



State of Louisiana

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DEPARTMENT OF CULTURE, RECREATION & TOURISM
MANAGEMENT AND FINANCE

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HUMAN RESOURCE MEMORANDUM NO. 01-062

August 13, 2001

TO: Lt. Governor, Secretary, Undersecretary, Assistant Secretaries, Deputy Assistant Secretaries, Program Managers

FROM: Mary F. Ginn
Human Resources Director

SUBJECT: Important Changes Regarding Retiree Health Benefits

New legislation requires that eligible employees participate in a health benefits plan offered by the Office of Group Benefits (formerly State Employees= Group Benefits Program) prior to retirement in order to receive the applicable state subsidy after retirement. The schedule of the state retiree health care premium subsidy based on participation in Group Benefits is as follows:

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%

This new provision will become effective January 1, 2002. **Individuals who are not participants on or before December 31, 2001 will be subject to the vesting requirements.** In order to be enrolled on December 31, 2001, plan members will have to complete and submit applicable enrollment forms to the Office of Group Benefits prior to November 14, 2001. Any paperwork received after this date will not become effective until after the December 31, 2001 deadline. This will result in the plan member being forced into the vesting program.

Health insurance enrollment forms can be obtained from facility managers or the Human Resources Office. **Completed forms must be processed by Human Resources and submitted to Group Benefits before November 14, 2001.** This is an extremely important change. Please be sure all employees understand how this critical change may affect them. If you have any questions, please call the Human Resources Office at (225) 342-0880.

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