AN ACT relating to state employee health insurance.

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Be it enacted by the General Assembly of the Commonwealth of Kentucky:

Section 1. KRS 18A.225 (Effective until January 1, 2025) is amended to read as
 follows:

5 (1) (a) The term "employee" for purposes of this section means:

Any person, including an elected public official, who is regularly employed by any department, office, board, agency, or branch of state government; or by a public postsecondary educational institution; or by any city, urban-county, charter county, county, or consolidated local government, whose legislative body has opted to participate in the statesponsored health insurance program pursuant to KRS 79.080; and who is either a contributing member to any one (1) of the retirement systems administered by the state, including but not limited to the Kentucky Retirement Systems, County Employees Retirement System, Kentucky Teachers' Retirement System, the Legislators' Retirement Plan, or the Judicial Retirement Plan; or is receiving a contractual contribution from the state toward a retirement plan; or, in the case of a public postsecondary education institution, is an individual participating in an optional retirement plan authorized by KRS 161.567; or is eligible to participate in a retirement plan established by an employer who ceases participating in the Kentucky Employees Retirement System pursuant to KRS 61.522 whose employees participated in the health insurance plans administered by the Personnel Cabinet prior to the employer's effective cessation date in the Kentucky Employees Retirement System, except that no employer who ceases participation in the state health insurance plan shall be eligible to participate in the state health insurance plan again in the future;

1		2. Any certified or classified employee of a local board of education or a
2		public charter school as defined in KRS 160.1590;
3		3. Any elected member of a local board of education;
4		4. Any person who is a present or future recipient of a retirement
5		allowance from the Kentucky Retirement Systems, County Employees
6		Retirement System, Kentucky Teachers' Retirement System, the
7		Legislators' Retirement Plan, the Judicial Retirement Plan, or the
8		Kentucky Community and Technical College System's optional
9		retirement plan authorized by KRS 161.567, except that a person who is
10		receiving a retirement allowance and who is age sixty-five (65) or older
11		shall not be included, with the exception of persons covered under KRS
12		61.702(2)(b)3. and 78.5536(2)(b)3., unless he or she is actively
13		employed pursuant to subparagraph 1. of this paragraph; and
14		5. Any eligible dependents and beneficiaries of participating employees
15		and retirees who are entitled to participate in the state-sponsored health
16		insurance program;
17	(b)	The term "health benefit plan" for the purposes of this section means a health
18		benefit plan as defined in KRS 304.17A-005;
19	(c)	The term "insurer" for the purposes of this section means an insurer as defined
20		in KRS 304.17A-005; and
21	(d)	The term "managed care plan" for the purposes of this section means a
22		managed care plan as defined in KRS 304.17A-500.
23	(2) (a)	The secretary of the Finance and Administration Cabinet, upon the
24		recommendation of the secretary of the Personnel Cabinet, shall procure, in

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compliance with the provisions of KRS 45A.080, 45A.085, and 45A.090,

from one (1) or more insurers authorized to do business in this state, a group

health benefit plan that may include but not be limited to health maintenance

organization (HMO), preferred provider organization (PPO), point of service
(POS), and exclusive provider organization (EPO) benefit plans
encompassing all or any class or classes of employees. With the exception of
employers governed by the provisions of KRS Chapters 16, 18A, and 151B,
all employers of any class of employees or former employees shall enter into
a contract with the Personnel Cabinet prior to including that group in the state
health insurance group. The contracts shall include but not be limited to
designating the entity responsible for filing any federal forms, adoption of
policies required for proper plan administration, acceptance of the contractual
provisions with health insurance carriers or third-party administrators,
requiring minimal participation duration, requiring participation in all
employee benefits administered by the Personnel Cabinet pursuant to KRS
18A.205 to 18A.2287, and adoption of the payment and reimbursement
methods necessary for efficient administration of the health insurance
program. Health insurance coverage provided to state employees under this
section shall:

- 1. Provide minimum value in that the plan shall pay at least sixty percent

 (60%) of the total cost of in-network medical services for employees;
- 2. Provide minimum essential coverage as defined in 26 U.S.C. sec. 5000A(f);
- 3. Not discriminate in favor of highly compensated individuals as prohibited by 26 U.S.C. sec. 105(h); and
- 4. [, at a minimum, contain the same benefits as provided under Kentucky Kare Standard as of January 1, 1994, and shall Include a mail-order drug option as provided in subsection (12)[(13)] of this section.

All employees and other persons for whom the health care coverage is provided or made available shall annually be given an option to elect health

care coverage through a self-funded plan offered by the Commonwealth or, if a self-funded plan is not available, from a list of coverage options determined by the competitive bid process under the provisions of KRS 45A.080, 45A.085, and 45A.090 and made available during annual open enrollment.

- (b) The policy or policies shall be approved by the commissioner of insurance and may contain the provisions the commissioner of insurance approves, whether or not otherwise permitted by the insurance laws.
- (c) Any carrier bidding to offer health care coverage to employees shall agree to provide coverage to all members of the state group, including active employees and retirees and their eligible covered dependents and beneficiaries, within the county or counties specified in its bid. <u>Any</u>[Except as provided in subsection (20) of this section, any] carrier bidding to offer health care coverage to employees shall also agree to rate all employees as a single entity, except for those retirees whose former employers insure their active employees outside the state-sponsored health insurance program and as otherwise provided in KRS 61.702(2)(b)3.b. and 78.5536(2)(b)3.b.
- (d) Any carrier bidding to offer health care coverage to employees shall agree to provide enrollment, claims, and utilization data to the Commonwealth in a format specified by the Personnel Cabinet with the understanding that the data shall be owned by the Commonwealth; to provide data in an electronic form and within a time frame specified by the Personnel Cabinet; and to be subject to penalties for noncompliance with data reporting requirements as specified by the Personnel Cabinet. The Personnel Cabinet shall take strict precautions to protect the confidentiality of each individual employee; however, confidentiality assertions shall not relieve a carrier from the requirement of providing stipulated data to the Commonwealth.
- (e) The Personnel Cabinet shall develop the necessary techniques and capabilities

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for timely analysis of data received from carriers and, to the extent possible, provide in the request-for-proposal specifics relating to data requirements, electronic reporting, and penalties for noncompliance. The Commonwealth shall own the enrollment, claims, and utilization data provided by each carrier and shall develop methods to protect the confidentiality of the individual. The Personnel Cabinet shall include in the October annual report submitted pursuant to the provisions of KRS 18A.226 to the Governor, the General Assembly, and the Chief Justice of the Supreme Court, an analysis of the financial stability of the program, which shall include but not be limited to loss ratios, methods of risk adjustment, measurements of carrier quality of service, prescription coverage and cost management, and statutorily required mandates. If state self-insurance was available as a carrier option, the report also shall provide a detailed financial analysis of the self-insurance fund including but not limited to loss ratios, reserves, and reinsurance agreements.

