

Alabama

State Personnel Department

64 North Union Street, Suite 300, 313 Folsom Administration Building ~ Montgomery, AL 36130-4100
(334) 242-3711

Contact(s)

Jackie Graham

State Personnel Director

jackie.graham@personnel.alabama.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Alaska

Division of Personnel & Labor Relations
Department of Administration
P.O. Box 110201 ~ Juneau, AK 99811-0201
(907) 465-4429

Contact(s)

Katherine Sheehan

Director, Division of Personnel & Labor Relations
kate.sheehan@alaska.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	128
Number of Employees (in Dept. Agencies):	
Classified	13,832
Unclassified	2,260
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$64,164
Average Benefits Contribution (by state):	\$30,315
Employee Retirement Eligibility (5 years):	

HR Information Technology

HRIS:	Custom Implementing CGI Advantage
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Arizona

Human Resource Division
Department of Administration
100 North 15th Avenue, Suite 261 ~ Phoenix, AZ 85007
(602) 542-5482

Contact(s)

Marie Isaacson

Director, Human Resource Division
marie.isaacson@azdoa.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	110
Number of Employees (in Dept. Agencies):	
Classified	13,112
Unclassified	20,509
Healthcare Benefits Responsibility:	Yes
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$42,447
Average Benefits Contribution (by state):	\$27,812
Employee Retirement Eligibility (5 years):	30%

HR Information Technology

HRIS: Lawson/Infor
Lawon/Infor is also used for the applicant tracking system and the performance management system.

Arkansas

Office of Personnel Management
Department of Finance & Administration
1509 W 7th Street ~ Little Rock, AR 72201
(501) 682-5122

Contact(s)

Kay Terry

State Personnel Administrator, Office of Personnel
kay.terry@dfa.arkansas.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

California

State Personnel Board

801 Capitol Mall ~ Sacramento, CA 95814
(916) 653-1028

Contact(s)

Suzanne Ambrose

Executive Officer, State Personnel Board
sambrose@spb.ca.gov

Richard Gillihan

Director, California CalHR
richard.gillihan@calhr.ca.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Colorado

Division of Human Resources
Department of Personnel and Administration
1313 Sherman Street, Room 122 ~ Denver, CO 80203
(303) 866-2105

Contact(s)

Kim Burgess

Chief HR Officer, Division of Human Resources
kim.burgess@state.co.us

Kathy Nesbitt

Dept. of Personnel & Admin.
kathy.nesbitt@state.co.us

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	40
Number of Employees (in Dept. Agencies):	
Classified	23,307
Unclassified	1,102
Healthcare Benefits Responsibility:	Yes
Higher Education Responsibility:	Yes

HR Demographics

Average State Salary (Classified):	\$54,564
Average Benefits Contribution (by state):	\$12,121
Employee Retirement Eligibility (5 years):	24%

HR Information Technology

HRIS: various systems throughout the state

Connecticut

Human Resource Management
Department of Administrative Services
165 Capitol Avenue, Room 411 ~ Hartford, CT 06106
(860) 713-5204

Contact(s)

Pamela Libby, Ph.D.

Director, Human Resource Management
pamela.libby@po.state.ct.us

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Delaware

Human Resource Management
Office of Management & Budget
122 Martin Luther King Blvd. South ~ Dover, DE 19901
(302) 739-8331

Contact(s)

Brenda Lakeman

Director, Human Resource Management
brenda.lakeman@state.de.us

Amy Bonner

Deputy Director, Office of Management & Budget
amy.bonner@state.de.us

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	54
Number of Employees (in Dept. Agencies):	
Classified	11,825
Unclassified	3,774
Healthcare Benefits Responsibility:	Yes
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$51,423
Average Benefits Contribution (by state):	\$15,350
Employee Retirement Eligibility (5 years):	12%

HR Information Technology

HRIS:	PeopleSoft/Oracle
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Florida

Division of Human Resources
Department of Management Services
4050 Esplanade Way, Suite 235 ~ Tallahassee, FL 32399-0950
(850) 413-8725

Contact(s)

Sharon Larson

Director, Division of Human Resources
sharon.larson@dms.myflorida.com

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	15
Number of Employees (in Dept. Agencies):	
Classified	74,633
Unclassified	16,870
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	

