

HEALTH BENEFITS

Eligibility – Full-time or part-time salaried employees working at least 20 hours per week. Employees working less than 32 hours per week will pay the full monthly premium.

Plans to choose from

COVA Care – Anthem.

COVA Health Aware – Aetna.

COVA HDHP – High Deductible Health Plan.

Kaiser Permanente HMO – Available in Northern Virginia, Central Virginia, and Northern Neck designated zip codes.

Optima Health HMO – Available primarily in Hampton Roads zip codes.

FSA

Flexible Spending Accounts – Option to enroll in Health or Dependent Care. See Section 3 of the enrollment form.

Forms to be completed in this section:

☐ **Health Benefits Enrollment/Waiver Form**

Health Benefits

- Please complete the enrollment form whether you are enrolling in a plan or waiving coverage.
- If you need assistance picking the right plan for you, please use [Alex, your Virtual Benefits Counselor](#)
- If you'd like to explore each healthcare plan in detail, please visit [Health Benefits for Active Employees](#)

☐ **Dependent Documentation (if applicable)**

Dependent Eligibility

- If you enroll in coverage and elect to cover dependents, then please provide the required documentation for each dependent. Please visit [Eligibility for Coverage for Health Benefits](#) for a complete list of acceptable documentation.