

**ADVISORY GROUP ON** Civil Service and Employee Benefits **PROPOSAL #:** AGCS # 54  
**SUBJECT:** Continued efforts for modernizing Civil Service **DATE ADOPTED BY ADVISORY GROUP:** November 23, 2009  
**COMMISSION ACTION:** ADOPTED **DATE:** December 1, 2009 **RECOMMENDATION #:** 191

**RECOMMENDATION:** The legislature and the Department of State Civil Service should continue efforts to enlarge the pay bands, to provide opportunities for flattening agencies' organizational charts, to encourage use of pay-for-performance initiatives, and to widen the utilization of the dual career ladder. Additionally, the department should monitor the current performance evaluation process to ensure each agency conducts the evaluation activities in a manner that is objective and consistent, both internally and in comparison to other agencies. If the department finds that objectivity and consistency are chronically lacking, the department should inform the State Civil Service Commission and the legislature so that rules or laws may be formulated to assist the agencies in achieving objectivity and consistency in performance evaluation.

Summary Description/Nature of Change	Key/Implementation Responsibilities	Need	Action Needed	Benefit/Saving	Done/ Study
<p>The legislature and the Department of State Civil Service should continue efforts to enlarge pay bands, to encourage use of pay-for-performance, and to widen the utilization of the dual career ladder. The department should monitor the current performance evaluation process to ensure each agency conducts the evaluation activities objectively and consistently, both internally and in comparison to other agencies. If the department finds that objectivity and consistency are chronically lacking, the department should inform the Civil Service Commission and the legislature so that rules or laws may be formulated to assist the agencies in achieving objectivity and consistency in performance evaluation.</p>	<p>Legislature; Department of State Civil Service; State Civil Service Commission</p>	<p>To ensure consistent, objective implementation of the performance evaluation process and the awarding of compensation for that performance</p>	<p>Agency action; possible rule change; possible legislative changes</p>	<p>Assures that the pay-for-performance system functions well for the state, the agency employers, and all employees</p>	