

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

REENGROSSED

*This Version Includes All Amendments
Adopted in the House of Introduction*

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,

House Committees
Business Affairs & Labor

Senate Committees

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.

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. For purposes of section 24-50-104
11 (1)(a)(I), "group benefit plans" includes any group ~~benefit coverages~~
12 BENEFITS offered by a state institution of higher education to employees
13 of such institution who are in the state personnel system.

14 (14) "VOLUNTARY BENEFITS" MEANS A VARIETY OF BENEFIT PLANS
15 CONTRACTED FOR OR ADMINISTERED BY THE DIRECTOR THAT AN
16 EMPLOYEE CAN SELECT BY CONTRIBUTING A PREDETERMINED PORTION OF
17 THE EMPLOYEE'S SALARY TO PAY FOR SUCH BENEFITS AND FOR WHICH, IF
18 AVAILABLE, THE EMPLOYEE'S CONTRIBUTION MAY BE MATCHED BY A
19 STATE CONTRIBUTION.

20 **SECTION 2. Act subject to petition - effective date.** This act
21 takes effect at 12:01 a.m. on the day following the expiration of the
22 ninety-day period after final adjournment of the general assembly; except
23 that, if a referendum petition is filed pursuant to section 1 (3) of article V

1 of the state constitution against this act or an item, section, or part of this
2 act within such period, then the act, item, section, or part will not take
3 effect unless approved by the people at the general election to be held in
4 November 2024 and, in such case, will take effect on the date of the
5 official declaration of the vote thereon by the governor.