Stricken language would be deleted from and underlined language would be added to law as it existed prior to the 82nd General Assembly.

State of Arkansas 1 As Engrossed: H3/12/99 A Bill 2 82nd General Assembly 3 Regular Session, 1999 HOUSE BILL 1869 4 By: Representative Laverty 5 By: Senator Wooldridge 6 7 8 For An Act To Be Entitled 9 "AN ACT TO AMEND ARKANSAS CODE 21-5-401: 21-5-402: 21-10 5-403; 21-5-404; 21-5-405; 21-5-406; 21-5-407; 21-5-11 12 408; 21-5-411; 21-5-414; 19-4-521; 21-5-502; 21-5-505; 21-5-506; AND 21-5-507, PERTAINING TO THE ARKANSAS 13 STATE EMPLOYEE AND PUBLIC SCHOOL PERSONNEL BOARD; AND 14 FOR OTHER PURPOSES." 15 16 Subtitle 17 "TO CHANGE THE COMPOSITION, NAME, POWERS 18 AND DUTIES OF THE ARKANSAS STATE 19 EMPLOYEE AND SCHOOL PERSONNEL BOARD." 20 21 22 23 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS: 24 SECTION 1. Arkansas Code 21-5-401 is amended to read as follows: 25 "21-5-401. Legislative intent. 26 It is the purpose of this subchapter to: 27 28 (1) Create a single board to manage set policy and select plans 29 and coverages for the state employee and public school personnel health and life insurance and self-funded medical programs, so as to enhance the ability 30 31 to control premiums, expand health care options, and utilize managed care capabilities where feasible and in the best interest of state employees and 32 public school personnel, and study alternate funding arrangements which 33 34 minimize or eliminate problems associated with selection among multiple 35 methods of funding plans when more than one (1) program is utilized; 36 (2) Propose future goals and measures to address the common

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objectives of both groups, including improving quality of health care services 1 2 under the program, increasing participants' understanding of the program 3 features and slowing the rate of growth in health care expenses under the 4 program; and (3) Enable a single board to manage set and manage policies for 5 the programs in a concerted effort and to work toward a common goal that 6 7 multiple benefit options be made available to participants under both public school and state employee current programs." 8 9 10 SECTION 2. Arkansas Code 21-5-402 is amended to read as follows: "21-5-402. Members. 11 12 (a)(1) There is hereby created the Arkansas State Employee and Public 13 School Personnel State and Public School Life and Health Insurance Board 14 composed of the following twelve (12) ten (10) voting members: 15 (A) A state employee to be selected by the Arkansas State Employees Association appointed by the Governor; 16 17 (B) A certified classroom teacher to be selected by the 18 Arkansas Education Association or his designee appointed by the Governor; 19 (C) The State Insurance Commissioner or his designee; 20 (D) One (1) public school employee to be appointed by the Governor The Director of the Department of Education or his designee; 21 22 (E) One (1) state employee to be appointed by the Governor The Director of the Department of Finance and Administration or his designee; 23 (F) The chairman of the House Insurance and Commerce 24 25 Committee and the chairman of the Senate Insurance and Commerce Committee; (G) (F) Three (3) Two (2) members who are engaged in 26 27 employee benefits management business owners or risk management in 28 private industry to be appointed by the Governor-; 29 (H) (G) One (1) additional member position which shall be filled alternately by a retired teacher selected by the Arkansas Retired 30 31 Teachers Association and by a retired state employee appointed by the Governor. This position shall first be filled by a retired teacher for a term 32 of four (4) years, then by a retired state employee for a term of four (4) 33 years and four-year terms thereafter shall be alternated between a retired 34 35 teacher and a retired state employee; and (H) One public school administrator to be be appointed by the Governor; and 36

