

1                   **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2                                   STATE OF OKLAHOMA

3                                   2nd Session of the 59th Legislature (2024)

4   COMMITTEE SUBSTITUTE  
5   FOR  
6   HOUSE BILL NO. 3586

By: Strom of the House

and

**Garvin** of the Senate

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10                                   COMMITTEE SUBSTITUTE

11       An Act relating to state employee health insurance;  
12       amending 70 O.S. 2021, Section 14-108.1, which  
13       relates to health insurance plan for employees;  
14       modifying references to entity names; amending 70  
15       O.S. 2021, Section 26-104, which relates to funding  
16       to provide flexible benefit allowance; modifying  
17       references to entity names; amending 70 O.S. 2021,  
18       Section 26-105, which relates to use of flexible  
19       benefit allowance; modifying references to entity  
20       names; amending 74 O.S. 2021, Section 85.58A, which  
21       relates to establishment of comprehensive  
22       professional risk management program; modifying  
23       references to entity names; amending 74 O.S. 2021,  
24       Section 1316.2, which relates to continuance of  
      health and dental insurance benefits; modifying  
      citations; amending 74 O.S. 2021, Section 1321, which  
      relates to determination of rates and benefits;  
      modifying references to entity names; amending 74  
      O.S. 2021, Section 1332, which relates to  
      establishment of disability insurance program for  
      state employees; modifying references to entity names  
      and updating citations; amending 74 O.S. 2021,  
      Section 1332.1, which relates to collections from  
      state agencies; modifying references to entity names;  
      amending 74 O.S. 2021, Section 1346, which relates to  
      creation of flexible benefit revolving fund;  
      modifying references to entity names; amending 74

1 O.S. 2021, Section 1370, which relates to flexible  
2 benefit dollars in the Oklahoma State Employees  
3 Benefits Act; modifying references to entity names;  
4 repealing 74 O.S. 2021, Section 1329.1, which relates  
5 to mutual accountability incentive pilot program;  
6 repealing 74 O.S. 2021, Sections 1381, 1382, 1383,  
7 and 1384, which relate to the Wellness Program Act;  
8 and providing an effective date.

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

SECTION 1. AMENDATORY 70 O.S. 2021, Section 14-108.1, is  
amended to read as follows:

A. The board of education of each technology center school  
district in this state shall provide a health insurance plan for the  
employees of the technology center school district. Technology  
center school districts may obtain health and dental insurance  
coverage as provided for in the ~~State and Education Employees Group~~  
~~Insurance~~ Oklahoma Employees Insurance and Benefits Act or may  
obtain other health insurance coverage. Any technology center  
district that does not participate in the health and dental  
insurance plans offered through the ~~State and Education Employees~~  
~~Group Insurance~~ Oklahoma Employees Insurance and Benefits Act shall  
obtain health insurance coverage for the employees which provides  
open enrollment, and provide for the continuation of health  
insurance coverage, including supplemental Medicare insurance  
coverage, for those district employees who retire from said district  
after September 30, 1991, with a vested benefit in the Teachers'

1 Retirement System of Oklahoma. A retired person who begins  
2 receiving benefits from the Teachers' Retirement System of Oklahoma  
3 after September 30, 1991, who retires from a technology center  
4 school district that provides other health insurance coverage, and  
5 who elects to continue said health insurance coverage shall pay to  
6 the technology center school district the premium rate for the  
7 health insurance minus an amount equal to the premium rate of the  
8 Medicare supplement or the amount determined pursuant to subsection  
9 (4) of Section 1316.3 of Title 74 of the Oklahoma Statutes,  
10 whichever is less, which shall be paid by the Teachers' Retirement  
11 System of Oklahoma to the technology center school district. The  
12 technology center school district shall remit to the health  
13 insurance coverage provider the total premium due less any  
14 uncollected amounts payable from retired technology center school  
15 district employees or their qualified survivors.

16 B. A technology center school district that participates in  
17 health insurance coverage other than the health insurance plan  
18 offered by the ~~State and Education Employees Group Insurance~~  
19 Oklahoma Employees Insurance and Benefits Act shall not be required  
20 to pay any portion of the premium for the employees or the  
21 dependents of the employees of said school district. Unless a  
22 school district negotiates an agreement with its employees regarding  
23 health insurance pursuant to Sections 509.1 through 509.9 of this  
24 title, and to the extent that the agreement provides for the members

1 of the recognized bargaining unit, a technology center school  
2 district that participates in health insurance coverage other than  
3 the health insurance plan offered by the ~~State and Education~~  
4 ~~Employees Group Insurance~~ Oklahoma Employees Insurance and Benefits  
5 Act is prohibited from acquiring additional or supplemental health  
6 or dental insurance for any board member, superintendent or any  
7 other employee which is not available to all employees of said  
8 district, and said technology center school district shall not pay a  
9 greater portion of the employee or dependent premium for any health  
10 or dental insurance plan or plans provided by said technology center  
11 school district on behalf of any board member, superintendent or  
12 employee than that portion paid on behalf of all participating  
13 employees of said district.

14 C. If a technology center school district obtains health  
15 insurance coverage from a source other than through the ~~State and~~  
16 ~~Education Employees Group Insurance~~ Oklahoma Employees Insurance and  
17 Benefits Act, the employees of the technology center school district  
18 who would be eligible to participate in the health and dental plans  
19 may require the board of education of the technology center school  
20 district to call an election to allow said employees to vote as to  
21 whether the technology center school district shall participate in  
22 the health and dental insurance plans offered through the ~~State and~~  
23 ~~Education Employees Group Insurance~~ Oklahoma Employees Insurance and  
24 Benefits Act. Upon the filing with the board of education of a

1 petition calling for such an election which is signed by no less  
2 than thirty percent (30%) of the eligible employees of the  
3 technology center school district, the board of education shall call  
4 an election for the purpose of determining whether the technology  
5 center school district shall participate in the health and dental  
6 insurance plans offered through the ~~State and Education Employees~~  
7 ~~Group Insurance~~ Oklahoma Employees Insurance and Benefits Act. The  
8 election shall be held within thirty (30) days of the filing of the  
9 petition. If a majority of those eligible employees voting at the  
10 election vote to participate in the health and dental insurance  
11 plans offered through the ~~State and Education Employees Group~~  
12 ~~Insurance~~ Oklahoma Employees Insurance and Benefits Act, the board  
13 of education of the technology center school district shall apply  
14 for such participation within thirty (30) days of the election.

