



The CCPS All-Points Bulletin

April 2005

A Message from the Secretary

North Carolina's dedicated state employees are one of the reasons this is such a wonderful state to live in. Employees in our department help keep our citizens safe, respond to emergencies, secure our freedom, help victims recover from crimes and disasters, and support our fellow first responders. There are no employees in state government who personify "dedication" more than you do.

Governor Mike Easley has designated the first week of May as State Employee Recognition Week to coincide with National Public Service Recognition Week. This time is set aside to show appreciation to public employees who ensure that our government at the federal, state, and local levels is the best in the world.

CCPS will honor its employees at the annual Employee Appreciation Day lunch on May 6th at the State Fairgrounds. Supervisors should find a way to thank employees for their service if they are unable to attend the department's celebration.

Bryan E. Beatty

Comings & Goings

Welcome to our new employees: **Sherry Morales**, Human Resources; **Wayne Bisette, Stacy Cox, Jeffrey Eaton, Daniel Huthmacher, Bradley Long, Israel Morrow, Rodney Parker, Keith Patterson,** and **Michael Penland**, ALE; **Britne Becker**, Redevelopment Center; and **Deborah Austin and Derek Messer**, SHP.

Good luck to our recent retirees: **Minnie Truax**, Fiscal; Deputy Director **Thad Bryson**, EM; Sgts. **J.A. Carswell** and **B.L. Crider** and VEOI **Jackie Jones**, SHP.

From the Benefits and Safety Office

The Benefits Office frequently gets questions about why health coverage is not offered for an employee and spouse the way it is offered for a family with dependent children. An analysis by the State Health Plan shows that employee/spouse coverage would actually be more costly than family coverage.

Premiums are based on the claims experience. Those who want employee/spouse coverage are generally older, while those who need family coverage usually have a younger spouse and children. On average, older people incur more claims. As people age, they tend to visit health care providers more often, use more prescription medications, and have more costly treatments or surgical procedures. The type of surgeries received by older adults such as coronary artery bypass, knee/hip replacements or cancer treatments are more costly than surgically implanting ear tubes in a child, setting fractures or doing appendectomies.

Simply stated, it costs less to cover a younger spouse and children than an older spouse. Family coverage represents a composite rate for those who want to cover a spouse and child or children. Many employees who cover only a spouse feel they are subsidizing coverage for those employees with large families. However, there are very few large families enrolled under the State Health Plan.

