

1 [Duplication of Health Benefits to City-Employed Spouses and Partners.]

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3 **Resolution urging the Health Service Board to adopt a rule change that will eliminate**  
4 **the duplication of health benefits to City-employed spouses and partners.**

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6 WHEREAS, City employees that are married to other City employees or that are  
7 domestic partners of other City employees can receive duplicative health and dental benefits  
8 at additional annual costs to the City; and,

9 WHEREAS, In these cases, the City is paying the required Charter rate for each  
10 employee and the applicable negotiated rate for each covered dependent; and,

11 WHEREAS, The City currently has approximately 400 spousal and domestic partner  
12 couples who work for the City and who have elected to cover each other under their City  
13 medical and/or dental plans; and,

14 WHEREAS, If such duplicative coverage were disallowed, according to a September  
15 30, 2005 report prepared for the Board of Supervisors by the Office of the Budget Analyst, the  
16 Health Service System estimates that potential cost savings for the City would be  
17 approximately \$775,000 annually; and,

18 WHEREAS, If such duplicative coverage were disallowed, importantly, health benefits  
19 for spousal and domestic partner couples would remain the same, with no change in health  
20 benefits; and,

21 WHEREAS, In addition to a spouse or domestic partner, some City employees also  
22 cover dependent children under two medical and/or dental plans; and,

23 WHEREAS, If this type of duplicative coverage were disallowed, the annual savings  
24 estimated by the Health Service System, according to the same report, to the City could  
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1 exceed \$1,000,000 per year, when added together with the previously mentioned \$775,000;  
2 and,

3 WHEREAS, If the savings were allocated based on overall Health Service System  
4 enrollee distribution between General Fund and non-General Fund departments, the General  
5 Fund annual savings would be approximately \$527,851 and the non-General Fund savings  
6 would be approximately \$472,149; and,

7 WHEREAS, As part of the current Health Service Board's review of rules and polices,  
8 the Health Service Board is scheduled to consider a rule change that will eliminate all such  
9 duplicative coverage at its Rules Committee meeting on October 25<sup>th</sup>; and,

10 WHEREAS, These changes would be implemented in connection with the next open  
11 enrollment process for the 2006-2007 Plan Year; now, therefore be it

12 RESOLVED, That the Board of Supervisors urges the Health Service Board to adopt a  
13 rule change that will eliminate the duplication of health benefits to City-employed spouses and  
14 partners.

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