1	(I) In addition, there shall be one (1) member who is a
2	doctor licensed health care provider appointed by the Governor.
3	(2) However, any appointee who has a conflict of interest shall
4	be disqualified to serve.
5	(b)(1) Members appointed by the Governor shall be appointed for terms
6	of four (4) years The members, except for retiree positions, initially
7	appointed by the Governor shall draw lots for terms so that two (2) serve for
8	a term of four (4) years each, two (2) for a term of three (3) years, one (1)
9	for a term of two (2) years, and one (1) for a term of one (1) year. All
10	successor members appointed by the Governor shall be appointed for terms of
11	four (4) years, but may be reappointed for additional terms.
12	(2) Vacancies in the Governor-appointed positions shall be filled
13	by appointment of the Governor for the unexpired term. <u>Members appointed by</u>
14	the Governor shall serve at the will of the Governor.
15	(c) Chairmen or vice chairmen shall be elected by the board to serve
16	two-year A chair and a vice chair shall be selected annually from the
17	membership of the board by the Governor, to serve one (1) year terms."
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19	SECTION 3. Arkansas Code 21-5-403 is amended to read as follows:
20	"21-5-403. Policy-making body only - Reports.
21	(a) The board shall be a policy-making body only.
22	(b) The board through the executive director shall report at least
23	quarterly upon request to the House and Senate Interim Committees on
24	Insurance and Commerce regarding the state employees and public school
25	personnel insurance program."
26	
27	SECTION 4. Arkansas Code 21-5-404 is amended to read as follows:
28	"21-5-404. Powers - Functions - Duties.
29	The board shall have the following powers, functions, and duties:
30	(1) To explore various cost containment measures and funding
31	opti ons;
32	(2) To explore methods of reducing the disparity of employer
33	contributions between state employee and public school personnel programs in
34	future years;
35	(3) (2) To promote competition among vendors and create a

systematic formula for measuring competitiveness of programs, not solely based

- upon lowest administrative fees, but upon aggregate cost-saving mechanisms,
 quality of care delivery, portability, and accessibility to, and affordability
- 3 <u>of</u> health care;
- 4 $\frac{(4)(3)}{(3)}$ To prepare a comprehensive analysis of the various health
- $\underline{\text{benefit}}$ plan options $\underline{\text{offered}}$ $\underline{\text{approved}}$ by the board $\underline{\text{to provide coverage}}$
- 6 available to state and public school employees, including cost, quality, and
- 7 access differentials among the various plans, as well as any other comparisons
- 8 of the plans as will enable the state and school employees to make a well-
- 9 informed choice of plans; and
- 10 (5) Undertake (4) To undertake studies and to take any
- 11 appropriate action which it determines will promote the financial soundness
- 12 and overall well-being of the state employee and public school personnel
- 13 health insurance programs—;
- 14 (5) To develop, with the assistance of the Office of State
- 15 Purchasing, bid specifications and requests for proposals and evaluate bids
- 16 and proposals, but shall allow the Office of State Purchasing to execute all
- 17 other actions relating to the purchasing procedures in contracting for
- 18 consultants, third party administrators, providers or insurance companies on
- 19 behalf of the programs;
- 20 (6) To evaluate responses to requests for proposals, select
- 21 contractors for all services, approve the award of contracts resulting from
- 22 bids for all health and life insurance offerings for participants of the
- 23 various plans;
- 24 (7) To perform plan design, summarize plan document approval;
- 25 <u>including</u>, but not limited to, lifetime limitations, co-pays, deductibles, and
- 26 <u>eligibility rules;</u>
- 27 <u>(8) To promote increased access to various health plan options</u>
- 28 <u>and models</u>;
- 29 (9) May, at the discretion of the board, direct the Office of
- 30 State Purchasing to contract with all qualified vendors, as defined by the
- 31 <u>board</u>, offering the health benefit plans prescribed by the board without
- 32 regard to § 19-11-228 or other statutes requiring competitive bidding. Each
- 33 contract shall be for a uniform term of at least one (1) year, but may be made
- 34 automatically renewable from term to term in the absence of notice of
- 35 termination by either party."

