

Agenda: MNIT Meet & Confer Minutes

Date: 11/6/24

Introductions & Housekeeping

MAPE: Andi Morris, Jed Becher, Chris Butler, Barbara Monaco, Carolyn Murphy, Axelina Swenson, Tony Yarusso, Lyz Losie – MAPE Business Agent

Management: Shawna Hennek, Yia Her, LuAnn Herzog, Dana Matson, Shanna Vah, Megan Yang, Tarek Tomes

Next meeting: January 29th

Agenda Items

Introduce and Welcome New LR Staff

- Dana Matson, LR Consultant 2
- Megan Yang, LR Consultant 2
- LuAnn Herzog, LR Consultant 2

Introduce and Welcome New MAPE Team Members

- Tony Yarusso
- Chris Butler

MNIT @ MDE Concerns

- We have heard concerns about the working environment for MNIT @ MDE. Will have MAPE members at MDE joining us to discuss ongoing concerns at MDE and one joining the meeting but not willing to speak in front of management. They will be representing their own observations and experiences as well as experiences that other MAPE members have had at MDE.
- Have other members that are willing to share their concerns but not directly with management due to fears of retaliation.
- Staff feel they are being treated like children, feeling unsafe in speaking up, not a lot of respect or collaboration going on.
- The impact on staff varies, for some it is very significant, while others tolerate it.

Wages - Jed

MAPE continues to receive questions about the newer pay scales that are in the contract but not being used. Are there any updates to using the new pay grids?

Management response:

MNIT was surprised at how many ranges were added – MNIT had asked for 1 new range and MMB brought 5. New range or two were requested to provide flexibility for the future. IT Consultant is assigned to 27P range – there was an all-staff email back in 2022 about this position. No current plans to create additional new classes. There are an average of 27.7 qualified applicants per posting. MNIT has a salary compression challenge – changes to the MAPE wage series then puts pressure on managers and supervisors.

Reallocations

Where is HR on processing reallocations? Please include reallocation stats in the HR newsletter like has been done previously.

Management response:

In September, completed 29 and received 15 more. In October, HR completed 21 audits and received 8 more requests.

40 pending review, 14 actively assigned, 2 of which require desk audits

Prioritized positions with standardized PDs – will be focusing on the 18 reallocations from June or earlier.

Reallocation stats have not been included in HR newsletter. Goal is to include information that is action oriented for both management and employees. Employees can reach out to the staffing team to find out where things are at in the reallocation process.

Student Loan Reimbursement

Has MNIT included this in budget planning for FY25?

Below are the statuses of the Student Loan Reimbursement program at other state agencies.

Agency	Member/Group Contact	Status
Revenue	Carolyn Murphy	Implemented
PUC	Jason Bonnett	Implemented
DOT	Theresa Chapman and Gabe Perkins	Implemented
MASC	Karah Lodge	Implemented
PCA	Kaity Taylor (M&C)	Getting close
Commerce	Meet and Confer	Beginning work

DHS	Christine Retkwa	In-progress
DLI	Alexis Lohse (No M&C)	In-progress
MDVA	Brian MacNeill (M&C)	In-progress
Admin	Ajeet Yadav	In-progress
BWSR	Melissa King	In-progress
DEED	Michael Prideaux	In-progress
DOC	Tabitha Schacht	In-progress
MDH	Lydia Fess	In-progress
MNIT	Andi Morris	In-progress

Management response:

Need to keep discretionary spending to business needs. Some agencies may enact student loan reimbursement to attract or retain employees, but MNIT is not having trouble in these areas and has, in fact added over 200 employees over the past year. Most positions in MNIT do not have education requirements. DOR has indicated that these reimbursements would not be taxable so there would need to be a policy change if the program is implemented again. Still in the biennium where large salary increases were implemented and those weren't budgeted for.

Supplemental Negotiations

MAPE intends to engage in supplemental negotiations.

Management Items

Required Compliance Training

- Request your help and support to get this required task completed. Appreciate your help.

MAPE will include this in the meeting minutes.

Outside Employment and Volunteer Policy

- Draft under development.
- Two situations recently where we learned of employees having full-time outside employment. Expectation is to disclose employment conflicts via the [Ethics Form](#).
- Current conflict of interest disclosure form is presented at start of employment, and it is not as clear as it could be and to share whenever the employee has other external employment. Having a second job is allowable so long as it does not conflict with their MNIT position.

New policy aims to provide clarification and address any gaps. MAPE is willing to review the draft policy and provide feedback in an effort to ensure the clearest policy language.