

MGEC / HR Meeting Minutes
February 10, 2009
1:30-3:00 p.m.
Conf Rm CO 360
(revised 3-23-09)

Present:

MGEC: Dana Wheeler, John Siekmeier, Joseph Pignato

HR Staff: Emma Corrie, Jodi Mathiason, Karin van Dyck, Mary Skarda, Theresa Johnson

Absent: Peter Buchen, Jolene Forman, Mary Stohr

Recruitment

Emma stated a meeting was held a week ago with Denise Halls, Theresa Johnson, Peter Buchen, Dana Wheeler, and herself to discuss state/MGEC recruitment issues. Emma stated it is important to tap high school students as a resource for future engineers. The private sector is influencing curriculum in high school and, perhaps if we got involved early, we could influence the curriculum towards civil engineering. The Phoenix program is hiring pre-engineering (civil engineering) students. Emma also talked about "Project Lead the Way" which is a national training curriculum. She noted that MGEC, Mn/DOT and the private sector are all interested in this curriculum. There was a discussion about potentially challenging the private sector to match our dollar amount toward scholarships for teachers. The agency is connecting with the National Society of Professional Engineers and, in addition, looking at other similarly-based web sites. Mn/DOT is in discussions regarding when, where, and how to get the word out regarding agency vacancies and postings. MGEC is interested in joining our efforts.

- **To Do:** Emma will provide an update regarding the recruitment issue at the next MGEC Meet and Confer on April 13, 2009.

Job Exchange / Cross Training

Dana talked about MGEC's interest in exploring an engineering rotation program and job sharing exchanges. Karin stated Mn/DOT is hiring a new position, with a job focus on leadership development and succession planning (based out of Linda Hinrichs' office).

Karin distributed handouts of existing Mn/DOT programs geared toward leadership development. A sub-group has been identified to work on this initiative. Mary Prescott is involved in the leadership exchange program and it had previously been recommended that she be involved in this subgroup along with Linda Hinrichs. Other volunteers for this subgroup include: Peter Buchen, Mary Stohr, John Siekmeier, and Emma Corrie. Joe said the primary focus for job exchanges is to expose staff to different experiences and job skills, not necessarily leadership development.

Karin asked how much interest there is in job exchanges. Dana stated financial issues tend to be a barrier and he's not sure about the interest level at this point.

- **To Do:** Karin will provide Dana with dates and times of availability for the committee members.

Theresa asked if the Senior Engineers have an individual development plan that outlines development. Dana will ask his members.

Transportation Accountability Act (TAA)

Dana stated he'd heard a rumor that consulting engineers were going to be hired to direct current Mn/DOT staff (AFSCME). Karin said she has not heard this rumor. She stated she'd checked with Betsy Parker and Betsy had no knowledge of this either.

Karin noted MGEC has expressed an interest in being included in information sharing meetings with AFSCME.

- **To Do:** Karin will check with Barb Mitchell at AFSCME to see if the union is agreeable to having MGEC join them in discussions regarding TAA.

Budget Cuts

Karin stated there are no current plans for layoffs or cutbacks at Mn/DOT. However, Karin agreed to keep MGEC posted if she becomes aware of any changes. It was discussed that there are some good budget reports we may be able to share with MGEC. Some items were mentioned that are now online: 1) Projects identified that meet the requirements of the stimulus bill, and 2) Transportation Advisory Report.

Other Items?

Language in Safety Article Regarding Reimbursement

Referring to an issue MGEC raised concerning a member who had to pay the co-pay and co-insurance for FMLA and ADA documentation requested by the employer, Mary Skarda stated she had checked with MMB on the interpretation of this safety language and Mn/DOT is following their interpretation. This is an issue of a statewide interpretation of language bargained between MGEC and MMB and not language Mn/DOT can interpret independently. MGEC believes the employer should pay the cost as per contract language found in Article 16, Section 2D.

Compensation Survey

Theresa updated the group about a recent meeting held to look at compensation survey data. She felt all parties were in agreement. Megan Forbes is putting together a summary to be shared with Mn/DOT management on March 6; the final product is to be completed by the end of April 2009.

**Next MGEC Meeting with HR Staff:
May 12, 2009, 1:30-3:00 p.m., Conf Rm CO 360**