HR Demographics

Average State Salary (Classified):	\$38,299
Average Benefits Contribution (by state):	
Employee Retirement Eligibility (5 years):	3%

HR Information Technology

HRIS:	SAP
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Georgia

State Human Resources Administration
Department of Administrative Services
200 Piedmont Avenue ~ Atlanta, GA 30334
(404) 657-0591

Contact(s)

Candy Sarvis

Deputy Commissioner for HR, State HR Administration
candy.sarvis@doas.ga.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	26
Number of Employees (in Dept. Agencies):	
Classified	5,515
Unclassified	56,012
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$38,623
Average Benefits Contribution (by state):	
Employee Retirement Eligibility (5 years):	

HR Information Technology

HRIS:	PeopleSoft/Oracle
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Hawaii

Department of Human Resources Development

State Office Tower, 235 South Beretania Street, 14th Floor ~ Honolulu, HI 96813
(808) 587-1100

Contact(s)

Barbara Krieg

Director

barbara.a.krieg@hawaii.gov

Leila Kagawa

Deputy Director

leila.a.kagawa@hawaii.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	96
Number of Employees (in Dept. Agencies):	
Classified	13,669
Unclassified	1,919
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	
Average Benefits Contribution (by state):	
Employee Retirement Eligibility (5 years):	3%

HR Information Technology

HRIS:	PeopleSoft/Oracle
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Idaho

Division of Human Resources

700 West Jefferson, 1st Floor, P.O. Box 83720 ~ Boise, ID 83720
(208) 854-3076

Contact(s)

David Fulkerson

Administrator

david.fulkerson@dhr.idaho.gov

Kim Toryanski

Deputy Administrator

kim.toryanski@dhr.idaho.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	8
Number of Employees (in Dept. Agencies):	
Classified	10,284
Unclassified	2,668
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$40,938
Average Benefits Contribution (by state):	\$23,494
Employee Retirement Eligibility (5 years):	13%

HR Information Technology

HRIS:	Custom
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Illinois

Bureau of Personnel
Central Management Services
503 William G. Stratton Building ~ Springfield, IL 62706
(217) 524-8773

Contact(s)

Elizabeth Whitehorn

Deputy Director of Personnel, Bureau of Personnel
elizabeth.whitehorn@illinois.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	85
Number of Employees (in Dept. Agencies):	
Classified	42,885
Unclassified	915
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$64,445
Average Benefits Contribution (by state):	\$53,350
Employee Retirement Eligibility (5 years):	

HR Information Technology

HRIS:	Custom We are currently exploring ERP Vendor options.
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Indiana

State Personnel Department

402 W Washington Street, Room W 161 ~ Indianapolis, IN 46204
(317) 232-3065

Contact(s)

Denny Darrow

Director

jdarrow@spd.in.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Iowa

Human Resources Enterprise
Department of Administrative Services
1305 E Walnut Street ~ Des Moines, IA 50319
(515) 281-5064

Contact(s)

Vacant

Chief Operating Officer
susan.churchill@iowa.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	60
Number of Employees (in Dept. Agencies):	
Classified	15,987
Unclassified	2,465
Healthcare Benefits Responsibility:	Yes
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$59,715
Average Benefits Contribution (by state):	
Employee Retirement Eligibility (5 years):	26%

HR Information Technology

HRIS:	Custom
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Kansas

Division of Personnel Services

Office of Administration

Landon State Office Building, 900 SW Jackson, Room 251 ~ Topeka, KS 66612-1251

(785) 296-4278

Contact(s)

Kraig Knowlton

Director, Division of Personnel Services

kraig.knowlton@da.ks.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Kentucky

Personnel Cabinet

State Office Building, 501 High Street, Third Floor ~ Frankfort, KY 40601
(502) 564-7430

Contact(s)

Timothy Longmeyer

Secretary

timothy.longmeyer@ky.gov

Mary Elizabeth Bailey

Commissioner, Human Resources Administration

marye.bailey@ky.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	222
Number of Employees (in Dept. Agencies):	
Classified	29,738
Unclassified	1,116
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$40,326
Average Benefits Contribution (by state):	\$17,730
Employee Retirement Eligibility (5 years):	

