

1 STATE OF OKLAHOMA

2 2nd Session of the 53rd Legislature (2012)

3 COMMITTEE SUBSTITUTE

4 FOR ENGROSSED

5 HOUSE BILL NO. 3053

By: Steele and Murphey of the  
House

6 and

7 David of the Senate

8  
9 COMMITTEE SUBSTITUTE

10 An Act relating to state government; creating the  
11 State Government Administrative Process Consolidation  
12 and Reorganization Reform Act of 2012; providing  
13 short title; amending 62 O.S. 2011, Sections 34.3 and  
14 34.3.1, which relate to the Oklahoma State Finance  
15 Act; creating the Office of Management and Enterprise  
16 Services; consolidating certain agencies into the  
17 Office of Management and Enterprise Services;  
18 modifying definition; requiring Director of the  
19 Office of Management and Enterprise Services to  
20 implement consolidation; modifying delivery of books,  
21 papers, records and property; transferring powers,  
22 duties, responsibilities, employees and funds;  
23 amending 74 O.S. 2011, Section 61.2, which relates to  
24 the Department of Central Services; modifying  
references; amending 74 O.S. 2011, Sections 840-1.6,  
840-1.6A, 840-1.9, 840-1.15, 840-1.19, 840-1.20 and  
840-2.1, which relate to the Oklahoma Personnel Act;  
modifying references; providing for powers and duties  
of Director; providing for transfer of funds;  
directing payment of certain costs; deleting obsolete  
language; amending 74 O.S. 2011, Sections 1301, 1303  
and 1320, which relate to the State and Education  
Employees Group Insurance Act; modifying definitions;  
creating the Oklahoma Employees Insurance and  
Benefits Board; providing for membership and terms;  
abolishing certain entities; providing for powers and  
duties of the Board; modifying references; amending  
74 O.S. 2011, Sections 1363, 1368, 1370 and 1375,

1 which relate to the Oklahoma State Employees Benefits  
2 Act; modifying definitions; providing for transfer of  
3 funds; modifying references; modifying amount of  
4 benefit allowance; repealing 74 O.S. 2011, Section  
5 840-1.5, which relates to the Oklahoma Personnel Act;  
6 repealing 74 O.S. 2011, Sections 1304, 1305, 1306,  
7 1306.3 and 1306.4, which relate to the State and  
8 Education Employees Group Insurance Act; repealing 74  
9 O.S. 2011, Sections 1364 and 1365, which relate to  
10 the Oklahoma State Employees Benefits Act; providing  
11 for codification; providing for noncodification;  
12 providing an effective date; and declaring emergency.

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

14 SECTION 1. NEW LAW A new section of law not to be  
15 codified in the Oklahoma Statutes reads as follows:

16 This act shall be known and may be cited as the "State  
17 Government Administrative Process Consolidation and Reorganization  
18 Reform Act of 2012".

19 SECTION 2. AMENDATORY 62 O.S. 2011, Section 34.3, is  
20 amended to read as follows:

21 Section 34.3 A. There is hereby created in the Executive  
22 Department, ~~the Office of State Finance which shall consist of a~~  
23 ~~Division of the Budget, Division of Central Accounting and~~  
24 ~~Reporting, Department of Central Services, Office of Personnel~~  
25 ~~Management, Department of State and Education Employees Group~~  
26 ~~Insurance and Department of Employee Benefits, all under the~~  
27 ~~administrative control of the Director of the Office of State~~  
28 ~~Finance and directly responsible to the Director and an Information~~

1 ~~Services Division under the administrative control of the Chief~~  
2 ~~Information Officer and directly responsible to the Officer the~~  
3 Office of Management and Enterprise Services.

4 B. The term "state agency" or "agency", when used in the  
5 Oklahoma State Finance Act, shall mean any agency, board, bureau,  
6 commission, or other entity organized within the executive  
7 department of state government.

8 C. The term "authorization", when used in the Oklahoma State  
9 Finance Act, shall mean the legislative authorization for an agency  
10 to expend a certain amount of money from a specified fund or funds  
11 during a specified period of time.

12 SECTION 3. AMENDATORY 62 O.S. 2011, Section 34.3.1, is  
13 amended to read as follows:

14 Section 34.3.1 A. The Department of Central Services, Office  
15 of Personnel Management, Oklahoma State Employees Benefits Council  
16 and the State and Education Employees Group Insurance Board are  
17 consolidated into the ~~Office of State Finance~~ Office of Management  
18 and Enterprise Services. The Director of the ~~Office of State~~  
19 ~~Finance~~ Office of Management and Enterprise Services shall assume  
20 all executive-level responsibilities for each agency and shall  
21 function as and possess the powers of the agency director for each  
22 consolidated agency as enumerated by existing statute. For the  
23 purposes of this section the term "consolidated agencies" shall mean  
24 the Department of Central Services, Office of Personnel Management,

1 Oklahoma State Employees Benefits Council and the State and  
2 Education Employees Group Insurance Board.

3 ~~B. Not later than December 31, 2011, the Director of the Office~~  
4 ~~of State Finance shall cause the administrative functions of each~~  
5 ~~consolidated agency to be consolidated. The Director of the Office~~  
6 ~~of State Finance shall demonstrate cost reduction as a result of the~~  
7 ~~consolidation that is equal to fifteen percent (15%) of the~~  
8 ~~legislative appropriations received by the consolidated agencies~~  
9 ~~during fiscal year 2012. The Director shall produce a report which~~  
10 ~~details the source and estimated amounts of savings resulting from~~  
11 ~~this consolidation, which shall be included in the Governor's~~  
12 ~~Executive Budget for fiscal year 2013.~~

13 ~~C. Not later than December 31, 2011, the Director of the Office~~  
14 ~~of State Finance shall provide recommendations to the Legislature~~  
15 ~~for the streamlining, reduction or elimination of the governance~~  
16 ~~structures and statutorily established positions of each of the~~  
17 ~~consolidated agencies. Until otherwise provided for by law, the~~  
18 ~~governance structures and statutorily established positions of each~~  
19 ~~of the consolidated agencies shall be maintained. Any funds~~  
20 ~~appropriated to, in the possession of or allocated to any of the~~  
21 ~~consolidated agencies shall be deemed to be funds of the Office of~~  
22 ~~State Finance.~~

23 ~~D. Upon request of the Director of the Office of State Finance~~  
24 ~~Office of Management and Enterprise Services, the personnel of the~~

1 consolidated agencies shall deliver to the ~~Office of State Finance~~  
2 Office of Management and Enterprise Services all books, papers,  
3 records and property of the consolidated agencies.

4 ~~F.~~ C. All functions, powers, duties and obligations previously  
5 assigned to each of the consolidated agencies are hereby transferred  
6 to the ~~Office of State Finance~~ Office of Management and Enterprise  
7 Services.

8 ~~F.~~ D. All rules, regulations, acts, orders, determinations and  
9 decisions of the consolidated agencies pertaining to the functions  
10 and powers herein transferred and assigned to the ~~Office of State~~  
11 ~~Finance~~ Office of Management and Enterprise Services, in force at  
12 the time of such transfer, assignment, assumption or devolution  
13 shall continue in force and effect as rules, regulations, acts,  
14 orders, determinations and decisions of the consolidated agencies  
15 until duly modified or abrogated by the appropriate body or until  
16 otherwise provided by law.

17 SECTION 4. AMENDATORY 74 O.S. 2011, Section 61.2, is  
18 amended to read as follows:

19 Section 61.2 ~~There is hereby created within the Office of State~~  
20 ~~Finance, a Department of Central Services, under the administrative~~  
21 ~~control of the Director of the Office of State Finance.~~ Whenever  
22 the terms "Board of Affairs", "State Board of Public Affairs",  
23 "Board" when used in reference to the Board Of Public Affairs ~~or,~~  
24 "Office of Public Affairs", or "Department of Central Services"

1 appear in the Oklahoma Statutes they shall mean the ~~Department of~~  
2 ~~Central Services of the Office of State Finance~~ Office of Management  
3 and Enterprise Services. Whenever the term "Director of Public  
4 Affairs" appears in the Oklahoma Statutes it shall mean the Director  
5 of the ~~Office of State Finance~~ Office of Management and Enterprise  
6 Services. Whenever the term "Director of Central Services" appears  
7 in the Oklahoma Statutes it shall mean the Director of the ~~Office of~~  
8 ~~State Finance~~ Office of Management and Enterprise Services or  
9 designee.

10 SECTION 5. AMENDATORY 74 O.S. 2011, Section 840-1.6, is  
11 amended to read as follows:

12 Section 840-1.6 A. The internal administrative organization of  
13 the ~~Office of Personnel Management~~ Office of Management and  
14 Enterprise Services shall be determined by the ~~Administrator~~  
15 Director of the Office of Management and Enterprise Services in such  
16 a manner as to promote the efficient and effective enforcement of  
17 the Oklahoma Personnel Act.

18 B. The ~~Administrator~~ Director of the Office of Management and  
19 Enterprise Services may employ attorneys, accountants and other  
20 personnel as ~~he~~ the Director deems necessary to carry out the duties  
21 imposed upon the Office.

22 C. Employees of the Office shall be subject to the Merit System  
23 of Personnel Administration, unless otherwise exempted by Section  
24 840-5.5 of this title.

