



Executive Committee Minutes

12 January 2022

Present: President Megan Dayton, Vice President Angela Halseth, Treasurer Todd Maki, Secretary Michael Crider, Political Council Chair Cathleen Cotter, Organizing Council Chair Lauren Siegel, Interim co-Executive Director Leah Solo, Interim co-Executive Director Mike Asmus

Meeting held via email

Department of Corrections recruitment and retention incentive MOU

M(President)SP to recommend for a vote of the general membership the DOC recruitment and retention incentive MOU as drafted. **Passes 4/0/1**

Yes: President, Vice President, Secretary, Organizing Council

No: none

Abstain: Political Council

DOC currently faces staffing shortages and anticipates continuing to face these shortages in light of the spread of COVID-19 and a national shortage of workers. The 2021-2023 labor agreement between the employer and MAPE does not provide the ability for DOC to respond to actual or potential staffing shortages by offering current staff or new recruits additional financial benefits. The employer and MAPE are interested in providing DOC the authority to offer additional financial benefits to retain and attract staff positions.

The MOU provides that DOC may, at its discretion, create and use incentive program(s). In order to offer incentives, the agency must first develop a policy that governs the eligibility and parameters of the program and must obtain approval from MMB. With MMB approval, DOC may create and use incentive program(s) that consist of one or more of the following: hiring, referral, retention, or reassignment incentives with dollar values no greater than \$10,000.