

Second Regular Session
Sixty-seventh General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 10-1115.01 Nicole Myers

HOUSE BILL 10-1427

HOUSE SPONSORSHIP

Todd, Hullinghorst, Kerr A., Levy, Primavera, Solano, Summers, Ryden

SENATE SPONSORSHIP

Heath, Bacon, Hodge, Hudak, King K., Williams

House Committees
Education

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING THE AUTHORITY OF INSTITUTIONS OF HIGHER**
102 **EDUCATION TO OFFER GROUP BENEFIT COVERAGE TO**
103 **EMPLOYEES OF THE INSTITUTION WHO ARE IN THE STATE**
104 **PERSONNEL SYSTEM.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://www.leg.state.co.us/billsummaries>.)

Currently, the governing board of at least one state institution of higher education (institution) offers employees of the institution who are

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.

in the state personnel system the choice between group benefit insurance plans (insurance plans) offered by the institution and the plans offered by the department of personnel (department).

The bill clarifies that the governing board of any institution has the authority to offer to employees of the institution who are in the state personnel system an insurance plan in addition to or in lieu of the insurance plan offered by the department. In addition, any insurance plan offered in lieu of the insurance plan offered by the department must be comparable in coverage to the insurance plan offered by the department.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** 24-50-104 (1) (a) (I), Colorado Revised Statutes, is
3 amended to read:

4 **24-50-104. Job evaluation and compensation.** (1) **Total**
5 **compensation philosophy.** (a) (I) It is the policy of the state to provide
6 prevailing total compensation to officers and employees in the state
7 personnel system to ensure the recruitment, motivation, and retention of
8 a qualified and competent work force. For purposes of this section, "total
9 compensation" includes, but is not limited to, salary, STATE
10 CONTRIBUTIONS FOR group benefit plans, retirement benefits, performance
11 awards, incentives, premium pay practices, and leave. For purposes of
12 this section, "group benefit plans" means ANY group benefit coverages
13 contracted for or administered by the state personnel director OR ANY
14 STATE INSTITUTION OF HIGHER EDUCATION for medical, dental, and life
15 benefits.

16 **SECTION 2.** 24-50-607 (1), Colorado Revised Statutes, is
17 amended to read:

18 **24-50-607. Employees - eligibility - election of coverage.**
19 (1) Any state employee eligible as determined by the director for
20 membership in a group benefit plan contracted for pursuant to section

1 24-50-604 (1) (b) upon the effective date of such plan shall be enrolled
2 in the plan by UPON making application according to the director's
3 procedures.

4 **SECTION 3.** Part 6 of article 50 of title 24, Colorado Revised
5 Statutes, is amended BY THE ADDITION OF A NEW SECTION to
6 read:

7 **24-50-618. Group benefit plans - institutions of higher**
8 **education.** NOTHING IN THIS PART 6 SHALL BE CONSTRUED TO PREVENT
9 A STATE INSTITUTION OF HIGHER EDUCATION WITH EMPLOYEES IN THE
10 STATE PERSONNEL SYSTEM FROM OFFERING ANY GROUP BENEFIT PLANS IN
11 ADDITION TO OR IN LIEU OF ANY PLAN CONTRACTED FOR BY THE DIRECTOR
12 PURSUANT TO THIS PART 6; EXCEPT THAT ANY PLAN OFFERED BY A STATE
13 INSTITUTION OF HIGHER EDUCATION IN LIEU OF A PLAN ESTABLISHED BY
14 THE DIRECTOR SHALL BE COMPARABLE IN COVERAGE TO THE PLAN
15 ESTABLISHED BY THE DIRECTOR AND SUBJECT TO THE REQUIREMENTS OF
16 SECTION 24-50-609 (2).

17 **SECTION 4. Safety clause.** The general assembly hereby finds,
18 determines, and declares that this act is necessary for the immediate
19 preservation of the public peace, health, and safety.