Department of Personnel & Administration

Talent Agenda

State Personnel Director and DPA Executive Director

Kathy Nesbitt

Who?

- 100,000+ State employees
- 30,000+ classified employees regulated by the State Personnel System

Why?

- State Personnel System was created in the 1920s and hasn't been significantly changed in more than 40 years

What?

- The "Talent Agenda" is the effort by the Governor's Office and DPA to move the State workforce environment into the 21st Century
- Help ensure the State is better able to **recruit, retain and reward** top talent

How?

- Increase flexibility in hiring processes
- Make changes to employee compensation

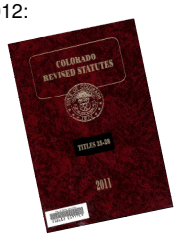
Where we've been

- Electronic pay advices
- Pay date shift
- Passive open enrollment
- No increases in employee medical premiums
- 2.5% PERA swap

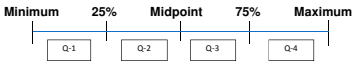
Where we are

Statutory changes: HB12-1321

- Overwhelmingly supported by the Legislature
- Signed into law by Governor Hickenlooper on June 6
- Become effective Sept. 1, 2012:
  - Bumping
  - Merit pay



Merit pay



Rating Level	Pay Distribution – By Quartile			
	Q-1	Q-2	Q-3	Q- 4+
Level 3	A	C	D	E
Level 2	B	D	E	F
Level 1	G	G	G	G

A: Dark Blue = Highest increase in pay

B: Light Blue = second highest increase

C: Dark Green = third highest

D: Light Green = fourth highest

E: Yellow =fifth highest

F: Orange = lowest increase in pay

G: Red = no increase in pay

Where we're going

Constitutional changes: Amendment S

- Unanimously supported by the Legislature
- Referred to voters in this November's elections
- ***If*** approved by voters:
  - Testing
  - "Rule of 3"
  - Exemptions
  - Residency requirement
  - State Personnel Board
  - Temporary employment
  - Veterans preference

Questions?

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- Contact us at DPAcomments@state.co.us