

**Council Members**

Janet Kelly, Director and  
Advisory Council Chair  
Administration

Tim Burton, Deputy  
Justice

Dick Clark, CIO  
Administration

Mike Cooney, Administrator  
Workforce Services Division  
Labor & Industry

Lesa Evers, Acting Director  
Office of Indian Affairs

Mike Ferriter, Director  
Corrections

Arlynn Fishbaugh, Executive  
Director  
Montana Arts Council

Tom Livers, Deputy  
Environmental Quality

Alan Peura, Deputy  
Revenue

Madalyn Quinlan, Chief of Staff  
Office of Public Instruction

Tim Reardon, Director  
Transportation

Amy Sassano, Deputy  
Budget and Program Planning

Dore Schwinden, Director  
Commerce

Jane Smilie, Administrator  
Public Health and Safety  
Division, DPHHS

**State Human Resources Staff**

Paula Stoll, Administrator  
444-3789

Peggy MacEwen, Chief  
HR Policies & Program Bureau  
444-3879

Bonnie Shoemaker,  
Classification & Compensation  
Specialist  
444-2473

John Moore, Director  
Professional Development  
Center  
444-3855

Helen Betts, Office Manager  
444-3985

# Advisory Council on Workforce Development and Planning

## AGENDA

**April 18, 2012**

**1:00 to 4:00 p.m.**

**Department of Environmental Quality, Conference Room 111,  
1520 E. 6<sup>th</sup> Avenue, Helena, Montana**

	1:00 – 1:10	Welcome	Janet Kelly – Chair
	1:10 – 1:20	Meeting Purpose	Paula Stoll
	1:20 – 1:30	Introductions	John Moore
	1:30 – 1:35	Approval of Minutes	John Moore
	1:35 – 2:25	Performance Management -HR Work Group – Recommendations	Advisory Council Discussion
		o Preliminary Statement of Philosophy	
		o Glossary of Terms	
	2:25 – 2:35	Break	
	2:35 – 3:25	Looming Employment Issues in Eastern Montana	John Moore
	3:25 – 3:40	Public Comment	Public
	3:40 – 3:50	Meeting Wrap-up	John Moore
	3:50 – 4:00	Closing Remarks	Janet Kelly – Chair

### Meeting Guidelines

- ❖ Everyone is encouraged to be open and candid.
- ❖ Be critical of ideas, concepts, systems, NOT people.
- ❖ One person speaks at a time.
- ❖ Listen constructively.
- ❖ Be open to new ways and ideas.