

Fiscal Year 2018

HR Management Report

HRMR Survey Opens: August 20, 2018

Agency Reports Due: October 12, 2018

State HR will send an e-mail to HR Managers on August 20 with the Word version of the HRMR survey, supporting documents, and a link to SurveyMonkey. Reports are due back to State HR on October 12.

The HRMR has a new section this year supporting the Governor's Inclusive and Respectful Work Environment memo which agencies received on April 19, 2018.

Part One of the HRMR survey includes:

1. Workforce Strategies
2. Performance Management
3. Employee Engagement
4. Modern Work Environment

Part Two includes:

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- 5. Inclusive and Respectful Work Environments**
 6. Affirmative Action Employment Plan
 7. Veterans Employment Plan
 8. Disability Employment Plan
 9. LGBTQ+ Inclusion and Safe Places

The new section (bolded above) will ask questions about your agency's new employee on-boarding process, the number of employees who have completed required trainings, your policies relating to the workplace environment, and your policy review process.

State HR is also considering including questions about the number of complaints and investigations completed during FY18 (regarding performance, misconduct, discrimination, and/or harassment).

Small Agency HR Management Report Survey

Also new this year, we will send a shorter version of the HRMR survey to small agencies (fewer than 100 employees) with two workforce strategy questions and the new Inclusive and Respectful Work Environments section mentioned above.

Feedback and Questions:

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