

PERSONNEL

**Table 7.6
CIVIL SERVICE REFORM IN THE STATES**

State or other jurisdiction	Extent of reform	Initiator of reform	Personnel functions under reform or considered for reform									
			Merit testing	Classification	Compensation	Recruitment	Selection	Performance evaluation	Training	Employee relations	Benefits	Layoffs
Alabama	I	P	...	...	...	...	...	...	...	...	...	...
Alaska	I	N.A.	...	★	★	★	★	★	★	★	★	...
Arizona	I	G (a)	...	★	★	★	★	★	★	★	★	★
Arkansas	I	G	...	★	★	★	...	★	★	...	★	...
California	I	G,P	★	...	...	...	★	...	...	...	...	...
Colorado	W	G,L,P	★	★	★	★	★	★	★	★	★	★
Connecticut*	I	L,P	★	★	★	...	★	★	★	...	★	...
Delaware	N.A.	N.A.	★	★	★	★	★	★	★	★	★	...
Florida	W	G,P	★	★	★	★	★	★	★	★	★	★
Georgia*	I	G	★	★	★	★	★	★	...	★	...	...
Hawaii	W	G,P	★	★	★	★	★	★	★	★	★	★
Idaho	I	(a)	★	★	★	★	★	★	★	★	★	★
Illinois	(c)	G	★	★	★	★	★	...	★	★	★	...
Indiana	I	G,P	★	★	★	★	★	★	★	★	★	...
Iowa	I	G,P	★	★	★	I	I	★	I	...	...	★
Kansas	I	G,L,P	I	I	★	I	I	★	I	...	I	I
Kentucky	I	G,L,P	...	★	★	...	...	★	★	...	...	★
Louisiana	N.A.	G,L,P	★	★	★	...	...	★	★	...	★	...
Maine	I	G,L,P	★	...	...	...	...	★	...	...	...	...
Maryland	W	G,L,P	★	★	★	★	★	★	★	★	★	★
Massachusetts	W	G,P (a)	★	★	★	★	★	★	★	★	★	★
Michigan	I	G,P	★	★	★	★	★	★	★	★	★	...
Minnesota	W	P	★	★	...	★	★	...	...	...	...	...
Mississippi	N.A.	N.A.	...	...	...	...	...	...	...	...	...	...
Missouri	N.A.	G	★	★	★	★	★	★	★	...	★	★
Montana*	W	G,P	...	★	★	...	...	★	...	★	...	...
Nebraska	I	P	...	★	★	★	★	★	★	★	★	★
Nevada	I	G,P	★	★	★	★	★	...	★	★	...	...
New Hampshire*	-----	-----	-----	-----	-----	-----	(g)	-----	-----	-----	-----	-----
New Jersey	W	G,P	★	★	★	★	★	★	★	...	★	★
New Mexico	(e)	...	...	(e)	(e)	...	...	...	...	...	...	...
New York	I	G,P	★	★	...	...	...	★	...	...	...	★
North Carolina*	I	G,P	N.A.	★	★	★	★	★	...	★	★	...
North Dakota	I	G,P	...	I	I	I	I	I	I	I	I	I
Ohio	W	G,P	★	★	★	★	★	★	★	★	★	...
Oklahoma	I	G,L	...	★	★	★	...	★	...	...	...	...
Oregon	I	G,P	★	★	★	★	★	★	...	...	★	...
Pennsylvania	I	B,L,P	★	...	...	I	★	...	...	...	...	...
Rhode Island	I	G	★	★	★	★	★	★	★	★	★	...
South Carolina	-----	-----	-----	-----	-----	-----	(d)	-----	-----	-----	-----	-----
South Dakota	-----	-----	-----	-----	-----	-----	No reform underway/planned	-----	-----	-----	-----	-----
Tennessee	I	N.A.	★	...	★	★	★	★	★	...	...	...
Texas	-----	-----	-----	-----	-----	-----	(f)	-----	-----	-----	-----	-----
Utah	-----	-----	-----	-----	-----	-----	No reform underway/planned	-----	-----	-----	-----	-----
Vermont	I	G,L,P	★	★	★	★	★	...	★	★	★	...
Virginia*	I	P	...	★	★	★	...	...	...	...	★	★
Washington*	I	N.A.	★	★	★	★	★	★	...	...	...	...
West Virginia	I	P	★	★	★	★	★	★	★	★	...	...
Wisconsin	I	G,PL	★	★	★	★	★	...	...	...	...	...
Wyoming	I	G,P	...	★	★	...	...	...	...	...	...	...
Dist. of Columbia	I	G	...	...	★	...	...	★	★	★	★	★
U.S. Virgin Islands	W	P	★	★	★	★	★	★	★	★	★	★

See footnotes at end of table.

CIVIL SERVICE REFORM IN THE STATES - Continued

Source: The Council of State Governments survey, January 2000, except where noted by *where data are from *The Book of The States, 1998-99*.

Key:

★ — Function is being reformed or considered for reform.

. . . — No reform.

I — Incremental reform.

W — Wholesale reform.

G — Governor.

L — Legislature.

P — Personnel agency.

N.A. — Not available.

(a) Other initiators: Arizona, Idaho—various state agencies; Massachusetts—various groups dedicated to improving the effectiveness and efficiency of the delivery of state government services.

(b) Reform is being planned or under consideration by the state personnel executives in Delaware and Louisiana; no further information available.

(c) Extent of reform unknown until review process has been completed.

(d) South Carolina has recently completed reform in the areas of merit testing, classification, compensation, recruitment, selection, performance evaluation, training, and employee relations. Currently the Office of Human Resources is undergoing a comprehensive revision of the State Human Resources Regulations.

(e) Streamlining classification and compensation system to include class consolidation and wider salary grades.

(f) Data not available.

(g) Division of Personnel instituted a Certified Public Manager Program in 1996.