

# Personnel Reform

## **Consolidating Personnel Systems**

The State has many personnel systems within the Executive Branch each of which operate under independent rules and policies. Consolidating the multiple systems into one personnel system will ensure consistency in managing the workforce.

## **Improving the Management of the Workforce**

The current system consists of rules and regulations adopted many years ago that served a valuable purpose at the time, but now actually make it difficult to manage the workforce effectively. The current emphasis on job security rewards longevity over performance that often results in the retention of lower performers and the separation of our best talent. Consequently, reform will modernize the State's practices by, for example, redesigning the performance management system and re-evaluating the administration of reductions in force.

## **Restructuring the Grievance and Appeal System**

The current grievance and appeal system was also adopted many years ago. Disciplining and terminating employees can be difficult and time-consuming. Consequently, the system often discourages supervisors from appropriately managing and correcting inadequate performance. Streamlining the grievance and appeal system will enable supervisors to more effectively manage their employees.

## **Modifying Human Resources Practices**

It is incumbent for state government to re-evaluate all human resources practices to ensure increased accountability and the efficient delivery of services to its citizens. This includes assessing the classification system, the compensation system and the systems that enable the state to attract and retain high-performing employees.