

# **HEALTH BENEFITS E-NEWS**

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

**May 30, 2008**

## **Clarification on Employee Premium Increase Credit (EPIC)**

Beginning July 1, 2008, most state employees will receive an EPIC in order to offset increased health plan premium costs. The Department of Accounts (DOA) has clarified how the EPIC will be administered in Payroll Bulletin (Volume 2008-07), which includes charts indicating what the employee will pay and what the agency will pay in premiums for specific employee classifications. The direct link on the DOA Web site is [http://www.doa.virginia.gov/Payroll/Payroll\\_Bulletins/2008/2008\\_07.pdf](http://www.doa.virginia.gov/Payroll/Payroll_Bulletins/2008/2008_07.pdf).

## **Flexible Reimbursement Account Elections Now Updated Automatically**

State agencies in the Central Integrated Payroll and Personnel System (CIPPS) will no longer be required to key Flexible Reimbursement Account (FRA) elections into CIPPS. While Benefits Administrators and payroll managers will continue to key these elections into BES, the Department of Accounts will automatically update FRA elections from BES to CIPPS. The automatic update does not apply to decentralized agencies.

Fringe Benefits Management Company (FBMC) will mail FRA confirmation letters to participants in June. Be sure to remind your agency employees participating in an FRA beginning July 1 to bring any discrepancies in this information to your attention. Requests for modifications or corrections should be faxed directly to OHB on the Agency Request for Assistance form at (804) 371-0231.