



**Department of the Army (DA),  
Employment Policy Division (EPD),  
Benefits, Pay & Compensation (BP&C)  
Branch Newsletter**

February 2015

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## NEW DA BP&C Branch Newsletter

AG1-CP BP&C Branch

Welcome to the new Department of the Army (DA) Benefits, Pay & Compensation (BP&C) Newsletter! The purpose of this newsletter is to provide you with the latest updates regarding Civilian BP&C policies, guidance, and other relevant information. This newsletter is intended to improve engagement between the Commands, Civilian Human Resources Agency, Army Civilians and the AG-1 BP&C Branch regarding Army Civilian benefits, pay and compensation issues, so your suggestions for improvement are encouraged. BP&C-related topics will be brief with relevant links and resources cited for additional information. We will send out a newsletter at least once a quarter and possibly more frequently if needed.

## ANTHEM BLUE CROSS BLUE SHIELD SECURITY BREACH

By Sandra Howard-Pleasants

On 6 February 2015, Anthem Blue Cross Blue Shield stated they were the target of a very sophisticated external cyber-attack affecting their health insurance database that stores the health insurance records on 80 million individuals. Once the attack was discovered, they immediately made every effort to shut down the affected network. At this time, it is unknown who has been impacted or what information has been compromised. Current and former members affected will be notified directly by Anthem and offered credit monitoring and identity protection services free of charge. Benefits & Worklife Programs spoke with the Office of Personnel Management, the morning of 6 February 2015 and they are aware and monitoring the situation. Any further updates as they develop will be relayed promptly.

Anthem launched a website for employees to obtain additional information. Employees are encouraged to frequently visit Anthem's dedicated website for updated information and frequently asked questions. The website established by Anthem is reflected below.

<http://click.messageinsite.com/?qs=ee48e8cedbbfaffa03e8b664a806ddc9d9504120a924c9996ea645ed9f9bd855180c76725cdb0960>

## Flag Recognition Program

By Sandra Howard-Pleasants

The Civilian Service Recognition Act of 2011, (Public Law 112-73) dated 20 December 2011, [PLAW-112publ73.pdf](https://www.federalregister.gov/documents/2011/12/20/plaw-112-publ-73), authorizes presentation of a U.S. flag to the survivor(s) of an employee who dies from an injury incurred in connection with their employment as a result of criminal acts; acts of terrorism; natural disasters or other circumstances as determined by the President of the United States. OPM has now issued final regulations on the Flag Recognition Program on 14 September 2014 and was effective on 10 October 2014. <https://www.opm.gov/news/releases/2014/09/opm-issues-final-regulations-on-flag-recognition-benefit-for-fallen-civilian-employees/>

However, recently some Army Commands have implemented the established flag benefit program and have provided eligible survivors with this entitlement. In addition, further guidance was also provided to these Commands by BP&C Branch on authorized fly-over sites and the appropriate funding source.

The Department of the Army will publish an official Memorandum of Instructions to Army Commands once DoD publishes their Directive Type Memorandum guidance which is set to be released by mid-year 2015. **BP&C will keep Army Commands updated with this status as information is made available by DoD.**

## Federal Employee Health Benefits (FEHB) Self-Plus-One Added Entitlement

By Sandra Howard-Pleasants

Hear Ye! Hear Ye! Section 706 of the Bipartisan Budget Act of 2013 [Bipartisan Budget Act of 2013 - Section 706.docx](https://www.federalregister.gov/documents/2013/09/16/bipartisan-budget-act-of-2013-section-706) authorized the FEHB Program to offer a Self-Plus One enrollment type. The Self-Plus One enrollment type is defined as a category of coverage for the enrollee and one eligible family member. The new enrollment option will align the FEHB Program with commercial markets and spread costs across different enrollment types.

The eligibility criteria include Active Employees, Annuitants, Former Spouses under Spouse Equity Provisions and Former Employees and Children under Temporary Continuation of Coverage. Eligible individuals may elect coverage during the 2015 FEHB Program Open Season or for Qualifying Life Events (QLEs) that occur on or after January 2015. QLEs for Self-Plus-One include an increase or decrease in

enrollment of a covered eligible family member. **Note: An employee may not cancel his or her enrollment, decrease enrollment type or change to an FEHB plan that does not serve the area where his or her children live, if a valid Court or Administrative Order is in effect.**

One key point to note when electing Self-Plus-One option during the 2015 Open Season, it will not become effective until January 2016. The other key point is that the changes in regulation **do not** alter current FEHB employee, annuitant or family member eligibility guidelines.

BP&C Branch will provide further reminder communications of the FEHB Self-Plus-One entitlement via AG-1 CP Message, CPOL and other media communication prior to the upcoming open season, 9 November 2015 – 14 December 2015, to ensure the widest dissemination.

## NEW – Government Travel Charge Card (GTCC) New Chip & PIN Card

By Gary Buck

On October 17, 2014, President Obama issued an Executive Order, "Improving the Security of Consumer Financial Transactions", that requires federal agencies to upgrade payment cards and systems to employ enhanced security features, to include Chip and PIN technology.

As of mid-January 2015, Citi has begun the process of replacing Department of Defense's magnetic stripe Government Travel Charge Cards with Europay, MasterCard and Visa Chip and PIN cards.

Additionally, current active accounts expiring between February – December 2015 will be issued new cards (with the same account number) approximately 30 days prior to expiration. Accounts expiring after December 2015 will be issued new cards between July and December 2015. Cardholders must ensure their contact information on file with Citibank is correct prior to re-issuance. Once received, cardholders must update their Defense Travel System profile with the new expiration date.

## Workers' Compensation Program

### Update

By Karen Dowd-Carpenter

The Army Audit Agency (AAA) recently conducted an audit of the Workers' Compensation Program – Dual Benefits. As a result of the audit, AAA recommended an update to the Army Implementing Guidance for Workers' Compensation under the Federal Employees' Compensation Act (FECA) to incorporate steps for reviewing claims for dual benefits. The updated Implementing Guidance has been published and includes this and other revisions. Go to <http://cpol.army.mil/library/benefits/acwci/> for all of the latest Army Civilian Workers' Compensation Information.

The second quarter Army Workers' Compensation Chargeback Report (for the two quarters ending 31 December 2014) reflects 9,492 total claims received, with costs totaling \$78,734,029. By comparison, there were 9,696 cases in the second quarter of the previous chargeback year with costs of \$76,542,551.

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