



Utah Department *of*  
**HUMAN  
RESOURCE**  
Management

RIE Committee Presentation  
February 5, 2020

# Key FY20 DHRM Objectives

## Governor Initiatives

- Utah Works (Training, Deployment Guide, OHI)
- SUCCESS Op Ex Projects
  - Review of Recruitment Structure, Processes & Tools - Complete workflow review
  - HR IT Systems Roadmap (HRIS, ATS, LMS, UPM, Comp, etc.)
  - Compensation & Classification Workflow Review
- Manager Training

## DHRM Enhancement Initiatives

- DHRM Capacity Review
- DHRM Skill Enhancement Review & Training



# 1 Targeted Funding:

## Placing Limited Resources Where it Does Utah the Most Good

- 33 agencies would receive \$8,014,100 in general funds to address most vulnerable roles, as defined by:
  - Pay significantly behind State's pay target for role as determined by external market sources
  - Turnover is higher than other state roles
  - Roles are more difficult to fill than other state roles
  - Agencies specifically requested help for these roles
- Please note: Some agencies are limited to specific classifications as illustrated in Appendix B of the Governor's budget recommendations.



### Slide 3

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Is this what you were thinking? What add'l info would you like to add?

Kelley Whalen, 2/3/2020

# DHRM Recommendation: Flexible Benefits

## State of Utah Insurance Choices – Flexibility

### MEDICAL BENEFITS



#### OPT OUT

Proof of other medical coverage  
Receive \$2,000 single, \$4,000 double/family

#### TRADITIONAL

Traditional coverage  
Employee premium  
No cash conversion

#### STAR PLAN

High deductible  
Small employee premium  
HSA: \$934 single, \$1,868 double/family  
Convert up to 50% of HSA to cash

#### CONSUMER PLUS

High deductible  
No employee premium  
HSA: \$1,830 single, \$3,660 double/family  
Convert up to 100% of HSA to cash

### DENTAL BENEFITS



#### OPT OUT

Proof of other dental coverage  
Receive \$100 single, \$200 double, \$400 family

#### TRADITIONAL

Traditional dental coverage  
Employee premium  
No cash conversion

#### BASIC DENTAL

Must be on HSA plan  
Basic services covered  
Half of traditional dental premium  
HSA contribution or cash: \$75 single, \$140 double, \$255 family  
Not eligible to select traditional dental for 3 yrs

#### DISCOUNT DENTAL

Must be on HSA plan  
Access to discounted rates through network dentists  
No employee premium  
HSA contribution or cash: \$235 single, \$430 double, \$785 family  
Not eligible to select traditional dental for 3 yrs

