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### Development of the FY 2004 Consortium Work Plan

On August 20<sup>th</sup> attendees of the Consortium HR Directors Luncheon received an update on the status of several projects in the FY03 Work Plan and discussed possible Work Plan FY04 topics. Among the ideas discussed were:

1. Publicize and use the results of the 21<sup>st</sup> Century manager study
2. Continue pay banding study
3. Human capital metrics that demonstrate the value of human capital to leadership
4. Performance standards and elements for different levels of performance and linkage to different levels of recognition
5. Strategies & programs for skills gaps closure (across occupations, not just HR)
6. Public sector mergers & consolidations
7. Enhancing government benefits options, including life events planning; helping employees understand benefits and how to use them
8. Costing out the full federal benefits package—putting a dollar value on it
9. Competitive sourcing of HR activities
10. Utilization of 3<sup>rd</sup> party providers and partnership
11. Best practices in labor management relations
12. Sustainability of training in organizations
13. Identification of positive hiring and advertising practices
14. Structured interview questions—models and examples
15. Management of the shadow workforce, including military

16. Methods for deploying & leveraging prior consortium work products
17. Accelerated recruitment strategies
18. Older worker utilization
19. CHCO—how do they relate to the existing HR Director, if one person does not perform both roles?
20. Workforce planning models, processes
21. Succession planning
22. Leadership and the learning organization
23. Providing political leadership tools to use in planning organizational and workforce needs for the long term.
24. Focus on strategic planning work in light of drawdowns and cutbacks.
25. Reducing federal workers compensation costs
26. 21<sup>st</sup> Century HR manager—how to partner with managers, effectively use data and analysis
27. How to establish transitional employment or “phased retirement” as a standard business practice as opposed to an ad hoc activity

The discussion was very useful in identifying broad areas of interest, but it was just the first step. As we are formulating the Work Plan for next year, we still need your help. Obviously, a 30-point agenda is much too ambitious with the limited Consortium funding available. We also know that you may group some items in to an “interesting” category but categorize others as “urgent.” Your input is vital in helping craft a Work Plan that responds to your most pressing needs. Please provide additional thoughts and feedback to either Al Ressler [[aressler@napawash.org](mailto:aressler@napawash.org)] or Carol Hayashida [[chayashida@napawash.org](mailto:chayashida@napawash.org)].

### **Performance and HRM Consortium Discussion Forum**

As announced to Consortium members earlier this week, Marta Brito Perez, Associate Director for Human Capital Leadership and Merit System Accountability, U.S. Office of Personnel Management will meet with members of the Performance Consortium and the HRM Consortium from noon-2pm on Wednesday, September 10, 2003. Ms. Perez will discuss OPM's role in establishing systems to institutionalize the leadership and oversight responsibility for the Human Capital component of the President's Management Agenda. She specifically will discuss such issues as the OMB scorecard (red/yellow/green), major challenges facing agencies, strategies to overcome roadblocks, and an assessment of future challenges. She also will discuss OMB's "Proud to Be" goals for July 2004. If you or a representative from your office would like to attend this event please RSVP by September 3<sup>rd</sup> to Christine Sterling [[csterling@napawash.org](mailto:csterling@napawash.org)].

### **Task 3 -- Reports on Public and Private Broadbanding Experience Mailed to Members**

By now consortium agency members should be receiving copies of the first two paper reports of the work done to date in Task 3: Report 1, *Broadband Pay Experience in the Private Sector* and Report 2, Volume I, *Broadband Pay Experience in the Public Sector*. Report 2, Volume II, contains the detailed case studies of the public organizations that were reviewed. Volume II will be accessible only through the Academy web site at [http://www.napawash.org/pc\\_human\\_resources/recent\\_complete.asp](http://www.napawash.org/pc_human_resources/recent_complete.asp) . Volume II of Report 2 is loaded with detail that should interest the researcher in you.

Report 3 and its emphasis on recommendations for the federal government remains on hold pending additional funding.

## Consortium Members for FY03

As the Consortium fiscal year comes to a close, we would like to take this opportunity to thank our Consortium members who have been active in this year's work plan, seminars, and events. We hope that you have enjoyed the updates brought to you monthly in this e-newsletter—our effort to improve our communications with members. And we hope you will continue to support the initiatives of the HRM Consortium as we start with a fresh agenda for FY04.

### Agency Members for FY03

*Below is a listing of agencies, which are in good standing for the HRM FY03 Consortium. If your agency has paid its dues but is not listed below, please contact Christine Sterling, Program Coordinator, so that she can correct the listing.*

Bureau of Labor Statistics, Center for Medicare and Medicaid Services, Central Intelligence Agency, Corp. for National & Community Service, Commodity Futures Trading Commission, Defense Manpower Data Center, Department of Education, Department of Energy, Department of the Interior, Department of the Treasury, Department of Transportation, Department of the Air Force, Department of the Navy, National Oceanic Atmospheric Administration, DOD – Acquisition, DOD Education Activity, Logistics Division, Equal Employment Opportunity Commission, Federal Communications Commission, Federal Motor Carrier Safety Administration Federal Trade Commission, Food and Drug Administration, Merit Systems Protection Board, National Archives and Records Administration, National Credit Union Administration, National Institutes of Health, National Science Foundation, Nuclear Regulatory Commission, Office of Personnel Management, Overseas Private Investment Corporation, Peace Corps, Pension Benefit Guaranty Corporation, Small Business Administration, Social Security Administration, U.S. Geological Survey, U.S. Patent and Trademark Office.

## National Public Service Awards Nominations Needed

The American Society for Public Administration (ASPA) and the National Academy of Public Administration (NAPA) established the National Public Service Awards (NPSA) to honor individuals who make outstanding contributions to public service within and outside the work environment. This message is meant to publicize the nominating process. Nominations are due October 17th. The nomination guidelines have been redesigned this year and the changes are reflected in the web site link below for the 2004 program.

[http://www.napawash.org/about\\_academy/about\\_npsa.html](http://www.napawash.org/about_academy/about_npsa.html)

### Upcoming Events

A joint meeting of the CIGP and CHRM Consortiums will take place on **September 10th** from **12noon-2pm**. Marta Brito Perez, Associate Director for Human Capital Leadership and Merit System Accountability, U.S. Office of Personnel Management will be on hand to discuss “OPM’s Role in the President’s Management Agenda: Scoring Agency Progress and Challenges for the Future.” To reserve your space for this event, please contact Christine Sterling [[csterling@napawash.org](mailto:csterling@napawash.org)]