

Office of State Uniform Payroll  
State of Louisiana  
Division of Administration

JOHN BEL EDWARDS  
GOVERNOR



JAY DARDENNE  
COMMISSIONER OF ADMINISTRATION

October 31, 2022

OFFICE OF STATE UNIFORM PAYROLL MEMORANDUM #2023-18

TO: LaGov HCM Paid Agency Human Resources  
and Employee Administration Staff

FROM: Andrea P. Hubbard  
Director

SUBJECT: Mid-Year Flexible Benefits Plan Eligible Statewide Vendor Processing in  
LaGov HCM

This is a reminder to agencies that, per Internal Revenue Service §125 cafeteria plan regulations, an employee cannot make changes (stop, increase, or decrease) to a flex (pre-tax) deduction without penalty, unless he/she has a qualifying reason.

When requests are received to change flex deductions in the middle of the year, agencies should refer to the OSUP procedure, [Mid-Year Flexible Benefits Plan \(Flex\) Eligible Statewide Vendor Processing in LaGov HCM](#), located on the [OSUP Procedures](#) page of the OSUP website for important information regarding this process and specific instructions on how different scenarios are handled.

Direct questions to a member of the OSUP Benefits and Financial Administration Unit at [\\_DOA-OSUP-BFA@LA.GOV](mailto:_DOA-OSUP-BFA@LA.GOV) or (225):

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