1 SECTION 6. AMENDATORY 74 O.S. 2011, Section 840-1.6A, is  
2 amended to read as follows:

3 Section 840-1.6A. ~~There is hereby created the~~ The Office of  
4 Personnel Management Division of the Office of State Finance is  
5 hereby consolidated into and renamed the Office of Management and  
6 Enterprise Services. ~~The chief administrative officer of said~~  
7 ~~Office of Personnel Management shall be the designee of the Director~~  
8 ~~of the Office of State Finance who shall be experienced in the~~  
9 ~~field, theory, and application of personnel administration~~ Where the  
10 term "Office of Personnel Management" is used within the Oklahoma  
11 Statutes, it shall mean the Office of Management and Enterprise  
12 Services. The chief administrative officer shall be the Director of  
13 the Office of Management and Enterprise Services. In addition to  
14 the other duties imposed by law, the ~~Administrator~~ Director shall:

15 1. Be responsible for the development of an efficient and  
16 effective system of personnel administration that meets the  
17 management needs of the various agencies;

18 2. ~~Effective July 1, 1995, organize~~ Organize the Office to  
19 provide both service and regulatory functions that are effective and  
20 efficient in meeting the management needs of various state agencies.  
21 The ~~Administrator~~ Director is directed to establish an agency  
22 service function to assist agencies with human resource needs based  
23 upon the administrative capacity and resources of the various  
24 agencies;

1 3. Prepare, maintain, and revise a classified system of  
2 employment designed to assure the impartial consideration of  
3 applicants for employment and to protect state employees from  
4 arbitrary dismissal or unfair treatment;

5 4. Develop and maintain a classification and compensation  
6 system for all classified positions in the executive branch of state  
7 government including those established by the Oklahoma Constitution;

8 5. Conduct an analysis of the rates of pay prevailing in the  
9 state in the public and private sectors for comparable jobs and  
10 report the findings to the Governor, the President Pro Tempore of  
11 the Senate, and the Speaker of the House of Representatives no later  
12 than December 1 of each year. Such analysis shall include all forms  
13 of compensation including fringe benefits. Information solicited by  
14 the Office of ~~Personnel Management~~ Management and Enterprise  
15 Services from public and private sector employers for such analysis,  
16 including but not limited to salaries, benefits, and compensation  
17 policies and procedures, shall be confidential and shall not be  
18 subject to disclosure under the Oklahoma Open Records Act;

19 6. Develop a program for the recruitment of qualified persons,  
20 including the administration of valid job-related nondiscriminatory  
21 selection procedures providing for competitive examinations when  
22 practical and for reasonable selection criteria when competitive  
23 examinations are not practical. As part of the recruitment program  
24 established by this section, the ~~Administrator~~ Director may identify

1 positions or job family levels for expedited recruitment. Such  
2 expedited recruitment jobs may include only those jobs where  
3 education, experience or certification requirements substantially  
4 limit the pool of available applicants. Applicants who have been  
5 certified by the Office of ~~Personnel~~ Management and Enterprise  
6 Services as meeting the minimum qualifications for such jobs may be  
7 referred to agencies with vacancies in such jobs without examination  
8 or ranking, and may be eligible for appointment upon referral.  
9 However, a referral may not occur until the register for the job has  
10 been publicly announced for at least fourteen (14) calendar days.  
11 The ~~Administrator~~ Director may remove positions or job family levels  
12 from expedited recruitment at any time. The ~~Administrator~~ Director  
13 shall ~~adopt~~ promulgate rules to implement expedited recruitment;

14 7. ~~Implement state affirmative action policies, and assure~~  
15 ~~equal employment opportunity;~~

16 8. Develop and implement a reasonable and expeditious method  
17 for referral of capable candidates for vacancies, probationary  
18 periods of employment, and the employment of individuals on other  
19 types of appointments as necessary;

20 9. 8. Assist state agencies in implementing their duties and  
21 obligations pursuant to the Oklahoma Personnel Act, ~~Section 840-1.1~~  
22 ~~et seq. of this title,~~ and provide standard forms to the agencies if  
23 necessary;

24

1       ~~10.~~ 9. Develop, in cooperation with appointing authorities,  
2 employee training programs, management training programs, a  
3 certified public manager program, a recruiting program, and a system  
4 of performance appraisals, and assist appointing authorities in the  
5 setting of productivity goals. The ~~Administrator~~ Director may  
6 establish and collect fees for participation in training programs.  
7 The ~~Administrator~~ Director is authorized to purchase awards for  
8 presentation to state employees as part of employee recognition  
9 activities sponsored by the Office of ~~Personnel~~ Management and  
10 Enterprise Services;

11       ~~11.~~ 10. Establish rules for leave and pay including, but not  
12 limited to, rules for leave, furloughs, performance pay increases,  
13 rates for pay differentials, on-call pay, and other types of pay  
14 incentives and salary adjustments consistent with the Oklahoma  
15 Personnel Act;

16       ~~12.~~ ~~Prepare and submit an annual budget covering the costs of~~  
17 ~~administering the personnel program;~~

18       ~~13.~~ ~~Make an annual report regarding the work of the Office of~~  
19 ~~Personnel Management;~~

20       ~~14.~~ ~~Adopt and implement rules necessary to perform the duties~~  
21 ~~imposed by law on the Office of Personnel Management in accordance~~  
22 ~~with the provisions of the Administrative Procedures Act. All rules~~  
23 ~~adopted by the Oklahoma Merit Protection Commission shall remain in~~  
24 ~~full force and effect until modified by the appropriate authority;~~

1       ~~15.~~ 11. Assist the Oklahoma Merit Protection Commission and the  
2 Executive Director in effectuating their duties, enforcement of the  
3 rules of the Merit System of Personnel Administration, and  
4 implementation of corrective action issued by the Commission;

5       ~~16.~~ 12. Be responsible for the development and maintenance of a  
6 uniform occupation code system, grouped by job titles or duties, for  
7 all classified and unclassified state positions. ~~Said~~ The  
8 responsibility shall include the establishment of rules governing  
9 the identification, tracking, and reporting of all state positions  
10 as provided in Section 840-2.13 of this title;

11       ~~17.~~ 13. Be responsible for advising state agencies on personnel  
12 policy and administration;

13       ~~18.~~ 14. Establish standards for continuing training, including  
14 affirmative action, and certification of personnel professionals in  
15 the executive branch of state government, excluding institutions  
16 within The Oklahoma State System of Higher Education. Employees  
17 appointed to professional personnel positions shall complete an  
18 initial training program within ~~six (6) months~~ one (1) year after  
19 assuming the professional personnel position. Thereafter, they  
20 shall complete annual training requirements. Each appointing  
21 authority shall ensure that all professional personnel employees are  
22 notified of, and scheduled to attend, required training programs and  
23 shall make time available for employees to complete the programs.  
24 The ~~Administrator~~ Director shall be authorized to bill agencies for

1 the training of personnel professionals pursuant to this paragraph  
2 to recover reasonable costs associated with the training. Monies  
3 received for such training shall be deposited in the ~~Office of~~  
4 ~~Personnel~~ Human Capital Management Revolving Fund. Expenditure of  
5 such funds collected for the training shall be exempt from any  
6 expenditure limit on the Office of ~~Personnel~~ Management and  
7 Enterprise Services established by law;

8 ~~19. Conduct~~ 15. Not less than once during each two-year  
9 period, conduct a study identifying the following, by job family  
10 ~~descriptor(s)~~ descriptors:

11 a. selected job family levels with a turnover rate in  
12 excess of ten percent (10%),

13 b. selected job family levels identified by the  
14 ~~Administrator of the Office of Personnel Management~~  
15 Director of the Office of Management and Enterprise  
16 Services with salaries and benefits that are ten  
17 percent (10%) or more below the market for such  
18 ~~position(s)~~ positions, and

19 c. selected job family levels identified by the  
20 ~~Administrator of the Office of Personnel Management~~  
21 Director in which recruitment efforts have yielded a  
22 low number of qualified applicants.

23 ~~The initial study shall be conducted by December 1, 2001, and every~~  
24 ~~two (2) years thereafter;~~

1       ~~20.~~ 16. Issue orders directing agencies to:

2           a. conform and comply with the provisions of the Oklahoma  
3           Personnel Act, the Merit Rules of Personnel  
4           Administration, and all memoranda or other written  
5           communications issued to agencies explaining the  
6           Oklahoma Personnel Act, the Rules, and any other  
7           matter relating to the Merit System of Personnel  
8           Administration or under the jurisdiction of the  
9           ~~Administrator of the Office of Personnel Management~~  
10          Director, and

11          b. take action pursuant to Section 840-6.9 of this title  
12          for failure to implement those orders;

13       ~~21.~~ 17. Establish a workforce planning function within the  
14       Office of ~~Personnel~~ Management and Enterprise Services to assist  
15       state agencies in analyzing the current workforce, determining  
16       future workforce needs, and implementing solutions so that agencies  
17       may accomplish their missions; and

18       ~~22.~~ 18. Establish a quality management function within the  
19       Office of ~~Personnel Management to~~ Management and Enterprise Services  
20       and assist state agencies in fully integrating quality management  
21       concepts and models into their business practices for the purpose of  
22       improving the overall efficiency and effectiveness of state  
23       government.

1 SECTION 7. AMENDATORY 74 O.S. 2011, Section 840-1.9, is  
2 amended to read as follows:

3 Section 840-1.9 In addition to any other duties expressly set  
4 forth by law, the Oklahoma Merit Protection Commission shall:

5 1. Receive and act on complaints, counsel persons and groups on  
6 their rights and duties and take action designed to obtain voluntary  
7 compliance with the provisions of the Oklahoma Personnel Act;

8 2. Investigate allegations of violations of the provisions of  
9 the Oklahoma Personnel Act within its jurisdiction;

10 3. Investigate allegations of abuses in the employment  
11 practices of the ~~Administrator of the Office of Personnel Management~~  
12 Director of the Office of Management and Enterprise Services or of  
13 any state agency;

14 4. Investigate allegations of violations of the rules of the  
15 Merit System of Personnel Administration and prohibited activities  
16 in the classified service;

17 5. Establish and maintain a statewide Alternative Dispute  
18 Resolution Program to provide dispute resolution services for state  
19 agencies and employees. Actions agreed to through the Alternative  
20 Dispute Resolution Program provided by the Commission shall be  
21 consistent with applicable laws and rules and shall not alter,  
22 reduce, or modify any existing right or authority as provided by  
23 statute or rule;

24

1           6. Establish rules, pursuant to the Administrative Procedures  
2 Act as may be necessary to perform the duties and functions of the  
3 Commission including, but not limited to, rules to monitor state  
4 agency grievance processes to ensure full compliance with the law.  
5 The Commission may also recommend any changes it deems necessary to  
6 improve such grievance processes to the appropriate state agency;

7           7. Establish guidelines for the qualifications, duties,  
8 responsibilities, authority, power, and continued employment of the  
9 Executive Director, Administrative Hearing Officers, mediators, and  
10 other resolution arbitrators or facilitators;

11           8. Prepare and preserve an audio tape of all proceedings of all  
12 hearings conducted by the Commission and furnish transcripts of such  
13 tapes upon payment of the costs of such transcripts by the party  
14 requesting the transcripts;

15           9. Submit quarterly, fiscal year reports on workload statistics  
16 to the Governor, the Speaker of the House of Representatives, and  
17 the President Pro Tempore of the Senate containing the following  
18 information:

19           a. the number of cases, complaints, and requests for  
20 hearing filed, disposed of and pending with the  
21 Commission for each month of the quarter,

22           b. a numerical breakdown of the methods of disposition of  
23 such cases, complaints, and requests for hearing,  
24

- 1 c. a numerical breakdown of mediations, prehearing  
2 conferences, and appellate hearings, conducted, and  
3 d. the date of the oldest pending case, complaint, and  
4 request for hearing.

