

# RETIREMENT AND INDEPENDENT ENTITIES

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## AGENCY BUDGET OVERVIEW

### RETIREMENT AND INDEPENDENT AGENCIES INCLUDE:

- Human Resource Management
- Career Service Review Office

Mission: *Administer human resource functions and support quality management; and oversee State employee grievances and appeals.*

### MAJOR ACCOMPLISHMENTS AND SERVICES

(Headings include FY 2012 operating totals. Accomplishments occurred in FY 2010 unless otherwise specified.)

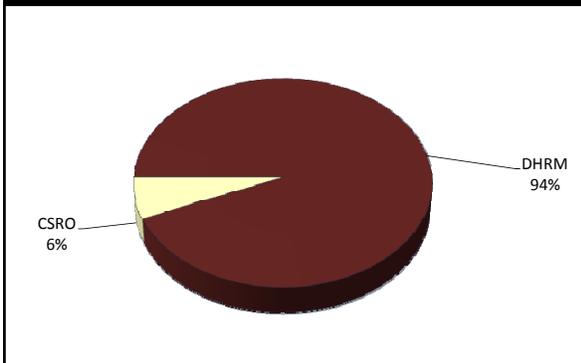
Human Resource Management - \$3.3 million

- Increased usage of performance plans to 61 percent using the Utah Performance Management system in the executive branch
- Enhanced the Human Resource Enterprise System with a greater array of reporting capabilities and improved access to agency employment data

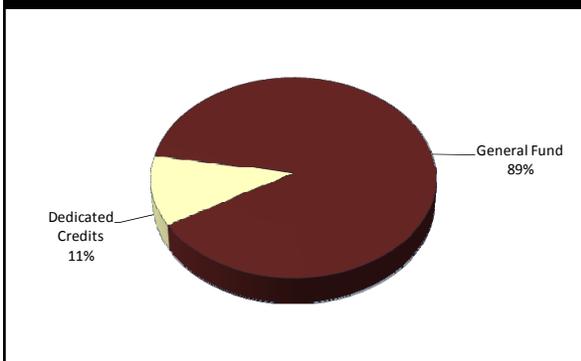
Career Service Review Office - \$0.2 million

- Streamlined appeal process to create efficiencies, reduce costs, and facilitate speedier conclusions to employee grievances

Where Will My Taxes and Fees Go for Retirement and Independent Agencies?  
(Total FY 2012 Funding is \$3,511,000)



Financing of Retirement and Independent Agencies  
(Based on FY 2012 Appropriations)

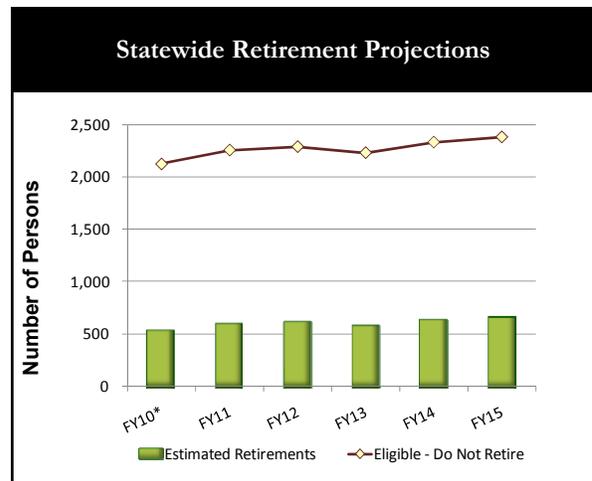
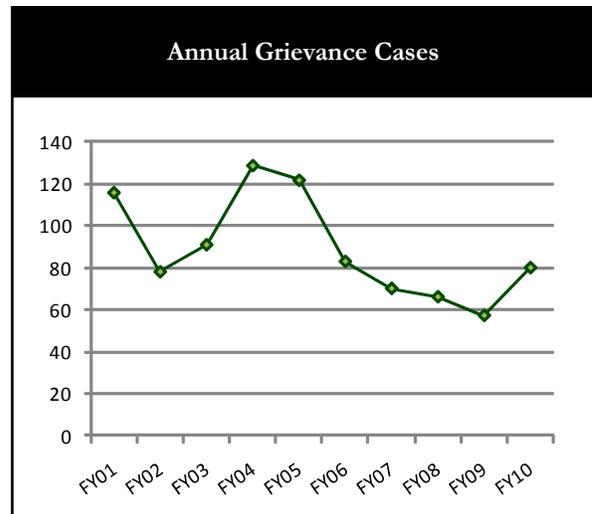
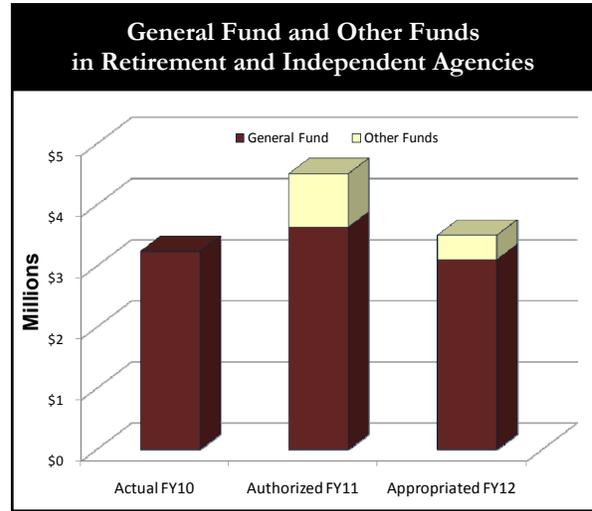


### Budget Adjustments by Agency

(See itemized table for full list of appropriations)

#### Human Resource Management

- Reduce travel, current, and data processing expenses due to budget reductions of (\$104,200) ongoing General Fund
- Support administration of Teacher Salary Supplement Program with \$27,400 ongoing General Fund



**LEGISLATIVE INTENT STATEMENTS AND INTERNAL SERVICE FUNDS**

**Legislative Intent Statements**

**House Bill 3**

FY 2011, Item

- 111 Career Service Review Office funds for grievance resolution of \$15,000 are nonlapsing.
  
