2006 Special Session I

Budget Bill - HB5001 (Introduced)

Bill Order » Office of Administration » Item 85

Department of Human Resource Management

Item 85 (Not set out)

	First Year - FY2005	Second Year - FY2006
Personnel Management Services (70400)	**$4,671,207**	**$4,759,951**
Compensation and Classification Services (70401)	$1,107,212	$1,107,212
Equal Opportunity and Employee Services (70403)	$588,685	$588,685
Medical/Hospitalization Benefits - State (70406)	$2,235,206	$2,323,950
State Management Development and Training (70409)	$740,104	$740,104
Fund Sources:		
General	$2,186,001	$2,186,001
Special	$2,485,206	$2,573,950

Authority: Title 2.2, Chapters 12, 28, and 29, Code of Virginia.

A. Administration of any health benefit plan or plans provided for state employees pursuant to § 2.2-2818, Code of Virginia, shall be subject to the review of the Virginia Council on Human Resources, which is provided for in § 2.2-2675, Code of Virginia. Additionally, the Department shall report any proposed changes in premiums, benefits, carriers, or provider networks to the Governor and the Chairmen of the House Appropriations and Senate Finance Committees at least sixty days prior to implementation.

B.1. The Department of Human Resource Management shall operate a human resource service center to support the human resource needs of those agencies identified by the Secretary of Administration in consultation with the Department of Planning and Budget. The agencies so identified shall cooperate with the Department of Human Resource Management by transferring such records and functions as may be required.

2. The Department of Human Resource Management shall recover the cost of the human resource service center's services in a manner determined by the Director, Department of Planning and Budget and the State Comptroller.

3. Nothing in this Paragraph shall prohibit additional agencies from using the services of the center; however, these additional agencies' use of the human resource service center shall be subject to approval by the affected cabinet secretary and the Secretary of Administration.

C. The institutions of higher education shall be exempt from the centralized advertising requirements identified in Executive Order 73 (01).

D.1. To ensure fair and equitable performance reviews, the Department of Human Resource Management is directed to provide performance management training to agencies and institutions of higher education with classified employees.

2. Agency heads in the Executive Department are directed to require appropriate performance management training for all agency supervisors and managers.

E. The Department of Social Services (DSS), with assistance from the Department of Human Resource Management (DHRM), shall review the salaries of its classified employees located in the Northern Virginia pay area (NOVA). This review shall include an analysis of turnover, duties and responsibilities, salary alignment, market availability, salary reference data, agency business needs, and all other applicable Commonwealth Pay Factors in order to determine if salary adjustments are needed in order to attract and retain a qualified, high-performance workforce.

F. The Department of Human Resource Management (DHRM), shall review the compensation provided to state agency heads and cabinet secretaries and deputy cabinet secretaries. This review shall include an analysis of duties and responsibilities, internal and external salary alignment, market availability, salary reference data, agency business needs, and such other applicable pay factors and management practices as are needed in order to attract and retain highly qualified senior executives. The Department shall report its findings and recommendations to the Governor and the Chairmen of the House Appropriations and Senate Finance Committees by October 1, 2005.