5 Quarterly reports shall be submitted within thirty (30) days  
6 following the last day of the month of the appropriate quarter; and

7 10. Make all records of the Commission, except those made  
8 confidential by law, available for public inspection, copying and  
9 mechanical reproduction, or either of them, in accordance with the  
10 Oklahoma Open Records Act and charge a fee not to exceed twenty-five  
11 cents (\$0.25) per page as the direct costs of document copying or  
12 mechanical reproduction. All fees collected pursuant to the  
13 provisions of this paragraph shall be deposited in the Oklahoma  
14 Merit Protection Commission Revolving Fund.

15 SECTION 8. AMENDATORY 74 O.S. 2011, Section 840-1.15, is  
16 amended to read as follows:

17 Section 840-1.15 A. The ~~Administrator~~ Director of the Office  
18 of Management and Enterprise Services shall establish standards and  
19 procedures for delegating to appointing authorities the authority to  
20 administer human resources functions normally conducted by the  
21 ~~Office of Personnel Management~~ Office of Management and Enterprise  
22 Services. The ~~Administrator~~ Director shall have the authority to  
23 approve delegation applications which shall constitute authority for  
24 the agency to implement approved delegations of personnel authority.

1 B. The ~~Administrator~~ Director shall create a program to allow  
2 agencies to design model human resource projects to test and  
3 evaluate the effect of innovative policies, standards, and  
4 procedures.

5 The number and scope of model projects shall be limited only by  
6 the capacity of the agency to implement the model projects, the  
7 quality of model project applications, and the ability of the ~~Office~~  
8 ~~of Personnel Management~~ Office of Management and Enterprise Services  
9 to monitor the projects. The ~~Administrator~~ Director shall have the  
10 authority to approve model project applications which shall  
11 constitute authority for the agency to implement approved model  
12 projects.

13 C. The ~~Administrator~~ Director shall create a Human Resource  
14 Management Plan and Self-Evaluation Report system for agencies  
15 including but not ~~be~~ limited to provisions related to affirmative  
16 action; staffing, recruitment, and promotion; classification and  
17 compensation; training and staff development expenditures; the  
18 reporting of internal agency grievances and discrimination  
19 complaints filed, discharges, suspensions without pay and demotions,  
20 and number of investigations directed by the Oklahoma Merit  
21 Protection Commission and the outcome of all such actions; and  
22 strategies for assuring employee participation in the development of  
23 agency personnel activities. The self-evaluation should include  
24 comparisons with the previous year or years' personnel actions.

1 SECTION 9. AMENDATORY 74 O.S. 2011, Section 840-1.19, is  
2 amended to read as follows:

3 Section 840-1.19. It shall be the responsibility of each  
4 appointing authority to distribute copies of the Merit System of  
5 Personnel Administration Rules promulgated and published by the  
6 ~~Administrator of the Office of Personnel Management~~ Office of  
7 Management and Enterprise Services or the Merit Protection  
8 Commission, respectively, to all classified employees at the request  
9 of the ~~Administrator or the~~ Executive Director of the Commission or  
10 the Director of the Office.

11 SECTION 10. AMENDATORY 74 O.S. 2011, Section 840-1.20,  
12 is amended to read as follows:

13 Section 840-1.20. A. There is hereby created in the State  
14 Treasury a revolving fund for the ~~Office of Personnel Management~~  
15 Office of Management and Enterprise Services to be designated the  
16 "~~Office of Personnel~~ Human Capital Management Revolving Fund". The  
17 fund shall be a continuing fund, not subject to fiscal year  
18 limitations, and shall consist of fees received by the ~~Office of~~  
19 ~~Personnel Management~~ Office of Management and Enterprise Services  
20 for providing training for a certified public managers program and  
21 all other monies received by the ~~Office of Personnel Management~~  
22 Office of Management and Enterprise Services, except for  
23 appropriated monies, and monies received as payment for  
24 administrative expenses under Section 840-1.18 of this title, ~~monies~~

1 ~~placed in the Employee Benefits Revolving Fund, monies placed in the~~  
2 ~~Benefits Council Administration Revolving Fund, and any monies in~~  
3 ~~revolving funds established by the Office of State Finance to~~  
4 ~~support the operation of the Oklahoma Employees Benefits Council or~~  
5 ~~to reimburse the Office of Personnel Management for services the~~  
6 ~~Office provides to the Council.~~ All monies accruing to the credit  
7 of ~~said~~ the fund are hereby appropriated and may be budgeted and  
8 expended by the ~~Office of Personnel Management~~ Office of Management  
9 and Enterprise Services for defraying the costs incurred in  
10 performing the duties and functions of the Office. Expenditures  
11 from ~~said~~ the fund shall be made upon warrants issued by the State  
12 Treasurer against claims filed as prescribed by law with the  
13 Director of ~~State Finance~~ the Office of Management and Enterprise  
14 Services for approval and payment.

15 B. There is hereby created a petty cash fund not to exceed Two  
16 Hundred Fifty Dollars (\$250.00) for the ~~Office of Personnel~~  
17 ~~Management~~ Office of Management and Enterprise Services. The  
18 Director of ~~State Finance~~ the Office of Management and Enterprise  
19 Services shall prescribe the rules and procedures for the  
20 administration of the petty cash fund.

21 C. Any monies in or obligations against the ~~Certified Public~~  
22 ~~Managers Revolving Fund upon the effective date of this act shall be~~  
23 ~~transferred to the Office of Personnel Management Revolving Fund~~  
24 Employee Benefits Revolving Fund and the Benefits Council

1 Administration Revolving Fund shall be transferred to the Human  
2 Capital Management Revolving Fund. Funds previously designated for  
3 deposit into the Employee Benefits Revolving Fund and the Benefits  
4 Council Administration Revolving Fund shall be deposited into the  
5 Human Capital Management Revolving Fund.

6 D. The Office of Management and Enterprise Services is hereby  
7 directed to pay from the fund the costs of transcribing the record  
8 of any proceeding before the Office of Management and Enterprise  
9 Services, which record may be designated by an indigent respondent,  
10 if such respondent first establishes indigent condition through  
11 execution of an in forma pauperis affidavit upon a form approved by  
12 the Office of Management and Enterprise Services; provided, that if  
13 the indigent respondent has a financial recovery the fund shall be  
14 reimbursed from the proceeds.

15 SECTION 11. AMENDATORY 74 O.S. 2011, Section 840-2.1, is  
16 amended to read as follows:

17 Section 840-2.1 A. All agencies, boards, commissions,  
18 departments, and offices of each branch of state government, except  
19 institutions within The Oklahoma State System of Higher Education,  
20 shall submit an affirmative action plan to the ~~Office of Personnel~~  
21 ~~Management~~ Office of Management and Enterprise Services annually by  
22 September 1 following the end of the fiscal year ending June 30.  
23 Institutions within The Oklahoma State System of Higher Education  
24 shall submit an affirmative action plan to the Oklahoma State

1 Regents for Higher Education in accordance with standards  
2 established by the Oklahoma State Regents for Higher Education.

3 B. ~~Said~~ The plan for agencies of the executive branch, except  
4 institutions within The Oklahoma State System of Higher Education,  
5 is subject to the approval of the ~~Administrator~~ Director of the  
6 ~~Office of Personnel Management~~ Office of Management and Enterprise  
7 Services.

8 C. The ~~Administrator~~ Director of the ~~Office of Personnel~~  
9 ~~Management~~ Office of Management and Enterprise Services shall  
10 analyze the affirmative action plans of executive branch agencies  
11 and Equal Employment Opportunity Commission reports prepared by such  
12 agencies, except institutions within The Oklahoma State System of  
13 Higher Education, and, on or before March 1 of each year, shall  
14 submit a report to the Speaker of the House of Representatives, the  
15 President Pro Tempore of the Senate, and the Governor. ~~Said~~ The  
16 report shall state the efforts and progress made by governmental  
17 entities in the area of affirmative action, including the status of  
18 recruitment, hiring, and promotion of women, men and minorities  
19 within job categories.

20 D. The provisions of this section shall not require an agency,  
21 board, commission, department, or office of state government to  
22 grant preferential treatment to an individual or group because of  
23 race, color, religion, sex, national origin, age, or handicap  
24

1 because of an imbalance which may exist in comparison with the  
2 employment statistics of the area involved.

3 E. It is not a discriminatory practice for the appointing  
4 authority of an entity subject to the provisions of this title to  
5 adopt and implement an affirmative action plan to eliminate or  
6 reduce imbalances with respect to women and minorities if the plan  
7 has been approved by the ~~Office of Personnel Management~~ Office of  
8 Management and Enterprise Services in accordance with rules and  
9 guidelines adopted by the ~~Office of Personnel Management~~ Office of  
10 Management and Enterprise Services. For affirmative action  
11 purposes, any person who lists American Indian as ~~his~~ the person's  
12 race or national origin shall, within thirty (30) days of ~~his~~  
13 appointment, verify ~~his~~ the tribal affiliation by providing a  
14 certificate of Degree of Indian Blood from the U.S. Department of  
15 Interior, Bureau of Indian Affairs, or by providing the name and  
16 address of tribal officials who can verify ~~his~~ the tribal  
17 affiliation.

18 F. 1. The ~~Administrator~~ Director of the ~~Office of Personnel~~  
19 ~~Management~~ Office of Management and Enterprise Services shall  
20 establish qualification requirements for personnel serving as agency  
21 civil rights or affirmative action administrators, officers,  
22 coordinators and other personnel responsible for civil rights  
23 compliance or affirmative action for executive branch agencies.  
24 Such qualification requirements shall include, but not be limited

1 to, knowledge of federal and state civil rights, affirmative action,  
2 and equal employment laws and regulations. Such personnel shall be  
3 subject to the training requirements specified by the ~~Office of~~  
4 ~~Personnel Management~~ Office of Management and Enterprise Services.  
5 The ~~Administrator~~ Director shall be authorized to bill agencies for  
6 the training of personnel professionals pursuant to this paragraph  
7 to recover reasonable costs associated with the training. Monies  
8 received for such training shall be deposited in the ~~Office of~~  
9 ~~Personnel~~ Human Capital Management Revolving Fund. Expenditure of  
10 such funds collected for the training shall be exempt from any  
11 expenditure limit for the ~~Office of Personnel Management~~ Office of  
12 Management and Enterprise Services established by law. ~~Effective~~  
13 ~~December 1, 1995, complaints~~ Complaints of alleged illegal  
14 discrimination shall be investigated only by personnel trained  
15 pursuant to the requirements of the ~~Administrator~~ Director, unless  
16 otherwise provided by federal or state law. This paragraph shall  
17 not apply to such personnel of the Oklahoma Merit Protection  
18 Commission or the Oklahoma Human Rights Commission.