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1 SECTION 5. Arkansas Code 21-5-405 is amended to read as follows: 2 "21-5-405. Additional duties. 3 (a) The board and the executive director shall take a risk management approach in designing and administering the state employee and public school 4 personnel health benefit programs. The board shall ensure that the state 5 employee and public school personnel health benefit programs are maintained on 6 7 an actuarially sound basis as determined by actuarial standards established by 8 the board. 9 (b) In addition to the objectives stated in § 21-5-404, the board shall: 10 11 (1) Develop uniform standards of vendor plan funding so as to 12 avoid windfall profits resulting from fully insured nondividend-paying funding 13 arrangements; 14 (2)(A) Promote increased access to various plan options and 15 health care models, with at least:; (i) The health benefit plan offered by the University 16 of Arkansas for Medical Sciences-sponsored managed care program that agrees to 17 rules of participation as established by the board for all participating 18 19 pl ans; and 20 (ii) Plans with statewide provider networks and such other plans as the board may choose to offer, providing that such plans meet 21 22 minimum standards as established by the board and that agree to rules of participation as established by the board for all participating plans; 23 including, but not limited to, data sharing. Such data shall include, but is 24 25 not limited to, financial reports (monthly, quarter-to-date, year-to-date), monthly check and refund register, monthly paid claim and exposure (Lag) 26 27 reports, paid claims and encounter data tapes, large claim listings, analysis by place of service and type of benefit, utilization by provider, utilization 28 29 by diagnosis and place of service, lifetime maximum information, and any other information deemed necessary by the board. 30 31 (B) Access Promote access to managed care will be provided by giving preferential treatment, if required, to those vendors who will 32 enhance benefit plan options availability in rural Arkansas; 33 (3)(A) Utilize the combined purchasing power of the state 34

employee and public school personnel programs to foster global competition for

all citizens of the state competition among vendors and providers for the

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- 2 (B) The board shall communicate publicly through the
 3 executive director its findings and observations as relate to the health care
 4 market and vendor services expertise.
 - (C) In this fashion, future health care market reforms can be promoted and benefited from the efforts of the state employee and public school personnel programs. Any (B) Any state agency or school district that accepts state funds intended to partially defray the cost of health insurance for the employees of the state and public schools shall use those funds only for the state employee and public school personnel health benefit plans sponsored by the board and agrees to rules of participation including, but not limited to timely eligibility reporting, timely payment of premiums or contributions, actuarial adjustment for new entrants, and any other information deemed necessary by the board;
 - (4) Assure guaranteed issue of all plans; and
 - (5) Ensure an annual enrollment period under all plans."

- SECTION 6. Arkansas Code 21-5-406 is amended to read as follows: "21-5-406. Executive director Staff.
- (a) The board shall employ choose an executive director, with the approval of the Director of the Department of Finance and Administration, and such other staff as the board deems appropriate, and. The Executive Director shall be employed by and serve at the pleasure of the Director of the Department of Finance and Administration; however, the board may recommend the removal of the Executive Director, but removal shall be subject to the approval of the Director of the Department of Finance and Administration. The Executive Director shall employ staff adequate to manage the program within the funds appropriated therefor within the Department of Finance and
- (b)(1) The executive director and his staff shall be a part located in the Employee Benefits Division of the Department of Finance and Administration.

Administration and the Department of Education.

(2) The department shall provide general administrative support and supervision which will ensure the operation of the state employees and public school personnel insurance program in accordance with the general policy set out by the board Premiums collected from employers, participating

1	employees, and retirees for health and life insurance plans shall be used
2	solely to pay medical claims, premiums, and direct administrative expenses of
3	the health and life insurance programs.
4	(c)(1) The executive director shall be charged with the duty of
5	administering the provisions of this subchapter and the rules, regulations,
6	and orders of the Employee Benefits Division and the board.
7	(2)(A) The executive director shall have the authority to
8	supervise the implementation and day-to-day management of $\underline{\text{the health insurance}}$
9	programs and other employee benefit programs made available to those eligible
10	for state employee and public school personnel health benefit programs.
11	(B) This may include, but not be limited to:
12	(i) Life insurance coverages;
13	(ii) Accident coverages;
14	(iii) Dental coverages;
15	<pre>(iv) Disability benefit programs;</pre>
16	<pre>(v) Optional retirement programs;</pre>
17	(vi) Deferred compensation; and
18	(vii) Such other benefit plans that are offered from
19	time to time to public school employees and state employees.
20	(C) This authority shall not include the State Employee
21	Benefit Corporation benefit plan which is in effect on July 1, 1995.
22	(d) In addition, the Executive Director and the board may utilize the
23	services of health care consultants and actuaries if necessary ${\color{red}to}$ - ${\color{red}augment}$ - ${\color{red}the}$
24	staff as provided for through the appropriation of the Employee Benefits
25	Division of the Department of Finance and Administration."
26	
27	SECTION 7. Arkansas Code 21-5-407 is amended to read as follows:
28	"21-5-407. Authorized to accept funds and employ staff Definitions.
29	The board is authorized to apply for and accept grant funds and to use
30	the same to employ staff and purchase supplies and equipment and other items
31	to support the operation of the board.
32	As used in this subchapter, unless the context otherwise requires:
33	<pre>(1) 'State' means the State of Arkansas;</pre>
34	(2) 'Employee' means a state employee or a public school district
35	empl oyee;
36	(3) 'Public school district employee' means all public school district

