

HEALTH BENEFITS E-NEWS

*Department of Human Resource
Management
Office of Health Benefits*

May 26, 2020

Health Benefits Program Offers Online EAP Resources to Wage and Waived Employees

To assist with work, family and other personal issues during the COVID-19 pandemic, state wage employees may access website resources through the Anthem and Aetna Employee Assistance Programs until June 30. These online educational services are offered at no cost to wage and waived employees who are not covered by a state health plan.

Individual services such as face-to-face counseling, legal consultation, telephonic financial counseling, and work/life consultation services are not included.

Anthem: Services can be accessed by going to www.anthemeap.com and entering the Company Code *EAP Can Help*.

Aetna: Employees can contact Aetna Resources For Living (RFL) for support and resources.

Please see [Employee Assistance for Wage and Waived Employees](#) for more details.

Employer FICA Costs for SmartShopper Program

The Office of Health Benefits has determined that the employer FICA costs associated with SmartShopper incentive payments (7.65% of the total payment amount) cannot be borne by the Health Insurance Fund, so agencies will receive only the amount of the employee reimbursement or incentive. You may have noticed that this change was implemented with your most recent SmartShopper payments.

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