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# October 4, 2022 Meet and Confer Meeting Notes

**Wildfire Ongoing Discussions**

Megan B. began by reviewing the current status on wildfire discussions. We are still waiting to close the loop on communication from the Division of Forestry for both fire boot reimbursement and on-call. Megan E. mentioned that we want to get this completed prior to spring 2023 fire season, as well as address the inconsistencies with how R and R is being reported by all divisions involved. Once they hear from folks out on fire this year they will send out a report for further discussion. This was a good year for DNR assisting on wildland fire. Does hold-up on clarification apply to Div. of FAW and PAT also?

Preference from forestry is that leave time doesn’t count as hours worked so that overtime isn’t reduced. Denise responded that leave does not count for overtime as laid out by MMB. If there are inconsistencies with how it’s handled then HR needs to know that.

Denise asked for inconsistencies across R and R so she can review payroll.

FOR guidance on boots and on-call Denise is also waiting for information from FOR leadership. FOR has been working on updating guidance. Denise thinks the more comprehensive guidance is just about ready to be sent. It would both go to area supervisors and the division as a whole. MAPE asked that when guidance is sent we be notified so we know these issues are resolved.

Dan mentioned we plan to pursue on-call as part of supplemental bargaining. It’s our understanding that the governor’s office has said to take this as far as it can go.

Megan asked how other divisions would receive the guidance and Denise clarified that while Wildland fire is the lead, they will notify all staff affected. Denise asked a clarifying question as to whether or not we were expecting a meeting to discuss the guidance once it’s released. Megan E. and Dan clarified that yes because there will most definitely be clarifying questions. This would also be a good time to discuss the differing experiences people are having. We can also send our questions to Denise directly and don’t have to wait for a meeting. Denise said she would connected with FOR to see if a meeting is possible.

Dan asked if there would be any retroactive application of the R and R days for the summer fire season back to June 21, 2022 when the MOU was submitted. Denise said she would look into it. MOU is officially in effect as of 10/3/2022.

**Naturalists**

Megan B. will share summary so far from listening sessions held with naturalists throughout the state. She indicated that this fall we will be meeting 1:1 with naturalists to further understand concerns. Denise asked for a listening session summary, which Megan will provide. Recommended immediate action on the culture of respect concerns.

**Assistant Area Fisheries Reallocation Appeal**

MAPE has sent multiple emails on behalf of the fisheries staff to Brad with no response. Fisheries staff do not feel heard when there is no response. Staff would like to know if the appeal has been denied and why.

Megan relayed that Brad had shared in summer that the job class specs are outdated and he would check-in with Denise on updating these. Denise has followed up with FAW management so she could understand the communication that had gone out. Denise said they had a lot of discussions including walking through the reallocation process. Denise feels there was some miscommunication at the June meeting that led to misleading expectations. Denise said the ball is in FAW leadership court. The communication does say it’s a joint communication from HR and Division leadership. Denise said it is in the Division’s hands to accurately communicate the work that is being done by updating the PD to accurately describe the position. It’s HR’s job to properly classify the work within the state communication.

Denise feels that expectations have been raised by supervisors who are no longer here. It is the Division’s responsibility to explain this to the employees. Denise stated that the reallocation requests and appeals are denied because they do not meet the job classification. The Division is looking at their structure as a whole. Denise said these employees are owed an explanation and a response and she will ensure it happens. She said there are no plans to have a meeting with staff at this time, but an email communication is forthcoming this week (10/3-10/7/2022).

Dan indicated a desire for MAPE to have a language workload meeting with fisheries staff to get clarity on what is in and what is out regarding duties. Denise does not agree with having this meeting, as another meeting will not necessarily be productive and we don’t typically have group meetings to discuss reallocation. This is typically discussed with the individual and the supervisor. Also, PDs change but not necessarily to a higher level position. Denise will follow up with leadership about having a meeting to discuss.

**Parking**

Monica and Jed explained more options that would be helpful specifically including shared parking passes. Barb shared that the parking lot managers have not expressed interest in working on more attractive solutions so this is out of DNR’s control. Barb said people can use the daily garage rates and acknowledges that it is a longer walk. Barb said there isn’t an increased cost for people post-pandemic. The cost-value ratio isn’t as satisfying. She stated if they had a more flexible partner in the form of the owner of the lots they could look into new opportunities. Monica asked if there is anything we could look into for use of the red lot. Barb stated there might be monitoring and equity issues. The parking managers have no capacity to monitor the lots. Megan asked if they would offer duplicate passes, but the answer from the parking overseers was no. Barb said they can look into some temporary use of the red lot, but imagines they will run into equity concerns. Barb summarized three key points to this issue: relationship with owner, equity of staff who do come in regularly and no one is at a disadvantage financially by choosing to telework as it relates to parking.

**MMB Communication Series Class Study**

Denise shared that they’re looking across the enterprise for all agencies. When they undertake a large classification study they ask agencies to submit pd’s that are within the series of the classification. Identifying ones within the pd’s that are considered benchmark (what other agencies will compare against). They want to use this so agencies can compare the content with the Hay tool. Once this process is done positions would be allocated to the appropriate range, based on business needs, after things are calibrated. This study is about properly classifying a body of work and series of positions within a structure by comparing positions across a common set of content – accountability, problem-solving, decision-making, knowledge, leadership. This allows for individual positions to be fitted within the structure. Could it allow for range changes with specific positions, yes, but there is no guarantee. There is an effort to better place positions where they accurately reflect the work.