1	sal ari ed empl oyees;
2	(4) 'Dependent' means any member of an employee's or retiree's family
3	who meets the eligibility for coverage under the health benefit plans approved
4	by the board;
5	(5) 'Retiree' means a retired employee who is eligible under the
6	provisions of 21-5-411;
7	(6) 'Vendor' means:
8	(A) a corporation, partnership or other organization licensed to
9	do business in the State of Arkansas;
10	(B) a corporation, partnership or other organization licensed to
11	do business in the State of Arkansas which is lawfully engaged in
12	administering employer funded health benefit plans for employer groups in
13	consideration of an administration fee payable to the vendor."
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15	SECTION 8. Arkansas Code 21-5-408 is amended to read as follows:
16	"21-5-408. Compensation.
17	(a) Board members, other than legislators, may receive, from the
18	<u>Department of Finance and Administration</u> , expense reimbursement <u>as authorized</u>
19	by law, and stipends in accordance with § 25-16-901 et seq.
20	(b) Legislator members shall receive per diem, mileage, and expense
21	reimbursement at the same rate as that prescribed for legislators for
22	attending meetings of interim committees of the General Assembly."
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24	SECTION 9. Arkansas Code 21-5-411 is amended to read as follows:
25	"21-5-411. Eligibility of certain retired employees.
26	(a) State employees who are members of:
27	(1) The Arkansas Public Employees' Retirement System including
28	the members of the legislative division and the contract personnel of the
29	Arkansas National Guard;
30	(2) The Arkansas Teacher Retirement System;
31	(3) The Arkansas State Highway Employees' Retirement System; and
32	(4) The Arkansas Judicial Retirement System; who are now retired
33	and drawing benefits under the systems and members of those systems who
34	hereafter retire and receive retirement benefits under the systems shall be
35	eligible to participate continue coverage in the group health insurance
36	program instituted pursuant to the provisions of this subchapter and other

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laws enacted to implement the program. At the time members of those systems 1 2 elect to receive retirement benefits, thereby becoming 'active retirees', an 3 election shall also be made to participate or to decline participation continue coverage in the health benefit programs sponsored by the board. The 4 election to receive retirement benefits is not effective until this election 5 is made. To be eligible to continue coverage, the member must have been 6 7 covered on the last day of the member's employment. Any election made to decline participation in the health benefit programs is final. Any subsequent 8 9 termination of health benefits by the retiree is final. Notwithstanding any other provision to the contrary in this section, an employee with ten (10) or 10 11 more years creditable service under the terms of a retirement plan listed in 12 this section shall qualify for continuation of health insurance coverage 13 offered by the board if that employee is separated from employment because of 14 the expiration of a fixed period of employment. An employee qualifying for 15 continuation of coverage under this subsection shall be considered an 16 'inactive retiree' and shall have thirty-one (31) days from the effective date of termination to elect to continue health insurance coverage hereunder. Such 17 18 election shall be made upon forms prescribed by the board. The agency or 19 school district from which the employee was terminated must certify the 20 applicant's qualifications to the board Employee Benefits Division. Inactive 21 retirees shall be charged a premium determined by the board to be actuarially 22 sound, along with administrative fees deemed appropriate. Inactive retirees 23 shall not be eligible to return to the board-sponsored health program if for 24 any reason the inactive retiree ceases coverage at any time after election 25 under this subsection. Inactive retirees shall be reclassified as 'active 26 retirees' upon electing to receive a retirement benefit by a retirement system 27 listed within this section, and shall be charged the premium rate appropriate 28 for their rating category as an active retiree. 29 (b)(1) Persons who draw retirement benefits under the Arkansas Public 30

