

### PayFlex Will Administer Flexible Spending Accounts (FSAs) Beginning July 1

As part of state health benefits changes for 2019-20, there will be a new vendor for FSAs. PayFlex will administer both Health FSAs and Dependent Care FSAs. Employees who enroll in a Health FSA will be mailed a PayFlex MasterCard before July 1 to use with their account. New and current FSA participants should be sure to register at [Payflex.com](http://Payflex.com) for the new plan year elections. After July 1, savings calculators will be available at [www.payflex.com/individuals/calculate-savings](http://www.payflex.com/individuals/calculate-savings) for the Health FSA and Dependent Care FSA. Employees can also review lists of eligible expenses, get answers to frequently asked questions, and much more.

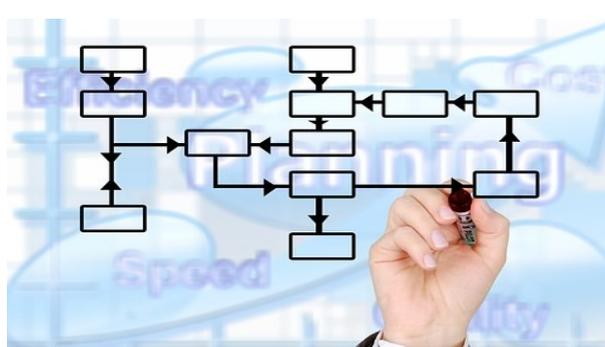


### Consider the Commonwealth Data Internship Program

The VITA [Commonwealth Data Internship Program \(CDIP\)](#), created in 2014, connects Virginia agencies, municipalities and localities with students from state colleges and universities. Through CDIP, Virginia college and university students have the opportunity to explore the use of data and analytics and create innovative solutions through research and development of use cases.



## Workforce Management



**Employment Equity Initiative:** Next month, DHRM will announce important employment and policy changes designed to support the Commonwealth's commitment to fair and equitable hiring and pay. The employment application has been redesigned and the compensation policy reformed. The change management process will include mass communications, FAQs, and an HR webinar to ensure an effective implementation on July 1. Stay tuned!

**Employment Opportunities Plan (EOP):** 2019 agency EOP plans are due on June 30. Each July 1, agencies are required to submit a formal EOP that outlines strategies for increasing the employment of individuals with disabilities. [See the template.](#)

**Disability Hiring Resources:** In an effort to more effectively promote hiring of individuals with disabilities, DHRM has updated its disability recruitment web pages. You will find recruitment facts and best practices, recruitment tools and helpful resources. [Check out the site!](#)

**Hiring of Wage Employees:** It's that time of the year when college and high school students are looking for summer jobs. It's also when many employers are interested in hiring workers temporarily. Wage employment is intended to cover periods of peak workloads, meet seasonal or short-term business needs, or provide for talent development in structured learning programs. Keep this [guidance](#) in mind.

**Preventing Measles in the Workplace:** You may have heard or seen in the news recently that measles have reappeared in the U.S. The Virginia Department of Health reported no known cases of measles in the state as of May 1. While the measles outbreak has not spread to Virginia, there are steps you can take now to mitigate any potential outbreak among employees. [More information...](#)

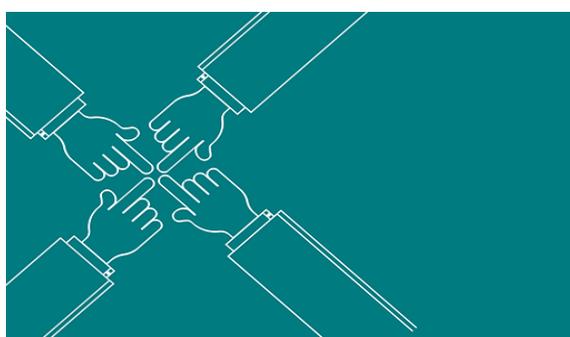


## Rewards

**June 10 Salary Adjustment:** It's an exciting time as HR prepares for the implementation of appropriated salary increases on June 10, 2019. Preview files are available to agencies on a weekly basis during May. All agencies are encouraged to review and prepare for the salary increases by following the instruction and guidance found in our [online compensation resources](#). If you have any questions or need assistance, please reach out the [DHRM compensation group](#) for help.

**Regional Service Awards Event :** The first regional event of its type to recognize employees with 40 or more years of service will be held on June 26 at the Southwest Higher Education Center in Abingdon. Governor Northam will present service awards to approximately 90 invited employees in Southwest Virginia. Honorees will be sent invitations to the event. This reception is the first of four planned to highlight the Commonwealth's commitment to recognizing the workforce and enhancing engagement through state government.

## Engagement



**Send Us Your Photos!:** Want to highlight something special about your agency on DHRM's website? We will be changing the "What Are People Doing?" section on the home page to a customer focus on "Who We Serve." Once a month, our website will feature a photo and brief article on an agency, college or university. Please send a photo of activity at your workplace and a brief description to [anne.waring@dhrm.virginia.gov](mailto:anne.waring@dhrm.virginia.gov).

## Comings and Goings....



**Employment Dispute Resolution (EDR):** Rebecca Lightle is our new EDR Consultant. Her primary focus will be on grievance rulings and AdviceLine. She comes to DHRM from law firms in both Richmond and Florida, and was most recently a judicial opinion editor for the Virginia Lawyers Weekly. Welcome, Rebecca!



**Administration:** LaDonna Judkins has joined DHRM as Agency Receptionist and Executive Assistant. LaDonna most recently worked for the Department of Education. Prior to that time, she worked at a variety of educational institutions in the Commonwealth. Welcome, LaDonna!

### Links of Interest:

[Governor](#)  
[OntheSquareVA Calendar](#)  
[Virginia Jobs](#)  
[Virginia Retirement System](#)  
[Virginia Values Veterans \(V3\)](#)

[CommonHealth](#)  
[Commonwealth of Virginia Campaign](#)  
[Employee Discourts](#)  
[Employee Recognition Handbook](#)  
[Weight Watchers](#)

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