As of 5/27/2009

111 - Department of Personnel

A001 Administrative Activity

Statewide Result Area: **Strengthen government's ability to achieve results efficiently and effectively**

Statewide Strategy: **Provide human resources support for government agencies**

Expected Results

Provide the leadership and infrastructure necessary to support effective, successful agency operations and service delivery.

A002 Combined Fund Drive

Statewide Result Area: **Strengthen government's ability to achieve results efficiently and effectively**

Statewide Strategy: **Provide human resources support for government agencies**

Expected Results

The Combined Fund Drive provides a convenient method for state employees and public agency retirees to contribute to charities. The annual CFD campaign saves charities the time and expense of conducting multiple fund-raising campaigns, so more of the money raised can go directly to providing needed services.

A003 Employee Advisory Service

Statewide Result Area: **Strengthen government's ability to achieve results efficiently and effectively**

Statewide Strategy: **Provide human resources support for government agencies**

Expected Results

The Employee Advisory Service supports and enhances employee performance and promotes a safe and productive working environment by assisting the employee to address personal problems affecting their employment. The program also assists agency management in addressing an employees's job performance, behavior, and productivity.

A006 Human Resource Information Systems

Statewide Result Area: **Strengthen government's ability to achieve results efficiently and effectively**

Statewide Strategy: **Provide human resources support for government agencies**

Expected Results

Maintain technology systems and applications that provide efficient, streamlined support for payroll, retirement, insurance, recruitment, employment referrals, training, and other key human resource management business needs. Provide efficient, ready access, including self-service tools, to human resource data and information. Reducing transactional time is a key goal.

A007 Job Classification and Compensation

Statewide Result Area: **Strengthen government's ability to achieve results efficiently and effectively**

Statewide Strategy: **Provide human resources support for government agencies**

Expected Results

The development and implementation of a steamlined, broader job classisfication structure and associated compensation plan that flexes with the changing business needs of state government, enhances mobility and career opportunities for employees, and reduces administrative cost and effort.

A009 Recruitment, Assessment, and Appointments

Statewide Result Area: **Strengthen government's ability to achieve results efficiently and effectively**

Statewide Strategy: **Provide human resources support for government agencies**

Expected Results

Deliver expert consultation and related services that help state agencies recruit, assess, screen, and hire the most qualified candidates for job openings throughout state government.

A010 Workforce Development and Productivity

Statewide Result Area: **Strengthen government's ability to achieve results efficiently and effectively**

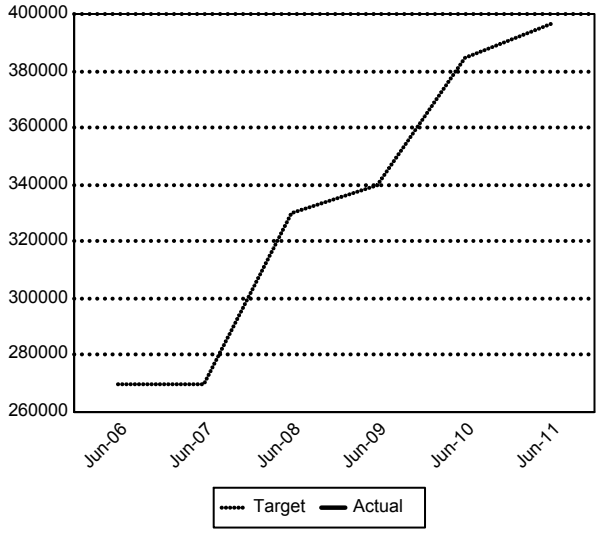
Statewide Strategy: **Provide human resources support for government agencies**

Expected Results

These activities help build a performance-based culture in state government through effective individual performance management, developing and increasing employee competency levels and management leadership skills, and enhancing workforce productivity and job satisfaction.

As of 5/27/2009

Number of training hours provided by the Department of Personnel				
Biennium	**Period**	**Target**	**Actual**	**Variance**
2007-09	8th Qtr	340,000		
	4th Qtr	330,000		
2005-07	8th Qtr	270,000		
	4th Qtr	270,000		



A011 Adjudication of State Employee Civil Service Appeals

Statewide Result Area: **Strengthen government's ability to achieve results efficiently and effectively**

Statewide Strategy: **Provide human resources support for government agencies**

Expected Results

Resolve 80 percent of employee appeals within 12 months.

ZZZX Other Statewide Adjustments

Statewide Result Area: **Strengthen government's ability to achieve results efficiently and effectively**

Statewide Strategy: **Provide human resources support for government agencies**