



April 10, 2024

2024 Legislative Session Wrap Up

HR Managers Meeting

OFM

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Introduction

- Session January 8th – March 7th
- SHR sent an enacted bill reports on April 1, 2024



Employment

- Civil Service: **SSB 6157**
- State Employee Degree Requirements: **HB 2216**
- Definition of Veteran: **2SHB 2014**
 - HRMS data definitions revisions will be needed and coordinated through the Statewide HRMS Data Stewards.
 - Agencies will likely need to re-survey employees to see if any are newly eligible for the preference.
 - Employers will likely need to modify layoff procedures and exam preference.
 - Rules has begun rulemaking process for the definition of veteran and brought this item forward at April's rule review meeting



Payroll and Benefits

- Vacation Leave Accrual: **HB 2246**
- Student loans/PSLF: **HB 1950**
- Paid Sick Leave: **ESSB 5793**



Enterprise HR System Impacts

- **Technology Governance: SHB 1947**
 - Updates WaTech legal agency name from Consolidated Technology Services (CTS) to Washington Technical Solutions (WTS) in HRMS.
 - This agency name change will likely be noticed in any historical reporting, trending surveys and dashboards.
- **Vacation Leave Accrual: HB 2246**
 - Leave accrual will be extended in HRMS from 240 to 280.
 - Updates in work and anticipate in production by May 30th for the June 6th effective date.
 - OFM Service News communication will be released notifying agencies when live in production.
- **State Employee Degree Requirements: HB 2216**
 - State HR is currently reviewing HRMS functionality for data capture and reporting on positions with work requiring degrees. Will provide guidance for best practices in capturing data and reporting.
 - Anticipate future data requests on positions that require a degree and if the incumbents have the required education.



Closing

- SHR sent HR Managers and LegComm members a survey link to solicit feedback on future legislative communication efforts between the HR community and SHR on April 1, and wanted to remind the community responses are due by April 12.
- Thank you, and we look forward to the 2025 session.



Please direct any questions to:

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