

# PEBB Perspective. . .

Washington State  
Health Care Authority  
Public Employees Benefits Board

## Open Enrollment October 23 – November 30

This is your chance to change medical and/or dental plans, and add family members to your coverage.

### October 24

Benefits fairs begin. Look for the schedule on page 5.

### November 22

Last day to request an open enrollment booklet.

### November 30

This is the *last day to make changes*. You may make changes online or use the enrollment form.

## New low-premium health plans offered for 2007

You have some important decisions to make about your health coverage for 2007. The Public Employees Benefits Board will discontinue some current plans and offer some new choices (classic and value plans). “Classic” plans are formerly known as standard managed-care plans.

### Discontinued plans

PEBB will discontinue UMP Neighborhood and Group Health Options, so members of these plans must choose a new plan for 2007. PEBB also will discontinue PacifiCare for employees and non-Medicare retirees. So employees enrolled in PacifiCare also must choose a new plan.

### Two value plans offered

Group Health Cooperative and Kaiser Permanente will offer “value” plans.

### What is a “value” plan?

Value plans are a response to members who said they would be willing to pay more of the cost when they *use* health plan services if their monthly premiums were lower. Here are some things you need to know about our value plans:

- Value plans cover nearly all of the services covered by the same carrier’s classic plan.
- Value plan premiums are lower. (See the premium chart on page 3.)

- Value plan members usually *pay more when they use health plan services*.

The chart on page 3 compares the cost-sharing differences between Group Health (GH) and Kaiser’s current—or classic—managed-care plans and their value managed-care plans. The chart also includes Uniform Medical Plan (UMP) cost-sharing requirements. These are the major differences between the two types of plans:

- Value plans require annual deductibles; classic plans do not.
- Value plans require higher copays for office visits.

*(continued on next page)*

Washington State  
Health Care Authority  
Steve Hill,  
Administrator

Public Employees  
Benefits Board  
1-800-200-1004  
360-412-4200  
[www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov)

## This is your *only* 2007 open enrollment notice.

*Please read this carefully to become familiar with your benefits options.*

For more information and to make changes to your 2007 coverage, go to [www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov) or call 1-866-577-2793 (Oct. 23 - Nov. 22) to request a booklet with an enrollment form.

## New low-premium health plans offered for 2007

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### You must choose a new plan if yours is discontinued

PEBB members covered by discontinued plans must choose a new health plan during open enrollment.

If you don't choose a new plan, we will place you in another plan. **However, you will receive your new plan I.D. cards sooner if you choose a new plan for yourself.**

We will enroll UMP Neighborhood or PacifiCare members who fail to choose a new plan in the Uniform Medical Plan.

We will enroll Group Health Options members who do not choose a new plan in the Group Health Classic plan.

If we enroll you in a health plan because you failed to make a choice, you will be **unable** to change your plan until PEBB's 2008 open enrollment period.

- Value plans require higher copays for brand-name drugs purchased by mail order.
- Value plans require a higher annual out-of-pocket maximum.
- Kaiser's value plan requires a coinsurance payment (instead of a copay) for some services.

### How do I know if a value plan is my best choice?

A value plan may not be your best choice. To decide if a value plan would benefit you, look at how you and your covered family members use your health plan.

Here are some important things to consider:

- The number of office visits you typically make during the year.
- The number and cost of prescription drugs family members take on an ongoing basis.
- The number of ER visits or hospital stays you anticipate.

If you or a family member has a chronic condition requiring ongoing medical management that includes prescription drugs, regular office visits, and specialty care, you could pay more for health care next year if you choose a value plan.

However, if you and everyone in your family is healthy and sees a doctor mostly for routine preventive services, a value plan may save you money. Whether you choose a value or classic plan, you and your family members must enroll in the same plan.

To decide if a value plan may be right for you and your family, calculate the difference in annual premiums between your current plan and a value plan. Then compare your estimated out-of-pocket costs over the course of a year, based on your family's typical use of health care services. If your calculations show that the lower premiums more than make up for the higher cost of using value plan services, a value plan may be right for you.

### Which plans are available to me in 2007?

Some plans will not be available next year, and not all PEBB plans are available in every county. Employees can choose from the following health plans, if they are available in the county where they live:

- Community Health Plan Classic
- Group Health Classic
- Group Health Value

- Kaiser Permanente Classic
- Kaiser Permanente Value
- Regence Classic
- Uniform Medical Plan

More information about the value plans and your other health plan choices—including which plans are available in each county—can be found at [www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov).