- (b)(1) Persons who draw retirement benefits under the Arkansas Public Employees' Retirement System, the Arkansas Teacher Retirement System, or the Arkansas State Highway Employees' Retirement System, and retired contract employees of the Arkansas National Guard who wish to participate in the group insurance program provided for in this subchapter shall pay the <u>full retiree</u> amount of the premium or cost of the policy issued to such retired participant.
 - (2) The <u>retiree portion of the</u> premium or cost shall be deducted

from the retirement benefit check of the retired participants.

- (c) Eligible employees of institutions of higher education who are retired with at least ten (10) years of creditable service after July 1, 1983, shall be allowed to participate in the group insurance program provided for in this subchapter but shall pay the full amount of the premium or cost of the policy issued to the retired participant. All eligible participants must make an option selection of coverage within thirty-one (31) days subsequent to the date of their notification of termination or retirement.
- (d) Members of the Arkansas Public Employees' Retirement System and the Arkansas State Highway Employees' Retirement System who retire before January 2, 1988, under the provisions of the Incentives for Early Retirement Act shall not have to pay the full amount of the premium and shall pay a portion of the cost of the policy as set forth by the Incentives for Early Retirement Act.
- (e) Any future change in coverage other than cancellation shall be extended only to newly acquired dependents—, except that if an active or inactive retiree declined dependent coverage at the time of election to be an active or inactive retiree because such dependent had other coverage, and if subsequently such dependent involuntarily loses such coverage, except for fraud or voluntary cessation of premium payment while the active or inactive retiree is covered by the plan, then such dependent may be added within thirty-one (31) days of such involuntary termination to the active or inactive retiree's health insurance coverage for payment of the appropriate premium as established by the Board."

SECTION 10. Arkansas Code 21-5-414 is amended to read as follows: "21-5-414. State contributions generally - Partial state contribution of employees' premiums.

- (a) The Arkansas State Employee and Public School Personnel Board

 Department of Finance and Administration shall seek the advice of the

 Legislative Council and the House and Senate Interim Committees on Insurance and Commerce before additional contributions can be made.
- (b) The State of Arkansas, on behalf of agencies participating in the plan(s) adopted by the State, is authorized to make a monthly contribution up to but equal to the number of budgeted state employee positions times the monthly contribution authorized by the Chief Fiscal Officer of the State, not to exceed two hundred seventy five dollars (\$275) monthly for each state

employee budgeted position into a fund designated for state employee health benefits, to partially defray the cost of life and health insurance for each employee employees of the state participating in the plan adopted sponsored by the board. The State Department of Finance and Administration may make a monthly contribution to partially defray the cost of health insurance for state employee retirees, utilizing funds made available for such purpose, not to exceed the amount authorized by the Chief Fiscal Officer of the State."

SECTION 11. Arkansas Code 19-4-521 (7) is amended to read as follows:

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> "(7) Personal Services Matching. This subclassification shall represent the agency's proportion of the amounts necessary to contribute the agency's share or to match the deductions from the salaries of state employees for social security, retirement, group employee insurance programs, workers' compensation, and unemployment compensation contributions, and to provide a state contribution for state employee retirees who are eligible to participate in the health and life insurance programs offered by the state as defined by Arkansas Code 21-5-411 as authorized by the Chief Fiscal Officer of the State. The Chief Fiscal Officer of the State may provide that the proportionate share of the matching or contribution for each payroll period shall be included as an item on the payroll; and the Auditor of State, upon direction of the Chief Fiscal Officer of the State, shall charge such items on the payroll to the appropriation item for personal services matching costs. The items for regular salaries or extra help may be reimbursed from the appropriation item for personal services matching. For those agencies which do not have an item of appropriation for personal services matching, the Chief Fiscal Officer of the State may require that such items of matching deductions or contributions be included on the payroll. If the appropriation for regular salaries or extra help is not sufficient to cover such matching deductions or agency contributions, the Chief Fiscal Officer of the State may direct the Auditor of State to transfer the required amount to cover such matching or contribution from the appropriation item for maintenance and general operation. When an agency does not have an appropriation line item for personal services matching, then it may pay the matching or contributions costs, as set out in this subdivision, from the appropriation line item entitled maintenance and general operation. In addition, the appropriation for personal services matching may be used to refund to employees those funds which were erroneously

deducted from their pay for social security, retirement, and insurance program contributions. Upon notification by the retirement system or the administrator of the group employee insurance program to the agency affected, these funds shall be disbursed to the employee in the amounts so certified under rules and regulations promulgated by the retirement system, the State Employees

