

Table 7.1
THE OFFICE OF STATE PERSONNEL EXECUTIVE:
SELECTION, PLACEMENT AND STRUCTURE

State or other jurisdiction	Method of selection	Reports to:			Directs departmental employees	Legal basis for personnel department	Organizational status	
		Governor	Personnel board	Other			Separate agency	Part of a larger agency
Alabama	B	...	★	...	★	S	★	...
Alaska	D (a)	...	...	★(b)	★	S	...	★
Arizona	D	...	...	★(b)	★	C (d)	...	★
Arkansas	D (c)	★	...	★(b)	★	S	...	...
California	G	★	...	★(b)	★	R, C	★	...
Colorado	G	★	...	★(b)	...	C, S	...	★
Connecticut	D (e)	...	...	★(b)	★	S	...	★
Delaware	G	★	...	...	★	S	★	...
Florida	D (f)	...	...	★(b)	...	C, S (g)	...	★
Georgia	G	★	...	...	★	C, S	★	...
Hawaii	G	★	...	...	★	S	★	...
Idaho	G	★	...	...	★	S	...	★
Illinois	D (h)	...	...	★(b)	★	S	...	★
Indiana	G	★	...	...	★	S	★	...
Iowa	G	★	...	...	★	S	★	...
Kansas	D (a)	...	...	★(b)	★	S	...	★
Kentucky	G	★	...	...	★	S	★	...
Louisiana	B, (i)	...	...	★(b)	★	S	★	...
Maine .....	...	...	...	...	...	C	★	...
Maryland	D (j)	...	...	★(b)	★	S	...	★
Massachusetts .....	...	...	...	...	...	...	...	...
Michigan	(k)	...	...	★(k)	★	C, E (l)	★	...
Minnesota	G	★	...	...	★	S	★	...
Mississippi	B	...	★	...	★	S	★	...
Missouri	G	...	...	★(b, m)	★	C, S	...	★
Montana	D (a)	...	...	★(b)	★	S	...	★
Nebraska	D (n)	...	...	★(b)	★	S	...	★
Nevada	G	★	...	...	...	S	★	...
New Hampshire	(o)	...	...	★(b, n)	★	S	...	★
New Jersey	G (p)	★	...	...	★	C, S	★	...
New Mexico	G	...	★	...	★	S	★	...
New York	G (q)	★	...	...	★	S	★	...
North Carolina	G	★	...	...	★	S	★	...
North Dakota	D (r)	...	...	★(b)	★	S	...	★
Ohio	D (n)	...	...	★(b)	★	S	...	★
Oklahoma	G	★	...	...	★	S	★	...
Oregon	D (n, s)	...	...	...	...	S	...	★
Pennsylvania	G, D (m)	...	...	★(b)	★	E	...	★
Rhode Island .....	...	...	...	...	...	...	...	...
South Carolina	D (t)	...	...	★(u)	★	S	...	★
South Dakota .....	...	...	...	...	...	...	...	...
Tennessee	G	H	...	...	★	S	★	...
Texas .....	...	...	...	...	...	...	...	...
Utah	G	★	...	★(v)	★	S	★	...
Vermont	G	...	...	★(w, x)	★	S	...	★
Virginia	G	...	...	★(y)	★	S	★	...
Washington	G	★	...	...	★	S	★	...
West Virginia	D (a)	...	...	★(b)	★	S, E	...	★
Wisconsin	G	★	...	...	★	S	★	...
Wyoming	D (z)	...	...	★(b)	...	S	...	★

See footnotes at end of table.

PERSONNEL

THE OFFICE OF STATE PERSONNEL EXECUTIVE — Continued

Source: National Association of State Personnel Executives, *State Personnel Office: Roles and Functions*, Fourth Edition, 1999.

Note: See above referenced source for more detailed information.

Key:

★ — Yes

. . . — No; or state/jurisdiction did not respond to survey.

B — Appointment by personnel board.

D — Appointment by department head.

G — Appointment by governor.

C — Constitution.

S — Statute.

E — Executive Order.

R — Rules.

N.A. — Not available.

(a) Department of Administration.

(b) Reports to department head.

(c) Finance and Administration.

(d) In California, personnel rules ARS 41-783 are used in the legal basis for the central personnel agency. The legal basis for the state personnel board is constitutional.

(e) Administrative Services.

(f) Department of Management Services.

(g) The state personnel executive directs the employees of the workforce program (human resource management). Human resource management administers the state personnel system, which is comprised of the Career Service (CS), Selected Exempt Service (SES), and Senior Management Service (SMS) pay plans.

(h) Central Management Services.

(i) Appointment also by State Civil Service Commission.

(j) Department of Budget and Management.

(k) Civil Service Commission.

(l) The legal basis for the civil service commission and the state personnel director is constitutional. The legal basis for state agencies is executive order.

(m) Office of Administration.

(n) Department of Administrative Services.

(o) Governor, Department Head, Nominated by Commissioner of Administrative Services, Appointed by Governor & Council.

(p) With approval of the Senate.

(q) With consent of the state Senate.

(r) Office of Management and Budget.

(s) With approval of the Governor.

(t) Budget and Control Board.

(u) Division Director.

(v) Chief of Staff.

(w) Agency of Administration.

(x) Agency Head.

(y) Secretary of Administration.

(z) Department of Administration and Information.