

**PUBLIC EMPLOYEE HEALTH CARE BENEFITS**

2012 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Bradley M. Daw**

Senate Sponsor: \_\_\_\_\_

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**LONG TITLE**

**General Description:**

This bill modifies the Utah State Retirement and Insurance Benefit Act by amending insurance program provisions.

**Highlighted Provisions:**

This bill:

▸ requires state employees to be enrolled in a high deductible health plan unless the employee chooses to enroll in a different health benefit plan during each open enrollment period;

▸ requires the Public Employee Health Plan to provide training on changing coverages to the high deductible plan with a health savings account, including coordination of benefits with other insurances; and

▸ makes technical changes.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

AMENDS:

**49-20-410**, as last amended by Laws of Utah 2011, Chapter 148

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

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

30 **49-20-410. High deductible health plan -- Health savings account --**

31 **Contributions.**

32 (1) (a) In addition to other employee benefit plans offered under Subsection  
33 49-20-201(1), the office shall offer at least one federally qualified high deductible health plan  
34 with a health savings account as an optional health plan.

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

36 (i) determined by the office in accordance with federal requirements and limitations;  
37 and

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

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

44 (2) The office shall:

45 (a) administer the high deductible health plan in coordination with a health savings  
46 account for medical expenses for each covered individual in the high deductible health plan;  
47 and

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

50 (c) prepare online training as an option for the training required by Subsections (2)(b)  
51 and (4)[~~]; and~~

52 (d) the training offered under Subsections (2)(b) and (c) shall include information on  
53 changing coverages to the high deductible plan with a health savings account, including  
54 coordination of benefits with other insurances, restrictions on other insurance coverages, and  
55 tax implications.

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

57 (b) The amount of the contributions under Subsection (3)(a) shall be determined  
58 annually by the office, after consultation with the Department of Human Resource

59 Management and the Governor's Office of Planning and Budget.

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

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

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

65 (i) may be completed online; and

66 (ii) shall be completed:

67 (A) before the end of the [~~2011~~] 2012 open enrollment period for current enrollees in  
68 the program; and

69 (B) for employees hired on or after July 1, 2011, [~~prior to~~] before the employee's  
70 selection of a plan in the program.

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**Legislative Review Note**

as of 2-7-12 3:52 PM

**Office of Legislative Research and General Counsel**