

CHAPTER 180

GOVERNMENT - STATE

HOUSE BILL 24-1293

BY REPRESENTATIVE(S) Clifford, Bacon, Bird, Duran, Lindsay, Lindstedt, Rutinel, Titone, Young, Amabile, Hamrick, Parenti; also SENATOR(S) Kolker and Smallwood, Michaelson Jenet, Priola, Rodriguez.

AN ACT

CONCERNING VOLUNTARY PAYROLL DEDUCTIONS FOR STATE EMPLOYEES.

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

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

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

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

(14) "VOLUNTARY BENEFITS" MEANS A VARIETY OF BENEFIT PLANS CONTRACTED FOR OR ADMINISTERED BY THE DIRECTOR THAT AN EMPLOYEE CAN SELECT BY CONTRIBUTING A PREDETERMINED PORTION OF THE EMPLOYEE'S SALARY TO PAY FOR SUCH PRODUCTS AND SERVICES FOR WHICH, IF AVAILABLE, THE EMPLOYEE'S CONTRIBUTION MAY BE MATCHED BY A STATE CONTRIBUTION. NO STATE CONTRIBUTION MATCH IS EFFECTIVE UNTIL OR UNLESS THE DIRECTOR HAS

Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.

COMPLETED A FISCAL ANALYSIS OF THE COST AND THE OUTCOME OF ANY SUCH VOLUNTARY BENEFIT, WHICH INCLUDES A DETERMINATION BY THE DEPARTMENT OF THE NUMBER OF POTENTIAL STATE EMPLOYEES RETAINED AS A RESULT OF OFFERING THE BENEFIT.

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

Approved: May 15, 2024