

OPM 98-64

To: All Appointing Authorities

**From: Oscar B. Jackson, Jr., Administrator and
Cabinet Secretary of Human Resources**

Date: October 22, 1998

In re: NASPE "HR Reform for the Future" Report

Since 1992, the National Association of State Personnel Executives (NASPE) has followed with interest the efforts of numerous states to reform their government HR systems.

In late 1992, NASPE conducted a survey regarding reform efforts in five major areas of state civil service systems: Performance-based pay, privatization, classification systems, selection systems, and grievance processes. In January 1993, NASPE released the results of the *Civil Service Reform Survey*, which indicated that 31 states were undergoing some form of HR system reform, and that six states were embarking on *wholesale* reform.

- In June 1995, in preparation for NASPE's presentation to the *Secretary of Labor's Task Force on Excellence in State and Local Government*, the organization surveyed its membership regarding seven state HR reform trends: Employee reward systems, changes in classification/compensation structure, competitive government (privatization), decentralization/delegation of position allocation and/or certification, alternative working arrangements, Alternative Dispute Resolution procedures, and quality initiatives.
- In April 1996, NASPE was invited to the Colorado Personnel Conference to discuss *Trends in State Personnel Practices*. To ensure that the Colorado folks would be provided with the latest information concerning the seven trends identified in 1995, NASPE members were asked to provide updates on the June 1995 topics.

This August, in anticipation of a presentation to the International Personnel Management Association (IPMA) International Training Conference, NASPE members were again asked to provide information concerning specific HR reform initiatives either underway or planned in each state and the degree to which, if successful, these initiatives will add value to the HR function in individual state agencies and throughout state government as a whole.

Enclosed is the report presented at the IPMA Training Conference. I hope you will find it interesting reading, as well as a useful document. If you have any questions concerning the report, please contact Dayna Petete, of my staff, at (405) 521-6293.

Enclosure