

**Second Regular Session
Seventy-fourth General Assembly
STATE OF COLORADO**

REREVISED

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

LLS NO. 24-0951.01 Jessica Herrera x4218

HOUSE BILL 24-1293

HOUSE SPONSORSHIP

Clifford, Bacon, Bird, Duran, Lindsay, Lindstedt, Rutinel, Titone, Young

SENATE SPONSORSHIP

Kolker and Smallwood, Michaelson Jenet, Priola, Rodriguez

House Committees
Business Affairs & Labor

Senate Committees
Business, Labor, & Technology

A BILL FOR AN ACT

101 **CONCERNING VOLUNTARY PAYROLL DEDUCTIONS FOR STATE**
102 **EMPLOYEES.**

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://leg.colorado.gov>.)

Current law allows employees in the state personnel system and state employees that are covered under the "State Employee Group Benefits Act" to participate in a group benefit plan that includes any group benefit coverages contracted for or administered by the state personnel director (director). Such group benefit coverages include but are not limited to medical, dental, life, and disability benefits.

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.

SENATE
3rd Reading Unamended
April 16, 2024

SENATE
Amended 2nd Reading
April 15, 2024

HOUSE
3rd Reading Unamended
March 4, 2024

HOUSE
2nd Reading Unamended
March 1, 2024

The bill expands the definition of group benefit plans to include voluntary and flexible benefits. The bill also defines voluntary benefit to mean a variety of benefit plans contracted for or administered by the director for which an employee may select voluntary payroll deductions that may be matched by a state contribution.

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

2 **SECTION 1.** In Colorado Revised Statutes, 24-50-603, **amend**
3 (9); and **add** (14) as follows:

4 **24-50-603. Definitions.** As used in this part 6, unless the context
5 otherwise requires:

6 (9) "Group benefit plans" means any group ~~benefit coverages~~
7 BENEFITS contracted for or administered by the director, including but not
8 limited to, medical, dental, life, and disability benefits. GROUP BENEFIT
9 PLANS MAY ALSO INCLUDE VOLUNTARY BENEFITS AND FLEXIBLE BENEFITS
10 AS DETERMINED BY THE DIRECTOR. GROUP BENEFIT PLANS" DO NOT
11 INCLUDE ANY GROUP BENEFITS THAT INVOLVE A CONTRIBUTION OR
12 DONATION AS DEFINED IN ARTICLE 45 OF TITLE 1 TO ANY CANDIDATE
13 COMMITTEE, POLITICAL COMMITTEE, POLITICAL PARTY, SMALL DONOR
14 COMMITTEE, SMALL-SCALE ISSUE COMMITTEE, OR ANY OTHER POLITICAL
15 ENTITY. For purposes of section 24-50-104 (1)(a)(I), "group benefit
16 plans" includes any group ~~benefit coverages~~ BENEFITS offered by a state
17 institution of higher education to employees of such institution who are
18 in the state personnel system.

19 (14) "VOLUNTARY BENEFITS" MEANS A VARIETY OF BENEFIT PLANS
20 CONTRACTED FOR OR ADMINISTERED BY THE DIRECTOR THAT AN
21 EMPLOYEE CAN SELECT BY CONTRIBUTING A PREDETERMINED PORTION OF
22 THE EMPLOYEE'S SALARY TO PAY FOR SUCH PRODUCTS AND SERVICES FOR
23 WHICH, IF AVAILABLE, THE EMPLOYEE'S CONTRIBUTION MAY BE MATCHED

1 BY A STATE CONTRIBUTION. NO STATE CONTRIBUTION MATCH IS
2 EFFECTIVE UNTIL OR UNLESS THE DIRECTOR HAS COMPLETED A FISCAL
3 ANALYSIS OF THE COST AND THE OUTCOME OF ANY SUCH VOLUNTARY
4 BENEFIT, WHICH INCLUDES A DETERMINATION BY THE DEPARTMENT OF THE
5 NUMBER OF POTENTIAL STATE EMPLOYEES RETAINED AS A RESULT OF
6 OFFERING THE BENEFIT.

7 **SECTION 2. Act subject to petition - effective date.** This act
8 takes effect at 12:01 a.m. on the day following the expiration of the
9 ninety-day period after final adjournment of the general assembly; except
10 that, if a referendum petition is filed pursuant to section 1 (3) of article V
11 of the state constitution against this act or an item, section, or part of this
12 act within such period, then the act, item, section, or part will not take
13 effect unless approved by the people at the general election to be held in
14 November 2024 and, in such case, will take effect on the date of the
15 official declaration of the vote thereon by the governor.