



SPOTLIGHT

on **YOUR BENEFITS**



PUBLISHED BY THE DEPARTMENT OF HUMAN RESOURCE MANAGEMENT • COMMONWEALTH OF VIRGINIA

HIGHLIGHTS for JULY 1

PREMIUMS

- **Health program again absorbs part of health care costs.**
- **COVA Care, COVA Connect and COVA HDHP**
 - No premium increase.
- **Kaiser Permanente HMO**
 - Employee premiums increase.

NATIONAL HEALTH REFORM

- **Dependents** may be covered up to the **end of the year in which they turn 26.**
- **More preventive care services** covered by plan at 100 percent.
- **\$500 limit removed for chiropractic services** and replaced with 30-visit limit per plan year.
- **Appeals process** expecting minor changes.
- **Program receives claims reimbursement** from Early Retiree Reinsurance Program (ERRP).

ID CARDS AND MEMBER HANDBOOKS

- **New ID cards issued if you change plans.** COVA Care or COVA Connect ID cards do not change based on an optional benefit. Update your address and other personal information using EmployeeDirect or give changes to your agency Benefits Administrator.
- **New COVA Care and COVA Connect Member Handbooks** coming in mid-June: Online and hard copies available.
 - **COVA Care:** Your Benefits Administrator will distribute hard copies.
 - **COVA Connect:** You will receive a copy in the mail at your home address.

Health and Flexible Benefits

OPEN ENROLLMENT

April 15 – May 16, 2011

Elections in effect
July 1, 2011 – June 30, 2012

FLEXIBLE BENEFITS PROGRAM

- **No changes.**

ATTENTION MILITARY RETIREES!

- The 2011 General Assembly passed, and the Governor has signed, legislation that enables DHRM to make a voluntary TRICARE supplemental health coverage plan available on a pre-tax basis to state employees who are military retirees covered by TRICARE.
- DHRM has issued a request for proposals (RFP) for this coverage.
- Look for a special enrollment later this year.

MORE INSIDE!

Turn the page for more details and see the special health reform insert.

YOUR OPTIONS AT OPEN ENROLLMENT

APRIL 15 – MAY 16, 2011

Open Enrollment is the time each spring to make decisions about **your health care coverage and flexible reimbursement accounts (FRAs)** for the coming plan year. Your elections will be in effect from July 1, 2011 – June 30, 2012.

It's important to read all Open Enrollment information. Prepare carefully. Be sure to consider what's best for you and your family when making health care and FRA choices.

Make changes online. An easy way to review your current elections is to visit EmployeeDirect. Contact your Benefits Administrator if you have questions.

DURING OPEN ENROLLMENT, YOU MAY:

- **Enroll in or change your health plan** to one available in your area of the state. Check your coverage to add or remove health plan optional benefits.
- **Add or remove dependents** from your health coverage. Remember to submit documentation that the dependents you add are eligible.
- **Waive your health care coverage** under the state health benefits program.
- **Enroll in a Medical and/or Dependent Care FRA** for pre-tax savings.

IF YOU TAKE NO ACTION DURING OPEN ENROLLMENT:

- **Medical and/or Dependent Care FRAs:** You have no FRA. Enrollment is required every year.
- **COVA HDHP, Kaiser Permanente HMO or waived coverage:** Remain in the same plan and membership or waived status.
- **COVA Care or COVA Connect:** Remain in the same plan, including your current buy-up option, unless you moved during the year into or out of the COVA Connect zip code area.
 - Beginning July 1, the health benefits program will place all employees in the plan appropriate to their zip code based on their **address of record April 1**.
 - If you **move after April 1**, you have the choice to:
 - Remain in your current plan, or
 - Elect another plan within 60 days of the move, as long as you live within the new plan's service area.
 - Each year before Open Enrollment, the program automatically adjusts employees' plan enrollment for the upcoming plan year to be consistent with the area in which they live.

*Go "Green" This
Open Enrollment.*

**EmployeeDirect
is online 24/7!**

- Check your current health benefits profile
- Update your personal information
- Make your Open Enrollment elections
- Check your total compensation

www.dhrm.virginia.gov

IMPORTANT!

