

**Second Regular Session
Sixty-seventh General Assembly
STATE OF COLORADO**

REVISED

*This Version Includes All Amendments Adopted
on Second Reading in the Second House*

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
Education

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.

SENATE
2nd Reading Unamended
May 11, 2010

HOUSE
3rd Reading Unamended
May 5, 2010

HOUSE
Amended 2nd Reading
May 4, 2010

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, ■ ■ group benefit
10 plans, retirement benefits, performance awards, incentives, premium pay
11 practices, and leave. For purposes of this section, "group benefit plans"
12 means ■ group benefit coverages ~~contracted for or administered by the~~
13 ~~state personnel director for medical, dental, and life benefits AS~~
14 DESCRIBED IN SECTION 24-50-603 (9).

15 **SECTION 2.** 24-50-603 (9), Colorado Revised Statutes, is
16 amended to read:

17 **24-50-603. Definitions.** As used in this part 6, unless the context
18 otherwise requires:

19 (9) "Group benefit plans" means any group benefit coverages
20 contracted for or administered by the director, including but not limited

1 to, medical, dental, life, and disability benefits. FOR PURPOSES OF
2 SECTION 24-50-104 (1) (a) (I), "GROUP BENEFIT PLANS" INCLUDES ANY
3 GROUP BENEFIT COVERAGES OFFERED BY A STATE INSTITUTION OF HIGHER
4 EDUCATION TO EMPLOYEES OF SUCH INSTITUTION WHO ARE IN THE STATE
5 PERSONNEL SYSTEM.

6 **SECTION 3.** 24-50-607 (1), Colorado Revised Statutes, is
7 amended to read:

8 **24-50-607. Employees - eligibility - election of coverage.**
9 (1) Any state employee eligible as determined by the director for
10 membership in a group benefit plan contracted for pursuant to section
11 24-50-604 (1) (b) upon the effective date of such plan shall be enrolled
12 in the plan ~~by~~ UPON making application according to the director's
13 procedures.

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

17 **24-50-618. Group benefit plans - institutions of higher**
18 **education.** A STATE INSTITUTION OF HIGHER EDUCATION THAT HAS, IN
19 THE PLAN YEAR IMMEDIATELY PRECEDING THE EFFECTIVE DATE OF THIS
20 SECTION, OFFERED ONE OR MORE GROUP BENEFIT PLANS OTHER THAN A
21 PLAN CONTRACTED FOR BY THE DIRECTOR PURSUANT TO THIS PART 6 TO
22 EMPLOYEES OF THE INSTITUTION WHO ARE IN THE STATE PERSONNEL
23 SYSTEM MAY CONTINUE TO OFFER GROUP BENEFIT PLANS TO SUCH
24 EMPLOYEES. NOTHING IN THIS PART 6 SHALL BE CONSTRUED TO
25 OTHERWISE LIMIT OR EXPAND THE AUTHORITY OF ANY INSTITUTION OF
26 HIGHER EDUCATION TO ESTABLISH AND OFFER BENEFIT PLANS TO ITS
27 EMPLOYEES.

1 **SECTION 5. Safety clause.** The general assembly hereby finds,
2 determines, and declares that this act is necessary for the immediate
3 preservation of the public peace, health, and safety.