023

# Origination of Project

Project Statement (What)	Problem Statement (Why)
<p>Modernize the enrollment platform used for the Health Care Authority’s Public Employees Benefits Board (PEBB) Program by creating a web-based user interface front end and enhancing security functions with a platform similar to SEBB My Account.</p>	<p>The current IT solutions used to manage benefits for PEBB Program subscribers (employees, retirees, and continuation coverage) are outdated, cumbersome, and do not meet current security standards.</p> <ul style="list-style-type: none"> <li>• PEBB Program subscribers have very limited functionality in the current web-based interface, PEBB My Account.</li> <li>• Agencies and HCA users must use the legacy mainframe system, PAY1, to manage their employees’ enrollment and benefits.</li> <li>• The existing PEBB My Account system does not comply with latest security standards.</li> <li>• Reduce reliance on PAY1.</li> </ul>

# Expanded Scope

- Postponed launch for 1 year to recruit and train PAY1 mainframe developers:
  - Send eligibility and enrollment information to healthcare carriers directly from new system to reduce reliance on PAY1.
  - Merge SEBB & PEBB Program accounts into a single platform to streamline support and maintenance.
  - This combined system will be called Benefits 24/7.

# What's Changing for Subscribers

Task	PEBB My Account	SEBB My Account	Benefits 24/7
<b>Choose</b> health plans when newly eligible or waive	No	Yes	Yes
<b>Defer</b> retiree coverage	No	N/A	Yes
<b>Submit</b> requests for retiree coverage or continuation coverage	No	No	Yes
<b>Enroll</b> dependents in benefits and manage their enrollment throughout the year	No	Yes	Yes
<b>Upload</b> documents to prove dependent eligibility	No	Yes	Yes
<b>Use links to visit vendor websites</b> to enroll in supplemental benefits (Life, FSA/DCAP, etc.)	No	Yes	Yes
<b>Make</b> long-term disability insurance elections	No	Yes	Yes
<b>Submit</b> special open enrollment requests	No	Yes	Yes
<b>Add or remove</b> dependents during open enrollment	No	Yes	Yes
<b>Select</b> medical, dental, and vision (SEBB vision only) plans during open enrollment	Yes	Yes	Yes
<b>Attest</b> to premium surcharges	Yes	Yes	Yes
<b>View and print</b> your statement of insurance	Yes	Yes	Yes
<b>Sign up</b> to receive emails from the Program	Yes	Yes	Yes
<b>Access</b> application through SecureAccess WA (SAW)	No	Yes	Yes

# Improvements for SEBB Organizations

- How 1<sup>st</sup> day of school is reported
- Dual enrollment resolved in real-time with shared database
- Subscriber enrollment history visible to Benefits Administrators
- Continuation/Retiree Coverage applications initiated within Benefits 24/7
- Reduced ability to incorrectly report Locally Eligible for Benefits Administrators
- Streamlined special open enrollments
- Visibility of wellness program participants
- Removed FSA/DCAP tile due to use of Navia's employer portal for monthly deductions

# What Stays the Same

- Access through SecureAccess Washington (SAW) for both Benefits Administrators and subscribers
- Reports (enhancements to existing)
- Data Depot for ad hoc delivery of data sets
- HCA support request channel
- Billing file format & date
- Eligibility file upload remains available
- Dependent & special open enrollment verification functions



# Pay1

```

Vista TN3270 Session A
File Edit Font Transfer Macro Options Window Help
[Icons] [A B C ?]

***** A.41 - SUBSCRIBER DATA ***** MAPA411

SOC SEC NBR: ██████████ ID#: ██████████ NAME : ██████████ ██████████
HOME AGENCY : 107 HOME SUB AGENCY : ██████████ ██████████
TRANSFER REASON : ██████████ TRANSFER EFF DT : ██████████
HOME PHONE : ██████████ BUSINESS/MSG PH : ██████████
MAIL STOP : ██████████ COUNTY : 34 THURSTON
ELIGIBILITY CODE : Y ACTIVE ELIG EFF DATE: ██████████
ELIGIBILITY REASON : 01 NEWLY ELIGIBLE MEMBER LIFE INS: Y
DT REGAIN ELIG : ██████████ DT ELIG TO APPLY: 04 01 2020
QUALIFY REASON : ██████████ COBRA/SELF END DT: ██████████
PENDING ELIG CODE : ██████████ PENDING EFF DATE: ██████████
ORIG SOC SEC NUM : ██████████ ORIG AGENCY : ██████████
APPT STATUS : 1 PERMANENT AGY EFF/END DATE: 04 01 2020
PAY METHOD : D PAYROLL DEDUCT MONTHLY SALARY : ██████████
MARITAL STATUS : (S = SINGLE; M = MARRIED/PARTNERSHIP)
MARITAL STATUS DATE: ██████████ DECEASED DATE: ██████████
RETIRED DATE: ██████████
SPOUSE/PARTNER DIV/DIS/DEC DATE: ██████████ TERM REASON: ██████████
ELECTION PERIOD END DATE : ██████████ 60-DAY: ██████████
BASIC LIFE/LTD DATE: ██████████ SUPP LIFE: ██████████ OPT LTD: ██████████
NEXT FUNCTION: A 43 TYPE: I SSA: ██████████ AGY: 107 SUB: ██████████ PAY ACTION: ██████████
INQUIRY ONLY ENTER-NXT, PF1-HELP, PF2-RETURN, PF3-SYSTEM, PF9-HISTORY

MAB 0.0 12/15/22.349 01:57PM TPX w a 23,19
  
```

## ABERDEEN SCHOOL DISTRICT 005 Administrative Dashboard

Welcome, Chatrina Test!