Submit your Open Enrollment actions by Monday, May 16. They will be in effect for plan year July 1, 2011 – June 30, 2012.

MONTHLY PREMIUMS FOR JULY 1, 2011 – JUNE 30, 2012

- State health benefits program reserves continue to absorb part of employee and agency premium expenses.
- Average health plan costs did not increase for COVA Care, COVA Connect or COVA HDHP this past year, so premiums will not increase. Funding from program reserves is the same for all of these plans.
- Average health plan costs were higher this past year for the Kaiser Permanente HMO, so the total premium will increase. In addition, funding from program reserves will be the same as for the other plans, so Kaiser employee premiums will be higher.

HOW TO READ THE PREMIUM CHART:

- **Employee Pays** is the premium **full-time employees** pay each month. **Part-time employees** pay the total premium.
- **State Pays** is the amount your agency contributes to full-time employee premiums each month.
- **Program Reserves Pay** is the premium cost the program absorbs for full-time employees each month.
- **Total Premium** is the full cost of your health coverage each month.

Health Care Plans		You Only	You Plus One	You Plus Two or More
COVA HDHP - High Deductible Health Plan	Employee Pays	\$0	\$0	\$0
	State Pays	\$327	\$606	\$886
	Program Reserves Pay	<u>\$74</u>	<u>\$137</u>	<u>\$200</u>
	Total Premium	\$401	\$743	\$1086
COVA Care/COVA Connect (with basic dental)	Employee Pays	\$43	\$102	\$150
	State Pays	\$383	\$686	\$1002
	Program Reserves Pay	<u>\$74</u>	<u>\$137</u>	<u>\$200</u>
	Total Premium	\$500	\$925	\$1352
COVA Care/COVA Connect Plus Out-of-Network	Employee Pays	\$55	\$118	\$172
	State Pays	\$383	\$686	\$1002
	Program Reserves Pay	<u>\$74</u>	<u>\$137</u>	<u>\$200</u>
	Total Premium	\$512	\$941	\$1374
COVA Care/COVA Connect Plus Expanded Dental	Employee Pays	\$58	\$132	\$194
	State Pays	\$383	\$686	\$1002
	Program Reserves Pay	<u>\$74</u>	<u>\$137</u>	<u>\$200</u>
	Total Premium	\$515	\$955	\$1396
COVA Care/COVA Connect Plus Out-of-Network & Expanded Dental	Employee Pays	\$70	\$147	\$215
	State Pays	\$383	\$686	\$1002
	Program Reserves Pay	<u>\$74</u>	<u>\$137</u>	<u>\$200</u>
	Total Premium	\$527	\$970	\$1417
COVA Care/COVA Connect Plus Expanded Dental Plus Vision & Hearing	Employee Pays	\$69	\$151	\$220
	State Pays	\$383	\$686	\$1002
	Program Reserves Pay	<u>\$74</u>	<u>\$137</u>	<u>\$200</u>
	Total Premium	\$526	\$974	\$1422
COVA Care/COVA Connect Plus Out-of-Network Plus Expanded Dental Plus Vision & Hearing	Employee Pays	\$80	\$166	\$240
	State Pays	\$383	\$686	\$1002
	Program Reserves Pay	<u>\$74</u>	<u>\$137</u>	<u>\$200</u>
	Total Premium	\$537	\$989	\$1442
Kaiser Permanente HMO - available in Fredericksburg area and Northern Virginia	Employee Pays	\$59	\$128	\$185
	State Pays	\$406	\$728	\$1063
	Program Reserves Pay	<u>\$74</u>	<u>\$137</u>	<u>\$200</u>
	Total Premium	\$539	\$993	\$1448

