



MINUTES
January 9, 2008
8:30 a.m. – 10:30 a.m.
Missouri Department of Higher Education

The meeting was called to order at 8:30 a.m. by Janelle Jaegers. Bridget White was not present.

Unemployment – David Strange

David gave several handouts in regards to unemployment:

- Employer Benefit Charges
- Information for Appeals Tribunal Hearings
- Employers' Rights and Responsibilities
- Slideshow from his presentation

He talked about House Bill 1268 –

1. Requires cross-checks with federal new hire database, Social Security Administration and the Missouri Department of Revenue to help prevent identity theft and fraud.
2. Taxable wage base will go up \$1,000 when fund balance is below \$350 million and down \$500 when balance is above \$650 million; taxable wage base is capped at \$13,000.

David mentioned that Missouri is ranked 47th in the country in regards to unemployment benefits.

He also talked about House Bill 1456 –

1. Clarifies computation of taxable wage base beyond 2008 to an average of four quarters preceding October computation.
2. Requires Directors of Employment Security and Workforce Development to report annually on re-employment activities and methods of reducing UI duration.
3. Expands drug testing to benefit employers including employee notification rules; removal of "minimums" for alcohol and marijuana; and allows pre-employment testing to be misconduct.
4. Gives DES greater powers to recover overpayments through garnishments, tax intercepts and lottery intercepts.

OA Personnel – Gary Fogelbach

Gary stated that the training until in the Office of Administration-Personnel is now under his supervision.

Gary mentioned on an information note that the new minimum wage law does not apply to local governmental employees. This decision was based on Judge Callahan's ruling.

In regards to the PerforM System, Miriam Luebbert will be in charge of this particular system. Employee's performance appraisals have been started and saved. In order to change objectives going forward in Calendar Year 2008, you have to add an objective instead of editing an objective, and then delete the old one. Completed appraisals with a rating will be looked at soon and will be available to HR directors soon.

OA Personnel – Chet White

Chet talked about a two day situational leadership training that is held once every two months. He recommended this training for new supervisors and/or mid-range supervisors, but does not recommend for directors.

He touched base on PerforM. He stated it will take time to get used to.

Chet mentioned a change in state government in regards to communication of working hours. He gave an example of a director saying employees can only work 8-5 and that is it. Chet wants to alleviate that gap in communication and for directors to put themselves in their employees' shoes.

Succession Planning was talked about in regards to:

- Model to make one's own (in regards to each state agency)
- Interested? Not going to use? Would like to have it?
- Will this be an issue for the different departments?
- To identify talent, not who will be promoted to higher levels.

Chet finished up talking about director/point of authority. He talked about giving raises if one has the money, but may have to deal with the legislature on the justification of these raises.

OA Accounting – Libbie Farrell

Libbie talked to the committee about several different topics:

Agencies need to be using the new payroll direct deposit application and employee reimbursements. She mentioned that the older versions should be destroyed.

In regards to pay cards, they come just like a credit card. A street address must be provided rather than a P.O. Box.

MOSERS will not be updating the system until January 31 pay date in regards to MCHCP and voluntary issues - employees that have enrolled in dual sources, such as dental and MCHCP.

There are new state travel regulations. Tom was unable to be present at this meeting; Libbie is hoping he will be in attendance at the February meeting.

MOSERS – Lisa Verslues

Lisa wanted to talk to the committee about the HR conference that MOSERS will be putting on. She questioned whether there were any sessions anyone would like to see or would like to take out. She also mentioned there will be no guest speaker at lunch.

There may be some potential interest in a pre-conference for new pay representatives. This would allow for them to go over the basics and would help when they attend the conference.

The next meeting will be February 13th, at 8:30 a.m. at the Missouri Department of Higher Education.

The meeting was adjourned.