- (f) If any agency participating in the state-sponsored employee health insurance program for its active employees terminates participation and there is a state appropriation for the employer's contribution for active employees' health insurance coverage, then neither the agency nor the employees shall receive the state-funded contribution after termination from the state-sponsored employee health insurance program.
- (g) Any funds in flexible spending accounts that remain after all reimbursements have been processed shall be transferred to the credit of the state-sponsored health insurance plan's appropriation account.
- (h) Each entity participating in the state-sponsored health insurance program shall provide an amount at least equal to the state contribution rate for the employer portion of the health insurance premium. For any participating entity that used the state payroll system, the employer contribution amount shall be equal to

but not greater than the state contribution rate.

2 (3) The premiums may be paid by the policyholder:

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- 3 (a) Wholly from funds contributed by the employee, by payroll deduction or otherwise;
 - (b) Wholly from funds contributed by any department, board, agency, public postsecondary education institution, or branch of state, city, urban-county, charter county, county, or consolidated local government; or
 - (c) Partly from each, except that any premium due for health care coverage, vision coverage, or dental coverage, if any, in excess of the premium amount contributed by any department, board, agency, postsecondary education institution, or branch of state, city, urban-county, charter county, county, or consolidated local government for any other health care coverage shall be paid by the employee.
 - (4) If an employee moves his or her place of residence or employment out of the service area of an insurer offering a managed health care plan, under which he or she has elected coverage, into either the service area of another managed health care plan or into an area of the Commonwealth not within a managed health care plan service area, the employee shall be given an option, at the time of the move or transfer, to change his or her coverage to another health benefit plan.
- 20 No payment of premium by any department, board, agency, public postsecondary 21 educational institution, or branch of state, city, urban-county, charter county, 22 county, or consolidated local government shall constitute compensation to an 23 insured employee for the purposes of any statute fixing or limiting the 24 compensation of such an employee. Any premium or other expense incurred by any 25 department, board, agency, public postsecondary educational institution, or branch 26 of state, city, urban-county, charter county, county, or consolidated local 27 government shall be considered a proper cost of administration.

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The policy or policies may contain the provisions with respect to the class or classes of employees covered, amounts of insurance or coverage for designated classes or groups of employees, policy options, terms of eligibility, and continuation of insurance or coverage after retirement.

Group rates under this section shall be made available to the disabled child of an

(7) Group rates under this section shall be made available to the disabled child of an employee regardless of the child's age if the entire premium for the disabled child's coverage is paid by the state employee. A child shall be considered disabled if he or she has been determined to be eligible for federal Social Security disability benefits.

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9 (8) The health care contract or contracts for employees shall be entered into for a period of not less than one (1) year.

[The secretary shall appoint thirty two (32) persons to an Advisory Committee of State Health Insurance Subscribers to advise the secretary or the secretary's designee regarding the state sponsored health insurance program for employees. The secretary shall appoint, from a list of names submitted by appointing authorities, members representing school districts from each of the seven (7) Supreme Court districts, members representing state government from each of the seven (7) Supreme Court districts, two (2) members representing retirees under age sixty five (65), one (1) member representing local health departments, two (2) members representing the Kentucky Teachers' Retirement System, and three (3) members at large. The secretary shall also appoint two (2) members from a list of five (5) names submitted by the Kentucky Education Association, two (2) members from a list of five (5) names submitted by the largest state employee organization of nonschool state employees, two (2) members from a list of five (5) names submitted by the Kentucky Association of Counties, two (2) members from a list of five (5) names submitted by the Kentucky League of Cities, and two (2) members from a list of names consisting of five (5) names submitted by each state employee organization that has two thousand (2,000) or more members on state payroll

1	deduction. The advisory committee shall be appointed in January of each year and
2	shall meet quarterly.
3	(10) Notwithstanding any other provision of law to the contrary, the policy or policies
4	provided to employees pursuant to this section shall not provide coverage for
5	obtaining or performing an abortion, nor shall any state funds be used for the
6	purpose of obtaining or performing an abortion on behalf of employees or their
7	dependents.
8	(10)[(11)] Interruption of an established treatment regime with maintenance drugs shall
9	be grounds for an insured to appeal a formulary change through the established
10	appeal procedures approved by the Department of Insurance, if the physician
11	supervising the treatment certifies that the change is not in the best interests of the
12	patient.
13	(11)[(12)] Any employee who is eligible for and elects to participate in the state health
14	insurance program as a retiree, or the spouse or beneficiary of a retiree, under any
15	one (1) of the state-sponsored retirement systems shall not be eligible to receive the
16	state health insurance contribution toward health care coverage as a result of any
17	other employment for which there is a public employer contribution. This does not
18	preclude a retiree and an active employee spouse from using both contributions to
19	the extent needed for purchase of one (1) state sponsored health insurance policy
20	for that plan year.
21	(12) [(13)] (a) The policies of health insurance coverage procured under subsection (2)
22	of this section shall include a mail-order drug option for maintenance drugs
23	for state employees. Maintenance drugs may be dispensed by mail order in
24	accordance with Kentucky law.
25	(b) A health insurer shall not discriminate against any retail pharmacy located
26	within the geographic coverage area of the health benefit plan and that meets
27	the terms and conditions for participation established by the insurer, including

