

**MGEC Meet and Confer
February 3, 2010**

Present: Bernie Arseneau, Dana Wheeler (co-chair), Eric Davis, Jodi Mathiason, John Siekmeier, Joe Pignato, Julie Skallman, Karin van Dyck (co-chair), Mary Stohr, Mike Barnes, Pam Tschida, Peter Buchen, Theresa Johnson, Tim Henkel

Absent: Khani Sahebjam, Mary Skarda, Sue Mulvihill, Tom Sorel

Guests: Cindy Carlsson, Ginny Crowson, Linda Heath, Norm Foster

Agenda Item	Discussion / Information	Action / Information	Responsible Person(s)	Follow-up / Due Date
<p>Transportation Needs / Governor's Bonding - Norm Foster / Tim Henkel</p>	<p>Transportation Needs - Norm distributed the 2010 Projects Summary for capital budget requests. Mn/DOT is requesting \$75M for the local bridge replacement program. Six additional items, for a total of \$55.73M, deal with upgrades at facilities around the state. Mn/DOT submitted a preliminary request in June/July 2009. The House/Senate members have the option of visiting the sites identified in the agency's requests. At that point, the Governor makes recommendations. Norm stated Mn/DOT is preparing the rationale to legislators regarding each of the requested items.</p> <p>The Union asked a question regarding Mn/DOT's building needs. Norm stated the agency works with the Dept of Administration to comply with industry standards (cost per square foot, etc.).</p> <p>Norm outlined MN Long-Range Funding Solutions for 2010-2030. The Plan is still in draft stage at this point. (see attached Executive Summary.)</p>	<p>Information</p>		

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	<p>Mn/DOT is a multi-modal agency. We are seen as a nationally recognized leader and the "go to" agency for performance measures. The Federal government has applauded Minnesota's commitment to high speed rail, livability, and a safety initiative regarding the banning of cell phone use in vehicles. Bernie added Mn/DOT will need more planners and engineers as travel needs continue to grow.</p>			
<p>Mn/DOT Flagship Initiatives / Strategic Plan - Ginny Crowson & Cindy Carlsson</p>	<p>Ginny stated her office is working with Division Directors regarding flagship initiatives and communicating that on the internal IHUB. The Strategic Vision started in December 2008 with Commissioner Sorel and the management team. The Strategic Plan and flagship initiatives will be made "live" to external sources in time for the upcoming legislative session.</p> <p>A Stewardship Council was developed to meet on a monthly basis regarding strategic planning, the agency's vision, and monitoring progress on the flagship initiatives. This group consists of Division Directors, Deputy Commissioner and Commissioner Sorel. Cindy noted the Strategic Plan is a living and growing document. Every employee will have updated access to this information.</p>	<p>Information</p>		

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	<p>Status reports will be included under each of the flagship initiatives. John Siekmeier stated the Union would like to be engaged in these initiatives to ensure information is provided to all employees. Bernie stated a web cast was offered to employees in December 2009. In addition, there could be future brown bag lunch sessions and more web casts.</p> <p>John Siekmeier added flagship initiatives should be included in the performance review process and expectations to better engage employees. Eric Davis stated training will be available to help supervisors with the new competencies and incorporating them into performance evaluations. Bernie noted that all employees serve as servant leaders and ambassadors to the department.</p>	<p>Ginny Crowson will provide this group with the information previously given to managers to communicate the Strategic Plan to their employees.</p>	<p>Ginny Crowson</p>	<p>Ginny provided information given to managers in Dec. 2009. (see attached)</p>
<p>Other - Engineering Innovative Solutions for Minnesota - Dana Wheeler</p>	<p>Dana distributed an MGEC-produced booklet entitled <u>Engineering Innovative Solutions for Minnesota</u> (the contributions and impact of state government engineers). He suggested this booklet be promoted to Mn/DOT's leadership and the public.</p>	<p>Information</p>		

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Staffing Issues - Theresa Johnson	<p>Filling of vacancies (Laterals) - Dana noted he's become aware some supervisors are being told to write more general position descriptions / postings in a Principal Engineer position, making it easier for a lateral transfer rather than a promotional opportunity for a Senior Engineer. He asked if this is true. Theresa stated this is not true. HR works with supervisors on PDs and postings. Core competencies would not be eliminated in a PD to gear it toward a specific person. Each posting is position-specific. MGEC should bring this to HR's attention as specific incidents arise.</p>	Information		
	<p>Engineering Specialist Principal (new classification) - Mn/DOT did not have any interest in pushing this class forward. It has not been Hay rated or submitted to MMB. MGEC indicated they needed to do more research with their membership before bringing this forward as an issue.</p>	Theresa will get info regarding movement (i.e., reallocations, promotions) for Senior Engineers.	Theresa Johnson / Mary Stohr	See attached report
	<p>E-Jam Mobility Assignments - Three mobility assignments came out of the E-Jam survey. These assignments were posted and re-posted. Interviews were held on February 1st. The mobilities will be for -12 months at no additional monies and any candidate would take their position with them (no additional compensation offered). Peter Buchen noted that MGEC members may not be looking at bulletin board postings as they go into Resumix for mobility opportunities.</p>	Information		Karin confirmed that these mobilities were distributed to all Mn/DOT employees.

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Next Meeting Date April 2, 20 0
Meeting Times / Location 10:00 a.m.- 2:30 p.m. / Conference Room CO G22