

1 **HEALTH REFORM - COST CONTAINMENT**

2 2011 GENERAL SESSION

3 STATE OF UTAH

4 **Chief Sponsor: Bradley M. Daw**

5 Senate Sponsor: Daniel R. Liljenquist

7 **LONG TITLE**

8 **General Description:**

9 This bill amends the Utah State Retirement and Insurance Benefit Act.

10 **Highlighted Provisions:**

11 This bill:

12 ▶ requires a consumer directed health plan offered by the Utah State Retirement and
13 Insurance Benefit Act to promote appropriate utilization of health care, including
14 preventive health care services;

15 ▶ requires the office to prepare online training for employees regarding high
16 deductible health plans and health savings accounts;

17 ▶ requires state employers to require state employees to attend training regarding
18 health benefit plans offered to employees, including high deductible health plans;

19 ▶ provides flexibility for the state, within federal requirements, to determine the
20 appropriate actuarial value of the consumer directed health plans; and

21 ▶ requires a state employee hired after July 1, 2011, to be enrolled in a high deductible
22 health plan unless the employee chooses to enroll in a different health benefit plan.

23 **Money Appropriated in this Bill:**

24 None

25 **Other Special Clauses:**

26 None

27 **Utah Code Sections Affected:**

28 AMENDS:

29 **49-20-410**, as last amended by Laws of Utah 2007, Chapter 130

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Be it enacted by the Legislature of the state of Utah:

Section 1. Section **49-20-410** is amended to read:

49-20-410. High deductible health plan -- Health savings account --

Contributions.

(1) (a) In addition to other employee benefit plans offered under ~~[this part]~~ Subsection 49-20-201(1), the office shall offer [a] at least one federally qualified high deductible health plan with a [federally qualified] health savings account as an optional health plan.

(b) The provisions and limitations of the plan shall be:

(i) determined by the office in accordance with federal requirements and limitations[-];

and

(ii) designed to promote appropriate health care utilization by consumers, including preventive health care services.

(c) A state employee hired on or after July 1, 2011, who is offered a plan under Subsection 49-20-202(1)(a), shall be enrolled in a federally qualified high deductible health plan unless the employee chooses a different health benefit plan during the employee's open enrollment period.

(2) ~~(a)~~ The office shall:

(a) administer the high deductible health plan in coordination with [the] a health savings account [so that the impact on the covered employer's overall health plan is actuarially neutral. (b) The office shall offer the federally qualified health savings account] for medical expenses for each covered individual in the high deductible health plan[-]; and

(b) offer to all employees training regarding health plans offered to employees, including, if offered, high deductible health plans and health savings accounts; and

(c) prepare online training as an option for the training required by Subsections (2)(b) and (4).

(3) (a) Contributions to the health savings account may be made by the employer.

(b) The amount of the contributions under Subsection (3)(a) shall be determined

58 annually by the office, after consultation with the [~~covered employer, or on behalf of the state~~
59 ~~as an employer, the~~] Department of Human Resource Management and the Governor's Office
60 of Planning and Budget[~~, based on:~~].

61 [~~(i) federal requirements and limitations; and]~~

62 [~~(ii) the actuarial value of the risk-adjusted high deductible to the office.]~~

63 (c) An employee may also make contributions to the health savings account.

64 (4) (a) An employer participating in a plan offered under Subsection 49-20-202(1)(a)
65 shall require each employee to complete training on the health plan options available to the
66 employee.

67 (b) The training required by Subsection (4)(a):

68 (i) may be completed online; and

69 (ii) shall be completed:

70 (A) before the end of the 2011 open enrollment period for current enrollees in the
71 program; and

72 (B) for employees hired on or after July 1, 2011, prior to the employee's selection of a
73 plan in the program.