



Information & Updates 2.24.2023

FY2024 CEC & Micro- Learnings

02/24/23 – CEC Micro-learning – [Recording](#); passcode: 9^gt\$JUB
Adding microlearning for the guidance – TBD

Informal HR Training – Neogov - [Recording](#)

DHR Budget & Legislation

Legislative update: The Senate Commerce and Human Resources committee passed [House Bill 102](#). The bill will now move to the floor to be voted on. We are cautiously optimistic as the passage of this bill would allow agencies the ability to grant pay equity increases to employee's still on probation, which will help significantly with recruitment and retention. Tuesday, the JFAC committee voted/passed DHR's budget including a new FTP for a financial specialist, transfer of the 137 FTPs and salary equity adjustments:

| Office of the Governor Division of Human Resources | ORIGINAL | | | | |
|---|----------|-------------|------------|---------|-------------|
| | FTP | General | Dedicated | Federal | Total |
| FY 2023 Original Appropriation | 22.00 | 1,250,000 | 3,421,300 | | 4,671,300 |
| FY 2023 Total Appropriation | 22.00 | 1,250,000 | 3,421,300 | | 4,671,300 |
| FY 2023 Estimated Expenditures | 22.00 | 1,250,000 | 3,421,300 | | 4,671,300 |
| Removal of Onetime Expenditures | | (1,250,000) | | | (1,250,000) |
| FY 2024 Base | 22.00 | | 3,421,300 | | 3,421,300 |
| Personnel Benefit Costs | | | 12,600 | | 12,600 |
| Replacement Items | | | 3,000 | | 3,000 |
| Statewide Cost Allocation | | | 2,000 | | 2,000 |
| Change in Employee Compensation | | | 66,700 | | 66,700 |
| FY 2024 Program Maintenance | 22.00 | | 3,505,600 | | 3,505,600 |
| 62. Financial Specialist Position | 1.00 | | 98,200 | | 98,200 |
| 63. Salary Equity Adjustments | | | 150,100 | | 150,100 |
| 69. DHR Consolidation | 137.00 | | 13,539,700 | | 13,539,700 |
| FY 2024 Total | 160.00 | | 17,293,600 | | 17,293,600 |
| Difference from FY 2023 Approp. | 138.00 | (1,250,000) | 13,872,300 | | 12,622,300 |
| | 627.3% | | 405.5% | | 270.2% |

Ability Summit

Microsoft's annual [Ability Summit](#) provides a free opportunity for you to learn about digital accessibility. "During the event, there will be opportunities to learn how everyone can imagine new technologies, leveraging Artificial Intelligence, Assistive Technology, and Inclusive Design to invent the future of inclusion; include people with disabilities and allies in a more inclusive workplace and society; and build technology to empower every person to achieve more." Please share with others within your agency as these topics could be suitable for HR, Communications, IT, Content Creators, ADA Coordinators, and more. Additionally, recordings are available for [2022's Ability Summit](#).

Haley Westenskow's New Role

Haley has graciously agreed, to expand her role to include all of Employee Relations, in addition to Investigations/Complaint Line. Haley's expanded focus will help us ensure we are developing the appropriate guidance, training, policies, and resources for all areas of Employee Relations, including Progressive Discipline, NOCA/LODAs, RIF procedures, etc. Haley's working title will now be "Employee Relations Manager." Next week, we will clarify the role of the program managers!

Health Matters

At this time, we are reworking the Health Matters program. As such the monthly newsletters will be on hold temporarily. The Health Matters website is still available and has many great resources.