15 D. If a technology center school district does not have any  
16 health insurance coverage of the type required by this section, that  
17 technology center school district shall immediately be enrolled in  
18 the health and dental insurance plans offered through the ~~State and~~  
19 ~~Education Employees Group Insurance~~ Oklahoma Employees Insurance and  
20 Benefits Act.

21 E. A carrier providing health insurance coverage for employees  
22 of a technology center school district health insurance group which  
23 replaces a previous carrier for such technology center school  
24 district employees shall provide coverage for each retired employee

1 who is receiving a benefit or terminates employment with a vested  
2 benefit from the Teachers' Retirement System of Oklahoma and who is  
3 enrolled in the health insurance group by the previous carrier at  
4 the time the previous carrier providing health insurance coverage is  
5 replaced. Notwithstanding any provision in this section to the  
6 contrary, any person who retires pursuant to the provisions of the  
7 Teachers' Retirement System of Oklahoma prior to May 1, 1993, or  
8 terminates service with a vested benefit, pursuant to the provisions  
9 of the Teachers' Retirement System of Oklahoma prior to May 1, 1993,  
10 may continue to participate in the health and dental plans  
11 authorized by the provisions of the ~~State and Education Employees~~  
12 ~~Group Insurance~~ Oklahoma Employees Insurance and Benefits Act.

13 F. In the event a technology center school district ceases to  
14 exist, the assets and duties of said technology center school  
15 district are transferred to one or more other technology center  
16 school districts, said other technology center school district or  
17 districts do not agree to employ all of the former employees of the  
18 technology center school district that is ceasing to exist, and said  
19 former employees who are not being reemployed have rights under  
20 federal or state law to continue group insurance coverage, the  
21 annexing technology center school district having the largest  
22 general fund revenue for the most recent preceding fiscal year for  
23 which data is available shall provide group insurance coverage to  
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1 said former employees not being retained during the period as  
2 required by law.

3 SECTION 2. AMENDATORY 70 O.S. 2021, Section 26-104, is  
4 amended to read as follows:

5 A. Each fiscal year, the Legislature shall appropriate adequate  
6 funding to the State Board of Education and the State Board of  
7 Career and Technology Education for the purpose of providing a  
8 flexible benefit allowance to school district employees pursuant to  
9 this act. Unless the Legislature appropriates adequate funding  
10 specifically for the purpose of providing a flexible benefit  
11 allowance to school district employees, the Oklahoma State Board of  
12 Education shall allocate from the funds appropriated to the Oklahoma  
13 State Board of Education for the support of public school activities  
14 an amount to fully fund the flexible benefit allowance, which shall  
15 occur first prior to allocating the funds for any other purpose.  
16 The amount appropriated for funding and disbursed to school  
17 districts shall be calculated by multiplying the number of eligible  
18 school district employees employed by school districts which are  
19 participating in the health insurance plan offered by the ~~State and~~  
20 ~~Education Employees Group Insurance~~ Oklahoma Employees Insurance and  
21 Benefits Board or are self-insured as counted in February of each  
22 year by the amount of the flexible benefit allowance credited to the  
23 eligible school employees as established in Section 26-105 of this  
24 title. Each Board shall disburse the total amount appropriated for

1 funding the flexible benefit allowance to school districts during  
2 the fiscal year. From the total amount appropriated, each Board  
3 shall disburse the appropriate amounts, based on the number of  
4 eligible school district employees employed by that school district,  
5 to each school district.

6 B. Every school district shall establish or make available to  
7 school district employees a cafeteria plan pursuant to 26 U.S.C.  
8 Section 125 of the United States Code. The plan shall offer, as a  
9 benefit, major medical health care plan coverage.

10 C. The flexible benefit allowance amount established pursuant  
11 to Section 26-105 of this title shall be credited to each eligible  
12 school district employee. School district employees shall elect  
13 whether to use the flexible benefit allowance to pay for coverage in  
14 the health insurance plan offered by the ~~State and Education~~  
15 ~~Employees Group Insurance~~ Oklahoma Employees Insurance and Benefits  
16 Board or the self-insured plan offered by the school district and  
17 may receive the excess flexible benefit allowance as taxable  
18 compensation as provided in Section 26-105 of this title.

19 D. The administrator of the cafeteria plan shall maintain a  
20 separate account for each participating school district employee.  
21 School districts shall forward the school district employee flexible  
22 benefit allowance amounts to the administrator for elected purchases  
23 of cafeteria plan benefits.



1 E. Expenses included in an employee's salary adjustment  
2 agreement pursuant to the cafeteria plan shall be limited to  
3 expenses for:

4 1. Premiums for any health insurance, health maintenance  
5 organization, life insurance, long term disability insurance, dental  
6 insurance or high deductible health benefit plan offered to  
7 employees and their dependents; and

8 2. All other eligible benefit programs offered under 26 U.S.C.  
9 Section 125 of the United States Code.

10 F. The flexible benefit allowance amount established in Section  
11 26-105 of this title shall not be included as income in computation  
12 of state retirement contributions and benefits or as part of the  
13 Minimum Salary Schedule for teachers established in Section 18-  
14 114.12 of this title. School districts shall not consider the  
15 flexible benefit allowance amount as income for eligible support  
16 employees and thereby shall not reduce the salary of an eligible  
17 support employee.

