



Key Points of HB 429 State Employment Revisions

- The proposed bill is for **prospective employees** and will not impact **current career service employees**
- The proposed bill will not impact POST certified employees
- The proposed bill will not impact federally funded employees
- Generally, lateral moves within career service will be permitted

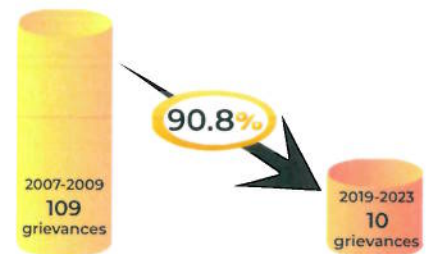
Building a Modern Workforce

Scope

- As of January 2023 there are **13,367** schedule B employees; **11,733** have completed probation and have career status
- **1958** POST employees; **1615** have career status
- Approx **2638** employees in schedule B federally funded positions

Modern HR practices have reduced the need for the career service

An audit from 2021 showed a drastic reduction in grievances appealed to the Career Service Review Office since HB140 was passed in 2010.



At-Will employment does not increase for-cause separations

	Career Service Exempt	Career Service Eligible	Total
Avg Employee Count*	4052	14288	18340
Total Exits*	1960	10604	12564
Total For Cause Exits*	144	1060	1204
% For Cause*	7.35%	10%	9.58%

*Data reflects 2018-2023; Average employee count from 2018 - 2023, does not include schedules IN, TL or AQ.

At-Will doesn't mean no protection

- DHRM Rule still ensures hiring and personnel actions are consistent with fair employment practices, requires managers to consult with HR prior to initiating discipline, and provides procedures for employees to file a complaint alleging an employment action was based on discriminatory motive or amounted to abusive conduct
- Utah Code 67-21 also protects employees from retaliation for reporting certain activities

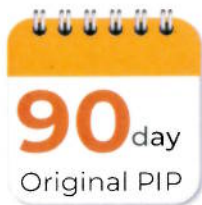


Informed Managers Make Better Decisions

- All supervisors in the state are required to receive annual training on:
 - Effective Communication
 - Effective Evaluation Methods
 - Best practices for rewarding high performing employees
 - Best practices for addressing poor performing employees
 - In the past year nearly 3600 (3591) supervisors have completed the Supervisor Performance Management Training
- Supervisors also receive biennial training on Respect in the Workplace and Ethics
- DHRM has also created additional training opportunities, both virtual and in-person for supervisors
 - **Off-the-Shelf Series** (Virtual)
 - **Advanced Performance Planning and Leading Engagement (APPLE)** - Optional in-person learning for all-supervisors
 - **Gov Ops Leadership Development (GOLD)** - In-person learning for Gov Ops supervisors

At-Will employment provides agility

- Career Service performance improvement plans (PIP) often take more than 120 days to complete



Discipline

including 5-day response period and any associated grievance periods



Separation

if still unsuccessful

- Actively disengaged employees are aware of these arduous processes and may be emboldened by them
- At-will allows for supervisors to require performance improvements in a shorter period of time and to address concerning issues more quickly

