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MEMORANDUM

PERSONNEL MEMO 09-09

TO: Cabinet Secretaries
Agency Heads
HR Administrators

FROM: Nikki Jackson, Secretary 

DATE: July 28, 2009

SUBJECT: Personnel Cabinet Administrative Regulations Amendments
101 KAR 2:102 and 101 KAR 3:015

On July 15, 2009, the Personnel Cabinet, by emergency, made regulation amendments to 101 KAR 2:102 and 101 KAR 3:015. An accompanying ordinary regulation was also filed.

The essential features of regulations are as follows:

- 1) **101 KAR 2:102. Classified Leave administrative regulation. (Emergency and Ordinary Regulation amendment).**
 - **Section 1.** Concerning eligibility for the employer/state contribution for health insurance benefits, “(h) An employee who is eligible for state contributions for health benefits under the provisions of KRS Chapter 18A shall have worked or been on paid leave, other than educational leave, during any part of the previous pay period.” This language replaced “during any part of the previous month.”
 - **Section 2.** Concerning eligibility for the employer/state contribution for health insurance benefits, “(d) An employee who is eligible for state contributions for health benefits under the provisions of KRS Chapter 18A



shall have worked or been on paid leave, other than educational leave, during any part of the previous pay period.” Again, this language replaced “during any part of the previous month.”

As a result of HB 406, 2008 Regular Session of General Assembly, the Kentucky Employees Health Plan (KEHP) moved from a pre-bill and pay model to a current bill and pay model effective January 1, 2009. Under the current bill and pay model health insurance eligibility and the Commonwealth/employer contribution ends at the last pay period the employee is employed with the Commonwealth. For example, if an employee terminates, resigns or retires on July 12, 2009 his or her health insurance would terminate on July 15, 2009, the last day of the pay period. This regulation change reflects the change in KEHP health insurance administration.

2) **101 KAR 3:015. Unclassified Leave administrative regulation. (Emergency and Ordinary Regulation amendment).**

- **Section 1.** Concerning eligibility for the employer/state contribution for health insurance benefits, “(h) An employee who is eligible for state contributions for health benefits under the provisions of KRS Chapter 18A shall have worked or been on paid leave, other than educational leave, during any part of the previous pay period.” This language replaced “during any part of the previous month.”
- **Section 2.** Concerning eligibility for the employer/state contribution for health insurance benefits, “(d) An employee who is eligible for state contributions for health benefits under the provisions of KRS Chapter 18A shall have worked or been on paid leave, other than educational leave, during any part of the previous pay period.” Again, this language replaced “during any part of the previous month.”

The same reasoning and rationale for the amendments to the classified leave administrative regulations apply to the unclassified leave administrative regulations.

Any questions should be directed regarding these regulation changes should be directed to Marry Elizabeth Harrod, Department of Human Resources Administration (502) 564-6464 or Christie Burkhead, Department of Employee Insurance (502) 564-6534.