

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

District Personnel Manual Issuance System

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E-DPM Instruction No. 21B-16

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

Date: November 13, 2012

NOTE: This Electronic-District Personnel Manual (E-DPM) instruction supersedes E-DPM Instruction No. 21B-15, *same subject*, dated April 20, 2011. The purpose of this instruction is to increase the District government's contribution cost for health benefits plans under the D.C. Employee Health Benefits Program.

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

- Subtitle B – Health Benefit Plan District Contribution Amendment, of the Fiscal Year 2013 Budget Support Act of 2012 (Act), effective October 5, 2012 (D.C. Law 19-168); 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.

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, Retirement and Staffing Services, DCHR (202) 442-9700

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

Retain Until Superseded

- 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)):

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 correctional officer position;
 - (b) Reaching 62 years of age and having completed 10 years of District government service in a position other than correctional officer; 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 75%.
- The Act **amended** D.C. Official Code § 1-621.09 to provide that, instead of 28%, a covered employee shall pay 25% of the cost of health insurance coverage under the D.C. Employee Health Benefits Program, and the District government shall pay the remaining 75%.

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

- 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 took effect on the below pay periods:

Effective Dates of D.C. Employee Health Benefits (DCEHB) Program Contribution Rate Decreases Pursuant to the Act	
PAY GROUP	EFFECTIVE DATE
Pay Group No. 1	10/07/2012
Pay Group No. 2	10/07/2012
Pay Group No. 6	10/15/2012

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
Director

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

**D.C. Employee Health Benefits Program
Health Benefits Plan Premiums
(Plan Year 2012 – 2013)**

PLAN TYPES	EMPLOYEE RATES			
	2012		2013	
	MONTHLY PREMIUM	BI-WEEKLY PREMIUM	MONTHLY PREMIUM	BI-WEEKLY PREMIUM
AETNA HEALTHCARE CDHP				
Self-Only	\$ 110.53	\$ 51.02	\$ 110.53	\$ 51.02
Self + 1	\$ 247.70	\$ 100.28	\$ 217.28	\$ 100.28
Family	\$ 364.15	\$ 147.43	\$ 319.43	\$ 147.43
AETNA HEALTHCARE HMO				
Self-Only	\$ 127.52	\$ 58.86	\$ 137.72	\$ 63.56
Self + 1	\$ 250.67	\$ 115.69	\$ 270.72	\$ 124.95
Family	\$ 368.50	\$ 170.08	\$ 397.98	\$ 183.69
AETNA HEALTHCARE PPO PLAN				
Self-Only	\$ 129.22	\$ 59.64	\$ 141.50	\$ 65.31
Self + 1	\$ 254.01	\$ 117.24	\$ 278.14	\$ 128.37
Family	\$ 373.43	\$ 172.35	\$ 408.90	\$ 188.72
KAISER PERMANENTE HMO				
Self-Only	\$ 116.89	\$ 53.95	\$ 123.22	\$ 56.87
Self + 1	\$ 233.77	\$ 107.90	\$ 235.35	\$ 108.63
Family	\$ 337.80	\$ 155.91	\$ 361.04	\$ 166.63
UNITED HEALTHCARE CHOICE NATIONWIDE				
Self-Only	\$ 106.68	\$ 53.34	\$ 125.62	\$ 57.98
Self + 1	\$ 203.75	\$ 101.88	\$ 239.94	\$ 110.74
Family	\$ 312.56	\$ 156.28	\$ 368.07	\$ 169.88