

Bill No. CS for SB 424, 1st Eng.

Barcode 021372

	CHAMBER ACTION	
<u>Senate</u>		<u>House</u>

1	AD/2R	.
	05/06/2005 01:20 PM	.
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11 The Conference Committee on CS for SB 424, 1st Eng.
 12 recommended the following amendment:

14 **Conference Committee Amendment (with title amendment)**

15 Delete everything after the enacting clause

17 and insert:

18 Section 1. (1) Collective bargaining issues at
 19 impasse between the Florida Lottery and the Federation of
 20 Public Employees for the Lottery Administrative and Support
 21 Unit employees shall be resolved as follows:

22 (a) All collective bargaining issues at impasse
 23 regarding Article 9 "Union Dues Deductions," Article 11 "Work
 24 Week," and Article 19 "Holidays" shall be resolved pursuant to
 25 the state's last offer dated February 4, 2005.

26 (b) All mandatory collective bargaining issues at
 27 impasse regarding Article 14 "Seniority" shall be resolved
 28 pursuant to the state's last offer dated February 4, 2005, for
 29 the period July 1, 2005, through May 31, 2006. Beginning June
 30 1, 2006, the issues shall be resolved by reverting to the
 31 status quo under the language of the current collective

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1 bargaining agreement.

2 (2) All mandatory collective bargaining issues at
3 impasse between the State of Florida and the International
4 Union of Police Associations for Law Enforcement Bargaining
5 Unit employees regarding Article 5 "Employee Representation,"
6 Article 14 "Performance Review," Article 18 "Hours of Work,
7 Leave, Job-connected Disability," and Article 24 "On-call
8 assignment - Call back - Court Appearance" shall be resolved
9 by maintaining the status quo under the language of the
10 current collective bargaining agreement.

11 (3) All mandatory collective bargaining issues at
12 impasse between the State of Florida and the Federation of
13 Physicians and Dentists for Selected Exempt Service Physicians
14 Unit employees shall be resolved by maintaining the status quo
15 under the language of the current collective bargaining
16 agreement.

17 (4) All mandatory collective bargaining issues at
18 impasse between the State of Florida and the Police Benevolent
19 Association for the Special Agents Bargaining Unit employees
20 regarding Article 7 "Internal Investigations and Disciplinary
21 Actions," Article 16 "Employment Outside State Government,"
22 Article 17 "Department Vehicles," Article 18 "Leave," and
23 Article 23 "Workday, Workweek, and Overtime" shall be resolved
24 by maintaining the status quo under the language of the
25 current collective bargaining agreement.

26 (5) All mandatory collective bargaining issues at
27 impasse between the State of Florida and AFSCME, Council 79,
28 Master Contract Units, for career service employees regarding
29 Article 6 "Grievance Procedure," Article 7 "Discipline and
30 Discharge," Article 8 "Workforce Reduction and Privatization,"
31 Article 9 "Reassignment, Transfer, Change in Duty Station,"

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1 Article 10 "Promotion," Article 12 "Personnel Records,"
 2 Article 14 "Performance Review," Article 18 "Leaves of
 3 Absence, Hours of Work, and Disability," Article 20
 4 "Training," Article 21 "Out of Title Work," Article 22
 5 "Disability Leave," and Article 23 "Hours of Work/Overtime"
 6 shall be resolved pursuant to the state's last offer.

7 (6) All mandatory collective bargaining issues at
 8 impasse between the State of Florida and the Florida State
 9 Fire Service Association regarding Article 23 "Hours of Work
 10 and Overtime" shall be resolved pursuant to the state's last
 11 offer.

12 (7) All mandatory collective bargaining issues at
 13 impasse between the State of Florida and the Federation of
 14 Physicians and Dentists for Selected Exempt Service
 15 Supervisory Nonprofessional Unit employees regarding Article 7
 16 "Employee Standards of Conduct" shall be resolved pursuant to
 17 the state's last offer.

18 (8) All mandatory collective bargaining issues at
 19 impasse between the State of Florida and the State Employees
 20 Attorneys Guild shall be resolved pursuant to the state's last
 21 offer dated February 1, 2005.

22 (9) All other mandatory collective bargaining issues
 23 at impasse for the 2005-2006 fiscal year which are not
 24 addressed by this act or the General Appropriations Act for
 25 the 2005-2006 fiscal year shall be resolved consistent with
 26 the personnel rules in effect on May 2, 2005, and by otherwise
 27 maintaining the status quo under the language of the current
 28 collective bargaining agreements.

29 Section 2. (1) For the period January 1, 2006,
 30 through December 31, 2006, the Department of Management
 31 Services shall establish within the State Group Insurance

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1 Program a State Group Health Insurance Standard Plan, a State
 2 Group Health Insurance High Deductible Health Plan, a
 3 state-contracted Health Maintenance Organization Standard
 4 Plan, and a state-contracted Health Maintenance Organization
 5 High Deductible Health Plan. The state-contracted Health
 6 Maintenance High Deductible Health Plan may be offered by each
 7 of the health maintenance organizations under contract with
 8 the Department of Management Services for the 2006 plan year.

9 (2) The State Group Health Insurance High Deductible
 10 Plan and the state-contracted Health Maintenance Organization
 11 High Deductible Plan shall include a health savings account
 12 feature. Such plans and accounts shall be administered in
 13 accordance with the requirements and limitations of federal
 14 provisions relating to the Medicare Prescription Drug,
 15 Improvement, and Modernization Act of 2003. The benefit
 16 attributes offered under the State Group Health Insurance High
 17 Deductible Plan and the state-contracted Health Maintenance
 18 Organization High Deductible Plan shall be as determined in
 19 the General Appropriations Act.

