**MAPE / MDHR MEET AND CONFER MINUTES**

**July 13, 2020**

**For the Union**: Kathy Fodness (MAPE Business Agent), Brianne Lucio, Debbie Prokopf (MAPE Business Agent), Shawn Swinson-Stafford (Chair), and Paul Ziezulewicz

**For Management**: Commissioner Rebecca Lucero, Scott Beutel (MDHR Assistant Commissioner), Cathy Bisser (ADM/SmART Staffing Supervisor), Darren Hoff (ADM Human Resources Director), and Jessica Fenlon (ADM/SmART Human Resources Specialist)

**1 Staffing / Organization (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following staffing / organization topics:

* Darren Hoff explained that the reason for today’s meeting was that in looking at the budget, and planning for lower state allocations, Rebecca Lucero had “struggled” with the potential need for layoffs, especially in light of MDHR’s investigation of the Minneapolis Police Department (hereinafter “MPD”). Darren Hoff then noted that Management wants to know if MAPE has any ideas about how to mitigate any potential need for layoffs.
* Rebecca Lucero corrected Darren Hoff that today’s meeting is not about cuts to the budget, but rather, about using the current budget correctly.
* Debbie Prokopf thanked Management for inviting MAPE to today’s meeting and then asked Rebecca Lucero what sort of budget items Rebecca Lucero was looking at, or where Rebecca Lucero was in Rebecca Lucero’s thought process. Rebecca Lucero replied that Rebecca Lucero was not looking at staff reductions, but rather, where to put resources, and shifting positions to where there are more needs.
* Debbie Prokopf asked where the subject of layoffs came in. Rebecca Lucero replied that the Legislature has not decided funding yet, but that there is a need to staff MDHR correctly and to refine MDHR’s org chart. Debbie Prokopf then asked Rebecca Lucero at what sort of options Rebecca Lucero had looked. Rebecca Lucero replied that there are no details to share and that instead, this is an initial conversation about the org chart. Debbie Prokopf asked Rebecca Lucero if Rebecca Lucero could provide more context for wanting to shift MDHR’s org chart. Rebecca Lucero replied that the context was needing to provide more resources for the MPD investigation. Debbie Prokopf asked if employees would be able to move around in order to support MDHR’s investigative work. Rebecca Lucero replied that Management is open to ideas.
* Shawn Swinson-Stafford asked if Management had considered ways to reduce non-personnel expenses, in order to use the resources for investigative staffing, such as MDHR’s effort from many years ago of renegotiating MDHR’s lease. Rebecca Lucero replied that MDHR is currently paying $19 per square foot at the Griggs Building, which is half of what MDHR paid at the Freeman Office Building. Rebecca Lucero noted that there is no negotiating down the lease.
* Brianne Lucio asked if Management had a dollar amount in mind of the resources Management needs to reallocate. Rebecca Lucero replied that Management is looking to spend differently. Brianne Lucio then asked if Management had any idea of what number of employees to reallocate for investigations. Rebecca Lucero replied that the goal is having the right org chart for MDHR, as MDHR exists today.
* Brianne Lucio asked if MDHR’s MAPE employees should look at the structure of their units. Rebecca Lucero replied that MDHR’s MAPE employees should not feel that they have to look at what positions to voluntarily reduce.
* Shawn Swinson-Stafford asked if interested MDHR’s MAPE employees could voluntarily reduce work hours in order to pass the savings along for the benefit of the MPD investigation. Rebecca Lucero replied that Rebeca Lucero would have to look at the MAPE contract in order to answer this question. Debbie Prokopf asked Kathy Fodness to address the issue. Kathy Fodness explained that under Article 29 of the MAPE contract, an employee can voluntarily reduce the employee’s hours, passing the salary savings along to the Appointing Authority, while still maintaining benefits. Debbie Prokopf asked Rebecca Lucero if Rebecca Lucero would be wiling to entertain this option. Rebecca Lucero asked Debbie Prokopf to clarify what Debbie Prokopf meant. Debbie Prokopf explained that Debbie Prokopf was talking about allowing employees to take voluntary reductions in hours in order to work part time or to completely not work at all. Kathy Fodness noted that whether the employee would work part time or not at all would be between the parties. Rebecca Lucero replied that Rebecca Lucero is open to all ideas. Debbie Prokopf asked if MAPE achieved a voluntary reductions in hours, could the salary savings be redirected wherever needed, or would there be a limit, such as not wanting a employee to take a voluntary reduction in hours, if the employee works in a unit whose staffing Management is trying to beef up. Debbie Prokopf then asked what sort of duration Management contemplated. Rebecca Lucero replied a permanent duration, but that legislative action could affect the need for organizational change.
* Debbie Prokopf asked what could MAPE discuss with MDHR’s MAPE membership that would inform Management’s org decision making. Rebecca Lucero replied that it would be a matter of what would make sense for MDHR as an agency. Rebecca Lucero then gave the example of how MDHR proceeded with staffing when Beth Commers left MDHR, choosing not to fill the position. Debbie Prokopf noted that Debbie Prokopf was still trying to understand Management’s point of view and then asked for more specificity as to what Management’s concrete goal is. Rebecca Lucero replied that the goals are the MPD investigation and the work that MDHR is required to do by statute. Debbie Prokopf noted that as an outsider to MDHR, Debbie Prokopf will pose follow-up questions to Brianne Lucio, Shawn Swinson-Stafford, and Paul Ziezulewicz.
* Rebecca Lucero noted that MDHR pulled two investigators and a supervisor off of their regular duties, in order to work on the MPD investigation. Rebecca Lucero also noted that the MPD investigation has resulted in more intake calls, and that MDHR still must perform its regular statutory duties. Rebecca Lucero further noted that MDHR’s OLA report talked about where MDHR had made progress, and about where MDHR needs improvement.
* Shawn Swinson-Stafford asked if it was correct that Management has a twofold goal of adjusting staffing to benefit the MPD investigation and adjusting staffing to make *structural* org changes. Rebecca Lucero replied that these goals were the same thing.

**2 Tentative scheduling of next meeting (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following scheduling-related topics:

* Debbie Prokopf asked if it would be okay for MAPE to schedule a follow-up conversation with Management. Rebecca Lucero replied yes. Debbie Prokopf noted that Debbie Prokopf will work with Jess Fenlon to schedule a follow-up date.
* Rebecca Lucero noted that Management and MAPE will need to meet again within the next 21 days.
* Kathy Fodness noted that following up on Management’s requested input might pose some hard tasks, and that making a data request might be necessary. Rebecca Lucero replied that MDHR can handle data requests, but that it be preferable to discuss any such request in advance, in order to clarify which data can be shared.