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# Public employees are awesome, and we’d like to thank you for your service

Congratulations on your new position! As a newly hired public employee, we want to inform you that you may qualify for a $250 contribution, paid by your employer. If you qualify, these funds will be deposited in a flexible spending arrangement (FSA) in January of each year you qualify. An FSA is used to pay for eligible medical, dental, and vision expenses for yourself, your spouse or state-registered domestic partner, and any other dependents (regardless of whether they are on your Public Employee Benefit Board (PEBB) Program health plans). These funds can be used for out-of-pocket costs such as your annual deductible or copays, or for qualifying items you can purchase at the store such as a first-aid kit or sunscreen that is SPF 15 or higher. You can find a complete list of eligible FSA expenses on [Navia’s website[e](https://e)](https://pebb.naviabenefits.com/benefits/expenses/?benefit=health-care-fsa).

## Do I qualify?

You likely qualify if you meet the following criteria:

* You are employed in a PEBB benefits-eligible position on January 1.
* You are a union-represented employee participating in PEBB Program benefits.
* Your union is part of the Health Care Coalition described in [RCW 41.80.020(3)](https://app.leg.wa.gov/rcw/default.aspx?cite=41.80.020).
* Your rate of pay on November 1 of the previous year is $60,000 or less for a full-time equivalent position.
	+ If you work part-time, you may still qualify for this contribution if your position would provide a salary of $60,000 or less as full-time. For example, if you earn $30,000 and work 20 hours per week, your full-time salary would be $60,000 and you would still qualify.
* You or your spouse or state-registered domestic partner (SRDP) are not enrolled in a consumer-directed health plan (CDHP) with a health savings account (HSA).
* You met the other eligibility criteria as described in the Health Care Coalition Agreement, including PEBB program eligibility requirements and eligible medical plan enrollment.

We know this is a long list of criteria to sort through. If you have a question about whether you qualify, please talk to your payroll or benefits office or review the CBA FSA flow chart to help you navigate eligibility questions you might have.

## If you qualify, the PEBB Program will inform you

Each fall, the PEBB Program mails a letter to PEBB subscribers may receive this $250 FSA contribution the following year. Note that if you receive this letter it does not guarantee you will receive the benefit in January.

In addition, the PEBB Program and Navia Benefit Solutions, the FSA administrator, will mail welcome letters in January, if you receive these funds. You can also expect to receive a blue Navia Benefits debit card (note: this will be mailed in an unmarked envelope for security).

Finally, recipients will receive a letter in July from the PEBB Program reminding them about their funds if they have not yet spent the $250.

## For more information

To learn more about eligibility, visit **[hca.wa.gov/erb](https://stateofwa.sharepoint.com/sites/HCA-hcanbs/Shared%20Documents/Communications/PEBB%20CBA%20toolkit/hca.wa.gov/erb)** or watch a short video ([**https://youtu.be/3l1tCwBnUvQ**](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fyoutu.be%2F3l1tCwBnUvQ&data=05%7C02%7Cmaxine.holden%40hca.wa.gov%7C7faf054d6c914f77dc8d08dd04d27404%7C11d0e217264e400a8ba057dcc127d72d%7C0%7C0%7C638672024113600022%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=t44xWNLm6qlGXkuGJEVd7vcltj%2B%2BwL4BEECAOiL37Zs%3D&reserved=0)). You can also contact your payroll and benefits office with any questions.

*[This would be a good place to provide your contact information. You may also choose to personalize this letter with your logo.]*