

# **SEBB Annual Open Enrollment**

October 25<sup>th</sup>-November 22<sup>nd</sup>, 2021

Benefit change effective date 1/1/2022

**Complete open enrollment information can be found here:**

<https://www.hca.wa.gov/employee-retiree-benefits/sebb-open-enrollment>

**Open enrollment is your chance to:**

- **Change your medical, dental, or vision plans.**
- Add or remove a dependent.  
**Note:** If you enroll a dependent, you must provide proof of your dependent's eligibility with your enrollment form before we can enroll them. Check the list of acceptable documents to submit on the [Dependent verification webpage](#).  
**Exception:** SEBB Continuation Coverage subscribers must provide proof to enroll a state-registered domestic partner.
- **Re-attest** to the [spouse or state-registered domestic partner coverage premium surcharge](#).
- **Enroll** in a [Medical Flexible Spending Arrangement \(FSA\)](#), [Limited Purpose FSA](#), and the [Dependent Care Assistance Program \(DCAP\)](#). You must enroll again in these benefits every year you want to participate.
- **Waive your enrollment** (employees only) in medical coverage If you have other employer-based group medical coverage, a TRICARE plan, or Medicare. **Note:** You may waive enrollment in SEBB medical to enroll in PEBB medical only if you are also enrolled in PEBB dental. By doing so, you also waive enrollment in SEBB dental and vision.

- **Enroll in medical coverage**, if you previously waived SEBB medical for other employer-based group medical, a TRICARE plan, or Medicare. (Employees only)
- **Reduce or decline employee-paid LTD** before it takes effect in January 2022.

#### Not making changes for 2022?

- If you do not want to make any changes and your health plans are still available in your county for 2022, you do not need to take any action. However, if you cover a spouse or state-registered domestic partner in 2022, you may need to [re-attest to the spouse or state-registered domestic partner coverage premium surcharge](#).
- If you have an FSA or DCAP, you will need to enroll again each year you want these benefits.
- If you have a Health Savings Account, you will have to submit your 2022 annual payroll deduction form to the benefit administrator/payroll.
- If you do not make any change to your enrollment you will default to paying into the 60% option of Supplemental Long-Term Disability insurance.
- You do not need to complete your tobacco attestation unless there is a change.

#### **Changes that affect me:**

<https://www.hca.wa.gov/assets/pebb/sebb-changes-employee-2022.pdf>

#### **New Rates for Monthly Medical Premiums:**

<https://www.hca.wa.gov/employee-retiree-benefits/school-employees/medical-plan-premiums>

#### **Auto Enrollment Default into 60% Employee Paid Supplemental LTD:**

<https://www.hca.wa.gov/employee-retiree-benefits/school-employees/long-term-disability-insurance>

If you do not actively change your LTD benefit election by December 31, 2021, you will be enrolled in the 60-percent plan with a 90-day waiting period. Premiums will be deducted from your paycheck for January 2022 coverage.

### **NAVIA: FSA/Limited Purpose FSA/DCAP**

<https://sebb.naviabenefits.com/>

Changes to FSA/DCAP program and the creation of a Limited Purpose FSA.

### **PEBB and SEBB Dual Enrollment No Longer Available**

You can no longer enroll in health plans under both the SEBB Program and PEBB Program as an employee or as a dependent.

### **ASK ALEX-Online Benefits Advisor:**

<https://www.myalex.com/washingtonstatehca/2022#intro>

### **Virtual Benefits Fair:**

<https://www.hca.wa.gov/employee-retiree-benefits/virtual-benefits-fair-sebb>

### **Facebook Live:**

Join us on [HCA's Facebook](#) on Tuesday, November 2 at 4 p.m. Learn about plan changes, get answers to your open enrollment questions, and more.

### **Open Enrollment Webinars:**

<https://www.hca.wa.gov/employee-retiree-benefits/open-enrollment-webinars-sebb>