3% STATE OF CONNECTICUT RETIREE HEALTH FUND CONTRIBUTIONS
Frequently Asked Questions (FAQs)
For NEW Healthcare Eligible Employees

Q. What is the Retiree Health Fund?
A. The SEBAC 2011 Agreement requires that healthcare eligible employees will begin contributing ½% of their gross compensation in fiscal year 2014 (which starts July 1, 2013), a total of 2% in fiscal year 2015, and a total of 3% in fiscal year 2016 to offset the cost of future retiree healthcare benefits. Beginning July 1, 2017, the state will match each employee’s contributions with 3% a contribution of their own.

Q. Who is subject to the contribution?
A. ALL state employees not currently contributing to the Retiree Health Care Trust Fund and those who were previously paying under SEBAC 2009.

Q. Why do I need to complete the CO-1300 Form?
A. Newly hired and rehired employees are required to fill out the CO-1300 Form which will set the start date and estimated stop date for your 3% deduction, and record prior State service.

Q. When will deductions begin?
A. Deductions will begin with your first paycheck.

Q. When will the deductions end?
A. Deductions will end after paying the equivalent of 3% for ten (10) years.

Q. Who is exempt from the 3% contribution?
A. No employees are exempt.
   
Medicare, COBRA, or coverage under a spouse’s policy does not exempt you from the 3% contribution.

Q. What if I decide not to enroll in State healthcare benefits – do I still have to pay the 3% contribution?
A. Yes. Waiver of active State-paid healthcare benefits will not exempt you from making the contribution.

Q. I have retiree health coverage from another employer. How do I obtain the exemption?
A. Indicate on the CO-1300 Form an exemption claim based on “Other retiree coverage.” Request a CO-1303 Form (Affidavit from Prior Plan Sponsor) and a CO-1304 (Waiver of Retiree Health Plan Participation) from the CCSU Human Resources Office. The CO-1303 must be completed by the prior employer who sponsors your retiree health coverage. The completed, notarized affidavit (CO-1303) and the completed CO-1304 must be returned to the CCSU Human Resources Office in order for the exemption to occur.

Q. Can I get a refund if I leave State employment?
A. Employees who leave State service prior to completing 10 years of service may request a refund of their Retiree Health Fund contributions. To obtain a refund, request a CO-1301 Form (Application for Refund of Retiree Health Contributions) from the CCSU Human Resources Office.