BENEFITS

Initial Enrollment - Genworth Long-Term Care Provider

The Initial Enrollment with the State’s new Long-Term Care (LTC) provider, Genworth, will be March 22 – April 30.

Please do not confuse this Initial Enrollment with Health Benefits Open Enrollment. LTC is not health insurance and is not part of our Health Benefits. LTC is insurance that helps pay the costs of in-home or facility care if you become unable to care for yourself and is more commonly thought of as “nursing home” insurance.

You can enroll on-line at www.genworth.com/coy or you can call Genworth at 866-859-6060 for an enrollment kit. All full and part-time salaried state employees are eligible.

All the information you will need is available on-line or in an enrollment kit including how to:

- Enroll yourself (guaranteed issue, no health questions for employees)
- Enroll your spouse and other eligible family members
- Calculate your monthly cost/post-tax payroll deduction

Health Benefits OPEN ENROLLMENT: April 16 - May 17, 2010

Open Enrollment actions/changes will be effective July 1, 2010 and will be reflected on the July 16, 2010 pay day.

During Open Enrollment, you are able to:

- Use EmployeeDirect (EDirect) 24/7 to make your elections/changes on-line.
- Remove family members from your health insurance.
- Add eligible family members to your health insurance (documentation of eligibility required: spouse – copy of marriage license/certificate and copy of first page of your 2009 tax form 1040/1040A; children – copy of birth certificate, copy of adoption paperwork or copy of court order awarding custody).
- Add or remove optional features to/from your health insurance (Out of Network, Expanded Dental and/or Expanded Dental, Vision & Hearing).
- Enroll in or re-enroll in a Flexible Reimbursement Account (FRA). You must re-enroll in an FRA. FRAs do not automatically re-new each year.

Additional information will be provided via e-mails, the Human Resources website and University Announcements. Also, a “SpotLight” newsletter will be mailed to your home this month.

Summer Tuition Assistance Deadline

The Summer 2010 semester/sessions deadline for tuition assistance programs sponsored and administered by the Department of Human Resources is Monday, May 3, 2010 at 5:00 p.m. Completed application with a copy of proof of registration must be received by the Department of Human Resources by 5:00 p.m.

The Summer tuition assistance program is available to eligible classified, hourly, full-time faculty and full-time administrative and professional faculty. Summer tuition assistance is not available to spouses and dependents. Please visit the Department of Human Resources’ web page for eligibility and program policies: http://www.odu.edu/ao/humanresources/benefits/tuition.shtml

The income cap for Tuition Assistance Eligibility is currently $89,000. Annual income or income as it applies to the cap for Tuition Assistance Program eligibility is the employee’s creditable annual compensation used to determine Old Dominion University’s contribution to the employee’s retirement plan (VRS or ORP). Any action which causes an employee’s creditable annual compensation to exceed the $89,000 cap (i.e. change from 10 to 12 month contract, negotiation of an increase due to a competitive offer or faculty participation in the academic affairs salary conversion program) will make the employee, their spouse and dependents ineligible for participation in the tuition assistance program.

Applications are available at: http://forms.odu.edu/show_dept.php?dept=hr. For planning purposes, the deadline for the Fall 2010 semester (eligible employees, spouses and dependents) is Monday, August 2 @ 5:00 p.m.

VRS Profiles Going Paperless

This year’s annual VRS Member Benefit Profile (MBP) will only be available on-line through MyVRS for Employees. If you have not activated your MyVRS account - give it a try.

In addition to providing access to your MBP, MyVRS is a valuable tool for 24/7 access from your office or home computer and for calculating your VRS retirement benefit using your account data. Access MyVRS at the VRS website: www.varetire.org.

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