19 2. If, after notice, administrative hearing and determination,  
20 pursuant to Article II of the Administrative Procedures Act, Section  
21 308a et seq. of Title 75 of the Oklahoma Statutes, the ~~Administrator~~  
22 Director finds that an appointing authority of any executive branch  
23 agency has failed to make significant progress toward affirmative  
24 action goals, or has failed to appoint a civil rights administrator

1 without justifiable reasons, the ~~Administrator~~ Director may begin  
2 requiring remedies as allowed by subsection G of this section and  
3 rules promulgated thereto and appropriate to making progress toward  
4 affirmative action goals. Such action shall remain in effect until  
5 the ~~Administrator~~ Director determines that significant progress  
6 toward affirmative action goals is being made. The provisions of  
7 law pertaining to the duties and powers of any agency shall not be  
8 construed to deny the ~~Administrator~~ Director the authority provided  
9 for in this paragraph, unless the agency is specifically excluded by  
10 law from the provisions of this paragraph.

11 G. 1. The ~~Administrator~~ Director of the ~~Office of Personnel~~  
12 ~~Management~~ Office of Management and Enterprise Services shall  
13 develop rules for the imposition of appropriate remedies for  
14 agencies in the executive branch of state government, excluding The  
15 Oklahoma State System of Higher Education, when an agency has failed  
16 to make significant progress toward affirmative action goals or has  
17 been found to have a pattern of noncompliance with affirmative  
18 action goals. If, pursuant to Article II of the Administrative  
19 Procedures Act, the ~~Administrator~~ Director finds that an agency has  
20 failed to make significant progress toward affirmative action goals  
21 or is found to have a pattern of noncompliance with affirmative  
22 action goals, remedies that the ~~Administrator~~ Director may impose  
23 shall include:  
24

- 1 a. requiring noncomplying appointing authorities to  
2 participate in programs for special recruiting  
3 efforts,  
4 b. development of training programs to enhance  
5 promotability of minorities within agencies and  
6 supervisory training in equal opportunity employment,  
7 affirmative action, managing workplace diversity, and  
8 c. mandatory review and approval of all hiring and  
9 promotion decisions by an appointing authority by the  
10 ~~Administrator~~ Director if the ~~Administrator~~ Director  
11 can document a pattern of noncompliance in previous  
12 remedial actions pursuant to this subsection or  
13 appointment of a full-time affirmative action officer  
14 to any agency in noncompliance with affirmative action  
15 remedies.

16 2. ~~Effective July 1, 1995, if~~ If the ~~Administrator~~ Director  
17 determines that a pattern of noncompliance with affirmative action  
18 goals exists at an agency and that none of the remedies provided by  
19 paragraph 1 of this subsection are appropriate and the ~~Administrator~~  
20 Director determines the ~~Office of Personnel Management~~ Office of  
21 Management and Enterprise Services has sufficient resources, the  
22 ~~Administrator~~ Director shall be empowered to remove personnel  
23 function(s) relating to recruitment, hiring or promotion from the  
24 appointing authority and to place that function with the

1 ~~Administrator~~ Director of the ~~Office of Personnel Management Office~~  
2 of Management and Enterprise Services as provided by this paragraph.  
3 Removal of personnel function(s) shall occur only when a pattern of  
4 noncompliance with the affirmative action plan can be documented and  
5 a vote by two-thirds (2/3) of the Affirmative Action Review Council  
6 recommends to the ~~Administrator~~ Director to remove personnel  
7 function(s). Removal of personnel function(s) shall terminate one  
8 (1) calendar year after the ~~Administrator~~ Director removes such  
9 function(s) unless the ~~Administrator~~ Director is able to demonstrate  
10 that the restoration of personnel function(s) to the appointing  
11 authority will result in further noncompliance with this section. A  
12 vote of two-thirds (2/3) of the Affirmative Action Review Council  
13 shall be necessary to continue the removal of personnel function(s)  
14 by the ~~Administrator~~ Director for each additional year. ~~The~~  
15 ~~Administrator~~ ~~must receive approval from the Director of the Office~~  
16 ~~of State Finance to develop recruitment, hiring and promotion~~  
17 ~~actions within budgetary constraints for the affected agencies.~~ The  
18 ~~Administrator~~ Director shall consult with the appointing authority  
19 about personnel plans and actions, but the ~~Administrator~~ Director  
20 shall retain final authority for personnel decisions within the  
21 scope of the ~~Administrator's~~ Director's authority for the period an  
22 agency is operating under removal of the personnel function(s).  
23 Nothing in this section shall prohibit the removal of a personnel  
24 function(s) remedy at any time if the ~~Administrator~~ Director

1 determines the appointing authority and agency have the capability  
2 of reassuming the authority that was removed. The provisions of law  
3 pertaining to the duties and powers of any agency shall not be  
4 construed to deny the ~~Administrator~~ Director the authority provided  
5 for in this paragraph, unless the agency is specifically excluded by  
6 law from the provisions of this paragraph. Upon removal of an  
7 agency's personnel function(s), the ~~Administrator~~ Director may  
8 employ employees at the ~~Office of Personnel Management~~ Office of  
9 Management and Enterprise Services to assume the personnel  
10 function(s) of the agency as provided by this section.

11 H. 1. There is hereby created the Affirmative Action Review  
12 Council to assist in the implementation of the state's equal  
13 employment opportunity and affirmative action efforts mandated by  
14 this section. The ~~Administrator~~ Director of the ~~Office of Personnel~~  
15 ~~Management~~ Office of Management and Enterprise Services shall  
16 consult with and request the assistance of the Council in developing  
17 standards that executive branch agencies shall follow in adopting  
18 their affirmative action plans. The Council shall review agency  
19 affirmative action plans and assist the ~~Administrator~~ Director in  
20 preparing the annual status report for agencies on equal employment  
21 opportunity and affirmative action required by this section. Staff  
22 for the Council shall be provided by the ~~Office of Personnel~~  
23 ~~Management~~ Office of Management and Enterprise Services.

24

1           2. The Affirmative Action Review Council shall consist of six  
2 (6) members. The individuals making the appointment shall consider  
3 experience in the field, theory, and application of human resources  
4 management and affirmative action in making their appointments.  
5 Members of the Council shall serve at the pleasure of the respective  
6 individuals making the appointments. Two members of the Council  
7 shall be appointed by the Governor, two members shall be appointed  
8 by the Speaker of the House of Representatives, and two members  
9 shall be appointed by the President Pro Tempore of the Senate.  
10 ~~Nothing shall preclude the appointment of members of the~~  
11 ~~Legislature.~~ Each individual making appointments shall give  
12 consideration to the diversity of the Council's membership when  
13 making the appointments and shall not appoint more than one  
14 individual who is an employee of the executive branch, excluding The  
15 Oklahoma State System of Higher Education. The Governor shall  
16 appoint the initial chair from among the Council's membership to  
17 serve a two-year term. Thereafter, the chair shall be selected by  
18 the Council from among its membership. The Council shall select a  
19 vice-chair from among its membership. All members shall serve two-  
20 year terms, unless removed prior to the expiration of a term by the  
21 respective individual making the appointment. Any vacancy on the  
22 Council shall be filled by the individual who made the original  
23 appointment.

24

1        Except as provided in subparagraph b of paragraph 4 of this  
2 subsection, a majority of the members of the Council shall  
3 constitute a quorum to transact business, but no vacancy shall  
4 impair the right of the remaining members to exercise all of the  
5 powers of the Council and every act of a majority of the members  
6 present shall be deemed the act of the Council.

7        3. Members of the Council shall receive no compensation for  
8 serving on the Council, but shall be reimbursed for their necessary  
9 travel expenses incurred in the performance of their duties in  
10 accordance with the State Travel Reimbursement Act. Any member who  
11 is employed in state government shall receive the reimbursement from  
12 ~~their~~ the employing entity. Any member who is not an employee of  
13 state government shall receive the reimbursement from the Office of  
14 ~~Personnel~~ Management and Enterprise Services.

15        4.    a.    The Council shall make any recommendations to the  
16                ~~Administrator~~ Director, the Governor, the Speaker of  
17                the House of Representatives or the President Pro  
18                Tempore of the Senate the Council deems will assist in  
19                the attaining of affirmative action goals for state  
20                government.

21                b.    The Council shall review agency affirmative action  
22                plans for compliance with the standards adopted by the  
23                ~~Administrator~~ Director. The Council shall recommend  
24

1 that the ~~Administrator~~ Director reject any agency  
2 plans which it finds in noncompliance.

3 c. The Council shall request the ~~Administrator~~ Director  
4 to investigate any agency that the Council believes  
5 has violated equal employment opportunity or  
6 affirmative action provisions of this section and to  
7 conduct hearings to determine if such violations have  
8 occurred. If the ~~Administrator~~ Director finds that an  
9 agency is not in compliance with such law and the  
10 Council believes that the noncompliance indicates a  
11 pattern of noncompliance, the Council, upon a two-  
12 thirds vote of its members, may recommend to the  
13 ~~Administrator~~ Director to act in accordance with this  
14 section to compel the agency to comply with equal  
15 employment opportunity and affirmative action laws.  
16 If the ~~Administrator~~ Director decides not to act on  
17 the Council's recommendation, the ~~Administrator~~  
18 Director shall respond in writing within thirty (30)  
19 days of the Council's recommendation setting forth the  
20 reasons why the ~~Administrator~~ Director has decided not  
21 to act in accordance with said recommendation.

22 d. Any member who is an employee of an agency that is  
23 subject to investigation pursuant to subparagraph b of  
24

1           this paragraph shall disqualify himself or herself  
2           from voting on the matter.

3           e.    This paragraph applies to review of issues related to  
4           affirmative action.  This paragraph does not apply to  
5           prohibited discrimination that is within the  
6           jurisdiction of the Oklahoma Merit Protection  
7           Commission or the Oklahoma Human Rights Commission.

