



Washington State
Health Care Authority

LEOFF Plan 2 Board Presentation
PEBB Employer Group Participation
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Purpose

- PEBB Business Structure
- Employer Group Requirements
- Employer Group Eligibility Criteria

PEBB's Business Structure

- Provide coverage to about 350,000 eligible employees, self-pay subscribers and state and K12s retirees and their dependents.
- HCA's vision is a healthier Washington:
 - Focus on reimbursement for high-quality outcomes, rather than payment for each service provided
 - Multi-payers and purchasers needed to accelerate transformation
- PEBB is creating new products in 2016 with:
 - a commitment to contain cost inflation
 - care transformation, health outcomes and member experience
 - coordinated service delivery leading to higher quality outcomes

Employer Group Requirements

1. Groups that may participate include:
 - Local governments
 - Entire Group or any distinct “unit”
2. Contracting Process:
 - Group submits application
 - PEBB conducts actuarial test
 - Group chooses Medical only or full-package
 - Contract developed

Current Enrollment and Rates

- Number of PEBB Participating Groups:
 - 229 employer groups
 - 27,871 total employer group members
- 2015 Rates
 - Groups are charged the rates of the plan and tier selected by each member plus admin and the retiree subsidy.
 - Single tier UMP rate is \$718

Employer Group Coverage Specifics

1. Groups can choose to purchase medical only or medical/dental/life/LTD.
2. Use a dependent verification process
3. Group's can set their own employee/employer premium share
4. Tobacco use and spousal coverage surcharges apply and are outside the premium share
5. Due to IRS regulation, Groups can not access PEBB's Flexible Medical Spending Account contract.
6. Groups must do their own Play or Pay reporting to the IRS
7. Smarthealth Wellness platform available

Employer Group Eligibility Criteria

1. Eligibility for employees and dependents same as State's
2. Current Group Retirees:
 - Coverage for 3 previous years;
 - Immediate enrollment upon retirement; and
 - Continuous enrollment.
3. Employees Who Retiree
 - DRS age and years of service;
 - Immediately receive a pension unless a Plan 3 member; and
 - Continuous enrollment

Questions?

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