

HR Work Group to the Advisory Council Meeting Minutes

*July 11, 2012
11:30 AM to 1:00 PM*

Members Present

James Fehr, Kenneth McElroy, Brent Rabe, Marty Roos, Kila Shepherd, Deborah Sloat, and Diana Piccono

Members Absent

None

Facilitator

Chris Christensen

Meeting Summary

Peggy MacEwen

Meeting Purpose

Continue work on a statewide approach to employment challenges in eastern Montana, review three talent management models, and finalize glossary of terms.

Meeting Summary

Facilitator reviewed the agenda and ground rules. The group decided to meet each Wednesday from 11:30 AM to 1:00 PM starting July 25.

The group discussed the glossary of terms and reviewed three talent management models. The Cornell University model was preferred.

The group identified the following needs as they relate to employment challenges in eastern Montana:

- Availability and cost of housing
- Pay consideration and the effect on an agency's ability to recruit and retain staff
- Availability of labor in the market and ability to be flexible
- Availability of lodging for employees traveling into the area for work as needed
- Expenses associated with employees commuting long distances into affected areas to work on a daily basis

- Criteria used to determine if an agency is affected
- Property ownership (does the state have existing availability in the area such as at Pine Hills?)
- Ability to react quickly with flexibility
- Availability of funding for agencies affected (would a reserve fund be beneficial?)

The group agreed they should focus on what agencies can do now, in the short-term, as they wait for bigger picture solutions to have an effect. For example, waiting for infrastructure to develop and support housing development anticipating housing development may result in lower housing costs in the long term. The group also recognized the need to collective bargain wages and benefits with union representatives as appropriate. The group agreed to review a draft policy outline at the next meeting.

Commitments

Peggy MacEwen will cancel the Friday reoccurring meeting bug and set-up the new reoccurring meeting bug for Wednesdays. Peggy MacEwen will revise the glossary of terms to include Cornell's talent management model. Peggy MacEwen will draft the policy outline.

Public Comment

None

Next Meeting

July 13, 2012

Discuss draft outline of natural resource development policy