

**CSC Strategic Plan
FY 2017- FY 2018**

Goal 1: Appeals and Grievances: Timely resolution of appeals and grievances.					
Objectives	Strategy/Activity	Resources	Person Responsible	Time Frame	Performance Indicator
1.1 To hire Executive Assistant.	1.1.A. Announce position and hire Executive Assistant.	FTE for Executive Assistant	CSC Members	FY 2017	1.1.A. EA on board.
1.2 To hire a part-time legal counsel to serve the Commission as a hearing officer and advise on legal issues.	1.2.A. Prepare RFP for independent legal counsel, select and prepare contract or open PO for compensation. 1.2.B. Secure budget for Independent legal counsel.	Request additional funding for independent legal counsel.	CSC members and EA.		1.2.A. 80% of cases heard and disposed. 1.2.B. Secured additional for a part-time Independent Legal Counsel. 1.2.C. Part-time legal counsel's contract signed. 1.2.D. Hearing scheduled, heard, and resolved.
Goal 2: Commission Membership: Commission in compliance with PL 17-80; commission will have a full component of members by end of 2017.					
Objectives	Strategy/Activity	Resources	Person Responsible	Time Frame	Performance Indicator
2.1 To urge the Governor to appoint and fill the Saipan representative Commission member vacancy.	2.1.A. Submit list of names for nomination to the Governor.	None	CSC members	FY 2017	2.1. Governor nominee confirmed by the Senate. Commission is in compliance with PL 17-80.

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Goal 3: Commission Compensation: To achieve a fair, impartial and effective compensation level to ensure a full attendance and involvement by Commission members.					
Objectives	Strategy/Activity	Resources	Person Responsible	Time Frame	Performance Indicator
<p>3.1. To draft a proposed amendments to Public Law 17-80 to increase compensation.</p> <p>3.2. To prepare a transmittal letter to the House and Senate leadership with a strong justification for the proposed increase in Boards compensation.</p>	<p>3.1.A. Commission will work closely with the House Ways and Means committee and the Senate Fiscal Affairs committee to convince that it is timely for the reconsideration of the compensation increase.</p>	<p>HR consultant and Legal Counsel</p>	<p>CSC members and EA</p>	<p>FY 2018</p>	<p>Passage of proposed amendments to PL 17-80 or PL 15-32.</p>
Goal 4: Commission to ensure a fair, impartial and effective civil service system.					
Objectives	Strategy/Activity	Resources	Person Responsible	Time Frame	Performance Indicator
<p>4.1. To update PSSR&R</p> <p>4.2. To amend PL 17-80</p> <p>4.3. To ensure trainings to all government human resource staff.</p> <p>4.4. To provide trainings to CSC members/staff and OPM staff.</p>	<p>4.1.A. Prepare a propose amendment to rules and regulations.</p> <p>4.2.A. Draft amendment to PL 17-80</p> <p>4.3.A. Ensure training to all HR government staff.</p> <p>4.4.A. Ensure training to all OPM/CSC members and staff.</p>	<p>HR consultant and Legal Counsel</p>	<p>OPM staff and Commission members</p>	<p>FY 2018</p>	<p>4.1.A. Adoption of Updated PSSR&R.</p> <p>4.2.A. Passage of amendments to PL 17-80.</p> <p>4.3.A. & 4.4.A. Completion of trainings.</p>

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4.5. To monitor the implementation of the government's EEO program.	4.5.A. Receive updated information on status of EEO program in all government departments and agencies.				4.5.A. EEO dept. rep. appointed and listing updated as necessary.
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Goal 5: To recognize and establish an updated salary schedule for civil service employees.					
Objectives	Strategy/Activity	Resources	Person Responsible	Time Frame	Performance Indicator
5.1. To propose an updated salary schedule and compensation plan to reflect the current Federal minimum wage.	<p>5.1.A. Meet and discuss with the Governor the need to support the updated salary schedule prepared by CSC and OPM.</p> <p>5.1.B. Collaborate with the House Ways and Means committee and Senate Fiscal Affairs committee to identify resources.</p>	Budget resources identified through revenues.	CSC, OPM, OMB, and Legislature.	FY 2018	<p>5.1.A. New Salary and Compensation Act passed by Legislature, approved by the Governor, and budget appropriated for implementation.</p> <p>5.1.B. OPM implement new salary schedule pursuant to CSC approved conversion table.</p>