2012 Special Session I

Budget Bill - HB1300 (Chapter 2)

Department of Human Resource Management

Item 75	First Year - FY2011	Second Year - FY2012
Personnel Management Services (70400)	**$11,033,338**	~~**$10,904,738**~~ ***$11,040,148***
Agency Human Resource Services (70401)	$3,122,431	$3,122,431
Equal Employment Services (70403)	$927,948	$927,948
Health Benefits Services (70406)	$3,345,658	$3,345,658
State Employee Services (70417)	$1,795,744	$1,667,144
State Employee Workers' Compensation Services (70418)	$1,353,822	$1,353,822
Administrative and Support Services (70419)	$487,735	~~$487,735~~ *$623,145*
Fund Sources:		
General	$3,866,615	~~$3,533,015~~ *$3,668,425*
Special	$5,812,901	$6,017,901
Trust and Agency	$1,353,822	$1,353,822

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.1. 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.

2. All financial obligations of the Commonwealth to the Workers' Compensation Commission for payroll taxes on behalf of the state employees' workers' compensation program are satisfied in full through calendar year 2009.

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, 2011, 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. The Department of Human Resource Management shall report to the Governor and Chairmen of the House Appropriations and Senate Finance Committees by October 15, of each year, the renewal cost of the state employee health insurance program premiums that will go into effect on July 1, 2011 and July 1, 2012. This report shall include the impact of the renewal cost on employee and employer premiums and a valuation of liabilities as required by Other Post Employment Benefits reporting standards.

I. The Department of Human Resource Management shall develop a plan to implement an automated time, attendance and leave (TAL) application for use by executive branch agencies. The Department shall submit to the Chairmen of House Appropriations and Senate Finance Committees by October 15, 2011, a report detailing the proposal to implement the automated TAL application.