

# **HEALTH BENEFITS E-NEWS**

## ***Department of Human Resource Management Office of Health Benefits***

***February 15, 2010***

### ***Get Ready for Open Enrollment...It's Coming Soon!***

Open Enrollment for Health Benefits and Flexible Reimbursement Accounts will be April 16 – May 17, 2010. Look for additional information in late March. The Spotlight newsletter is scheduled for distribution in early April. Stay tuned for details as they become available.

### ***Reinstatement Process for Excluded Employees***

The State Health Benefits Program will consider lifting the three-year suspension for employees excluded from coverage for failure to respond or submit a completed Affidavit to the Dependent Eligibility Verification Audit (DEVA). For a review of the case, the employee must submit the following documentation to their agency's Benefits Administrator:

- a letter of explanation for failure to respond to the audit;
- the completed Required Affidavit Signature Form; and
- documents proving that all listed dependents were eligible as of August 1, 2009. The required documents may be found in **Eligibility Definitions and Required Documentation** sheet at <http://www.dhrm.virginia.gov/hbenefits/EligibilityDefinitions.pdf> on the DHRM Web site.

Should the member take this action, the program **may** revoke the suspension either 1) at the next annual spring Open Enrollment to take effect with the new plan year, or 2) retroactive to the time coverage ended to include payment of all applicable premiums.

### ***Procedure for Ineligible Dependents Being Removed from Coverage***

Dependents declared ineligible by the employee during the Dependent Eligibility Verification Audit (DEVA) are in the process of being removed from coverage retroactive to June 30, 2009. The dependents that were removed are listed on the agency daily turnaround documents.

Please send all terminated child(ren) Extended Coverage notices using an effective date of July 1, 2009. Furthermore, please send these children HIPAA certificates using an effective date of February 1, 2010.

Spouses who have been terminated are not eligible for Extended Coverage because they have not experienced a mid-year qualifying event (divorce). However, please send them a HIPAA certificate using the February 1, 2010 date.

### ***Information Online This Week About Obesity Education Program***

Details on the education program for COVA Care and COVA Connect members contemplating bariatric surgery will be available on the DHRM Web site the week of February 15. Look for an announcement on the DHRM home page and links to the individual plan pre-surgery programs, along with Frequently Asked Questions. Employees who have already scheduled surgery before the February 15 start date or who can show that they have been preparing to have the surgery prior to the program launch date will not be required to complete the education program.