8           5.   The Council shall not have authority to adopt rules ~~pursuant~~  
9 ~~to the Administrative Procedures Act.~~

10          I.   Affirmative action plans for the judicial branch of  
11 government, except the Court of Criminal Appeals and the Workers'  
12 Compensation Court, shall be prepared by the Administrative Director  
13 of the Courts.  The Court of Criminal Appeals shall prepare  
14 affirmative action plans for the Court of Criminal Appeals.  The  
15 Administrator of the Workers' Compensation Court shall prepare  
16 affirmative action plans for the Workers' Compensation Court.

17          J.   The ~~Administrator~~ Director of the ~~Office of Personnel~~  
18 ~~Management~~ Office of Management and Enterprise Services is hereby  
19 directed to adopt rules necessary to implement the provisions of  
20 this section.  Such rules regarding affirmative action plans shall  
21 include, but not be limited to, a set of specific and result-  
22 oriented programs to which an appointing authority commits himself  
23 or herself to apply every good faith effort to achieve prompt and  
24 full utilization of women and minorities at all levels and in all

1 segments of the work force where deficiencies exist. Such rules  
2 shall also include separate provisions for affirmative plans for  
3 agencies with fewer than fifteen full-time-equivalent employees.

4 SECTION 12. AMENDATORY 74 O.S. 2011, Section 1301, is  
5 amended to read as follows:

6 Section 1301. This act shall be known and may be cited as the  
7 "~~State and Education~~ Oklahoma Employees Group Insurance and Benefits  
8 Act".

9 SECTION 13. AMENDATORY 74 O.S. 2011, Section 1303, is  
10 amended to read as follows:

11 Section 1303. For the purposes of and as used in the ~~State and~~  
12 ~~Education Employees Group Insurance Act~~ Oklahoma Employees Insurance  
13 and Benefits Act:

14 1. "Board" means the ~~State and Education Employees Group~~  
15 ~~Insurance Board~~ Oklahoma Employees Insurance and Benefits Board as  
16 created by the ~~State and Education Employees Group Insurance Act~~  
17 Oklahoma Employees Insurance and Benefits Act;

18 2. "Plan" means the Oklahoma Employees Insurance Plan;

19 3. "Employee" means those state employees, education employees  
20 and other eligible employees participating in the ~~State and~~  
21 ~~Education Employees Group Insurance Act~~ Oklahoma Employees Insurance  
22 and Benefits Act;

23 ~~3.~~ 4. "Education employee" means those employees other than  
24 adjunct professors employed by a state institution of higher

1 education, in the service of an education entity who are members or  
2 are or will be eligible to become members of the Teachers'  
3 Retirement System of Oklahoma and who receive compensation for such  
4 service after the education entity begins to participate in the  
5 ~~State and Education Employees Group Insurance Act~~ Oklahoma Employees  
6 Insurance and Benefits Act and visiting faculty who are not eligible  
7 for membership in the Teachers' Retirement System of Oklahoma;

8 ~~4.~~ 5. "Adjunct professor" means a person employed by an  
9 institution of higher education who is attached in a subordinate or  
10 temporary capacity to the faculty or staff, and who is contracted to  
11 instruct in a given specific discipline;

12 ~~5.~~ 6. "Visiting faculty" means a person employed by an  
13 institution of higher education who is not eligible for academic  
14 rank or tenure, other than an adjunct professor, and who is  
15 contracted to instruct in a given specific discipline generally not  
16 to exceed one (1) academic year;

17 ~~6.~~ 7. "Education entity" means a school district, a technology  
18 center school district, or an institution comprising The Oklahoma  
19 State System of Higher Education;

20 ~~7.~~ 8. "State employee" means and includes each officer or  
21 employee in the service of the State of Oklahoma who, after January  
22 1, 1966, received compensation for service rendered to the State of  
23 Oklahoma on a warrant issued pursuant to a payroll certified by a  
24 department or by an elected or duly appointed officer of the state

1 or who receives payment for the performance of personal services on  
2 a warrant issued pursuant to a payroll certified by a department and  
3 drawn by the State Treasurer against appropriations made by the  
4 Legislature from any state fund or against trust funds held by the  
5 State Treasurer, who is employed in a position normally requiring  
6 actual performance of duty during not less than one thousand (1,000)  
7 hours per year, and whose employment is not seasonal or temporary,  
8 except that a person elected by popular vote will be considered an  
9 employee during the person's tenure in office; provided, however,  
10 that employees who are otherwise eligible who are on approved leave  
11 without pay shall be eligible to continue coverage during such leave  
12 not to exceed twenty-four (24) months, as provided and published in  
13 the Merit Office of Management and Enterprise Services Rules for  
14 Employment ~~published by the Office of Personnel Management,~~ from the  
15 date the employee goes on such leave provided the employee pays the  
16 full premiums due or persons who are drawing disability benefits  
17 under ~~Section 1331 et seq. of this title~~ the State Employees  
18 Disability Program Act or meet each and every requirement of the  
19 State Employees Disability Program shall be eligible to continue  
20 coverage provided the person pays the full premiums due;

21 ~~§. 9.~~ 9. "Carrier" means the State of Oklahoma or a state  
22 designated Health Maintenance Organization (HMO). Such HMO shall be  
23 a federally qualified Health Maintenance Organization under 42  
24 U.S.C., Section 300e et seq.;

1        ~~9.~~ 10. "Health insurance plan" means a self-insured plan by the  
2 State of Oklahoma for the purpose of paying the cost of hospital and  
3 medical care up to the maximum coverage provided by said plan or  
4 prepaid medical plan(s) offered to employees as an alternative to  
5 the state-administered plan by federally qualified HMOs which have  
6 contracted with the state;

7        ~~10.~~ 11. "Life insurance plan" means a self-insured plan for the  
8 purpose of paying death and dismemberment benefits up to the maximum  
9 coverage provided by the plan;

10       ~~11.~~ 12. "Dental benefits plan" means a plan by the State of  
11 Oklahoma for the purpose of paying the cost of dental care up to the  
12 maximum coverage provided by the plan; whenever the term "dental  
13 insurance plan" or a term of like import appears in the ~~State and~~  
14 ~~Education Employees Group Insurance Act~~ Oklahoma Employees Insurance  
15 and Benefits Act, the term shall mean "dental benefits plan";

16       ~~12.~~ 13. "Other insurance" means any type of coverage other than  
17 basic hospital and medical benefits, major medical benefits,  
18 comprehensive benefits, life insurance benefits or dental insurance  
19 benefits, which the ~~Board~~ Plan may be directed to offer;

20       ~~13.~~ 14. "Dependent" means an employee's spouse or any unmarried  
21 child ~~(1)~~ :

22            a. under the age of twenty-five (25) years, regardless of  
23 residence, provided that the employee is primarily  
24 responsible for their support, including ~~(a)~~ :

1           (1) an adopted child, and ~~(b)~~

2           (2) a stepchild or child who lives with the employee

3                   in a regular parent-child relationship, or ~~(2)~~

4           b. regardless of age who is incapable of self-support

5                   because of mental or physical incapacity that existed

6                   prior to reaching the age of twenty-five (25) years;

7           ~~14.~~ 15. "Comprehensive benefits" means benefits which reimburse

8 the expense of hospital room and board, other hospital services,

9 certain outpatient expenses, maternity benefits, surgical expense,

10 including obstetrical care, in-hospital medical care expense,

11 diagnostic radiological and laboratory benefits, physicians'

12 services provided by house and office calls, treatments administered

13 in physicians' office, prescription drugs, psychiatric services,

14 Christian Science practitioners' services, Christian Science nurses'

15 services, optometric medical services for injury or illness of the

16 eye, home health care, home nursing service, hospice care, and such

17 other benefits as may be determined by the Board. Such benefits

18 shall be provided on a copayment or coinsurance basis, the insured

19 to pay a proportion of the cost of such benefits, and may be subject

20 to a deductible that applies to all or part of the benefits as

21 determined by the Board; and

22           ~~15.~~ 16. "Life insurance coverage" shall include a maximum

23 amount of basic life insurance or benefit with or without a double

24 indemnity provision and an amount of accidental death and

1 dismemberment insurance or benefit per employee to be provided by  
2 the State of Oklahoma, and the employee shall have the option to  
3 purchase additional life insurance or benefits on the employee's  
4 life up to the amount provided by the plan. Such basic life  
5 insurance benefits, with or without double indemnity, and accidental  
6 death and dismemberment benefits shall not exclude coverage for  
7 death or dismemberment resulting from war, insurrection or riot.  
8 The Board may also extend dependent life insurance in an amount to  
9 be determined by the Board to each insured employee who elects to  
10 insure the employee's eligible dependents. Premiums for the  
11 dependent life insurance shall be paid wholly by the employee.

12 SECTION 14. NEW LAW A new section of law to be codified  
13 in the Oklahoma Statutes as Section 1304.1 of Title 74, unless there  
14 is created a duplication in numbering, reads as follows:

15 A. The State and Education Employees Group Insurance Board and  
16 the Oklahoma State Employees Benefits Council are hereby abolished.  
17 Wherever the State and Education Employees Group Insurance Board and  
18 the Oklahoma State Employees Benefits Council are referenced in law,  
19 that reference shall be construed to mean the Oklahoma Employees  
20 Insurance and Benefits Board.

21 B. There is hereby created the Oklahoma Employees Insurance and  
22 Benefits Board.

23 C. The chair and vice-chair shall be elected by the Board  
24 members at the first meeting of the Board and shall preside over

1 meetings of the Board and perform other duties as may be required by  
2 the Board. Upon the resignation or expiration of the term of the  
3 chair or vice-chair, the members shall elect a chair or vice-chair.  
4 The Board shall elect one of its members to serve as secretary.

5 D. The Board shall consist of seven (7) members to be appointed  
6 as follows:

- 7 1. The State Insurance Commissioner, or designee;
- 8 2. Four members shall be appointed by the Governor;
- 9 3. One member shall be appointed by the Speaker of the Oklahoma  
10 House of Representatives; and
- 11 4. One member shall be appointed by the President Pro Tempore  
12 of the State Senate.

13 E. The appointed members shall:

- 14 1. Have demonstrated professional experience in investment or  
15 funds management, public funds management, public or private group  
16 health or pension fund management, or group health insurance  
17 management;
- 18 2. Be licensed to practice law in this state and have  
19 demonstrated professional experience in commercial matters; or
- 20 3. Be licensed by the Oklahoma Accountancy Board to practice in  
21 this state as a public accountant or a certified public accountant.

