

Table 1. Cost of Expanding State Group Insurance Coverage to Domestic Partners of State Employees, FY 2010-11			
Current Employee Coverage	Annual Cost to Add Domestic Partner to Plan	Number of Domestic Partners Enrolled*	TOTAL
Health (Employee Only)	\$2,702	31	\$83,767
Health (Employee + Child(ren))	\$3,397	8	\$27,180
Dental (Employee Only)	\$131	32	\$4,193
Dental (Employee + Child(ren))	\$130	8	\$1,043
FY 2010-11 TOTAL		79	\$116,182

** This number is based on a take-up rate of 0.2% of the total number of state employees enrolled in each type of coverage.*

Not all domestic partners of state employees are anticipated to choose coverage under a health plan for state employees. Some domestic partners may have their own insurance through another job. Others may choose not to be covered because domestic partners are not recognized under federal tax code and health benefits received through the state employee would be taxable income. For comparison, the University of Colorado expanded health benefits to include domestic partners and after three years, the university reports about 60 new domestic partner enrollees and minimal increases in costs.

Funding

The bill will require appropriations to all state agencies totaling \$116,182 in FY 2010-11. This funding will come from multiple sources (General Fund, cash funds, federal funds), depending on how each state agency is funded. Funding sources for this bill will be determined for each state agency during the annual budget process.

Departments Contacted

Personnel Law