


Title: Requesting a reasonable alternative for completing wellness incentive program requirements or avoiding the tobacco use premium surcharge

PEBB Program Administrative Policy 91-1

Contact:	Policy and Rules Coordinator, ERB Division	Effective:	January 1, 2024
Associated RCW:		Owner:	Policy, Rules, & Compliance Manager, ERB Division
Associated PEBB Board Policy Resolutions:		Approved by:	
Associated WAC:	182-08-185 (1)(c) 182-12-300(3)	Position:	Director of the PEBB Program
Assoc. fed law/reg:	45 CFR 146.121(f)	Date approved:	September 5, 2023
Associated Forms & Communication	HCA 50-0801 HCA 50-0100 HCA 51-0205		

Purpose:

This policy applies when a subscriber who is eligible to participate in the Public Employees Benefits Board (PEBB) Wellness Incentive Program is seeking a reasonable alternative to a Wellness Incentive Program requirement in order to receive a wellness incentive as described in WAC 182-12-300 (see section 1 below).

This policy also applies when an enrollee on a PEBB medical plan is seeking a reasonable alternative so that a subscriber can avoid paying the tobacco use premium surcharge as described in WAC 182-08-185 (1)(c)(iii) (see section 2 below).

Policy:

1. Wellness Incentive Program: The contracted vendor will work with a subscriber for whom it is medically inadvisable or, due to a medical condition, unreasonably difficult to attempt to satisfy the requirement for a PEBB Wellness Incentive Program in order to provide an alternative requirement that will allow the subscriber to qualify for the PEBB Wellness Incentive or waive the requirement. The subscriber may need to provide the following information to the contracted vendor:
 - a. A physician’s note stating the medical condition that prevents the subscriber (or enrollee) from satisfying the PEBB Wellness Incentive Program requirement; or
 - b. A physician’s recommendation of what would be a reasonable alternative that the subscriber could pursue based on their health status.
2. Tobacco Use Premium Surcharge:

- a. If the physician of an enrollee who uses tobacco products has concerns related to the health status of the enrollee, which may prevent the enrollee from either participating in a tobacco cessation program or ceasing the use of tobacco products, the subscriber or enrollee can submit documentation to the PEBB Program from the physician that contains a recommendation for how the enrollee can address the use of tobacco products based on their health status. The physician's recommendation will be considered by the PEBB Program when determining what the reasonable alternative is.
- b. The default status for enrollees 12 years and younger on an account (either as a subscriber or a dependent) will be as a non-tobacco user.