# No Proposed Rate Increases for FY21

<p>HR Services (\$740/FTE)</p> <p>Executive Branch Agencies</p> <ul style="list-style-type: none"><li>• Classification and Compensation</li><li>• Employee Relations</li><li>• Employment Transactions</li><li>• Recruitment</li><li>• Retirement Leave Payouts</li><li>• Consultation</li></ul>	<p>Payroll (\$54/FTE)</p> <p>Most Executive Branch Agencies</p> <ul style="list-style-type: none"><li>• Payroll processing</li></ul>	<p>Core HR (\$12/FTE)</p> <p>All State Employees</p> <ul style="list-style-type: none"><li>• HRE- stores employee information, interfaces with payroll processing</li><li>• Recruitment System- StateJobs.Utah.gov</li></ul>
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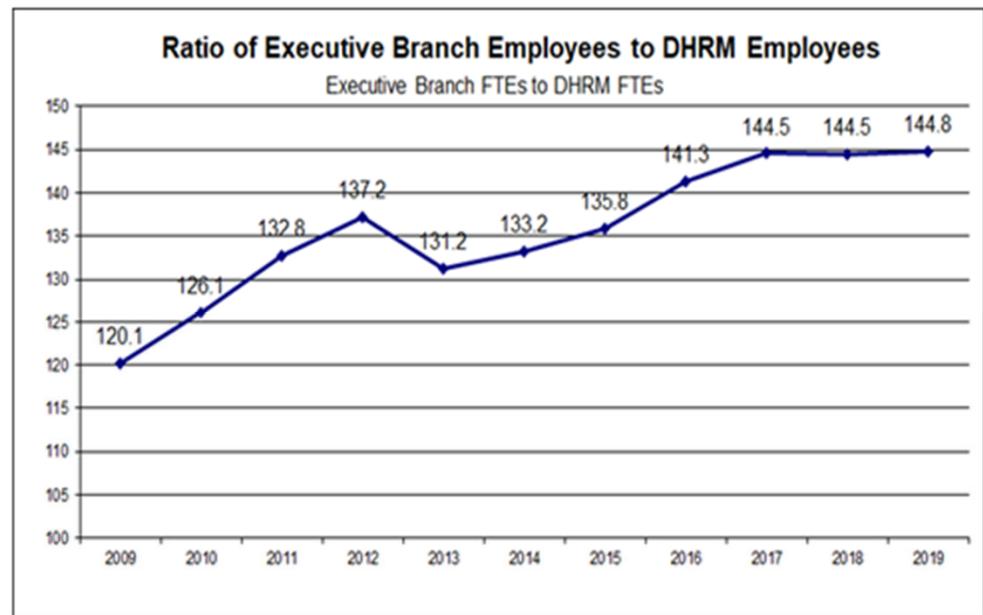
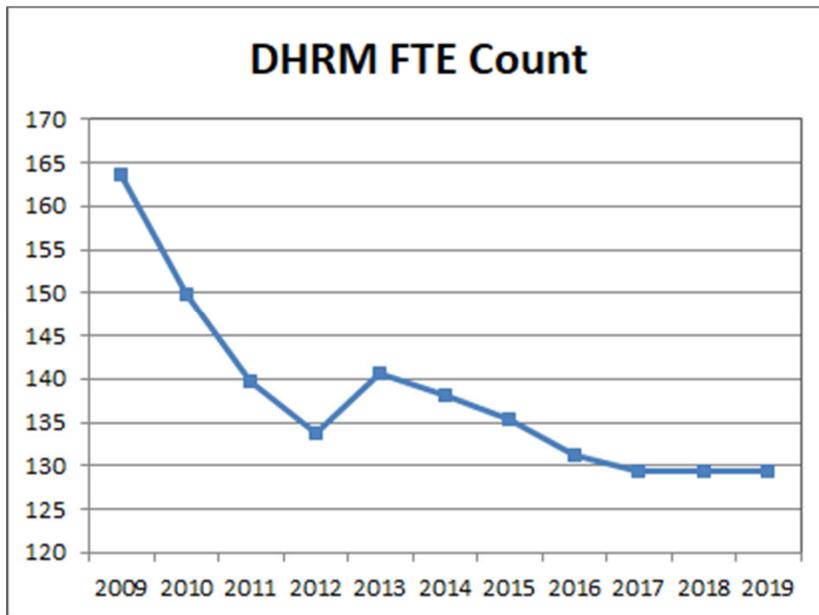


