

M&C Meeting Notes – November 25, 2024

Attendees: Melissa King, Jason Weinerman, Annie Felix, Steve Hofstad, Erin Loeffler, Suzanne Rhees, Matt Fischer, Andrea Fish, Justin Hanson, Amie Wunderlich, Patty Sweep

1. Employee IDPs

Melissa shared that members of the committee have heard from some staff and conveyed that people have appreciated Andrea's overview and perspective on employee individual development plans (IDPs), but noted that rollout was uneven across the agency.

Patty - noted that IDPs were always required, but carried out inconsistently and would typically be completed in prior years during employee performance reviews.

Andrea - BWSR used to have an internal policy document that was not well implemented. Executive Order is a new directive.

Suzanne - Template form not conducive to real productive/effective conversations. Did not receive much guidance, state form is poor, was done in a hurry.

Jason – IDP was unclear what it is and what it was. Training, conferences, professional development? Some communication mishaps about what it actually meant.

Amie – Questions have been raised by agency. Agency still budgets \$1,500/per person for professional development. Patty noted the form is supposed to be employee and goal-driven. Andrea clarified professional development doesn't mean a staff person must remain at BWSR, could change roles and organization, but it is not clear what BWSR can spend funding on if not BWSR-related. The goal is to be open-minded.

Melissa asked if supervisors & managers know they should continue to message and if meet and confer can help share messages with BWSR MAPE staff. Andrea noted this is a challenging concept and noted that IDPs will be reviewed annually, so there will be additional opportunities.

Suzanne asked if this if IDPs will be reviewed the same time as performance reviews. Andrea shared that not all agencies do a July 1 performance review deadline. Some are anniversary date. If so, she'll urge managers to change that and do them separately.

Patty shared the directive is they should be done together. Have had some struggles getting supervisors on board and some employees have refused to complete. The agency commits to keep refining the messaging.

Erin asked if managers received training and noted that this would be helpful. Response: to some degree; BWSR is still thinking this through.

2. Enterprise Employee Survey

Melissa noted the enterprise employee survey has generally been sent out early in the calendar year. In past couple of surveys BWSR has not opted into the survey and agency staff have not been able to participate. Discussion occurred and BWSR will look into this.

3. Supplemental Bargaining

Melissa shared that meet and confer is considering engaging in agency supplemental bargaining this contract cycle.

Meeting adjourned 1:35 PM.