

**Title: Special Open Enrollment (SOE)**

**PEBB Program Administrative Policy 45-2**

<b>Contact:</b>	Policy and Rules Coordinator, ERB Division	<b>Effective:</b>	January 1, 2023
<b>Associated RCW:</b>	41.05.320	<b>Owner:</b>	Policy, Rules, & Compliance Manager, ERB Division
<b>Associated PEBB Board Policy Resolutions:</b>		<b>Approved by:</b>	<i>Dd 2 hie</i>
<b>Associated WAC:</b>	182-08-198 182-08-199 182-12-128 182-12-262	<b>Position:</b>	Director of the PEBB Program
<b>Assoc. fed law/reg:</b>	26 USC § 105(b) 26 USC § 129 26 USC § 152 26 USC § 223 26 USC § 125 26 CFR § 1.125-4	<b>Date approved:</b>	August 24, 2022
<b>Associated Forms &amp; Communication</b>	Addendum 45-2A State of Washington Salary Reduction Plan		

**Purpose:**

This policy applies whenever a subscriber requests an enrollment change or election change outside of the Public Employees Benefits Board (PEBB) annual open enrollment period.

**Policy:**

1. The PEBB Program and employing agencies must use Addendum 45-2A when processing a subscriber’s request to change their enrollment or their dependent’s enrollment under a PEBB health plan (medical or dental).
2. The PEBB Program and employing agencies must use Addendum 45-2A when processing a subscriber’s request to change their election under the state’s salary reduction plan.
3. A PEBB subscriber must use Addendum 45-2A when determining if they are allowed to change enrollment in a PEBB health plan (medical or dental) or to change an election under the state’s salary reduction plan.