

STATE CIVIL SERVICE HR COMMUNITY MEETING 3.01.2017

Director's update

SHIFT

An intentional change in position by State Civil Service to drive strategic and innovative partnerships that foster a strong and collaborative HR community.

Join the SHIFT

- Set tough objectives
- Live values
- Protect Brand
- Learn from Experiences
- Drive Performance
- Utilize Human Capital
- Acknowledge Excellence

SHIFT to Data

- Proactively identifying impactful HR metrics
- Deeper dives into the data in decision making
- Continued review of decision outcomes

SHIFT to Compensation Redesign

- 2015 Annual Pay Plan Review
- 2016 SCSC Compensation Study Group
- 2016 SCSC Meeting
- 2016 Human Resources Advisory Committee
- 2017 Next Steps – Compensation Redesign

SHIFT to Branding

Overall goal of improving the "perception" of state employment

- State Civil Service Internal Processes
- Defining and Branding the Value of HR in state government
- Strategically building a relationship with SCS and State Agencies to brand state government employment.

NASPE Project

- HR Value Statement
- Agency Head Feedback -
 - What is your biggest workforce challenge?
 - What are your potential roadblocks?

Miscellaneous updates

- Information Technology Positions
- Layoff Avoidance – 3 year eligibility
- Layoff Avoidance – 2017
- Retirement Education Series
- Public Service Recognition Week May 7 –13, 2017
 - Follow us on Twitter @LA_SCS

Questions?