



DTSC Receives Award From CalHR For Allocation And Hiring Practices

Adherence to State personnel rules is a key way for a department to demonstrate its commitment to fairness and support of staff. DTSC has fixed key personnel issues, according to the California Department of Human Resources (CalHR). The Department's effort to improve its hiring practices and allocation issues paid off as CalHR recognized DTSC during an award ceremony on April 25.

CalHR, which audited DTSC's hiring practices from 2010-12, gave DTSC an award for the efforts it has taken to fix allocation and hiring issues identified in the audit.

"The steps DTSC has taken to improve its personnel practices is an indication of its commitment," said CalHR analyst Kris Flachman. "I commend their effort and hard work."

The most recent review concluded that DTSC's rate of correctly allocated positions rose significantly, moving the Department from a "red" status (the lowest status) to a "yellow" status. Green is the highest status attainable.

"We're happy with the upgrade," said DTSC's Director Debbie Raphael. "But our goal is to achieve green status and we are taking every step to meet that designation by the next CalHR audit."

The review was intended to ensure that DTSC adheres to sound personnel management practices as well as laws, policies, procedures and principles associated with human resources.

"The Department's overall performance supports an upgrade ... to a Yellow Status Tag," noted a CalHR representative. "DTSC should continue their hard work in establishing sound personnel practices. (We) acknowledge the many process improvement projects and commend DTSC for their efforts."