

Waiver of Anchor Bronze (WABE)

Sonoma County Office of Education and SISC (Self-Insured Schools of California) require 100% participation in a group health plan for full time employees. Employees who may have other coverage or wish to decline coverage through their district can elect the WABE option as a way to “opt out” of a medical plan, while still satisfying the group participation requirements.

There is no medical plan or prescription drug coverage through WABE, however, there are some Value Added Benefits available to the employee through WABE; the EAP (Employee Assistance Program), MDLive (24/7 physician line), the Advance Medical program and biometric screenings offered by the district through SISC. **See corresponding flyers for more information.

Employees must understand that if they select the WABE option, they cannot dis-enroll or change their election until the next Open Enrollment period, or until they experience a mid-year qualifying event, **no exceptions**.

The monthly premium cost of the WABE effective October 1, 2021 is \$457. The WABE premium is subject to the annual rate renewal. This premium may be partially covered or covered in full by your district’s contribution.

Dental and vision benefits are not affected by the WABE election, again, the WABE is just a medical plan opt out.

If you have other coverage through a spouse or Domestic Partner, be sure you understand the requirements of that group health plan before electing the WABE option. Some employer group health plans may require that dependents accept coverage through their own group coverage, if available.

Employees interested in electing the WABE option will need to complete the Employee Election Form and submit it to Diane Perkiss, HR Department. Proof of other coverage is required to be submitted along with the Employee Election Form.