

HCM Office Updates July 2025 Newsletter

Health Benefits



Earn your 2026 premium credit in just one-step: by completing your preventive health checkup. Blue Cross works with an industry leader, Catapult Health, to bring preventive checkups to **a site near you**. You can schedule a free checkup with a licensed nurse practitioner and health technician through the online scheduler. You'll get **lab-accurate diagnostic tests** and receive a full **Personal Health Report** with checkup results and recommendations.

What do you do? Schedule your appointment online at www.TimeConfirm.com/OGB or call **1-877-841-3058**. Complete your clinic to get the credit. If you cannot go to a clinic, have your doctor fax a completed Primary Care Provider form, found at info.groupbenefits.org, to Catapult Health.

See below for important information about your new TASC Card.

TASC has updated to their next-generation card processing platform. **You should've received your new TASC Card and any dependent cards in the mail.** If you have not received your new cards, please call TASC Customer Care at 844-237-9222 from Monday - Friday between 8am-5pm if you need to update your address.

IMPORTANT TO KNOW

- You do not need to activate your new card to start using it.
- Visit the TASC website for more information: www.tasconline.com/newcard

Retirement Benefits

Attention ORP Members...New Changes!

In 2024, changes to the ORP law created limited windows of opportunity for eligible participants to join the TRSL defined benefit plan as new members.

Additional changes have been made in 2025...and here's what those changes do!

- Extend the 5-year election window for certain participants to seven years.
- Provide a 60-day window of opportunity to leave the ORP and join the TRSL defined benefit plan to certain individuals who initially were not eligible to make the election.

Review the [Leaving the ORP Summary Sheet](#) for further details on eligibility windows and deadlines.

Online resources:

- [FAQs webpage](#): Get answers to common questions about the election windows to join the TRSL defined benefit plan.
- www.TRSL.org: ORP participants can submit questions online to TRSL.

Attention LASERS Members

Road Trip to Retirement

Check Under the Hood: Explore Various Career Stages and Key Resources on LASERS Website

Just like your car needs regular maintenance, your retirement education needs ongoing attention. Visit the LASERS website to explore various career stages and other key resources to stay informed and ensure a smoother, more secure journey to retirement.

New to LASERS: If you are a new member, start here to learn the basics of membership and how to create a myLASERS account.

Life Changes: Life events can impact your benefits. Learn how to update your beneficiary information, report a death, and understand the implications of events like divorce on your pension.

Ready to Retire: If you are preparing for retirement, this section will help you navigate the process. Our Retirement Readiness Planner and checklist outline the steps you should take in the months, weeks, and days leading up to your retirement.

Video Library: Our member education videos can help you better understand your retirement options, things to consider before retirement, how to use myLASERS, and more.

Seminars: Check the home page for a list of upcoming seminars and click on 'View All Seminars' to see all topics, dates, and registration details.

Member's Guide: A new and improved Member's Guide to Retirement features step-by-step processes and lists of required forms.

LA Deferred Compensation

2025 IRS Retirement Savings Plans Contribution Limits

Starting on Jan 1, 2025, the [SECURE 2.0 Act](#) has significantly changed the IRS annual contributions limits for 403(b) & 457 retirement savings plans.

Contribution Limits Increase for 2025

\$23,500 for ages 49 and younger

\$31,000 for ages 50 and older

Secure 2.0 "Super Catch Up": \$34,750 ages 60, 61, 62 and 63 *New in 2025*

Special Catch Up: \$47,000 for participants within three years of retirement age. *

*Certain criteria must be met to participate. *Only one catch-up provision may be used in any one tax year.*

Payroll & Time Administration

Parental Leave

Effective **January 1, 2024**, [Executive Order Number JBE 2023-18](#) and [SCS Rule 11.36](#), granted eligible employees up to 240 hours of paid [Parental Leave](#) without deduction from accrued leave balances. Qualifying BOR employees can use parental leave to bond with a child following the birth, or placement of a child under the age of 18 with the employee for adoption or foster care. For more information contact HR@laregents.edu.

Effective **August 8, 2024**, all state holidays, office closures, and special leave under the provisions of *Rule 11.23(d) & (g)* and [EO JML 24-122 Sections 18-Special Provision-Natural Disasters and Emergency Situations & 24-Holidays](#) take precedence over parental leave.