# No Proposed Rate Increases for FY21

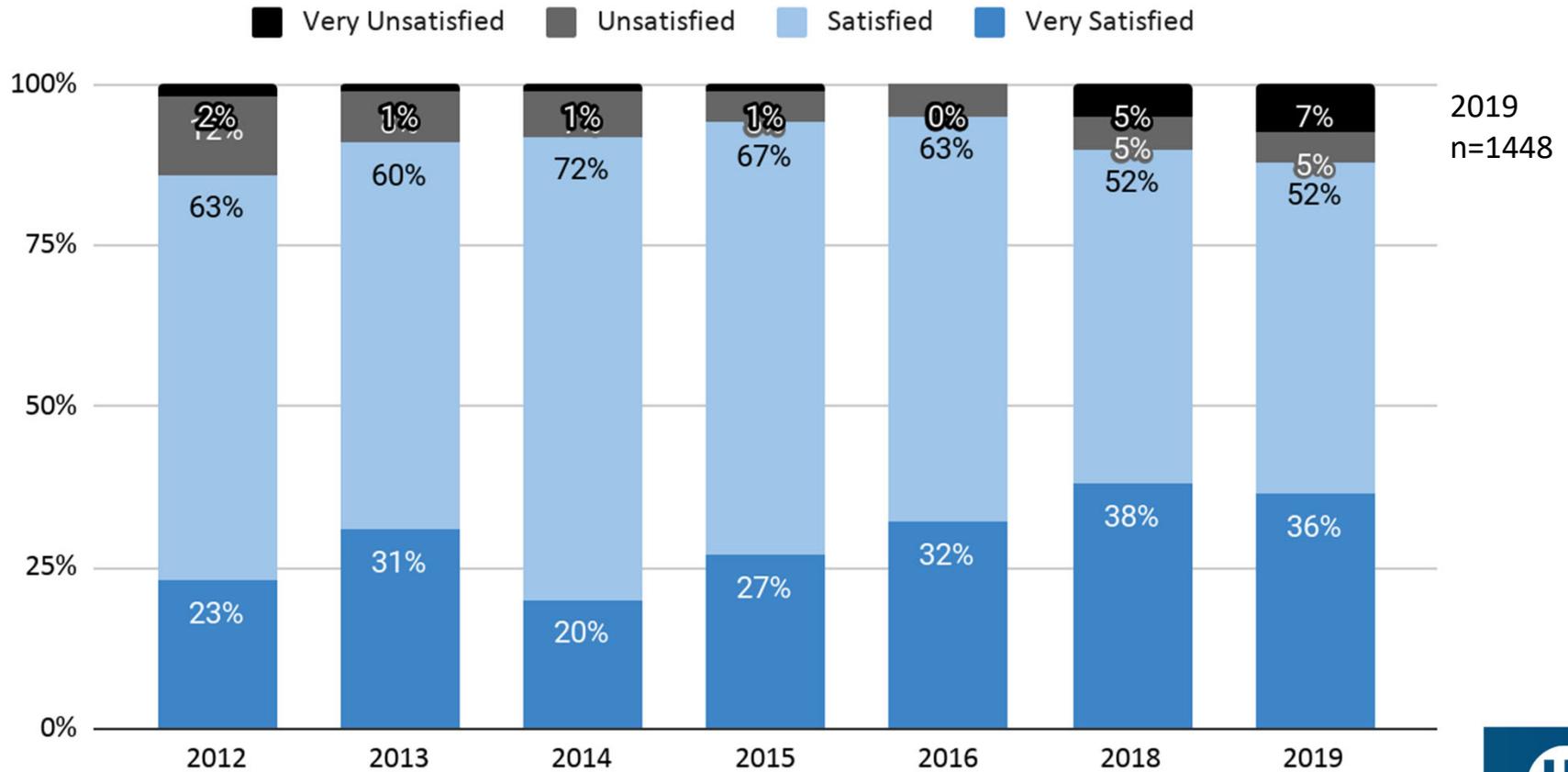
<p>Consulting Services (\$50/hour)</p> <ul style="list-style-type: none"><li>• Billing for DHRM consultation with agencies who do not pay a rate to use DHRM HR services.</li></ul>	<p>Course Fee (\$750/course)</p> <ul style="list-style-type: none"><li>• DHRM sponsored manager certificate course fee</li></ul>	<p>Other Training Fee (\$25/hr plus materials)</p> <ul style="list-style-type: none"><li>• Other training fee per contact hour</li></ul>
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# DHRM Staffing Count & FTE Ratio



## Overall Satisfaction with DHRM Services





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