

SENATE BILL 224

C3, P4

3lr1662
CF 3lr1019

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

Introduced and read first time: January 18, 2013

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

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

4 FOR the purpose of requiring the Secretary of Budget and Management, in
5 consultation with the Secretary of Health and Mental Hygiene, to develop and
6 implement a certain bona fide wellness program for inclusion in the State
7 Employee and Retiree Health and Welfare Benefits Program; establishing
8 certain requirements for the bona fide wellness program; authorizing the bona
9 fide wellness program to include certain incentives for achieving health goals;
10 requiring the Secretary of Budget and Management to consider certain actions
11 to promote wellness among Program enrollees; requiring the Secretary of
12 Budget and Management to report to the Governor and the General Assembly
13 on or before a certain date on the implementation of this Act; and generally
14 relating to a bona fide wellness program in the State Employee and Retiree
15 Health and Welfare Benefits Program and wellness promotion.

16 BY repealing and reenacting, without amendments,
17 Article – State Personnel and Pensions
18 Section 2–501(a) and (b)
19 Annotated Code of Maryland
20 (2009 Replacement Volume and 2012 Supplement)

21 BY repealing and reenacting, with amendments,
22 Article – State Personnel and Pensions
23 Section 2–503(b)
24 Annotated Code of Maryland
25 (2009 Replacement Volume and 2012 Supplement)

26 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
27 MARYLAND, That the Laws of Maryland read as follows:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **Article – State Personnel and Pensions**

2 2–501.

3 (a) In this subtitle the following terms have the meanings indicated.

4 (b) “Program” means the State Employee and Retiree Health and Welfare
5 Benefits Program.

6 2–503.

7 (b) (1) The Secretary may arrange as the Secretary considers appropriate
8 any benefit option for inclusion in the Program.

9 (2) The Secretary shall include in the Program an option to purchase
10 up to \$200,000 of additional life insurance coverage for employees who:

11 (i) fly in a helicopter in the course of their employment with the
12 State;

13 (ii) scuba dive in the course of their employment with the State;
14 or

15 (iii) as a result of their employment with the State, face a
16 significant likelihood of receiving a less favorable life insurance rating than an
17 individual employed in a nonhazardous position.

18 **(3) (I) THE SECRETARY, IN CONSULTATION WITH THE**
19 **SECRETARY OF HEALTH AND MENTAL HYGIENE, SHALL DEVELOP AND**
20 **IMPLEMENT A BONA FIDE WELLNESS PROGRAM, AS DEFINED IN § 15–509 OF**
21 **THE INSURANCE ARTICLE, FOR INCLUSION IN THE PROGRAM.**

22 **(II) THE BONA FIDE WELLNESS PROGRAM SHALL:**

23 **1. INCLUDE A HEALTH RISK ASSESSMENT FOR ALL**
24 **ENROLLEES IN THE PROGRAM;**

25 **2. PROMOTE THE GOALS OF THE DEPARTMENT OF**
26 **HEALTH AND MENTAL HYGIENE STATE HEALTH IMPROVEMENT PLAN;**

27 **3. COMPLY WITH § 15–509 OF THE INSURANCE**
28 **ARTICLE; AND**

29 **4. AIM TO ACHIEVE SAVINGS IN THE PROGRAM OVER**
30 **TIME THAT EXCEED THE COSTS OF THE BONA FIDE WELLNESS PROGRAM.**

1 **(III) THE BONA FIDE WELLNESS PROGRAM MAY INCLUDE, AS**
2 **INCENTIVES FOR ACHIEVING HEALTH GOALS:**

3 **1. DISCOUNTED PREMIUMS;**

4 **2. A WAIVER OF ALL OR PART OF A COST-SHARING**
5 **MECHANISM, SUCH AS DEDUCTIBLES, COPAYMENTS, OR COINSURANCE; AND**

6 **3. ADDITIONAL BENEFITS.**

7 **(IV) TO PROMOTE WELLNESS AMONG PROGRAM**
8 **ENROLLEES, THE SECRETARY SHALL CONSIDER:**

9 **1. MERGING SICK LEAVE AND ANNUAL LEAVE INTO A**
10 **SINGLE LEAVE BENEFIT FOR STATE EMPLOYEES; AND**

11 **2. INCLUDING A HIGH DEDUCTIBLE HEALTH PLAN**
12 **WITH A HEALTH SAVINGS ACCOUNT AS A HEALTH BENEFIT PLAN OPTION IN THE**
13 **PROGRAM.**

14 SECTION 2. AND BE IT FURTHER ENACTED, That, on or before January 1,
15 2014, the Secretary of Budget and Management shall report to the Governor and, in
16 accordance with § 2-1246 of the State Government Article, the General Assembly on
17 the implementation of Section 1 of this Act.

18 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect
19 October 1, 2013.