2014 Special Session I

Budget Bill - HB5001 (Chapter 1)

Bill Order » Office of Administration » Item 83

Department of Human Resource Management

Item 83	First Year - FY2013	Second Year - FY2014
Personnel Management Services (70400)	**$11,027,911**	~~**$12,414,382**~~ ***$12,422,763***
Agency Human Resource Services (70401)	$3,045,331	~~$3,651,770~~ *$3,660,151*
Equal Employment Services (70403)	$936,062	$936,062
Health Benefits Services (70406)	$3,474,960	$3,374,960
Employee Dispute Resolution Services (70416)	$0	$882,892
State Employee Program Services (70417)	$1,679,296	$1,679,296
State Employee Workers' Compensation Services (70418)	$1,358,969	$1,358,969
Administrative and Support Services (70419)	$533,293	$530,433
Fund Sources:		
General	$3,609,587	~~$4,684,046~~ *$4,692,427*
Special	$6,059,355	$6,371,367
Trust and Agency	$1,358,969	$1,358,969

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

A. 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 Virginia 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, 2013, on 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, on the renewal cost of the state employee health insurance program premiums that will go into effect on July 1 of the following year. 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. *By June 30, 2014, the Department shall evaluate new strategies for treatments associated with muscular-skeletal disorders, and implement such strategies where cost savings reasonably appear indicated.*

H. Included in these amounts is $606,439 in the second year for the implementation of an automated time, attendance and leave system. The Department of Human Resource Management shall report on the status of an automated time, attendance and leave (TAL) application for use by executive branch agencies to the Chairmen of the House Appropriations and Senate Finance Committees by October 15, 2013.

I. Out of this appropriation, $100,000 from the general fund in the first year is included for the Department of Human Resource Management to conduct an actuarial review of the impact of including of employees, and their dependents, of local governments including local school divisions in the state employee health benefits plan in a manner consistent with the provisions of House Bill 1356 of the 2013 General Assembly session as it was introduced. This Department shall report its findings and recommendations to the Chairmen of the House Appropriations and Senate Finance Committees no later than October 15, 2013.

J. The Department of Human Resource Management shall develop and distribute instructions and guidelines to all executive department agencies for the provision of an annual statement of total compensation for each classified employee. The statement should account for the full cost to the Commonwealth and the employee of cash compensation as well as Social Security, Medicare, retirement, deferred compensation, health insurance, life insurance, and any other benefits. The Director, Department of Human Resources Management, shall ensure that all executive department agencies provide this notice to each employee. The Department of Accounts and the Virginia Retirement System shall provide assistance upon request. Further, the Director of the Department of Human Resources Management shall provide instructions and guidelines for the development notices of total compensation to all independent, legislative, and judicial agencies, and institutions of higher education for preparation of annual statements to their employees