NYSHIP HMO SPECIAL REPORT

August 2011

New York State Health Insurance Program (NYSHIP) for Employees of the State of New York represented by Civil Services Employees Association (CSEA), their enrolled Dependents, COBRA Enrollees with their NYSHIP Benefits and Young Adult Option Enrollees

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Negotiated Changes Effective October 1, 2011

This *Report* describes changes affecting your NYSHIP coverage that will take effect on October 1, 2011 as the result of the recently ratified contract between the State of New York and CSEA. These changes include:

NYSHIP Changes

- A change in the NYSHIP premium cost sharing between the State and its employees
- Updated life expectancy tables used to calculate the value of your monthly sick leave credit, which is applied to your health insurance premium in retirement

Special Option Transfer Period in September

As the result of the negotiated changes, there will be an October 1 rate change and a Special Option Transfer Period during the month of September. You will have the opportunity to change your NYSHIP option for October 2011.

Your cost of coverage under a NYSHIP HMO or The Empire Plan for October through the end of 2011 will be posted on the Department web site, https://www.cs.ny.gov no later than August 31, 2011. A rate flyer also will be mailed to your home on or before that date. The web site and the rate flyer will provide details of the Special Option Transfer Period.

Annual Option Transfer Period for 2012

The annual option transfer will be held, as usual, at the end of the year with changes effective for the 2012 plan year. There also will be NYSHIP rate changes for 2012. You will begin receiving information regarding the Annual Option Transfer Period in the fall. Rates for 2012 will be posted online and mailed to you as soon as they are approved.

NYSHIP
New York State Health Insurance Program

NYSHIP Changes

Your Biweekly Premium Contribution Rate

New York State helps pay for your health insurance coverage. After the State's contribution, you are responsible for paying the balance of your premium through biweekly deductions from your paycheck. Effective October 1, 2011, your share of the cost is changing, based upon your pay grade level as shown below.

Pay Grade	Individual Coverage		Dependent Coverage	
	State Share	Employee Share	State Share	Employee Share
Grade 9 and below	88%	12%	73%	27%
Grade 10 and above	84%	16%	69%	31%

Note: This information does not apply to COBRA enrollees or Young Adult Option enrollees. These enrollees will have a rate change, however, as a result of negotiated benefit changes.

Updated Life Expectancy Table

As part of your negotiated changes, effective October 1, 2011, the Actuarial Table of Life Expectancy (shown below) has been updated to reflect the fact that we Americans are living longer. This will impact the monthly sick leave credit amount that you use toward your premium payments in retirement. Since we are living longer, the number of months of life expectancy at retirement has increased and the amount of monthly sick leave credit will be lower.

Actuarial Table

Effective for Retirements on or after October 1, 2011

Age at Retirement	Life Expectancy	Age at Retirement	Life Expectancy
55	337 months	63	259 months
56	327 months	64	250 months
57	317 months	65	241 months
58	307 months	66	232 months
59	297 months	67	223 months
60	288 months	68	214 months
61	278 months	69	205 months
62	269 months	70	197 months

If you need actuarial rates for additional retirement ages, ask your agency Health Benefits Administrator.

It is the policy of the New York State Department of Civil Service to provide reasonable accommodation to ensure effective communication of information in benefits publications to individuals with disabilities. These publications are also available on the Department of Civil Service web site (https://www.cs.ny.gov). Click on Benefit Programs, then NYSHIP Online for timely information that meets universal accessibility standards adopted by New York State for NYS agency web sites. If you need an auxiliary aid or service to make benefits information available to you, please contact your agency Health Benefits Administrator. New York State and Participating Employer Retirees and COBRA Enrollees: Contact the Employee Benefits Division at 518-457-5754 or 1-800-833-4344 (U.S., Canada, Puerto Rico, Virgin Islands).

This *NYSHIP Health Maintenance Organization Special Report* is published by the Employee Benefits Division of the New York State Department of Civil Service. The Employee Benefits Division administers the New York State Health Insurance Program (NYSHIP). NYSHIP provides your health insurance benefits.

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