***Department of Accounts***

***Payroll Bulletin***

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| **Calendar Year 2022** | **May 31, 2022** | **Volume 2022-05** |

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| *In This Issue of the Payroll Bulletin…....* | * **FY 23 Benefit/Deduction Rates**
* **FY 23 Healthcare Rates (rev 07/08/2022)**
 | The Payroll Bulletin is published periodically to provide CIPPS agencies guidance regarding Commonwealth payroll operations. If you have any questions about the bulletin, please email payroll@doa.virginia.gov.State Payroll Operations**Director Cathy C McGill**Assistant Director Carmelita Holmes |

**FY 23 Benefit/Deduction Rates**

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| Introduction | This Payroll Bulletin provides information regarding benefit rates for Fiscal Year 2023. Please provide a copy of this bulletin to all appropriate personnel within your agency**.** |

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| Flexible Benefit Admin Fee  | The flexible spending account administrative fee (Deduction 023) remains at $25.20 per year. This is an employee-paid, pre-tax fee withheld the first pay period of each month. The annual fee of $25.20 is pro-rated based on the employee’s number of pays (see fee schedule below).

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| --- | --- | --- | --- | --- |
| Number of Pays | 24 | 22 | 20 | 18 |
| Fee Amount  | $2.10 | $2.29 | $2.52 | $2.80 |

The deduction goal will be set with a deduction end date of 06/30/2023. |

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| Deferred Comp and Annuity Cash Match | The maximum amount of Supplemental Plan cash match that may be made for eligible s/m employees continues to be $20 per pay period with a maximum of $480 per year. Based on the number of pay periods, maximum deduction amounts per pay period are as follows:

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| --- | --- | --- | --- | --- | --- |
| Number of Pays | 12 | 18 | 20 | 22 | 24 |
| Max. Match Amt | $40.00 | $26.67 | $24.00 | $21.82 | $20.00 |

Note: Hybrid employees contributing less than 4% voluntary contribution to the hybrid plan are not eligible for the cash match on either the Supplemental Plan or an annuity. |

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| Optional Retirement Rates | The annual compensation limit for ORP’s has changed for FY23 to the maximum dollar amount of $305,000.  The employer contribution rates are 10.4% and 8.5% for existing “Plan 1” and “Plan 2” participants, respectively.  “Plan 2” participants continue to contribute 5% from pay. The annual compensation limit for retirement contributions for the plan year that begins July 1, 2022, (checks dated 7/16/2022 – 7/01/2023) is $305,000 for participants with membership dates on or after April 9, 1996.  The maximum dollar amount is $450,000 for employees who became plan members with any VRS-covered employer before April 9, 1996.  Please provide DOA with a list of employees whose annual salary exceeds the maximums no later than July 6 so proper goals can be established.  Also, contact DOA if new employees with salaries that exceed the maximum are added during the year. |

**FY 23 Benefit/Deduction Rates, continued**

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| VRS Retirement Rates | The maximum annual compensation for retirement contributions for the plan year that begins July 1, 2022, (checks dated 07/16/2022 – 07/01/2023) is $305,000 for participants with membership dates on or after April 9, 1996. The maximum is $450,000 for employees who became plan members with any VRS-covered employer before April 9, 1996. Please provide DOA with a list of employees whose annual salary exceeds the maximums no later than July 6 so proper goals can be established. Also, contact DOA if new employees with salaries that exceed the maximum are added during the year.

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| **Retirement - Plan 1** | **116 – 5011110** | **127 - 5011650** | **Amt Reported to VRS** | **Total Charged Agency** |
| State Employees – Elected Officials | 14.46% | 5.00%\* | 19.46% | 19.46% |
| State Employees – All Others | 14.46% | N/A | 19.46% | 14.46% |
| State Police (SPORS) | 29.98% | N/A | 34.98% | 29.98% |
| Judicial | 30.67% | 5.00%\* | 35.67% | 35.67% |
| VaLORS | 24.60% | N/A | 29.60% | 24.60% |
| **Retirement - Plan 2** |  |  |  |   |
| State Employees | 14.46% | N/A | 19.46% | 14.46% |
| State Police (SPORS) | 29.98% | N/A | 34.98% | 29.98% |
| Judicial | 30.67% | N/A | 35.67% | 30.67% |
| VaLORS | 24.60% | N/A | 29.60% | 24.60% |

