

Second Regular Session
Seventieth General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 16-0698.01 Nicole Myers x4326

HOUSE BILL 16-1147

HOUSE SPONSORSHIP

Navarro,

SENATE SPONSORSHIP

(None),

House Committees

State, Veterans, & Military Affairs

Senate Committees

A BILL FOR AN ACT

101 CONCERNING THE REDUCTION OF WAIT TIMES FOR STATE EMPLOYEES
102 TO RECEIVE SERVICES THROUGH THE COLORADO STATE
103 EMPLOYEE ASSISTANCE PROGRAM.

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/bills summaries>.)

The Colorado state employee assistance program (C-SEAP) was established by the department of personnel over 30 years ago pursuant to the executive director of the department of personnel's statutory authority to establish and operate an employee assistance program to address personal problems and workplace issues faced by state employees and

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.

employers. C-SEAP provides a wide range of services for state employees and employers. While C-SEAP makes every effort to see employees or employers quickly in emergency situations, the wait time for services in less urgent situations would ideally be shorter than it is.

The bill requires the executive director to ensure that any additional moneys that are appropriated to C-SEAP as a result of the bill will be used to reduce wait times for state employees and employers to receive services through C-SEAP.

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

2 **SECTION 1. Legislative declaration.** (1) The general assembly
3 hereby finds and declares that:

4 (a) The Colorado state employee assistance program was
5 established by the department of personnel pursuant to the executive
6 director of the department of personnel's statutory authority to establish
7 and operate an employee assistance program to address personal problems
8 and workplace issues faced by state employees and employers before the
9 problems and issues severely impact the productivity, safety, work
10 relationships, absenteeism, and accident rates of state employees in the
11 workplace;

12 (b) The Colorado state employee assistance program provides a
13 wide range of services, including confidential counseling, manager and
14 supervisor consultation, mediation, emotional intelligence coaching for
15 managers, workplace training, and facilitation of financial assistance in
16 unforeseen life events;

17 (c) The Colorado state employee assistance program is a valuable
18 resource for state employees and employers, and the fact that most state
19 employees and employers have to wait several weeks for an appointment
20 indicates that state employees and employers have come to rely on the
21 services and support that the program offers;

1 (d) While in emergency situations, the Colorado state employee
2 assistance program makes every effort to see employees or employers on
3 the day that assistance is requested, the wait time for state employees and
4 employers to get an appointment in less urgent situations is often longer
5 than is ideal; and

6 (e) The Colorado state employee assistance program would
7 benefit from additional resources to reduce the wait times for state
8 employees and employers to receive the services that the program
9 provides.

10 (2) It is the general assembly's intent that any additional moneys
11 appropriated to the Colorado state employee assistance program through
12 this bill be used, in the discretion of the executive director, to hire
13 additional staff or to acquire additional resources to reduce wait times for
14 state employees and employers to receive services through the program.

15 **SECTION 2.** In Colorado Revised Statutes, 24-50-604, **add** (1)
16 (k) (VI) as follows:

17 **24-50-604. Powers and duties of the director.** (1) The director
18 shall administer and manage the state employees group benefit plans and,
19 subject to the provisions of this part 6, has the following powers and
20 duties:

21 (k) (VI) (A) BEGINNING IN THE 2016-17 FISCAL YEAR, THE
22 DIRECTOR SHALL MAKE A GOOD-FAITH EFFORT TO REDUCE THE LENGTH OF
23 TIME THAT STATE EMPLOYEES ARE REQUIRED TO WAIT BEFORE RECEIVING
24 SERVICES THROUGH A STATE EMPLOYEE ASSISTANCE PROGRAM
25 ESTABLISHED AND OPERATED PURSUANT TO THIS PARAGRAPH (k). THE
26 DIRECTOR SHALL ENSURE THAT ANY MONEYS APPROPRIATED PURSUANT TO
27 THIS SUBPARAGRAPH (VI), FOR ANY STATE EMPLOYEE ASSISTANCE

1 PROGRAM ESTABLISHED AND OPERATED PURSUANT TO THIS PARAGRAPH
2 (k), SHALL BE USED IN AN EFFORT TO REDUCE SUCH WAIT TIMES FOR STATE
3 EMPLOYEES.

4 (B) FOR THE 2017-18 FISCAL YEAR AND EACH FISCAL YEAR
5 THEREAFTER, THE AMOUNT APPROPRIATED FOR A STATE EMPLOYEE
6 ASSISTANCE PROGRAM ESTABLISHED AND OPERATED PURSUANT TO THIS
7 PARAGRAPH (k), SHALL NOT BE LESS THAN THE TOTAL AMOUNT
8 APPROPRIATED, THROUGH ANY BILL, TO SUCH PROGRAM FOR THE 2016-17
9 FISCAL YEAR.

10 **SECTION 3. Safety clause.** The general assembly hereby finds,
11 determines, and declares that this act is necessary for the immediate
12 preservation of the public peace, health, and safety.