

Minnesota Department of Natural Resources (DNR)

Labor Management Committee (LMC)

Thursday, January 22, 2009

12:30-2:30 p.m.

DNR 3rd Floor Video Conference Room
St. Paul, Minnesota

Meeting Summary & Outcomes

Attendees:

- Cynthia Wheeler (co-chair), Manager, Regional Ops., Central Region
- Bob Quady (co-chair), Division of Forestry, MAPE
- Tim Bremicker, Manager, Central Region Wildlife
- Denise Legato, Manager, Human Resources
- Christie Nelson, Business Representative, AFSCME
- Tom McShea, Business Representative, MMA
- Linda Moberg, Division of Parks & Trails, MMA
- Pat Burt, Manager, Human Resources
- Terri Yearwood, Manager, Division of Ecological Resources
- Paul Maurer, Manager, Northeast Region Parks & Trails
- Bob Buckingham, Business Representative, AFSCME

Absent:

- Dana Wheeler, Executive Director, MGEC
- Joe McMahon, Business Representative, MAPE
- Wayne Damerow, Manager, Central Region Forestry
- Mark Fischer, Division of Fish & Wildlife, AFSCME
- Craig Mitchell, Manager, Southern Region Division of Parks & Trails
- Joe Fleisher, Lands and Minerals, MGEC

Guests:

- Bob Meier, Assistant Commissioner
- Terry Lahti, Safety Administrator, Management Resources
- Denise Anderson, OMB Administrator

Notes

Cindy announced this is Christie Nelson's last meeting serving as the AFSCME Business Representative and extended the committee's thanks for her work and participation. Bob Buckingham returns to the committee as the AFSCME representative.

Mission Statement-Norms of Behavior

The mission statement and norms of behavior were read.

Review and Approval of Meeting Agenda

Outcome: The agenda was approved as submitted.

Review and Approve December 18, 2008 LMC Draft Meeting Summary

Outcome: The December 18, 2008 meeting summary was reviewed and approved with one edit.

Commissioner's Office/Legislative Update - Meier

Bob reported that the Legislative Auditor recently completed an audit of DNR's internal control and compliance over a three-year period. The report includes 17 findings, many of which have already been resolved or are in progress. The final report will be presented to legislative

committees in the coming week. He also reported that he has been spending time in House committees presenting DNR's performance measurement; a report on what citizens got for their tax dollars. The DNR has four legislative bills that will and/or have been introduced this session. Bob commented that the DNR Leadership Development Program participants were provided a legislative tour and meeting with leadership. This was a very positive and beneficial learning experience.

By-Law Review

The amended by-laws were reviewed and additional changes were recommended. The Committee will finalize at the February meeting.

Minnesota Management & Budget (MMB) Proposed Amendment to Hiring Process - Legato

Denise stated that MMB is proposing an amendment to rules governing consideration of applicants for state jobs because the process has become very cumbersome. The proposed change gives the hiring agency the discretion to consider those individuals who nominate themselves for the vacancy, and/or the option to select from both self nominations and additional qualified applicants from the resume database. Public comments are due February 9, 2009. To view the rule amendment, go to www.mmb.state.mn.us/doc/req-comm/draft-rule.pdf.

Work Plan/Action Plan – Options Used Other than Full-time Employees - Burt

The committee reviewed and discussed a chart that identified hiring options that DNR may choose to use, the statutory authority, and examples of their usage/requirements. Comments were provided to Pat for additions, and it will be reviewed again at the February meeting.

Safety Program Update – Lahti

Terry reported that DNR had only one recordable incident in December. He then reviewed the completed Statewide Policy on Driver's License and Record Check. DNR is working to incorporate the policy changes in order to fit the agency's specific needs before implementing. Bob Buckingham noted that AFSCME has filed a grievance on the new policy on the basis that this is a condition of work and was not bargained with the unions.

DNR Budget Update – Anderson

Denise provided details regarding the state budget deficit in relation to DNR's budget. DNR must reduce its budget appropriation by \$5.3 million for the current biennium to balance the budget and \$7.2 million for FY 10-11 biennium. The specifics of the Governor's budget proposal will be released on January 27. Denise noted the February forecast is expected to be worse and there may be more reductions to state agencies' budgets.

Tentative Agenda Items for February 26, 2009 Meeting

Work Plan/Action Plan – options used other than full-time employees (chart review)
Work Plan/Action Plan Progress Report – overtime issue area
Monthly Updates (Commissioner's Office, Legislative, Budget, Safety)
By-laws Finalized
DNR Budget Review