

# Department of Human Resources 2022 Highlights

## COMPENSATION

In 2022, implemented a modernized salary structure based on leading practice to support market-competitive pay.



The structure supports the recruitment and retention of a high-performing workforce who provide exceptional service in mission-critical jobs for the benefit of nearly **7 million** Tennessee citizens.

### 2021-2022 Pay for Performance Rewards

Rating	July 2022 Base % Increase	January 2023 Bonus % Amount
Meets Expectations	4.5%	1.5%
Exceeds Expectations	5.75%	3%
Exceptional	6%	3.75%

Employees received a Pay for Performance base increase in July 2022 and a bonus in January 2023 for their achievements.

## RECRUITING

The DOHR Recruiting Division assists in posting executive service, preferred service, non-competitive and internship roles. In 2022 the Recruiting Division posted over **13,300** jobs. We also managed the following 5 programs Career Explorers, Second Chance Employer, Tennessee Leaders of Tomorrow Internship and the Hiring Our Heroes. We host state government dedicated career fairs each month. The Recruiting Division also supports agency recruiting and training by conducting focused searches for hard to fill roles, attending Rapid Hire events and facilitating the enterprise Recruiting Academy.

## LEARNING & LEADERSHIP DEVELOPMENT (LLD)

LLD supports learning and leadership across the enterprise. On average, over **35,000** employees interface with the team or engage in a course designed/facilitated by an LLD team member.

LLD is sectioned into three (3) areas.

**The Employee**  
Mandatory trainings and individual professional development.

**The Team - Leadership Academies**  
Leadership academies are residential or virtual programs customized to each agency's specific needs that can target any level of employee.

**The Department - Organizational Leadership**  
To further support departments, LLD administers 4 Enterprise-Wide Leadership Programs (LEAD TN, TGEI, TGPI, TGMI, and ALI), administers 4 conferences (HCM, L&D, TAP, and TGPI), and facilitates several assessment tools designed to position teams and individuals to become highly productive and efficient.

## EMPLOYEE PROGRAMS



### EMPLOYEE SUGGESTION AWARD PROGRAM

THE ESAP BOARD APPROVED AND AWARDED OVER \$45,000 TO STATE EMPLOYEES WITH ELIGIBLE SUGGESTIONS



TENNESSEE EMPLOYEE CHARITABLE CAMPAIGN EMPLOYEES DONATED A TOTAL OF \$159,514.36 TO CHARITABLE ORGANIZATIONS IN TENNESSEE



### EMPLOYEE MEDIATION PROGRAM

THE PROGRAM COORDINATED A TOTAL OF NINETEEN (19) MEDIATIONS THAT RESULTED IN A SUCCESSFUL SETTLEMENT AGREEMENT