

BILL NO.

Introduced by

Representative Rick C. Becker

1 A BILL for an Act to amend and reenact sections 54-52.1-06, 54-52.1-07, and 54-52.1-18 of the
2 North Dakota Century Code, relating to state contribution for the uniform group insurance
3 program; to provide for application; and to provide an effective date.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1. AMENDMENT.** Section 54-52.1-06 of the North Dakota Century Code is
6 amended and reenacted as follows:

7 **54-52.1-06. State contribution.**

- 8 1. Each department, board, or agency shall pay to the board each month from its funds
9 appropriated for payroll and salary amounts a state contribution in the amount as
10 determined by the primary carrier of the group contract for the full single rate monthly
11 premium for each of its eligible employees enrolled in the uniform group insurance
12 program and the full rate monthly premium, in an amount equal to that contributed
13 under the alternate family contract, including major medical coverage, for hospital and
14 medical benefits coverage for spouses and dependent children of its eligible
15 employees enrolled in the uniform group insurance program pursuant to section
16 54-52.1-07. If an eligible employee elects optional family coverage under section
17 54-52.1-07, that employee shall pay to the board the amount equal to fifteen percent
18 of the difference between the full single monthly premium under the uniform group
19 insurance program and the family contract premium. The board shall then pay the
20 necessary and proper premium amount for the uniform group insurance program to
21 the proper carrier or carriers on a monthly basis.
- 22 2. Any refund, rebate, dividend, experience rating allowance, discount, or other reduction
23 of premium amount must be credited at least annually to a separate fund of the
24 uniform group insurance program to be used by the board to reimburse the

1 administrative expense and benefit fund of the public employees retirement program
2 for the costs of administration of the uniform group insurance program. ~~In the event~~
3 3. If an enrolled eligible employee is not entitled to receive salary, wages, or other
4 compensation for a particular calendar month, that employee may make direct
5 payment of the required premium to the board to continue the employee's ~~and the~~
6 employee's family coverage, and the employing department, board, or agency shall
7 provide for the giving of a timely notice to the employee of that ~~person's~~employee's
8 right to make such payment at the time the right arises.

9 **SECTION 2. AMENDMENT.** Section 54-52.1-07 of the North Dakota Century Code is
10 amended and reenacted as follows:

11 **54-52.1-07. Optional coverage for employee's family.**

12 Each eligible employee enrolled in the uniform group insurance program may elect to
13 include that ~~person's~~employee's spouse and all qualified dependents, as provided for in the
14 plan, within the hospital benefits coverage and medical benefits coverage, ~~the state to.~~ The
15 employee shall pay directly to the board the portion of the cost of such coverage as provided in
16 section 54-52.1-06.

17 **SECTION 3. AMENDMENT.** Section 54-52.1-18 of the North Dakota Century Code is
18 amended and reenacted as follows:

19 **54-52.1-18. High-deductible health plan alternative with health savings account**
20 **option.**

- 21 1. The board shall develop and implement a high-deductible health plan as an alternative
22 to the plan under section 54-52.1-02. ~~The high-deductible health plan alternative with~~
23 ~~a health savings account must be made available to state employees by January 1,~~
24 ~~2012. After June 30, 2015, at~~At the board's discretion, the high-deductible health plan
25 alternative may be offered to political subdivisions for coverage of political subdivision
26 employees. If a political subdivision elects this high-deductible option the political
27 subdivision may not offer the plan under section 54-52.1-02.
- 28 2. Health savings account fees for participating state employees must be paid by the
29 employer.
 - 30 a. Except as provided in subdivision b, subject to the limits of section 223(b) of the
31 Internal Revenue Code [26 U.S.C. 223(b)], eighty-five percent of the difference

1 between the cost of the single and family premium for eligible state employees
2 under section 54-52.1-06 and the premium for those employees electing to
3 participate under the high-deductible health plan under this section must be
4 deposited in a health savings account for the benefit of each participating
5 employee.

6 b. If the public employees retirement system is unable to establish a health savings
7 account due to the employee's ineligibility under federal or state law or due to
8 failure of the employee to provide necessary information in order to establish the
9 account, the system is not responsible for depositing the health savings account
10 contribution. The member will remain a participant in the high-deductible health
11 plan regardless of whether a health savings account is established.

12 c. If a member closes the health savings account established for that member
13 under this section, the system is not responsible for depositing the health savings
14 account contribution after that closure.

15 3. Each new state employee must be provided the opportunity to elect the
16 high-deductible health plan alternative. At least once each biennium, the board shall
17 provide an open enrollment period allowing existing state employees or a political
18 subdivision to change their coverage.

19 **SECTION 4. APPLICATION.** This Act applies to uniform group insurance policies or
20 alternative policies in effect after December 31, 2019.

21 **SECTION 5. EFFECTIVE DATE.** This Act becomes effective January 1, 2020.