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| **Hybrid** | **116-****5011110** | **105-5011660** | **106-****5011660** | **Total Charged Agency** |
| State Employees | 10.96% - 13.46% | 1.0% | .5% - 2.5% | 14.46% |
| Judicial | 27.17% - 29.67% | 1.0% | .5% - 2.5% | 30.67% |

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| **Group Life Insurance** | **120 - 5011140** | **Amt Reported to VRS** | **Total Charged Agency** |
| 1.34% | 1.34% | 1.34% |
|  |  |  |  |  |
| **Retiree Health Insurance Credit** | **115 - 5011160** |  |  |
| 1.12% | 1.12% | 1.12% |
|  |  |  |  |  |
| **VSDP** | **136/144 - 5011170** |  |  |
| 0.61% | 0.61% | 0.61% |

\* 5% member-portion continues to be paid for Plan 1 elected officials and Judicial coverage by the employer. All other Plan 1 employees pay the member portion. |

**FY 23 Healthcare Rates**

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| Healthcare Premium Schedules | On July 1, 2022, the new healthcare premiums specified in DHRM’s Spotlight Spring 2022 Open Enrollment Issue will take effect. All codes and rates for CIPPS processing are provided on the following pages. These rates do not include the premium reward. |

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| **Provider** | **Active Provider Code** | **Involuntary Separation Provider Code** | **Project Code****And Task** |
| COVA Care Basic (Includes basic dental) | 42 | 92 | AHI100 10 |
| COVA Care Expanded Dental | 44 | 94 | AHI100 10  |
| COVA Care Out-of-Network  | 43 | 93 | AHI100 10 |
| COVA Care Out-of-Network and Expanded Dental  | 45 | 95 | AHI100 10 |
| COVA Care Out-of-Network and Vision, Hearing and Expanded Dental  | 47 | 97 | AHI100 10 |
| COVA Care Vision, Hearing and Expanded Dental  | 46 | 96 | AHI100 10 |
| COVA HDHP (High Deductible Health Plan) | 50 | 90 | AHI300 10 |
| COVA HDHP ED (High Deductible Health Plan Expanded Dental)  | 105 | 155 | AHI300 10 |
| COVA Health Aware Basic | 101 | 151 | AHI200 10 |
| COVA HealthAware and Expanded Dental | 103 | 153 | AHI200 10  |
| COVA HealthAware, Expanded Dental and Vision  | 102 | 152 | AHI200 10 |
| Kaiser Permanente HMO (Available in Northern Virginia Only) | 06 | 56 | AHI810 40 |
| Optima Health Vantage HMO (Available in Hampton Roads only) | 30 | 80 | 0000115265 |
| TRICARE | 110 | 160 | AHI820 40 |

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|  | Healthcare premium changes will occur July 1, 2022, with the BES to CIPPS automated update. If you have any questions about the schedules, contact Renee Ancarrow via e-mail at renee.ancarrow@doa.virginia.gov or (804) 225-2246. |

