



DHR Operations Weekly Communication

3.15.24

Deadlines

Deadline: 3/18/24

DHR Telecommuting Survey

As discussed during the monthly call last week, we are revising DHR's current telecommuting standards to comply with the new statewide telecommuting policy. For us to stay under 20% on any given day, we need to review/approve everyone's preferred telecommuting schedule. If you could please complete [this survey](#) for us (even if you aren't telecommuting) by **Monday, March 18th** by 5:00 p.m., we would appreciate it!

OGI Update

Luma Notes on Life Events

A few reminders viewing medical and dental benefits in Luma:

1. Employees are defaulted into the Waive plans whether they submit their 'New Hire' event or not.
2. Once they submit their 'New Hire', their enrollment is processed but the employee won't be able to see their enrollment until the effective date. For example, **employee enrolls on 3/12 for a 4/1 effective date**. They are going to see Waive until **4/1**.
3. Anyone with the 'Benefit Specialist' role can look at the status of all 'Life Events' for their assigned agencies to see if an employee has submitted the 'New Hire' event. [This screenshot](#) shows how our screens are personalized with all the info we find valuable. If the 'New Hire' event is "Finalized" that means it has been successfully submitted in Luma and no further action is needed. Again, the employee nor HR will be able to see the benefit in the 'Employee Profile' until **4/1**.
4. Luma sends benefit applications to carriers the first Wednesday after the effective date. We're fixing some programming issues that have caused delays. Please inform your employees about potential wait times for carrier transmission to manage expectations about receiving their cards. For example, applications for **3/1 effective date coverage** were sent on **3/6** and processed by **3/11**. Expect **4/1 coverage** to be sent on **4/3** and processed by **4/8**.

Legislative Update

HR Equivalency Bill Update

House Bill 433 has passed in both the House and Senate. This bill, called HR Equivalency, promotes skills-based hiring. It prevents the state from using formal degrees as a minimum qualification, unless required to do so by law. We are working on guidance and best practices and will share more soon!

Employee Corner

Gem Connection March Edition

The [March edition](#) of the Gem Connection Newsletter is now available. This newsletter is filled with health and wellness tips, education savings information, agency highlights, and other interests like recipes, professional development recommendations, and more. To view past editions, visit the [Gem Connection page](#) of the [State of Idaho Employee Portal](#). Please remember to send this newsletter to all your agency's employees! If you are interested in receiving this newsletter, please fill out [this brief subscriber form](#)!



Current Openings /

[HR Associate](#) – Idaho Department of Corrections (Boise) – **Closes 3/17**

[HR Business Partner II](#) – Idaho Department of Health and Welfare (Boise) – **Closes 3/19**

[HR Officer](#) – Idaho Transportation Department (Boise) – **Closes 3/19**

[HR Business Partner II](#) – Idaho Department of Lands (Coeur d' Alene) – **Closes 3/20**

[HR Business Partner I](#) – Idaho Department of Health and Welfare (Boise) – **Closes 3/21**

[HR Business Partner III](#) – Idaho Department of Health and Welfare (Idaho Falls) – **Closes 3/21**

Staffing Announcements

Welcome Ginnie Nicholson – HRBP II [Idaho State Police](#)

The Idaho State Police are proud to announce the hiring of Ginnie Nicholson as their new HRBP II!



Ginnie has been married to her wonderful husband for twenty years, and they have four boys between them. Two of their boys are married with one baby boy each under the age of two! One of the four boys is in law enforcement, and they also have a daughter-in-law who's been in the army reserve for almost fifteen years now. They enjoy spending most spring and summer weekends in Riggins on the river with family, friends, and their two very large dogs, Paisley - a Weimaraner who is four and very needy, and Kimber - a German, Wirehaired Pointer who is just the sweetest and very loveable.

Before joining ISP and over the last eight-plus years, Ginnie was at Wells Fargo, recruiting candidates into positions ranging from entry level tellers to senior level management all over the US. Ginnie has also worked in the mortgage, engineering, and agricultural industries within the human resource field, and she holds a Human Resources Certification from Post University.

Staffing Announcements

Welcome Asali Crisp – HR Supervisor

Idaho Department of Health and Welfare



The Idaho Department of Health and Welfare is proud to announce the hiring of Asali Crisp as their new HR Supervisor! Asali started working for the state in January 2021 with the Department of Agriculture and then transferred to the Transportation Department in June 2022. Before working with the state, she worked in the private sector for seventeen years. Seven of those years she worked as a generalist and then ten years specifically in employee relations.

Asali is originally from Pennsylvania but has lived in Boise, Idaho for most of her life. She is an empty nester of three adult children, and two of those children have serious significant others who have also become family. With her kids off on their life journeys, Asali spends much of her time spoiling her dog, Smiley.



Asali's favorite things are family, friends, and Smiley. Anything she does with any of them is always amazing. This could be game night with kids, laser tag with all her cousins, or a friend holiday get-together. When her and Smiley are alone, she likes to garden and be outdoors. Asali also enjoys anything related to genealogy and history.

Training Updates

Upcoming DHR-Only Trainings

Enrollment is now open for additional DHR-only training opportunities! Work with your supervisor to enroll in Luma. Visit the [DHR Employee Training](#) page for full details.

- **Investigations** | April 23rd-24th
- **ADA for HR Professionals** | May 23rd
- **Stress Management** | June 5th