

PERSONNEL PAYROLL ASSOCIATION (PPA) MEETING
September 24, 2014
MINUTES

Faith/Conscience Wage Types

Amy Walker (OFM)

- New absence types have been added to HRMS to track the use of LWOP for reasons of faith and conscience.
- Additional paid absence types have been added to HRMS to track the use of paid leave for reason of faith and conscience. These paid leave types are only to be used by employees covered by the WFSE contract.
- A public hearing is schedule for 9am on September 30th at the Cherberg building to discuss the definition of “undue hardship.”
- For questions more information please contact rules@ofm.wa.gov

2015 Payroll Calendars

Nicole Dobson (DES)

- The 2015 payroll calendars are now published. You can find them by visiting www.hr.wa.gov , or by clicking [here](#).

PEBB Open Enrollment

Amy Corrigan (HCA) & Larry Cade (HCA)



PreOE2015_roadshow
.pdf

Highlights:

- Open enrollment is November 1 through 30, 2014.
- Changes are effective January 1, 2015.
- Begin entering open enrollment changes into PAY1 on November 1.
- Employees may make plan changes through *My Account* beginning November 1 through November 30. Web changes are submitted to PAY1 daily.
- Premiums for Group Health Value, Group Health CDHP, Kaiser Classic, Kaiser CDHP, UMP Classic, and UMP CDHP increase.
- Premiums for Group Health Classic decrease.
- Life insurance and LTD premiums will increase.
- Maximum 2015 contributions for HSA:
 - \$3,350 individual, \$6,650 family (employees 55 or older may contribute and extra \$1,000 per year)
- Maximum 2015 FSA employee contribution is \$2,500. The minimum contribution is \$240.
- All FSA forms must be sent to FlexPlan no later than December 3.
- Surcharge Attestations:

- Employees who cover a spouse on their plan must re-attest every year confirming that the spousal surcharge still does not apply to them.
- The calculation of spouse of domestic partnerships share of premiums used to determining if the surcharge applies is increasing from \$84.56 per month or \$89.31 per month.
- After open enrollment, *My Account* will remain open year round for re-attestation of the premium surcharges.
- Wellness Incentive
 - New plan codes for the 2015 wellness incentive will be added to PAY1 in late December. The employer will not key these codes.
 - To earn the wellness incentive for 2016, employees must sign up and track their progress through the SmartHealth web portal. More information to come after Open Enrollment.
- The ACA codes will be removed from all of the “C” worksheets.
- Employees cannot waive their PEBB coverage to enroll in the Health Benefit Exchange.
- For more information, go to: <http://www.pebb.hca.wa.gov/>.

Next Meeting

- Thursday, November 20, 2014
- 1:15pm – 4:45pm
- OB2 Auditorium
- Focus: Year-end 2014 and beginning 2015