

**MINNESOTA SEX OFFENDER PROGRAM
AFSCME LABOR / MANAGEMENT MEETING
MOOSE LAKE – ADMIN CONFERENCE ROOM
September 07, 2022
2:30 P.M. – 3:30 P.M.**

MANAGEMENT AGENDA ITEMS

1. **August 2022 Meeting Minutes** – minutes good, “grammel” typo
2. **Staffing Updates** – 36 vacancies, 9 (1st) 6(2nd) 21(3rd). We have employee starts in sept with couple of those starting in oct.

LABOR AGENDA ITEMS

1. **Staffing Crisis**
 - a. **How many vacancies by watch?** See above.
 - b. **Intermittent positions?** 5 total now with 2 recent hires (5X .2 = 1 FTE)
 - c. **Temporary ½ time positions?** Audit being performed by HR about splitting up FTE spots
 - d. **How much overtime for the month of August?** 5114 hrs – 904 (1st) 959 (2nd) 3251 (3rd)
 - e. **Recruitment incentives?** Current 2500 for the new hire and 1000 referral bonus. Those numbers are flexible however just because more \$ is offered does not equal quality candidates.
 - f. **Volunteer shift bonus?** All bonuses are flexible, admin trying to balance the amounts to maximize value.
2. **Moral issues and staff burnout** – admin encourages us to meet with supervisors to discuss disappointing annual reviews. Labor stressed supervisors should acknowledge the amount of overtime worked as well as working short handed without members having to advocate for themselves. Email was discussed about members working above and beyond and only given a “meets standard” rating.
3. **Comp time for Holiday OT** - tabled due to step 3 grievance topic the same
4. **Follow up A-Team schedule proposal** – (Terry) “brought forward yesterday” to HR. Admin has follow up questions as “all options are on the table” in coordinating with HR for any proposed schedule change considered.

STEP 3 GRIEVANCES

1. There is 1 Step 3 Grievance – to be rescheduled