2011 BENEFITS AT A GLANCE

In-Network Benefits	COVA Care/ COVA Connect You Pay	COVA HDHP You Pay	Kaiser Permanente You Pay
Deductible – per plan year <ul style="list-style-type: none"> One person Two or more persons 	\$225 \$450	\$1,750 \$3,500	None None
Out-of-pocket expense limit – per plan year <ul style="list-style-type: none"> One person Two or more persons 	\$1,500 \$3,000	\$5,000 \$10,000	\$3,500 \$9,400
Doctor's visits <ul style="list-style-type: none"> Primary Care Physician Specialist 	\$25 \$40	20% after deductible 20% after deductible	\$10 \$20
Hospital services <ul style="list-style-type: none"> Inpatient Outpatient 	\$300 per stay \$125 per visit	20% after deductible 20% after deductible	\$100 per admission \$50 per visit
Emergency room visits	\$125 per visit (waived if admitted)	20% after deductible	\$75 per visit (waived if admitted)
Outpatient diagnostic, x-rays, lab tests, and shots	20% after deductible	20% after deductible	<ul style="list-style-type: none"> \$0 lab, pathology, radiology, diagnostic testing \$75 specialty lab and imaging
Infusion Services	20% after deductible	20% after deductible	\$10
Outpatient therapy visits <ul style="list-style-type: none"> Occupational, physical and speech therapy Chiropractic (up to 30 visit plan year limit per member) 	\$35 \$35	20% after deductible 20% after deductible	\$20 \$20
Behavioral Health visits	\$25	20% after deductible	\$20
Employee Assistance Program (EAP) <i>Up to 4 visits per incident</i>	\$0	\$0	\$0
Prescription drugs – mandatory generic <ul style="list-style-type: none"> Retail Pharmacy Home Delivery Pharmacy (Mail Service) 	<i>Up to 34-day supply:</i> \$15/\$25/\$40/\$50 <i>Up to 90-day supply</i> \$30/\$50/\$80/\$100	<i>Up to 34-day supply:</i> 20% after deductible <i>Up to 90-day supply</i> 20% after deductible	<i>Up to 60-day supply</i> <ul style="list-style-type: none"> Medical Center Pharmacy: \$10/\$20/\$35 Community participating pharmacy: \$20/\$40/\$55 <i>Up to 90-day supply</i> \$8 /\$18/\$33
Wellness & Preventive Services <ul style="list-style-type: none"> Through age 6 Age 7 and older Adult 	\$0	\$0	\$0 <ul style="list-style-type: none"> Office visits at specified intervals, immunizations, lab and x-rays Annual check-up visit (primary care or specialist), immunizations, lab and x-rays Routine gynecological exam, Pap test, mammography screening, prostate exam (digital rectal exam), prostate specific antigen (PSA) test, and colorectal cancer screening.
Basic Dental <ul style="list-style-type: none"> Maximum Benefit - per member (except Orthodontic) Deductible Diagnostic and preventive Primary (basic) care 	\$2,000 \$50/\$100/\$150 \$0, no deductible 20% after deductible	\$2,000 \$50/\$100/\$150 \$0, no deductible 20% after deductible	\$1,000 \$25 per person See fee schedule See fee schedule

In-Network Benefits	COVA Care/ COVA Connect You Pay	COVA HDHP You Pay	Kaiser Permanente You Pay
Expanded Dental Option*	Optional*:	Included:	Included:
<ul style="list-style-type: none"> • Complex Restorative (inlays, onlays, crowns, dentures, bridgework) • Orthodontic <ul style="list-style-type: none"> – Lifetime maximum benefit (per member) 	50% after deductible 50%, no deductible \$2,000	50% after deductible 50%, no deductible \$2,000	See fee schedule See fee schedule \$1,000 (age 19 and under)
Routine Vision & Hearing Option*			
Vision (once every 24 months from Blue View Vision or EyeMed network providers) <ul style="list-style-type: none"> • Routine eye exam • Eyeglass frames • Lenses <ul style="list-style-type: none"> – Eyeglass lenses (standard plastic; single, bifocal or trifocal) or – Contact lenses – <ul style="list-style-type: none"> • Elective** conventional or disposable • Non-elective** 	\$40 20% off balance after plan pays \$100 \$20 15% off balance after plan pays \$100 Balance after plan pays \$250		
Hearing (once every 48 months) <ul style="list-style-type: none"> • Routine hearing exam • Hearing aids and other hearing aid related services • Benefit maximum 	Available for additional premium \$40 Balance after plan pays \$1,200 \$1,200		
Out-of-Network Option*	Plan payment reduced by 25%. Provider may balance bill for amount above allowable charge.	Not available	Not available

*Options are offered for an additional premium, and may be purchased in combinations as shown on the monthly premiums chart.