HR Information Technology

HRIS:	SAP
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Louisiana

Department of State Civil Service

P.O. Box 94111, 1201 North Third Street ~ Baton Rouge, LA 70804-9111
(225) 342-8273

Contact(s)

Shannon Templet

Director

shannon.templet@la.gov

Byron Decoteau

Deputy Director

byron.decoteau@la.gov

HR Architecture

HR Director Appointed By:	Board or Commission
Number of Central HR Employees:	95
Number of Employees (in Dept. Agencies):	
Classified	47,720
Unclassified	23,387
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	Yes

HR Demographics

Average State Salary (Classified):	\$42,140
Average Benefits Contribution (by state):	
Employee Retirement Eligibility (5 years):	17%

HR Information Technology

HRIS:	SAP
	LaGov-HCM (SAP) is currently used for employee administration, benefits, payroll and LMS.

Maine

Bureau of Employees Relations
Dept. of Administrative & Financial Services
#4 State House Station ~ Augusta, ME 04330
(207) 624-7368

Contact(s)

Joyce Oreskovich

Director, Bureau of Employees Relations
joyce.a.oreskovich@maine.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	43
Number of Employees (in Dept. Agencies):	
Classified	12,570
Unclassified	818
Healthcare Benefits Responsibility:	Yes
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$41,391
Average Benefits Contribution (by state):	
Employee Retirement Eligibility (5 years):	15%

HR Information Technology

HRIS:	Custom RFP for HRIS issued Summer 2014
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Maryland

Office of Personnel Services & Benefits
Department of Budget and Management
301 West Preston Street, Room 609 ~ Baltimore, MD 21201
(410) 767-4715

Contact(s)

Cynthia Kollner

Executive Director, Office of Personnel Services & Benefits
ckollner@dbm.state.md.us

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Massachusetts

Human Resource Division

1 Ashburton Place, Room 301 ~ Boston, MA 02108
(617) 878-9705

Contact(s)

Paul Dietl

Chief Human Resources Officer
paul.d.dietl@state.ma.us

Renee Fullem

Deputy Chief Human Resource Officer
renee.fullem@state.ma.us

HR Architecture

HR Director Appointed By: Governor

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility: No

Higher Education Responsibility: No

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

PeopleSoft/Oracle

Michigan

Civil Service Commission

PO Box 30002, 400 South Pine Street ~ Lansing, MI 48909-7502
(517) 373-3020

Contact(s)

Janet McClelland

State Personnel Director
mcclellandj@michigan.gov

Matthew Fedorchuk

Deputy State Personnel Director
fedorchukm@michigan.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Minnesota

Division of Human Resource Management
Department of Management and Budget
658 Cedar Street ~ St. Paul, MN 55155
(651) 259-3636

Contact(s)

Ann O'Brien

Assistant Commissioner, Division of HR Management
ann.o'brien@state.mn.us

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Mississippi

State Personnel Board

210 East Capitol Street, Suite 800 ~ Jackson, MS 39201
(601) 359-2702

Contact(s)

Deanne Mosley

Executive Director

deanne.mosley@mspb.ms.gov

HR Architecture

HR Director Appointed By:	Board or Commission
Number of Central HR Employees:	57
Number of Employees (in Dept. Agencies):	
Classified	24,926
Unclassified	6,533
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$34,506
Average Benefits Contribution (by state):	
Employee Retirement Eligibility (5 years):	30%

HR Information Technology

HRIS:	Custom
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Missouri

Division of Personnel
Office of Administration

P.O. Box 388, 301 West High Street, Suite 430 ~ Jefferson City, MO 65102-0388
(573) 751-4514

Contact(s)

Nancy Johnston

Director, Division of Personnel
nancy.johnston@oa.mo.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	65
Number of Employees (in Dept. Agencies):	
Classified	38,765
Unclassified	12,879
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$33,115
Average Benefits Contribution (by state):	\$22,161
Employee Retirement Eligibility (5 years):	10%

HR Information Technology

HRIS:	Custom
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Montana

Human Resources Division
Department of Administration
P.O. Box 200107 ~ Helena, MT 59620
(406) 444-3894

Contact(s)

