

**Department of Human Resources
Budget Overview
November 14, 2024
Claire DeMatteis, DHR Secretary**

Director Cade, Deputy Director Stewart, and OMB Executives,

Thank you for the opportunity to publicly present DHR's Fiscal Year 2026 budget requests.

Thanks to the DHR centralization plan supported by Governor Carney, you and the General Assembly over the past seven years, and a rigorous marketing campaign, DHR has hired a record number of new employees for calendar years 2022 and 2023 and we are on track for another potential record in 2024.

With state funding recommended by Governor Carney and approved by the General Assembly, DHR has invested in technology and centralized core human resources functions such as recruitment, onboarding, employee benefits services, leave administration, classification, compensation, employee and labor relations, and employee trainings.

Modernization accomplishments include:

- Improving service delivery by transitioning staff into a centralized model across all executive branch agencies.
- Updating job descriptions, pay grades and classifications for more than 2,000 state positions.
- Implementing an electronic enterprise document management system to strengthen human resources records' security and risk management, which involved digitizing more than 8 million paper personnel files.
- Launching a new employee onboarding system, Delaware Launchpad, across executive branch agencies to advance DHR's centralization and modernization initiatives, while assuring consistent and streamlined preboarding, onboarding, and offboarding processes.
- Partnering with DTI to automate the previously manual reclassification process.
- Enhancing the coordination of employee and labor relations.
- Updating and implementing over 180 statewide policies, templates, and forms to align with federal and state legislation and the Governor's initiatives to promote consistency and efficiency.
- Eliminating the bachelor's degree requirement for hundreds of state jobs.

DHR has one primary Door Opener – \$8,200 to cover the 1% lease escalator on our two centralized offices: one at Reads Way in New Castle, and the other at Silver Lake in Dover. (refer to OMB list being shared during public hearing)

DHR also is seeking an increase of \$2.5 million for the Insurance Coverage Office Self-Insured Program and funds to cover general liability insurance for the state and requesting \$900,000 for an increase in coverage for policies to cover additional properties and increase in rate for aviation policies for two new helicopters.

DHR is seeking 3 new full-time employees: 2 for the Statewide Benefits Office and one for the Insurance Coverage Office.

Per the FY26 budget guidelines, DHR is requesting any items outside of recommended Door Openers as additional appropriated special fund spending authority rather than an increase in general funds.

Thank you for your consideration of DHR's requests. I welcome any questions.