

HEALTH BENEFITS E-NEWS

*Department of Human Resource
Management
Office of Health Benefits*

July 22, 2015

Agencies May Now Key All Marriages in BES

The eligibility definition for a spouse under the State Health Benefits program requires that the marriage be recognized as legal in the Commonwealth of Virginia. With the June 26, 2015 U.S. Supreme Court ruling, same-sex marriages are now legal in all 50 states and the District of Columbia.

Prior to the high court's June ruling, 39 states and the District of Columbia recognized same-sex marriages. Virginia's effective date was October 6, 2014. Because of the multiple effective dates governing the legalization of same-sex marriages, the Office of Health Benefits had been keying these marriages in BES.

Effective immediately, state agencies will be allowed to key all marriages performed in the USA as of June 26, 2015 and add the spouse to health coverage. There must be valid documentation of a certified, official marriage certificate registered in the applicable jurisdiction in order for a spouse to be covered under the health benefits program.

In the case of marriages performed outside of Virginia prior to June 26, 2015, you must ensure the marriage was considered legal based on that state's recognition of same-sex marriages. If you are unsure whether the spouse can be covered based on the documentation provided, contact the Office of Health Benefits for guidance.

Make Appointments with a Doctor Online!

Employees enrolled in COVA Care, COVA HDHP, COVA HealthAware and Kaiser Permanente can now have a one-on-one visit with a doctor using a mobile device or computer with a webcam – any time, 24 hours a day. Depending on the plan, the cost is the same or less than a primary care physician visit. Some of the most common conditions that can be treated through an online physician are cold and flu symptoms including cough, fever and headache, sinus and ear infections, and allergies.

For more information on what each plan provides, visit the Online Doctor's Visits web page on the DHRM website at <http://www.dhrm.virginia.gov/healthcoverage/onlinedoctorvisits>.

COVA HealthAware participants: a Teladoc Welcome Kit will be mailed to home addresses.

COVA Care or COVA HDHP participants: If you missed the June 18th Anthem LiveHealth Online webinar, you can listen to it online at <http://www.dhrm.virginia.gov/benefitsadministration/benefits-administration-webinars>. You can also get the materials and hear the webinar at anthem.com/cova.

Processing of Weight Watchers Reimbursements

There have been changes to the Department of Human Resource Management's (DHRM) Weight Watchers reimbursement process with the launch of the "Cardinal" state accounting and reporting system. Below is an outline of the new process and how it differs from past procedures.

Report Placed in Agency FTP Folders: A report called "BES-Taxable-Incentives" will be available to agencies four times a year - on September 4, December 4, March 4 and June 4. It includes a cash incentive category. The cash incentive "bucket" is for cash paid directly to the employee, such as the Weight Watchers reimbursement. Your agency's FTP folder will include a list of employees who are entitled to a Weight Watchers reimbursement, their agency and employee ID number, name, the amount of the reimbursement and their mailing address.

If your agency needs access to the HuRMan portal, please visit the ITECH web page at <http://web1.dhrm.virginia.gov/itech/> or contact the Help Desk at ihelp@dhrm.virginia.gov.

Weight Watchers Reimbursement Payments to Agencies: The reimbursements are paid through the Health Insurance Fund (HIF).

Old Process: An Interagency Transfer (IAT) was done and posted to the receiving agency's account and fund.

New Process: Reimbursements are paid to agencies in Cardinal using electronic transfer (Electronic Data Interchange, or EDI).

- Agencies will need to code to the correct account as if receiving funds from a vendor or depositing a check.
- The total EDI includes FICA (7.65 percent of incentive) taxes.
- DHRM will transfer funds every three months. The last transfer was in June and the next will be the first week in September 2015.
- Payments to individuals will not be impacted.

Handling the Weight Watchers Cash Incentive:

- *CIPPS agencies:* Add the reimbursement/incentive payment to the employee's paycheck and withhold the appropriate taxes. Use Special Pay 033, HLTINCTV. See Payroll Bulletin 2012-04 at www.doa.virginia.gov/Payroll/Payroll_Main.cfm.
- *Non-CIPPS agencies:* Add the reimbursement/incentive payment to the employee's paycheck and withhold the appropriate taxes.

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