Randy Morris

HRIS Bureau Chief, Human Resources Division
ramorris@mt.gov

HR Architecture

HR Director Appointed By:	
Number of Central HR Employees:	42
Number of Employees (in Dept. Agencies):	
Classified	10,050
Unclassified	1,758
Healthcare Benefits Responsibility:	Yes
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$45,469
Average Benefits Contribution (by state):	\$13,500
Employee Retirement Eligibility (5 years):	55%

HR Information Technology

HRIS:	PeopleSoft/Oracle Implemented 1997; current version 9.1
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Nebraska

State Personnel Division
Department of Administrative Services
P.O. Box 94905 ~ Lincoln, NE 68509-4905
(402) 471-2075

Contact(s)

Ruth Jones

Director, State Personnel Division
ruth.jones@nebraska.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	35
Number of Employees (in Dept. Agencies):	
Classified	13,943
Unclassified	753
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$42,981
Average Benefits Contribution (by state):	\$30,588
Employee Retirement Eligibility (5 years):	48%

HR Information Technology

HRIS:	Workday
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Nevada

Department of Administration
Division of Human Resource Management
100 North Stewart Street, Suite 200 ~ Carson City, NV 89701
(775) 684-0101

Contact(s)

Lee-Ann Easton

Director, Department of Administration
leaston@admin.nv.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	76
Number of Employees (in Dept. Agencies):	
Classified	17,000
Unclassified	1,052
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$40,730
Average Benefits Contribution (by state):	\$23,195
Employee Retirement Eligibility (5 years):	24%

HR Information Technology

HRIS:	Custom
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New Hampshire

Division of Personnel
Department of Administrative Services
25 Capitol Street ~ Concord, NH 03301
(603) 271-3359

Contact(s)

Sara Willingham

Director, Division of Personnel
sara.willingham@nh.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

New Jersey
Civil Service Commission
Department of Administrative Services
P.O. Box 317 ~ Trenton, NJ 08625
(609) 292-4125

Contact(s)

Robert Czech

Chair/Chief Executive Officer, Civil Service Commission
robert.czech@csc.state.nj.us

Grace Kelly

Deputy CEO, Civil Service Commission
grace.kelly@csc.state.nj.us

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	246
Number of Employees (in Dept. Agencies):	
Classified	55,258
Unclassified	8,371
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	Yes

HR Demographics

Average State Salary (Classified):	\$67,092
Average Benefits Contribution (by state):	\$25,537
Employee Retirement Eligibility (5 years):	32%

HR Information Technology

HRIS:	Custom Built and maintained internally.
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New Mexico

State Personnel Office

2600 Cerrillos Road ~ Santa Fe, NM 87505
(505) 476-7751

Contact(s)

Justin Najaka

Director

justin.najaka@state.nm.us

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

New York

Department of Civil Service

Alfred E. Smith State Office Building ~ Albany, NY 12239
(518) 457-3701

Contact(s)

Jerry Boone

Commissioner

jerry.boone@cs.state.ny.us

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

North Carolina

Office of Human Resources

116 West Jones Street, 1331 Mail Service Center ~ Raleigh, NC 27699-1331
(919) 807-4908

Contact(s)

Neal Alexander

Director

neal.alexander@nc.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	81
Number of Employees (in Dept. Agencies):	
Classified	58,486
Unclassified	1,029
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	Yes

HR Demographics

Average State Salary (Classified):	\$42,809
Average Benefits Contribution (by state):	\$22,080
Employee Retirement Eligibility (5 years):	11%

HR Information Technology

HRIS: Custom and SAP

North Dakota

Human Resource Management Services

Office of Management & Budget

600 East Boulevard Avenue, Dept. 113 ~ Bismarck, ND 58505-0120

(701) 328-4739

Contact(s)

Ken Purdy

Director, Human Resource Management Services

kpurdy@nd.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	13
Number of Employees (in Dept. Agencies):	
Classified	7,167
Unclassified	770
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$50,942
Average Benefits Contribution (by state):	
Employee Retirement Eligibility (5 years):	27%

HR Information Technology

HRIS:	PeopleSoft/Oracle
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Ohio

Division of Human Resources
Department of Administrative Services
30 East Broad Street, 27th Floor ~ Columbus, OH 43215
(614) 466-3463

Contact(s)

