

# **HEALTH BENEFITS E-NEWS EXTRA**

*Department of Human Resource Management  
Office of Health Benefits*

*January 20, 2012*

## **COVA Care Member Handbook Amendment Mailing**

A Notification of Changes to the 2011 COVA Care Member Handbook has been developed to address documentation of eligibility requirements omitted in error from the Member Handbook. The online version of the Member Handbook has been revised to include this information. The amendment is being mailed today through January 26, 2012 to Benefits Administrators for distribution to employees enrolled in COVA Care. It will be mailed to non-Medicare eligible retiree group members' addresses of record beginning January 30.

Please see the attached notification, which will be posted this week on the DHRM web site at <http://www.dhrm.virginia.gov/hbenefits/cova/covacare.html>.

## **Information on Weight Watchers Reimbursement Tax Implications**

A revised Weight Watchers reimbursement form and new language on the tax consequences of filing for reimbursement will be posted soon on the CommonHealth and DHRM websites. The form and language are attached. It is important for employees who file this form to include an accurate employee ID number for tax purposes. This number is the up to 9 digits found on employee health plan ID cards and on Payline. It is not any other employer-generated number.

The Office of Health Benefits will post a list of employees who received Weight Watchers reimbursements or COVA Connect plan incentives in agency FTP folders by the 4th day of each month for use by payroll officers and the Department of Accounts. The name of the file is BES-Taxable-Incentives. Applicable federal, state, local and FICA taxes will be deducted from employee paychecks. Non-Medicare eligible retirees who received COVA Connect incentives will be handled separately. If you have questions, please send an e-mail to [OHB@dhrm.virginia.gov](mailto:OHB@dhrm.virginia.gov).