

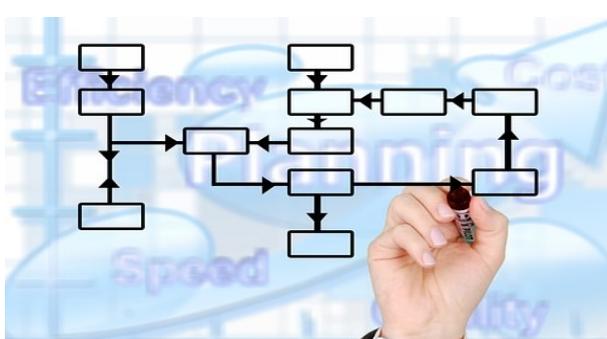
Focus on Open Enrollment: New State Health Plan for Hampton Roads



Open Enrollment for health benefits and flexible spending accounts (FSAs) is May 1-15. Beginning July 1, Optima Health will offer the Optima Health Vantage HMO to state plan participants in the Hampton Roads area. Employees and non-Medicare eligible retiree group participants will be able to elect the plan at Open Enrollment if they live or work in the 17 city or county zip codes in the plan's service area.

Other plan highlights: A plan primary care physician (PCP) is required to coordinate healthcare, but referrals to a specialist are not. There is out-of-area coverage for dependent children. See more on this and other important health benefits information in [Spotlight](#).

Workforce Management



Workforce Planning – Enhanced Template! We've made one slight enhancement to the Workforce Planning Template in the key data training section. Remember that this year, the report deadline is September 30, 2019 for all agencies. Be sure you are using Version 2019.7 which is located on the Welcome tab on the lower right hand corner. There are instructional webinars on the DHRM Website in the toolbox, and the enhanced template can be downloaded [here](#).

Legislative Update Webinar, May 23, 1:00—2:00 p.m.: Save the Date! A number of bills of interest to the HR community passed the 2019 General Assembly session. Learn more about these bills, the state's overall budget process, and why monitoring the General Assembly is so important for state HR professionals. Registration details will be distributed soon. In the meantime, here is a [summary](#) of legislation significant to HR.

Exit Survey: Thank you for utilizing the new Exit Survey HR Admin Tool. Thanks to you and your support in the direct launching of surveys, the response rate has increased. Exit Survey Data Reports for Fiscal Year 2019 Quarter 3 are live now. New users should complete the DHRM HR Systems Access form to access their report. If you have any questions about exit surveys or reports, please contact [Sumi Lanneau](#), Workforce Planning Consultant at 804.225.2507.

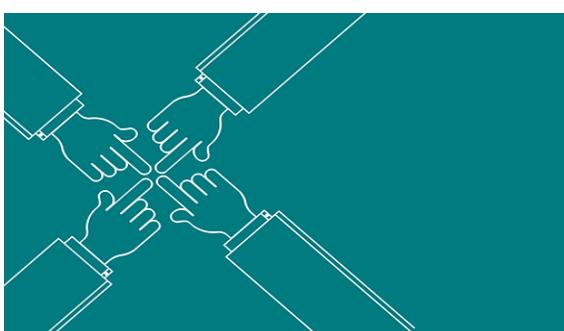
Loss Control Training: Do you or your employees need specialized training in such areas as ergonomics, incident investigation or fire safety? If so, consider special training from Workers' Compensation Services (WCS). [See more](#).



Rewards

Earn Health Plan Premium Rewards Again Starting July 1: The state health benefits program is again helping employees, retirees and/or their spouses in the COVA Care and COVA HealthAware plans earn rewards and reduce the amount of their state health plan premiums. To begin earning rewards July 1, participants **must complete and submit a health assessment between May 1 and May 15 during Open Enrollment**. See [additional guidance](#) and [Frequently Asked Questions](#).

Engagement



2019 OnTheSquareVA Launches on May 1: The second season of employee engagement activities gets underway in May on Capitol Square in Richmond and through OnTheSquare Anywhere. Help us make this year an even bigger success! [Here is a list of events](#).

Workplace Happenings....

Employment Dispute Resolution (EDR): With the hiring of DHRM's Equity, Diversity, and Inclusion Director, we are updating the grievance procedure's reference to EDR as a separate office area. Meanwhile, if you need any of our workplace conflict resolution services or information about the grievance procedure, you can find it at <http://www.dhrm.virginia.gov/edr>.