

Dear Fellow State Employee,

Today, Governor Gianforte announced the centralization of IT, procurement, and human resources for all Executive Branch Agencies into single statewide entities under the direction of the Department of Administration (DOA). DOA will work with agencies to implement these new centralization strategies in the upcoming months.

The decision to centralize these three functional areas was made to achieve the following benefits:

- Improve service quality for agencies
- Increase support for agency-specific needs
- Create consistency in services and policy application
- Reduce legal and compliance risk
- Increase cost efficiency and create better resource utilization
- Improve workforce analytics for strategic decisions
- Create efficiency in talent acquisition and management
- Reduce agency administrative burden

The centralization initiative does not include plans for reduction in force activities.

- Supporting our employees is a top priority.
- We view centralization as an opportunity to enable agencies to elevate the importance of these functions, providing more opportunities for career enhancement.

Our main centralization goals include:

- Policy, procedure, and service level standardization
- Enhance data integrity, reporting, and analytics
- Reduce duplication
- Enable flexible and responsive support statewide

Centralization, or the shared services of general operations common to all agencies, is a best practice in both the private and public sectors. While each agency is unique in mission, these functions are the same. We are one government working for the State of Montana to serve our citizens. Many states have successfully adopted these models, finding efficiencies and streamlining services that result in a seamless experience for their state employees.

As the centralization process proceeds, you can expect to receive regular communications specific to your area – IT, procurement, and human resources. In the coming weeks, we will also announce a Centralization Support Website where you will find FAQs, specific area guidance, and timelines and expectations.

During the centralization process, we ask that you continue to follow the current policies and guidance provided by your agency management and the DOA.

Direct all questions to DOAdirector@mt.gov.

I echo Governor Gianforte's sentiment, thanking you for the work you do for the State of Montana, your fellow employees, and your specific agencies. I agree that together, we will make greater government efficiency possible.

Best,

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