1		price, dispensing fee, and copay requirements of a mail-order option. The
2		retail pharmacy shall not be required to dispense by mail.
3		(c) The mail-order option shall not permit the dispensing of a controlled
4		substance classified in Schedule II.
5	<u>(13)</u>	Except as authorized under this section and Section 3 of this Act, no provision of
6		KRS Chapter 304 shall apply to the public employee health insurance program
7		for public employees established under subsection (1) of Section 3 of this Act.
8	(14)	The policy or policies provided to state employees or their dependents pursuant to
9		this section shall provide coverage for obtaining a hearing aid and acquiring hearing
10		aid-related services for insured individuals[under eighteen (18) years of age,]
11		subject to a <u>limit</u> [cap] of one <u>(1) hearing aid per each hearing impaired</u>
12		<u>ear</u> [thousand four hundred dollars (\$1,400)] every thirty-six (36) months pursuant
13		to KRS 304.17A-132.
14	(15)	Any policy provided to state employees or their dependents pursuant to this section
15		shall provide coverage for the diagnosis and treatment of autism spectrum disorders
16		consistent with KRS 304.17A-142.
17	(16)	Any policy provided to state employees or their dependents pursuant to this section
18		shall provide coverage for obtaining amino acid-based elemental formula pursuant
19		to KRS 304.17A-258.
20	(17)	[If a state employee's residence and place of employment are in the same county,
21		and if the hospital located within that county does not offer surgical services,
22		intensive care services, obstetrical services, level II neonatal services, diagnostic
23		cardiac catheterization services, and magnetic resonance imaging services, the
24		employee may select a plan available in a contiguous county that does provide
25		those services, and the state contribution for the plan shall be the amount available
26		in the county where the plan selected is located.
27	(18)	If a state employee's residence and place of employment are each located in

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	coun	ties in which the hospitals do not offer surgical services, intensive care
	servi	ces, obstetrical services, level II neonatal services, diagnostic cardiae
	cathe	eterization services, and magnetic resonance imaging services, the employee
	may	select a plan available in a county contiguous to the county of residence that
	does	provide those services, and the state contribution for the plan shall be the
	amoı	unt available in the county where the plan selected is located.
(19)	The	Personnel Cabinet is encouraged to study whether it is fair and reasonable and
	in th	e best interests of the state group to allow any carrier bidding to offer health
	care	coverage under this section to submit bids that may vary county by county or
	by la	rger geographic areas.
(20)	Notv	vithstanding any other provision of this section, the bid for proposals for health
	insur	rance coverage for calendar year 2004 shall include a bid scenario that reflects
	the s	tatewide rating structure provided in calendar year 2003 and a bid scenario that
	allov	vs for a regional rating structure that allows carriers to submit bids that may
	vary	by region for a given product offering as described in this subsection:
	(a)	The regional rating bid scenario shall not include a request for bid on a
		statewide option;
	(b)	The Personnel Cabinet shall divide the state into geographical regions which
		shall be the same as the partnership regions designated by the Department for
		Medicaid Services for purposes of the Kentucky Health Care Partnership
		Program established pursuant to 907 KAR 1:705;
	(c)	The request for proposal shall require a carrier's bid to include every county
		within the region or regions for which the bid is submitted and include but not
		be restricted to a preferred provider organization (PPO) option;
	(d)	If the Personnel Cabinet accepts a carrier's bid, the cabinet shall award the
		carrier all of the counties included in its bid within the region. If the Personnel
		Cabinet deems the bids submitted in accordance with this subsection to be in

 $\begin{array}{c} \text{Page 10 of 32} \\ \text{XXXX} \ \ 2/23/2024 \, 8:43 \, \text{AM} \end{array}$

1 the best interests of state employees in a region, the cabinet may award the 2 contract for that region to no more than two (2) carriers; and 3 Nothing in this subsection shall prohibit the Personnel Cabinet from including 4 other requirements or criteria in the request for proposal. 5 (21) Any fully insured health benefit plan or self-insured plan issued or renewed on or 6 after July 12, 2006, to public employees pursuant to this section which provides 7 coverage for services rendered by a physician or osteopath duly licensed under KRS 8 Chapter 311 that are within the scope of practice of an optometrist duly licensed 9 under the provisions of KRS Chapter 320 shall provide the same payment of 10 coverage to optometrists as allowed for those services rendered by physicians or 11 osteopaths. 12 (18)[(22)] Any fully insured health benefit plan or self-insured plan issued or renewed to 13 public employees pursuant to this section shall comply with: 14 KRS 304.12-237; (a) 15 KRS 304.17A-270 and 304.17A-525; (b) 16 (c) KRS 304.17A-600 to 304.17A-633; KRS 205.593; 17 (d) 18 KRS 304.17A-700 to 304.17A-730; (e) 19 (f) KRS 304.14-135; 20 KRS 304.17A-580 and 304.17A-641; (g) 21 (h) KRS 304.99-123; 22 (i) KRS 304.17A-138; 23 KRS 304.17A-148; (j) 24 (k) KRS 304.17A-163 and 304.17A-1631; 25 (1) KRS 304.17A-265; and 26 Administrative regulations promulgated pursuant to statutes listed in this 27 subsection.

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Section 2. KRS 18A.225 (Effective January 1, 2025) is amended to read as follows:

(1) (a) The term "employee" for purposes of this section means:

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Any person, including an elected public official, who is regularly employed by any department, office, board, agency, or branch of state government; or by a public postsecondary educational institution; or by any city, urban-county, charter county, county, or consolidated local government, whose legislative body has opted to participate in the statesponsored health insurance program pursuant to KRS 79.080; and who is either a contributing member to any one (1) of the retirement systems administered by the state, including but not limited to the Kentucky Retirement Systems, County Employees Retirement System, Kentucky Teachers' Retirement System, the Legislators' Retirement Plan, or the Judicial Retirement Plan; or is receiving a contractual contribution from the state toward a retirement plan; or, in the case of a public postsecondary education institution, is an individual participating in an optional retirement plan authorized by KRS 161.567; or is eligible to participate in a retirement plan established by an employer who ceases participating in the Kentucky Employees Retirement System pursuant to KRS 61.522 whose employees participated in the health insurance plans administered by the Personnel Cabinet prior to the employer's effective cessation date in the Kentucky Employees Retirement System, except that no employer who ceases participation in the state health insurance plan shall be eligible to participate in the state health insurance plan again in the future;