18 SECTION 3. AMENDATORY 70 O.S. 2021, Section 26-105, is  
19 amended to read as follows:

20 A. The flexible benefit allowance shall be used by a school  
21 district employee who is participating in the cafeteria plan to  
22 purchase major medical health care plan coverage offered by the  
23 school district through a cafeteria plan. Any excess flexible  
24 benefit allowance over the cost of the major medical coverage

1 purchased by the employee who is participating in the cafeteria plan  
2 may be used to purchase any of the additional benefits offered by  
3 the school district or may be taken as taxable compensation as  
4 provided in subsection C of this section. Certified personnel who  
5 choose not to participate in the school-district-sponsored cafeteria  
6 plan shall receive Sixty-nine Dollars and seventy-one cents (\$69.71)  
7 per month as taxable compensation in lieu of the flexible benefit  
8 allowance amount provided in subsection B of this section. Support  
9 personnel who choose not to participate in the school-district-  
10 sponsored cafeteria plan shall receive One Hundred Eighty-nine  
11 Dollars and sixty-nine cents (\$189.69) per month as taxable  
12 compensation in lieu of the flexible benefit allowance amount  
13 provided in subsection B of this section.

14 B. Each eligible school district employee shall be credited  
15 annually with a specified amount as a flexible benefit allowance  
16 which shall be available for the purchase of benefits. The amount  
17 of the flexible benefit allowance credited to each eligible school  
18 district employee shall be communicated to the employee prior to the  
19 enrollment period for each plan year.

20 1. For the fiscal year ending June 30, 2002, the flexible  
21 benefit allowance amount for certified personnel shall be no less  
22 than Sixty-nine Dollars and seventy-one cents (\$69.71) per month.  
23 For the fiscal year ending June 30, 2002, the flexible benefit  
24 allowance amount for support personnel shall be no less than One

1 Hundred Eighty-nine Dollars and sixty-nine cents (\$189.69) per  
2 month.

3 2. For the fiscal year ending June 30, 2004, the flexible  
4 benefit allowance amount for certified personnel shall be no less  
5 than fifty-eight percent (58%) of the premium amount for the  
6 HealthChoice (Hi) option plan for an individual offered by the ~~State~~  
7 ~~and Education Employees Group Insurance~~ Oklahoma Employees Insurance  
8 and Benefits Board. For the fiscal year ending June 30, 2003, and  
9 each fiscal year thereafter, the flexible benefit allowance amount  
10 for support personnel shall be no less than one hundred percent  
11 (100%) of the premium amount for the HealthChoice (Hi) option plan  
12 for an individual offered by the ~~State and Education Employees Group~~  
13 ~~Insurance~~ Oklahoma Employees Insurance and Benefits Board.

14 3. For the fiscal year ending June 30, 2005, and each fiscal  
15 year thereafter, the flexible benefit allowance amount for certified  
16 personnel shall be no less than one hundred percent (100%) of the  
17 premium amount for the HealthChoice (Hi) option plan for an  
18 individual offered by the ~~State and Education Employees Group~~  
19 ~~Insurance~~ Oklahoma Employees Insurance and Benefits Board.

20 C. If a school district employee who is participating in the  
21 cafeteria plan elects benefits whose sum total is less than the  
22 flexible benefit allowance, the employee shall receive any excess  
23 flexible benefit allowance as taxable compensation. Such taxable  
24 compensation shall be paid in substantially equal amounts each pay

1 period over the plan year. Except as otherwise provided for in  
2 subsection D of this section, on termination during a plan year, a  
3 participating school district employee shall have no right to  
4 receive any taxable cash compensation allocated to the portion of  
5 the plan year after the termination of the employee.

6 D. In cases where the employee of a school district fulfills  
7 the terms of their contract and terminates employment for the  
8 subsequent year, the employee shall be entitled to the flexible  
9 benefit allowance for the remainder of the current benefit term.  
10 For purposes of this subsection, "benefit term" shall mean the  
11 twelve-month period after the initiation of benefits for the  
12 position held by the employee.

13 E. Each school district employee shall make an annual election  
14 of benefits under the plan during an enrollment period to be held  
15 prior to the beginning of each plan year. The enrollment period  
16 dates will be determined annually and will be announced by the  
17 school district, providing the enrollment period shall end no later  
18 than thirty (30) days before the beginning of the plan year. Each  
19 school district employee shall make an irrevocable advance election  
20 for the plan year or the remainder of the plan year pursuant to  
21 procedures the school district shall prescribe.

22 F. The school district shall prescribe the forms that school  
23 district employees shall be required to use in making their  
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1 elections, and may prescribe deadlines and other procedures for  
2 filing the elections.

3 G. School district employees hired after the closing of the  
4 enrollment period shall be allowed to make an election as provided  
5 in this act.

6 H. A district board of education shall have the option of  
7 providing a flexible benefit allowance to the superintendent of the  
8 school district in an amount not more than the amount of the  
9 flexible benefit allowance established for certified personnel in  
10 subsection B of this section. Funding for the flexible benefit  
11 allowance for a superintendent shall be provided through local  
12 revenue.

13 SECTION 4. AMENDATORY 74 O.S. 2021, Section 85.58A, is  
14 amended to read as follows:

15 A. The Office of Management and Enterprise Services (OMES)  
16 shall establish for all state agencies, whether or not subject to  
17 the Oklahoma Central Purchasing Act, and other entities as provided  
18 by law a comprehensive professional risk management program which  
19 shall:

20 1. Identify and evaluate risks of loss and exposures to loss to  
21 officers, employees and properties;

22 2. Minimize risks through loss-prevention and loss-control  
23 programs;

1        3. Transfer risks, if economically advantageous to the state,  
2 by acquiring commercial insurance, contractual pass through of  
3 liability, or by other means;

4        4. Consolidate and administer risk management plans and  
5 programs including self-insurance programs, except State Employees  
6 Group Insurance;

7        5. Determine feasibility of and, if feasible, establish self-  
8 insurance programs, considering whether a program may be self-  
9 supporting to remain financially and actuarially sound;

10       6. Provide a system to allocate insurance and program costs to  
11 determine payment for insurance coverage and program expenses  
12 provided by the Office of Management and Enterprise Services;

