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To: Agency Heads and Human Resources Directors

Subject: Policy Implementing Increased Health Premium Cost Sharing Requirements for Non-Represented Employees and Officers of the State

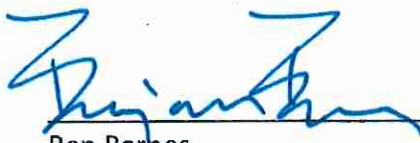
Date: June 22, 2016

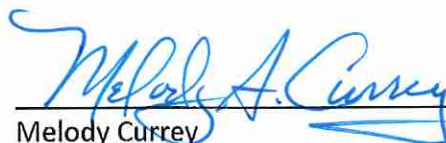
Section 115 of Public Act 16-3 of the May Special Session authorizes establishment, by the Department of Administrative Services and the Office of Policy and Management, of health benefit premium cost sharing requirements for all non-represented classified and unclassified officers and employees, up to eighteen per cent of the total premium equivalent as determined by the Comptroller. The budget for Fiscal Year 2017 includes savings related to this policy change. Accordingly, the following guidance is provided:

Applicability: The cost sharing requirement applies to all non-union individuals employed by the State of Connecticut who receive state health care coverage. This includes all exempt, elected, appointed, managerial, confidential, and other non-unionized employees in the Legislative, Executive, and Judicial branches of government, as well as quasi-public agencies of the state with employees who are paid through the Core-CT system.

Cost sharing requirement: Health benefit premium cost sharing shall be in an amount not to exceed eighteen percent of the total premium share for their medical coverage, as calculated by the Office of the State Comptroller. Dental premiums are not affected by this requirement.

Effective date: This cost sharing requirement shall be implemented prospectively as soon as the Office of State Comptroller can schedule and conduct a special open enrollment to give non-union employees and the spouses of non-union employees the opportunity to make changes to their current medical coverage. It is anticipated that this policy will become effective on or before October 1, 2016.


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