

# State's Top HR Issues - Good Bad 2018

## Alabama

- 1 Salary compression
- 2 Performance appraisals: By law, salary tied to exams
- 3 IT overhaul

## Alaska

- 1 Constrained state budget
- 2 Training in environment with restricted internet accessibility
- 3 Ban the box?

## Arizona

- 1
- 2
- 3

## Arkansas

- 1
- 2
- 3

## California

- 1
- 2
- 3

## Colorado

- 1
- 2
- 3

## Connecticut

- 1
- 2
- 3

## Delaware

- 1 New Secretary of Human Resources that reports directly to the Governor
- 2 Centralization
- 3 Classification/compensation system evaluation which includes diversity component
- 4 Consolidate recruitment and talent management

## Florida

- 1
- 2
- 3

## Georgia

- 1 Recruit/retain
- 2 Talent management
- 3 Classification/compensation
- 4 Single platform for health benefits and flex benefits

## Hawaii

- 1

## State's Top HR Issues - Good Bad 2018

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### Idaho

1 Low unemployment

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2 Compensation below market

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3 Succession planning/Gubernatorial transition

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4 Classification IT

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### Illinois

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### Indiana

1 IT transformation

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2 Recruitment/retention

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3 Centralization

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4 Learning & Development programs

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5 4 weeks paid parent leave

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### Iowa

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### Kansas

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### Kentucky

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### Louisiana

1 Sexual harrassment task force

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2 Talent acquisition

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3 6 occupational systems not updated in 10 years

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### Maine

1 1 year into HRMS project, discovered it is worth it to dedicate highest performers to the project

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2 Was able to add 2 additional positions

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3 Update classification/compensation system

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### Maryland

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### Massachusetts

1

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2

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## State's Top HR Issues - Good Bad 2018

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### Michigan

1 Move from Union to Right-to-Work state

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2 Gubernatorial transition

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3 Diversity/Equity/Inclusion

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### Minnesota

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### Mississippi

1 Retention - pay is the problem

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2 Succession issues

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3 Classification systems

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4 E-learning implementation now in place

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### Missouri

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### Montana

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### Nebraska

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### Nevada

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### New Hampshire

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### New Jersey

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### New Mexico

1 Recruit/retain

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2 Healthcare - shortage of nurses

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3 Classification/compensation review

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4 Collective bargaining

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## State's Top HR Issues - Good Bad 2018

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5 Consolidated HR systems 10 days ago

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### New York

1

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### North Carolina

1 Recruit/Training - especially of corrections officers

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2 Gubernatorial transition

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### North Dakota

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### Ohio

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### Oklahoma

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### Oregon

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### Pennsylvania

1 Talent management moved to a shared-services model

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2 Standardization of processes

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3 Hiring reform

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4 EEO/Diversity/Inclusion

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### Rhode Island

1

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2

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### South Carolina

1

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2

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# State's Top HR Issues - Good Bad 2018

## South Dakota

- 1 Self-funded health plans
- 2 Recruitment/retention
- 3 State-wide engagement survey had 66% return rate

## Tennessee

- 1 Centralizing protected leave
- 2 Performance management system
- 3 Centralizing transactions
- 4 Chief Learning Officer

## Texas

- 1
- 2
- 3

## Utah

- 1 Turnover
- 2 Low unemployment
- 3

## Vermont

- 1 Sexual harrassment training
- 2 Classification/compensation
- 3 Helathcare benefits

## Virginia

- 1 System updates
- 2 Healthcare
- 3 Turnover with millenials
- 4 Compensation and Succession planning
- 5 Branding plan

## Washington

- 1 Diversity/Equity/Inclusion in workplace
- 2 Recruitment/retention
- 3 Labor unions

## West Virginia

- 1
- 2
- 3

## Wisconsin

- 1
- 2
- 3

## Wyoming

- 1
- 2
- 3