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| **COVA Care Basic (BES – ACC0)** |
| **Provider Code: 42/92** |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $47.00  | $354.50  | $401.50  |   | $94.00  | $709.00  | $803.00  |
| D - Employee Plus One | $108.50  | $634.00  | $742.50  |   | $217.00  | $1,268.00  | $1,485.00  |
| F - Family | $147.50  | $929.50  | $1,077.00  |   | $295.00  | $1,859.00  | $2,154.00  |
| O - Employee Only - Part Time | $401.50  | $0.00  | $401.50  |   | $803.00  | $0.00  | $803.00  |
| T - Employee Plus One - Part Time | $742.50  | $0.00  | $742.50  |   | $1,485.00  | $0.00  | $1,485.00  |
| M - Family - Part Time | $1,077.00  | $0.00  | $1,077.00  |   | $2,154.00  | $0.00  | $2,154.00  |
|  |  |  |  |  |  |  |  |
| **COVA Care OON (BES – ACC1)** |
| **Provider Code: 43/93** |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $56.50  | $354.50  | $411.00  |   | $113.00  | $709.00  | $822.00  |
| D - Employee Plus One | $125.50  | $634.00  | $759.50  |   | $251.00  | $1,268.00  | $1,519.00  |
| F – Family | $173.00  | $929.50  | $1,102.50  |   | $346.00  | $1,859.00  | $2,205.00  |
| O - Employee Only - Part Time | $411.00  | $0.00  | $411.00  |   | $822.00  | $0.00  | $822.00  |
| T - Employee Plus One - Part Time | $759.50  | $0.00  | $759.50  |   | $1,519.00  | $0.00  | $1,519.00  |
| M - Family - Part Time | $1,102.50  | $0.00  | $1,102.50  |   | $2,205.00  | $0.00  | $2,205.00  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **COVA Care ED** **(BES – ACC2)** |
| **Provider Code: 44/94** |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $64.00  | $354.50  | $418.50  |   | $128.00  | $709.00  | $837.00  |
| D - Employee Plus One | $140.00  | $634.00  | $774.00  |   | $280.00  | $1,268.00  | $1,548.00  |
| F – Family | $193.50  | $929.50  | $1,123.00  |   | $387.00  | $1,859.00  | $2,246.00  |
| O - Employee Only - Part Time | $418.50  | $0.00  | $418.50  |   | $837.00  | $0.00  | $837.00  |
| T - Employee Plus One - Part Time | $774.00  | $0.00  | $774.00  |   | $1,548.00  | $0.00  | $1,548.00  |
| M - Family - Part Time | $1,123.00  | $0.00  | $1,123.00  |   | $2,246.00  | $0.00  | $2,246.00  |

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| **COVA Care OON/ED (BES – ACC3)** |
| **Provider Code: 45/95** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $73.50  | $354.50  | $428.00  |   | $147.00  | $709.00  | $856.00  |
| D - Employee Plus One | $157.00  | $634.00  | $791.00  |   | $314.00  | $1,268.00  | $1,582.00  |
| F - Family | $219.00  | $929.50  | $1,148.50  |   | $438.00  | $1,859.00  | $2,297.00  |
| O - Employee Only - Part Time | $428.00  | $0.00  | $428.00  |   | $856.00  | $0.00  | $856.00  |
| T - Employee Plus One - Part Time | $791.00  | $0.00  | $791.00  |   | $1,582.00  | $0.00  | $1,582.00  |
| M - Family - Part Time | $1,148.50  | $0.00  | $1,148.50  |   | $2,297.00  | $0.00  | $2,297.00  |
|  |  |  |  |  |  |  |  |
| **COVA Care V/H/ED (BES – ACC4)** |
| **Provider Code: 46/96** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $74.00  | $354.50  | $428.50  |   | $148.00  | $709.00  | $857.00  |
| D - Employee Plus One | $158.00  | $634.00  | $792.00  |   | $316.00  | $1,268.00  | $1,584.00  |
| F - Family | $220.00  | $929.50  | $1,149.50  |   | $440.00  | $1,859.00  | $2,299.00  |
| O - Employee Only - Part Time | $428.50  | $0.00  | $428.50  |   | $857.00  | $0.00  | $857.00  |
| T - Employee Plus One - Part Time | $792.00  | $0.00  | $792.00  |   | $1,584.00  | $0.00  | $1,584.00  |
| M - Family - Part Time | $1,149.50  | $0.00  | $1,149.50  |   | $2,299.00  | $0.00  | $2,299.00  |
|  |  |  |  |  |  |  |  |
| **COVA Care FULL (BES – ACC5)** |
| **Provider Code: 47/97** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $83.00  | $354.50  | $437.50  |   | $166.00  | $709.00  | $875.00  |
| D - Employee Plus One | $175.00  | $634.00  | $809.00  |   | $350.00  | $1,268.00  | $1,618.00  |
| F - Family | $245.00  | $929.50  | $1,174.50  |   | $490.00  | $1,859.00  | $2,349.00  |
| O - Employee Only - Part Time | $437.50  | $0.00  | $437.50  |   | $875.00  | $0.00  | $875.00  |
| T - Employee Plus One - Part Time | $809.00  | $0.00  | $809.00  |   | $1,618.00  | $0.00  | $1,618.00  |
| M - Family - Part Time | $1,174.50  | $0.00  | $1,174.50  |   | $2,349.00  | $0.00  | $2,349.00  |

