

729

FISCAL NOTE(Form 2)
(Office of Fiscal Analysis)
Analyst: MW 4/13/92
las
Version:

BILL NUMBER: SHB 5079
FILE NUMBER:
AMENDMENTS:

TITLE: "AN ACT CONCERNING STATE PERSONNEL AND EMPLOYMENT REFORM"

FAVORABLY REPORTED BY Labor and Public Employees, Appropriations

SUMMARY: The bill implements various changes to the State Personnel System and is, in part, the result of a study mandated by SA 91-43. These changes are intended to improve the efficiency and effectiveness of the State Personnel System. Specific changes are described in the State Impact section, below.

EFFECTIVE DATE: 7/1/92

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FISCAL IMPACT STATEMENT - BILL NUMBER SHB 5079

STATE IMPACT	Indeterminate Savings, see explanation below
MUNICIPAL IMPACT	None
STATE AGENCY(S)	Department of Administrative Services, Various State Agencies

EXPLANATION OF ESTIMATES:

STATE IMPACT: The passage of this bill would result in savings to the State that cannot be determined at this time. The bill makes various changes to the State Personnel System and in the powers of the Commissioner of the Department of Administrative Services. Section 1 allows the consolidation and categorization of job classes. This could result in a more efficient system and minimal savings. Section 2 allows the delegation of any or all personnel functions to individual agencies. This could result in potential savings. Section 3 allows the downgrading of jobs when they have been found to be overcompensated through the Objective Job Evaluation process. This would result in savings that could be significant. Section 4 allows for continuous recruitment and testing for some positions. Continuous recruitment and testing are potentially more costly than current practice, but State agencies should be able to fill vacancies more quickly. Section 5 allows the use of formal educational requirements as a condition for taking an exam and allows the use of professional degrees or licenses in lieu of an exam. This results in savings that are indeterminate. Section 6 makes a technical change. Section 7 allows job appointments to be made through a broad-based position classification selection process and allows employment

lists to be provided for employee job titles that are similar. This has the potential for savings and quicker appointments. Section 8 allows the Commissioner to move employees from one agency to another for up to six months without consent from the agencies. This could also result in savings by a more efficient utilization of the State workforce.