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# VIRGINIA STATE BUDGET

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2006 Special Session I

## Budget Bill - HB5002 (Chapter 3)

Bill Order » Office of Administration » Item 77

Department of Human Resource Management

Item 77	First Year - FY2007	Second Year - FY2008
<b>Personnel Management Services (70400)</b>	<b>\$9,326,394</b>	<b>\$9,248,316</b>
Agency Human Resource Services (70401)	\$1,498,804	\$1,498,804
Equal Employment Services (70403)	\$796,997	\$788,997
Health Benefits Services (70406)	\$2,618,660	\$2,553,696
Personnel Development Services (70409)	\$739,240	\$739,240
State Employee Services (70417)	\$214,966	\$214,966
State Employee Workers' Compensation Services (70418)	\$1,121,737	\$1,121,737
Administrative and Support Services (70419)	\$2,335,990	\$2,330,876
Fund Sources:		
General	\$5,126,107	\$5,112,993
Special	\$3,084,378	\$3,019,414
Trust and Agency	\$1,115,909	\$1,115,909

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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, within available resources, 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 Human Resource Management shall take into account the claims experience of each agency and institution when setting premiums for the workers' compensation program.

F. The Department of Human Resource Management shall report to the Governor and Chairmen of the House Appropriations and Senate Finance Committees by September 1, 2007, of its recommended workers' compensation premiums for state agencies for the following biennium. This report shall also include the basis for the department's recommendations, the number and amount of workers' compensation settlements concluded in the previous fiscal year, and the impact of those settlements on the workers' compensation program's reserves.

G. For the performance cycle ending October 24, 2007, upward feedback regarding supervisors' performance shall be pilot tested in several agencies with above average employee turnover as determined by the Department of Human Resource Management. This upward feedback will be used only as a developmental tool and will include safeguards to facilitate anonymity of the employee providing feedback. The Department of Human Resource Management shall develop appropriate guidelines and training for those agencies designated to participate in an upward feedback pilot program. The Department of Human Resource Management shall report the results of this pilot program to the Governor and the Chairmen of the House Appropriations and Senate Finance Committees by December 1, 2007.