2. Any certified or classified employee of a local board of education or a public charter school as defined in KRS 160.1590;

3. Any elected member of a local board of education;

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4. Any person who is a present or future recipient of a retirement allowance from the Kentucky Retirement Systems, County Employees Retirement System, Kentucky Teachers' Retirement System, the Legislators' Retirement Plan, the Judicial Retirement Plan, or the Kentucky Community and Technical College System's optional retirement plan authorized by KRS 161.567, except that a person who is receiving a retirement allowance and who is age sixty-five (65) or older shall not be included, with the exception of persons covered under KRS 61.702(2)(b)3. and 78.5536(2)(b)3., unless he or she is actively employed pursuant to subparagraph 1. of this paragraph; and

- 5. Any eligible dependents and beneficiaries of participating employees and retirees who are entitled to participate in the state-sponsored health insurance program;
- (b) The term "health benefit plan" for the purposes of this section means a health benefit plan as defined in KRS 304.17A-005;
- 17 (c) The term "insurer" for the purposes of this section means an insurer as defined 18 in KRS 304.17A-005; and
- 19 (d) The term "managed care plan" for the purposes of this section means a managed care plan as defined in KRS 304.17A-500.
- 21 (2) (a) The secretary of the Finance and Administration Cabinet, upon the 22 recommendation of the secretary of the Personnel Cabinet, shall procure, in 23 compliance with the provisions of KRS 45A.080, 45A.085, and 45A.090, 24 from one (1) or more insurers authorized to do business in this state, a group 25 health benefit plan that may include but not be limited to health maintenance 26 organization (HMO), preferred provider organization (PPO), point of service 27 (POS), exclusive provider organization and (EPO) benefit

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encompassing all or any class or classes of employees. With the exception of
employers governed by the provisions of KRS Chapters 16, 18A, and 151B,
all employers of any class of employees or former employees shall enter into
a contract with the Personnel Cabinet prior to including that group in the state
health insurance group. The contracts shall include but not be limited to
designating the entity responsible for filing any federal forms, adoption of
policies required for proper plan administration, acceptance of the contractual
provisions with health insurance carriers or third-party administrators,
requiring minimal participation duration, requiring participation in all
employee benefits administered by the Personnel Cabinet pursuant to KRS
18A.205 to 18A.2287, and adoption of the payment and reimbursement
methods necessary for efficient administration of the health insurance
program. Health insurance coverage provided to state employees under this
section shall <u>:</u>

- 1. Provide minimum value in that the plan shall pay at least sixty percent

 (60%) of the total cost of in-network medical services for employees;
- 2. Provide minimum essential coverage as defined in 26 U.S.C. sec. 5000A(f);
- 3. Not discriminate in favor of highly compensated individuals as prohibited by 26 U.S.C. sec. 105(h); and
- 4. [, at a minimum, contain the same benefits as provided under Kentucky Kare Standard as of January 1, 1994, and shall Include a mail-order drug option as provided in subsection (12)[(13)] of this section.

All employees and other persons for whom the health care coverage is provided or made available shall annually be given an option to elect health care coverage through a self-funded plan offered by the Commonwealth or, if a self-funded plan is not available, from a list of coverage options determined

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by the competitive bid process under the provisions of KRS 45A.080, 45A.085, and 45A.090 and made available during annual open enrollment.

- (b) The policy or policies shall be approved by the commissioner of insurance and may contain the provisions the commissioner of insurance approves, whether or not otherwise permitted by the insurance laws.
- (c) Any carrier bidding to offer health care coverage to employees shall agree to provide coverage to all members of the state group, including active employees and retirees and their eligible covered dependents and beneficiaries, within the county or counties specified in its bid. [Except as provided in subsection (20) of this section,] Any carrier bidding to offer health care coverage to employees shall also agree to rate all employees as a single entity, except for those retirees whose former employers insure their active employees outside the state-sponsored health insurance program and as otherwise provided in KRS 61.702(2)(b)3.b. and 78.5536(2)(b)3.b.
- (d) Any carrier bidding to offer health care coverage to employees shall agree to provide enrollment, claims, and utilization data to the Commonwealth in a format specified by the Personnel Cabinet with the understanding that the data shall be owned by the Commonwealth; to provide data in an electronic form and within a time frame specified by the Personnel Cabinet; and to be subject to penalties for noncompliance with data reporting requirements as specified by the Personnel Cabinet. The Personnel Cabinet shall take strict precautions to protect the confidentiality of each individual employee; however, confidentiality assertions shall not relieve a carrier from the requirement of providing stipulated data to the Commonwealth.
- (e) The Personnel Cabinet shall develop the necessary techniques and capabilities for timely analysis of data received from carriers and, to the extent possible, provide in the request-for-proposal specifics relating to data requirements,

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electronic reporting, and penalties for noncompliance. The Commonwealth shall own the enrollment, claims, and utilization data provided by each carrier and shall develop methods to protect the confidentiality of the individual. The Personnel Cabinet shall include in the October annual report submitted pursuant to the provisions of KRS 18A.226 to the Governor, the General Assembly, and the Chief Justice of the Supreme Court, an analysis of the financial stability of the program, which shall include but not be limited to loss ratios, methods of risk adjustment, measurements of carrier quality of service, prescription coverage and cost management, and statutorily required mandates. If state self-insurance was available as a carrier option, the report also shall provide a detailed financial analysis of the self-insurance fund including but not limited to loss ratios, reserves, and reinsurance agreements.