13       7. When requested by a state retirement system or the ~~State and~~  
14 ~~Education Employees Group Insurance~~ Oklahoma Employees Insurance and  
15 Benefits Board, assist in obtaining insurance authorized by law. If  
16 requested by the Oklahoma State Regents for Higher Education, assist  
17 trust funds for which the State Regents serve as trustees in  
18 obtaining insurance authorized by law;

19       8. Assist state agencies and officers, employees, and members  
20 thereof, charged with licensing authority, in obtaining insurance  
21 for liability for judgments, based on the licensing authority,  
22 rendered by any court pursuant to federal law;

23       9. When requested by a public trust established pursuant to  
24 Title 60 of the Oklahoma Statutes of which the State of Oklahoma is

1 the beneficiary, obtain, provide or assist the public trust in  
2 obtaining insurance authorized by law or trust indenture covering  
3 any board member, trustee, official, officer, employee or volunteer  
4 for errors and omissions or liability risks arising from the  
5 performance of official duties pursuant to law or trust indenture;

6 10. When requested by the Oklahoma State Regents for Higher  
7 Education, for the purpose of insuring real property required  
8 pursuant to Section 4018 of Title 70 of the Oklahoma Statutes, of  
9 which the Oklahoma State Regents for Higher Education is the  
10 beneficiary, obtain, provide or assist the Oklahoma State Regents  
11 for Higher Education in obtaining insurance for the real property  
12 pursuant to the provisions of this section; and

13 11. Authorize the Risk Management Administrator to declare an  
14 emergency for the purpose of mitigating damages to any state-owned  
15 property insured under the comprehensive professional risk  
16 management program administered by OMES.

17 B. The Director of the Office of Management and Enterprise  
18 Services may hire or contract for the services of a Risk Management  
19 Administrator to supervise the Comprehensive Professional Risk  
20 Management Program established pursuant to this section. If  
21 appointed by the Director as a state employee, the Risk Management  
22 Administrator shall be in the unclassified service.

23 C. The Risk Management Administrator shall evaluate insurance  
24 coverage needs and in force for state agencies, whether or not

1 subject to the Oklahoma Central Purchasing Act, and other entities  
2 as provided by law. All entities shall submit to the Risk  
3 Management Administrator all information which the Risk Management  
4 Administrator deems necessary to perform this duty.

5 D. The Risk Management Administrator in conjunction with the  
6 State Purchasing Director under the authority of the Director of the  
7 Office of Management and Enterprise Services may negotiate insurance  
8 coverage and insurance-related services including, but not limited  
9 to, insurance brokerage and consulting services. The State  
10 Purchasing Director shall ensure open processes for solicitation and  
11 qualification of insurance coverage and services providers. The  
12 State Purchasing Director shall award contracts for insurance  
13 coverage and services to the provider or providers which offer the  
14 best and final terms and conditions. The State Purchasing Director  
15 may authorize the Risk Management Administrator to bind for  
16 insurance coverage with providers.

17 E. The school districts of this state may request the Risk  
18 Management Administrator to advise for the purchase of insurance  
19 coverage for the school districts.

20 F. A state agency, whether or not subject to the Oklahoma  
21 Central Purchasing Act, that contemplates purchase of property and  
22 casualty insurance, shall provide details of the proposed purchase  
23 to the Risk Management Administrator for approval or disapproval  
24 prior to the purchase.



1 G. The Director of the Office of Management and Enterprise  
2 Services shall promulgate rules to effect the provisions of the  
3 comprehensive professional risk management program.

4 H. 1. a. Any community action agency established pursuant to  
5 Sections 5035 through 5040 of this title may  
6 participate in the comprehensive professional risk  
7 management program established pursuant to this  
8 section for risks incurred as a result of operating a  
9 Head Start program or providing transportation  
10 services to the public. The Risk Management  
11 Administrator shall obtain or provide for insurance  
12 coverage for such community action agencies or bonding  
13 for employees of such community action agencies. Any  
14 liability insurance coverage obtained or provided  
15 shall include expenses for administrative and legal  
16 services obtained or provided by the Risk Management  
17 Administrator.

18 b. The Risk Management Administrator shall determine  
19 criteria for participation in the risk management  
20 program by such community action agencies. In  
21 addition, the Risk Management Administrator may  
22 require each such community action agency to:  
23 (1) provide adequate qualified personnel and suitable  
24 facilities and equipment for operating a Head

1                   Start program or providing transportation  
2                   services to the public, and

3                   (2)   comply with such standards as are necessary for  
4                   the protection of the clients it serves.

5           2.   To receive coverage pursuant to this section, a community  
6   action agency shall make payments for any insurance coverage and  
7   shall otherwise comply with the provisions of this section and rules  
8   promulgated by the Office pursuant to the provisions of this  
9   section.

10          3.   Requests for the insurance coverage provided pursuant to the  
11   provisions of this subsection shall be submitted in writing to the  
12   Risk Management Administrator by the community action agencies.

13          I.   The Risk Management Administrator may provide or obtain for  
14   any state agency, public trust with the state as a beneficiary and a  
15   director, officer, employee or member thereof, insurance for  
16   liability for loss, including judgments, awards, settlements, costs  
17   and legal expenses, resulting from violations of rights or  
18   privileges secured by the Constitution or laws of the United States  
19   of America which occur while a director, officer, employee or member  
20   is acting within the scope of service to the State of Oklahoma. The  
21   insurance shall be for coverage in excess of the limits on liability  
22   established by The Governmental Tort Claims Act but shall not limit  
23   or waive any immunities now or hereafter available to the State of  
24   Oklahoma or any state agency, any public trust with the state as a

1 beneficiary, or any director, officer, employee or member thereof  
2 including, but not limited to, any immunities under the Eleventh  
3 Amendment to the Constitution of the United States, state sovereign  
4 immunity, and any absolute or qualified immunity held by any  
5 director, officer, employee or member.

