



# Merit System Services Program Transition Webinar

**TUESDAY, SEPTEMBER 18, 2018; 9:30AM TO 11:00AM**

# Agenda

- INTRODUCTIONS
- WHY THE CHANGE?
- TRANSITION GOALS
- TRANSITIONING SERVICES
- CALHR'S COMMUNICATION CHANNELS
- TRAINING PLAN FOR CALHR STAFF
- TRANSITION TIMELINE
- FAQs
- QUESTIONS FROM ATTENDEES

# Introductions

## CalHR-Merit System Services

- ▶ Jacqueline Shepherd, Program Manager
- ▶ Jennifer Maly, Program Consultant
- ▶ Monique Watts, Program Consultant

## CPS HR

- ▶ Vicki Quintero Brashear, Senior Leader
- ▶ Christina Batorski Peacock, Manager
- ▶ Lisa Conner, Principal Consultant
- ▶ Elizabeth Sandoval, Program Coordinator
- ▶ Charlene Harris, Senior Consultant

# Why the change?

- ▶ **Allows CalHR to comply with Government Code 19130**

- ▶ Section (b)(3) prohibits the contracting out of services that can be provided by civil service employees.

- ▶ **Future cost savings for the State of California**

- ▶ Obtained through direct utilization of state resources.

# Transition Goals

## ▶ **Seamless transition for all stakeholders**

- ▶ No shift of work or functions to the counties; maintain all current services.
- ▶ Sustain the high level of customer service.

## ▶ **Continue to look for business process improvements**

- ▶ Cooperate with stakeholders to drive improvements.
- ▶ Use the MSS Program email:

[MSSProgram@calhr.ca.gov](mailto:MSSProgram@calhr.ca.gov)

# Transitioning Services

- ▶ **ALMS Counties**

- ▶ Audits

- ▶ **IMS Counties**

- ▶ Recruitment & Selection
- ▶ Classification Studies
- ▶ Job Analyses
- ▶ Test Administration
  - ▶ Including proctors and panel chairs

# CalHR's Communication Channels

- ▶ MSS Program page: [www.calhr.ca.gov/pmd/Pages/mss.aspx](http://www.calhr.ca.gov/pmd/Pages/mss.aspx)
- ▶ FAQs: [www.calhr.ca.gov/pmd/Pages/mss-faqs.aspx](http://www.calhr.ca.gov/pmd/Pages/mss-faqs.aspx)
- ▶ Email updates
- ▶ Email us: [MSSProgram@calhr.ca.gov](mailto:MSSProgram@calhr.ca.gov)
- ▶ Interaction with MSS Program Consultants

# Training Plan for CalHR Staff

- ▶ Timeframe – September 10<sup>th</sup>, 2018 through March 31<sup>st</sup>, 2019
- ▶ Components
  - ▶ Classroom Trainings
  - ▶ HR Academy Courses
  - ▶ 1:1 Job Shadowing with CPS HR Consultants and Technicians
  - ▶ Hands On Job Experience





# Transition Timeline

PHASE 1, 2, & 3

# Transition Timeline

## ► Phase 1 – April 1, 2019

- All services for the following twelve (12) IMS counties will be transition to CalHR.

|   |           |    |            |
|---|-----------|----|------------|
| 1 | Alpine    | 7  | Modoc      |
| 2 | Amador    | 8  | Mono       |
| 3 | Colusa    | 9  | Monterey   |
| 4 | Del Norte | 10 | San Benito |
| 5 | Imperial  | 11 | Sierra     |
| 6 | Merced    | 12 | Tehama     |

- Additionally, Merced/Mariposa Regional CSS will also be transitioned during this phase.
- All remaining counties will continue to have services provided by CPS HR until the next transition phase.

# Transition Timeline

## ▶ Phase 2 – October 1, 2019

- ▶ All services for the following six (6) IMS counties will be transition to CalHR.
  1. **Humboldt**
  2. **Lake**
  3. **Mariposa**
  4. **Plumas**
  5. **Sutter**
  6. **Tuolumne**
- ▶ Additionally, Central Sierra Regional Child Support JPA and North Coast Regional Child Support Services will also be transitioned in this phase.
- ▶ All remaining counties will continue to have services provided by CPS HR until the next transition phase.

# Transition Timeline

## ▶ Phase 3 – March 1, 2020

- ▶ All services for the remaining seven (7) IMS counties will be transitioned to CalHR.
  1. Calaveras (DSS only)
  2. El Dorado
  3. Glenn
  4. Inyo
  5. Lassen
  6. Madera
  7. Trinity
- ▶ Additionally, Eastern Sierra Regional Child Support Services will also be transitioned in this phase.

# FAQs

- ▶ CalHR has compiled a list of frequently asked questions which is located on the CalHR MSS Program page:

<http://www.calhr.ca.gov/pmd/Pages/mss-faqs.aspx>

- ▶ Additional questions can be directed to the MSS Program email:

[MSSProgram@calhr.ca.gov](mailto:MSSProgram@calhr.ca.gov)

# QUESTIONS FROM ATTENDEES

