

**OPM 01-70**

**DATE:** November 8, 2001

**TO:** Agency Human Resources Directors

**FROM:** Oscar B. Jackson, Jr., Administrator and  
Cabinet Secretary of Human Resources

**RE:** **CPS Human Resource Services' Report**

On November 1, 2001, CPS Human Resource Services released the attached report, which is entitled, *Public Sector Human Resource Management: Driving Change, or Left Behind?* This report contains the results of an on-line survey, which CPS distributed earlier this year to 438 CEOs and HR officers and professionals. CPS received 200 responses (46%) to this survey—91 from CEOs and 109 from HR officers.

According to CPS, the results of the survey reinforce what they call “the case for transforming public sector HR management”:

- ?? If CEOs are clients of HR, HR must work to develop a better understanding of CEO priorities, and educate CEOs to the influence and power of HR, so they have a more balanced perception of the value and contributions of HR and the HR executive.
- ?? HR must demonstrate its innovativeness and understanding of risk versus organizational good.
- ?? The future holds tremendous opportunity for HR to impact organizational strategy and planning.

CPS is a California-based governmental agency created to help public employers develop and enhance personnel programs. Originally as a state agency, and now as a Joint Powers Agency, CPS has provided testing and human resource management services to public agencies for over 60 years.

CPS' network of consultants includes former state and local government HR executives with extensive expertise and hands-on experience. Over 1,200 public agencies are CPS clients.

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