6 SECTION 5. AMENDATORY 74 O.S. 2021, Section 1316.2, is  
7 amended to read as follows:

8 A. Any employee, other than an education employee, who retires  
9 pursuant to the provisions of the Oklahoma Public Employees  
10 Retirement System or who has a vested benefit pursuant to the  
11 provisions of the Oklahoma Public Employees Retirement System may  
12 continue in force the health and dental insurance benefits  
13 authorized by the provisions of the Oklahoma Employees Insurance and  
14 Benefits Act, or other employer insurance benefits if the employer  
15 does not participate in the plans offered by the Office of  
16 Management and Enterprise Services, if such election to continue in  
17 force is made within thirty (30) days from the date of termination  
18 of service. Except as otherwise provided for in ~~Section 840-2.27~~  
19 ~~of this title and~~ subsection H of this section, health and dental  
20 insurance coverage may not be reinstated at a later time if the  
21 election to continue in force is declined. Vested employees other  
22 than education employees who have terminated service and are not  
23 receiving benefits and effective July 1, 1996, nonvested persons who  
24 have terminated service with more than eight (8) years of

1 participating service with a participating employer, who within  
2 thirty (30) days from the date of termination of service elect to  
3 continue such coverage, shall pay the full cost of the insurance  
4 premium at the rate and pursuant to the terms and conditions  
5 established by the Office. Provided also, any employee other than  
6 an education employee who commences employment with a participating  
7 employer on or after September 1, 1991, who terminates service with  
8 such employer on or after July 1, 1996, but who otherwise has  
9 insufficient years of service to retire or terminate service with a  
10 vested benefit pursuant to the provisions of the Oklahoma Public  
11 Employees Retirement System or to elect to continue coverage as a  
12 nonvested employee as provided in this section, but who, immediately  
13 prior to employment with the participating employer, was covered as  
14 a dependent on the health and dental insurance policy of a spouse  
15 who was an active employee other than an education employee, may  
16 count as part of his or her credited service for the purpose of  
17 determining eligibility to elect to continue coverage under this  
18 section, the time during which the terminating employee was covered  
19 as such a dependent.

20 B. 1. Health insurance benefit plans offered pursuant to this  
21 section shall include:

- 22 a. indemnity plans offered through the Office,
- 23 b. managed care plans offered as alternatives to the
- 24 indemnity plans offered through the Office,

1 c. Medicare supplements offered pursuant to the Oklahoma  
2 Employees Insurance and Benefits Act,

3 d. Medicare risk-sharing contracts offered as  
4 alternatives to the Medicare supplements offered  
5 through the Office. All Medicare risk-sharing  
6 contracts shall be subject to a risk adjustment  
7 factor, based on generally accepted actuarial  
8 principles for adverse selection which may occur, and

9 e. for the Oklahoma Public Employees Retirement System,  
10 other employer-provided health insurance benefit plans  
11 if the employer does not participate in the plans  
12 offered pursuant to the Oklahoma Employees Insurance  
13 and Benefits Act.

14 2. Health insurance benefit plans offered pursuant to this  
15 section shall provide prescription drug benefits, except for plans  
16 designed pursuant to the Medicare Prescription Drug Improvement and  
17 Modernization Act ~~of 2003~~, pursuant to 42 USCA Section 1395w-101, et  
18 seq., for which provision of prescription drug benefits is optional,  
19 and except for plans offered pursuant to subparagraph e of paragraph  
20 1 of this subsection.

21 C. 1. Designated public retirement systems shall contribute a  
22 monthly amount towards the health insurance premium of certain  
23 individuals receiving benefits from the public retirement system as  
24 follows:

- 1           a.    a retired employee, other than an education employee  
2                   or an employee who participates in the defined  
3                   contribution system administered by the Oklahoma  
4                   Public Employees Retirement System on or after  
5                   November 1, 2015, who is receiving benefits from the  
6                   Oklahoma Public Employees Retirement System after  
7                   September 30, 1988, shall have One Hundred Five  
8                   Dollars (\$105.00), or the premium rate of the health  
9                   insurance benefit plan, whichever is less, paid by the  
10                  Oklahoma Public Employees Retirement System to the  
11                  Board or to another insurance carrier or other  
12                  qualified benefits administrator of the employer if  
13                  the employer does not participate in the plans offered  
14                  by the Office in the manner specified in subsection G  
15                  of this section,
- 16           b.    a retired employee or surviving spouse other than an  
17                   education employee who is receiving benefits from the  
18                   Oklahoma Law Enforcement Retirement System after  
19                   September 30, 1988, is under sixty-five (65) years of  
20                   age and is not otherwise eligible for Medicare shall  
21                   have the premium rate for the health insurance benefit  
22                   plan or One Hundred Five Dollars (\$105.00), whichever  
23                   is less, paid by the Oklahoma Law Enforcement  
24

1 Retirement System to the Office in the manner  
2 specified in subsection G of this section,

- 3 c. a retired employee other than an education employee  
4 who is receiving benefits from the Oklahoma Law  
5 Enforcement Retirement System after September 30,  
6 1988, is sixty-five (65) years of age or older or who  
7 is under sixty-five (65) years of age and is eligible  
8 for Medicare shall have One Hundred Five Dollars  
9 (\$105.00), or the premium rate of the health insurance  
10 benefit plan, whichever is less, paid by the Oklahoma  
11 Law Enforcement Retirement System to the Office in the  
12 manner specified in subsection G of this section, and  
13 d. a retired employee other than an education employee  
14 who is receiving benefits from the Uniform Retirement  
15 System for Justices and Judges after September 30,  
16 1988, shall have One Hundred Five Dollars (\$105.00),  
17 or the premium rate of the health insurance plan,  
18 whichever is less, paid by the Uniform Retirement  
19 System for Justices and Judges to the Office in the  
20 manner specified in subsection G of this section.

