



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

Healthcare  
and Insurance

Dear Tribal Leader,

This is an update on the implementation section 409 of the Indian Health Care Improvement Act (IHCA), which was enacted as part of the Affordable Care Act. This provision authorizes Tribes and Tribal organizations carrying out programs under the Indian Self Determination and Educational Assistance Act (ISDEAA) or urban Indian organizations carrying out programs under Title V of the IHCA to purchase coverage, rights, and benefits under the Federal Employees Health Benefits (FEHB) Program and Federal Employees' Group Life Insurance (FEGLI) for their employees.

The Office of Personnel Management (OPM) is pleased with the progress that has been made with the implementation of FEHB for eligible tribal employees. As our last letter to you stated, the first enrollments were effective May 1, 2012. Entitled tribal employers may elect to begin purchasing FEHB coverage at any time. OPM will continue to oversee the administration of the FEHB Program, but now we are beginning to shift our focus to the implementation of FEGLI.

The FEGLI program was established in 1954 and covers approximately 4 million Federal employees and retirees, as well as many of their family members. FEGLI is administered by OPM and provides group term life insurance that does not build up any cash value or paid-up value. Enrollment in the program is voluntary and is paid for through both employee and employer contributions. More information about the FEGLI program is available at <http://www.opm.gov/insure/life/>.

OPM is in the early stages of determining how administration of the FEGLI program for eligible tribal employees will work. Successful FEHB Program implementation would not have been possible without feedback and input from tribal representatives across the country. As a result, OPM would like to consult with Tribes in an effort to ensure our preliminary implementation plan for FEGLI meets the needs of eligible Tribes and Tribal organizations. A representative for your tribe may have recently been contacted by OPM regarding your interest in the FEGLI program, and we would like to follow up with the attached questionnaire.

**Please provide your input within 30 days on the attached questions to assist us in the planning process for successful implementation of this provision.**

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We remain committed to meaningful consultation with Tribes and Tribal organizations, and your feedback will help guide us through the FEGLI implementation process. If you have any questions, please contact the Tribal Desk at (202) 606-2530 or [tribalprograms@opm.gov](mailto:tribalprograms@opm.gov).

Sincerely,



John O'Brien  
Director  
Healthcare and Insurance

Enclosures:

- FEGLI Fact Sheet
- FEGLI Rates
- FEGLI Implementation Questionnaire