

108TH CONGRESS  
2D SESSION

# H. R. 3751

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IN THE SENATE OF THE UNITED STATES

JUNE 22, 2004

Received; read twice and referred to the Committee on Governmental Affairs

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## AN ACT

To require that the Office of Personnel Management study current practices under which dental, vision, and hearing benefits are made available to Federal employees, annuitants, and other classes of individuals, and to require that the Office also present options and recommendations relating to how additional dental, vision, and hearing benefits could be made so available.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. REPORTING REQUIREMENT.**

4       (a) IN GENERAL.—Not later than 6 months after the  
5       date of the enactment of this Act, the Office of Personnel  
6       Management shall submit to Congress a report describing  
7       and evaluating options whereby additional dental, vision,  
8       and hearing benefits could be made available to—

9               (1) Federal employees and annuitants;

10              (2) qualified relatives of Federal employees and  
11       annuitants; and

12              (3) other appropriate classes of individuals.

13       (b) REQUIRED CONTENT.—The report shall in-  
14       clude—

15              (1) a description of the dental, vision, and hear-  
16       ing benefits currently available under the Federal  
17       employees health benefits program;

18              (2) a description of the supplemental dental, vi-  
19       sion, and hearing plans currently offered by carriers  
20       participating in the Federal employees health bene-  
21       fits program;

22              (3) a description of specific dental, vision, and  
23       hearing benefits that could be offered in addition to  
24       those described in paragraphs (1) and (2), including

1 any maximums, limitations, exclusions, and defini-  
2 tions that might be relevant;

3 (4) a description of the specific classes of indi-  
4 viduals (as referred to generally in paragraphs (1)  
5 through (3) of subsection (a)) to whom those addi-  
6 tional benefits should be made available, including  
7 any definitions and other terms or conditions that  
8 might be relevant;

9 (5) a description and assessment of the various  
10 contracting arrangements by which the Government  
11 could make those additional benefits available, in-  
12 cluding whether such benefits should be contracted  
13 for on a regional or national basis;

14 (6) the estimated cost of those additional bene-  
15 fits, including an analysis relating to whether any  
16 regular Government contributions or allocation for  
17 start-up costs might be necessary or appropriate;

18 (7) a description of how those additional bene-  
19 fits could be made available through—

20 (A) the Federal employees health benefits  
21 program;

22 (B) one or more plans outside the Federal  
23 employees health benefits program, including  
24 supplemental plans referred to in paragraph  
25 (2);

1 (C) the program described in subpara-  
2 graph (A) in combination with one or more of  
3 the plans described in subparagraph (B); and

4 (D) any other dental, vision, and hearing  
5 coverage delivery method;

6 (8) an analysis of the advantages and disadvan-  
7 tages associated with the alternatives described  
8 under paragraph (7), including—

9 (A) the relative cost-effectiveness and effi-  
10 ciency of each;

11 (B) the likely impact of each alternative on  
12 the overall attractiveness of the Federal employ-  
13 ees health benefits program to individuals eligi-  
14 ble to enroll, particularly Federal employees  
15 and annuitants; and

16 (C) the extent to which each alternative  
17 might affect the relative competitiveness of the  
18 various carriers and plans currently partici-  
19 pating in the Federal employees health benefits  
20 program (including as a provider of supple-  
21 mental benefits);

22 (9) a recommendation from the Office as to its  
23 preferred method or methods for providing those ad-  
24 ditional benefits; and

1           (10) any proposed legislation or other measures  
2           the Office considers necessary in order to implement  
3           any of the foregoing.

4           (c) SCREENING FOR GLAUCOMA.—For purposes of  
5 this Act, the term “vision benefits” includes benefits relat-  
6 ing to screening for glaucoma.

Passed the House of Representatives June 21, 2004.

Attest:

JEFF TRANDAHL,

*Clerk.*