**Elective contact lenses are in lieu of eyeglass lenses. Non-elective lenses are covered when eyeglasses are not an option for vision correction.

AVAILABLE PLANS BY AREA

- **COVA Care** – All zip codes where you live outside certain Hampton Roads zip codes
- **COVA Connect** – Certain zip codes where you live in Hampton Roads
- **COVA HDHP** – Statewide where you live or work
- **Kaiser Permanente HMO** – Certain zip codes where you live or work, mainly in Northern Virginia

This is only an overview of your health care benefits. For details, see the appropriate Member Handbook or plan document, or visit www.dhrm.virginia.gov.

CONSIDER THE COVA HDHP

Depending on your circumstances, the **COVA HDHP (High Deductible Health Plan)** may be the right plan for you! Here are some things to think about:

- **No premium** for full-time employees.
- **Statewide plan** that uses the Anthem provider network.
- **Same covered services as COVA Care and COVA Connect.** You meet the annual deductible and then pay 20 percent of the cost.
- Includes **basic and expanded dental** coverage.
- May be a good option if you have **very few out-of-pocket medical expenses.** Routine annual check-ups and preventive care are covered at 100 percent with no deductible.
- Goes hand-in-hand with an individual **Health Savings Account (HSA)** you can set up to help pay your annual deductible and other qualified medical expenses.
 - HSAs are available at **banks or other financial institutions**
 - Your HSA contributions for medical expenses provide **tax savings**
 - Your HSA continues to accumulate, and you may **save or invest unused dollars**
 - Your HSA **goes with you** wherever you go.

Important things to remember:

- If you are considering the COVA HDHP, and want to set up an HSA, be sure to **consult a tax advisor** before you enroll.
- If enrolled in the COVA HDHP, the **IRS does not allow** you to have **both an HSA and a state-sponsored Medical Flexible Reimbursement Account.**

For more information: **COVA HDHP** - Visit the *DHRM Web site.*

Health Savings Accounts – Visit www.irs.gov for IRS publications.

WOMEN'S HEALTH AND CANCER RIGHTS

If you have had or are going to have a mastectomy, you may be entitled to certain benefits under the Women's Health and Cancer Rights Act of 1998 (WHCRA). For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient, for:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of the mastectomy, including lymphedemas.

These benefits will be provided subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under this plan.

FLEXIBLE REIMBURSEMENT ACCOUNTS OFFER OUT-OF-POCKET SAVINGS

There's an easy way to reduce your out-of-pocket health care or child and elder care costs. Enroll in a Medical or Dependent Care FRA! You save money because you pay for eligible medical or dependent care expenses with pre-tax dollars. Fringe Benefit Management Company, a division of WageWorks, administers the Commonwealth's FRAs. For a list of reimbursable expenses, visit www.myFBMC.com.

IMPORTANT THINGS TO KNOW

- **You may contribute \$10 or more each pay period** to both a Medical and Dependent Care FRA, up to \$5,000 per plan year. Make your contributions in whole dollars. For Dependent Care FRAs, the Internal Revenue Service does not allow you to exceed this amount in a calendar year. If you enroll in a Dependent Care FRA for the plan year beginning July 1, carefully evaluate your elections to be sure they remain within IRS limits.
- **A monthly administrative fee applies.** The fee is \$3.67 for one or both FRA accounts. The fee is deducted on a pre-tax basis.
- **Health reform has changed what's eligible.** You now need a prescription to be reimbursed for over-the-counter drugs through a Medical FRA.
- **Use It or Lose It!** File for reimbursement **on time** or you will lose the remaining money in your accounts. File for reimbursement by:
 - **Sept. 30, 2011**, for an FRA ending June 30, 2011.
 - **Sept. 30, 2012**, for an FRA ending June 30, 2012.

See the *Flexible Benefits Program Sourcebook* for more information.

