

The DAS Human Resource Services Division (HRSD) mission is to provide direction and services to promote a stable and qualified workforce in Oregon State Government. To help carry out HRSD's mission, the HR Management and Consultation (HRMC) Section develops and implements workforce development and management strategies for the State; develops and administers HRSD rules and policies; and provides consulting services and technical assistance to state agency Human Resource offices. The section's consultation and technical assistance to agencies includes:

- ◆ Advice and guidance on the interpretation and application of HRSD rules and policies, as well as federal and state human resource laws;
- ◆ Early notice to agencies of recent court decisions and changes in laws and regulations which may impact agency practices or HRSD rules or policies;
- ◆ Trainings on HR laws, rules and policies;
- ◆ Assistance to agency HR staff in connection with HR program administration; and
- ◆ Support and council regarding agency workforce management to meet business needs.

HRMC's mission is to work collaboratively to provide consistent policy direction that builds trust in agencies through individual or group consultation and generates best practice and approaches that drive policy direction.

The HRMC manager leads a team of three senior HR consultants, two HR consultants, and a HR program specialist. Consultants are available to agencies for consultation and technical assistance and provide research and analysis on various HR-related issues. In addition, the two HR consultants provide a full range of HR administration support to various boards, commissions and small agencies (Client Agencies) who contract with DAS/HRSD for HR services.

The HRMC team works closely with other DAS divisions and state agencies to implement new or to revise existing HRSD policies and Oregon Administrative Rules, while implementing "best practice" in human resource management.

HRMC also conducts special studies and research on highly complex policy, program, and human resource management issues and makes recommendations to top-level decision makers including the DAS Director and the Governor's Office.