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Minnesota
Department of
Employee
Relations

*Leadership and partnership in
human resource management*

September 1, 1993

The Honorable Leo Reding
Chair, Legislative Commission on Employee Relations
Room 85 State Office Building
St. Paul, Minnesota 55155

Dear Representative Reding:

The attached report to the Legislative Commission on Employee Relations is submitted
in accordance with the directive contained in Chapter 301, Laws of Minnesota 1993.

Please feel free to contact me at 296-8366 with any questions or comments you have.

Sincerely,

Linda M. Barton

Linda M. Barton
Commissioner

encl
cc:

Greg Hubinger, LCER
James Solem, Commissioner-Minnesota Housing Finance Agency
Mark Dayton, State Auditor
Legislative Reference Library (6)

____ Pursuant to 1993 Laws Chapter 301, ____
Section 1, Subd 5

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CIVIL SERVICE REFORM PILOT PROJECTS

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A Report to the Legislative Commission on Employee Relations
by the Minnesota Department of Employee Relations
September 1, 1993

STATE CAPITOL
ST. PAUL, MN. 55155

The following report is submitted pursuant to Chapter 301, Laws of Minnesota 1993 (copy attached). Specifically, the Department of Employee Relations is required to report to the Legislative Commission on Employee Relations on September 1 of 1993, 1994, and 1995, regarding the results of civil service reform pilot projects being conducted by the Minnesota Housing Finance Agency, the Minnesota State Auditor's Office, and in other state executive branch agencies pursuant to the authority granted in Chapter 301, Laws of Minnesota 1993.

PILOT PROJECTS IN EXECUTIVE BRANCH AGENCIES

Chapter 301, Laws of Minnesota 1993, requires the Commissioner of the Department of Employee Relations (DOER) to convene a task force representatives of each of the ten executive branch employee bargaining units and ten management level employees. This task force will be called the Human Resource Innovations Labor-Management Committee and is comprised of the following members:

Peter Benner - AFSCME
Tim Shanley - Law Enforcement Unit
Linda Lange - Minnesota Nurses Association
Edgar Twedt - Inter-Faculty Association
Larry Litecky - Community College Faculty
Jack Mogelson - Minnesota State University Association
Claudia Dieter - Minnesota Government Engineers Council
Robin PanLener - Minnesota Association of Professional Employees
Bob Idso - State Residential Schools Education Association
Gary Denault - Middle Management Association
John Lally - Department of Revenue
Tracy Elftmann - Department of Human Rights
Jo Maniaci - Minnesota Planning
Ron Lang - Department of Human Services
Martha Watson - Department of Transportation
Terry Chism - Department of Health
Tim Price - State University System
Joyce Wood - State University System
Bob King - Department of Jobs & Training
Michael Goar - Department of Public Safety

Chapter 301, Laws of Minnesota 1993, directs this task force to propose and review pilot projects that will improve human resource practices in the state civil service; further, the task force may consider innovative projects that introduce total quality management practices or that empower employees in the workplace. In this regard, the Human Resource Innovations Labor-Management Committee held its initial meeting on August 16, 1993. Martha Watson of the Minnesota Department of Transportation and Peter Benner of AFSCME were elected co-chairs of the Committee.

The Committee discussed the following issues:

- 1) the background and purpose of Chapter 301;
- 2) the independence of the Committee's work from the 1993 CORE Commission recommendations;
- 3) the scope of the Committee's authority and how this authority relates to other human resource experimental projects;
- 4) the funding of performance management and retraining grants pilot projects with Investment Initiative funds; and
- 5) the procedure for measuring the success of proposed projects.

Preliminary work groups were appointed for a performance management pilot project and a retraining grants pilot project. These work groups are to report back to the full Committee at the September 13th meeting with specific proposals for the scope of their respective pilot projects.

Meetings of the full Committee will be held on the second Tuesday of every month from 9:00 a.m. to 12:00 p.m. in the Ladyslipper Room of the Centennial Building.

PILOT PROJECTS IN THE STATE AUDITOR'S OFFICE AND THE HOUSING FINANCE AGENCY

Chapter 301, Laws of Minnesota 1993, also authorizes the State Auditor's Office and the Minnesota Housing Finance Agency to conduct civil service reform pilot projects within their respective agencies. These innovative pilot projects must allow the agency to perform its functions and deliver its services in a more efficient and effective way without causing layoffs of existing personnel.

The legislation requires a committee to be formed to review the agency's operations and propose appropriate pilot projects. Each bargaining unit represented in the entity must appoint a member to the committee; the head of the entity must appoint an equal number of management-level employees to the committee.

As of the date of this report, the following individuals have been appointed to the Minnesota State Auditor's Office committee:

Julie Shiek - AFSCME
Kelly Moszer - AFSCME
Sharon North - MAPE
Kathy Wells - MAPE
Greg Lydon - MAPE
Mike Brenteson - MAPE
Therese Wall - MAPE
Dave Jirik - MAPE
(Management level employees have yet to be appointed.)

As of the date of this report, the following individuals have been appointed to the Minnesota Housing Finance Agency's committee:

Joyce Siegal - AFSCME
Renee Dickinson - AFSCME
Bob Buckingham - AFSCME
Terry Schwartz - MAPE
Dennis Dwyer - MAPE
Glenn West - MAPE
John Silvis - MMA
Terese Fritchman - MMA
Donna Silberman - MMA
Michael Haley - MHFA management
Kit Hadley - MHFA management
Charles Williams - MHFA management
Roseann McLean - MHFA management
Jim Cegla - MHFA management
Judy Marder - MHFA management

The initial meetings of these two committees will be held in September 1993.

CONCLUSION

The Department of Employee Relations will report to the Legislative Commission on Employee Relations on September 1, 1994, on the results of these pilot projects. For further information on these pilot projects please contact Barbara Conrad at (612)296-3095.