

State Human Resources Division

Goals and Objectives 2019 Biennium

Division Mission: To help Montana become an employer of choice. We support state managers in their efforts to attract, develop, and retain creative, competent, and energetic employees who embrace the differences and bridge the distances of the Big Sky State.

Goal: Be a strategic partner in managing Montana state government's workforce.

Objectives:

- Support agencies with workforce development and planning.
- Help agencies develop their workforces by designing and delivering relevant training.

Goal: Provide leadership for human resources in Montana state government.

Objectives:

- Educate, promote, and support agencies' strategic use of the broadband compensation and classification.
- Provide professional expertise to agencies in the areas of classification and compensation.
- Develop and implement an online performance management system for the enterprise.
- Establish, support, and promote a workplace diversity plan.
- Communicate and market successful human resources practices.
- Routinely review, revise, and develop administrative rules, employment policies, and guides for relevance and value in Montana state government.

Goal: Lead and support Montana's efforts to attract, develop, and retain a highly skilled workforce.

Objective:

- Manage SOMRS (State of Montana Recruiting System) with a focus on attracting the best and the brightest to work for the state of Montana.

Goal: Provide an efficient, state-of-the-art payroll processing and HR information system that supports state government's goals, objectives, and employment policies.

Objectives:

- Maintain and administer payroll and benefit eligibility processes for over 13,000 state employees.
- Develop and implement new technology, and leverage existing technology, to support Montana state government's employment policies and procedures.
- Ensure transparency and compliance with state and federal regulatory requirements.
- Provide training and education to increase customer knowledge, skills, and use of the human resources information system.

- Improve business processes to reduce document and data storage costs.

Goal: Efficiently manage operations in an environment that supports integration, teamwork, and creativity.

Objectives:

- Formulate and direct the development of goals, objectives, budgets, operating plans, and staffing to create and maintain sound, cost-effective, and measurable programs.
- Recruit, retain, and develop expert-level human resource, technical support, and professional development staff.
- Foster a work environment where new ideas are rewarded, and creativity and teamwork are expected.

Goal: Successfully implement those objectives and tasks in the Governor's Main Street Montana Project that fall within the authority of the division.

Objective:

- Work with other agencies to achieve department and division projects in the Main Street Montana Project