



Rules & Eligibility

PPA Meeting – April 29, 2008

PEBB Outreach and Training

Agenda...

- PEBB categories that may be eligible
- What do PEBB categories of eligibility mean?
- Eligibility criteria for PEBB categories
- Who isn't eligible for PEBB Benefits?
- Non-permanent eligibility criteria
- Suggestions for determining eligibility
- Resources



PEBB Categories that may be eligible

- **Permanent**

- Expected to be employed for more than six months.

- **Nonpermanent**

- Expected to work for no more than six months.

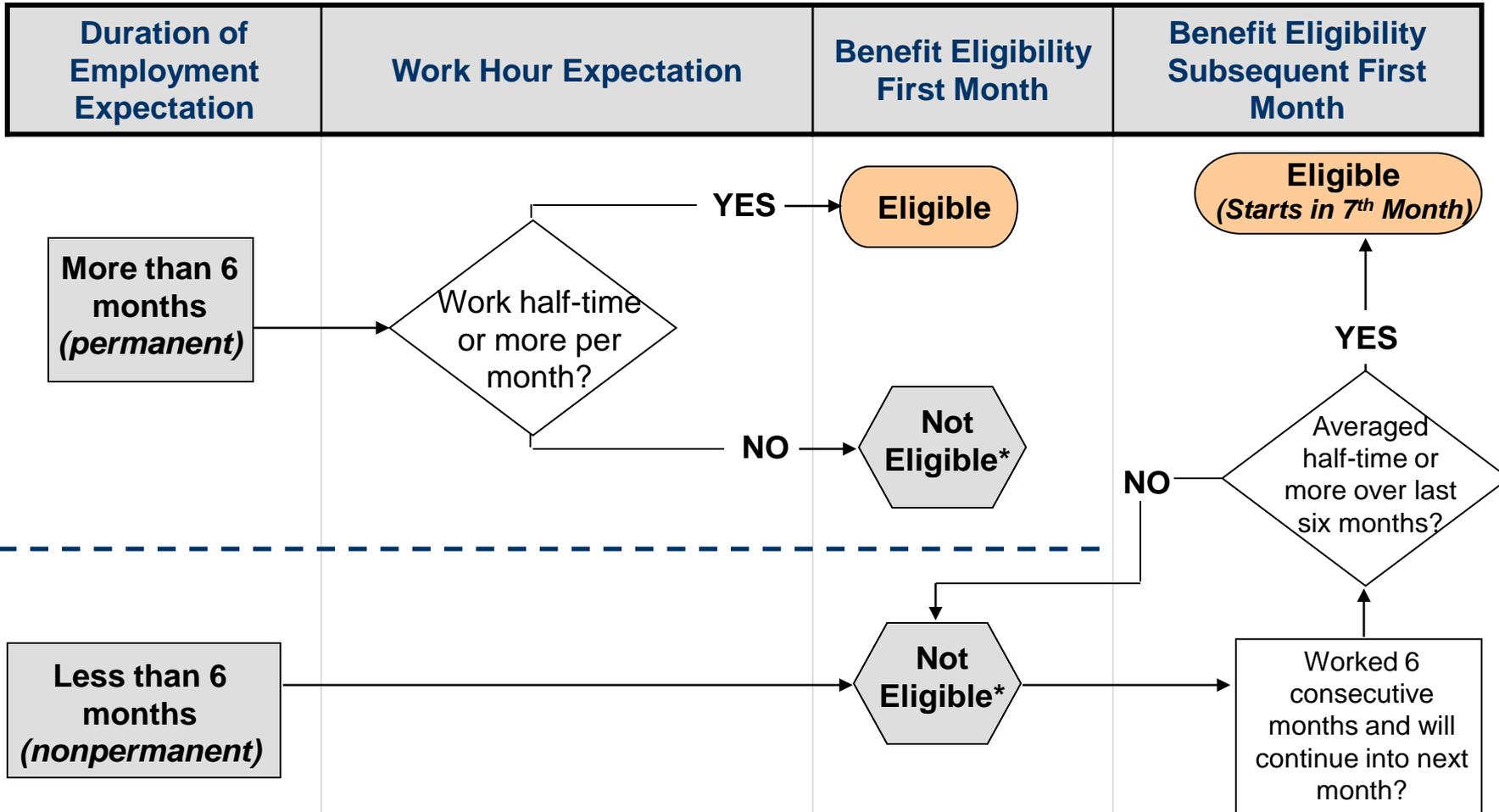
- **Seasonal**

- Employed for 3-8 months with an understanding of continued employment season after season.

- **Career Seasonal**

- Employed for 9+ months with an understanding of continued employment season after season.

Eligibility Decision Tree



*When expectations change for a particular position, reassess PEBB category and eligibility. Clarify in writing with employee.

Eligible Employees

	Permanent	Non-permanent*
Eligibility criteria...	<ul style="list-style-type: none">• Expected to be employed more than six months• Half-time or more per month	<ul style="list-style-type: none">• Retrospective determination: An average of half-time or more for six consecutive months
Employee becomes eligible...	<ul style="list-style-type: none">• On the date of hire	<ul style="list-style-type: none">• On the first day of the seventh month

**Not eligible at time of hire; only eligible following retrospective review after 6 months.*

Eligible Employees

	Permanent	Non-permanent
Coverage begins...	<ul style="list-style-type: none">• First day of the month following the date of employment.• If the first day of employment is the first of the month, coverage begins on the date of employment	<ul style="list-style-type: none">• First day of the seventh month

Eligible Employees

	Permanent	Non-permanent
Maintaining employer contribution...	<ul style="list-style-type: none">• Maintain 8-hour pay status	<ul style="list-style-type: none">• Once qualified, must have a pay status of 8-hour or more per month• If less than 8-hour pay status on any given month after becoming eligible, eligibility is lost
Off season employer contribution...	<ul style="list-style-type: none">• None	<ul style="list-style-type: none">• None

Eligible Employees

	Permanent	Non-permanent
Employer provided coverage ends...	<ul style="list-style-type: none">• First day of the month in which 8-hour pay status is not maintained	<ul style="list-style-type: none">• First day of the month in which 8-hour pay status is not maintained