



NASPEs 2019

Eugene H. Rooney, Jr. Leadership Award Winner

Thomas B. Stephens, Secretary

Kentucky Personnel Cabinet

Tom Stephens has been a visionary for the Commonwealth – spearheading enterprise-wide solutions for recruitment, retention and training of state employees. Among other success, his vision resulted in the Executive Branch utilizing technology to promote jobs by giving agencies the ability to embed custom video advertisements with job posts; and established a portal to make personal and professional development a true job benefit for public employees, as well as a cost-saving means of providing professional development opportunities 24/7.

Tom is a proven leader in Kentucky human resources management. Through his vision and leadership, the Commonwealth is moving the needle on modernizing its HR system. Some accomplishments include:

- 2019 Legislative Initiatives for Auto-Enrollment in Kentucky Deferred Compensation Supplement Retirement Plan
- Veterans Preference legislation to expand preference for interviews for merit positions to include spouses and widow(ers) of service members;
- Leadership of Kentucky’s \$2 billion self-insured health plan and serving on the Kentucky Group Health Insurance Board
- Key member of “Work Force” matters task force, examining obstacles to employment for five populations, including people with disabilities, veterans, foster youth, individuals with criminal records, individuals with substance abuse disorders and proposed solutions to remove these barriers.
- Creation of a mobile app for state employees to share messages, alerts, apply for jobs, access pay stubs, electronic time keeping, benefits information and more.
- Reinvigorated mediation program

