



### ● Human Resources' report of monthly activities

#### Summary

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HR's report for January 2010

#### Attachments

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None

#### Detailed Report

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##### Bargaining Unit Negotiations

Phase II negotiations with all four bargaining units for plan years 2009/10 and beyond will begin in February. Processes have been put in place to have open communications, information meetings and regular reports with all bargaining units, senior management and the Board of Directors.

##### Update on Status of Deliverables

The last two Organization and Personnel Committee meetings have been dedicated to closed session discussions related to union negotiations. Therefore, this brief summary is being provided in an effort to keep the committee updated on HR's progress on deliverables that have been listed and scheduled for completion through January 2010.

1. Agree on Workforce Planning / Talent Management Process – November 2009
2. Develop retirement / turnover forecasts – November 2009
3. MyLearning learning management system deployed – December 2009
4. Expanded learning / e-learning curriculum implemented – December 2009
5. Expanded Internship Program completed and implemented – January 2010

All stated deliverables listed above and included in the documentation presented in prior O&P Committees were completed on time and on target with the exception of deliverable #3. The MyLearning learning management system that was to be completed and implemented in December 2009 has been delayed until the end of February 2010. This delay was caused by the need for extensive testing that was required due to issues related to regulatory compliance.

HR has had an excellent start on meeting the scheduled completion dates listed in its deliverables document presented to the O&P Committee. However, due to the large commitment of staff time recently rededicated to preparations for negotiations, it is necessary for HR to make an adjustment to the remaining overall schedule. At the O&P Committee meeting scheduled for March 2010, HR will update the committee on achievements against the items scheduled for completion in February, as well as submit a reprioritized schedule for the remaining items with new completion dates.

##### Answers to questions asked during previous presentations

1. Do our MOUs ever "require" management to hire an internal candidate for a position?  
**Answer:** "No". There are contractual obligations related to internal and concurrent hires that must be adhered to. However, discretion ultimately rests with Management as to whether or not to hire an internal vs. external candidate.
2. Why are males and minorities separating employment from MWD at a higher rate than others?  
**Answer:** It would be very hard to answer this question merely based on the statistics we have. However, the question is still an important one and HR will develop and implement a formal Exit Interview Process to more fully understand and capture reasons for all employee separations. Within time if our Exit Interviews are conducted effectively, we should be able to answer these questions and determine what methods we need to implement to address any concerns.

## Board Report (HR's report for January 2010)

### **Human Resources Audit**

In our most recent discussions with external auditors, it is anticipated that a final audit report on Human Resources activities will be completed by mid- to late February 2010.