



# West Virginia National Guard Human Resources Office Bulletin



**Bulletin Number: 15-01**

**Date: 26 November 2014**

**Applicability: National Guard (NG) Temporary Technicians**

## **Temporary Technician Eligibility for the Federal Employees Health Benefits Plan (FEHBP)**

**Subject:** Modification of Eligibility for Enrollment under Federal Employees Health Benefits Program (FEHBP), and effect on TRICARE Reserve Select (TRS) Eligibility for Temporary Technicians

**References:** Federal Register Vol. 79, No. 201, 17 October 2014  
5 CFR 890.301  
Office of Personnel Management Benefits Administration Letter 14-210  
Public Law 109-364, 17 October 2006

**Effective Date:** 17 November 2014

**Summary:** To further the goal of providing affordable health insurance to Federal Employees, the Office of Personnel Management (OPM) has issued a final rule modifying coverage under the Federal Employees Health Benefit (FEHB) Program to include certain temporary, seasonal, and intermittent employees. Newly eligible employees and those hired after the effective date of implementation, will be afforded the same government contribution as a permanent full-time employee, and will only be responsible for the employee portion of the premium.

### **Eligibility**

Under this regulation coverage may be extended to any temporary, seasonal, or intermittent employee who meets the definition of a full-time employee, working an average of 130 hours in a calendar month, and whose appointment exceeds 90 days. Any appointment under 90 days in duration does not confer eligibility for FEHB unless it is extended beyond the 90 day window.

Temporary employees who have worked for 12 consecutive months, and attained eligibility, and are expected to continue employment for 130 hours per month for at least 90 days will now be eligible to receive full employer contributions toward the FEHB premium and will no longer be subject to the 102% cost previously established.

## **Enrollment Information**

Enrollments for newly eligible employees will be accepted during a 60 day period after the employing office notifies employees of their eligibility to enroll in an FEHB health plan. Coverage will become effective as provided for by 5 C.F.R. 890.301 (the first day of the first pay period that begins after the date the employing office receives an appropriate request and that follows a pay period during any part of which the employee is in pay status). In accordance with this definition, the first day coverage could potentially become effective for employees is **30 November 2014**. Enrollments under this provision will be accepted through January 2015 as directed by OPM.

Initial FEHB enrollments will be processed by submitting the enclosed **SF 2809** Health Benefits Election Form to the Human Resource Office (HRO). At this time the Army Benefits Center-Civilian (ABC-C) cannot accept or process enrollments. Although law requires the implementation of this modification, systems are not currently in place to accept electronic enrollment or to deduct appropriate premiums from technician pay. Please be advised debt may occur if enrollment is received by this office and processed prior to the date systems are made able to process enrollments for deduction purposes. Enrollments will continue to be processed through the HRO until systems are able to process enrollments electronically.

## **FEHB Eligibility and TRS**

Public Law 109-364 excludes individuals eligible for health insurance under the FEHB Program from coverage under TRICARE Reserve Select; therefore all Technicians who gain FEHB eligibility under this change in law will become ineligible for TRS, and will lose their existing TRS coverage at a date determined by the carrier, upon election of FEHB. It is the responsibility of the service member to notify TRS of the gain of FEHB eligibility.

## **Resources / Plan Information**

Information regarding FEHB plan choices, covered services, and cost can be found at the following:

<http://www.opm.gov/healthcare-insurance/healthcare/>

<https://www.plansmartchoice.com/Registration.aspx?nosession=Y>

<http://www.opm.gov/healthcare-insurance/healthcare/plan-information/compare-plans/>

Enclosure 1: Standard Form 2809 FEHB Enrollment Form

Enclosure 2: Department of Defense Employee Handout: FEHB Expansion

**HRO Contact Information for Enrollment Submission**

Enrollment forms will be accepted in the HRO via fax, regular mail, or email at the following:

- Human Resource Office Fax: 304-561-6435
- Email Point of Contact [Jessica.d.mullins2.mil@mail.mil](mailto:Jessica.d.mullins2.mil@mail.mil)
- Mailing Address: West Virginia National Guard  
Attention HRO: Benefits Team  
1703 Coonskin Drive  
Charleston, WV 25311

**For more information concerning the modification to FEHB eligibility please call the Technician Hotline at 304-561-6749.**

  
PAIGE P. HUNTER  
Colonel, WVANG  
Human Resource Officer