



THE LOCAL CHOICE E-NEWS

Department of Human Resource Management State and Local Health Benefits Programs

March 1, 2022

Cardinal HCM Deployment

Cardinal HCM Project Management recently informed our Project Sponsors and Steering Committee that we will divide the remaining HCM localities into two deployment releases. After careful consideration, project leadership feels that an April 2022 (Release 2) rollout to a subset of localities is prudent.

All TLC groups with an October renewal date will go live in Cardinal as part of Release 2 on April 4, 2022. **This is NOT a change for this population.** Based on the go live date of April 4, 2022, OHB will assume COBRA administration for any termination of coverage requests received in our office after March 14, 2022.

All TLC groups with a July renewal date will go live in Cardinal as part of Release 3 in the fall of 2022. Until that time, your health benefits data will continue to be stored in the current Benefits Eligibility System (BES) and you will continue to access your health benefits reports via the HuRMan repository. The submission date for renewal selections and open enrollment dates in the E-News dated January 21, 2022, "IMPORTANT CHANGES for Upcoming Plan Year" will remain the same. We will **NOT** assume administration of COBRA until you go live in the fall of 2022.

Despite the disappointment of not being able to implement according to the previously communicated approach, we have the utmost confidence this strategy will allow for a smoother transition to the new Cardinal HCM. Given the critical nature of employee health benefits coverage, the bar for our success is exceptionally high.

We acknowledge that this change will inconvenience some localities and we apologize in advance. We appreciate the hard work and continued dedication localities have shown the Cardinal HCM project, and our goal is to deliver an application that meets the requirements of the Commonwealth and its employees.

As we are still finalizing the approach and timeline for Release 3, more information will be provided in the coming months. We look forward to continuing our work together as we implement Cardinal HCM statewide.

Please do not reply to this e-mail. You may send inquiries to The Local Choice mailbox at tlc@dhrm.virginia.gov.