

# 2018 NASPE AWARD

Eugene H. Rooney, Jr. Award Nomination  
*Leadership in State Human Resource Management*

Nominations from dues-paying states are considered for eligibility. Nominated leaders and programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

---

## NOMINEE INFORMATION

Nominee: Joyce A. Oreskovich Title: Director of Human Resources

State: ME Agency: Bureau of Human Resources

Telephone: 207-624-7368 Fax: [Click or tap here to enter text.](#)

E-mail: [joyce.a.oreskovich@maine.gov](mailto:joyce.a.oreskovich@maine.gov) =

Brief Biography of Nominee (One paragraph, please): Joyce Oreskovich is the Director of the Bureau of Human Resources (BHR) for the State of Maine, a government that employs more than 12,000 employees. She has served in this position since the beginning of Governor Paul LePage's administration, more than 7 years ago. Joyce received a B.A. in Social Work from the University of Pittsburgh and a J.D. from the University of Maine School of Law. She has spent the majority of her 31 year career working for the State of Maine as an investigator and Staff Attorney at the Maine Human Rights Commission, Counsel for the Maine Labor Relations Board, and Chief Counsel in the Office of Employee Relations. Joyce lives with her husband in Brunswick and texts her son in Austin, TX pretty regularly. She enjoys playing in the dirt and growing flowers from early spring through early fall, and following Patriots football from mid-September through the Super Bowl.

---

## NOMINATOR INFORMATION

Nominator: Holly Pomelow & Karen G. Butterfield Title: Deputy Director/ Talant Development Manager

State: ME Agency: Bureau of Human Resources

Telephone: 207-624-7750 Fax: [Click or tap here to enter text.](#)

### ALL SUBMISSIONS MUST:

Meet all eligibility requirements. • Meet deadline requirements stated on the NASPE website. • Be entered in the correct category and be correctly identified. • Include a complete nomination packet. • Conform to all copyright laws.

# 2018 NASPE AWARD

Eugene H. Rooney, Jr. Award Nomination  
*Leadership in State Human Resource Management*

E-mail: karen.g.butterfield@maine.gov

---

## DETAILS

1. Describe how the nominee has demonstrated leadership by participating on major state government committees, task forces and/or special projects related to state human resource management.

Joyce is an integral member of the State steering committee for the creation and implementation of a new Human Resources Management System. This is being done in order to replace the current antiquated legacy systems that are in use statewide. The new system will allow what are currently time consuming, confusing and redundant process' to be handled swiftly and simply. This is part of Joyce's vision of leading the State's HR world through an evolution from a predominantly transactional HR program to a more strategic one. Her role as co-chair for management on the Maine State Health Commission has contributed to ensuring that Maine State employees, retirees and their families have access to health care providers who deliver the highest quality of care. As the Director of the Bureau of Human Resources she established one of the first Suicide Prevention and Intervention programs in the country, a model that has been used in both public and private sector entities.

2. Describe how the nominee has demonstrated exceptional leadership in the field of human resource management beyond your state human resources organization.

Joyce has displayed incredible dedication and leadership within the HR field in our State government and beyond. She has served as NASPE's president for the last two years sharing her knowledge with individuals and agencies alike. Joyce is always willing to provide advice to HR Managers from all forms of industry throughout the state. She recognized the benefit of Maine State Government HR staff becoming certified with the International Public Management Association-HR (IPMA-HR) and then allocated the resources for them to become certified. Once the managers were identified to receive certification, she allowed time to prepare for the test ensuring they attained passing scores. This resulted in 37 HR Managers & Generalists receiving their IPMA-HR certification. Joyce sponsored the initiative to help employ our Veterans and their families. In 2015 a state law was enacted which gave preference to qualified veterans applying for State employment. Veterans and Gold Star spouses who meet the minimum qualifications of a position for which they've applied are now guaranteed an interview for that position. This has opened the door of opportunity for many our military families.

3. Describe the nominee's leadership and/or management skills in implementing human resource management programs.

### ALL SUBMISSIONS MUST:

Meet all eligibility requirements. • Meet deadline requirements stated on the NASPE website. • Be entered in the correct category and be correctly identified. • Include a complete nomination packet. • Conform to all copyright laws.

# 2018 NASPE AWARD

## Eugene H. Rooney, Jr. Award Nomination *Leadership in State Human Resource Management*

Joyce's leadership and management skills with respect to implementing HR management programs is phenomenal! Over the past several years, with clear communication, Joyce has led the State through many vast enhancements in the HR field. She was vital to the development of the Maine Management Summit, a three-day conference for managers across the state to convene for intense training sessions. Subject matter experts are brought in to teach classes pertinent to what are managers are facing on a daily basis. This Summit has been met with great success in its first two years, with rave reviews of the topics covered and the professionalism of everyone involved with organizing it. Joyce sets the example for her team to follow and that leads them all to achieve great things.

4. Describe how the nominee has demonstrated leadership within the NASPE organization in support of NASPE's mission to share information on human resource issues so that members can better achieve their state's mission and business objectives. Include evidence of local or national acclaim in the field and influence on other states' personnel executives.

As the president of NASPE for the past two years, Joyce regularly shares HR issues with the association members. This is done to open discussions among groups of people to share ideas on how to handle matters that are facing today's HR world. Joyce facilitates these dialogues encouraging everyone to provide input and relate stories of their experiences with the topics. This allows all of the people involved to hear varied opinions and ideas that they can take back to their offices and communicate to their agencies. To demonstrate her dedication, she submitted a bid to host the Annual NASPE conference in the State of Maine. This conference was highly acclaimed and well received by the members. Joyce brought in a guest speaker, who led the group in discussions around the current issues they were facing. The members of NASPE worked together in groups to come up with ideas to resolve some of the issues they face. This session was one of the most well received in NASPE history. In fact, members have requested to run this session again!

5. Describe any relevant state human resource management programs or initiatives that were successful because of the nominee's involvement.

In 2017 Joyce spearheaded a massive undertaking of conducting classification reviews for almost every State position. This evaluation of nearly 13,000 positions were conducted by specialized teams Joyce put together in order to have all of them completed in a timely and orderly manner. Over the past couple of years, under her leadership, the Maine Civil Service rules are being modernized and reviewed by internal experts and external consultants. This will potentially change many of Maine State Government's antiquated rules in areas such as hiring. She has also been the driving force behind a newly created Talent Acquisition, Development and Management Division within the Bureau of Human Resources. This new group of professionals, that Joyce hand-picked, will work with HR Service Centers throughout the State to address the challenges they are facing, particularly during a time when the State's unemployment rate is the lowest in recorded history. Joyce's success in getting this Division in place will provide huge benefits to all departments across Maine.

### **ALL SUBMISSIONS MUST:**

Meet all eligibility requirements. • Meet deadline requirements stated on the NASPE website. • Be entered in the correct category and be correctly identified. • Include a complete nomination packet. • Conform to all copyright laws.