- 112 Department of Human Resource Management (DHRM) funds for information technology and consulting services of \$350,000 and statewide management liability training program of \$243,900 are nonlapsing.

**Internal Service Fund (ISF)**

DHRM ISFs provide products and services to state and other government agencies on a cost-reimbursement basis. They account for the cost of certain government services, thereby avoiding duplication of effort among agencies and creating statewide savings. State agency budgets include funding for ISF services.

The ISF must receive legislative approval for rates charged to agencies, capital acquisitions, and full-time equivalent positions (FTE). The table below shows the amount that the ISF is expected to collect from user agencies, the maximum dollar amount of capital assets that may be acquired, and the authorized number of FTE.

	<b>Actual FY 2010</b>	<b>Estimated/ Authorized FY 2011</b>	<b>Approved FY 2012</b>
<b>Human Resource Management</b>			
Revenue Estimate	\$11,646,700	\$11,245,400	\$10,829,400
Capital Acquisition Limit	0	555,000	0
FTE	158.0	148.8	143.8

**Table 32**  
**RETIREMENT AND INDEPENDENT ENTITIES**  
 Operating Budget by Funding Source  
 Three-Year Comparison

	General Fund	Federal Funds	Dedicated Credits	Restricted/ Trust Funds	Other Funds	Total Funds	Est. Posi- tions
<b>Human Resource Management</b>							
Actual FY 2010	\$3,019,300	\$0	\$143,300	\$0	(\$253,700)	\$2,908,900	--
Authorized FY 2011	3,413,500	0	400,000	0	460,200	4,273,700	17.0
Appropriated FY 2012	2,883,500	0	400,000	0	0	3,283,500	17.0
<b>Career Service Review Office</b>							
Actual FY 2010	226,200	0	0	0	(9,300)	216,900	--
Authorized FY 2011	228,800	0	0	0	15,000	243,800	2.0
Appropriated FY 2012	227,500	0	0	0	0	227,500	2.0
<b>TOTAL OPERATIONS BUDGET</b>							
Actual FY 2010	\$3,245,500	\$0	\$143,300	\$0	(\$263,000)	\$3,125,800	--
Authorized FY 2011	3,642,300	0	400,000	0	475,200	4,517,500	19.0
Appropriated FY 2012	3,111,000	0	400,000	0	0	3,511,000	19.0

RETIREMENT AND INDEPENDENT ENTITIES - BUDGET DETAIL

	General Fund	Federal Funds	Dedicated Credits	Restricted Funds	Other Funds	Total Funds
<b>HUMAN RESOURCE MANAGEMENT FY 2012 OPERATING BUDGET</b>						
<b>Beginning Base Budget</b>						
01	\$3,413,500	\$0	\$400,000	\$0	\$0	\$3,813,500
02	(450,000)	0	0	0	0	(450,000)
	<b>2,963,500</b>	<b>0</b>	<b>400,000</b>	<b>0</b>	<b>0</b>	<b>3,363,500</b>
<b>Statewide Ongoing Adjustments</b>						
03	4,500	0	0	0	0	4,500
04	(1,100)	0	0	0	0	(1,100)
05	(11,100)	0	0	0	0	(11,100)
06	4,500	0	0	0	0	4,500
	<i>Subtotal Statewide Ongoing Adjustments - Human Resource Management</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>(3,200)</i>
<b>Ongoing Adjustments</b>						
07	(104,200)	0	0	0	0	(104,200)
08	27,400	0	0	0	0	27,400
	<i>Subtotal Ongoing Adjustments - Human Resource Management</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>(76,800)</i>
	<b>(80,000)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(80,000)</b>
	<b>\$2,883,500</b>	<b>\$0</b>	<b>\$400,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$3,283,500</b>
<b>CAREER SERVICE REVIEW OFFICE FY 2012 OPERATING BUDGET</b>						
<b>Beginning Base Budget</b>						
09	\$228,800	\$0	\$0	\$0	\$0	\$228,800
	<b>228,800</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>228,800</b>
<b>Statewide Ongoing Adjustments</b>						
010	(100)	0	0	0	0	(100)
011	(1,800)	0	0	0	0	(1,800)
012	600	0	0	0	0	600
	<i>Subtotal Statewide Ongoing Adjustments - Career Service Review Office</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>(1,300)</i>
	<b>(1,300)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1,300)</b>
	<b>\$227,500</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$227,500</b>
<b>HUMAN RESOURCE MANAGEMENT AND CAREER SERVICE REVIEW OFFICE TOTALS</b>						
	\$3,192,300	\$0	\$400,000	\$0	\$0	\$3,592,300
	(81,300)	0	0	0	0	(81,300)
	3,111,000	0	400,000	0	0	3,511,000