

**SJR50 INTRODUCED**



1 SJR50  
2 8BIWFHH-1  
3 By Senator Albritton  
4 RFD:  
5 First Read: 16-Apr-24



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SJR\_\_\_ CREATING THE STATE EMPLOYEE AND EDUCATION EMPLOYEE  
HEALTH INSURANCE JOINT INTERIM STUDY  
COMMISSION.

WHEREAS, attracting and maintaining an effective  
workforce is vital to the welfare of this state; and

WHEREAS, formulating, and periodically examining and  
revising, as necessary, the benefit packages provided for  
state employees, education personnel, and teachers will  
ensure that the benefit packages remain fair, competitive,  
and sustainable; and

WHEREAS, the health insurance plans for state  
employees, education employees, and teachers are developed  
and administered by separate boards and employees of those  
boards; and

WHEREAS, the health insurance plan for state  
employees is designed by the State Employees' Insurance  
Board to provide medical benefits for active and retired  
state employees and dependents in a manner that provides a  
reasonable relationship between the benefits provided and  
the costs incurred in order to provide a reasonable  
assurance of stability in future years of the plan; and

WHEREAS, the health insurance plan for education  
personnel and teachers is designed by the Public Education  
Employees' Health Insurance Board to provide medical



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29 benefits for active and retired education personnel,  
30 teachers, and dependents in a manner that provides a  
31 reasonable relationship between the benefits provided and  
32 the costs incurred in order to provide a reasonable  
33 assurance of stability in future years of the plan; and

34 WHEREAS, a review of the health insurance plans  
35 offered to state employees, education personnel, and  
36 teachers cannot be fully completed without considering the  
37 cost savings and efficiencies of scale that might be  
38 realized from the consolidation of the administrative  
39 functions of the health insurance plans; now therefore

40 BE IT RESOLVED BY THE LEGISLATURE OF ALABAMA, BOTH  
41 HOUSES THEREOF CONCURRING, That there is created the State  
42 Employee and Education Employee Health Insurance Joint  
43 Interim Study Commission to examine and review if the  
44 existing health insurance benefits packages are competitive  
45 with surrounding states and private industry and if savings  
46 or efficiencies of scale could be realized by consolidating  
47 the administrative functions of the health insurance plans  
48 under a single board.

49 (a) The study commission shall be comprised of the  
50 following members:

51 (1) A person appointed by the Chief Executive  
52 Officer of the State Employees' Insurance Board.

53 (2) A person appointed by the Chief Executive  
54 Officer of the Public Education Employees' Health Insurance  
55 Board.

56 (3) The Director of the State Personnel Department,



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57 or his or her designee.

58 (4) The State Finance Director, or his or her  
59 designee.

60 (5) The State Superintendent of Education, or his or  
61 her designee.

62 (6) One member of the Minority Party of the Senate,  
63 appointed by the President Pro Tempore of the Senate.

64 (7) One member of the Minority Party of the House of  
65 Representatives, appointed by the Speaker of the House of  
66 Representatives.

67 (8) The Chair of the Senate Finance and Taxation  
68 General Fund Committee, or his or her designee.

69 (9) The Chair of the Senate Finance and Taxation  
70 Education Committee, or his or her designee.

71 (10) The Chair of the House Ways and Means General  
72 Fund Committee, or his or her designee.

73 (11) The Chair of the House Ways and Means Education  
74 Committee, or his or her designee.

75 (12) The Director of the Alabama Commission on the  
76 Evaluation of Services, or his or her designee.

77 (13) One public policy specialist from business and  
78 industry, appointed by the Lieutenant Governor.

79 (b) The appointing authorities shall coordinate  
80 their appointments to assure the commission membership is  
81 inclusive and reflects the racial, gender, geographic,  
82 urban, rural, and economic diversity of the state.

83 (c) A chair of a Senate Finance and Taxation  
84 Committee and a chair of a House Ways and Means Committee



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85 shall serve as cochairs of the commission. The commission  
86 shall meet as soon as practical at a time and place set by  
87 the chair. Notice of the meetings of the commission shall be  
88 provided in a manner consistent with the rules of the  
89 Legislature pertaining to interim committees.

90 (d) In addition to reviewing the existing health  
91 insurance plans for Alabama's state employees, education  
92 personnel, and teachers, the commission shall do all of the  
93 following:

94 (1) Compare Alabama's health insurance plans with  
95 the plans of similarly situated state employees, education  
96 personnel, and teachers in the surrounding southeastern  
97 states, determine what constitutes competitive state  
98 employee, education personnel, and teacher health insurance  
99 benefits, and provide recommendations for modifications.

100 (2) Perform an in-depth analysis of the fiscal  
101 ramifications and efficiencies of scale that might be  
102 realized by consolidating the administrative functions and  
103 duties of the State Employees' Insurance Board (SEIB) and  
104 the Public Education Employees' Health Insurance Board  
105 (PEEHIB).

106 (3) Examine the ability of the state to sustain any  
107 proposed modifications to the health insurance plans.

108 (4) Compare projected health insurance obligations  
109 to total State General Fund and Education Trust Fund budget  
110 projections.

111 (e) The Senate and the Legislative Services Agency  
112 shall provide the necessary staff and support to the



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113 commission to perform its duties.

114           (f) (1) The Legislative members of the commission  
115 shall be entitled to their legislative compensation, per  
116 diem, and travel expenses for each day they attend a meeting  
117 of the commission in accordance with Section 49 of the  
118 Constitution of Alabama of 2022.

119           (2) Other members of the commission may be  
120 reimbursed for necessary expenses in attending meetings of  
121 the commission according to policies and procedures of their  
122 respective appointing authorities.

123           (g) The commission shall report its findings to the  
124 Legislature, along with proposed legislation, not later than  
125 January 1, 2025, at which time the commission shall stand  
126 dissolved.