

HEALTH BENEFITS E-NEWS

*Department of Human Resource
Management
Office of Health Benefits*

December 19, 2014

Value of Healthcare File for W-2 Processing

The cost of health care benefits or “value of healthcare” is required by the Affordable Care Act to be included each year on W-2 Forms. To facilitate this, DHRM will again produce a file to provide the required value for each employee who was employed during the 2014 tax year.

- CIPPS agencies will receive information from the Department of Accounts regarding the W2 process.
- The non-CIPPS test file is available with the file name “BES-Test-W2-Value-of-Healthcare.”
- The non-CIPPS files will be run on December 22 and available on December 23, with the file name “BES-W2-Value-of-Healthcare.”

HIPAA Certificates No Longer Required

Effective January 1, 2015, employers are no longer required to automatically provide a HIPAA Certificate of Creditable Coverage when coverage ends for a health plan member. The certificate’s original purpose was to further HIPAA’s main goal of protecting individuals who switch from one job to another or who leave without taking another job. To achieve this goal, HIPAA limited the use of pre-existing condition exclusions, waiting periods and health status exclusions. The Affordable Care Act eliminated the use of pre-existing conditions to limit coverage. There may be occasions when a certificate may be needed by a former member and it should be provided upon request.

Since some plans may continue providing the certificate, the Office of Health Benefits will still ask agencies to obtain a copy of the HIPAA Certificate of Creditable Coverage or other documentation validating the loss of the other coverage in order to document HIPAA Special Enrollment requests.

Health Benefits Administration Training Scheduled

Dates have been set in February 2015 for health benefits administration training related to active employees and retirement, long-term disability and Extended Coverage (COBRA). You must register for the training on the COVA Knowledge Center. A link showing your agency’s Knowledge Center site address may be found on the DHRM website home page at www.dhrm.virginia.gov.

The health benefits administration courses include:

Health Benefits Administration – Active Employees

This two-day course is designed for agency human resource professionals, health benefit administrators and payroll employees whose job responsibilities require specific and detailed knowledge of the state's health benefits programs. The course provides a review of the policies and procedures for the Active State health benefits and the flexible benefits programs. It also provides an overview of the benefits eligibility system (BES).

• **Dates and Location:**

February 4-5, 2015

8:30 am – 4pm

The POD: James Monroe Building

6th Floor, 101 N. 14th Street, Richmond, VA 23219

Parking Information:

<http://cityparkingonline.com/parking/daily-parking/>

Health Benefits Administration – Retirement/LTD/COBRA

This course is designed for the human resource or payroll professional that is responsible for the administration of an agency's health benefits program. This course focuses on the Retiree health benefits program (which includes LTD participants and Survivors) and enrollment procedures and provides an in-depth review of Extended Coverage. Also included is an overview of the State Health Plan's HIPAA Privacy Policy.

• **Date and Location:**

February 26, 2015

8:30 am – 4pm

The POD: James Monroe Building

6th Floor, 101 N. 14th Street, Richmond, VA 23219

Parking Information:

<http://cityparkingonline.com/parking/daily-parking/>

Please do not reply to this e-mail. You may send inquiries to the Office of Health Benefits mailbox at ohb@dhrm.virginia.gov.