21 2. Premium payments made pursuant to this section shall be made  
22 subject to the following conditions:

- 23 a. the health plan shall be authorized by the provisions  
24 of the Oklahoma Employees Insurance and Benefits Act,

1           except that if an employer from which an employee  
2           retired or with a vested benefit pursuant to the  
3           provisions of the Oklahoma Public Employees Retirement  
4           System does not participate in the plans authorized by  
5           the provisions of the Oklahoma Employees Insurance and  
6           Benefits Act, the health plan will be the health  
7           insurance benefits of the employer from which the  
8           individual retired or vested,

9           b.   for plans offered by the Oklahoma Employees Insurance  
10           and Benefits Act, the amount to be paid shall be  
11           determined pursuant to the provisions of this  
12           subsection and shall first be applied in whole or in  
13           part to the prescription drug coverage premium. Any  
14           remaining amount shall be applied toward the medical  
15           coverage premium,

16           c.   for all plans, if the amount paid by the public  
17           retirement system does not cover the full cost of the  
18           elected coverage, the individual shall pay the  
19           remaining premium amount, and

20           d.   payment shall be made by the retirement systems in the  
21           manner specified under subsection G of this section.

22           D.   For any member of the Oklahoma Law Enforcement Retirement  
23           System killed in the line of duty, whether the member was killed in  
24           the line of duty prior to May 18, 2005, or on or after May 18, 2005,



1 or if the member was on a disability leave status at the time of  
2 death, the surviving spouse or dependents of such deceased member of  
3 the Oklahoma Law Enforcement Retirement System may elect to continue  
4 or commence health and dental insurance benefits, provided the  
5 dependents pay the full cost of such insurance, and for deaths  
6 occurring on or after July 1, 2002, such election is made within  
7 thirty (30) days of the date of death. The eligibility for the  
8 benefits shall terminate for the surviving children when the  
9 children cease to qualify as dependents.

10 E. Effective July 1, 2004, a retired member of the Oklahoma Law  
11 Enforcement Retirement System who retired from the System by means  
12 of a personal and traumatic injury of a catastrophic nature and in  
13 the line of duty and any surviving spouse of such retired member and  
14 any surviving spouse of a member who was killed in the line of duty  
15 shall have one hundred percent (100%) of the retired member's or  
16 surviving spouse's health care premium cost, whether the member or  
17 surviving spouse elects coverage under the Medicare supplement or  
18 Medicare risk-sharing contract, paid by the Oklahoma Law Enforcement  
19 Retirement System to the Office in the manner specified in  
20 subsection H of this section. For plans offered by the Office, such  
21 contributions will first be applied in whole or in part to the  
22 prescription drug coverage premium, if any.

23 F. Dependents of a deceased employee who was on active work  
24 status or on a disability leave at the time of death or of a

1 participating retardant or of any person who has elected to receive  
2 a vested benefit under the Oklahoma Public Employees Retirement  
3 System, the Uniform Retirement System for Justices and Judges or the  
4 Oklahoma Law Enforcement Retirement System may continue the health  
5 and dental insurance benefits in force, provided the dependents pay  
6 the full cost of such insurance and they were covered as eligible  
7 dependents at the time of such death and such election is made  
8 within thirty (30) days of date of death. The eligibility for the  
9 benefits shall terminate for the surviving children when the  
10 children cease to qualify as dependents.

11 G. The amounts required to be paid by the Oklahoma Public  
12 Employees Retirement System, the Uniform Retirement System for  
13 Justices and Judges and the Oklahoma Law Enforcement Retirement  
14 System pursuant to this section shall be forwarded no later than the  
15 tenth day of each month following the month for which payment is due  
16 by the Oklahoma Public Employees Retirement System Board of Trustees  
17 or the Oklahoma Law Enforcement Retirement Board to the Office for  
18 deposit in the Health, Dental and Life Insurance Reserve Fund or to  
19 another insurance carrier or other administrator of qualified  
20 benefits of the employer as provided for in subsection H of Section  
21 1315 of this title.

22 H. Upon retirement from employment of the Board of Regents of  
23 the University of Oklahoma, any person who was or is employed at the  
24 George Nigh Rehabilitation Institute and who transferred employment

1 pursuant to Section 3427 of Title 70 of the Oklahoma Statutes, any  
2 person who was employed at the Medical Technology and Research  
3 Authority and who transferred employment pursuant to Section 7068 of  
4 this title and any person who is a member of the Oklahoma Law  
5 Enforcement Retirement System pursuant to the authority of Section  
6 2-314 of Title 47 of the Oklahoma Statutes may participate in the  
7 benefits authorized by the provisions of the Oklahoma Employees  
8 Insurance and Benefits Act for retired participants including  
9 health, dental and life insurance benefits, if such election to  
10 participate is made within thirty (30) days from the date of  
11 termination of service. Life insurance benefits for any such person  
12 who transferred employment shall not exceed the coverage the person  
13 had at the time of such transfer. Retirees who transferred  
14 employment and who participate pursuant to this paragraph shall pay  
15 the premium for elected benefits less any amounts paid by a state  
16 retirement system pursuant to this section.

17 SECTION 6. AMENDATORY 74 O.S. 2021, Section 1321, is  
18 amended to read as follows:

19 A. The Office of Management and Enterprise Services shall have  
20 the authority to determine all rates and life, dental and health  
21 benefits. All rates shall be compiled in a comprehensive Schedule  
22 of Benefits. The Schedule of Benefits shall be available for  
23 inspection during regular business hours at the Office of Management  
24

1 and Enterprise Services. The Office shall have the authority to  
2 annually adjust the rates and benefits based on claim experience.

3 B. The premiums for such insurance plans offered for the next  
4 plan year shall be established as follows:

5 1. For active employees and their dependents, the Office's  
6 premium determination shall be made no later than the bid submission  
7 date for health maintenance organizations set by the ~~Oklahoma State~~  
8 ~~Employees Benefits Council~~ Oklahoma Employees Insurance and Benefits  
9 Board, which shall be set in August no later than the third Friday  
10 of that month; and

11 2. For all other covered members and dependents, the Office's  
12 and the health maintenance organizations' premium determinations  
13 shall be no later than the fourth Friday of September.

14 C. The Office may approve a mid-year adjustment provided the  
15 need for an adjustment is substantiated by an actuarial  
16 determination or more current experience rating. The only  
17 publication or notice requirements that shall apply to the Schedule  
18 of Benefits shall be those requirements provided in the Oklahoma  
19 Open Meeting Act. It is the intent of the Legislature that the  
20 benefits provided not include cosmetic dental procedures except for  
21 certain orthodontic procedures as adopted by the Director.

