



CNIC Peer Communications Group Meeting Minutes – July 29, 2005

Approved 8/26/05

Attendees: Paula Allen, Revenue; Wes Ford, DHS; Dennis Green, Employment; Raelynn Henson, CNIC Project Office; John Hubbard, DOC; Julie Mallord, CNIC Project Office; Dominic Rivera, DCBS.
Minutes by Cathy Hoffman, CNIC Project Office

Review/Approve Minutes

The July 15 minutes will be amended to include an editorial statement to address references to limited duration positions. The statement will read: *Following this discussion, it was discovered that all State Data Center positions will be posted and recruited as permanent positions; there will be no limited duration positions at the State Data Center.*

The editorial statement is to be included in any other Peer Communications minutes where limited duration was discussed. The July 15 minutes were approved as amended.

Report out of Labor Relations, HR, Union Meeting

Clarification of elimination of “limited duration” from the data center positions was provided at the meeting.

There have been different concerns expressed by employees about bumping rights so there will be a one-time training established to clarify the topic. It is planned to be a collaborative effort between the three entities (Union, HR, and Labor Relations) to provide a one-time event with the target audience being the affected employees. A statement was made that it would be valuable if the agency HR managers were also invited. Dennis stated he believed Jerry Korson would be contacting them.

The list of the 148 staff was discussed at the meeting as well as when the position descriptions will begin to be built. During the transition time, there will be some agency people housed at the data center on a temporary basis. They will return to their agencies when the transition is done.

Review Rumor Control List

The list of issues developed at the July 15 meeting was reviewed. All issues on the list have been addressed with the exception of #5 (number of network, server, storage employees on the list). The resolution to each was briefly reviewed and it was the consensus that a document is to be prepared to record the resolution of the issues.

Future of Peer Communications – Value Added

With the development of the HR Work Group, it is time to review the scope of Peer Communications. It is not clear whether the HR managers are going to answer all the questions that will arise throughout the process. The focus of Peer Communications should be honed for the coming stage (moving from planning to implementation) and Peer Communications should let the HR Work Group handle the staffing questions. There will still be issues to deal with because HR will not be answering the same types of questions that Peer Communications does.

The issues to be dealt with will likely change but that won't be known until later in August. The hiring process will take the attention off other issues for a while. Once the lifting actually begins, agencies may want the Peer Communications forum to address issues related to that. They are used to funneling rumors and questions through this group. There may also be an opportunity for connection with the Change Management Work Group.

The Peer Communications charter was developed in Stage One and extended into Stage Two with the rest of the work groups. As we enter into the next stage, it is time to develop a revised charter. Once the Change Management Work Group develops objectives and a work plan, Peer Communications should write a new charter.



It might also be beneficial to reduce the frequency of meetings if there is a drop in issues to be addressed. Dennis agreed that he is willing to continue facilitating the meetings.

The process for HR related rumors was discussed and it was decided that they should be sent directly to Raelynn and she would forward them to the appropriate group or individual. She will provide reports to Peer Communications to keep them informed of the outcomes.

Round Table

A question was asked about bumping and the tier hiring process and discussion ensued. This issue will be addressed in the training to be provided to affected employees by the Union, Human Resources, and Labor Relations. The need for training to a broader audience was expressed. There is concern by employees who are not on the affected list that they will be bumped and they need clarification on options available to them. Questions include: When will the 155 positions be phased out? How long do the affected employees have to bump? Could an employee be bumped by an affected employee after the hiring process is complete?

There is a rumor that within six months of populating the data center, there will be layoffs within the data center. Oftentimes, the opposite is the case. When a new application is implemented (i.e., MMIS, Telephony) and more users are added, the need to add staff exists. Current five-year projections for the data center do not take into account any new applications. It seems unrealistic to think there will not be growth.

Action: Julie will check with Mark Reyer about this issue of statements alluding to potential layoffs at the data center.

The question of return rights was brought up and that is something that needs to be clarified through the HR process.

The meeting adjourned at 11:02 a.m.