

IN THE HOUSE OF REPRESENTATIVES

HOUSE CONCURRENT RESOLUTION NO. 61

BY COMMERCE AND HUMAN RESOURCES COMMITTEE

A CONCURRENT RESOLUTION

1
2 STATING FINDINGS OF THE LEGISLATURE AND AUTHORIZING THE LEGISLATIVE COUNCIL
3 TO APPOINT A COMMITTEE TO UNDERTAKE AND COMPLETE A STUDY OF THE STATE'S
4 EMPLOYEE GROUP INSURANCE PLAN STRUCTURE AND TOTAL COMPENSATION PACK-
5 AGE, INCLUDING SALARY AND BENEFITS, AND TO MAKE RECOMMENDATIONS.

6 Be It Resolved by the Legislature of the State of Idaho:

7 WHEREAS, the State of Idaho offers a health insurance benefit to nearly
8 20,000 individuals employed by the state, of whom 18,600 employees opt into
9 the group health insurance plan that supports an additional 26,900 depen-
10 dents; and

11 WHEREAS, the insurance plan structure currently has two enrollment
12 tiers with 210 employees falling into the part-time tier that is defined as
13 employees working between 20 - 29 hours per week, while the remaining employ-
14 ees are enrolled in the full-time tier; and

15 WHEREAS, Idaho state appropriations for health insurance costs have in-
16 creased at an annualized rate of 7.4% since fiscal year 2013, or 43% in the
17 last five years, from \$8,850 for each full-time position in fiscal year 2013
18 to \$12,240 in fiscal year 2017; and

19 WHEREAS, the plan is currently qualified as "grandfathered" in relation
20 to the federal Patient Protection and Affordable Care Act because it was in
21 effect prior to March 2010, which exempts the plan from certain provisions of
22 that act; and

23 WHEREAS, insurance is one component of a total compensation package for
24 state employees that includes salary, health insurance and retirement bene-
25 fits; and

26 WHEREAS, the salary component of a total compensation package for clas-
27 sified state employees is driven by a salary structure that is, on average,
28 24% below the private sector and 14% below public sector comparisons, and
29 Idaho policy rates are, on average, 16% below market comparisons; and

30 WHEREAS, there are also nonclassified state employees whose salaries
31 are not determined by the salary structure, but are eligible for health in-
32 surance and retirement benefits.

33 NOW, THEREFORE, BE IT RESOLVED by the members of the Second Regular
34 Session of the Sixty-third Idaho Legislature, the House of Representatives
35 and the Senate concurring therein, that the Legislative Council is autho-
36 rized to appoint a committee to undertake and complete a study of the state's
37 group insurance plan to include, but not be limited to, consideration of
38 the costs and benefits of allowing the grandfathered status of the current
39 plans to lapse, as well as the structural plan changes that will be required
40 as a result; consideration of a self-insured plan or a fully insured plan
41 structure; and development of a list of changes to the employee group insur-
42 ance benefit package, as well as potential statutory changes outlining the
43 minimum employee group insurance benefit plan design that will comply with

1 the Patient Protection and Affordable Care Act should the Legislature adopt
2 structural plan changes. Furthermore, the committee shall undertake and
3 complete a study of the state's existing compensation schedule to include,
4 but not be limited to, consideration of how classified state employee policy
5 pay rates relate to private and public market comparisons and the role, de-
6 termination, and advisability of a policy pay rate; the minimum and maximum
7 pay rates in each pay grade; and total compensation for both classified and
8 nonclassified employees, and how the state shall continue to actualize its
9 vision for attracting and maintaining a qualified workforce.

10 BE IT FURTHER RESOLVED that the committee shall report its findings,
11 recommendations and proposed legislation, if any, to the First Regular Ses-
12 sion of the Sixty-fourth Idaho Legislature.