22 SECTION 7. AMENDATORY 74 O.S. 2021, Section 1332, is  
23 amended to read as follows:  
24

1       A.   ~~The State and Education Employees Group Insurance~~ Oklahoma  
2 Employees Insurance and Benefits Board shall establish a Disability  
3 Insurance Program for state employees. The program shall consist of  
4 a long-term disability plan and a short-term disability plan.  
5 Participation in the program shall be limited to state employees who  
6 have been state employees for a period of not less than one (1)  
7 month and who are eligible for enrollment in the Health Insurance  
8 Plan administered by the Board. No state employee shall be eligible  
9 to receive any benefits from the long-term disability program unless  
10 the state employee has used all of the sick leave of the employee.  
11 The Board shall promulgate such rules as are necessary for adoption  
12 and administration of the Disability Insurance Program, including  
13 but not limited to benefit eligibility requirements, methods for  
14 computing benefit amounts, benefits amounts, and verification of  
15 medical and health status of employees applying for or receiving  
16 benefits.

17       B.   The Disability Insurance Program shall be funded from  
18 appropriations made by the Legislature. Employees shall not be  
19 required to make contributions to participate in the program.

20       C.   Employee disability insurance coverage shall begin on March  
21 1, 1986.

22       D.   The Board shall establish a grievance procedure by which a  
23 three-member grievance panel established in the same manner as  
24 specified in ~~paragraph 6 of Section 1306~~ Section 1304.1 of this

1 title shall act as an appeals body for complaints regarding the  
2 allowance and payment of claims, eligibility, and other matters.  
3 The grievance procedure provided by this subsection shall be the  
4 exclusive remedy available to persons having complaints against the  
5 insurer. Such grievance procedure shall be subject to the Oklahoma  
6 Administrative Procedures Act, including provisions for the review  
7 of agency decisions by the district court. The grievance panel  
8 shall schedule a hearing regarding the allowance and payment of  
9 claims, eligibility and other matters within sixty (60) days from  
10 the date the grievance panel receives a written request for a  
11 hearing. Upon written request to the grievance panel received not  
12 less than ten (10) days before the hearing date, the grievance panel  
13 shall cause a full stenographic record of the proceedings to be made  
14 by a licensed or certified court reporter at the insured employee's  
15 expense.

16 E. The Board may establish a claim processing division for  
17 claims administration or may contract for claims administration  
18 services with a private insurance carrier or a company that  
19 specializes in claims administration of any insurance that the Board  
20 may be directed to offer.

21 SECTION 8. AMENDATORY 74 O.S. 2021, Section 1332.1, is  
22 amended to read as follows:

23 A. ~~The State and Education Employees Group Insurance~~ The  
24 Oklahoma Employees Insurance and Benefits Board shall collect from

1 state agencies each month, the premium amount, as determined by the  
2 Board, for each employee of a state agency that participates in the  
3 Disability Insurance Program. Said sum shall be deposited in the  
4 State Employees Disability Insurance Reserve Fund for use in  
5 accordance with law.

6 B. ~~The State and Education Employees Group Insurance~~ Oklahoma  
7 Employees Insurance and Benefits Board shall submit a monthly  
8 statement of the revenues and disbursements of the Disability  
9 Insurance Program to the Governor, the Speaker of the House of  
10 Representatives, the President Pro Tempore of the Senate and the  
11 Legislative Service Bureau. The Legislative Service Bureau shall  
12 distribute copies of such monthly statements to the fiscal staff of  
13 the House of Representatives and the State Senate.

14 C. On or before March 1 of each year, the ~~State and Education~~  
15 ~~Employees Group Insurance~~ Oklahoma Employees Insurance and Benefits  
16 Board shall submit a report of the actuarially-determined future  
17 needs of the Disability Insurance Program. Said report shall be  
18 submitted and distributed as provided for in subsection B of this  
19 section.

20 D. The Board shall provide for the continuation of dependent  
21 health coverage to disability recipients for that period of time  
22 when the employee is qualified as disabled but not yet received  
23 disability benefit income.  
24

1 E. The Board shall deduct all dependent health coverage  
2 premiums due and owing from the first retroactive disability payment  
3 and each payment thereafter.

4 SECTION 9. AMENDATORY 74 O.S. 2021, Section 1346, is  
5 amended to read as follows:

6 There is hereby created in the State Treasury a revolving fund  
7 for the ~~State and Education Employees Group Insurance~~ Oklahoma  
8 Employees Insurance and Benefits Board to be designated the  
9 "Flexible Benefit Revolving Fund". The fund shall be a continuing  
10 fund, not subject to fiscal year limitations, and shall consist of  
11 employee payroll deductions and contributions for flexible spending  
12 accounts. All monies accruing to the credit of said fund are hereby  
13 appropriated and may be budgeted and expended by the ~~State and~~  
14 ~~Education Employees Group Insurance~~ Oklahoma Employees Insurance and  
15 Benefits Board for expenses of the state employees flexible benefits  
16 plan and for expenses authorized by law. The ~~State and Education~~  
17 ~~Employees Group Insurance~~ Oklahoma Employees Insurance and Benefits  
18 Board is authorized to pay employee claim costs associated with the  
19 state employees flexible benefits plan from monies accrued for said  
20 purpose. Expenditures from said funds shall be pursuant to the laws  
21 of the state and statutes relating to the state employees flexible  
22 benefits plan.

23 SECTION 10. AMENDATORY 74 O.S. 2021, Section 1370, is  
24 amended to read as follows:



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

19       B. Each participant shall be credited annually with a specified  
20 amount as a flexible benefit allowance which shall be available for  
21 the purchase of benefits. For participants on a biweekly payroll  
22 system the disbursement of the flexible benefit allowance shall be  
23 credited over twenty-four pay periods resulting in two pay periods  
24 that do not reflect a credit. The amount of the flexible benefit

1 allowance credited to each participant shall be communicated to him  
2 or her prior to the enrollment period for each plan year.