Insurance Advisory Committee, or the administrator of the group employee insurance program and approved by the Chief Fiscal Officer of the State."

SECTION 12. Arkansas Code 21-5-502 is amended to read as follows: "21-5-502. Applicability.

This subchapter shall apply to all deferred compensation plans adopted by agencies subsequent to March 28, 1970, which shall all be subject to the rules and regulations issued by the Arkansas State Employee and Public School-Personnel Board Department of Finance and Administration under the authority granted in this subchapter."

- SECTION 13. Arkansas Code 21-5-505 is amended to read as follows: "21-5-505. Authority of Arkansas State Employee and Public School Personnel Board the Department of Finance and Administration.
- (a) The Arkansas State Employee and Public School Personnel Board Department of Finance and Administration is authorized to enter into contractual agreements with employees on behalf of the state to defer any portion of that employee's future compensation.
- (b) The board The Department of Finance and Administration may, upon request, designate an officer or officers within any state agency, department, board, commission, or institution to enter into such contractual agreements with employees of that particular state agency, department, board, commission, or institution."

- SECTION 14. Arkansas Code 21-5-506 is amended to read as follows: "21-5-506. Administration of programs.
- (a)(1) The administration of the state government employees' deferred compensation program shall be under the direction of the Arkansas State

 Employee and Public School Personnel Board Department of Finance and Administration.
 - (2) Administration of other deferred compensation programs

authorized by this subchapter shall be under the direction of the appropriate officer designated by the county, city, town, or other political subdivision.

- (b) The board The Department of Finance and Administration, or the appropriate officer designated by the county, city, town, or other political subdivision, is authorized and empowered to promulgate any and all regulations deemed necessary to carry out the intent and purposes of this subchapter.
- (c) Deferrals of income shall be made, in each instance, by the appropriate disbursing officer.
- (d) The administrator of the deferred compensation program may contract with a private corporation or institution for providing consolidated billing and other administrative services."

SECTION 15. Arkansas Code 21-5-507 is amended to read as follows: "21-5-507. Payment of premiums by administrator.

Notwithstanding any other provision of law to the contrary, the Arkansas State Employee and Public School Personnel Board, Department of Finance and Administration or the appropriate officer of the county, city, town, or other political subdivision designated to administer the deferred compensation program, is authorized to make payments of premiums for the purchase of fixed or variable life insurance or annuity contracts or any combination thereof under the deferred compensation program. The payments shall not be construed to be a prohibited use of the general assets of the state, county, city, town, or other political subdivision."

SECTION 16. All provisions of this act of a general and permanent nature are amendatory to the Arkansas Code of 1987 Annotated and the Arkansas Code Revision Commission shall incorporate the same in the Code.

SECTION 17. If any provision of this act or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect other provisions or applications of the act which can be given effect without the invalid provision or application, and to this end the provisions of this act are declared to be severable.

SECTION 18. All laws and parts of laws in conflict with this act are hereby repealed.

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2	SECTION 19. EMERGENCY CLAUSE. It is hereby found and determined by the
3	Eighty-second General Assembly that provisions contained in this bill be
4	enacted into law. Therefore, an emergency is declared to exist and this act
5	being immediately necessary for the preservation of the public peace, health
6	and safety shall become effective on the date of its approval by the Governor.
7	If the bill is neither approved nor vetoed by the Governor, it shall become
8	effective on the expiration of the period of time during which the Governor
9	may veto the bill. If the bill is vetoed by the Governor and the veto is
10	overridden, it shall become effective on the date the last house overrides the
11	<u>veto.</u>
12	/s/ Laverty, et al
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