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MEMORANDUM HR10-2022

To: Agency Administrators
From: Carolyn Horwich, Esq., Director of Human Resources
Subject: Important July 1 Legislative Changes - DSGI
Date: July 1, 2022

Important legislative changes are going into effect July 1, 2022, in the following areas:

- Eligible Former Employee Insurance Benefits
- Retroactive Approval of Telehealth Claims
- Eligibility criteria for the Employee Assistance Program Services

Please make sure to share this memorandum with all employees.

Thank you.



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Ron DeSantis, Governor
J. Todd Inman, Secretary

MANAGEMENT ADVISORY #22-002

DATE: June 30, 2022

TO: Agency Personnel Officers and Benefits Coordinators

FROM: Ryan Stokes, Director, Division of State Group Insurance

SUBJECT: Program Updates from Legislative Session

****Distribute This Information to all Employees****

This legislative session produced several changes that will take effect July 1, 2022, including the implementation of Eligible Former Employee benefits, the retroactive approval of telehealth claims and changes to the Employee Assistance Program services. Detailed information is provided below.

Eligible Former Employee Benefits

Effective July 1, 2022, the State Group Insurance Program (Program) will begin offering health benefits to eligible former employees (EFE). EFE means a former state officer or employee who was enrolled in the Program for at least six cumulative years, and who was enrolled at the time of his or her separation from employment. Separation from employment must occur on or after July 1, 2022. Other Personal Services (OPS) and seasonal workers are not eligible for EFE coverage. EFEs retain the ability to reenroll in the Program for a period of 24 months from their separation date.

EFE are responsible for paying the full premium amount. Click here for [premium rates](#) for eligible former employees. As all plans in the Program are prepaid, members pay for coverage one month in advance (e.g., members pay for July coverage in June). If premium payments are not received prior to the month of coverage, it will result in a suspension or termination of benefits.

Members enrolled in a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) option may take their HSA with them upon separation from employment, however, the state will not make any contributions to the account after separation.

Retroactive Approval of Telehealth Claims

Pursuant to section 8 (3)(b)6 of the General Appropriation Act passed during the 2022 Legislative Session, the Division of State Group Insurance has provided notice to its health plans to retroactively cover telehealth services received by covered members during the period of June 27, 2021, through January 1, 2022. The health plans will immediately begin reprocessing telehealth claims for payment to the service providers and/or physicians, with no cost share assessed to the member. Members

who paid out-of-pocket expenses for telehealth services during the period of June 27, 2021, through January 1, 2022, should work directly with their service provider and/or physician to obtain reimbursement for all out-of-pocket expenses for these claims.

Employee Assistance Program Services

Effective July 1, 2022, Employee Assistance Program (EAP) services and benefits will be available to all state agency employees, including OPS and other non-benefit eligible employees. EAP services and benefits will also be expanded to include dependents of state agency employees. For additional information regarding what is provided through the EAP, [click here](#).

If an agency currently has a joinder agreement with Keystone Peer Review Organization, Inc. (KEPRO) for dependent coverage, KEPRO will cancel the existing agreement effective July 1, 2022. A separate agreement will no longer be needed for dependent coverage.

Finally, onsite Critical Incident Support (CIS) hours for agencies use will be increased from 48 hours to 200 hours per fiscal year. CIS hours are used when an agency experiences a traumatic event, such as the unexpected loss of an employee, or any event that impacts onsite employees collectively. Individual requests for counseling are not an instance of a CIS event and those employees should contact KEPRO directly.

If the allotted CIS hours are exhausted during the fiscal year, agencies may purchase additional hours at the contracted rate of \$300 per hour as listed in [Attachment 5 - Ad Hoc Services Pricing of the contract](#). To purchase additional hours and schedule CIS hours, contact KEPRO at 833-746-8337.