SENATE BILL 224

C3, P4 3lr1662 CF HB 391

By: Senators Pugh, Conway, Garagiola, Glassman, and Montgomery

Introduced and read first time: January 18, 2013

Assigned to: Finance

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: March 11, 2013

CHAPTER

1 AN ACT concerning

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State Employee and Retiree Health and Welfare Benefits Program – Bona Fide Wellness Program and Wellness Promotion

- 4 FOR the purpose of requiring the Secretary of Budget and Management, in consultation with the Secretary of Health and Mental Hygiene, to develop and 5 6 implement a certain bona fide wellness program for inclusion to include a 7 certain wellness program in the State Employee and Retiree Health and Welfare Benefits Program; establishing certain requirements for the bona fide 8 9 wellness program; authorizing the bona fide wellness program to include certain incentives for achieving health goals; requiring the Secretary of Budget and 10 11 Management to consider certain actions to promote wellness among Program 12 enrollees; requiring the Secretary of Budget and Management to report to the 13 Governor and the General Assembly certain legislative committees on or before a certain date certain dates on the implementation of this Act; defining a 14 certain term; and generally relating to a bona fide wellness program in the 15 State Employee and Retiree Health and Welfare Benefits Program and wellness 16 17 promotion.
- 18 BY repealing and reenacting, without amendments,
- 19 Article State Personnel and Pensions
- Section 2-501(a) and (b)
- 21 Annotated Code of Maryland
- 22 (2009 Replacement Volume and 2012 Supplement)

23 BY adding to

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

<u>Underlining</u> indicates amendments to bill.

Strike out indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 2 3 4	Article – State Personnel and Pensions Section 2–501(d) Annotated Code of Maryland (2009 Replacement Volume and 2012 Supplement)
5 6 7 8 9	BY repealing and reenacting, with amendments, Article – State Personnel and Pensions Section 2–503(b) Annotated Code of Maryland (2009 Replacement Volume and 2012 Supplement)
10 11	SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:
12	Article - State Personnel and Pensions
13	2–501.
14	(a) In this subtitle the following terms have the meanings indicated.
15 16	(b) "Program" means the State Employee and Retiree Health and Welfare Benefits Program.
17	(D) "WELLNESS PROGRAM" MEANS A PROGRAM THAT IS DESIGNED TO:
18 19	(1) PROMOTE HEALTH OR PREVENT OR DETECT DISEASE OR ILLNESS;
20	(2) IMPROVE CLINICAL OUTCOMES;
21 22	(3) PREVENT OR REDUCE ACUTE ADMISSIONS AND READMISSIONS TO HEALTH CARE FACILITIES;
23 24	(4) IMPROVE TREATMENT COMPLIANCE FOR CHRONIC CONDITIONS;
25	(5) PROMOTE HEALTHY BEHAVIORS; OR
26	(6) PREVENT OR CONTROL INJURY.
27	2–503.
28 29	(b) (1) The Secretary may arrange as the Secretary considers appropriate

$\frac{1}{2}$	(2) The Secretary shall include in the Program an option to purchase up to \$200,000 of additional life insurance coverage for employees who:
3 4	(i) fly in a helicopter in the course of their employment with the State;
5 6	(ii) scuba dive in the course of their employment with the State; or
7 8 9	(iii) as a result of their employment with the State, face a significant likelihood of receiving a less favorable life insurance rating than an individual employed in a nonhazardous position.
10 11 12	(3) (I) THE SECRETARY, IN CONSULTATION WITH THE SECRETARY OF HEALTH AND MENTAL HYGIENE, SHALL DEVELOP AND IMPLEMENT A BONA FIDE WELLNESS PROGRAM, AS DEFINED IN § 15-509 OF
13	THE INSURANCE ARTICLE, FOR INCLUSION IN THE PROGRAM SHALL INCLUDE A
14	WELLNESS PROGRAM IN THE PROGRAM.
15	(II) THE BONA FIDE WELLNESS PROGRAM SHALL:
16	1. INCLUDE A HEALTH RISK ASSESSMENT FOR ALL
17	ENROLLEES IN THE PROGRAM BE DEVELOPED IN CONSULTATION WITH THE
18	SECRETARY OF HEALTH AND MENTAL HYGIENE;
	,
19 20 21	2. PROMOTE THE GOALS OF THE DEPARTMENT OF HEALTH AND MENTAL HYGIENE STATE HEALTH IMPROVEMENT PROCESS; AND
22 23	3. COMPLY WITH § 15-509 OF THE INSURANCE ARTICLE; AND
24 25	4. AIM TO ACHIEVE SAVINGS IN THE PROGRAM OVER TIME THAT EXCEED THE COSTS OF THE BONA FIDE WELLNESS PROGRAM.
26	(III) THE DONA FIDE WELLNESS DROSDAM MAY INCLUDE AS
	(III) THE BONA FIDE WELLNESS PROGRAM MAY INCLUDE, AS
27	INCENTIVES FOR ACHIEVING HEALTH GOALS:
28	1. DISCOUNTED PREMIUMS;
29	2. A WAIVER OF ALL OR PART OF A COST-SHARING
30	MECHANISM, SUCH AS DEDUCTIBLES, COPAYMENTS, OR COINSURANCE; AND
31	3. ADDITIONAL BENEFITS.

1	(IV) TO PROMOTE WELLNESS AMONG PROGRAM
2	ENROLLEES, THE SECRETARY SHALL CONSIDER:
3 4	1. MERGING SICK LEAVE AND ANNUAL LEAVE INTO A SINGLE LEAVE BENEFIT FOR STATE EMPLOYEES; AND
5 6 7	2. INCLUDING A HIGH DEDUCTIBLE HEALTH PLAN WITH A HEALTH SAVINGS ACCOUNT AS A HEALTH BENEFIT PLAN OPTION IN THE PROGRAM.
8 9 10 11 12 13	SECTION 2. AND BE IT FURTHER ENACTED, That, on or before January 1, 2014, the Secretary of Budget and Management shall report to the Governor and, in accordance with § 2–1246 of the State Government Article, the General Assembly Senate Finance Committee, the House Appropriations Committee, and the House Health and Government Operations Committee on the implementation of Section 1 of this Act:
14 15 16	(1) within 60 calendar days after the date that the Department releases the request for proposals for administration of health care benefits under the State Employee and Retiree Health and Welfare Benefits Program; and
17	(2) on or before February 1, 2016.
18 19	SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2013.
	Approved:
	Governor.
	President of the Senate.
	Speaker of the House of Delegates.