The employee shall be paid for the holiday, closure, or special leave and a corresponding number of hours shall be deducted from the parental leave quota. The holiday, closure, or special leave shall not extend the parental leave period. Four new parental leave time codes will be available for use in LaGov HCM for those employees who are on a parental leave-related absence during holidays, office closures and special leave occurrences.

W-2 On-line Self View and Print Option

GET YOUR W-2

FASTER!



ELECT TO VIEW AND PRINT YOUR W-2 ONLINE

WHY SIGN UP?

- W-2 available in mid-January
- View/print at your convenience
- No worry over lost, delayed, or misplaced forms
- Environmentally friendly

HOW TO SIGN UP

- >> Access LEO
- >> Go to 'My Info'
- >> Select 'Payment Info'
- >> Select 'Election for Online W-2'
- >> Provide your consent by December 31

This service is available to employees paid through the LaGov HCM Payroll System. For assistance making this election, contact your agency's Human Resources Office.



Professional Development

2025 Mandatory Trainings

LA Code of Governmental Ethics

- Course ID: 50628224
- Deadline: **12/31/2025** (Agency recommends supervisors set an internal deadline of **12/1/2025**).
- Online training can be accessed through [LEO's Success Factors](#) or on the Ethics Board website at <https://eap.ethics.la.gov/SeminarRegistration/>.

SCS CPTP Preventing Sexual Harassment for All Employees

- Course ID: 50623195
- Deadline: **12/31/2025** (Agency recommends supervisors set an internal deadline of **12/1/2025**).
- Online training can be accessed through [LEO's Success Factors](#).

SCS CPTP Supervisor - Preventing Sexual Harassment

- Course ID: 50630125
- Deadline: **12/31/2025** (Agency recommends supervisors set an internal deadline of **12/1/2025**).
- Online training can be accessed through [LEO's Success Factors](#).
- Required every two years.

Reminders:

- Save a copy of your completion certificate in the event there are interface issues.
- HCM suggest including the completion of mandatory trainings in the evaluation process.
- Please email the HR Group the date and instructor, if you attended in-person training.
- If the training is not on your transcript within two days of completion, email the certificate to HR@laregents.edu for assistance.

State Civil Service 2025 season of [Success Series Webinars](#) is here.



It's time to reserve your spot for this year's Success Series Webinars! Success Series Webinars facilitates personal and professional development through offering engaging and relevant topics quarterly.

Join SCS on the dates below at the new time – 2 p.m. – for another season full of great conversations!

- **Tuesday, September 9, 2025**
- **Tuesday, December 9, 2025**

[Click here to register!](#)

SCS CPTP

COMPREHENSIVE
Leadership
PROGRAM

LEADERSHIP
REIMAGINED

You spoke and we listened!

Louisiana State Civil Service is rolling out the ultimate leadership package - the SCS CPTP Comprehensive Leadership Program (CLP)! Comprised of four specialized programs, CLP is designed for leaders of all ranks, kicking off with the SCS CPTP Leadership Academy in January 2025. Get ready to level up your leadership game! Individual program details and target audiences are below.



Open to Anyone, Designed for Everyone

- Designed to help participants prepare for leadership opportunities
- Focuses on developing essential leadership skills
- Consists of web-based courses and a variety of virtual events
- Enrollment open in Success Factors

Register for [SCS CPTP Leadership Academy](#) through LEO's Success Factors by using the search term "Virtual Event"

2025 Holiday Schedule

The [2025 State Holiday Calendar](#) is available for review. [Proclaimed Holidays](#) will be updated as approved.

HCM Contact Information

HCM OFFICE CONTACTS HR@laregents.edu			
Karlita Anderson	Asst. Commissioner for HCM	Karlita.Anderson@laregents.edu	225-219-7162
Kelly Cormier	HR Business Partner	Kelly.Cormier@laregents.edu	225-219-7165
Nicholas Williams	HR Business Partner	Nicholas.Williams.@laregents.edu	225-219-7166
Kim Small	Employee Relations Spec-BOR	Kim.Small@laregents.edu	225-219-7127
Eddie Filce	Employee Relations Spec-LUMCON	EddieFilce@laregents.edu	985-851-2865
Bethany Elam	Employee Relations Spec-LOSFA	Bethany.Elam@laregents.edu	225-219-7660
BOR Employee Hotline		Boremployeeehotline@laregents.edu	225- 325-5700