

**TESTIMONY**  
**HOUSE GOVERNMENT AND VETERANS AFFAIRS COMMITTEE**

**DEPARTMENT OF HUMAN SERVICES**  
**JANUARY 19, 2007**

Chairman Haas and members of the Government and Veterans Affairs Committee, my name is Dean Mattern, Director of Human Resources for the Department of Human Services. I appreciate the opportunity to appear before this committee. I am here to provide testimony in opposition to House Bill 1174.

I believe there is already a very good process in place to review and approve classified permanent employee positions. First the appropriations committees of both the House and Senate review our staffing levels and I can assure you that they do a good job. Next the Legislature approves our staffing levels and expected workloads with our budget. Any positions, which are not approved by the Legislature but are required to be added during the biennium, must be reviewed and approved by the Emergency Commission. And finally the Governor's Hiring Council must review and approve all positions that have been vacant six months or more.

Internally the Department of Human Services requires that vacant positions be reviewed and a justification to fill be completed by the supervisor, which is reviewed by Fiscal Administration and Human Resources before going to the Executive Director for approval to fill. The only positions exempt from this process are direct care positions, which are determined by staff to client ratios.

In addition most of our programs have some sort of Federal funding source which generally require staffing ratios or performance measures.

The Department of Human Services has approximately 2000 employees and a 14% turnover rate. This means we can expect to have approximately 280 vacancies per year. This bill would require DHS to submit for approval to the state employment review commission a request every working day of the year.

We believe that the volume of requests generated by the Department of Human Services and the other agencies by this bill could result in a duplication of effort.

Finally because the Department of Human Services is required to comply with the Federal Merit system, our hiring time from resignation to employment is longer than most other agencies. This bill would only increase that time and could affect the delivery of care to our clients.

In summary the Department of Human Services is in opposition to this bill because it believes:

- There already exists, appropriate processes to review and approve employee positions by the Legislature, the Emergency Commission and the Governor's office.

- The Department uses an effective internal process to review every position, which becomes vacant that is not a direct care position.

I would be happy to answer any questions you might have.

Thank You.