

## Federal Dental and Vision Insurance Program Updates (FEDVIP)

Coverage under the Federal Employees Dental and Vision Insurance Program (FEDVIP) was effective on December 31, 2006. FEDVIP proved to be extremely popular with Federal employees and annuitants, with more than 716,000 enrollments. We are looking forward to a successful first year.

Here are some important FEDVIP updates:

### Plan Updates

#### MetLife Dental

MetLife is in the process of streamlining their coordination of benefits (COB) process. The new process will be in effect February 5, 2006. MetLife coordinates benefits according to the FEDVIP law which requires the FEHB plan to pay first. MetLife has established a process that will limit the burden being placed on an enrollee. When an enrollee receives services from a MetLife provider, the following steps will occur:

1. The MetLife provider files the claim for services with MetLife.
2. MetLife reviews the claim for FEHB information and verifies as to whether or not the FEHB plan pays any dental benefits.
3. If the FEHB plan does not pay any dental benefits – MetLife processes the

claim and pays benefits that are due.

4. If the FEHB plan pays dental benefits, MetLife sends the claim to the FEHB provider for payment and then pays the claim based on the plan allowance.
5. MetLife sends an Explanation of Benefits to the enrollee and FEDVIP provider for information purposes. The MetLife enrollee does not have to contact his/her FEHB plan to pay the claim or obtain and FEHB EOB.

Enrollees are strongly encouraged to provide their FEHB information at the point of service and to review/update their FEHB information at

[www.benefeds.com](http://www.benefeds.com)

if it was not previously provided or has changed since the initial FEDVIP enrollment. If the enrollee does not provide their FEHB enrollment information to BENEFEDS or update the information when it changes, payment of their claims will be delayed.

#### BCBS Vision Plan

The FEP BlueVision network is separate from the medical network available under the FEHB Blue Cross and Blue Shield Service Benefit Plan. FEP BlueVision provides a network that includes Optometrists, Ophthalmologists and Optical Retailers. The FEP BlueVision network is getting bigger every day. Over 600 providers were recently

added, and many due to nominations made by enrollees.

#### **General FEDVIP Information**

As mentioned earlier, FEDVIP plans are required to coordinate benefits with FEHB carriers. Under the law, FEDVIP coverage is secondary to dental or vision benefits covered by the FEHB Program. The purpose of coordination of benefits (COB) is to provide the enrollee with the opportunity to have as much as possible of his/her out-of-pocket dental and/or vision expenses paid by “coordinating” benefits available to them through each plan.

#### **Key COB points:**

The majority of FEDVIP enrollees have medical coverage through the FEHB program. A majority of these FEHB plans contain some dental or vision benefits.

The FEDVIP carrier is responsible for the COB process, not the FEHB plan or the enrollee.

Enrollees are asked to provide their FEHB information during the FEDVIP enrollment process on

[www.benefeds.com](http://www.benefeds.com)

and the information is transmitted to the FEDVIP carrier. Enrollees are strongly encouraged to also provide their FEHB information to the office that is providing dental or vision services. If the enrollee fails to provide their FEHB enrollment information to BENEFEDS at the time of enrollment or update the FEHB enrollment information when it changes, payment of claims will be delayed.

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The actual COB process for the payment of claims will vary by carrier, however, in all cases, the FEDVIP provider should submit claims directly to the FEDVIP carrier who will coordinate benefits processing using one of the methods listed below:

1. Pay the applicable first and then pursue payment from the FEHB plan, if applicable;
2. Submit the claim to the FEHB plan first and then pay benefits based on any remaining balance; or
3. Pay the claim based on the estimated amount that the



FEHB plan would pay based on the plans' usual and customary charges or plan allowance and make any necessary adjustments at a later date.

Updates made by enrollees are automatically transferred to the dental and vision carriers by BENEFEDS on a daily basis.

**Updates to Demographic Information**

Updates to demographic (names, addresses, etc.) information should be made through BENEFEDS by the enrollee. Enrollees may update information by calling BENEFEDS at 1-877-888-3337, TTY 1-877-889-5680 or via the web at [www.benefeds.com](http://www.benefeds.com)



**TSP Tax Credit**

If you participated in the TSP during tax year 2006, you may be eligible for the Retirement Savings Contributions Credit.

This is available to participants with an adjusted gross income of no more than \$50,000 if married filing jointly, \$37,500 if head of household, or \$25,000 if single or married filing separately.

For information, consult your tax advisor or refer to IRS Form 8880.



**Mandatory Training**

All new employees, contractors, volunteers, or interns must complete the mandatory training courses: Records Management Awareness and Orientation to the Privacy Act.

These courses can be accessed thru the DOI Learn system and must be completed within 45 days of their Entrance on Duty (EOD) date.

<http://doilearn.doi.gov/>

**EEO Reminder**

Recently, all employees were asked to re-certify their ethnicity, race, and disability data in the Federal Personnel and Payroll System (FPPS) because OPM's reporting standards for this data have changed.