Manage subscribers

Search, view, add or update subscribers



Manage access



Organization profile



You have 41 verification request(s)



Special Enrollment Event Verification

You have 1 special enrollment event request(s)



Eligibility File

Last eligibility file uploaded **N/A**  
The file contained **N/A** errors



Reports



Data Depot

Last Data Depot File: **Nov 22, 2022**



Billing file



Subscriber Enrollment History

View login, enrollment, change history

### Subscriber Details

Cassie Carter  
555-64-6464 09/09/1990

Subscriber Eligibility

1 Record

Agency/ Subagency	Agency Elig Eff Date	Agency Elig Eff End Date	Eligibility Type	Eligibility Reason	Eligibility Created Date	Modified Date	Created/Modif ied By
ABERDEEN SCHOOL DISTRICT 005	12/01/2022		SEBB Employee	Newly Eligible Member	12/09/2022 3:07:45 pm		chatrinatest@gmail.com

1 - 1 of 1 items

Subscriber Enrollment

9 Records

Subscriber Special Open Enrollments

2 Records

Subscriber Addresses

1 Record

Subscriber Attestations

1 Record

Subscriber Login History

0 Records

HCA Administrative Notes

0 Records

Subscriber Marital Status

1 Record

Dependents

1 Record

Documents

0 Records

Requested Elections for Dependent Enrollments

2 Records

Dependent Tobacco Attestations

2 Records

Download

Currently managing: Amy Adna

- Dashboard
  - Eligibility
  - Manage Dependents
  - Profile
  - Tobacco Surcharge Attestations
  - Current Coverage
  - Spousal Attestations
  - Notes
- Supplemental Benefits

### Manage eligibility information

Last name*		First name*		Middle name	SSN*
<input type="text" value="Adna"/>		<input type="text" value="Amy"/>		<input type="text"/>	<input type="text" value="333-01-2121"/>
Suffix	Birth date*	Sex assigned at birth*	Gender Identity*		
<input type="text" value="JR, SR"/>	<input type="text" value="09/09/1990"/>	<input type="text" value="Female"/> ▼	<input type="text" value="Female"/> ▼		
					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 website at <a href="http://hca.wa.gov/gender-x">hca.wa.gov/gender-x</a> .
Eligibility reason*		Date of Eligibility*			
<input type="text" value="Newly Eligible Member"/> ▼		<input type="text" value="12/26/2022"/>			
Employee monthly gross salary		Hire date*		Wellness participant:	
<input type="text" value="\$5,000.00"/>		<input type="text" value="12/26/2022"/>		<input type="text" value="No"/> ▼	
Is this employee represented?*	Effective start date*	Is this employee locally eligible?*			
<input type="text" value="Yes"/> ▼	<input type="text" value="01/01/2023"/>	<input type="radio"/> Yes* <input checked="" type="radio"/> No*			

<input checked="" type="checkbox"/>	Carter, Cassie	Death or Divorce	Pending	1/1/2023	12/8/2022	12/9/2022	2/6/2023	No
<input type="checkbox"/>	Salmon, Atlas	Change in School District	Draft	12/1/2022	11/8/2022	11/8/2022	1/7/2023	No
<input type="checkbox"/>	test, wizard	Marriage	Draft	12/1/2022	11/21/2022	11/21/2022	1/20/2023	No

1 - 6 of 6 items

Subscriber: Carter, Cassie  
SSN: 555646464  
DOB: 09/09/1990

Verification documents  
No Documents Uploaded

### Requested changes

#### Carter Spouse (dependent)

- Removed coverage from dependent.
- Removed dependent from medical coverage effective 12/31/2022

This subscriber has not made any new elections as a result of this SOE event. Please work with the subscriber to complete elections for the SOE event or deny the event as

[Click here to edit request](#)

Verify

Deny

Pending

Submit changes

Cancel

Currently managing: Chris Carter

- Dashboard
- Eligibility
- Manage Dependents
- Profile
- Tobacco Surcharge Attestations
- Current Coverage
- Supplemental Benefits

Welcome to PEBB My Account.

This is where you can manage your enrollment in PEBB benefits. You are currently within your initial eligibility period and have 31 days from your date of eligibility to make benefit elections.


Welcome to Sprint 61!!!


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

## ABERDEEN SCHOOL DISTRICT 005 Subscriber Dashboard

Welcome, Chris Carter!

**Newly Eligible**  
11/30/2022 - 01/01/2023  
for coverage Dec 1, 2022

 **Profile**  
View and manage profile information

 **Current Coverage**  
View/print your current coverage

[Admin Dashboard](#)

[Dependent Verification](#)

[SOE Verification](#)

[Subscribers](#)

[Access](#)

[Reports](#)

[Profile](#)

[History](#)

Select Organization


SEBB - ABERDEEN SCHOOL DISTRICT 005

## ABERDEEN SCHOOL DISTRICT 005

### Data Depot

Last file uploaded on 11/22/2022

#### Previously uploaded files

	File	Date Added ↓
	2022-12-10_600D01 2022 - Navia.xlsx Navia Annual File Deductions	11/22/2022

## ABERDEEN SCHOOL DISTRICT 005 Subscriber Dashboard

Welcome, Cassie Carter!

