

FIRST REGULAR SESSION

# HOUSE BILL NO. 1444

103RD GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE COSTLOW.

2816H.011

JOSEPH ENGLER, Chief Clerk

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## AN ACT

To amend chapter 103, RSMo, by adding thereto one new section relating to the Missouri consolidated health care plan.

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*Be it enacted by the General Assembly of the state of Missouri, as follows:*

Section A. Chapter 103, RSMo, is amended by adding thereto one new section, to be  
2 known as section 103.087, to read as follows:

**103.087. 1. Notwithstanding any other provision of law, an active employee who  
2 is eligible for coverage in the program of health care benefits established by the board  
3 under this chapter may elect not to receive that coverage and instead be paid an annual  
4 stipend if all of the following occur:**

5       **(1) The employee is eligible for a contribution from the state toward the cost of  
6 the coverage;**

7       **(2) The employee makes the election on a form provided by the board and  
8 provides proof of coverage under a separate health insurance plan as described under  
9 subdivision (3) of this subsection; and**

10       **(3) Either:**

11       **(a) The employee makes the election within thirty-one days of his or her hire  
12 date. If an employee makes the election under this paragraph, the proof required under  
13 subdivision (2) of this subsection shall be proof that the employee is currently covered  
14 by a separate health insurance plan. Any employee who makes the election under this  
15 paragraph shall not receive the health care coverage under this chapter during the  
16 calendar year in which the election is made; or**

EXPLANATION — Matter enclosed in bold-faced brackets ~~thus~~ in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

17           **(b) The employee makes the election during any applicable open enrollment**  
18 **period established by the board. If the employee makes the election under this**  
19 **paragraph, the proof required under subdivision (2) of this subsection shall be proof**  
20 **that the employee will be covered by a separate health insurance plan at or before the**  
21 **beginning of the succeeding calendar year. Any employee who makes the election under**  
22 **this paragraph shall not receive the health care coverage under this chapter during the**  
23 **succeeding calendar year.**

24           **2. (1) The annual stipend paid to an employee under subsection 1 of this section**  
25 **shall be equal to fifty percent of the amount that the state would have paid to contribute**  
26 **toward the cost of the health care coverage for the individual employee during the**  
27 **relevant calendar year if the employee had enrolled in such coverage. Contributions**  
28 **that the state would have paid toward the cost of health care coverage for any spouse or**  
29 **dependents of an employee shall not be considered in determining the amount of the**  
30 **stipend.**

31           **(2) If any relevant period in which the employee is forgoing health care coverage**  
32 **under subsection 1 of this section is less than a full calendar year, the stipend shall be**  
33 **prorated accordingly.**

34           **3. The annual stipend paid to an employee under subsection 1 of this section**  
35 **shall be treated as taxable income from state employment.**

36           **4. Nothing in this section shall apply to dental or vision benefit coverage.**

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