

BWSR MAPE Meet & Confer Committee Notes

5.29.2024

Present: Andrea Fish, Justin Hanson, Amie Wunderlich, Melissa King, Suzanne Rhees, Annie Felix-Gerth, Matt Fischer, Steve Hofstad

Discuss Employee Individual Development Plans (IDPs)

Requirement that all employees have an IDP by October, but no training or resources were provided to managers/supervisors regarding how to implement. Experiences will be different based on how a supervisor carries that out.

Annual performance reviews due July 1. Andrea - feels strongly that IDPs not be part of performance reviews. Should be more employee driven, not supervisor driven, and based on professional goals.

Question: How much budget is available? Is it an adaptive document? If something comes along can the IDP be opened up and updated? Not much standardization across the agency with this – like the flexibility that this leaves open.

Andrea: State agencies were not provided additional budget to carry this out. Development goals should be something that the employee and supervisor are working on.

No standardized form, some variations being utilized? Annie felt like a NRCS technical training form with competencies. Lots of room for improvement.

- Something with a list of thought-provoking questions to think about ahead of completing the form – and also for supervisors would be helpful?
- How to work this into an employee's work load?

Question: who owns this and how is it tracked? This will be something that will need to be tracked in an HR system. Likely no additional analysis from "the State".

Next steps:

- Andrea - general messaging and update at an all-staff call and meeting
- Melissa coordinate short meeting for MAPE members with Amie and Andrea to learn about IDPs, training budget, and contract language for increased staff awareness.

1:54 PM adjourn