

STATE OF OKLAHOMA

1st Session of the 48th Legislature (2001)

SENATE BILL 110

By: Mickle

AS INTRODUCED

An Act relating to state employees; amending 74 O.S. 1991, Section 1344, which relates to state employee flexible benefits plan; updating references; requiring agencies provide employee benefit informational meeting and invite certain vendors; providing purpose; requiring agency cooperation; requiring notification of active and retired employees and opportunity for employees to attend informational meeting; providing an effective date; and declaring an emergency.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. AMENDATORY 74 O.S. 1991, Section 1344, is amended to read as follows:

Section 1344. A. The State and Education Employees Group Insurance Board shall establish a flexible benefits plan. All state employers as defined in Section 1342 of this title shall offer the flexible benefits plan to employees.

B. Expenses included in an employee's salary adjustment agreement pursuant to the flexible benefits plan shall be limited to expenses for:

1. Dependent health insurance pursuant to the provisions of Section 1309 of ~~Title 74 of the Oklahoma Statutes~~ this title;

2. Insurance premiums or retirement plan premiums or payments which are supplemental to insurance or retirement programs offered by the State of Oklahoma or which are paid for under salary adjustment agreements pursuant to the provisions of ~~paragraph 1 or 2 of subsection D or E~~ of Section 7.10 of Title 62 of the Oklahoma Statutes;

3. Dependent care;

4. Medical care as defined by the Board; or

5. All other eligible programs offered under Title 26, Section 125 et seq. of the Internal Revenue Code of the United States.

C. The amount by which an employee's salary is adjusted pursuant to a salary adjustment agreement shall be excluded from income in computation of income tax withholding, unemployment payments and workers' compensation coverage. Such amount shall be included as income in computation of state retirement contributions and benefits. Provided, if the inclusions and exclusions provided in this subsection conflict with the provisions of federal law or regulations pertaining to flexible benefits plans, the Board is authorized to modify or abolish such inclusions and exclusions.

D. The Administrator of the State and Education Employees Group Insurance Board with approval of the Board shall promulgate rules, ~~regulations~~ and procedures as necessary for implementation and administration of the flexible benefits plan.

E. The Administrator of the State and Education Employees Group Insurance Board under the direction of the Board shall contract with one or more private firms or organizations to administer the flexible benefits plan. The contract shall be made at no cost to any employee of the State of Oklahoma.

F. All employers shall begin offering the flexible benefits plan to employees not later than January 1, 1990.

G. No less than thirty (30) days prior to the annual deadline for making changes to state employees' benefit packages, agencies from the Executive, Judicial, and Legislative branches of state government shall provide a one-day employee benefit informational meeting. Vendors approved for state payroll deductions and SoonerSave shall be invited and encouraged to have representatives attend this meeting for the purpose of providing benefit information and to facilitate the answering of state employees' questions related to health, financial planning, and other benefits. Agencies

shall cooperate to provide these representatives with a space to assist with the dissemination of information to employees.

Employees, both active and retired, shall be given adequate notice of the date of this meeting, and be afforded the opportunity to take at least thirty (30) minutes of the workday to gather information and to ask questions of their benefits coordinator and the attending vendors.

SECTION 2. This act shall become effective July 1, 2001.

SECTION 3. It being immediately necessary for the preservation of the public peace, health and safety, an emergency is hereby declared to exist, by reason whereof this act shall take effect and be in full force from and after its passage and approval.

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