**Newly Eligible**  
11/01/2022 - 12/03/2022  
for coverage Dec 1, 2022



### Profile

View and manage profile information



### Current Coverage

View/print your current coverage



### Special enrollment events

Request a change due to a qualifying event

- Special Open Enrollment Events
- Address change requests
- Report a Death or Divorce



### Manage dependents

Edit dependent information



### Supplemental coverage

Life, AD&D, LTD, HSA, medical FSA, DCAP, SmartHealth



### Tobacco Attestations

Update your tobacco attestations

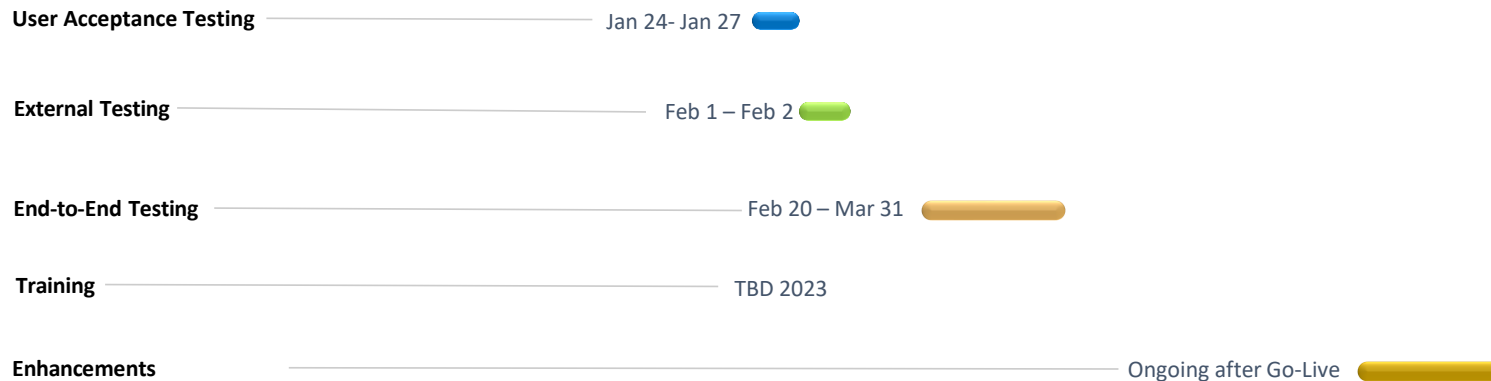


### Continuation/Retiree coverage

Manage continuation/retiree coverage



# Benefits 24-7 Timeline



# Questions?

Chatrina Pitsch, IT Project Director  
Enterprise Technology Services Division

[Chatrina.pitsch@hca.wa.gov](mailto:Chatrina.pitsch@hca.wa.gov)

**TAB 7**



# Pharmacy Network Utilization

Luke Dearden  
Clinical Pharmacist  
Clinical Quality and Care Transformation  
January 26, 2023

# Objectives

1. What is the UMP utilization of mail order pharmacies versus retail pharmacies over time?
2. Did an increase in remote work due to COVID-19 affect the type of pharmacy that was used?

# Overview of UMP Pharmacy Network

- 51,000 network pharmacies nationally
- Over 1,100 network pharmacies in Washington
- Two mail order pharmacies
  - Postal Prescription Services
  - Costco Mail Order (effective 1/1/2023)

Average Distance	PEBB	SEBB
1 <sup>st</sup> closest network pharmacy	2.2 miles	2.7 miles
2 <sup>nd</sup> closest network pharmacy	3.1 miles	3.7 miles
3 <sup>rd</sup> closest network pharmacy	3.9 miles	4.9 miles

