

## CHAPTER 408

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**EDUCATION - UNIVERSITIES AND COLLEGES**

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**HOUSE BILL 10-1427**

BY REPRESENTATIVE(S) Todd, Hullinghorst, Kerr A., Levy, Primavera, Solano, Summers, Ryden, Apuan, Labuda, McFadyen, Merrifield, Priola, Carroll T.;  
also SENATOR(S) Heath, Bacon, Hodge, Hudak, King K., Williams, Newell.

**AN ACT**

**CONCERNING THE AUTHORITY OF INSTITUTIONS OF HIGHER EDUCATION TO OFFER GROUP BENEFIT COVERAGE TO EMPLOYEES OF THE INSTITUTION WHO ARE IN THE STATE PERSONNEL SYSTEM.**

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

**SECTION 1.** 24-50-104 (1) (a) (I), Colorado Revised Statutes, is amended to read:

**24-50-104. Job evaluation and compensation.** (1) **Total compensation philosophy.** (a) (I) It is the policy of the state to provide prevailing total compensation to officers and employees in the state personnel system to ensure the recruitment, motivation, and retention of a qualified and competent work force. For purposes of this section, "total compensation" includes, but is not limited to, salary, group benefit plans, retirement benefits, performance awards, incentives, premium pay practices, and leave. For purposes of this section, "group benefit plans" means group benefit coverages ~~contracted for or administered by the state personnel director for medical, dental, and life benefits~~ AS DESCRIBED IN SECTION 24-50-603 (9).

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

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

(9) "Group benefit plans" means any group benefit coverages contracted for or administered by the director, including but not limited to, medical, dental, life, and disability benefits. FOR PURPOSES OF SECTION 24-50-104 (1) (a) (I), "GROUP BENEFIT PLANS" INCLUDES ANY GROUP BENEFIT COVERAGES OFFERED BY A STATE

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*Capital letters indicate new material added to existing statutes; dashes through words indicate deletions from existing statutes and such material not part of act.*

INSTITUTION OF HIGHER EDUCATION TO EMPLOYEES OF SUCH INSTITUTION WHO ARE IN THE STATE PERSONNEL SYSTEM.

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

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

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

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

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

Approved: June 10, 2010