



Legislative Fiscal Bureau

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Joint Committee on Finance

Paper #130

Human Resources Position Adjustments (Administration -- Personnel Management)

[LFB 2021-23 Budget Summary: Page 38, #6]

CURRENT LAW

Under 2017 Act 59 (the 2017-19 biennial budget act), human resources positions and functions were transferred from most executive branch agencies to the Department of Administration's (DOA) Division of Personnel Management (DPM).

DISCUSSION POINTS

1. Assembly Bill 68/Senate Bill 111 would transfer the following positions performing human resources functions to DOA, and reallocate funding in the transferring agencies from salaries and fringe benefits to supplies and services to pay assessments: Workforce Development, 0.6 staff development program specialist-senior position (-0.6 PR position and reallocated funding of \$52,000 PR annually); and Health Services, 1.0 equal opportunity specialist-senior position (-1.0 PR position and reallocated funding of \$110,900 PR annually). The bill would also transfer 1.0 staff development program specialist-senior position that does not primarily perform human resources functions from DOA to Transportation and reallocate funding in the receiving agency from supplies and services to salaries and fringe benefits (1.0 SEG position and reallocated funding of \$75,100 SEG annually). Funding and position authority under DPM's general program operations appropriation would be modified to reflect the transfers as follows: (a) provide 0.60 PR position annually; (b) provide \$87,800 PR annually for salaries and fringe benefits; and (c) delete \$87,800 PR annually from supplies and services. The changes to position authority and funding under the provision would net to zero on an all funds basis.

2. The transfer of positions under the bill was included in DOA's agency budget request, and is intended as a technical provision to more appropriately assign to agencies the positions that

were unintentionally included or excluded from the consolidation of human resources positions under 2017 Act 59. The provision under Act 59 also provided for the transfer of incumbent employees, employment rights, and position status, such that a transferred permanent employee would not be required to reapply for the position or serve a probationary period. Similar language relating to employees, rights, and status was inadvertently excluded in 2021 AB 68/SB 111. To provide for this technical correction to position authority and funding in a similar manner to 2017 Act 59, the Committee could specify that incumbent employees, employment rights, and position status also be transferred. [Alternative 1]

3. If no action is taken to correct the unintentional inclusion or exclusion of these positions from the consolidation of human resources positions under Act 59, the positions and employees will remain with the agencies for which they are currently authorized. Human resources positions would, therefore, continue to not be fully consolidated within DOA and 1.0 position would remain at DOA (rather than the Department of Transportation) performing duties not primarily related to human resources functions. [Alternative 2]

ALTERNATIVES

1. Transfer the following positions performing human resources functions and the incumbent employees occupying the positions to DOA, and reallocate funding in the transferring agencies from salaries and fringe benefits to supplies and services to pay assessments: Workforce Development, 0.6 staff development program specialist-senior position (delete 0.6 PR position and reallocate \$52,000 PR annually); and Health Services, 1.0 equal opportunity specialist-senior position (delete 1.0 PR position and reallocate \$110,900 PR annually). Transfer 1.0 staff development program specialist-senior position that does not primarily perform human resources functions and the incumbent employee occupying the position from DOA to Transportation and reallocate funding in the receiving agency from supplies and services to salaries and fringe benefits (provide 1.0 SEG position and reallocate \$75,100 SEG annually). Modify funding and position authority under DPM's general program operations appropriation to reflect the transfers as follows: (a) provide 0.60 PR position annually; (b) provide \$87,800 PR annually for salaries and fringe benefits; and (c) delete \$87,800 PR annually from supplies and services. Specify that an incumbent employee transferred to or from DOA under the provision would retain their employee rights and status that the employee held immediately before the transfer, and an employee who has attained permanent status would not be required to serve a probationary period.

ALT 1	Change to Base Positions
PR	- 1.00
SEG	<u>1.00</u>
Total	0.00

2. Take no action.

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