



June 9, 2022

RATE DAY PRESENTATION

OFM

OFFICE OF FINANCIAL MANAGEMENT

Which fees support OFM services?

OFM Central Services (CSM)

Enterprise Resource Planning (CSM)

Enterprise Applications Fee (CSM)

Personnel Service Charge

OFM Labor Relations Service Charge

*CSM (Central Service Model)



OFM Central Services (CSM)

The central services model sets the fee based on an agency's budgeted FTEs. It supports the following OFM functions:



Accounting

Provides direction through state accounting policies and supports agencies with administering those policies through training and consulting services.



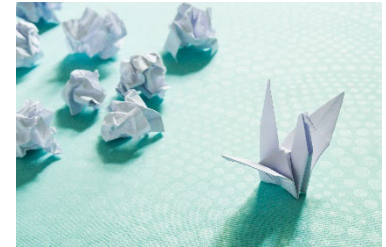
Budget

Monitors state agency activities for conformance with executive and legislative intent. Coordinates facilities oversight and planning needs for state agencies.



Forecasting

Provides the executive branch, the Legislature, and the public with estimates, forecasts, and reports on population, demographic characteristics, the economy and state revenues.



Policy

Works closely with stakeholders, constituents, legislators, and state and local government agencies to develop policy initiatives in support of the Governor's agenda.

Enterprise Resource Planning (ERP) Financing (CSM)



One Washington, led by OFM with stakeholder input from agencies, is an enterprise-wide transformation program focused on replacing 1960s-era technology with a cloud-based solution for finance, procurement, budget, HR, and payroll processes.

The first phase of the program is in progress and includes replacement of the Agency Financial Reporting System (AFRS) with a new, cloud-based enterprise resource planning (ERP) system.

Funding for these services is based on an agency's budgeted FTEs.

Enterprise Applications Fee (CSM)

This fee is based on an agency's budgeted FTEs. The funding allows OFM to maintain enterprise applications used by agencies to manage their budget, accounting, human resources, and reporting systems including:

- Agency Financial Reporting System (AFRS)
- 1099-MISC Reporting
- Capital Asset Management System (CAMS)
- Disclosure Forms Application (DF)
- Statewide Vendor/Payee Services (SVPS)
- Travel and Expense Management (TEMS)
- Agency Budget System (ABS)
- Agency Budget Requests (ABR)
- Bill Analysis and Tracking System (BATS)
- Capital Budget System (CBS)
- Fiscal Note Systems (FNS)
- Results through Performance Management System (RPM)
- Salary Projection System (SPS)
- The Allotment System (TALS)
- Facilities Portfolio Management Tool (FPMT)
- Bill Enrollment and Agency Requests System (BEARS) -- *coming in summer 2022 and will replace BATS*
- My Portal
- HRMS



Personnel Services Charges

This fee allows OFM to provide state human resource policy services to both general government agencies and higher education institutions. The revenue also supports the Public Employment Relations Commission which assists parties in resolving labor-management disputes and administers eight different collective bargaining laws for public sector employees.



General Government Rate

The statutory maximum rate for general government agencies can't exceed 1.5% of the salaries for all positions in classified service (RCW 41.06.280).

Starting in 2019, the Legislature required OFM to start billing state agencies for the total cost of administering the employee transit pass program. Payments received from agencies must be deposited into this account. For the 2021-23 biennium, the billing rate was reduced in the enacted 2022 supplemental budget.



Higher Education Rate

The statutory maximum rate for higher education institutions can't exceed 0.5% of the salaries for all positions in classified service (RCW 41.06.285).

Personnel Services Charges (cont.)

Provides the necessary funding for OFM to:

Administer:

- State classification and compensation structures
- Civil service personnel rules
- State Employee Engagement Survey
- Statewide strategic HR initiatives such as diversity, equity, and inclusion
- Business and employee resource groups
- Core HR training

Provide:

- Leadership and support to HR governance working committees to help make the state an employer of choice
- HR analytics, analysis and monitoring of the state's workforce
- Leadership as the business owner for the state's HR information technology systems (HRMS and financial and budgeting projections for employee compensation)

Oversee:

- Director's Review program and Personnel Resources Board's appeal process
- Washington Management Service, Exempt Management Service and state salary surveys
- State veterans' and affirmative action-related initiatives

OFM Labor Relations Service Fee

This fee allows OFM to provide labor relation services, such as contract negotiations and bargaining on grievances and other union issues.



General Government Rate

The general government rate for agencies can't exceed 0.1% of the salaries for all bargaining unit positions in classified service in agencies subject to collective bargaining.

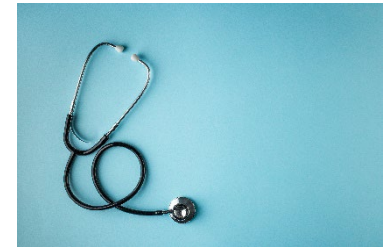
RCW 41.80.140



Higher Education Rate

The higher education rate also can't exceed 0.1%, but is charged to the operations appropriations of each agency.

RCW 41.80.140



Other Rates

Interagency agreements are used for some lines of business such as marine employees, Washington State Patrol, and non-state employees (adult family homes, childcare, home care, and language access providers).

OFM Labor Relations Service Fee

Provides the necessary funding for the State Human Resources Division to:

Conduct:

- Planning and training sessions with representatives of agencies and institutions of higher education in preparation for collective bargaining.
- Negotiations on behalf of the governor for state agencies and on behalf of higher education institutions.

Provide:

- “Train-the-trainer” support to agency HR staff on executed collective bargaining agreements.
- Advice and expertise to agencies and institutions of higher education addressing matters related to contract language.
- Financial projections for all aspects of state employee collective bargaining.
- Classification, compensation and data analysis and reporting related to represented classified employees.

Respond:

- To all demands to bargain over changes to mandatory subjects and lead bargaining until an agreement is reached.



FOR MORE INFORMATION:

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