Stephanie Loucka

Deputy Director , Division of Human Resources
stephanie.m.loucka@das.ohio.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	129
Number of Employees (in Dept. Agencies):	
Classified	41,697
Unclassified	7,869
Healthcare Benefits Responsibility:	Yes
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$46,842
Average Benefits Contribution (by state):	\$12,312
Employee Retirement Eligibility (5 years):	20%

HR Information Technology

HRIS:	PeopleSoft/Oracle
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Oklahoma

Human Capital Management Division
Office of Management & Enterprise Services
2101 North Lincoln Boulevard, Room G-80 ~ Oklahoma City, OK 73105
(405) 521-3928

Contact(s)

Lucinda Meltabarger

Administrator, Human Capital Management Division

lucinda.meltabarger@omes.ok.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees: 186

Number of Employees (in Dept. Agencies):

Classified 23,724

Unclassified 10,200

Healthcare Benefits Responsibility: Yes

Higher Education Responsibility: No

HR Demographics

Average State Salary (Classified): \$40,675

Average Benefits Contribution (by state): \$22,836

Employee Retirement Eligibility (5 years): 36%

HR Information Technology

HRIS: PeopleSoft/Oracle

Oregon

Division of Human Resources
Department of Administrative Services
155 Cottage Street, N.E. ~ Salem, OR 97310
(503) 378-3020

Contact(s)

Madilyn Zike

Chief HR Officer

madilyn.zike@state.or.us

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	46
Number of Employees (in Dept. Agencies):	
Classified	32,085
Unclassified	1,794
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$50,919
Average Benefits Contribution (by state):	\$23,283
Employee Retirement Eligibility (5 years):	28%

HR Information Technology

HRIS:	Custom and Cobol Currently in Business Case / RFP development for a modern HRIS
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Pennsylvania

Human Resources & Management
Governors Office of Administration
517 Finance Building ~ Harrisburg, PA 17110
(717) 787-5545

Contact(s)

James Honchar

Deputy Secretary, Human Resources & Management
jhonchar@pa.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	285
Number of Employees (in Dept. Agencies):	
Classified	54,698
Unclassified	24,854
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$51,439
Average Benefits Contribution (by state):	\$29,499
Employee Retirement Eligibility (5 years):	34%

HR Information Technology

HRIS:	SAP PA uses SAP as the central HR/Payroll/Budget/Procurement ERP. However, Infor, a third-party software-as-a-service solution, is integrated with it for onboarding and benefits and transactional call center
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Rhode Island

Office of Personnel Administration

1 Capitol Hill ~ Providence, RI 02908-5860
(401) 222-2160

Contact(s)

Deborah Dawson

Human Resources Director

deborah.dawson@hr.ri.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

South Carolina

Office of Human Resources

Budget & Control Board

8301 Parklane Road, Suite A220 ~ Columbia, SC 29229

(803) 896-5172

Contact(s)

Samuel Wilkins

Director, Office of Human Resources

swilkins@ohr.sc.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	19
Number of Employees (in Dept. Agencies):	
Classified	35,301
Unclassified	742
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	Yes

HR Demographics

Average State Salary (Classified):	\$38,606
Average Benefits Contribution (by state):	\$11,582
Employee Retirement Eligibility (5 years):	

HR Information Technology

HRIS: SAP and Legacy system for higher education agencies

South Dakota

Bureau of Personnel
Department of Administration
500 East Capitol Avenue ~ Pierre, SD 57501
(605) 773-4918

Contact(s)

Laurie Gill

Commissioner, Bureau of Personnel
laurie.gill@state.sd.us

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Tennessee

Department of Human Resources

505 Deaderick Street, James K. Polk Building, 1st Floor ~ Nashville, TN 37243
(615) 741-2958

Contact(s)

Rebecca Hunter, SPHR, IPMA-CP

Commissioner

rebecca.hunter@tn.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	103
Number of Employees (in Dept. Agencies):	
Classified	34,520
Unclassified	4,782
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$42,013
Average Benefits Contribution (by state):	\$9,265
Employee Retirement Eligibility (5 years):	37%

HR Information Technology

HRIS:	PeopleSoft/Oracle
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Utah

Department of Human Resource Management

2120 State Office Building, PO Box 141531 ~ Salt Lake City, UT 84114
(801) 538-3403

Contact(s)

