



HR Highlights

On the Horizon

July 2019

New Prescription Drug Vendor as of July 1



Anthem Pharmacy, delivered through IngenioRx, became the state health benefits program's vendor for the prescription drug program's self-insured plans effective July 1. Employees and their covered family members in COVA Care, COVA HDHP and COVA HealthAware plans will be using IngenioRx during the terms of the most recent contract.

Letters have been mailed to members about the transition to the new program, including the transition of incentives for better management of diabetes, asthma, chronic obstructive pulmonary disease and hypertension.

Health and Wellness Programs

Members also received transition information on health and wellness programs, such as maternity management, care for chronic conditions and well-being/lifestyle coaching. These programs are now administered by the specific health plan vendors, and complement the wellness programs offered by CommonHealth around Virginia.



For more information, visit the individual [plan web sites](#).

Workforce Management



Agency Action Advisory Teams: Our June 27th announcement regarding the restructuring of AHRS, now Human Resource Consulting

Services, conveyed a plan to establish Agency Action Advisory Teams to help chart the course for the Talent Management, Compensation and Analytics, and Policy and Legislation Service Areas. We believe that these partnerships will provide the insight and expertise needed to develop the resources, tools, and policies we collectively need to build and strengthen our workforce.

The idea is not to add to your very full plates with endless meetings and homework assignments. Rather, we would like to assemble groups based on your interests and expertise to gather insight, ideas, and identify connections and networks you've established to meet strategic objectives. Some, like the Compensation Workgroup, will be formed to support new mandates, while most will be fluid assemblies of experts, some selected by DHRM and others by asking for volunteers. Outreach will begin in August. We look forward to this new approach and welcome your participation!

Workforce Planning: Thank you for enthusiastically working on the Workforce Planning Report and Guide. A couple of [related updates](#) as we work through this new Excel format.

Celebrate the 29th Anniversary of ADA! July 26 is the 29th anniversary of the [Americans with Disabilities Act \(ADA\)](#). DHRM has conducted an [Instagram](#) and [Twitter](#) campaign this month to celebrate this historic legislation. Be sure to put the 30th anniversary year on your calendar for 2020!

State Workers' Compensation Roadshows Almost Here! Workers' Compensation Services and MC Innovations are excited to announce the [dates and locations](#) for the 2019 Roadshows throughout the state.

Grievance Process Roundtable: Staff from the Office of Employment Dispute Resolution (EDR) met with 18 representatives from 13 agencies on July 15 to facilitate discussion and solicit feedback about the grievance procedure. EDR received valuable input and looks forward to continuing this discussion to more effectively meet agency and employee needs.



Update Your Emergency Contacts: Yes, it's July. What better time to be ready for those extreme seasonal weather events? DHRM will be sending HR Directors information soon about updating contact lists for use in the event of emergency closings.



Rewards

SmartShopper Adds Lab Services: COVA Care and COVA HDHP plan members may now earn rewards for lab services in addition to other medical services at certain facilities around Virginia. The lab must be a SmartShopper participating location. Encourage employees to call a Personal Assistant at **844-277-8991**

or log in to COVA.SmartShopper.com for more information.

Virginia State Employee Loan Program Update: Employees now will only be allowed to attempt and successfully pass either of the financial quizzes **twice** in a 24 hour period. In the past, employees had unlimited attempts to pass either quiz. Our intent is to create consistency and promote financial wellness with our borrowers, so that employees will have to read and retain the [financial education](#) received rather than going through the motions to get the state loan.

Engagement

Governor's Honor Awards Nominations

Deadline Approaching: There is a new way to honor excellence in state government. The Annual Governor's Honor Awards will take place every year in September. These are the most prestigious awards presented by the Commonwealth of Virginia, recognizing noteworthy accomplishments that significantly contribute to the advancement of the Commonwealth's strategic goals, mission objectives, and overall administrative excellence.



Remember that one of the Administration's goals is to significantly increase participation in the event. Be sure to submit nominations for your agency by August 5. The awards ceremony is September 18. See [more information](#) on the DHRM website, including FAQs for supervisors.

Number of CommonHealth Wellness Champs Sets Record: The [CommonHealth Wellness Champion Award](#) is an opportunity to celebrate the many ways that we work together to create healthier workplaces.

In 2019, CommonHealth received over 100 inspirational stories about [how individuals are making a difference](#) in the wellness of others in state government and affecting positive change in their work locations. 2019 winners will be announced in early August.

Comings and Goings...



New Chief Information Officer (CIO): Transitioning from the U.S. Department of Homeland Security, **Antonio Villafaña** joined DHRM this month. He most recently served in the Countering Weapons of Mass Destruction Office, Office of Health Affairs and Enterprise Business Management Office. Antonio has over 25 years of experience in application development, systems engineering, business process re-engineering, strategic planning and financial management. Welcome!



Cardinal Human Capital Management Platform: Welcome to **Kellie Bonner** and **Barbara Lee**, new HR Senior Business Analysts. Both will be lending their HR expertise as core members of the DHRM and DOA partnership team focused on transitioning PMIS, BES, TAL and a number of other systems to Cardinal. Kellie has held a variety of HR positions at VDH and VDOT. Barbara has held a variety of positions at DMV and the State Lottery. Both are well versed in the Commonwealth's HR programs and have direct experience with Cardinal. Welcome, **Kellie** and **Barbara!**



Leaving for New Opportunities: **Debbie Howe**, who now serves as a DHRM Senior HR Policy Consultant, will be joining the College of William and Mary in August as their new Employee Relations Director. She is a valuable member of our HR team and we will miss her expertise in policy and legislation, her dedication to our customers, and her common sense approach to the administration of our programs. Best wishes and good luck, Debbie!



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