

Meeting Notes

REVENUE DIVISION LABOR-MANAGEMENT COMMITTEE January 27, 2015

Attendance:	Adrienne Brown-Dunn, Rachel Cleveland, Karla Frahler, Josh Gregor, Thomas Lannom, Karen Obana, Julie Shervey, Terri Williams Guests: Rob Wheaton, Kate Schmidt, Maria Eldred
Facilitator:	Joe Hertzberg
Note Taker:	Meghann Fertal
Handouts Distributed:	None

Announcements:

- Karla, Josh, and Adrienne are becoming DCTU shop stewards

1. Review of Meeting Notes

- October 28, 2014
 - Change Rachel's name to Rachel (from Rach)
 - Approved with change above
- November 25, 2014
 - Approved
- December 18, 2014
 - 5.a.i. Change to "Labor stated there are misclassified positions..."
- November 4, 2014 – LMBAC
 - Approved

2. Deep Class Series (C)

- What does having a Deep Class Series mean?
 - Interest has been identified because of struggles and growth through the series
 - Started with IT series (ISTA within COPPEA) and financial analysts
 - Oriented for positions that must be grown from the "inside" due to knowledge core
 - No probationary period
 - Must be functioning in that level prior to movement
 - No exam process
 - Pro and con
 - Charter says that you need an open and competitive process
 - When RTS series was first introduced in 2002, AFSCME-DCTU and HR were not for it
- What happens if you don't have a Deep Class?
 - Accretion in duties for some versus others do not allow for open and competitive process
 - Another example is a Training Plan
- Labor has stated that they believe that there is an inherent, the referral lists are open for too long
- Can portions of the RTS Series be pulled into a Deep Class like RTS II and RTS III?
 - Yes

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- e. What are the criteria to create Deep Class?
 - i. There needs to be a business case
 - (1) Market force needs
 - (2) Recruitment retention
 - (3) Employee turnover
 - (4) "Succession" planning
 - f. Clarification of these four main issues:
 - i. Skipping steps within classification
 - ii. Referral lists – exclusion opportunities
 - iii. Succession planning
 - iv. Career/professional development
 - g. Labor Caucus will get together and think of a proposal for next meeting for the Deep Class discussion
 - h. Labor would like to revisit length of time for having a list open – for next meeting
 - i. Succession planning
 - i. Resource constraints
 - (1) Carrying two salaries for one position
- 3. Updates
 - a. Transportation Use Fee (F)
 - i. City Council will wait for the State's discussion regarding Gas Tax
 - ii. May come back in Fall 2015
 - b. Budget 14-15
 - i. OMF is taking the three asks
 - (1) IRS Liaison – Permanent
 - (a) OMF is requesting one time appropriation for that job
 - (b) When revenues from the request will become
 - (2) 2-year limited term Revenue Auditor for OCT
 - (3) City Attorney's Office requested a PTE
 - c. Reorganization of Bureau of Revenue and Financial Services
 - i. Ken Rust has approved the division continuing their LMC
 - ii. Other bureaus with division LMCS
 - (1) Facilities Services
 - (2) Fleet
 - (3) Water Bureau
- 4. P-4 Review (B)
 - a. Labor has agreed that the LMC is not the platform for this discussion
 - b. Management has requested that if there are merits to the discussion, then to present them
 - i. Karter to work with Janice on looking at the two RTS II positions and their duties
 - ii. Once discussed Labor co-chairs, Thomas, and Karter to meet
 - c. Item to come off of agenda

Meeting Notes

5. Employee Satisfaction Survey
 - a. Where are we in this conversation?
 - b. What do we want to address?
 - c. Deferred to next meeting
 - d. Meghann to send out two weeks prior to the next LMC meeting
 - e. Everyone to review notes prior next meeting

6. Did we fully address issues and was our time well spent?
 - a. Yes

Action Items:

- Labor Caucus will get together and think of a proposal for next meeting for the Deep Class discussion
- Meghann to send out two weeks prior to the next LMC meeting
- Everyone to review notes prior next meeting

Agenda Items for next time:

- Labor would like to revisit length of time for having a list open – for next meeting