

# ***MDEStat Meeting***

## ***January 14, 2013***



# **Table 1: CY 2010-2012 MDE Terminations and Disciplinary Actions**

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	2010	2011	2012
Termination	0	4	1
Discipline			
Written Reprimand	10	4	2
Leave Forfeiture	1	1	0
Suspension	0	1	0
Demotion	1	0	0

**Table 2: Mandatory Training: Targets and Progress as of 1/7/13** (Continued on next slide)

Training Topic	Number Required to Have Training	Number of Employees Trained of Those Required to Have It	Target Completion Date Reported by OSA in July	Target Completion Date Reported by OSA in October	Current Target Completion Date
Accountability (to include Contract Management Overview)	TBD	N/A	NA	N/A	N/A
ADA	229	201	9/13/12	12/13/12	TBD <sup>2</sup>
Domestic Violence	871	811	12/6/12	12/6/12	TBD <sup>2</sup>
Driver Improvement	Provided as Needed	837	N/A	N/A	N/A
EEO	229	200	9/13/12	12/13/12	TBD <sup>2</sup>
Management Training-Skillsoft or BCCC	229	135*	2/28/13	2/28/13	2/28/13
PEP – revised	229	226	9/20/12	At this time Current	6/30/13 <sup>1</sup>
Progressive Discipline	229	225	9/20/12	At this time Current	6/30/13 <sup>1</sup>

## **Table 2: Mandatory Training: Targets and Progress as of 1/7/13**

Training Topic	Number Required to Have Training	Number of Employees Trained of Those Required to Have It	Target Completion Date Reported by OSA in July	Target Completion Date Reported by OSA in October	Current Target Completion Date
Recruitment and Hiring	229	228	9/20/12	12/13/12	6/30/13 <sup>1</sup>
Sexual Harassment	871	555	12/13/12	12/13/12	TBD <sup>2</sup>
Sick Leave	229	226	9/20/12	12/13/12	6/30/13 <sup>1</sup>
Substance Abuse	871	757	12/13/12	12/13/12	TBD <sup>2</sup>
Travel (State Guidelines)	Provided as Needed	N/A	N/A	N/A	N/A

\* This number reflects the number of managers who have completed the required Skillssoft training, not those who have been assigned licenses.

1 OSA intends to conduct the training for the few remaining employees one-on-one. Effective 1/2/13, training has been reassigned to Mario Del Baglivo. OSA intends to complete the training ASAP. The 6/30/13 was used to in case there are any scheduling difficulties.

2 TBD – The classes will be conducted once a Fair Practices Director has been hired.

# **Table 3: Results of OHR's Evaluation Of Current Skillsoft Courses**

<i>Current Requirements 2012</i>	<i>Recommended Requirements 2013</i>
1.Completion of 10 courses required for satisfactory completion. Refer to Attachment E.	1.Completion of one course from the following sub-category (See Attachments E(i-iv): <ul style="list-style-type: none"> <li>a.Moving from Technical Professional to Management <b>or</b> Moving into Management (for non-technical)</li> <li>b.Managing Technical Professionals</li> <li>c.Communications</li> </ul> 2.Completion of two courses, as electives, from either of the above sub-categories.
	1.PEP. For each course completed, employee should be acknowledged <i>Engages in opportunities for self-improvement</i> in the Behavioral Elements. 2.Job Posting. For completion of all requirements, applicants should be awarded points (TBD) for each supervisory position applied, for which applicant meets minimum qualifications.

**Table 4: MDE Employees With Signed Telework Agreements; FY10-FY12**

<i>Administration</i>	<i>FY 10</i>	<i>FY 11</i>	<i>FY12</i>
Water Mgt	25	34	33
SSA	26	27	35
Land	9	4	18
ARMA	41	44	49
OSA	14	13	19
OS	6	4	8
CO	30	29	23
<b>Total</b>	<b>151</b>	<b>155</b>	<b>185</b>

# Table 5: MDE Energy Consumption, KW/hr

Note: All percentage reductions reflect comparison to 06/07 baseline. Red text highlights monthly usage numbers that exceeded those from the same month of the previous year.

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Goals (reductions from the 06/07 baseline): 5% by CY09 10% by CY10 15% by CY15 Deltas shown below are in comparison with 2006/7 baseline.							
	2006/7 Baseline	2010/11 Usage	Δ	2011/12 Usage	Δ	2012/13 Usage	Δ
September	447,300	373,800	-21%	382,900	-19%	383,600	-18%
October	395,500	331,800	-20%	339,500	-18%	316,400	-23%
November	317,800	292,600	-17%	280,700	-21%	281,400	-21%
December	332,500	270,900	-14%	252,000	-20%	241,500	-23%
January	349,300	280,000	-20%	276,500	-21%		
February	338,100	254,100	-25%	264,600	-22%		
March	339,500	250,600	-26%	256,900	-24%		

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Note: All percentage reductions reflect comparison to 06/07 baseline. Red text highlights monthly usage numbers that exceeded those from the same month of the previous year.

Goals (reductions from the 06/07 baseline): 5% by CY09 10% by CY10 15% by CY15 Deltas shown below are in comparison with 2006/7 baseline.							
	2006/7 Baseline	2010/11 Usage	Δ	2011/12 Usage	Δ	2012/13 Usage	Δ
April	353,500	280,700	-21%	302,400	-14%		
May	381,000	319,200	-16%	309,400	-19%		
June	405,700	392,700	-3%	354,900	-13%		
July	451,500	394,800	-13%	405,300	-10%		
August	468,300	413,000	-12%	401,800	-14%		
12-month totals	4,580,000	3,854,200	-16%	3,826,900	-16%		