



F OFFICE OF
INANCIAL **M**ANAGEMENT

STATE HR OVERVIEW & 15-18 INITIATIVES FMAC

January 28, 2016

State Human Resources

- Serves as the state's central HR policy making body.
- Provides leadership and support on enterprise HR strategic planning and collective bargaining.
- Oversight of HR foundation, systems and structure, rules and policy.
- Promotes HR governance model and infrastructure.
- Provides HR leadership and support to make the state an Employer of Choice.

Enterprise Classification, Compensation and HR Analytics

- Maintains the state's classification and compensation structures
- Pursues enterprise classification strategies
- Conducts compensation modeling and analysis for collective bargaining
- Business content owner for enterprise HR systems content and policy
- Provides HR analytics, analysis and monitoring on state workforce
- Provides consultation, training and tools on core HR functions

Workforce Planning, Performance, Rules & Appeals

- Provides leadership, expertise, tools, standards and strategies to help agencies plan, attract, recruit and retain a diverse and qualified workforce
- Administers the state employee survey, performance management confirmation program and state PSRW activities
- Aligns initiatives with lean principles and strengthen Washington as an Employer of Choice
- Provides leadership, expertise, support, and reporting on workforce management, forecasting, and planning
- Maintains the civil service personnel rules
- Oversees the Director's Review Program and Personnel Resources Board's appeal process

Labor Relations

- Represents Governor in negotiations for wages, hours, health care and working conditions for represented employees and represented publicly-funded workers
- Represents Governor in matters before the Public Employment Relations Commission
- Oversees contract administration
- Provides consultation and labor relations training

15-18 SHR Initiatives

- Statewide Initiatives – HR practitioner training, support to HR Governance model, leadership competency development, supervisory essentials, IT class study, 17-19 bargaining
- Data Initiatives – workforce planning, workforce analytics, cost modeling upgrade, Assignment Pay coding
- HR System Enhancements – Development and implementation of new enterprise ad-hoc reporting system ‘Washington Workforce Analytics’, Cost Impact Modeling (CIM) and Salary Project System (SPS) upgrades.
- Operational Initiatives – update HR website and lean improvements

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