



# Department of Personnel Services

**January 2010**

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## Funding Cuts

- n Budget for biennium already \$9 million less than needed to maintain operations
- n In Fund 419 (technology), cutting rate to agencies by \$1 per head/month, plus reduction in travel and training = \$1.6 million reduction
- n Fund 415/455 (remainder of DOP) reduced by \$1.9 million



## Additional Work

- n Expand HR services for small agencies
- n Centralize HRMS security
- n Add online leave request and approval to Employee Self Service
- n Centralize recruitment, beginning with implementing new online recruitment tool



# Impact on DOP Services

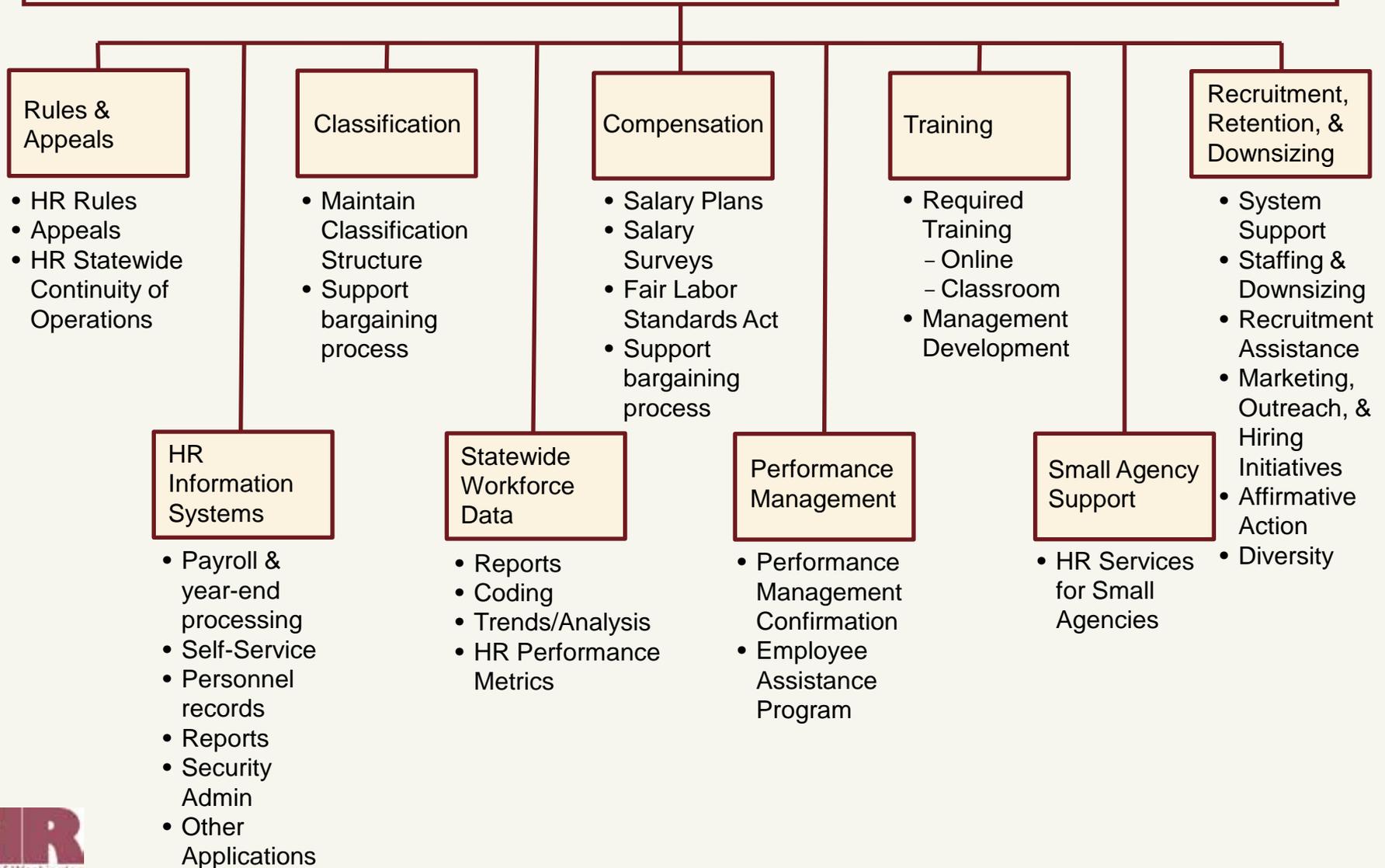
- n Eliminating skills assessment and test development services
- n Eliminating executive recruitment services
- n Training staff reduced by half
  - Focusing on mandatory and leadership training
  - Putting more emphasis on online training delivery
  - Building on existing relationships with higher education to deliver leadership and other training more effectively
  - Eliminating organizational development services
- n Eliminating nine positions in Information Services in order to fill more critical vacancies



# Small Agency Assistance

- n Opportunity to expand on existing model for shared services
- n Will work with agencies to determine best approach
- n Anticipate providing full range of HR services
- n Use service level agreements to determine specific range and level of services for each agency

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# Customer Feedback

## Channels for Gathering Feedback

- n HR Management Reports
- n HR Managers Meetings
- n Personnel/Payroll Meetings
- n Recruiters Roundtable
- n Classification Roundtable
- n Customer Surveys
- n Training Managers Meetings
- n Rules Review Meetings
- n HRMS Cross Agency Functional Team
- n DOP Service Center

