

## **BWSR MAPE Meet & Confer Committee Notes**

**11/27/23**

**Present:** Melissa King, Jason Weinerman, Annie Felix-Gerth, Steve Hofstad, Erin Loeffler, Matt Fischer, Suzanne Rhees, Andrea Fish, Patty Sweep, Dave Weirens, Justin Hanson, Amie Wunderlich

Meeting began at 1:05 PM

### **Deferring Annual Liquidation of Non-Exempt BWSR MAPE Employee Comp Time Banks**

- Melissa reviewed the MAPE contract language for employee comp time banks. BWSR proposed agenda topic based on interest of employees to meet and confer to allow employees to carry over all or a portion of the comp bank.
- Patty - max for roll-over of time is 125 hours.
- Melissa- can't be less than 40, but agency sets the max. Did agency submit a number to MAPE? Response - No.
- Patty- wants to check with labor rep. Amie – items needs a decision before 12/19 pay period.
- Committee agreed to allow carry over employee comp time banks.

### **BWSR Time & Work Management Guidance & Procedures Update:**

- Melissa–Reviewed BWSR guidance and procedures and committees comments to Overtime section.
- Patty- PDs are supposed to be updated every 3 years; signed off by employee, and BWSR does get audited on this.
- Question: Do staff feel like positions are getting back-filled faster? JW - depends on the position -- lots of backfilling in Central Region, rotating among different positions
- Steve - also depends if position is field-based vs. non-field based -- such as leading wetland certification on top of field duties; occurring periodically through year. PS - that situation is being discussed
- Seems like most staff weren't aware that comp time was even an option. How to foster productive conversations?
- Patty - wants to find where Overtime document came from; who developed it, etc.

### **MAPE Contract Responsibilities for Training & Development:**

- Melissa– Shared feedback received by state agency meet & confer committees regarding Individual Development Plans (IDPs) and training - Fears that IDPs might be used negatively during evaluations (if staff not fulfilling training).
- Amie- on spend plan to MMB, BWSR puts \$1,000 per employee to use for training. An additional \$1,000 is now included to use for conferences. Just covers registration, not travel, etc. Was \$750 for both categories in FY23.
- Hard split or combine? We'll see how it goes.
- Contract allows up to 40 hours for training. Many people don't ask for these opportunities or don't know opportunities being communicated to staff in some sections and not others.
- Justin - goal was to get staff some networking opportunities post-Covid
- Steve - should staff across a whole section talk to each other?
- Patty- should bring up with your supervisor each year; needs to be turned in.