


Title: Special Open Enrollment (SOE)

PEBB Program Administrative Policy 45-2

Contact:	Policy and Rules Coordinator, ERB Division	Effective:	January 1, 2020
		Rescinded:	
Associated RCW:	41.05.320	Supersedes:	
Associated PEBB Board Policy Resolutions:			
Associated WAC:	182-08-198 182-08-199 182-12-128 182-12-262		
Assoc. fed law/reg:	26 USC § 105(b) 26 USC § 129 26 USC § 152 26 USC § 223 26 USC § 125 26 CFR § 1.125-4	Owner:	Policy, Rules, & Compliance Manager, ERB Division
Associated Procedures:			
Associated Forms & Communication	Addendum 45-2A State of Washington Salary Reduction Plan	Approved by:	
		Position:	Director of the PEBB Program
		Date approved:	November 26, 2019

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 an employee'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.