22 In making appointments that conform to the requirements of this  
23 subsection, at least one but not more than three members shall be  
24

1 appointed each from paragraphs 2 and 3 of this subsection by the  
2 combined appointing authorities.

3 F. Each member of the Board shall serve a term of four (4)  
4 years from the date of appointment.

5 G. Members of the Board shall be subject to the following:

6 1. The appointed members shall each receive compensation of  
7 Five Hundred Dollars (\$500.00) per month. Appointed members who  
8 fail to attend a regularly scheduled meeting of the Board shall not  
9 receive the related compensation;

10 2. The appointed members shall be reimbursed for their  
11 expenses, according to the State Travel Reimbursement Act, as are  
12 incurred in the performance of their duties, which shall be paid  
13 from the Health Insurance Reserve Fund;

14 3. In the event an appointed member does not attend at least  
15 seventy-five percent (75%) of the regularly scheduled meetings of  
16 the Board during a calendar year, the appointing authority may  
17 remove the member;

18 4. A member may also be removed for any other cause as provided  
19 by law;

20 5. No Board member shall be individually or personally liable  
21 for any action of the Board; and

22 6. Participation on the Board is contingent upon maintaining  
23 all necessary annual training as may be required through the Health  
24 Insurance Portability and Accountability Act of 1996, Medicare

1 contracting requirements or other statutory or regulatory  
2 guidelines.

3 H. The Board shall meet as often as necessary to conduct  
4 business but shall meet no less than four times a year, with an  
5 organizational meeting to be held prior to December 1, 2012. The  
6 organizational meeting shall be called by the Insurance  
7 Commissioner. A majority of the members of the Board shall  
8 constitute a quorum for the transaction of business, and any  
9 official action of the Board must have a favorable vote by a  
10 majority of the members of the Board present.

11 I. Except as otherwise provided in this subsection, no member  
12 of the Board shall be a lobbyist registered in this state as  
13 provided by law, or be employed directly or indirectly by any firm  
14 or health care provider under contract to the State and Education  
15 Employees Group Insurance Board, the Oklahoma State Employees  
16 Benefits Council, or the Oklahoma Employees Insurance and Benefits  
17 Board, or any benefit program under its jurisdiction, for any goods  
18 or services whatsoever. Any physician member of the Board shall not  
19 be subject to the provisions of this subsection.

20 J. Any vacancy occurring on the Board shall be filled for the  
21 unexpired term of office in the same manner as provided for in  
22 subsection D of this section.

23  
24

1 K. The Board shall act in accordance with the provisions of the  
2 Oklahoma Open Meeting Act, the Oklahoma Open Records Act and the  
3 Administrative Procedures Act.

4 L. The ~~Court Administrator~~ Administrative Director of the  
5 Courts shall designate grievance panel members as shall be  
6 necessary. The members of the grievance panel shall consist of two  
7 attorneys licensed to practice law in this state and one state  
8 licensed health care professional or health care administrator who  
9 has at least three (3) years practical experience, has had or has  
10 admitting privileges to a ~~State of Oklahoma~~ hospital in this state,  
11 has a working knowledge of prescription medication, or has worked in  
12 an administrative capacity at some point in their career. The state  
13 health care professional shall be appointed by the Governor. At the  
14 Governor's discretion, one or more qualified individuals may also be  
15 appointed as an alternate to serve on the grievance panel in the  
16 event the Governor's primary appointee becomes unable to serve.

17 M. The Office of Management and Enterprise Services shall have  
18 the following duties, responsibilities and authority with respect to  
19 the administration of the flexible benefits plan authorized pursuant  
20 to the State Employees Flexible Benefits Act:

21 1. To construe and interpret the plan, and decide all questions  
22 of eligibility in accordance with the Oklahoma State Employees  
23 Benefits Act and 26 U.S.C.A., Section 1 et seq.;

1           2. To select those benefits which shall be made available to  
2 participants under the plan, according to the Oklahoma State  
3 Employees Benefits Act, and other applicable laws and rules;

4           3. To prescribe procedures to be followed by participants in  
5 making elections and filing claims under the plan;

6           4. Beginning with the plan year which begins on January 1,  
7 2013, to select and contract with one or more providers to offer a  
8 group TRICARE Supplement product to eligible employees who are  
9 eligible TRICARE beneficiaries. Any membership dues required to  
10 participate in a group TRICARE Supplement product offered pursuant  
11 to this paragraph shall be paid by the employee. As used in this  
12 paragraph, "TRICARE" means the Department of Defense health care  
13 program for active duty and retired service members and their  
14 families;

15           5. To prepare and distribute information communicating and  
16 explaining the plan to participating employers and participants.  
17 Health Maintenance Organizations or other third-party insurance  
18 vendors may be directly or indirectly involved in the distribution  
19 of communicated information to participating state agency employers  
20 and state employee participants subject to the following condition:  
21 the Board shall verify all marketing and communications information  
22 for factual accuracy prior to distribution;

1       6. To receive from participating employers and participants  
2 such information as shall be necessary for the proper administration  
3 of the plan, and any of the benefits offered thereunder;

4       7. To furnish the participating employers and participants such  
5 annual reports with respect to the administration of the plan as are  
6 reasonable and appropriate;

7       8. To keep reports of benefit elections, claims and  
8 disbursements for claims under the plan;

9       9. To negotiate for best and final offer through competitive  
10 negotiation with the assistance and through the purchasing  
11 procedures adopted by the Office of Management and Enterprise  
12 Services and contract with federally qualified health maintenance  
13 organizations under the provisions of 42 U.S.C., Section 300e et  
14 seq., or with Health Maintenance Organizations granted a certificate  
15 of authority by the Insurance Commissioner pursuant to the Health  
16 Maintenance Reform Act of 2003 for consideration by participants as  
17 an alternative to the health plans offered by the Oklahoma Employees  
18 Insurance and Benefits Board, and to transfer to the health  
19 maintenance organizations such funds as may be approved for a  
20 participant electing health maintenance organization alternative  
21 services. The Board may also select and contract with a vendor to  
22 offer a point-of-service plan. An HMO may offer coverage through a  
23 point-of-service plan, subject to the guidelines established by the  
24 Board. However, if the Board chooses to offer a point-of-service

1 plan, then a vendor that offers both an HMO plan and a point-of-  
2 service plan may choose to offer only its point-of-service plan in  
3 lieu of offering its HMO plan. The Board may, however, renegotiate  
4 rates with successful bidders after contracts have been awarded if  
5 there is an extraordinary circumstance. An extraordinary  
6 circumstance shall be limited to insolvency of a participating  
7 health maintenance organization or point-of-service plan,  
8 dissolution of a participating health maintenance organization or  
9 point-of-service plan or withdrawal of another participating health  
10 maintenance organization or point-of-service plan at any time during  
11 the calendar year. Nothing in this section of law shall be  
12 construed to permit either party to unilaterally alter the terms of  
13 the contract;

14 10. To retain as confidential information the initial Request  
15 For Proposal offers as well as any subsequent bid offers made by the  
16 health plans prior to final contract awards as a part of the best  
17 and final offer negotiations process for the benefit plan;

18 11. To promulgate administrative rules for the competitive  
19 negotiation process;

20 12. To require vendors offering coverage to provide such  
21 enrollment and claims data as is determined by the Board. The Board  
22 shall be authorized to retain as confidential any proprietary  
23 information submitted in response to the Board's Request For  
24 Proposal. Provided, however, that any such information requested by

1 the Board from the vendors shall only be subject to the  
2 confidentiality provision of this paragraph if it is clearly  
3 designated in the Request For Proposal as being protected under this  
4 provision. All requested information lacking such a designation in  
5 the Request For Proposal shall be subject to Section 24A.1 et seq.  
6 of Title 51 of the Oklahoma Statutes. From health maintenance  
7 organizations, data provided shall include the current Health Plan  
8 Employer Data and Information Set (HEDIS);

9 13. To authorize the purchase of any insurance deemed necessary  
10 for providing benefits under the plan including indemnity dental  
11 plans, provided that the only indemnity health plan selected by the  
12 Board shall be the indemnity plan offered by the Board, and to  
13 transfer to the Board such funds as may be approved for a  
14 participant electing a benefit plan offered by the Board. All  
15 indemnity dental plans shall meet or exceed the following  
16 requirements:

- 17 a. they shall have a statewide provider network,
- 18 b. they shall provide benefits which shall reimburse the  
19 expense for the following types of dental procedures:
  - 20 (1) diagnostic,
  - 21 (2) preventative,
  - 22 (3) restorative,
  - 23 (4) endodontic,
  - 24 (5) periodontic,

- 1 (6) prosthodontics,
- 2 (7) oral surgery,
- 3 (8) dental implants,
- 4 (9) dental prosthetics, and
- 5 (10) orthodontics, and

6 c. they shall provide an annual benefit of not less than  
7 One Thousand Five Hundred Dollars (\$1,500.00) for all  
8 services other than orthodontic services, and a  
9 lifetime benefit of not less than One Thousand Five  
10 Hundred Dollars (\$1,500.00) for orthodontic services;

11 14. To communicate deferred compensation programs as provided  
12 in Section 1701 of Title 74 of the Oklahoma Statutes;

13 15. To assess and collect reasonable fees from contracted  
14 health maintenance organizations and third-party insurance vendors  
15 to offset the costs of administration;

16 16. To accept, modify or reject elections under the plan in  
17 accordance with the Oklahoma State Employees Benefits Act and 26  
18 U.S.C.A., Section 1 et seq.;

19 17. To promulgate election and claim forms to be used by  
20 participants;

21 18. To adopt rules requiring payment for medical and dental  
22 services and treatment rendered by duly licensed hospitals,  
23 physicians and dentists. Unless the Board has otherwise contracted  
24 with the out-of-state health care provider, the Board shall

1 reimburse for medical services and treatment rendered and charged by  
2 an out-of-state health care provider at least at the same percentage  
3 level as the network percentage level of the fee schedule  
4 established by the Oklahoma Employees Insurance and Benefits Board  
5 if the insured employee was referred to the out-of-state health care  
6 provider by a physician or it was an emergency situation and the  
7 out-of-state provider was the closest in proximity to the place of  
8 residence of the employee which offers the type of health care  
9 services needed. For purposes of this paragraph, health care  
10 providers shall include, but not be limited to, physicians,  
11 dentists, hospitals and special care facilities;

