



DEPARTMENT OF ADMINISTRATION

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Key Initiatives



Broadband Program



Workforce Modernization



State Medical Plan Update



Procurement Transformation / Reform



Broadband Program

Connect MT

Application window closed April 29th; \$270M ARPA funds available for grants

- 80 applications received serving 156K locations
 - *Total Requests: \$521M*
 - *Total Matching Funds: \$193.9M*
 - *Total Project Costs: \$704M*
- Challenge window closes June 3rd; recommendations to the ARPA Communications Advisory Commission in early July

Infrastructure Investment & Jobs Act (IIJA)

- NTIA Notice of Funding Opportunities Released
 - Broadband, Equity, Access and Deployment (BEAD) Program (\$42B available)
 - State Digital Equity Planning Grant (\$60M)
 - Middle Mile Grant Program (\$1B)
- DOA submitted Letter of Intent to apply for applicable funding streams for MT



Workforce Modernization



Remote & Office Workspace Study (ROWS)

Evaluating workforce telework options and office space components as part of the same initiative. Plan to complete workforce analysis mid-Summer; office space strategies to follow.



Statewide Employee Performance Management Process

Transitioned all agencies to the same performance management process in January 2022. Provides for quarterly check-ins between supervisors and their employees; and formal annual evaluations.



Workforce Retention Strategies

Developing strategies to address low unemployment, housing shortages, and cost of living challenges.



Setting the Standards for Telework

The privilege of teleworking provides a wealth of benefits to leaders and to the workforce at-large, but it is important for everyone to understand its parameters and implications.

Telework vs. Remote

Teleworkers will be expected to work part-time in the office according to their **function, assigned schedule, and individual telework agreements**. These employees may not have assigned workspaces, but they will have the ability to use a workspace that fits the need of their respective work responsibilities and organizational requirements to maximize work efficiency.

Remote workers are only expected to return to the office for specific needs, such as project kick-offs and team-building exercises, and will **not have assigned workspaces**.

Determining Telework Eligibility: What Are the Options?

In-Person Only

- 100% of time at central workplace
- Assigned workspace
- Central workplace required to perform job functions

Flexible Telework Eligible

Low

- Up to 20% of time at alternative workplace
- Minimal schedule flexibility/same days and times

Medium

- Up to 60% of time at alternative workplace
- Some schedule flexibility/ may change days or times

High

- Up to 80% of time at alternative workplace
- High schedule flexibility/ days and times change based on needs

Workspace options may vary

Remote Eligible

- 100% of time at alternative workplace
- No assigned workspace
- Job functions are not workplace dependent



State Medical Plan Update

Medical Plan Third Party Administrator (TPA) RFP Released March 28, 2022.

Opportunities:

- ✓ Reduce provider and facility reimbursement levels for cost savings
- ✓ Provide enrollment options to members based on their coverage needs
- ✓ Enhance access to care management solutions to help members navigate individual care needs
- ✓ Provide value-added benefits specific to plan cost drivers that provide members address specific health problems

Award Contract Late Summer / Implementation January 1, 2023



Procurement Transformation / Reform

Objective:

Examine our enterprise procurement and contract management practices and transform them to create a modernized, effective program that aligns with industry best practices and continues to:

- ensure fair and open competition;
- provide for increased public confidence in procurement procedures; and
- maximize the purchasing value of public funds as stated in the Montana Procurement Act under MCA Title 18.

Opportunities:

- ✓ Leverage and align enterprise resources in the area of procurement
- ✓ Improve procurement workforce skills and competencies
- ✓ Streamline processes through adoption of sourcing and contractor management tools
- ✓ Lower barriers to increase competition and decrease procurement cycle time

Formulate recommendations and transformation roadmap by July 2022.





Questions?