



State of Vermont
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TO: All Individuals Eligible for the State Employee Benefit Plans

FROM: Kate G. Duffy, Commissioner, Department of Human Resources

DATE: August 21, 2013

SUBJECT: Benefit Plans

After a competitive bidding process, the Administration has awarded the third party administrator contract for the State's employee medical plan to Blue Cross Blue Shield of Vermont (BCBS). The services are currently provided by CIGNA. The State will continue to contract with Express Scripts and Northeast Delta Dental for its pharmacy and dental plans. As a result of the bidding process, the plans will save over \$10 million dollars annually for these health benefits.

The state is self insured, and the change to BCBS of Vermont will not result in any substantive changes to the medical benefits now provided to employees. I am pleased to note, however, that BCBS of Vermont will implement a new wellness program to help state employees change challenging behaviors and improve their health and well being.

The Department of Human Resources will begin a process to implement the change to BCBS of Vermont over the next few months, with the change taking effect on January 1, 2014. New cards will be issued to state employees in the medical plans, and DHR will automatically enroll state employees in their current medical plan. If an employee would like to change his or her medical plan option or make any other changes in connection with his or her benefits, however, an open enrollment period will take place in November.

We will provide more information about open enrollment and the transition to BCBS of Vermont in the future. In the meantime, if you have any questions you may contact either Anne Carver 828-6723 or Rheannon Sicely 828-6733 in Employee Benefits or email DHR.Benefits@state.vt.us.