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

9 1. The greater of the amount of benefit which the participant  
10 would have qualified for as of plan year 2021, or an amount equal to  
11 the monthly premium of the HealthChoice High Option plan, the  
12 average monthly premiums of the dental plans, the monthly premium of  
13 the disability plan, and the monthly premium of the basic life  
14 insurance plan offered to state employees or the amount determined  
15 by the Council based on a formula for determining a participant's  
16 benefit credits consistent with the requirements of 26 U.S.C.,  
17 Section 125(g)(2) and regulations thereunder;

18 2. The greater of the amount of benefit which the participant  
19 would have qualified for as of plan year 2021 or an amount equal to  
20 the monthly premium of the HealthChoice High Option plan, the  
21 average monthly premiums of the dental plans, the monthly premium of  
22 the disability plan, and the monthly premium of the basic life  
23 insurance plan offered to state employees plus one of the additional  
24

1 amounts as follows for participants who elect to include one or more  
2 dependents:

- 3           a.    for a spouse, seventy-five percent (75%) of the  
4                   HealthChoice High Option plan, available for coverage  
5                   of a spouse,
- 6           b.    for one child, seventy-five percent (75%) of the  
7                   HealthChoice High Option plan, for coverage of one  
8                   child,
- 9           c.    for two or more children, seventy-five percent (75%)  
10                  of the HealthChoice High Option plan, for coverage of  
11                  two or more children,
- 12           d.    for a spouse and one child, seventy-five percent (75%)  
13                  of the HealthChoice High Option plan, for coverage of  
14                  a spouse and one child, or
- 15           e.    for a spouse and two or more children, seventy-five  
16                  percent (75%) of the HealthChoice High Option plan,  
17                  for coverage of a spouse and two or more children;

18           3.    For the plan year beginning January 1, 2022, the amount of a  
19 participant's benefit allowance shall be increased by two percent  
20 (2%) from the amount provided in the previous year;

21           4.    For the plan year beginning January 1, 2023, the amount of a  
22 participant's benefit allowance shall be increased by two percent  
23 (2%) from the amount provided in the previous year; or  
24

1        5. The greater of the amount of benefit which the participant  
2 would have qualified for as of plan year 2023, or an amount equal to  
3 the monthly premium of the HealthChoice High Option plan, the  
4 average monthly premiums of the dental plans, the monthly premium of  
5 the disability plan and the monthly premium of the basic life  
6 insurance plan offered to state employees plus one of the additional  
7 amounts as follows for participants who elect to include one or more  
8 dependents:

- 9            a. for a spouse, seventy-five percent (75%) of the  
10            HealthChoice High Option plan, available for coverage  
11            of a spouse,  
12            b. for one child, seventy-five percent (75%) of the  
13            HealthChoice High Option plan, for coverage of one  
14            child,  
15            c. for two or more children, seventy-five percent (75%)  
16            of the HealthChoice High Option plan, for coverage of  
17            two or more children,  
18            d. for a spouse and one child, seventy-five percent (75%)  
19            of the HealthChoice High Option plan, for coverage of  
20            a spouse and one child, or  
21            e. for a spouse and two or more children, seventy-five  
22            percent (75%) of the HealthChoice High Option plan,  
23            for coverage of a spouse and two or more children.  
24

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

8 1. The state, as employer, may not provide any payment for nor  
9 receive any consideration or compensation for offering the benefit;

10 2. The employer's only involvement is in providing the  
11 administrative support for the benefit under the cafeteria plan; and

12 3. The employee's participation in the plan is completely  
13 voluntary.

14 The benefit allowance under paragraph 2 of subsection C of this  
15 section of an employee whose plan participation includes a group  
16 TRICARE Supplemental benefit shall not include any allowance or  
17 portion thereof for such TRICARE Supplemental benefit.

18 E. This section shall not prohibit payments for supplemental  
19 health insurance coverage made pursuant to Section 1314.4 of this  
20 title or payments for the cost of providing health insurance  
21 coverage for dependents of employees of the Grand River Dam  
22 Authority.

23 F. If a participant desires to buy benefits whose sum total of  
24 benefit prices is in excess of his or her flexible benefit

1 allowance, the participant may elect to use pay conversion dollars  
2 to purchase such excess benefits. Pay conversion dollars may be  
3 elected through a salary reduction agreement made pursuant to the  
4 election procedures of Section 1371 of this title. The elected  
5 amount shall be deducted from the participant's compensation in  
6 equal amounts each pay period, with the exception of participants on  
7 a biweekly payroll system, where such deduction shall occur over  
8 twenty-four pay periods over the plan year. On termination of  
9 employment during a plan year, a participant shall have no  
10 obligation to pay the participating employer any pay conversion  
11 dollars allocated to the portion of the plan year after the  
12 participant's termination of employment.

13 G. If a participant elects benefits whose sum total of benefit  
14 prices is less than his or her flexible benefit allowance, he or she  
15 shall receive any excess flexible benefit allowance as taxable  
16 compensation. Such taxable compensation will be paid in  
17 substantially equal amounts each pay period, with the exception of  
18 participants on a biweekly payroll system, where such deduction  
19 shall occur over twenty-four pay periods over the plan year. On  
20 termination during a plan year, a participant shall have no right to  
21 receive any such taxable cash compensation allocated to the portion  
22 of the plan year after the participant's termination. Nothing  
23 herein shall affect a participant's obligation to elect the minimum  
24 benefits or to accept the default benefits of the plan with

1 corresponding reduction in the sum of his or her flexible benefit  
2 allowance equal to the sum total benefit price of such minimum  
3 benefits or default benefits.

4 SECTION 11. REPEALER 74 O.S. 2021, Section 1329.1, is  
5 hereby repealed.

6 SECTION 12. REPEALER 74 O.S. 2021, Sections 1381, 1382,  
7 1383, and 1384, are hereby repealed.

8 SECTION 13. This act shall become effective November 1, 2024.

9

10 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS AND BUDGET, dated  
11 02/29/2024 - DO PASS, As Amended and Coauthored.

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