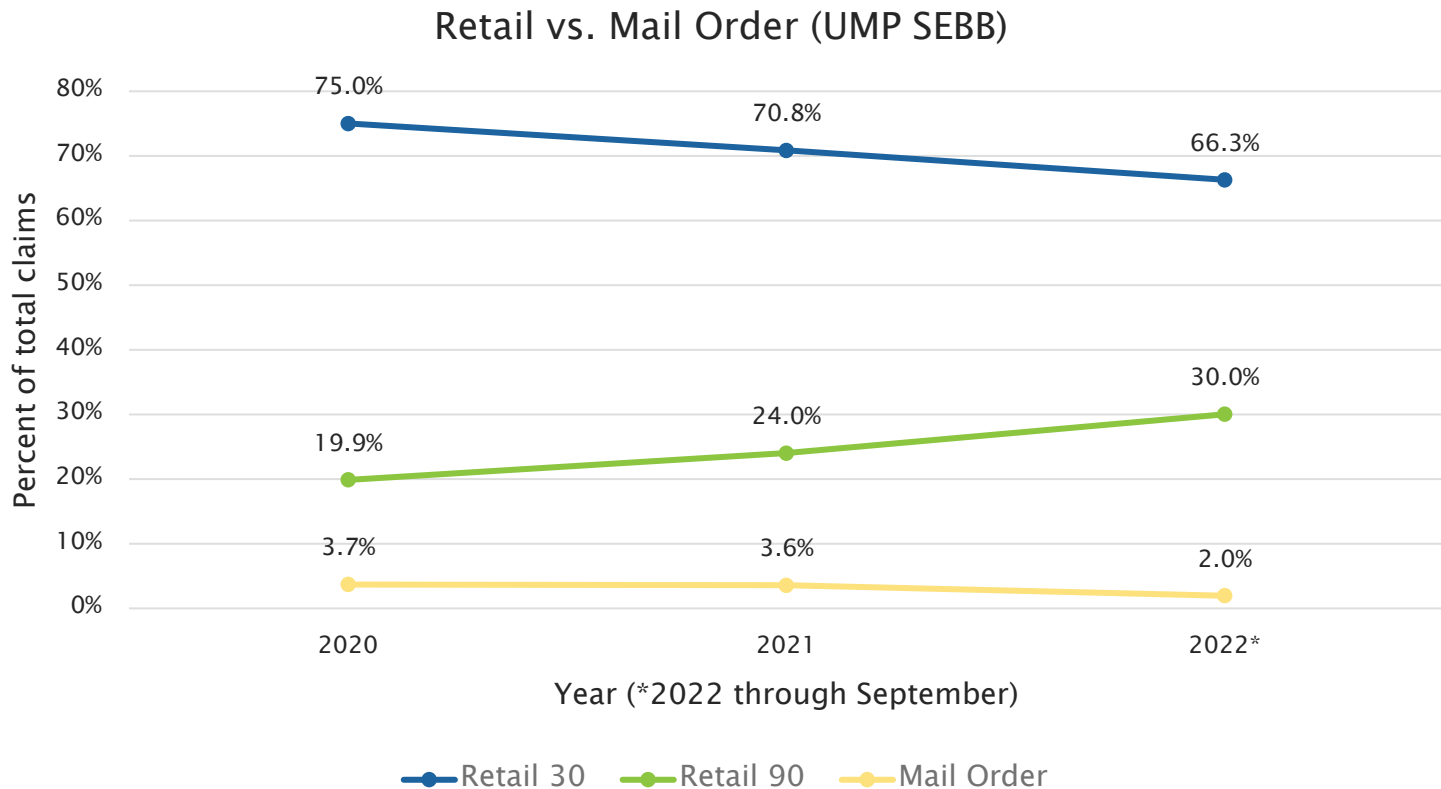
# Mail Order Pharmacies

- Primary advantage is member convenience
- Some carriers offer discounted cost shares to incentivize use of a preferred mail order pharmacy

**Mail Order Pharmacy Benefit by SEBB Carrier**

Carrier	Mail Order is Incentivized	Mail Order is Required
UMP	No	No
Premera	Yes	No
Kaiser NW	Yes	Yes
Kaiser WA	Yes	Yes

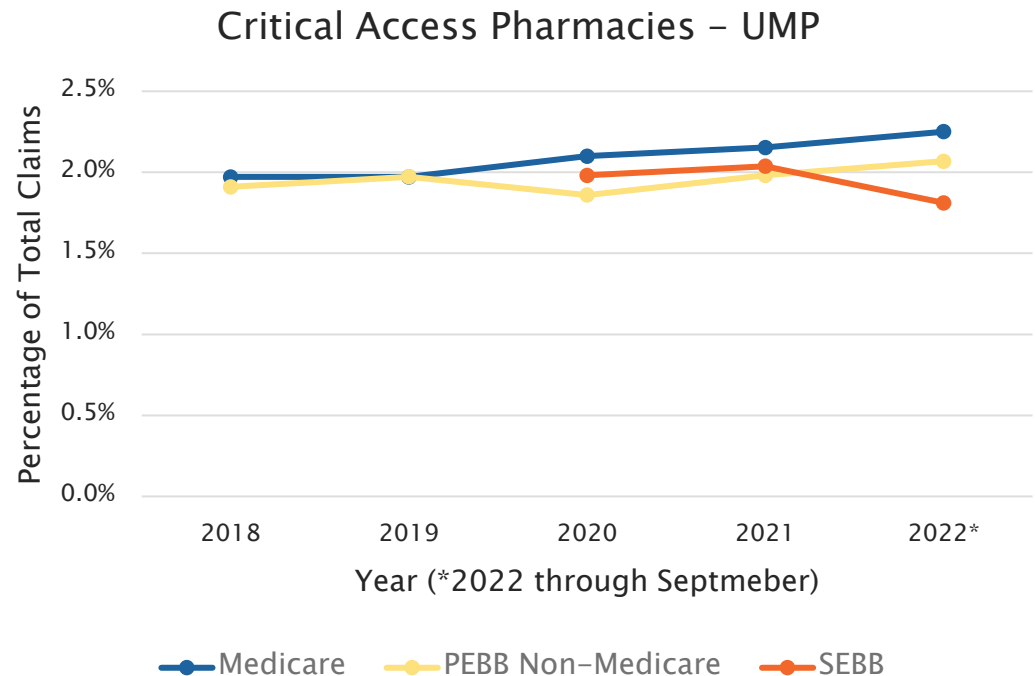
# UMP Pharmacy Use (SEBB)





# Critical Access Pharmacies

- Defined as:
  - The only pharmacy within 25 miles; OR
  - The only pharmacy on an island; OR
  - A pharmacy that specializes in serving vulnerable populations



# UMP SEBB Conclusions

- Mail order utilization may be declining to align more closely with the PEBB non-Medicare population
- It is unclear if the COVID-19 pandemic affected mail order utilization
- The percentage of 90-day fills at a retail pharmacy is increasing
- Utilization of critical access pharmacies has remained steady across the UMP population

# Questions?

Luke Dearden, Clinical Pharmacist  
Clinical Quality and Care Transformation  
[luke.dearden@hca.wa.gov](mailto:luke.dearden@hca.wa.gov)

**TAB 8**



# 2023 Legislative Session & Legislative Reports Updates

Cade Walker, Manager  
Policy, Rules, and Compliance Section  
Employees and Retirees Benefits (ERB) Division  
January 26, 2023

# Number of 2022 Bills Analyzed by ERB Division

	ERB Lead	ERB Support	
<b>High Priority</b>	31	24	55
<b>Low Priority</b>	17	97	114
	48	121	169
<b>Fiscal Notes</b>	38	32	



# Recent Legislative Reports

## PEBB One-Time Enrollment Window for Retirees to Reestablish Eligibility (2021 ESSB 5092)

- Published January 1, 2022
- Identified approximately 52,000 retirees that could be eligible for a “second bite at the apple”
  - 55% TRS/SERS plan enrollees; 43% PERS plan enrollees
- Cost if all came back to PEBB retiree coverage would be ~\$160M annually

# Recent Legislative Reports (*cont.*)

## JLARC – SEBB Coverage (2020 ESSB 6189)

- Published January 2022
- Under SEBB, 77% of school employees were eligible for health benefits, increasing from 68% eligible during 2018-19
- Between 2018-19 and 2019-2020 school years, the number of full-time employees increased, while the number of part-time employees decreased
- Ongoing collection of similar eligibility and cost data would require changes to OSPI and HCA reporting requirements





# Upcoming Legislative Reports

- UMP Third Party Administrator (TPA) Report  
– Due July 2023
- Fertility Services Report – Due June 2023

