


Title: Determining if an employer group requesting eligibility criteria different from Public Employees Benefits Board (PEBB) Program rules shall be approved

PEBB Program Administrative Policy 90-3

Contact:	Policy and Rules Coordinator, ERB Division	Effective:	January 1, 2025
Associated RCW:	41.05.065(4)	Owner:	Policy, Rules, & Compliance Manager, ERB Division
Associated PEB Board Policy Resolutions:		Approved by:	
Associated WAC:	182-08-245 (1)(c)	Position:	Director of the PEBB Program
Assoc. fed law/reg:		Date approved:	August 19, 2024
Associated Forms & Communication			

Purpose:

This policy clarifies the criteria used by the Health Care Authority (HCA) to approve or deny requests to use eligibility criteria that are different from the eligibility criteria used by the Public Employees Benefits Board (PEBB) Program received from an employer group.

Policy:

If an employer group wants to administer eligibility criteria that differs from the eligibility criteria administered by the PEBB Program, they must submit the request in writing to the HCA and receive approval from HCA before adopting different criteria through a signed contract. The requested deviation from the PEBB Program 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.