

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

NEW: SEBB Program Administrative Policy 90-3

Contact:	Policy and Rules Coordinator, ERB Division	Effective:	January 1, 2025
Associated RCW:	41.05.740 (6)(d)	Owner:	Policy, Rules, & Compliance Manager, ERB Division
Associated PEB/SEB Board Policy Resolutions:		Approved by:	
Associated WAC:	182-30-215 (1)(c)	Position:	Director of the SEBB Program
Assoc. fed law/reg:		Date approved:	
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 School Employees Benefits Board (SEBB) 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 SEBB 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 SEBB 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 SEBB Program;
3. Impact of the proposed deviation on HCA's administration of SEBB benefits;
4. Impact of the proposed deviation on HCA's administration of the cafeteria plan;
and
5. Historical consideration of similar requests.