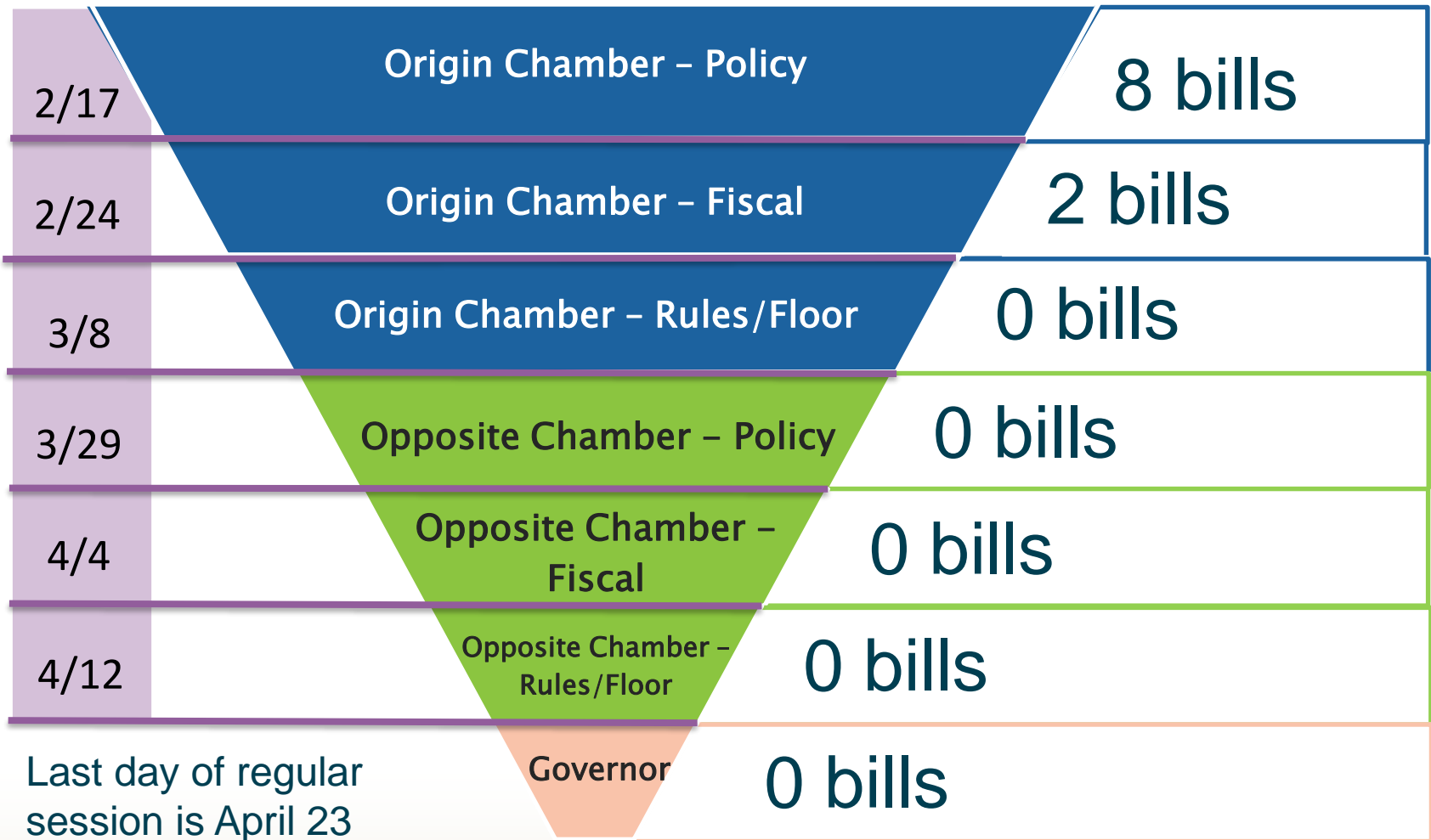
# Number of 2023 Bills Analyzed by ERB Division

	ERB Lead	ERB Support	
High Priority	10	6	16
Low Priority	4	31	35
	14	37	51

<b>Fiscal Notes</b>	11	9
---------------------	----	---

Completed as of 1/19/23

# 2023 Legislative Session – ERB High Lead Bills





# Requested Legislation

- (TBD): Primarily all statutory clean up and removing outdated sections or language
- SB 5421: Creates a public records act exemption for all enrollment information collected by the PEBB and SEBB Programs



# Topical Areas of Introduced Legislation

## **SEBB/PEBB**

- SB 5275 SEBB Benefits Access Expansion
- HB 1246 Health Benefits/SEBB Eligibility

## **Retirees**

- HB 1008/SB 5420 Plan 2 members/insurance
- SB 5169 Medicare/health care plans in PEBB
- SB 5490 Retiree re-enrollment window

# Topical Areas of Introduced Legislation (*cont.*)

## Medical Services Cost Sharing

- HB 1115/SB 5242 Abortion Cost Sharing
- HB 1151/SB 5204 Fertility Services Coverage
- HB 1222 Hearing Instruments Coverage
- HB 1261 Breast Exam Cost Sharing

## Pharmacy

- HB 1253/SB 5213 Pharmacy Benefit Managers
- HB 1269 Rx Drug Affordability Board
- HB 1465/SB 5445 Prescription Cost Sharing

# Topical Areas of Introduced Legislation (*cont.*)

## Other

- SB 5050, SB 5100 – Breast Implant/Chest Wall Surgery
- New or expanded licensures: lactation consultants, medical assistants, anesthesiologist assistants, music therapists, physician assistants, optometry, naturopathic physicians.
- SB 5373 – ARNP Reimbursement
- HB 1208/SB 5319 – Pet Insurance Regulation



# Questions?

Cade Walker, Manager  
Policy, Rules, and Compliance Section  
Employees and Retirees Benefits Division  
[cade.walker@hca.wa.gov](mailto:cade.walker@hca.wa.gov)



