



2021 SEBB Open Enrollment - Ends Soon!

Important reminders for benefit-eligible employees

2nd Annual SEBB Open Enrollment Ends November 23, 2020

If you wish to make changes to your coverage for the plan year starting January 1, 2021, all changes and supporting documentation must be submitted through SEBB My Account **no later than November 23, 2020**.

If you do not make changes by the end of annual open enrollment, your current benefit elections will stay in effect for the 2021 plan year (except for Medical FSA and DCAP elections).

Making changes to your coverage?

To make changes, log in to SEBB My Account: <https://myaccount.hca.wa.gov/auth>. If you have forgotten your username and/or password, use the 'Forgot your username?' or 'Forgot your password?' hyperlinks to get a username reminder or password reset.

Permitted changes include:

- Change of medical, dental, or vision plan.
- Add a dependent to your medical, dental, or vision plan.
- Remove a dependent from medical, dental, or vision plan.
- Enroll in SEBB medical coverage if previously waived.
- Waive SEBB medical coverage if previously enrolled.
- Reattest to the spouse or state-registered domestic partner coverage premium surcharge.

Interested in supplemental insurance?

Every benefit-eligible employee is automatically enrolled in employer-paid basic insurance for long-term disability, life, and accidental death & dismemberment. However, you may enroll in supplemental (employee-paid) long-term disability, life, and accidental death & dismemberment insurance - if you choose.

Long-Term Disability (LTD) Insurance through The Standard

You may enroll in supplemental (employee-paid) LTD insurance during this year's open enrollment without providing evidence of insurability when enrolling in SEBB supplemental LTD coverage for the first time. You can enroll by logging into SEBB My Account and visiting the Elect Supplemental Coverage option on your dashboard.

Check out The Standard's flyer on their long-term disability insurance for more information:

<https://www.hca.wa.gov/assets/pebb/sebb-ltd-enroll-opportunity-insurance-flyer-2021.pdf>.

Life and Accidental Death & Dismemberment (AD&D) Insurance through MetLife

You may enroll in supplemental (employee-paid) life insurance and/or AD&D insurance during open enrollment.

MetLife may request additional information to evaluate your request for coverage. You can enroll by visiting MetLife's benefits portal at: <https://online.metlife.com/edge/web/public/benefits/index?groupNumber=219743>.

Check out MetLife's flyer on their life and AD&D insurance for more information:

<https://www.hca.wa.gov/assets/pebb/vbf-sebb-metlife-life-add-plan-overview-2021.pdf>.

Medical Flexible Spending Arrangement (FSA) or Dependent Care Assistance Program (DCAP) through Navia

Don't forget to enroll or re-enroll in the Medical FSA or DCAP if you wish to start or continue your contributions for the 2021 plan year. You must enroll in a Medical FSA or DCAP each plan year you wish to participate as your enrollment does not automatically continue year to year.

There are two ways to enroll in a Medical FSA or DCAP:

- Online at <https://sebb.naviabenefits.com/>. If asked for an employer code during registration, use 'SWB'.
- Print and complete the form at the following link, then submit to Navia Benefit Solutions. Instructions for submitting your form to Navia are located at the bottom of the first page.
https://portal.naviabenefits.com/pdf/SEBB/SEBB_Open_Enrollment_Form.pdf

For more information, visit:

<https://www.hca.wa.gov/employee-retiree-benefits/school-employees/medical-flexible-spending-arrangement>

Aflac Steps Program

The Partners Group has worked closely with Aflac and the Health Care Authority to create a new program, which Oak Harbor Public Schools has elected to offer employees. It is completely optional and includes plans for Accident, Critical Illness/Cancer, and Hospital. For more information, see this excerpt from the Employee Benefit guide:

<https://www.ohsd.net/cms/lib/WA01919452/Centricity/Domain/37/Aflac%20Steps%20Program.pdf>.

For questions about the plans or to enroll, contact Barry Wiebe at **360-510-1460**.

Don't forget

As we near the end of open enrollment, a couple reminders:

- If you are adding a new dependent to your coverage during open enrollment, dependent verification documents must be uploaded to SEBB My Account by the end of open enrollment. For more information on dependent verification visit:
<https://www.hca.wa.gov/employee-retiree-benefits/school-employees/dependent-verification>
- You do not need to take action during open enrollment if you wish to keep your current elections in the 2021 plan year, unless:
 - You wish to re-enroll in a Medical FSA or DCAP.
 - You have been asked by the SEBB Program to re-attest to the spouse or state-registered domestic partner coverage premium surcharge.
- Login to SEBB My Account and review your Residential and Mailing addresses to ensure it reflects your most current information (this can be found in the Profile section). Contact the Benefits Specialist for assistance if changes are needed.
- If you are making changes to your coverage during open enrollment, it is recommended that you download and save/print a copy of your Summary of Coverage Elections for your records. Please be sure to review the summary to ensure accuracy of the changes you made.