

Title: Use of the SEBB Spousal Plan Calculator

SEBB Program Administrative Policy 31-2

Contact:	Policy and Rules Coordinator, ERB Division	Effective:	January 1, 2024 ⁴⁵
Associated RCW:		Owner:	Policy, Rules, & Compliance Manager, ERB Division
Associated SEB Board Policy Resolutions:	SEBB 2018-19	Approved by:	
Associated WAC:	182-30-050(2)	Position:	Director of the SEBB Program
Assoc. fed law/reg:	NA	Date approved:	
Associated Forms & Communication	School Employee Enrollment Form (HCA 20-0055) School Employee Change Form (HCA 20-0127) SEBB Continuation Coverage (COBRA) Election/Change (HCA 20-0060) SEBB Continuation Coverage (Unpaid Leave) Election/Change (HCA 20-0059) School Employee Enrollment/Change Form Medical only groups (HCA 20-0372) School Board Member Election/Change Form (HCA 20-0385) SEBB Premium Surcharge Attestation Change Form (HCA 20-0041) SEBB Spousal Plan Calculator (HCA 20-0042) SEBB Spousal Plan Calculator (Online tool) SEBB School Employee Enrollment Guide (HCA 20-0049) SEBB Continuation Coverage Election Notice (HCA 20-0056)		

Purpose:

This policy provides direction when a School Employees Benefits Board (SEBB) subscriber enrolled in SEBB medical, is determining if a premium surcharge will be applied for a spouse or state registered domestic partner enrolled in SEBB medical.

Policy:

1. A subscriber must complete the required form and if directed, the SEBB Spousal Plan Calculator provided by the SEBB Program, to determine if they will incur a premium surcharge as described in WAC 182-30-050(2) in addition to their monthly medical premium.
2. A subscriber will incur the spouse or state registered domestic partner coverage premium surcharge if the subscriber enrolls their spouse or state registered domestic partner in SEBB medical when the spouse or state registered domestic partner has chosen not to enroll in another employer-based group medical where the spouse's or state registered domestic partner's share of the medical premium is less than 95 percent of the additional cost a school employee would be required to pay to enroll a spouse or state registered domestic partner in the Public Employees Benefits Board (PEBB) Uniform Medical Plan (UMP) Classic, and the benefits have an actuarial value of at least 95 percent of the actuarial value of the PEBB UMP Classic's benefits. The subscriber will not incur a premium surcharge if it is determined that the spouse's or state registered domestic partner's employer-based group medical would only cover urgent or emergent care due to the spouse or state registered domestic partner's county of residence.