**TAB 9**



# Governor's Proposed Budget Update and CBA Preview

Tanya Deuel  
ERB Finance Manager  
Financial Services Division  
January 26, 2023

# 2023-25 Collective Bargaining Agreement

## Article 1

### School Employees Health Care Funding

## 1.1 Medical Benefits Funding

For benefits during the plan years beginning January 1, 2024~~2~~ and January 1, 2025~~3~~, the Employer Medical Contribution (EMC) will be an amount equal to eighty-five percent (85%) of the monthly premium for the self-insured SEBB-~~branded~~ Uniform Medical Plan (UMP) Achieve 2 and no less than \$600.00. The parties mutually agree that if the state, including the School Employees Benefit Board, adopts plan design changes in UMP Achieve 2 that have the net effect of shifting health care costs from employers to plan participants, the School Employees Coalition and the Washington State Office of Financial Management agree to meet to negotiate the impact of those changes. ~~with an estimated actuarial value of eighty-eight percent (88%). For example, for benefits during plan year 2021 the EMC was five hundred and fifty-five dollars (\$555.00) per month for a single employee toward the premium for medical benefits.~~ In no instance will the employee contribution be less than two percent (2%) of the EMC per month. For employees covering a spouse, state-registered domestic partner and/or children, the EMC rate and minimum employee contribution will be calculated using the tier ratios established by the School Employees Benefits Board (SEBB).

1.2 Employers will contribute one hundred percent (100%) of the premium cost across all tiers for dental insurance coverage and any offered stand-alone vision.

1.3 For benefits during the plan years beginning January 1, 2024 and January 1, 2025, employers will contribute an additional average projected monthly contribution of six dollars (\$6.00) on behalf of each eligible employee for health care benefits. Any amount included in the enacted 2023-2025 budget that reduces member costs will be applied to fulfilling this provision of the agreement. If the enacted amount is equal to or greater than the equivalent of the additional average projected monthly contribution of six dollars (\$6.00), this provision of this agreement will be superseded, and no additional funding will be provided.

# SEBB Funding Rate

- \$1,105 Funding Rate (2023-2024 School Year)
- \$1,176 Funding Rate (2024-2025 School Year)
  - Per eligible employee per month
  - Adequate to maintain current level of benefits

# 2023-25 Biennial Budget Funded Decision Packages

Title	FTE	Dollar
<b>TPA Spending Authority</b> Increased spending authority to align with the increased self-insured medical and dental enrollment.	NA	\$11.1M

# 2023-25 Biennial Budget Funded Decision Packages (*cont.*)

Title	FTE	Dollar
<p><b>UMP Diabetes Management Program</b> App-based intervention available to members with diabetes diagnosis who meet eligibility criteria.</p>	NA	\$860K
<p><b>Vision Enhancement</b> Enhancing the vision hardware allowance from \$150 to \$200 every two years.</p>	NA	\$2.8M
<p><b>UDP Dental Benefit Enhancement</b> Funding related to enhancing the Uniform Dental Plan benefits.</p>	NA	\$12.7M



# Additional Dental Details

Proposed Benefit Change	Fiscal Year 1	Fiscal Year 2	Included in the Governor's Budget
Exclude preventive visits from Annual Plan Maximum	1,258,402	2,516,803	
Composite coverage for posterior teeth fillings	1,251,672	2,503,344	✓
Incentive plan for Class II changes based on prior year Class I utilization	612,377	1,541,037	
Eliminate children's deductible (until age 15)	255,718	511,436	✓
Increase crown coverage (70 percent coverage)	2,725,415	5,450,830	✓
Increase TMJ annual and lifetime benefit	6,729	13,459	✓
<b>Fiscal Year Total</b>	<b>6,110,313</b>	<b>12,536,909</b>	

# Questions?

Tanya Deuel, ERB Finance Manager  
Financial Services Division  
[Tanya.Deuel@hca.wa.gov](mailto:Tanya.Deuel@hca.wa.gov)

