

**BILL SUMMARY**  
1<sup>st</sup> Session of the 57<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 1951</b>
<b>Version:</b>	<b>Introduced</b>
<b>Request Number:</b>	<b>5445</b>
<b>Author:</b>	<b>Rep. Dustin Roberts</b>
<b>Date:</b>	<b>2/26/2019</b>
<b>Impact:</b>	<b>State Agency Cost Increase: \$78 Million</b>

**Research Analysis**

HB 1951, as introduced, removes the cap on state employee flexible spending allowance. The measure also changes the calculation, incorporating an average of the monthly premiums of the HealthChoice High Option plan and the HMO plans.

Prepared By: Sean Webster

**Fiscal Analysis**

HB 1951 modifies the calculation of the flexible benefit allowance received from agency employers, by state employees, for themselves and for qualifying dependents. The current flexible benefit allowance calculation is based on the monthly HealthChoice High insurance premium rates. HB 1951 would modify the calculation to include an average of the monthly insurance premium rates for HealthChoice High and Health Maintenance Organization (HMO) plans available to state employees.

Officials for the Office of Management and Enterprise Services (OMES) advise that typically HMO premium rates are significantly higher than the HealthChoice High premium rates, and would drive up the flexible benefit allowance calculation significantly. OMES estimates the increase in flexible benefit costs to state agencies statewide as a result of HB 1951 would total approximately \$78,000,000.

Prepared By: John McPhetridge

**Other Considerations**

None.