- (f) If any agency participating in the state-sponsored employee health insurance program for its active employees terminates participation and there is a state appropriation for the employer's contribution for active employees' health insurance coverage, then neither the agency nor the employees shall receive the state-funded contribution after termination from the state-sponsored employee health insurance program.
- (g) Any funds in flexible spending accounts that remain after all reimbursements have been processed shall be transferred to the credit of the state-sponsored health insurance plan's appropriation account.
- (h) Each entity participating in the state-sponsored health insurance program shall provide an amount at least equal to the state contribution rate for the employer portion of the health insurance premium. For any participating entity that used the state payroll system, the employer contribution amount shall be equal to but not greater than the state contribution rate.
- (3) The premiums may be paid by the policyholder:

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(a) Wholly from funds contributed by the employee, by payroll deduction or otherwise;

- (b) Wholly from funds contributed by any department, board, agency, public postsecondary education institution, or branch of state, city, urban-county, charter county, county, or consolidated local government; or
- vision coverage, or dental coverage, if any, in excess of the premium amount contributed by any department, board, agency, postsecondary education institution, or branch of state, city, urban-county, charter county, county, or consolidated local government for any other health care coverage shall be paid by the employee.
- (4) If an employee moves his or her place of residence or employment out of the service area of an insurer offering a managed health care plan, under which he or she has elected coverage, into either the service area of another managed health care plan or into an area of the Commonwealth not within a managed health care plan service area, the employee shall be given an option, at the time of the move or transfer, to change his or her coverage to another health benefit plan.
- (5) No payment of premium by any department, board, agency, public postsecondary educational institution, or branch of state, city, urban-county, charter county, county, or consolidated local government shall constitute compensation to an insured employee for the purposes of any statute fixing or limiting the compensation of such an employee. Any premium or other expense incurred by any department, board, agency, public postsecondary educational institution, or branch of state, city, urban-county, charter county, county, or consolidated local government shall be considered a proper cost of administration.
- 26 (6) The policy or policies may contain the provisions with respect to the class or classes 27 of employees covered, amounts of insurance or coverage for designated classes or

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groups of employees, policy options, terms of eligibility, and continuation of insurance or coverage after retirement.

- Group rates under this section shall be made available to the disabled child of an employee regardless of the child's age if the entire premium for the disabled child's coverage is paid by the state employee. A child shall be considered disabled if he or she has been determined to be eligible for federal Social Security disability benefits.
- 7 (8) The health care contract or contracts for employees shall be entered into for a period of not less than one (1) year.

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The secretary shall appoint thirty two (32) persons to an Advisory Committee of State Health Insurance Subscribers to advise the secretary or the secretary's designee regarding the state sponsored health insurance program for employees. The secretary shall appoint, from a list of names submitted by appointing authorities, members representing school districts from each of the seven (7) Supreme Court districts, members representing state government from each of the seven (7) Supreme Court districts, two (2) members representing retirees under age sixty five (65), one (1) member representing local health departments, two (2) members representing the Kentucky Teachers' Retirement System, and three (3) members at large. The secretary shall also appoint two (2) members from a list of five (5) names submitted by the Kentucky Education Association, two (2) members from a list of five (5) names submitted by the largest state employee organization of nonschool state employees, two (2) members from a list of five (5) names submitted by the Kentucky Association of Counties, two (2) members from a list of five (5) names submitted by the Kentucky League of Cities, and two (2) members from a list of names consisting of five (5) names submitted by each state employee organization that has two thousand (2,000) or more members on state payroll deduction. The advisory committee shall be appointed in January of each year and shall meet quarterly.

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1	(10)] Notv	vithstanding any other provision of law to the contrary, the policy or policies
2	provi	ded to employees pursuant to this section shall not provide coverage for
3	obtair	ning or performing an abortion, nor shall any state funds be used for the
4	purpo	ose of obtaining or performing an abortion on behalf of employees or their
5	deper	ndents.
6	<u>(10)</u> [(11)]	Interruption of an established treatment regime with maintenance drugs shall
7	be gr	ounds for an insured to appeal a formulary change through the established
8	appea	al procedures approved by the Department of Insurance, if the physician
9	super	vising the treatment certifies that the change is not in the best interests of the
10	patier	nt.
11	<u>(11)</u> [(12)]	Any employee who is eligible for and elects to participate in the state health
12	insura	ance program as a retiree, or the spouse or beneficiary of a retiree, under any
13	one (1) of the state-sponsored retirement systems shall not be eligible to receive the
14	state	health insurance contribution toward health care coverage as a result of any
15	other	employment for which there is a public employer contribution. This does not
16	preclu	ade a retiree and an active employee spouse from using both contributions to
17	the ex	xtent needed for purchase of one (1) state sponsored health insurance policy
18	for th	at plan year.
19	<u>(12)</u> [(13)]	(a) The policies of health insurance coverage procured under subsection (2)
20		of this section shall include a mail-order drug option for maintenance drugs
21		for state employees. Maintenance drugs may be dispensed by mail order in
22		accordance with Kentucky law.
23	(b)	A health insurer shall not discriminate against any retail pharmacy located
24		within the geographic coverage area of the health benefit plan and that meets
25		the terms and conditions for participation established by the insurer, including
26		price, dispensing fee, and copay requirements of a mail-order option. The

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retail pharmacy shall not be required to dispense by mail.

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1		(c) The mail-order option shall not permit the dispensing of a controlled
2		substance classified in Schedule II.
3	<u>(13)</u>	Except as authorized under this section and Section 3 of this Act, no provision of
4		KRS Chapter 304 shall apply to the public employee health insurance program
5		for public employees established under subsection (1) of Section 3 of this Act.
6	(14)	The policy or policies provided to state employees or their dependents pursuant to
7		this section shall provide coverage for obtaining a hearing aid and acquiring hearing
8		aid-related services for insured individuals[under eighteen (18) years of age,]
9		subject to a <u>limit</u> [cap] of one <u>(1) hearing aid per each hearing impaired</u>
10		<u>ear</u> [thousand four hundred dollars (\$1,400)] every thirty-six (36) months pursuant
11		to KRS 304.17A-132.
12	(15)	Any policy provided to state employees or their dependents pursuant to this section
13		shall provide coverage for the diagnosis and treatment of autism spectrum disorders
14		consistent with KRS 304.17A-142.
15	(16)	Any policy provided to state employees or their dependents pursuant to this section
16		shall provide coverage for obtaining amino acid-based elemental formula pursuant
17		to KRS 304.17A-258.
18	(17)	[If a state employee's residence and place of employment are in the same county,
19		and if the hospital located within that county does not offer surgical services,
20		intensive care services, obstetrical services, level II neonatal services, diagnostic
21		cardiac catheterization services, and magnetic resonance imaging services, the
22		employee may select a plan available in a contiguous county that does provide
23		those services, and the state contribution for the plan shall be the amount available
24		in the county where the plan selected is located.
25	(18)	If a state employee's residence and place of employment are each located in
26		counties in which the hospitals do not offer surgical services, intensive care
27		services, obstetrical services, level II neonatal services, diagnostic cardiac

