



STATE EMPLOYEE CAREER SERVICE TIMELINE

2021 LEGISLATIVE SESSION

HB280 – State Employment Amendments sponsored by Rep Kay Christofferson

This bill would move any position supervising one or more employee(s) to Schedule AX (at-will) status. The sponsor drafted a substitute bill creating a task force of stakeholders to discuss state employee issues, including performance management, pay-for-performance, employee retention/turnover, and the career service system. UPEA was included in this task force along with members of the legislature, the governor's staff, and other interested parties. UPEA supported the first substitute, however, there was not enough time for the bill to be heard or substituted before the end of the session.

2021 INTERIM

During the 2021 interim, Rep Christofferson created a work group which included representatives from DHRM, the State Auditor's Office, the Governor's Office, and UPEA. The work group met numerous times with the stakeholders.

UPEA created an internal task force to provide discussion and research for the work group from the employee perspective and make recommendations on the following items:

- Hiring and promotion process
- Performance management
- Grievance process and corrective action

UPEA recommended changes to the performance management system, mandatory training for managers and supervisors, implementing a pay-for-performance system, and changes to streamline the grievance process.

LEGISLATIVE AUDIT

The Office of the Legislative Auditor General updated an audit that was performed on the State's Career Service System in 2010. The audit highlighted the lack of training for supervisors and that the recommendations from the original audit 2010 were not implemented or considered.

2022

HB104 – State Employment Amendments sponsored by Rep Kay Christofferson

Made supervisory positions at-will through attrition and incentivizing current employees to forfeit their schedule B status for a 5% salary increase. The bill also included updates to the performance management software, created mandatory training for managers, established a system for performance-based pay and streamlined the grievance process.

- HB104 1st Sub – UPEA opposed HB104 1st Sub, which made all state employees Schedule AX (at-will).
- HB104 2nd Sub – UPEA proposed substitute language to include limited guidelines for schedule AX employees facing termination.
- HB104 3rd Sub – UPEA supported this substitute, which allowed the pay scales to move with pay for performance incentives for employees in longevity.

2023 LEGISLATIVE SESSION

HB412 – State Employment Revisions sponsored by Rep Kay Christofferson

Extends at-will status to all state employees by creating Schedule AY.

Subject:Response to HB 280 Discussions

Date:2021-09-30 18:35

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Cc:John Dougall <jdougall@utah.gov>, kchristofferson@le.utah.gov

Dear UPEA Board Members:

We want to acknowledge and thank you for sending us a letter on the topic of Rep. Christofferson's 2021 House Bill 280. Gov. Cox understands that these discussions are central in the lives of many thousands of employees working on behalf of Team Utah, and wants to communicate that our administration will continue to work alongside you collaboratively and in good faith.

We know that the work being done is helping to modernize our workforce and deliver a strong employee value proposition to our workforce. As this bill develops and the conversation continues, our senior representatives will carry forth the governor's collaborative spirit, making sure to keep us apprised of developments continuously.

Our senior leadership team looks forward to the opportunity to continue the dialogue with you at a meeting on Thursday, October 7th. Once again, thank you for reaching out.

JP



JON S. PIERPONT | CHIEF OF STAFF
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