

GOVERNMENT OF THE DISTRICT OF COLUMBIA
D.C. Department of Human Resources

District Personnel Manual Issuance System

E-DPM Instruction No. 21B-15

This instruction may be accessed electronically at www.dchr.dc.gov, by clicking on the "District Personnel Manual" link; and the "Issuances" link for Chapter(s) **21B**

SUBJECT: Statutory Changes to the D.C. Employee Health Benefits Program

Date: April 20, 2011

1. Purpose

The purpose of this Electronic-District Personnel Manual (E-DPM) instruction is to provide information on the changes to the District government's contribution to the cost of health insurance benefits under the D.C. Employee Health Benefits Program (DCEHB) for District government employees first employed by the District government as of October 1, 1987.

2. Authority

- Title I, Subtitle A – Health Benefit Plan Contribution, of the Fiscal Year 2011 Supplemental Budget Support Act of 2010 (Act), effective April 8, 2011 (D.C. Law 18-370); and
- Sections 2102 through 2116 of the District of Columbia Government Comprehensive Merit Personnel Act of 1978 (CMPA), effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code §§ 1-621.02 through 1-621.16).

3. Applicability

The Act applies to the following employees:

- a. Employees first hired on or after October 1, 1987, participating in a health benefits plan administered under the District government; and
- b. All annuitants* who were first hired on or after October 1, 1987, participating in a health benefits plan administered under the District government.
- c. For the purposes of this E-DPM instruction, the term "annuitant" is defined as follows (see D.C. Official Code §1-621.03(1)):

Note: E-DPM Instructions that are strictly procedural in nature have direct applicability only to agencies and employees under the personnel authority of the Mayor. Other personnel authorities or independent agencies may adopt any or all of these procedures or guidance materials for agencies and employees under their respective jurisdictions. [See DPM Chapter 2, Part II, Subpart 1, § 1.3.]

Inquiries: Benefits and Retirement Administration, DCHR (202) 442-9700

Distribution: Heads of Departments and Agencies, HR Advisors and E-DPM Subscribers

Retain Until Superseded

The term “*annuitant*” means:

- (1) An employee first employed by the District after September 30, 1987, who has subsequently retired pursuant to any of the following:
 - (a) Teachers’ Retirement System;
 - (b) Police and Fire Retirement System;
 - (c) Judges’ Retirement System;
 - (d) Teachers’ Insurance and Annuity Association Programs; or
- (2) An employee first employed by the District after September 30, 1987 who has subsequently separated pursuant to the District Retirement Benefit Program after any of the following:
 - (a) Reaching 57 years of age and having completed 25 years of creditable District service in a law enforcement position;
 - (b) Becoming entitled to retirement benefits under the Social Security Act; or
 - (c) Becoming entitled to disability benefits under the Social Security Act.

4. General Provisions of the Act

- Pursuant to the Act, the District government’s contribution to the cost of any health benefits plan under the DCEHB shall be an amount equal to 72%.
- The Act **amended** D.C. Official Code § 1-621.09 to provide that, instead of 25%, a covered employee shall pay 28% of the cost of health insurance coverage under the D.C. Employee Health Benefits Program, and the District government shall pay the remaining 72%.

5. D.C. Employee Health Benefits Program Rate Increases

- a. Attached is a chart containing a listing of the health insurance plans under the DCEHB that include the new cost for the bi-weekly and monthly premiums.
- b. The new premiums will take effect on the below pay periods:

Effective Dates of D.C. Employee Health Benefits (DCEHB) Program Contribution Rate Increases Pursuant to the Act	
PAY GROUP	EFFECTIVE DATE
Pay Group No. 1	Tuesday, February 8, 2011
Pay Group No. 2	Friday, February 11, 2011
Pay Group No. 6	Wednesday, February 16, 2011

6. Exclusions

The provisions in this instruction do not apply to District government employees eligible for coverage under the Federal Employees' Health Benefits Program (FEHB).

7. Effective Date

The provisions of this E-DPM instruction are effective immediately.



Shawn Y. Stokes
Acting Director

Attachment – D.C. Employee Health Benefits Program - Health
Benefits Plan Premiums Rate Increases

**D.C. Employee Health Benefits Program
Health Benefits Plan Premiums
Rate Increases (Plan Year 2010 – 2011)**

PLAN TYPES	MONTHLY PREMIUM	EMPLOYEE RATES		
		CURRENT BI-WEEKLY PREMIUM	NEW BI-WEEKLY PREMIUM	DIFFERENCE
AETNA HEALTHCARE HMO				
Self & Family	\$ 1,230.19	\$ 141.95	\$ 158.98	\$ 17.03
Self-Only	\$ 473.15	\$ 54.59	\$ 61.15	\$ 6.55
Domestic Partner Self & Family	\$ 1,230.19	\$ 141.95	\$ 158.98	\$ 17.03
Domestic Partner Self-Only	\$ 473.15	\$ 54.59	\$ 61.15	\$ 6.55
AETNA PPO PLAN				
Self & Family	\$1,633.51	\$ 188.48	\$ 211.10	\$ 22.62
Self-Only	\$ 625.87	\$ 72.22	\$ 80.88	\$ 8.67
Domestic Partner Self & Family	\$1,633.51	\$ 188.48	\$ 211.10	\$ 22.62
Domestic Partner Self-Only	\$ 625.87	\$ 72.22	\$ 80.88	\$ 8.67
KAISER PERMANENTE HMO				
Self & Family	\$1,116.88	\$ 128.87	\$ 144.34	\$ 15.46
Self-Only	\$ 429.57	\$ 49.57	\$ 55.51	\$ 5.95
Domestic Partner Self & Family	\$1,116.88	\$ 128.87	\$ 144.34	\$ 15.46
Domestic Partner Self-Only	\$ 429.57	\$ 49.57	\$ 55.51	\$ 5.95
UNITED HEALTHCARE HMO				
Self & Family	\$1,009.05	\$ 116.43	\$ 130.40	\$ 13.97
Self-Only	\$ 388.96	\$ 48.88	\$ 50.27	\$ 5.39
Domestic Partner Self & Family	\$1,009.05	\$ 116.43	\$ 130.40	\$ 13.97
Domestic Partner Self Only	\$ 388.96	\$ 48.88	\$ 50.27	\$ 5.39
UNITED HEALTHCARE POINT OF SERVICE				
Self & Family	\$1,041.25	\$ 120.14	\$ 134.56	\$ 14.42
Self-Only	\$ 401.40	\$ 46.32	\$ 51.87	\$ 5.56
Domestic Partner Self & Family	\$1,041.25	\$ 120.14	\$ 134.56	\$ 14.42
Domestic Partner Self Only	\$ 401.40	\$ 46.32	\$ 51.87	\$ 5.56