

First Regular Session
Sixty-eighth General Assembly
STATE OF COLORADO

INTRODUCED

LLS NO. 11-0655.01 Nicole Myers

HOUSE BILL 11-1257

HOUSE SPONSORSHIP

Becker, Gerou, Ferrandino

SENATE SPONSORSHIP

Lambert, Hodge, Steadman

House Committees
Finance

Senate Committees

A BILL FOR AN ACT

101 **CONCERNING THE STATE CONTRIBUTION TOWARD THE GROUP BENEFIT**
102 **PLAN PREMIUM FOR STATE EMPLOYEES WHO WORK LESS THAN**
103 **FULL TIME.**

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>.)

The state makes a contribution toward the total amount of the premium for each group benefit plan offered to state employees. Currently, the amount of the contribution for all state employees who choose a particular coverage option offered by the state is the same,

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.

regardless of whether the state employee works full time or less than full time. The bill reduces the amount that the state contributes toward the premium for state employees who work less than 50% of a full-time schedule and eliminates the state contribution for state employees who work less than 25% of a full-time schedule.

The bill specifies that the state's contribution for the life insurance portion of group benefit plans shall be the same for all state employees, regardless of whether a state employee works a full-time or less than full-time schedule.

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

2 **SECTION 1.** 24-50-604 (3), Colorado Revised Statutes, is
3 amended to read:

4 **24-50-604. Powers and duties of the director.** (3) SUBJECT TO
5 THE PROVISIONS OF SECTION 24-50-609 (6), the director shall have the
6 authority to adopt procedures to determine benefit eligibility requirements
7 and the percentage of the state contribution to health benefits for all
8 employees, as defined in section 24-50-603 (7), who work less than full
9 time, are governed by the rules established pursuant to subsection (2) of
10 this section, and are hired on or after January 1, 2005. The director shall
11 include any proposed changes to the group benefits policy in the annual
12 compensation report and recommendations submitted to the governor and
13 the joint budget committee of the general assembly pursuant to section
14 24-50-104 (4) (c).

15 **SECTION 2.** 24-50-609 (2) (b) (I), Colorado Revised Statutes,
16 is amended, and the said 24-50-609 is further amended BY THE
17 ADDITION OF A NEW SUBSECTION, to read:

18 **24-50-609. State contributions - supplemental state**
19 **contribution fund - creation.** (2) (b) (I) The total premium for each
20 particular group benefit plan offered to state employees pursuant to this

1 part 6 and for each tier of said plan shall be the same for all eligible
2 employees. The amount of the state contribution for each tier shall be
3 determined by the director in accordance with section 24-50-104 (4). ~~and~~
4 THE AMOUNT OF THE STATE CONTRIBUTION shall be the same for all
5 eligible FULL-TIME employees within the state personnel system AND
6 SHALL BE THE SAME PERCENTAGE OF THE FULL-TIME EMPLOYEE STATE
7 CONTRIBUTION FOR ALL ELIGIBLE EMPLOYEES WITHIN THE STATE
8 PERSONNEL SYSTEM WHO WORK LESS THAN FULL TIME, AS DETERMINED
9 PURSUANT TO SUBSECTION (6) OF THIS SECTION; except that, beginning
10 with the 2008-09 state fiscal year, the state contribution shall be
11 supplemented for eligible state employees, as defined in section
12 24-50-609.5 (2) (a), in accordance with section 24-50-609.5 REGARDLESS
13 OF WHETHER THE ELIGIBLE STATE EMPLOYEE WORKS FULL TIME OR LESS
14 THAN FULL TIME. For purposes of this section, "tier" means the particular
15 coverage options offered to eligible employees, including single
16 employee, employee with one covered dependent, and employee with two
17 or more covered dependents.

18 (6) (a) FOR THE 2011-12 STATE FISCAL YEAR AND EACH STATE
19 FISCAL YEAR THEREAFTER, FOR ELIGIBLE EMPLOYEES WHO WORK LESS
20 THAN FULL TIME, THE AMOUNT OF THE STATE CONTRIBUTION FOR THE
21 TOTAL PREMIUM FOR EACH GROUP BENEFIT PLAN OFFERED BY THE STATE
22 SHALL BE THE PERCENTAGE OF THE STATE CONTRIBUTION MADE FOR
23 ELIGIBLE FULL-TIME EMPLOYEES AS FOLLOWS:

24 (I) IF THE EMPLOYEE IS EMPLOYED FOR AT LEAST FIFTY PERCENT
25 OF A FULL-TIME SCHEDULE AND FOR AT LEAST TWENTY HOURS OF WORK
26 PER WEEK, THE STATE CONTRIBUTION IS AN AMOUNT EQUAL TO ONE
27 HUNDRED PERCENT OF THE STATE CONTRIBUTION FOR FULL-TIME

1 EMPLOYEES.

2 (II) IF THE EMPLOYEE IS EMPLOYED FOR AT LEAST TWENTY-FIVE
3 PERCENT BUT LESS THAN FIFTY PERCENT OF A FULL-TIME SCHEDULE AND
4 FOR AT LEAST TEN BUT LESS THAN TWENTY HOURS OF WORK PER WEEK,
5 THE STATE CONTRIBUTION IS AN AMOUNT EQUAL TO FIFTY PERCENT OF THE
6 STATE CONTRIBUTION FOR FULL-TIME EMPLOYEES.

7 (III) IF THE EMPLOYEE IS EMPLOYED FOR LESS THAN TWENTY-FIVE
8 PERCENT OF A FULL-TIME SCHEDULE AND FOR LESS THAN TEN HOURS OF
9 WORK PER WEEK, THE STATE SHALL NOT MAKE A CONTRIBUTION TO THE
10 TOTAL PREMIUM OF THE EMPLOYEE'S GROUP BENEFIT PLAN.

11 (b) THE PROVISIONS OF PARAGRAPH (a) OF THIS SUBSECTION (6)
12 SHALL NOT APPLY TO THE STATE'S CONTRIBUTION FOR THE LIFE INSURANCE
13 PORTION OF STATE EMPLOYEE GROUP BENEFIT PLANS. THE STATE'S
14 CONTRIBUTION FOR THE LIFE INSURANCE PORTION OF STATE EMPLOYEE
15 GROUP BENEFIT PLANS SHALL BE THE SAME FOR ALL STATE EMPLOYEES,
16 REGARDLESS OF WHETHER A STATE EMPLOYEE WORKS A FULL-TIME OR
17 LESS THAN FULL-TIME SCHEDULE.

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