Building the Enterprise

A New Civil Service Framework

NARFE Legislative Conference

March 16, 2015
Mission
We work to revitalize the federal government by inspiring a new generation to serve and by transforming the way government works.

Vision
We envision a dynamic and innovative federal government that effectively serves the American people.

About the Partnership

• Founded in 2001
• Nonprofit, nonpartisan organization
• 75 full-time employees
• $11 million operating budget
• Ranked as a top nonprofit and a Best Place to Work in DC in 2010, 2011 and 2013
Strategy for Change

How can a $11 million organization change a $3 trillion government?

“Give me a lever and a place to stand, and I can move the world.”
– Archimedes

Our Basic Belief
Good government starts with good people.

Our Ultimate Goal
A more effective and efficient government that serves the needs of the American people.
Strategy for Change

Our mission to improve the way government works is pursued through five strategic levers.

Inspire + Hire Mission-critical Talent
Develop Strong Leaders
Engage Employees
Modernize Management Systems
Build Networks of Support
The Case for Reform

• Our civil service system is outdated and no longer adequately supports government in attracting, hiring, retaining, developing and rewarding talent

• Federal Employee Viewpoint Survey shows moral is low and employees are unhappy with the current system
  o 39 percent of employees say their work unit is able to recruit the people with the right skills
  o 30 percent of employees believe that promotions in their work unit are based on merit
  o 26 percent agree that steps are taken to deal with a poor performer who cannot or will not improve
  o 33 percent believe creativity and innovation are rewarded
Background

• Report released in April 2014 (ourpublicservice.org/civilservice)

• Broad framework for reform:
  o Unified civil service system
  o Streamlined job classification with five work levels
  o Market-based compensation
  o Improved performance management
  o Expanded hiring flexibilities while protecting core principles
  o Greater accountability and speedier justice
  o Single 4 tier SES with mobile group at top
Strategy

- Make the case for reform
- Encourage a government-wide, rather than agency-by-agency approach
- Have an offense, rather than just a defense
- Advance low-hanging fruit (e.g., cert list bill) while starting the conversation about larger reform
- Work with the administration to advance reforms where possible
Discussion

• What was your experience in government?

• What challenges did you face as a result of the current civil service system?

• What worked well that can be replicated elsewhere in government?

• What feedback do you have for us on our proposals?

• What advice can you share for helping us advance these reforms on the Hill and/or with the administration?
Other ways you can help

Share the stories of what is working well in government

Spread the word about Public Service Recognition Week
May 3-9, 2015 (psrw.org)

Nominate someone for a Service to America Medal
(servicetoamericamedals.org)

Educate Congress about the valuable work federal employees do and encourage them to support meaningful reforms to strengthen the workforce
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