



KATHLEEN BABINEAUX BLANCO
LIEUTENANT GOVERNOR

State of Louisiana
OFFICE OF THE LIEUTENANT GOVERNOR
DEPARTMENT OF CULTURE, RECREATION & TOURISM
MANAGEMENT AND FINANCE

PHILLIP J. JONES
SECRETARY

MATTHEW A. JONES
UNDERSECRETARY

HUMAN RESOURCE MEMORANDUM NO. 02-027

April 5, 2002

TO: All Lieutenant Governor and CRT Employees

FROM: Mary F. Ginn
Human Resources Director

SUBJECT:

Changes to Retirement Health Insurance Benefits/Vesting Requirements for Spouses and Dependent Children

This notice is for plan members whose spouse and/or dependent children are not currently covered by one of the OGB health programs (EPO, PPO, HMO), or who intend to drop coverage for their spouse or dependent children during the 2002-2003 plan year or thereafter.

Legislation passed last year requires that eligible employees participate in a health benefits plan offered by the Office of Group Benefits prior to retirement in order to receive the applicable state subsidy after retirement. All employees who were not enrolled in a state-sponsored health plan on or before December 31, 2001, were subject to a vesting schedule to determine the amount the state would pay toward their health insurance premiums during retirement.

Surviving spouses and surviving dependent children of plan members who retire on or after January 1, 2002, will be subject to the new vesting program unless they are participating in an OGB health plan prior to July 1, 2002, and maintain continuous coverage.

The vesting program determines the amount the state contributes toward your or your survivor's premium and is based on the number of years of participation in a Group Benefits health plan.

Years of Participation	Percentage of State Subsidy
10 years or fewer	19%
More than 10 years but fewer than 15 years	38%
More than 15 but fewer than 20	56%
20 years or more	75%

Please Post and Circulate

April 5, 2002

Page 2

For a spouse or dependent child to be covered before the vesting deadline, coverage must be in place on or before June 1, 2002. **Plan members wishing to enroll their dependent(s) must submit enrollment forms, and Human Resources must process and submit the forms to the Office of Group Benefits before May 14, 2002.** Paperwork received by Group Benefits after May 14, 2002, will result in an effective date subject to the vesting requirement.

Health insurance enrollment forms can be obtained from facility managers or the Human Resources Office. **The deadline is May 14.** If you have any questions, please call the Human Resources Office at (225) 342-0880.

NOTE: Information on the State Group Benefits Program, including the Summary of Benefits, Newsletter, HMOs, PPO Directory, Life Insurance, Frequently Asked Questions (FAQ), etc., is always available on their web site located at <http://www.groupbenefits.org/>.