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1	catheterization services, and magnetic resonance imaging services, the employee
2	may select a plan available in a county contiguous to the county of residence that
3	does provide those services, and the state contribution for the plan shall be the
4	amount available in the county where the plan selected is located.
5	(19) The Personnel Cabinet is encouraged to study whether it is fair and reasonable and
6	in the best interests of the state group to allow any carrier bidding to offer health
7	care coverage under this section to submit bids that may vary county by county or
8	by larger geographic areas.
9	(20) Notwithstanding any other provision of this section, the bid for proposals for health
10	insurance coverage for calendar year 2004 shall include a bid scenario that reflects
11	the statewide rating structure provided in calendar year 2003 and a bid scenario that
12	allows for a regional rating structure that allows carriers to submit bids that may
13	vary by region for a given product offering as described in this subsection:
14	(a) The regional rating bid scenario shall not include a request for bid on a
15	statewide option;
16	(b) The Personnel Cabinet shall divide the state into geographical regions which
17	shall be the same as the partnership regions designated by the Department for
18	Medicaid Services for purposes of the Kentucky Health Care Partnership
19	Program established pursuant to 907 KAR 1:705;
20	(c) The request for proposal shall require a carrier's bid to include every county
21	within the region or regions for which the bid is submitted and include but not
22	be restricted to a preferred provider organization (PPO) option;
23	(d) If the Personnel Cabinet accepts a carrier's bid, the cabinet shall award the
24	carrier all of the counties included in its bid within the region. If the Personnel
25	Cabinet deems the bids submitted in accordance with this subsection to be in
26	the best interests of state employees in a region, the cabinet may award the
27	contract for that region to no more than two (2) carriers; and

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1
           (e) Nothing in this subsection shall prohibit the Personnel Cabinet from including
 2
                other requirements or criteria in the request for proposal.
 3
     (21) Any fully insured health benefit plan or self-insured plan issued or renewed on or
 4
           after July 12, 2006, to public employees pursuant to this section which provides
 5
           coverage for services rendered by a physician or osteopath duly licensed under KRS
 6
           Chapter 311 that are within the scope of practice of an optometrist duly licensed
 7
           under the provisions of KRS Chapter 320 shall provide the same payment of
 8
           coverage to optometrists as allowed for those services rendered by physicians or
 9
           osteopaths.
10
     (18) Any fully insured health benefit plan or self-insured plan issued or renewed to
11
           public employees pursuant to this section shall comply with:
12
                KRS 304.12-237;
           (a)
13
           (b)
                KRS 304.17A-270 and 304.17A-525;
14
           (c)
                KRS 304.17A-600 to 304.17A-633;
15
           (d)
                KRS 205.593;
16
           (e)
                KRS 304.17A-700 to 304.17A-730;
17
                KRS 304.14-135;
           (f)
18
                KRS 304.17A-580 and 304.17A-641;
           (g)
19
           (h)
                KRS 304.99-123;
20
           (i)
                KRS 304.17A-138;
21
           (j)
                KRS 304.17A-148;
22
           (k)
                KRS 304.17A-163 and 304.17A-1631;
23
           (1)
                KRS 304.17A-265;
24
           (m)
                KRS 304.17A-261;
25
           (n)
                KRS 304.17A-262; and
26
           (0)
                Administrative regulations promulgated pursuant to statutes listed in this
27
                subsection.
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TOUCHOILD. ININD TOM. 2234 IS AIRCHAUGH TO ICAU AS TORR	→ Section 3.	KRS 18A.2254 is	amended to read	as follows
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(1) Based on the recommendation of the secretary of the Personnel Cabinet, the secretary of the Finance and Administration Cabinet, in lieu of contracting with one (1) or more insurers licensed to do business in this state, shall procure, in compliance with KRS 45A.080, 45A.085, and 45A.090, and reviewed by the Government Contract Review Committee pursuant to KRS 45A.705, a contract with one (1) or more third-party administrators licensed to do business in the Commonwealth pursuant to KRS 304.9-052 to administer a self-insured plan offered to the Public Employee Health Insurance Program for public employees. The requirements for the self-insured plan shall be as follows:

- (a) 1. The secretary of the Personnel Cabinet shall incorporate by reference in an administrative regulation, pursuant to KRS 13A.2251, the plan year handbook distributed by the Department of Employee Insurance in the Personnel Cabinet to public employees covered under the self-insured plan. The plan year handbook shall contain, at a minimum, the premiums, employee contributions, employer contributions, and a summary of benefits, copays, coinsurance, and deductibles for each plan provided to public employees covered under the self-insured plan;
 - Notwithstanding any other provision of KRS Chapter 18A to the contrary, the administrative regulation shall not be subject to review by the Personnel Board prior to filing the administrative regulation with the Legislative Research Commission; and
 - 3. The secretary of the Personnel Cabinet shall file the administrative regulation for the self-insured plan with the Legislative Research Commission on or before September 15 of the year before each new plan year begins;
- (b) The self-insured plan offered by the program shall cover hospice care at least

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equal to the Medicare benefit;

(c) The Personnel Cabinet shall provide written notice of any formulary change to employees covered under the self-insured plan who are directly impacted by the formulary change and to the Kentucky Group Health Insurance Board fifteen (15) days before implementation of any formulary change. If, after consulting with his or her physician, the employee still disagrees with the formulary change, the employee shall have the right to appeal the change. The employee shall have sixty (60) days from the date of the notice of the formulary change to file an appeal with the Personnel Cabinet. The cabinet shall render a decision within thirty (30) days from the receipt of the request for an appeal. After a final decision is rendered by the Personnel Cabinet, the employee shall have a right to file an appeal pursuant to the utilization review statutes in KRS 304.17A-600 to 304.17A-633. During the appeal process, the employee shall have the right to continue to take any drug prescribed by his or her physician that is the subject of the formulary changes;