You may also speak with health plan representatives at a **Benefits Fair in your area (see the schedule on page 5)**. You may request an open enrollment guide by calling our Interactive Voice Response (IVR) line at 1-866-577-2793 between October 23 and November 22.

Please review and compare **all** of your 2007 plan choices before making your decision. ***Premiums for current plans will change January 1, 2007, so even if you don't intend to change your plan, you should review the new premiums.***

**For more information or to make changes to your 2007 coverage, go to [www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov).**

## 2007 monthly premiums

School-district employees and employees who work for a city, county, port, water district, hospital, etc. need to contact their personnel, payroll, or benefits office to find out their monthly premiums.

PEBB Medical Plans	Employee Contribution			
	Employee	Employee and Spouse*	Employee and Child(ren)	Employee, Spouse,* and Child(ren)
Community Health Plan Classic	\$101	\$212	\$177	\$288
Group Health Classic	57	124	100	167
Group Health Value	13	36	23	46
Kaiser Permanente Classic	70	149	122	202
Kaiser Permanente Value	31	72	54	95
Regence Classic	139	287	242	391
Uniform Medical Plan	24	57	41	75

\*or qualified same-sex domestic partner

## Benefit comparisons\*

Covered Service	Classic Managed Care Plans: Community Health Plan Classic, Group Health Classic, Kaiser Permanente Classic, Regence Classic	Group Health Value	Kaiser Permanente Value	Uniform Medical Plan (Network Benefits)
Out-of-Pocket Maximum	\$750 Individual/ \$1,500 Family	\$1,500 Individual/ \$3,000 Family	\$1,500 Individual/ \$3,000 Family	\$1,500 Individual/ \$3,000 Family
Annual Deductible	None	\$100 Individual/ \$300 Family	\$100 Individual/ \$300 Family	<b>Medical:</b> \$200 Individual/ \$600 Family <b>Brand Rx:</b> \$100 Individual/ \$300 Family
Office Visit	\$10 copay	\$15 copay	\$20 copay	10% coinsurance
Preventive Services	100% coverage	100% coverage	100% coverage	100% coverage
Prescription Drugs	<b>Retail:</b> <i>Community Health Plan and Regence</i> , \$10/\$25/\$40; <i>Group Health</i> , \$10/\$30; <i>Kaiser Permanente</i> , \$10/\$25 <b>Mail:</b> <i>Community Health Plan and Regence</i> , \$20/\$50/\$80; <i>Group Health</i> , \$20/\$40; <i>Kaiser Permanente</i> , \$20/\$50	<b>Retail:</b> \$10/\$30 <b>Mail:</b> \$20/\$60	<b>Retail:</b> \$10/\$30 <b>Mail:</b> \$20/\$60	<b>Retail:</b> 10%/30%/50% (Tier 1 & 2 max. \$75 for a 30-day supply, \$150 for 31- to 60-day supply, and \$225 for 60- to 90-day supply) <b>Mail:</b> \$10/\$50/\$100

\*Go to [www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov) to see a chart of all cost-sharing comparisons.

## Benefits changes for 2007

The Public Employees Benefits Board approved the following benefit changes for 2007:

- All PEBB health plans will cover annual eye exams.
- The maximum reimbursement for lenses, frames, and contact lenses (called “hardware”) for all plans will increase to \$150 every two years.
- UMP’s prescription drug deductible will no longer apply to generic (Tier 1) drugs. *The deductible will continue to apply to brand-name drugs.*
- UMP members will pay the difference in cost between generic and Tier 3 drugs when they choose the Tier 3 drug over the generic equivalent.
- UMP’s copay for preferred brand-name (Tier 2) drugs purchased by mail order will increase from \$40 to \$50.
- All medical plans except Community Health Plan Classic will offer a limited bariatric surgery benefit for employees and non-Medicare retirees.
- Uniform Dental Plan’s orthodontia benefit will increase to a lifetime maximum of \$1,500.

## 2006 Flexible Spending Account Participants

If you have a 2006 flexible spending account (FSA), your claims will be handled by our 2006 FSA administrator, Fringe Benefits Management Company (FBMC). You have until March 15, 2007 to spend 2006 FSA contributions.

