

MDEStat Meeting

November 28, 2007

Definition

A violator is in **Significant Non-Compliance (SNC)** if the violation(s) meets any of the following criteria:

- exceeds SNC thresholds established by a corresponding federal program;
- has caused actual, or has the potential to cause adverse impact to public health or the environment;
- represents willful, chronic or recalcitrant behavior;
- substantially deviates from the terms of a permit, order, settlement agreement, or from statutory or regulatory requirements; or
- is not corrected within 60 days following the issuance of a Notice of Violation, Site Complaint or Inspection Report by the Department.

Table 1: PINs (Excludes Contractuals) Vacant Over 120 Days

| | |
|--|----|
| Number of PINs on 7/1 over-120-days list | 55 |
| Number of PINs on 7/1 over-120-days list that are still vacant today | 23 |
| Number of PINs vacant over 120 days as of 11/20/07 | 54 |

Table 2: Progress on Vacancies

| | Sept. 11, 2007 | Nov. 20, 2007 |
|--|-------------------|------------------|
| Total positions (includes contractuels) vacant | 111 | 107 |
| Positions (includes contractuels) vacant over 120 days | 56 | 72 |
| Positions (includes contractuels) vacant over 6 months | 45 | 40 |
| Positions (includes contractuels) vacant over 12 months | 18 | 15 |

Table 3: HR-Related Initiatives at MDE

| Initiative | Next Milestone Date |
|--|--|
| 1. Finalize "Recruitment and Hiring Policy and Procedures" | comments due on 3 rd draft 12/3 |
| 2. Submit Engineering and Scientific Classification study to DBM – OHR has developed a comprehensive proposal to create new MDE-specific interdisciplinary scientific and engineering classifications, which will streamline reclassification processes, provide a dual career pathway for supervisory and non-supervisory personnel, improve retention of valued employees, and ensure a more competitive salary structure. | Secretary Wilson is now reviewing the proposal, with submission to DBM expected in December. |
| 3. Acquire new HR database management software – ASA is working with DBM to develop an RFP to acquire new HR database management software. | Target date TBD by DBM. |
| 4. Recruitment and Retention Survey – On November 7, ASA posted on MDE's intranet the results of the summer 2007 recruitment and retention survey. Based on the analysis, the survey workgroup identified the top six areas of employee concerns and will begin developing proposals to address these concerns. | Target date for presentation to senior staff was late November. |
| 5. Sick Leave Policy and Procedures – development of a new policy and procedures regarding sick leave. | Draft was to be distributed to senior staff by mid November. |
| 6. Training coordination – ASA is developing a departmental training coordination function. | Startup expected January 2008 |
| 7. Leadership Development (formerly "Succession Planning") pilot project in ARMA. Ian Forrest handling. | Will submit recommendation to Secretary on dept-wide applicability by March 1. |