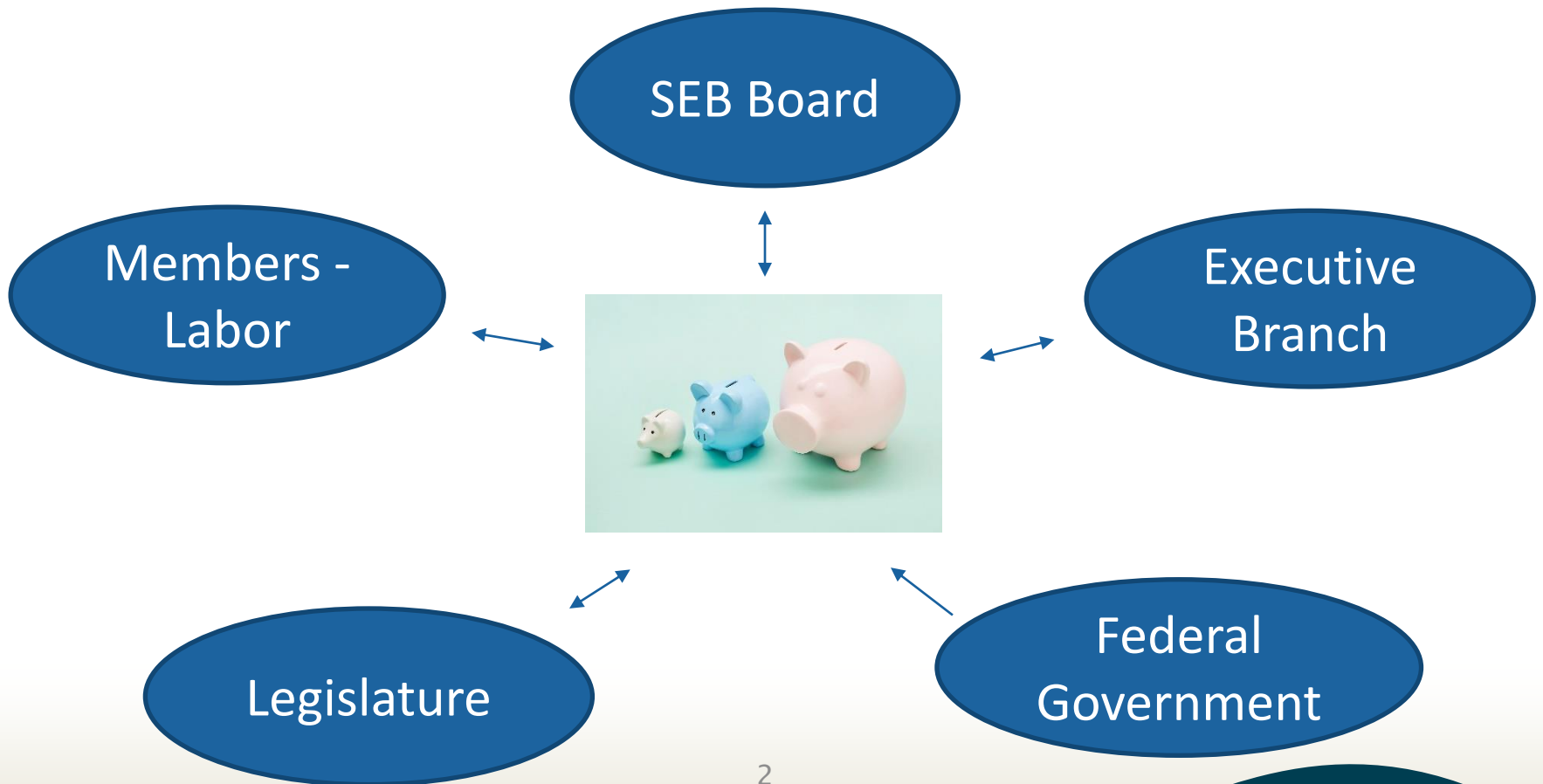
**TAB 10**



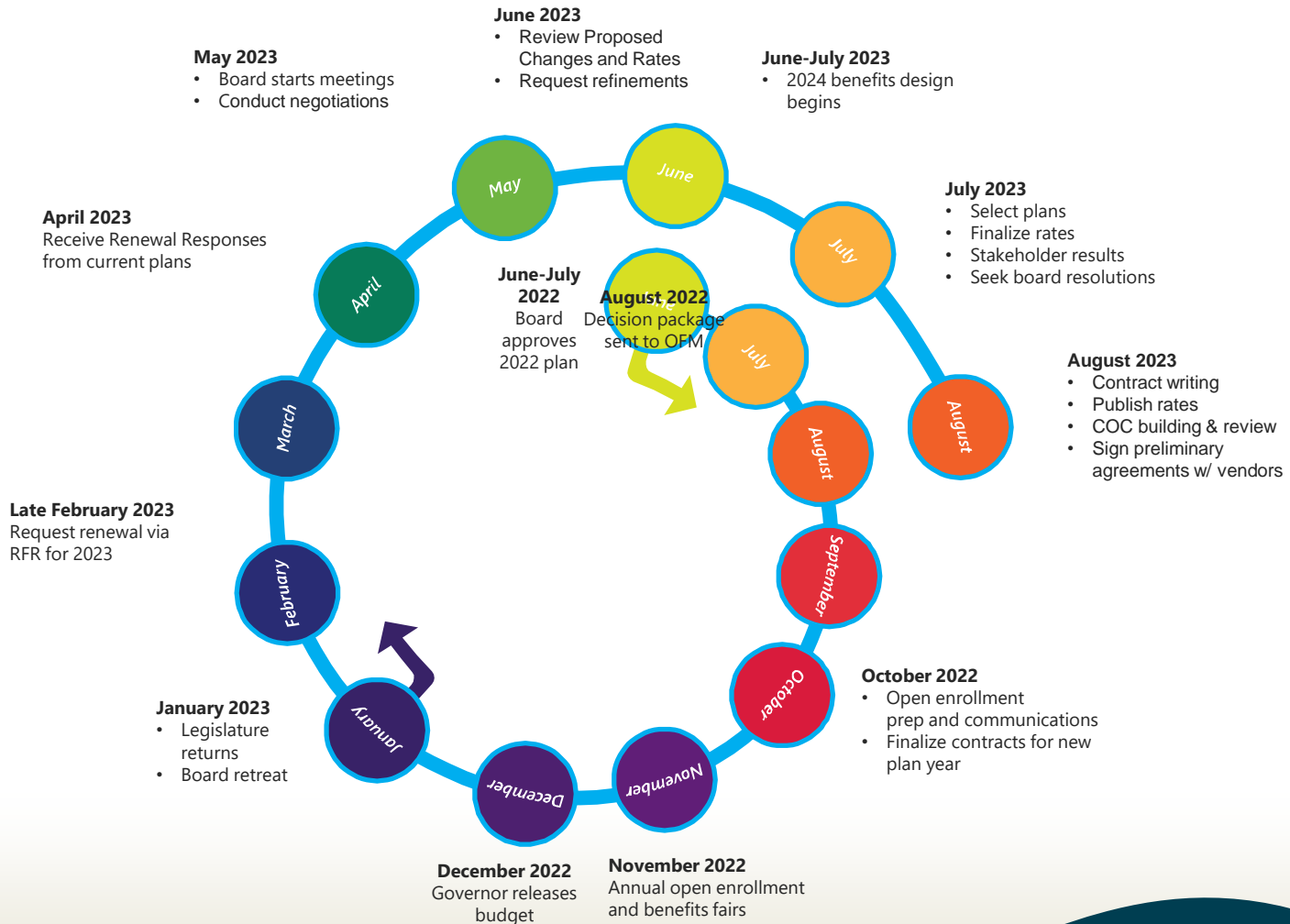
# Procurement and Benefit Planning Cycles