Debbie Cragun
Executive Director
dcragun@utah.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	144
Number of Employees (in Dept. Agencies):	
Classified	5,414
Unclassified	16,311
Healthcare Benefits Responsibility:	Yes
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$41,766
Average Benefits Contribution (by state):	\$32,963
Employee Retirement Eligibility (5 years):	

HR Information Technology

HRIS:	Custom
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Vermont

Department of Human Resources

110 State Street ~ Montpelier, VT 05620-3001
(802) 828-3491

Contact(s)

Maribeth Spellman

Commissioner

maribeth.spellman@state.vt.us

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Virginia

Department of Human Resource Management

101 North 14th Street, 12th Floor ~ Richmond, VA 23219
(804) 225-2237

Contact(s)

Sara Wilson

Director

sara.wilson@dhrm.virginia.gov

HR Architecture

HR Director Appointed By:

Number of Central HR Employees:

Number of Employees (in Dept. Agencies):

Classified

Unclassified

Healthcare Benefits Responsibility:

Higher Education Responsibility:

HR Demographics

Average State Salary (Classified):

Average Benefits Contribution (by state):

Employee Retirement Eligibility (5 years):

HR Information Technology

HRIS:

Washington

Office of State HR Director

Office of Financial Management

P.O. Box 47500, 521 Capitol Way South ~ Olympia, WA 98504-7500

(360) 407-4104

Contact(s)

Glen Christopherson

Assistant Director for HR

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HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	61
Number of Employees (in Dept. Agencies):	
Classified	55,850
Unclassified	3,056
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	Yes

HR Demographics

Average State Salary (Classified):	\$49,056
Average Benefits Contribution (by state):	\$19,690
Employee Retirement Eligibility (5 years):	

HR Information Technology

HRIS:	SAP
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West Virginia

Division of Personnel
Department of Administration

1900 Kanawha Blvd. East Bldg 6, Room 420 ~ Charleston, WV 25305-0139
(304) 558-3950 x57210

Contact(s)

Sara Walker

Director, Division of Personnel
sara.p.walker@wv.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	60
Number of Employees (in Dept. Agencies):	
Classified	19,459
Unclassified	614
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$32,940
Average Benefits Contribution (by state):	\$9,223
Employee Retirement Eligibility (5 years):	17%

HR Information Technology

HRIS: going live with ERP in Jan 2015 CGI/AMS

Wisconsin

Office of State Employment Relations

101 E. Wilson St., P.O. Box 7855 ~ Madison, WI 53707-7855
(608) 267-1019

Contact(s)

Nicole Rute

Executive Human Resource Specialist, Sr.
nicole.rute@wisconsin.gov

Greg Gracz

Director
greg.gracz@wisconsin.gov

HR Architecture

HR Director Appointed By:	Governor
Number of Central HR Employees:	
Number of Employees (in Dept. Agencies):	
Classified	40,000
Unclassified	1,200
Healthcare Benefits Responsibility:	No
Higher Education Responsibility:	Yes

HR Demographics

Average State Salary (Classified):	\$49,490
Average Benefits Contribution (by state):	\$19,816
Employee Retirement Eligibility (5 years):	21%

HR Information Technology

HRIS:	Custom We are currently working on a project to bring in PeopleSoft. It has been purchased and the project is nearing the design stage.
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Wyoming

Human Resources Division

Department Administration & Information

Emerson Building, 2001 Capitol Avenue, Room 128 ~ Cheyenne, WY 82002

(307) 777-6722

Contact(s)

David Urquidez

Administrator, Human Resources Division

david.urquidez@wyo.gov

Dean Fausset

Director, Department of Administration & Info.

dean.fausset@wyo.gov

HR Architecture

HR Director Appointed By:	Agency Head
Number of Central HR Employees:	38
Number of Employees (in Dept. Agencies):	
Classified	8,091
Unclassified	675
Healthcare Benefits Responsibility:	Yes
Higher Education Responsibility:	No

HR Demographics

Average State Salary (Classified):	\$51,322
Average Benefits Contribution (by state):	\$24,051
Employee Retirement Eligibility (5 years):	24%

HR Information Technology

HRIS: We do not have an HRIS system