20 (3)(a) For the period January 1, 2006, through June
 21 30, 2006, a COBRA participant participating in a high
 22 deductible plan shall pay \$325.88 per month for single
 23 coverage and \$710.82 for family coverage.

24 (b) For the period January 1, 2006, through June 30,
 25 2006, an "early retiree" participant participating in a high
 26 deductible plan shall pay \$319.48 per month for single
 27 coverage and \$696.88 for family coverage.

28 Section 3. Paragraph (i) is added to subsection (5) of
 29 section 110.123, Florida Statutes, and subsection (12) is
 30 added to that section, to read:

31 110.123 State group insurance program.--

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1 (5) DEPARTMENT POWERS AND DUTIES.--The department is
2 responsible for the administration of the state group
3 insurance program. The department shall initiate and
4 supervise the program as established by this section and shall
5 adopt such rules as are necessary to perform its
6 responsibilities. To implement this program, the department
7 shall, with prior approval by the Legislature:

8 (i) Contract with a single custodian to provide
9 services necessary to implement and administer the health
10 savings accounts authorized in subsection (12).

11
12 Final decisions concerning enrollment, the existence of
13 coverage, or covered benefits under the state group insurance
14 program shall not be delegated or deemed to have been
15 delegated by the department.

16 (12) HEALTH SAVINGS ACCOUNTS.--The department is
17 authorized to establish health savings accounts for full-time
18 and part-time state employees in association with a health
19 insurance plan option authorized by the Legislature and
20 conforming to the requirements and limitations of federal
21 provisions relating to the Medicare Prescription Drug,
22 Improvement and Modernization Act of 2003.

23 (a)1. A member participating in this health insurance
24 plan option shall be eligible to receive an employer
25 contribution into the employee's health savings account from
26 the State Employees Health Insurance Trust Fund in an amount
27 to be determined by the Legislature. A member is not eligible
28 for an employer contribution upon termination of employment.
29 For the 2005-2006 fiscal year, the state's monthly
30 contribution for employees having individual coverage shall be
31 \$41.66 and the monthly contribution for employees having

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1 family coverage shall be \$83.33.

2 2. A member participating in this health insurance
3 plan option shall be eligible to deposit the member's own
4 funds into a health savings account.

5 (b) The monthly premiums paid by the employer for a
6 member participating in this health insurance plan option
7 shall include an amount equal to the monthly employer
8 contribution authorized by the Legislature for that fiscal
9 year.

10 (c) The health savings accounts shall be administered
11 in accordance with the requirements and limitations of federal
12 provisions relating to the Medicare Prescription Drug,
13 Improvement and Modernization Act of 2003.

14 Section 4. Subsection (7) of section 110.12315,
15 Florida Statutes, is amended to read:

16 110.12315 Prescription drug program.--The state
17 employees' prescription drug program is established. This
18 program shall be administered by the Department of Management
19 Services, according to the terms and conditions of the plan as
20 established by the relevant provisions of the annual General
21 Appropriations Act and implementing legislation, subject to
22 the following conditions:

23 (7) Under the state employees' prescription drug
24 program copayments must be made as follows:

25 (a) Effective January 1, 2004, through December 31,
26 2005:

- 27 1. For generic drug with card.....\$10.
- 28 2. For preferred brand name drug with card.....\$25.
- 29 3. For nonpreferred brand name drug with card.....\$40.
- 30 4. For generic mail order drug.....\$20.
- 31 5. For preferred brand name mail order drug.....\$50.

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1 6. For nonpreferred brand name mail order drug....\$80.

2 (b) Effective January 1, 2006, through December 31,

3 2006, for the State Group Health Insurance Standard Plan:

4 1. For generic drug with card.....\$10.

5 2. For preferred brand name drug with card.....\$25.

6 3. For nonpreferred brand name drug with card.....\$40.

7 4. For generic mail order drug.....\$20.

8 5. For preferred brand name mail order drug.....\$50.

9 6. For nonpreferred brand name mail order drug....\$80.

10 (c) Effective January 1, 2006, through December 31,

11 2006, for the State Group Health Insurance High Deductible

12 Plan:

13 1. Retail coinsurance for generic drug with card..30%.

14 2. Retail coinsurance for preferred brand name drug
15 with card.....30%.

16 3. Retail coinsurance for nonpreferred brand name drug
17 with card.....50%.

18 4. Mail order coinsurance for generic drug.....30%.

19 5. Mail order coinsurance for preferred brand name
20 drug.....30%.

21 6. Mail order coinsurance for nonpreferred brand name
22 drug.....50%.

23 (d)(b) The Department of Management Services shall
24 create a preferred brand name drug list to be used in the
25 administration of the state employees' prescription drug
26 program.

27 Section 5. This act shall take effect upon becoming a
28 law.

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1 ===== T I T L E A M E N D M E N T =====

2 And the title is amended as follows:

3 Delete everything before the enacting clause

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5 and insert:

6 A bill to be entitled

7 An act relating to employee benefits; providing
8 for resolving various collective bargaining
9 issues that are at impasse between the State of
10 Florida and the respective employee unit;
11 requiring the Department of Management Services
12 to establish certain insurance plans within the
13 state group insurance program; requiring that
14 certain high deductible plans include a health
15 savings account; providing for the benefit
16 attributes to be determined under the General
17 Appropriations Act; specifying the monthly
18 payment amounts for certain types of coverage;
19 amending s. 110.123, F.S., relating to the
20 state group insurance program; authorizing the
21 department to establish health savings accounts
22 for full-time and part-time state employees;
23 providing for employer contributions into an
24 employee's health savings account from the
25 State Employees Health Insurance Trust Fund;
26 amending s. 110.12315, F.S.; providing
27 additional copayment amounts under the state
28 employees' prescription drug program; providing
29 an effective date.

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