CONVENIENT OPTIONS FOR FILING CLAIMS

- **Pay eligible medical expenses upfront.** Use the myFBMC CardSM Visa[®] card. New Medical FRA participants automatically receive the card. Using it is your decision and when you do, certain IRS rules will apply. The card is valid each plan year until the expiration date. You may still file a paper reimbursement form.
- **File your FRA claims and view your statements online.** It's a great way to "go green." Simply scan your claims reimbursement form into a computer and submit the scanned documents on the Website. Acceptable document formats are **.pdf, .jpg, .bmp or .gif**. See instructions at www.myFBMC.com.

IRS RULES FOR MEDICAL FRA REIMBURSEMENT CARDS

There are certain IRS rules to follow about validation of claims expenses when you use the *myFBMC Card Visa Card*. In certain cases, you must complete an *FRA Claim Form*, attach supporting documents, and send it to Fringe Benefits. **Your card will be deactivated if you fail to take this step.**

For more information:

- See the *Flexible Benefits Program Sourcebook*
- Visit the DHRM Web site at www.dhrm.virginia.gov, Employee Benefits, Flexible Benefits Program
- Go to www.myFBMC.com or call 1-800-342-8017.



Enroll Now!

*If you take no action,
you will have no FRA.*

*Current FRAs end on
June 30.*

HOW TO CONTACT YOUR PLAN

COVA Care	
• Medical, vision and hearing	Anthem 800-552-2682
• Behavioral Health and EAP	ValueOptions 866-725-0602
• Prescription Drug	Medco 800-355-8279
• Dental	Delta Dental 888-335-8296
COVA Connect	
• Medical, vision, hearing • Behavioral Health and EAP • Prescription Drug	Optima Health 866-846-COVA (2682) or (757) 687-6350
• Dental	Delta Dental 888-335-8296
COVA HDHP	
• Medical, Prescription Drug and Dental	Anthem 800-552-2682
• Behavioral Health	Anthem 800-991-6045
• EAP	Anthem 800-346-5484
Kaiser Permanente HMO	
• Medical and vision	800-777-7902 or 301-468-6000 in Washington, D.C.
• Behavioral Health and EAP	866-517-7042
• Dental	888-518-5338

ATTEND AN OPEN ENROLLMENT MEETING NEAR YOU!

Learn how national health reform may affect you! Come to a one-hour meeting during the month of April on your health and flexible benefits. No registration is required.

Date	Location	Address	Time
April 11	Hampton	Thomas Nelson Community College • Moore Hall, Espada Room • 99 Thomas Nelson Drive	11:00 a.m.
April 11	Norfolk	Old Dominion University • Webb University Center, River Rooms 1510 West 48th Street (<i>parking in stadium garage on 49th Street</i>)	3:00 p.m.
April 12	Virginia Beach	Tidewater Community College • Virginia Beach Campus Advanced Technology Center, Technology Theater • 1800 College Crescent	2:30 p.m.
April 18	Richmond	VDOT Auditorium • 1221 E. Broad Street	3:00 p.m.
April 19	Richmond	Department of Motor Vehicles • Cafeteria • 2300 W. Broad Street	4:00 p.m.
April 19	Fredericksburg	University of Mary Washington • Stafford Campus, North Building • 125 University Boulevard	1:00 p.m.
April 21	Abingdon	Virginia Highlands Community College • Keyser-Aday Theatre, Room 605 Learning Resources Center • 110 Opportunity Lane	11:00 a.m.
April 22	Roanoke	Virginia Western Community College • Whitman Auditorium, Business Science Bldg. 3095 Colonial Avenue, SW	10:00 a.m.
April 22	Annandale	Northern Virginia Community College • The Theatre, Ernst Community Cultural Center 4001 Wakefield Chapel Road	1:00 p.m.
April 25	Harrisonburg	James Madison University • Highlands Room, Festival Conference and Student Center 1301 Carrier Drive	1:00 p.m.

For more information, please see your agency Benefits Administrator.

State Health Benefits Program plan design changes and premiums were accurate at press time. All published information is subject to change pending final approval of the state budget after the General Assembly veto session. We will notify you immediately if Open Enrollment information changes.