- (d) The Personnel Cabinet shall develop the necessary capabilities to ensure that an independent review of each formulary change is conducted and includes but is not limited to an evaluation of the fiscal impact and therapeutic benefit of the formulary change. The independent review shall be conducted by knowledgeable medical professionals and the results of the independent review shall be posted on the website[Web sites] of the Personnel Cabinet and the Cabinet for Health and Family Services] and made available to the public upon request within thirty (30) days of the notice from the Personnel Cabinet required in paragraph (c) of this subsection;
- (e) If the self-insured plan restricts pharmacy benefits to a drug formulary, the plan shall comply with and have an exceptions policy in accordance with KRS 304.17A-535;

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1	(f)	Premiums for all plans offered by the Public Employee Health Insurance
2		Program to employees shall be based on the experience of the entire group;
3		and

- (g) The plan year for the Public Employee Health Insurance Program, whether for fully insured or self-insured benefits, shall be on a calendar year basis.
- 6 (2) (a) 1. In addition to any fully insured health benefit plans or self-insured plans, beginning January 1, 2015, the Personnel Cabinet shall offer a health reimbursement account or health flexible spending account for public employees insured under the Public Employee Health Insurance Program.
 - 2. The Personnel Cabinet may offer a health savings account in conjunction with a high deductible health plan option as defined by 26 U.S.C. sec. 223(c)(2) or as an optional account to which the Personnel Cabinet may deposit funds of an employee who waives coverage in accordance with paragraph (b) of this subsection, provided the employee who waives coverage is eligible to contribute to a health savings account.
 - (b) If a public employee waives coverage provided by his or her employer under the Public Employee Health Insurance Program, the employer shall forward a monthly amount to be determined by the secretary of the Personnel Cabinet for that employee as an employer contribution to <u>an employee's</u>[the] health reimbursement account, <u>health savings account</u>, or health flexible spending account, but not less than one hundred seventy-five dollars (\$175) per month, subject to any conditions or limitations imposed by the secretary to comply with applicable federal law. <u>The type of account available for waiver funding during a plan year shall be at the discretion of the Personnel Cabinet</u>.
 - (c) The administrative fees associated with the employee's health savings

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1			account, health reimbursement account, or health flexible spending account
2			shall be an authorized expense to be charged to the public employee health
3			insurance trust fund.
4	(3)	(a)	The public employee health insurance trust fund is established in the
5			Personnel Cabinet. The purpose of the public employee health insurance trust
6			fund is to provide funds to pay medical claims and other costs associated with
7			the administration of the Public Employee Health Insurance Program self-
8			insured plan under a competitively bid contract as provided by KRS Chapter
9			45A and reviewed by the Government Contract Review Committee pursuant
10			to KRS 45A.705. Unless authorized by the General Assembly, the trust fund
11			shall not utilize funds for any other purpose and the trust fund receipts from
12			prior plan years shall not be used to pay claims and expenses for current or
13			subsequent plan years, except as provided by paragraph (b) of this subsection.
14		(b)	In the event of a projected deficit in the trust fund balance of a prior plan year,
15			the secretary of the Finance and Administration Cabinet may declare an
16			emergency and transfer up to twenty-five percent (25%) of another prior plan
17			year's balance to that plan year, provided the Governor, all members of the
18			General Assembly, and Legislative Research Commission are notified at least
19			thirty (30) days prior to the transfer. The Legislative Research Commission
20			shall refer the notice to appropriate committees of jurisdiction for their
21			review.
22		(c)	The following moneys shall be directly deposited into the trust fund:
23			1. Employer and employee premiums collected under the self-insured plan;
24			2. Interest and investment returns earned by the self-insured plan;
25			Rehates and refunds attributed to the self-insured plan: and

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Any balance remaining in the public employee health insurance trust fund at

All other receipts attributed to the self-insured plan.

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27

4.

(d)

the end of a fiscal year shall not lapse. Any balance remaining at the end of a fiscal year shall be carried forward to the next fiscal year and be used solely for the purpose established in paragraphs (a) and (b) of this subsection. The balance of funds in the public employee health insurance trust fund shall be invested by the Office of Financial Management consistent with the provisions of KRS Chapter 42, and interest income shall be credited to the trust fund. Any balance for a specific plan year and any subsequent interest income for that specific plan year shall be accounted for separately.

- (e) The Auditor of Public Accounts shall be responsible for a financial audit of the books and records of the trust fund. The audit shall be conducted in accordance with generally accepted accounting principles and shall be completed within ninety (90) days of the close of the fiscal year. All audit reports shall be filed with the Governor, the President of the Senate, the Speaker of the House of Representatives, and the secretary of the Personnel Cabinet.
- (f) The secretary of the Personnel Cabinet shall, *upon request*, *send*[file] a quarterly report on the status of the trust fund <u>to</u>[with] the Governor, the Interim Joint Committee on Appropriations and Revenue, <u>or</u> the Kentucky Group Health Insurance Board[, and the Advisory Committee of State Health Insurance Subscribers]. The <u>quarterly reports shall be available</u>[first status report shall be submitted no later than July 30, 2006, and subsequent reports shall be submitted] no later than sixty (60) days following the end of each calendar quarter. The report shall include the following:
 - 1. The current balance of the trust fund and the amount of the balance associated with each plan year;
 - A detailed description of all income to the trust fund since the last report;

