



PRESIDENTIAL ACTIONS

REFORMING THE FEDERAL HIRING PROCESS AND RESTORING MERIT TO GOVERNMENT SERVICE

EXECUTIVE ORDER

January 20, 2018

Restoring Merit To Federal Hiring Why Two Special Hiring Programs Should Be Ended

Ben L. Erdreich



Restoring Merit To Federal Hiring Why Two Special Hiring Programs Should Be Ended:

Restoring Merit to Federal Hiring United States. Merit Systems Protection Board,2000 *Assessing Federal Job Seekers in a Delegated Examining Environment* United States. Merit Systems Protection Board,2001 Reforming Federal Hiring United States. Merit Systems Protection Board,2006 **Human capital effective use of flexibilities can assist agencies in managing their workforces.** ,2002 *Federal Workforce: Additional Insights Could Enhance Agency Efforts Related to Hispanic Representation* ,2006 *Attracting the Next Generation* Laura Shugrue,2008-07 This report identifies how the U S government can improve its ability to recruit and hire entry level professional and administrative employees To prepare for a potential retirement wave Federal agencies will likely increase their entry level hiring to rebuild the pipeline from entry level positions through the journey level and beyond Given this context it is important to assess how well the Federal hiring process is working particularly in terms of the Government s ability to recruit entry level new hires from all segments of society and select employees on the basis of merit after fair and open competition The recommendations in this report focus on how to improve entry level hiring efforts while also protecting merit Illustrations **Restoring Merit to Federal Hiring** Ben L. Erdreich,2000-04-01 Discusses 2 special hiring programs created in 1981 by a Fed court consent decree that settled a lawsuit against the Fed Gov t This lawsuit alleged that an employment test the Gov t used at that time for more than 200 entry level prof l and admin occupations had an adverse impact upon African Amer and Hispanic job applicants The 2 hiring programs on which this report focuses the Outstanding Scholar and Bilingual Bicultural Programs were created as a partial and temporary remedy This report shows that today some 18 years after the consent decree was approved the hiring programs it created are no longer needed to achieve the goal of a representative workforce **Human Capital 2002** Mark A. Abramson,Nicole Willenz Gardner,2002 Human Capital 2002 provides eight studies on the state of human capital in government today From these studies Mark A Abramson Ruby Butler DeMesme and Nicole Willenz Gardner describe the human capital challenge now facing government and how it might best respond to the people and workplace challenge it now faces **Personnel Management in Government** Katherine C. Naff,Norma M. Riccucci,Jay Shafritz,David H. Rosenbloom,Albert C. Hyde,2001-05-15 A comprehensive guide this book covers employee relations and the legacy of quality and reengineering and discussions on the growth of public personnel management in state and local sectors The authors discuss affirmative action and equal opportunity case law work and family issues the Volcker Commission findings an analysis of federal pay reform and innovative classification and compensation systems currently implemented by federal agencies a discussion of constitutional and legal issues facing public personnel administration in areas such as AIDS and drug testing figures and tables on collective bargaining laws and trends and more Personnel Management in Government Norma M. Riccucci,Katherine C. Naff,2017-09-25 With over 20 million people on its payroll the government continues to be the largest employer in the country Managing people who do the nation s work is of critical importance to

politicians and government leaders as well as citizens The great recession of 2008 put enormous strains on governments highlighting the key role personnel play in managing under times of austerity as well as prosperity A thorough examination of political and historical aspects Personnel Management in Government Politics and Process Seventh Edition provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector It discusses the development of public sector human resource management the present status of best practices and important insights from current scholarship on all three levels of government federal state and local See What's New in the Seventh Edition Personnel reforms under the Obama administration Pension developments at state and local levels of government Labor relations reforms at state and local levels e g recent experiences in Michigan Ohio and other states making big changes to labor laws and policies Changes to diversity and affirmative action initiatives across the nation Developments in performance outcome initiatives at all levels of government During the 36 years since the publication of the first edition the authors have addressed issues that were not yet considered mainstream yet have become so over time The seventh edition is no different It examines progress that public personnel professionals are making to address changes in the political legal and managerial environment of the current decade Exploring developments and innovations in the management of people who carry out the government's work the book introduces students to public sector personnel management

The U.S. Office of Personnel Management in Retrospect United States. Merit Systems Protection Board, 2001

Treasury, Postal Service, and General Government Appropriations for Fiscal Year 2001 United States. Congress. House. Committee on Appropriations. Subcommittee on the Treasury, Postal Service, and General Government Appropriations, 2000

Public Personnel Management Norma M. Riccucci, 2015-07-14 Updated in a new 5th edition Public Personnel Management by Norma M Riccucci is a concise and accessible reader containing all original articles addressing the most current issues in public personnel management Written expressly for the text by leading scholars all of the articles are either new to this edition or substantially revised Each article focuses on specific often controversial issues in public personal management such as comparative personnel management pensions sexuality health succession planning unions and the multi generational workforce

Restoring Merit to Federal Hiring, 2000

Administrative Ethics in the Twenty-first Century James Michael Martinez, William D. Richardson, 2008 This series is devoted to textbooks that explore the multidimensional and multidisciplinary areas of law and Politics Special emphasis will be given to textbooks written for the undergraduate classroom Subject matters to be addressed in this series include constitutional law civil rights and liberties issues law race gender and gender orientation studies law and ethics women and the law judicial behavior and decision making legal theory comparative legal systems criminal justice courts and the political process

Federal Appointment Authorities, 2009-08 Describes how prevalent exceptions to competitive examining have become and the need for supervisors to understand the implication of their use of the alternative hiring authorities The upcoming wave of expected

retirements may be a tsunami or it may have the erosive effect of a constant crashing of smaller waves upon the beach In either case most experts agree that the Gov t will need to replace half a million employees in the near future These new employees will serve as the backbone of the Fed civil service for a generation This report studies how new employees are brought into the civil service under the 4 largest Gov t wide hiring authorities and the implications those processes may have for the composition of the civil service Illus **Prohibited Personnel Practices** Susan Tsui Grunmann,2010-10 The U S Merit Systems Protection Board MSPB launched a re examination of the prevalence of prohibited personnel practices PPP within the Federal Government This report highlights what the MSPB has learned from past studies in which they examined PPP It focuses on the PPP because occurrences of these particular behaviors can have an exceptionally negative impact on the morale and productivity of any Federal office This report identifies 12 PPP such as discrimination retaliation nepotism deceit or obstruction coercing political activity violating veterans preference requirements or taking or failing to take any personnel action that violates any law rule or regulation directly concerning the merit system principles Illustrations

Public Personnel Management Norma Riccucci,2006 Written expressly for the text by leading scholars all of the articles are either new to this edition or substantially revised Each article focuses on specific often controversial issues such as the continuing debate over affirmative action and diversity global developments in HR managing HR in the post 9 11 era HR challenges in the Third Sector and the treatment of gays and lesbians in public sector workforces *Help Wanted* United States. Merit Systems Protection Board,2003 *Journal of the House of Representatives of the United States* United States. Congress. House,2010 Some vols include supplemental journals of such proceedings of the sessions as during the time they were depending were ordered to be kept secret and respecting which the injunction of secrecy was afterwards taken off by the order of the House

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