All 2006 reimbursement requests will be handled through March 30, 2007. After that, any unused funds in FSAs will be forfeited under IRS rules.

### Set up a Flexible Spending Account for 2007

Application Software, Inc. (ASI) is our new FSA administrator. ASI will process applications during open enrollment and administer claims and reimbursements from 2007 accounts beginning in January 2007.

All state and higher-education employees, including those who already have a Washington Flex medical FSA in 2006, must enroll during the FSA open enrollment (October 23 through November 30). If you

are a FSA participant in 2006, your last monthly payroll deduction will be taken from your second paycheck in December 2006 and your account will be closed in March 2007.

If you have an FSA now and you plan to set up a new account for 2007, please review the amount you are contributing to make sure it does not exceed the amount you expect to spend next year on IRS-allowed medical expenses not covered by your health plan. If you have money remaining in your account at the end of the plan year, you will lose it. You may

use your FSA funds for copays and deductibles, but you *cannot* use your FSA to pay health plan premiums.

If you don't have an FSA, and you are eligible to participate, you may set up an account during open enrollment.

FSAs may be set up online only during open enrollment. A link to ASI's application form and more information about PEBB's FSA program for state and higher-education employees is available at [www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov) or call ASI Customer Service at 1-800-659-3035.

## Go online for more information and to make plan changes

Health plan information for 2007 will be available on PEBB's Web site—[www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov)—beginning in mid-October. You can look at benefit changes, compare plans, and find out which plans are available in your county.

You also can change your medical or dental plan choices for 2007, waive coverage, or enroll eligible family members who were not covered in 2006.

Go to the PEBB Web site, locate "How Do I?" on the top right side of

the page, and click on "Change My Coverage." Change your plans as many times as you wish during open enrollment. The last changes received by PEBB on November 30 will be your final selections for 2007.

### How can I find providers, hospitals, and pharmacies with my plan?

You can go to "Find a Provider" on PEBB's Web site to find a primary care provider, women's health care provider, hospital, or pharmacy that contracts with your plan. If you're changing medical plans, you'll also find the physician/clinic code for your provider or clinic required to enroll online or the 2007 *Employee Enrollment/Change form* (available on PEBB's Web site or from your personnel, payroll, or benefits office).

Before choosing a provider from the online PEBB Web site, call the medical plan to verify:

- Provider availability in your county;
- A provider's participation with the plan to serve PEBB members; and
- That a provider is accepting new patients.

## Benefits Fairs Schedule

Attend a benefits fair in your area to find more information on PEBB health plans and the flexible spending account (FSA).

Health plan representatives and representatives of Application Software, Inc. (ASI), our new FSA administrator, will be present to answer your questions.

Maps to the benefit fairs are available online at [www.pebb.hca.wa.gov](http://www.pebb.hca.wa.gov).

PEBB will host Health & Wellness Fairs at all scheduled benefits fairs. Health plan representatives will provide educational and preventive services at little or no cost, as well as tips on using the plans' preventive care and wellness services.

### Bellingham

*November 15, 2006*  
*10 a.m. to 2 p.m.*  
Western Washington University, Viking Union, Multipurpose Room  
516 High Street

### Bremerton

*November 1, 2006*  
*10 a.m. to 2 p.m.*  
Olympic College  
Bremer Student Center,  
North & South  
Conference Rooms  
1600 Chester Avenue

### Cheney

*November 1, 2006*  
*10 a.m. to 2 p.m.*  
Eastern Washington University, PUB 204 – 206  
Elm Street

### Ellensburg

*October 25, 2006*  
*12 to 4 p.m.*  
Central Washington University  
SURC 137 A & B  
400 East University Way

### Everett

*October 27, 2006*  
*10 a.m. to 2 p.m.*  
Everett Community College  
Jackson Center,  
Conference Room  
2000 Tower Street

### Lacey

*November 6, 2006*  
*10 a.m. to 2 p.m.*  
Saint Martin's University  
Worthington Conference Center  
5300 Pacific Avenue SE

### Longview

*November 7, 2006*  
*10 a.m. to 2 p.m.*  
Lower Columbia Community College  
Student Center,  
Conference Rooms A,  
B, & C  
1600 Maple