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1	3.	A detailed description of any receipts due to the trust fund;
2	4.	A total amount of payments made for medical and pharmacy claims
3		from the trust fund by plan year;
4	5.	A detailed description of all payments made to the third-party
5		administrator of the self-insured plan by the trust fund;
6	6.	Current enrollment data, including monthly enrollment since the last
7		report, of the Public Employee Health Insurance Program self-insured
8		plan;
9	7.	Any other information the secretary may include;
10	8.	Any other information requested by the Interim Joint Committee on
11		Appropriations and Revenue concerning the operation of the Public
12		Employee Health Insurance Program self-funded plan or the trust fund;
13		and
14	9.	In addition to the information required under subparagraphs 1. to 8. of
15		this paragraph, the quarterly report for quarters ending June 30 and
16		<u>December 31</u> [filed in July and January] shall also include the following:
17		a. A projection of the medical claims incurred but not yet reported
18		that are considered liabilities to the trust fund;
19		b. A statement of any other trust fund liabilities;
20		c. A detailed calculation outlining proposed premium rates for the
21		next plan year, including base claims, trend assumptions,
22		administrative fees, and any proposed plan or benefit changes;
23		d. A detailed description of the current in-state and out-of-state
24		networks provided under the plan, any changes to the networks
25		since the last report, and any proposed changes to the in-state or
26		out-of-state networks during the next six (6) months; and
27		e. Specific data regarding the third-party administrator's performance

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1	under the contract. The data shall include the following:
2	i. Any results or outcomes of disease management and
3	wellness programs;
4	ii. Results of case management audits and educational and
5	communication efforts; and
6	iii. Comparison of actual measurable results to contract
7	performance guarantees.
8	→ Section 4. KRS 18A.226 is amended to read as follows:
9 (1)	To provide quality, affordable health insurance coverage so that the Commonwealth
10	can attract and retain able and dedicated public employees, and to facilitate the need
11	for comprehensive and efficient planning, implementation, and administration of a
12	state employee health insurance program in order to meet this goal, the Kentucky
13	Group Health Insurance Board is created. The board shall be attached to the
14	Personnel Cabinet for administrative purposes only. The board shall consist of
15	fourteen (14)[thirteen (13)] members as follows:
16	(a) The secretary of the Finance and Administration Cabinet;
17	(b) The secretary of the Personnel Cabinet;
18	(c) The state budget director;
19	(d) The commissioner of education;
20	(e) [The chair of the Advisory Committee of State Health Insurance Subscribers;
21	(f)]The commissioner of insurance, ex officio;
22	(<u>f)</u> {(g)} The Auditor of Public Accounts, ex officio;
23	(g)[(h)] The Director of the Administrative Office of the Courts, or his or her
24	designee;
25	(h)[(i)] One (1) retired state employee appointed by the Kentucky Public
26	Pensions Authority, and one (1) employee of the Kentucky Public Pensions
27	Authority[Retirement Systems], who shall each serve a term of two (2)

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1		<u>years[an initial term of one (1) year];</u>		
2		<u>(i)</u> [(j)]	One (1) retired teacher appointed by the Teachers' Retirement System	
3		and	one (1) employee of the Teachers' Retirement System, who shall serve	
4		an in	itial term of two (2) years;	
5		<u>(j)</u> [(k)]	One (1) active teacher appointed by the organization with the largest	
6		numl	ber of teacher members on payroll deduction, who shall serve \underline{a} [an initial]	
7		term of one (1) year;		
8		<u>(k)[(1)]</u>	One (1) active state employee appointed by the organization with the	
9		large	est number of state employee members on payroll deduction, who shall	
10		serve	e an initial term of two (2) years; and	
11		<u>(l)</u> [(m)]	One (1) active classified education support employee appointed by the	
12		orgai	nization with the largest number of classified education support employee	
13		mem	abers on payroll deduction, who shall serve an initial term of one (1) year.	
14		As each appointed member's term expires, the vacancy created shall be filled by the		
15		appointing authority for that position for a term applicable to each representative		
16		agency pro	ovided in paragraphs (h) to (l) of this subsection [of two (2) years]. An	
17		appointment to fill an unexpired term of an appointed member shall be made by the		
18		designated appointing authority for the remainder of the term. Appointed terms		
19		shall begin	n effective <u>January</u> [October] 1.	
20	(2)	The memb	pers of the board shall elect from among its members a chair and a vice	
21		chair.		
22	(3)	Regular m	neetings of the board shall be held at least once every month at a place,	
23		day, and ti	ime determined by the board. Special meetings of the board shall be held	
24		when need	led as determined by the chair. If <u>eight (8)</u> [seven (7)] or more members of	
25		the board	request in writing that the chair call a special meeting, the chair shall call	
26		a special n	meeting. The meetings shall operate in accordance with the provisions of	
27		the Open M	Meetings Law under KRS 61.805 to 61.850.	

1	(4)	Members of the board shall receive reimbursement for necessary expenses for		
2		attendance at official board meetings or public hearings.		
3	(5)	The Kentucky Group Health Insurance Board shall:		
4		(a) Engage in analyses and research to identify the factors and parameters that		
5		affect the state group health insurance program;		
6		(b) <u>Upon request, transmit</u> [Develop and transmit, by October 1 of each year		
7		beginning October 1, 2001,] to the Governor, the General Assembly, or [and]		
8		the Chief Justice of the Supreme Court the annual report, which shall be		
9		available by January 31 of each year and shall contain, at a minimum, the		
10		following information:[,]		
11		1. Policy recommendations regarding benefit options and management of		
12		the state group health insurance program; [and		
13		(c) Provide in the first report, due by October 1, 2001, the following:]		
14		2.[1.] Analysis and discussion of methods used by all other states to provide		
15		health insurance benefits to their state group;[and]		
16		3.[2.] Analysis and discussion of the cost, enrollment, claims, and utilization		
17		data[for calendar year 2000 on the Kentucky state group]; and		
18		4.[3.] Recommendations including but not limited to appropriate structures for		
19		the state contribution rate which shall include recommendations on		
20		increasing the state contribution to provide support for dependent		
21		coverage, possible methods to mitigate adverse selection, competitive		
22		plan designs by type and benefit options, the feasibility of a state self-		
23		insurance plan, and strategies for evaluating third-party administrators		
24		and vendors.		
25		→ Section 5. The following KRS section is repealed:		
26	18A	.2255 Health benefit plans and other information to be submitted to Advisory		
27		Committee of State Health Insurers Approval or recommendations for changes		

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1 Committee to advise on options, bids, administration, and drug formulary -- Written

2 report or testimony.