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| **COVA HealthAware Basic (BES – CHA)** |
| **Provider Code: 101/151** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $8.50  | $347.50  | $356.00  |   | $17.00  | $695.00  | $712.00  |
| D - Employee Plus One | $26.00  | $634.00  | $660.00  |   | $52.00  | $1,268.00  | $1,320.00  |
| F - Family | $26.50  | $928.00  | $954.50  |   | $53.00  | $1,856.00  | $1,909.00  |
| O - Employee Only - Part Time | $356.00  | $0.00  | $356.00  |   | $712.00  | $0.00  | $712.00  |
| T - Employee Plus One - Part Time | $660.00  | $0.00  | $660.00  |   | $1,320.00  | $0.00  | $1,320.00  |
| M - Family - Part Time | $954.50  | $0.00  | $954.50  |   | $1,909.00  | $0.00  | $1,909.00  |
|  |  |  |  |  |  |  |  |
| **COVA HealthAware + ED & Vision (BES – CHA1)** |
| **Provider Code: 102/152** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $30.00  | $347.50  | $377.50  |   | $60.00  | $695.00  | $755.00  |
| D - Employee Plus One | $66.00  | $634.00  | $700.00  |   | $132.00  | $1,268.00  | $1,400.00  |
| F – Family | $84.50  | $928.00  | $1,012.50  |   | $169.00  | $1,856.00  | $2,025.00  |
| O - Employee Only - Part Time | $377.50  | $0.00  | $377.50  |   | $755.00  | $0.00  | $755.00  |
| T - Employee Plus One - Part Time | $700.00  | $0.00  | $700.00  |   | $1,400.00  | $0.00  | $1,400.00  |
| M - Family - Part Time | $1,012.50  | $0.00  | $1,012.50  |   | $2,025.00  | $0.00  | $2,025.00  |
|  |  |  |  |  |  |  |  |
| **COVA HealthAware + ED (BES – CHA2)** |
| **Provider Code: 103/153** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $24.50  | $347.50  | $372.00  |   | $49.00  | $695.00  | $744.00  |
| D - Employee Plus One | $55.50  | $634.00  | $689.50  |   | $111.00  | $1,268.00  | $1,379.00  |
| F – Family | $69.50  | $928.00  | $997.50  |   | $139.00  | $1,856.00  | $1,995.00  |
| O - Employee Only - Part Time | $372.00  | $0.00  | $372.00  |   | $744.00  | $0.00  | $744.00  |
| T - Employee Plus One - Part Time | $689.50  | $0.00  | $689.50  |   | $1,379.00  | $0.00  | $1,379.00  |
| M - Family - Part Time | $997.50  | $0.00  | $997.50  |   | $1,995.00  | $0.00  | $1,995.00  |