### Moses Lake

*November 2, 2006*  
*10 a.m. to 2 p.m.*  
Big Bend Community College  
1800 Building,  
Rooms C & D  
7662 Chanute Street NE

### Mount Vernon

*November 14, 2006*  
*10 a.m. to 2 p.m.*  
Skagit Valley Community College  
Dave DuVall Pavilion  
(Parking – North Student  
Parking Lot)  
2405 East College Way

### Olympia

*November 21, 2006*  
*10 a.m. to 2 p.m.*  
General Administration  
Building  
Auditorium, 1st Floor  
210–11th Avenue

### Pasco

*November 7, 2006*  
*10 a.m. to 2 p.m.*  
Pasco Red Lion Hotel  
Olympic Room  
2525 North 20th Avenue

### Port Angeles

*October 31, 2006*  
*10 a.m. to 2 p.m.*  
Peninsula College  
Room J-47  
1502 East Lauridsen  
Boulevard

### Pullman

*November 9, 2006*  
*10 a.m. to 3 p.m.*  
Washington State University  
French Administration  
Building  
Stadium Way & Wilson  
Road

### Seattle

*October 24, 2006*  
*10 a.m. to 4 p.m.*  
University of Washington  
Seattle Campus  
Student Union Building  
(HUB), West Ballroom  
Stevens Way

*October 25, 2006*

*10 a.m. to 4 p.m.*  
University of Washington  
Medical Center & Health  
Services  
Lobbies  
1959 NE Pacific

*October 26, 2006*

*10 a.m. to 4 p.m.*  
University of Washington  
Harborview Medical  
Center  
Research &  
Training Building,  
1st Floor  
325 Ninth Avenue

### Shoreline

*November 8, 2006*  
*10 a.m. to 2 p.m.*  
Shoreline Conference  
Center,  
Shoreline Room  
18560 1st Avenue NE

### Spokane

*October 31, 2006*  
*12 to 4 p.m.*  
Spokane Community  
College  
Sasquatch Bigfoot Room  
1810 North Greene Street

### Tacoma

*November 14, 2006*  
*10 a.m. to 2 p.m.*  
Tacoma Community  
College  
Student Center,  
Building 11  
6501 South 19th Street

### Tumwater

*November 13, 2006*  
*10 a.m. to 2 p.m.*  
Labor & Industries  
Auditorium  
7273 Linderson Way SW

### Vancouver

*November 3, 2006*  
*10 a.m. to 2 p.m.*  
Clark College  
Gaiser Student Center  
1800 East McLoughlin  
Boulevard

### Walla Walla

*November 8, 2006*  
*10 a.m. to 2 p.m.*  
Walla Walla Community  
College  
Conference Center 185  
500 Tausick Way

### Wenatchee

*October 26, 2006*  
*11 a.m. to 3 p.m.*  
Wenatchee Valley College  
Campus Theater  
1300 5th Street

### Yakima

*October 24, 2006*  
*10 a.m. to 2 p.m.*  
Yakima Clarion Hotel  
Naches & Wapato Rooms  
1507 North 1st Street

## Reminders about choosing a provider

- Call the medical plan you choose for 2007 to verify that your provider(s) will be participating with the plan to serve PEBB members.
- If your doctor, dentist, or health care facility discontinues participation in your plan, you may not change plans until the next open enrollment period, **with coverage effective the first of the following year.**
- Both the Uniform Dental Plan and DeltaCare are administered by Washington Dental Service. If you choose one of these plans, be sure that you choose a WDS-contracting dentist who participates with your plan.

You may find PEBB's existing laws in chapter 41.05 of the Revised Code of Washington (RCW), and rules in chapters 182-04, 182-08, 182-12, 182-13, and 182-16 of the Washington Administrative Code (WAC) online at [slc.leg.wa.gov](http://slc.leg.wa.gov).

*To obtain this document in another format or to request special accommodations, call our Americans with Disabilities Act (ADA) Coordinator at 360-923-2805. TTY users (deaf, hard of hearing, or speech impaired), call 360-923-2701 or toll-free 1-888-923-5622.*

**This is the ONLY open enrollment notice you will receive!  
PEBB open enrollment is  
October 23 - November 30, 2006**

**Washington State  
Health Care Authority**  
*Public Employees Benefits Board*  
P.O. Box 42684  
Olympia, WA 98504  
HCA 50-658 (10/06)  
Change Service Requested

