

Highlights of ESSB 5931

Reorganizing and streamlining central service functions

The following is a very brief summary of those sections of [ESSB 5931](#) that are most pertinent to the Department of Personnel. [View the final bill report](#) for a summary of the full bill.

- Sections 101-113 create the Department of Enterprise Services (DES).
- Part IV (starting with Section 401) transfers the responsibilities of DOP to either DES or the Office of Financial Management (OFM).
 - Section 411 assigns responsibility for adopting and maintaining a comprehensive classification plan to the human resources director.
 - Section 412 assigns the director of financial management responsibility for adopting and maintaining a state salary schedule.
 - Section 423 gives DES responsibility for training and development, in consultation with OFM.
 - Section 429 shares responsibility for supporting diversity between OFM (rules and policies) and DES (training programs).
 - Section 430 gives OFM responsibility for directing and supervising personnel policy and application of civil service laws (chapter 41.06 RCW). This section also creates a “human resources director” within OFM who is appointed by and serves at the pleasure of the Governor. The human resources director has most of the same authority and functions under chapter 41.06 RCW as the DOP director currently has.
 - Section 439 gives DES responsibility for administering the Employee Assistance Program.
 - Section 442 assigns responsibility for the personnel-payroll system to DES.
- Section 1001 specifies that by January 1, 2012, the public employment relations commission (PERC) may review the appropriateness of the collective bargaining units transferred as a result of the consolidation and that the employer or exclusive bargaining representative may petition PERC to review the bargaining units. If it determines the bargaining units are not appropriate, PERC may modify the units and order an election. Otherwise, the same exclusive bargaining representatives will continue to represent the bargaining units.
- Sections 1005 and 1006 specify that DOP employees who are classified under chapter 41.06 RCW will transfer to either DES or OFM “to perform their usual duties upon the same terms as formerly, without any loss of rights, subject to any action that may be

appropriate thereafter in accordance with the laws and rules governing state civil service law.”

- Section 1017 specifies that the act takes effect October 1, 2011.