Here's how to update your self-identification on the Internet:

Log in to the Employee Express website:

[www.employeeexpress.gov](http://www.employeeexpress.gov)

Select the "Disability Update" topic under the Payroll – Personnel Action bar.

- Input the appropriate information.
- Select "Ethnicity and Race Indicator" topic under the Payroll - Personnel Action bar.
- Fill out the form. Don't forget to answer both ques-

tions. In Question 2 select as many of the five categories as may apply to you.

You have until March 20, 2007. Providing the data is voluntary. The data collected is kept confidential and used only for statistical purposes.

Contact the EEO Office at X5711, if you have questions or want more information on this topic.



**February 19th  
is a Federal  
Holiday, HR  
will be closed**



## IMPORTANT INFORMATION ABOUT YOUR W-2 STATEMENT (BLM Only)

The Department of the Interior's National Business Center has contracted with the TALX Corporation to provide an additional electronic service for our employees.

Beginning 02/02/07, employees have the option to electronically request a replacement W2 if the original was lost, stolen or never received. Replacement W2's will be available to individual employees through Employee Express.

Once logged on to Employee Express, select "Related Sites" and click on "The Work Number Proof of Employment and Income" button. This provides a link to The Work Number web site where the employee can request that a duplicate W2 be sent to a fax number, mailed to the home address or an alternate address, or downloaded to the PC for printing on a local printer.

In addition, employees can import W2 data directly into Turbo Tax, TaxCut, ezTaxReturn.com, Jackson Hewitt, Liberty Tax, TaxACT, and Complete Tax beginning February 2, 2007, but will be required to enter the company code (**10737**), his or her Social Security Number, and a PIN consisting of the full year of birth and the last four digits of the Social Security Number.

All active employees currently have access to the employee express web site using the PIN provided by Employee Express. If employees cannot locate their original PIN, a new PIN can be

reissued immediately by answering a series of identifying questions.

Once the employee has requested a reissue W2, a confirmation number will be given. The employee can check the status of the request by revisiting the web site and entering the confirmation number.

Questions or problems with Employee Express can be directed to the Employee Express help desk at 478-757-3030 or via email to [eehelp@opm.gov](mailto:eehelp@opm.gov).

Problems with The Work Number reissue service should be directed to the DOI Payroll Information Line at (303) 969-7732 or 1-800-662-4324.

Any questions concerning the data on the W2 should be addressed to the payroll contact for the agency.

The first use of TALX to order a replacement W2 or to import a W2 to a tax package is free to employees. However, the second request for the same employee will incur a \$10.00 charge, payable by credit card.

In addition, employees needing a replacement W2 for a tax year prior to 2006 will also incur a charge of \$15.00.

Employees who do not wish to pay this charge may contact the Payroll Information Line to request a second replacement or a replacement for a prior tax year.

### Access Information

Access to W-2 eXpress through Employee Express:

[www.employeeexpress.gov](http://www.employeeexpress.gov)

Access to W-2 eXpress through The Work Number:

[www.theworknumber.com](http://www.theworknumber.com)





## NIFC/BLM/BIA/NPS

3833 S Development Ave FA-202  
Boise, ID 83705  
Phone: 208-387-5523  
Fax: 208-387-5723



Bureau of Land  
Management

### HR Staff

Vacant	HR Officer	X5514
Sheri Kososik	HR Specialist ( ER)	X5527
Sandy Tripp	HR Specialist (Classification)	X5627
Wendy Little	Supv HR Specialist (Staffing)	X5564
Karin Nichols	HR Specialist (Staffing)	X5320
Suzanne Rebish	HR Specialist (Retirement)	X5388
Pamela Burrows	HR Assistant (FA100, FA600, BIA)	X5498
Angela Tallant	HR Assistant (FA300, NPS)	X5346
Nanette Cambron	HR Assistant (FA200, FA500, LEO)	X5518
Kelly Jardine	HR Assistant (Staff Assistant)	X5523

We're on the web!

[http://www.blm.gov/nifc/st/en/prog/fire/more/human\\_resources.html](http://www.blm.gov/nifc/st/en/prog/fire/more/human_resources.html)

### Guidance Resources On-Line

Guidance Resources On-line is a free employee assistance resource. On this website, employees are able to find information on

- Health and Wellness
- Family and Relationships
- Work and Education
- Money and Investments
- Law and Regulations
- Consumer and leisure

Employees also can email or call a Guidance Expert with questions they may have.

To check out the articles and news on the Guidance Re-

sources website, log on to:

[www.guidanceresources.com](http://www.guidanceresources.com)

Click on "First Time User" and create your userid and password

(Company/Organization ID is: FEDSOURCE)



### New Hire

Michelle Cruz Salum (BIA)  
Trudy Fagre (BIA)  
Don Smurthwaite (FA106)  
Sandra Braseth (FA117)  
Cory McCarthy (FA263)

### Retirements

Rich Caballero

### Training Calendar

Pathways  
February 12-16

1st Forty Supervisory Training  
March 12-16