



DEPARTMENT OF MANAGEMENT
SERVICES

Governor Charlie Crist
Secretary Linda H. South

Division of State Group Insurance
4050 Esplanade Way, Ste 215
Tallahassee, Florida 32399-0950

850.921.4600: TEL
850.488.0252: FAX
<http://dms.myflorida.com>

MANAGEMENT ADVISORY #07-015

TO: Agency and University Personnel Officers and Insurance Coordinators

FROM: Michelle Robleto, Director
Division of State Group Insurance

SUBJECT: Post-Tax Vision Insurance Benefits

DATE: October 16, 2007

The State's contract with Vision Care ends December 31, 2007. No supplemental vision insurance coverage will be offered through the Division of State Group Insurance for plan year 2008.

Some of your employees may wish to have vision coverage by paying post-tax premiums directly to a company providing vision insurance coverage. **Agency Personnel Offices that assist or advise employees regarding this option should be aware of these facts:**

1. This insurance benefit is not being administered through the State Group Insurance Program. Therefore, employees will not sign up for this benefit through the Division of State Group Insurance enrollment process.
2. The Department of Financial Services administers the deduction code for post-tax payments solely as a convenience for state employees and vendors. This convenience does **not** create a payment obligation on behalf of the State or the employee as there is no contract for vision insurance with State Group Insurance after December 31, 2007.
3. Employees should be made aware that they may be entering into an agreement directly with a company providing vision insurance coverage. As with any miscellaneous deduction, **employees are free to modify or delete the deduction at any time.** Therefore, all questions, and any disputes, regarding coverage, co-payments and reimbursements should be handled directly with the company. The deduction from an employee's paycheck will be reflected on the People First website; however, People First and the Division of State Group Insurance will not be involved in the administration of the vision insurance coverage.

4. **Agencies should not automatically enroll employees in coverage simply because they have had prior coverage under a similar plan.** If premiums for such coverage are to be paid by means of a miscellaneous deduction, as with any other post-tax payroll deduction, each employee must make a positive affirmation or statement authorizing the paycheck deduction.
5. Employees should contact their Human Resources department to make changes to the benefit plan or to cancel the payroll deduction.