

HB 105 Public Employee Disability Benefits

Amendments (Rep. Brian King)

**Anticipated Fiscal Impact: \$2,236,493 annually/
premium increase from .5% to .68% Salary**

Summary:

The state provides two different types of long-term disability benefits (“LTD”). The first type is for an Own Occupation benefit for two-years. The second is On-going benefit, which can last until retirement. Currently, an employee can receive the two-year Own Occupation LTD due to a physical or mental disability. However, an employee can only receive On-going LTD due a physical disability. For three years, HB 279 expands Ongoing LTD to include a mental disability at an estimated cost of \$2,236,493 annually and an increase in premium from .5% to .68% of salary.

The benefits related to LTD are made up of four components: 1) an income replacement benefit; 2) a stipend for health insurance; 3) PEHP life insurance; and 4) for Tier 1 retirement system members, retirement service credit during the time on LTD.

We estimate that expanding On-going LTD to include a mental disability will increase three of the four components as follows:

- Income replacement benefit by 30.2%. The estimated cost of the income replacement benefit for the State in 2023-24 is \$5,812,107. The average amount of time a person with a physical disability receives disability benefits after the Two-year benefit is 10.2 years. PEHP would expect the same 10.2 years would apply to those with a mental disability. In addition, the income replacement benefit, which is usually 66 2/3 percent, can be increased to 100% if the disability is caused by external force or violence for an additional .18%. In total, the cost for the income replacement benefit would be \$1,831,930 (\$5,812,107x 30.2%).
- Health insurance stipend benefit by 30.2%. The estimated cost of the health insurance stipend benefit in 2023-24 is \$637,452. Using the same factor above, (\$637,452 x .302), the additional cost would be \$192,506.
- A small increase in basic life insurance of \$566.05/year. The state pays premiums (\$25,000 of coverage) through PEHP for individuals receiving LTD benefits. This benefit would also continue longer for those with mental disability. The amount of the premium waiver currently is \$2.79/month or \$32.70/year. PEHP expects an additional 17.3 people to utilizing this benefit for a premium waiver cost of \$566.05/year (17.3 x \$32.70) given current premiums.

- Any retirement service credit costs or analysis will be provided by URS separately from this analysis. Finally, PEHP will add one full-time employee at a total cost of \$77,510 a year and anticipates additional psychiatric consulting fees of at least \$85,680 per year.