12 19. To enter into a contract with out-of-state providers in  
13 connection with any PPO or hospital or medical network plan which  
14 shall include, but not be limited to, special care facilities and  
15 hospitals outside the borders of the State of Oklahoma. The  
16 contract for out-of-state providers shall be identical to the in-  
17 state provider contracts. The Board may negotiate for discounts  
18 from billed charges when the out-of-state provider is not a network  
19 provider and the member sought services in an emergency situation,  
20 when the services were not otherwise available in the State of  
21 Oklahoma or when the Administrator appointed by the Board approved  
22 the service as an exceptional circumstance; and

23 20. To create the establishment of a grievance procedure by  
24 which a three-member grievance panel shall act as an appeals body

1 for complaints by insured employees regarding the allowance and  
2 payment of claims, eligibility, and other matters. Except for  
3 grievances settled to the satisfaction of both parties prior to a  
4 hearing, any person who requests in writing a hearing before the  
5 grievance panel shall receive a hearing before the panel. The  
6 grievance procedure provided by this paragraph shall be the  
7 exclusive remedy available to insured employees having complaints  
8 against the insurer. Such grievance procedure shall be subject to  
9 the Oklahoma Administrative Procedures Act, including provisions  
10 thereof for review of agency decisions by the district court. The  
11 grievance panel shall schedule a hearing regarding the allowance and  
12 payment of claims, eligibility and other matters within sixty (60)  
13 days from the date the grievance panel receives a written request  
14 for a hearing unless the panel orders a continuance for good cause  
15 shown. Upon written request by the insured employee to the  
16 grievance panel and received not less than ten (10) days before the  
17 hearing date, the grievance panel shall cause a full stenographic  
18 record of the proceedings to be made by a competent court reporter  
19 at the insured employee's expense

20 N. Except for a breach of fiduciary obligation, a Board member  
21 shall not be individually or personally responsible for any action  
22 of the Board.

23 O. The Board shall operate in an advisory capacity to the  
24 Office of Management and Enterprise Services.

1 P. The members of the Board shall not accept gifts or  
2 gratuities from an individual organization with a value in excess of  
3 Ten Dollars (\$10.00) per year. The provisions of this section shall  
4 not be construed to prevent the members of the Board from attending  
5 educational seminars, conferences, meetings or similar functions.

6 SECTION 15. AMENDATORY 74 O.S. 2011, Section 1320, is  
7 amended to read as follows:

8 Section 1320. A. ~~The State and Education Employees Group~~  
9 ~~Insurance Board~~ For purposes of administering the Oklahoma Employees  
10 Insurance and Benefits Act, the Director of the Office of Management  
11 and Enterprise Services is authorized to hire and appoint an  
12 ~~administrator~~ Administrator who shall be in the unclassified service  
13 and shall serve at the pleasure of the Director of the Office of  
14 Management and Enterprise Services.

15 B. ~~The Board~~ Director of the Office of Management and  
16 Enterprise Services may hire a director of internal audit and one  
17 attorney licensed to practice law in this state. The attorney hired  
18 by the Board shall have not less than five (5) years of experience  
19 in matters related to the insurance industry. The ~~Board~~ Director  
20 shall directly supervise the duties of the director of internal  
21 audit, and shall not delegate ~~said~~ the supervision to the  
22 Administrator or any other employee ~~of the Board~~. In addition to  
23 duties assigned by the ~~Board~~ Director, the director of internal  
24 audit is authorized to audit all records of health providers and

1 pharmacists who enter into any contract with the Board in order to  
2 ensure compliance with said contract provisions.

3 ~~B.~~ The ~~administrator~~ Director shall employ such persons as are  
4 necessary to administer the provisions of the ~~State and Education~~  
5 ~~Employees Group Insurance Act~~ Oklahoma Employees Insurance and  
6 Benefits Act, the State Employees Flexible Benefits Act and the  
7 State Employees Disability Program Act. The ~~administrator~~ Director  
8 may employ a maximum of two ~~(2)~~ attorneys for purposes of  
9 administering the Oklahoma Employees Insurance and Benefits Act.

10 The ~~administrator~~ Administrator or one of the deputy administrators  
11 shall have not less than seven (7) years of group health insurance  
12 administration experience on a senior managerial level.

13 C. The ~~Board~~ Director shall not contract for private legal  
14 counsel except for extraordinary situations other than normal day to  
15 day situations, and when approved by the Attorney General. The  
16 ~~Board~~ Director may contract with a nonemployee consulting actuary, a  
17 nonemployee medical consultant and a nonemployee dental consultant  
18 subject to competitive bid at least every three (3) years. The  
19 ~~Board~~ Director may contract with health care providers for a level  
20 of reimbursement for the payment of claims incurred by the plan  
21 participants. The ~~Board~~ Director may at its request use the  
22 services of the office of the Attorney General and the actuarial  
23 services of any actuary employed by the Insurance Commissioner and  
24 may also seek the advice and counsel of the Insurance Commissioner

1 of the State of Oklahoma or any employee of the Office of the  
2 Insurance Commissioner.

3 SECTION 16. AMENDATORY 74 O.S. 2011, Section 1363, is  
4 amended to read as follows:

5 Section 1363. The following words and phrases as used in ~~this~~  
6 ~~act~~ Section 1361 et seq. of this title, unless a different meaning  
7 is clearly required by the context, shall have the following  
8 meanings:

9 1. "Authority" means the Oklahoma Health Care Authority;

10 2. "Basic plan" means the plan that provides the least amount  
11 of benefits each participant is required to purchase pursuant to the  
12 provisions of the plan. The basic plan shall include only health,  
13 dental, disability and life benefits;

14 3. "Benefit" means any of the benefits which may be purchased  
15 or is required to be purchased under the plan;

16 4. "Benefit plan" means the specific terms and conditions  
17 regarding a benefit which may be purchased under the plan, including  
18 the terms and conditions of any separate plan document, group  
19 insurance policy or administrative services contract entered into by  
20 the ~~Council~~ Oklahoma Employees Insurance and Benefits Board;

21 5. "Benefit price" means the number of flexible benefit dollars  
22 needed to purchase a benefit under the plan;

23

24

1       6. "Board" means the ~~State and Education Employees Group~~  
2 ~~Insurance Board, as created by the State and Education Employees~~  
3 ~~Group Insurance Act~~ Oklahoma Employees Insurance and Benefits Board;

4       7. "Code" means the Internal Revenue Code of 1986, as amended,  
5 from time to time;

6       8. "Compensation" means the remuneration directly paid to a  
7 participating employee by a participating employer exclusive of  
8 overtime pay, and longevity pay, calculated prior to and without  
9 regard to adjustments arising out of an employee's participation in  
10 the plan authorized pursuant to this act, or amounts deferred under  
11 the tax sheltered income deferment plans as authorized by Section  
12 1701 et seq. of this title;

13       9. ~~"Council" means the Oklahoma State Employees Benefits~~  
14 ~~Council, as created by this act;~~

15       ~~10.~~ "Default benefit" means any benefit a participant who fails  
16 to make a proper election under the plan shall be deemed to have  
17 purchased;

18       ~~11.~~ 10. "Dependent" means a participant's spouse or any of his  
19 or her dependents as defined in Code Section 152 and regulations  
20 promulgated thereunder;

21       ~~12.~~ 11. "Flexible benefit allowance" means the annual amounts  
22 credited by the participating employer for each participant for the  
23 purchase of benefits under the plan;

1        ~~13.~~ 12. "Flexible benefit dollars" means the sum of the  
2 flexible benefit allowance and pay conversion dollars allocated by a  
3 participant pursuant to provisions of the plan;

4        ~~14.~~ 13. "Participant" means any officer or employee of a  
5 participating employer who is a member of the Oklahoma Law  
6 Enforcement Retirement System, the Oklahoma Public Employees  
7 Retirement System or the Uniform Retirement System for Justices and  
8 Judges, any officer or employee of a participating employer, whose  
9 employment is not seasonal or temporary and whose employment  
10 requires at least one thousand (1,000) hours of work per year and  
11 whose salary and wage is equal to or greater than the hourly wage  
12 for state employees ~~as provided in Section 284 of this title~~, and  
13 any employee of a participating employer who is a member of the  
14 Teachers' Retirement System of Oklahoma;

15        ~~15.~~ 14. "Participating employer" means any state agency, board,  
16 commission, department, institution, authority, officer, bureau,  
17 council, office or other entity created by the Oklahoma Constitution  
18 or statute that is a participating employer of the Oklahoma Law  
19 Enforcement Retirement System, the Oklahoma Public Employees  
20 Retirement System or the Uniform Retirement System for Justices and  
21 Judges, but shall not include any county, county hospital, city or  
22 town, conservation district, any private or public trust in which a  
23 county, city or town participates and is the primary beneficiary,  
24 any school district or technology center school district, or

1 political subdivision of the state, but shall include the State  
2 Department of Education, the Oklahoma Department of Wildlife  
3 Conservation, the Oklahoma Employment Security Commission, the  
4 Teachers' Retirement System of Oklahoma and the Oklahoma Department  
5 of Career and Technology Education. Provided the term  
6 "participating employer" shall also mean the State Regents for  
7 Higher Education or any institution under the authority of the State  
8 Regents for Higher Education upon agreement between the State  
9 Regents for Higher Education or the appropriate governing board of  
10 an institution under the authority of the State Regents for Higher  
11 Education and the ~~Council~~ Board;

12 ~~16.~~ 15. "Pay conversion dollars" means amounts by which a  
13 participant elects to reduce ~~his~~ the participant's compensation to  
14 purchase benefits under the plan;

15 ~~17.~~ 16. "Plan" means the flexible benefits plan authorized  
16 pursuant to the State Employees Flexible Benefits Act as modified by  
17 the provisions of this act;

18 ~~18.~~ 17. "Plan year" means for the plan year beginning July 1,  
19 2001, the six-month period commencing on July 1 and ending on the  
20 following December 31. The next plan year shall begin January 1,  
21 2002. It shall mean the twelve-month period commencing on January 1  
22 and ending on the following December 31;

23 ~~19.~~ 18. "Salary adjustment agreement" means a written agreement  
24 between a participant and participating employer whereby the

1 employer agrees to adjust the salary of the participant by a stated  
2 amount or an amount equal to the cost of benefits selected under the  
3 plan and the participating employer agrees to contribute such amount  
4 to cover certain costs of the benefits selected by the participant  
5 to the ~~Council~~ Board; and

6 ~~20.~~ 19. "Termination" means the termination of a participant's  
7 employment as an employee of a participating employer, whether by  
8 reasons of discharge, voluntary termination, retirement, death or  
9 reduction-in-force.

