

TESTIMONY OF

Molly Herrington, Chief People Officer, Human Resource Management Services

Good morning, Chairman Schauer and committee members. My name is Molly Herrington, Chief People Officer and Director of Human Resource Management Services (HRMS) Division of the Office of Management and Budget (OMB). OMB supports HB 1170, as introduced with Representative Motschenbacher's proposed amendments.

HB 1170 is a bill with the potential to enhance our recruitment tools for the state by offering new hires limited leave as they work on accruing their standard sick and annual leave. This legislation addresses recruitment challenges, particularly in hard-to-fill positions related to their access to leave.

The bill, with proposed amendments, would grant new employees 40 hours of new hire leave upon hire to be used within the first year of employment. This is a positive step toward ensuring that workers are able to manage their personal health and well-being early in their employment. This initiative supports employee engagement and productivity, which ultimately benefits the entire organization. By allowing employees to utilize this time within their first year, the bill provides a valuable safety net during the critical early stages of employment.

Additionally, the ability to offer modified accrual of leave for hard-to-fill positions as defined by Section 54-06-31(5) further strengthens the bill. It provides agencies with a valuable tool to attract and retain talent in crucial sectors where workforce shortages are most prevalent.

In conclusion, I believe this legislation will help create a more uniform and supportive work environment across state agencies. It will enhance employee retention, foster job satisfaction, and address the ongoing challenges in recruitment. I strongly encourage the committee to support this bill, which will ultimately benefit both the state and its employees.

Thank you for your consideration. Chairman Schauer and committee members, this concludes my testimony. I would be happy to answer any questions.