

2011 Annual Report

Human Resources Modernization Project

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Executive Summary

Under the joint sponsorship of the Department of Personnel Administration (DPA), the State Personnel Board (SPB), and the Department of Finance (DOF), the Human Resources Modernization Project (HR Mod) launched in October 2007. HR Mod's eight year mission is to modernize and streamline the State's Human Resources (HR) programs through classification consolidation, identifying competencies in occupational areas and leveraging technology to facilitate recruiting, hiring and retaining a well-qualified, high-performing workforce. During 2010, HR Mod focused on short-term efforts directly tied to the goals and objectives identified in its current Strategic Plan (Appendix A). Brief descriptions of these accomplishments and planned activities for the future are provided in this report.

The HR Mod team is comprised of a group of experienced professional and technical personnel, who provide expertise and knowledge acquired from years of working throughout many different State departments. In addition, HR Mod has received support and other loaned resources from many State departments and agencies which have played a critical role in HR Mod's ability to successfully achieve its goals and objectives.

Key Project Activities

HR Mod will continue through fiscal year (FY) 2015. Project deliverables governed by the State's constitution, such as new methods or approaches for conducting civil service examinations, will continue to be implemented throughout the life of the project. Project deliverables that may fall within the scope of collective bargaining, will take longer to implement. Incremental improvements throughout the project's life cycle are essential to the final delivery and implementation of a modernized and streamlined service-wide HR Program.

During 2010, HR Mod achieved a significant number of accomplishments resulting in improved efficiencies and greater effectiveness of the State's HR processes. These accomplishments, grouped into several broad categories, are summarized below.

This report describes the most significant accomplishments of HR Mod during 2010.