10 SECTION 17. AMENDATORY 74 O.S. 2011, Section 1368, is  
11 amended to read as follows:

12 Section 1368. ~~There is hereby created in the State Treasury a~~  
13 ~~revolving fund for the Oklahoma State Employees Benefits Council to~~  
14 ~~be designated the " The Benefits Council Administration Revolving~~  
15 ~~Fund". The fund shall be a continuing fund, not subject to fiscal~~  
16 ~~year limitations, and shall consist of all monies properly credited~~  
17 ~~and paid to the Oklahoma State Employees Benefits Council other than~~  
18 ~~flexible benefit dollars. Disbursements from the fund shall be~~  
19 ~~limited to the direct operation of the Oklahoma State Employees~~  
20 ~~Benefits Council and the Wellness Program as authorized by the~~  
21 ~~Council~~ is hereby dissolved. Any reference in the Oklahoma Statutes  
22 to the Benefits Council Administration Revolving Fund shall be  
23 construed to mean the Human Capital Management Revolving Fund.

24

1 Assets of the Benefits Council Administration Revolving Fund are  
2 hereby transferred to the Human Capital Management Revolving Fund.

3 SECTION 18. AMENDATORY 74 O.S. 2011, Section 1370, is  
4 amended to read as follows:

5 Section 1370. A. Subject to the requirement that a participant  
6 must elect the default benefits, the basic plan, or is a person who  
7 has retired from a branch of the United States military and has been  
8 provided with health care through a federal plan, to the extent that  
9 it is consistent with federal law, or is an active employee who is  
10 eligible to participate and who is a participant who has opted out  
11 of the state's basic plan according to the provisions of Section ~~2~~  
12 1308.3 of this ~~act~~ title, and provides proof of this coverage,  
13 flexible benefit dollars may be used to purchase any of the benefits  
14 offered by the Oklahoma State Employees Benefits Council under the  
15 flexible benefits plan. A participant who has opted out of the  
16 state's basic plan and provided proof of other coverage as described  
17 in this subsection shall receive One Hundred Fifty Dollars (\$150.00)  
18 in lieu of the flexible benefit monthly. A participant's flexible  
19 benefit dollars for a plan year shall consist of the sum of (1)  
20 flexible benefit allowance credited to a participant by the  
21 participating employer, and (2) pay conversion dollars elected by a  
22 participant.

23 B. Each participant shall be credited annually with a specified  
24 amount as a flexible benefit allowance which shall be available for

1 the purchase of benefits. The amount of the flexible benefit  
2 allowance credited to each participant shall be communicated to him  
3 or her prior to the enrollment period for each plan year.

4 C. Except as provided in subsection D of this section, for the  
5 plan year ~~ending December 31, 2012~~ beginning January 1, 2013, the  
6 benefit allowance shall not be less than the Plan Year 2012 benefit  
7 allowance amounts, and each plan year thereafter, the amount of a  
8 participant's benefit allowance, which shall be the total amount the  
9 employer contributes for the payment of insurance premiums or other  
10 benefits, shall be:

11 1. The greater of ~~Two Hundred Sixty two Dollars and nineteen~~  
12 ~~cents (\$262.19) per month~~ the amount of benefit which the  
13 participant would have qualified for as of plan year 2012, or an  
14 amount equal to the ~~sum of the average monthly premiums~~ premium of  
15 ~~all high option health insurance plans, excluding the point-of-~~  
16 ~~service plans~~ the HealthChoice High Option plan, the average monthly  
17 premiums of the dental plans, the monthly premium of the disability  
18 plan, and the monthly premium of the basic life insurance plan  
19 offered to state employees or the amount determined by the Council  
20 based on a formula for determining a participant's benefit credits  
21 consistent with the requirements of 26 U.S.C., Section 125(g) (2) and  
22 regulations thereunder; or

23 2. The greater of ~~Two Hundred Twenty four Dollars and sixty-~~  
24 ~~nine cents (\$224.69) per month~~ the amount of benefit which the

1 participant would have qualified for as of plan year 2012 or an  
2 amount equal to the ~~sum of the average monthly premiums~~ premium of  
3 ~~all high option health insurance plans, excluding the point-of-~~  
4 ~~service plans~~ the HealthChoice High Option plan, the average monthly  
5 premiums of the dental plans, the monthly premium of the disability  
6 plan, and the monthly premium of the basic life insurance plan  
7 offered to state employees plus one of the additional amounts as  
8 follows for participants who elect to include one or more  
9 dependents:

- 10 a. for a spouse, seventy-five percent (75%) of the  
11 ~~average price of all high option benefit plans,~~  
12 ~~excluding the point-of-service plans~~ HealthChoice High  
13 Option plan, available for coverage of a spouse,
- 14 b. for one child, seventy-five percent (75%) of the  
15 ~~average price of all high option benefit plans~~  
16 ~~available, excluding the point-of-service plans~~  
17 HealthChoice High Option plan, for coverage of one  
18 child,
- 19 c. for two or more children, seventy-five percent (75%)  
20 of the ~~average price of all high option benefit plans~~  
21 ~~available, excluding the point-of-service plans~~  
22 HealthChoice High Option plan, for coverage of two or  
23 more children,

24

- 1           d.    for a spouse and one child, seventy-five percent (75%)  
2                   of the ~~average price of all high option benefit plans~~  
3                   ~~available, excluding the point of service plans~~  
4                   HealthChoice High Option plan, for coverage of a  
5                   spouse and one child, or
- 6           e.    for a spouse and two or more children, seventy-five  
7                   percent (75%) of the ~~average price of all high option~~  
8                   ~~benefit plans available, excluding the point of~~  
9                   ~~service plans~~ HealthChoice High Option plan, for  
10                  coverage of a spouse and two or more children.

11           D.    To the extent that it is consistent with federal laws and  
12                  regulations, and in particular the regulations set forth by the  
13                  Secretary of Defense in 32 C.F.R. Section 199.8(d)(6), a benefit may  
14                  be provided to an employee who is an eligible TRICARE beneficiary  
15                  whereby he or she may purchase a group TRICARE Supplemental product  
16                  under a qualifying cafeteria plan consistent with the requirements  
17                  of 26 U.S.C., Section 125, provided that ~~(i) the:~~

18                  1. The State, as employer may not provide any payment for nor  
19                  receive any consideration or compensation for offering the benefit,  
20                  ~~(ii) the;~~

21                  2. The employer's only involvement is in providing the  
22                  administrative support for the benefit under the cafeteria plan; and  
23                  ~~(iii) the~~

1       3. The employee's participation in the plan is completely  
2 voluntary.

3       The benefit allowance under paragraph 2 of subsection C of this  
4 section of an employee whose plan participation includes a group  
5 TRICARE Supplemental benefit shall not include any allowance or  
6 portion thereof for such TRICARE Supplemental benefit.

7       E. This section shall not prohibit payments for supplemental  
8 health insurance coverage made pursuant to Section 1314.4 of this  
9 title or payments for the cost of providing health insurance  
10 coverage for dependents of employees of the Grand River Dam  
11 Authority.

12       F. If a participant desires to buy benefits whose sum total of  
13 benefit prices is in excess of his or her flexible benefit  
14 allowance, the participant may elect to use pay conversion dollars  
15 to purchase such excess benefits. Pay conversion dollars may be  
16 elected through a salary reduction agreement made pursuant to the  
17 election procedures of Section 1371 of this title. The elected  
18 amount shall be deducted from the participant's compensation in  
19 equal amounts each pay period over the plan year. On termination of  
20 employment during a plan year, a participant shall have no  
21 obligation to pay the participating employer any pay conversion  
22 dollars allocated to the portion of the plan year after the  
23 participant's termination of employment.

24

1 G. If a participant elects benefits whose sum total of benefit  
2 prices is less than his or her flexible benefit allowance, he or she  
3 shall receive any excess flexible benefit allowance as taxable  
4 compensation. Such taxable compensation will be paid in  
5 substantially equal amounts each pay period over the plan year. On  
6 termination during a plan year, a participant shall have no right to  
7 receive any such taxable cash compensation allocated to the portion  
8 of the plan year after the participant's termination. Nothing  
9 herein shall affect a participant's obligation to elect the minimum  
10 benefits or to accept the default benefits of the plan with  
11 corresponding reduction in the sum of his or her flexible benefit  
12 allowance equal to the sum total benefit price of such minimum  
13 benefits or default benefits.

14 SECTION 19. AMENDATORY 74 O.S. 2011, Section 1375, is  
15 amended to read as follows:

16 Section 1375. ~~The State and Education Employees Group Insurance~~  
17 ~~Board~~ Oklahoma Employees Insurance and Benefits Board of the Office  
18 of Management and Enterprise Services shall make the pretax health  
19 savings account authorized by the provisions of the Health Savings  
20 Account Act established in Section 6060.14 of Title 36 of the  
21 Oklahoma Statutes available by offering a high deductible health  
22 plan to all persons who are eligible employees for purposes of any  
23 health care insurance offered through or under the supervision of  
24 the ~~Board~~ Office. The high deductible health plan shall be offered

1 no later than January 1, 2009. Any employee who elects to  
2 participate in a high deductible health plan offered through the  
3 ~~State and Education Employees Group Insurance Board~~ Office of  
4 Management and Enterprise Services may establish a health savings  
5 account (HSA) as defined in Section 223 of the Internal Revenue  
6 Code. The Director of the Office of Management and Enterprise  
7 Services shall form a working group to study the Oklahoma Employees  
8 Insurance and Benefits Plan structure, including, but not limited  
9 to, future recommendations for the state employee flexible benefits  
10 allowance and the potential of funding on employee health savings  
11 accounts. The Director shall provide a report of the working group  
12 study and recommendations to the Legislature and Governor no later  
13 than December 31, 2012.

14 SECTION 20. REPEALER 74 O.S. 2011, Sections 840-1.5,  
15 840-1.21, 1304, 1305, 1306, 1306.3, 1306.4, 1364 and 1365, are  
16 hereby repealed.

17 SECTION 21. This act shall become effective July 1, 2012.

18 SECTION 22. It being immediately necessary for the preservation  
19 of the public peace, health and safety, an emergency is hereby  
20 declared to exist, by reason whereof this act shall take effect and  
21 be in full force from and after its passage and approval.

22  
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