John Partin, Manager  
Benefit Strategy and Design Section  
Employees & Retirees Benefits Division  
January 26, 2023

# Development of Benefit Designs

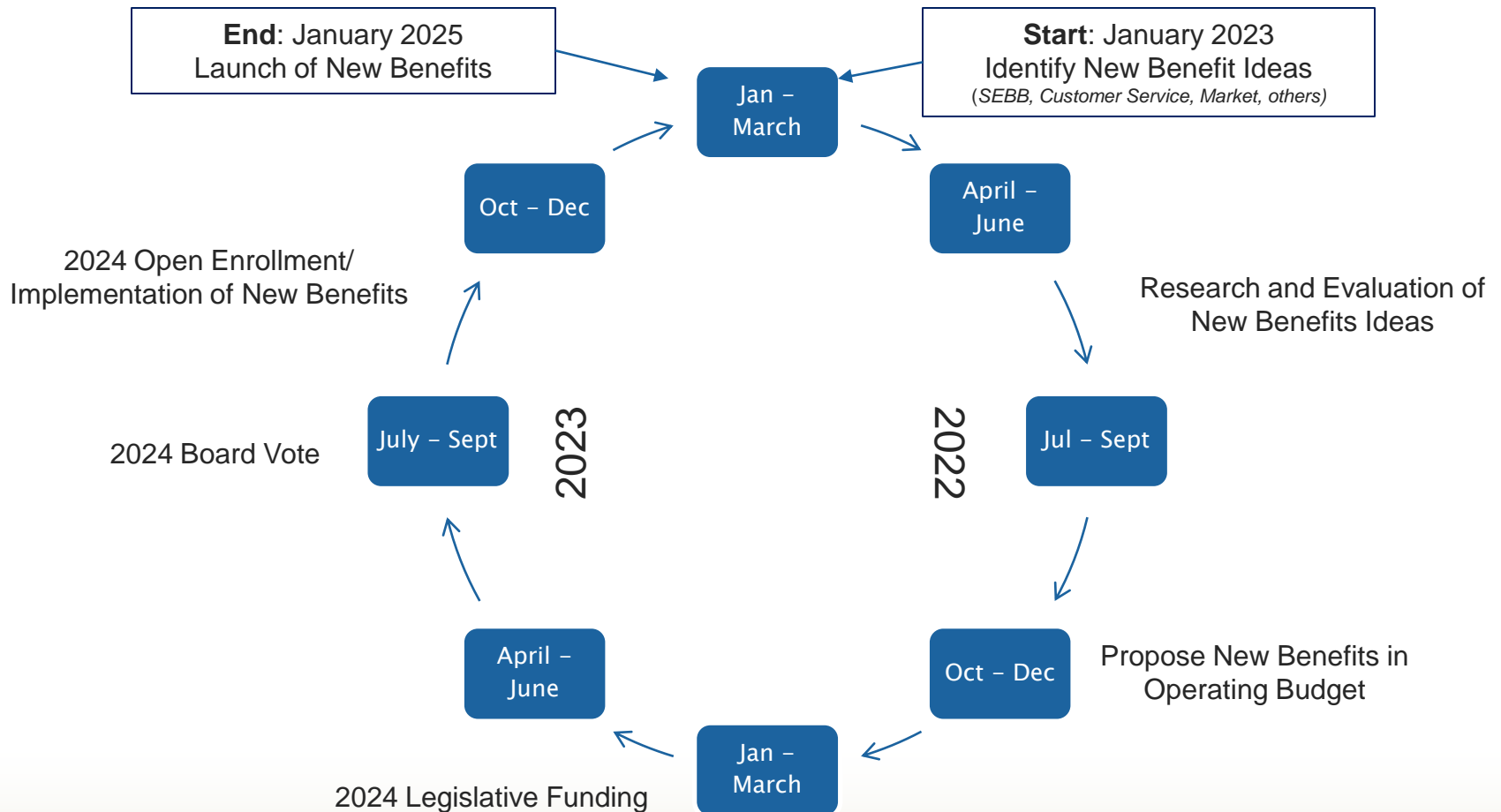


# SEBB Procurement Cycle for Benefit Year 2024



# SEBB Benefit Planning Cycle

## for Benefit Year 2025



# Questions?

John Partin, Manager  
Benefit Strategy and Design Section  
Employees and Retirees Benefits Division  
[john.partin@hca.wa.gov](mailto:john.partin@hca.wa.gov)



**TAB 11**



# Proposed SEB Board By-laws Amendment

David Iseminger, Director  
Employees and Retirees Benefits Division  
January 26, 2023

# Why Update the By-laws?

- Memorialize historical practice related to public comment related to resolution action/votes taken by the Board

**SEB BOARD BY-LAWS  
PROPOSED AMENDMENT TO  
ARTICLE V  
Meeting Procedures  
4. Public Testimony**

4. Public Testimony—The Board actively seeks input from the public at large, from enrollees served by the SEBB Program, and from other interested parties. Time is reserved for public testimony at each regular meeting, generally at the end of the agenda. **Opportunity for public testimony at Board meetings shall also be made available immediately before the Board's vote on a resolution.** At the direction of the Chair, **opportunities for public testimony may also be made available at other times during Board meetings.** ~~may also occur in conjunction with a public hearing or during the Board's consideration of a specific agenda item.~~ The Chair has authority to limit the time for public testimony, including the time allotted to each speaker, depending on the time available and the number of persons wishing to speak.

# Questions?

David Iseminger, Director  
Employees and Retirees Benefits Division  
[David.Iseminger@hca.wa.gov](mailto:David.Iseminger@hca.wa.gov) [ca.wa.gov](http://ca.wa.gov)