OFM State Human Resources: History

In 2011, the Legislature eliminated the Department of Personnel and distributed its responsibilities to the Office of Financial Management (OFM) and the Department of Enterprise Services (DES). OFM is now responsible for state human resource policy administrative functions.
The statutory rate maximum for general government agencies and higher education institutions is an amount not to exceed one and one-half percent (1.5%) of the salaries and wages for all positions in the classified service per RCW 41.06.280 and 41.06.285.

The current rate charged to state general government agencies is .44%. The current rate charged to higher education institutions is .2%.
OFM State Human Resources: Services

➢ Classification and Compensation
  • Compensation System Oversight
  • Classification Structure Administration
  • Business Owners for Compensation & Labor Relations IT Systems
  • Contract Administration
  • Salary Surveys

➢ Rules and appeals
  • State HR rule adoption & guidance process
  • Rule Violation Appeals process
  • Support to Personnel Resources Board
OFM State Human Resources: Services

- Human resources planning and strategy
  - Workforce Data standards, production & analysis
  - State Employee Survey
  - Affirmative Action and Diversity Strategy development
  - HR practitioner training and development
  - Talent acquisition strategy development
  - Lean HR tools & training

- Payroll and human resources information systems policy and oversight
The total cost of the State Human Resources Division depends on the appropriation authority approved by the Legislature. The cost per agency is determined by allocating the cost of State Human Resources across all general government agencies, based on each agency’s proportion of salary expenses for the prior biennium. A similar, but separate allocation, is used for institutions of higher education.
Individual agencies cannot control the amount they will be charged for their share of the State Human Resources Division. The State HR Division’s budget is set by the legislature, and depends on any new legislation, policy initiatives, and changes in agency costs.
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OFM Labor Relations: History

The Washington State Legislature passed the Personnel System Reform Act in 2002. As a result the Governor’s Office, supported by Office of Financial Management State Human Resources Labor Relations, negotiates collective bargaining agreements for state agencies and some higher education institutions.
The rate for general government agencies is an amount not to exceed one-tenth of one percent of the salaries and wages for all bargaining unit positions in the classified service in each of the agencies subject to collective bargaining per RCW 41.80.140.

The current rate charged to higher education institutions utilizing the services of labor relations is .17 percent of salaries for the represented employees at each institution.

These rates are applied to agency submitted data for the Compensation Impact Model and are reviewed and adjusted based on expenditures.

Interagency agreements are utilized for some lines of business such as marine employee and non-state employee collective bargaining.
OFM Labor Relations: Services

- Conducts planning sessions with representatives of agencies and institutions of higher education in preparation for collective bargaining. Agency and institutions of higher education representatives identify issues, develop concepts, and proposed changes. OFM coordinates meetings with employer representatives.

- Provides training to agency and higher education management team members prior to the beginning of contract negotiations.
OFM Labor Relations: Services

- Leads and conducts negotiations on behalf of the Governor for state agencies and on behalf of higher education institutions in close coordination with all stakeholders. Continues negotiations until a bargaining agreement is reached.
- Provides "train-the-trainer" support to human resource staff on terms of executed agreements after the conclusion of labor negotiations.
- Provides labor relations advice and expertise to agencies and institutions of higher education staff addressing matters related to contract language interpretation, intent and contract administration.
- Responds to all demands to bargain over changes to mandatory subjects and leads bargaining until an agreement is reached.
Individual agencies cannot control the amount they will be charged for their share of the Labor Relations Division (LRD). If the number of employees covered by collective bargaining units increases, the agency's proportional share of the LRD cost will increase.
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The Office of the Chief Information Officer (OCIO) sets information technology (IT) policy and direction for the State of Washington. The State CIO is a member of the Governor’s Executive Cabinet and advisor to the Governor on technology issues.

The OCIO’s unique role in government is to:

- Create clarity and alignment for IT investments
- Provide strategic direction and enterprise architecture for state government
- Enable standardization and consolidation of IT infrastructure
- Establish standards and policies for efficient and consistent operations
- Educate and inform policy leaders
- Create and nurture a cohesive operating IT community
- Bring technology expertise to improve the business of Government
- Foster innovation and experimentation to bring modern capabilities to Government

Together with the OFM Budget Division the OCIO will bring a big picture view of agency investments and strategies, assuring that agency investments will fit into an enterprise view of IT.
The total cost of the OCIO depends on the appropriation authority approved by the Legislature.

Since the OCIO is primarily based on IT strategy and oversight, we currently allocate the office’s costs to agencies based on the number of IT FTEs in each agency as the proxy for “how much IT.” So far that cost driver makes the most sense. We are open to other allocation methods if they are more accurate and easier to manage.
OCIO: Service Provided

The OCIO primarily performs strategic direction, oversight, consulting services, and program management as mandated by the legislature. Although we strive to meet the mandates in a way that is customer centric, the OCIO doesn’t provide additional purchased services for agencies.
The two primary variables impacting agencies are:

- The number of IT staff in your agency relative to other agencies
- Legislative agenda and their expectations of the OCIO
OCIO: Other Programs and Projects

The OCIO also has other programs or projects it’s accountable for such as: FirstNet to improve interoperability for responders, K20 education network, Justice Information Data Exchange (JINDEX), and others which are funded separately and are not part of our standard agency allocation. More information about these programs is available on our website at http://ocio.wa.gov.