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| **COVA HIGH DEDUCTIBLE HEALTH PLAN (BES – CHD)** |
| **Provider Code: 50/90** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $0.00  | $301.00  | $301.00  |   | $0.00  | $602.00  | $602.00  |
| D - Employee Plus One | $0.00  | $560.00  | $560.00  |   | $0.00  | $1,120.00  | $1,120.00  |
| F - Family | $0.00  | $818.50  | $818.50  |   | $0.00  | $1,637.00  | $1,637.00  |
| O - Employee Only - Part Time | $301.00  | $0.00  | $301.00  |   | $602.00  | $0.00  | $602.00  |
| T - Employee Plus One - Part Time | $560.00  | $0.00  | $560.00  |   | $1,120.00  | $0.00  | $1,120.00  |
| M - Family - Part Time | $818.50  | $0.00  | $818.50  |   | $1,637.00  | $0.00  | $1,637.00  |
|  |  |  |  |  |  |  |  |
| **COVA HIGH DEDUCTIBLE HEALTH PLAN ED (BES – CHD1)** |
| **Provider Code: 105/155** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $16.50  | $301.00  | $317.50  |   | $33.00  | $602.00  | $635.00  |
| D - Employee Plus One | $30.50  | $560.00  | $590.50  |   | $61.00  | $1,120.00  | $1,181.00  |
| F - Family | $44.50  | $818.50  | $863.00  |   | $89.00  | $1,637.00  | $1,726.00  |
| O - Employee Only - Part Time | $317.50  | $0.00  | $317.50  |   | $635.00  | $0.00  | $635.00  |
| T - Employee Plus One - Part Time | $590.50  | $0.00  | $590.50  |   | $1,181.00  | $0.00  | $1,181.00  |
| M - Family - Part Time | $863.00  | $0.00  | $863.00  |   | $1,726.00  | $0.00  | $1,726.00  |
|  |  |  |  |  |  |  |  |
| **KAISER PERMANENTE HMO (BES – KP)** |
| **Provider Code: 06/56** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $38.50  | $337.50  | $376.00  |   | $77.00  | $675.00  | $752.00  |
| D - Employee Plus One | $91.50  | $599.50  | $691.00  |   | $183.00  | $1,199.00  | $1,382.00  |
| F - Family | $130.50  | $876.50  | $1,007.00  |   | $261.00  | $1,753.00  | $2,014.00  |
| O - Employee Only - Part Time | $376.00  | $0.00  | $376.00  |   | $752.00  | $0.00  | $752.00  |
| T - Employee Plus One - Part Time | $691.00  | $0.00  | $691.00  |   | $1,382.00  | $0.00  | $1,382.00  |
| M - Family - Part Time | $1,007.00  | $0.00  | $1,007.00  |   | $2,014.00  | $0.00  | $2,014.00  |

|  |
| --- |
| **OPTIMA HEALTH VANTAGE (BES - OH130 )** |
| **Provider Code: 30/80** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $38.50  | $352.50  | $391.00  |   | $77.00  | $705.00  | $782.00  |
| D - Employee Plus One | $91.50  | $632.00  | $723.50  |   | $183.00  | $1,264.00  | $1,447.00  |
| F - Family | $130.50  | $917.00  | $1,047.50  |   | $261.00  | $1,834.00  | $2,095.00  |
| O - Employee Only - Part Time | $391.00  | $0.00  | $391.00  |   | $782.00  | $0.00  | $782.00  |
| T - Employee Plus One - Part Time | $723.50  | $0.00  | $723.50  |   | $1,447.00  | $0.00  | $1,447.00  |
| M - Family - Part Time | $1,047.50  | $0.00  | $1,047.50  |   | $2,095.00  | $0.00  | $2,095.00  |
|  |  |  |  |  |  |  |  |
| **TRICARE (BES – TRC)** |
| **Provider Code: 110/160** |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Employee Coverage Code** | **Semi-Monthly** |  | **Monthly** |
|  |  |  |  |  |  |  |  |
|  | **Employee** | **Agency** | **Total** |  | **Employee** | **Agency** | **Total** |
| S - Employee Only | $30.50  | $0.00  | $30.50  |   | $61.00  | $0.00  | $61.00  |
| D - Employee Plus One | $60.00  | $0.00  | $60.00  |   | $120.00  | $0.00  | $120.00  |
| F - Family | $80.50  | $0.00  | $80.50  |   | $161.00  | $0.00  | $161.00  |
| O - Employee Only - Part Time | $30.50  | $0.00  | $30.50  |   | $61.00  | $0.00  | $61.00  |
| T - Employee Plus One - Part Time | $60.00  | $0.00  | $60.00  |   | $120.00  | $0.00  | $120.00  |
| M - Family - Part Time | $80.50  | $0.00  | $80.50  |   | $161.00  | $0.00  | $161.00  |