Commissioner of the Office of Administration update on merit system reform (August 21, 2018)

Colleagues,

We continue to work hard and communicate with you our efforts to transform how we manage our collective talent at the State of Missouri. These changes will improve the way we work and, ultimately, improve how we serve the people of our great state.

An important part of making this transformation is merit reform legislation, which takes effect on Aug. 28. Merit reform will allow us to recruit the best talent, strengthen our teams, and improve our work environments, all of which will lead to better services for our citizens.

Remember, it is important to note that merit reform does NOT change anything related to employee benefits (including annual/sick leave and retirement), rate of pay, and state holidays. The law did not change the protections regarding discrimination, sexual harassment, and whistleblower. Unless you are involved in human resources or recruiting and hiring employees, merit reform will not directly affect most employees’ daily work.

You may be an employee who does not currently fall under the merit system. Departments currently using the MERIT system include at least portions of: Economic Development; Health & Senior Services; Labor & Industrial Relations; Mental Health; Natural Resources; Public Safety; Social Services; Corrections; and the Office of Administration.

We are hosting Merit Reform Town Halls to better inform you about the changes. The next Merit Reform Town Hall takes place Thursday from 2:30-3:30 p.m. in the Harry S. Truman Building, Room 492, 301 W. High St., Jefferson City, MO 65101.

In addition to the town halls (see schedule below), a detailed Frequently Asked Questions for Employees is available online at https://oa.mo.gov/personnel. Please address additional questions to your HR director.

I hope you all will join us for a Merit Reform Town Hall this week or next month. The State of Missouri is committed to investing in our people – from recruitment to leadership development.

As always, thank you for your hard work and dedication to making Missouri stronger!

Best regards,

Sarah Steelman
Commissioner, Office of Administration

Please see important information below about joining the town hall via Web Ex:

We utilize Cisco WebEx conferencing for Town Hall discussions. Whenever possible, larger groups should utilize conference rooms that have access to a PC/laptop, speakers, and a projector to reduce the possibility of phone line limitations at each individual site.
When you click the link provided below, you will be directed to a log in screen that asks for your name and email address. The Cisco WebEx Meeting Center ‘Quick Start’ page will be displayed. If viewing the WebEx individually, the preferred method to listen to the audio portion of the presentation is to select the “Connect to Audio Icon” and then choose the “Call Using Computer” option to utilize your device’s internal or external speaker(s) to once again mitigate potential phone line limitations.

If your device does not have internal or external speakers, you can choose to utilize the “Call Me” option after selecting the “Connect to Audio Icon” and enter your desk phone number or alternatively any mobile device number and the WebEx software will dial that number automatically. Note that if you enter your desk phone number and a busy signal is received, a phone line limitation has been met at your location and an alternative number such as a state or personal mobile number can be re-entered to listen to the audio presentation.

**Do NOT use the “I will call in” option due to long distance charges being incurred as well as leading to potential phone line limitations.**

Once connected and the meeting has started, you will see live video of the main conference location and a second section of the online meeting room will show the PowerPoint slide being presented.

Use the Chat Feature during the meeting if you have questions. Meeting host will monitor chat session. If there are any issues during the call, please contact ITSD.

**Thursday, Aug. 23 2:30-3:30 p.m.**

WebEx link to join and view presentation online:
https://stateofmo.webex.com/stateofmo/j.php?MTID=mad9fb2bea8a8f0732030f0f9675b06d3

**Monday, Sept. 10 1:30-2:30 p.m.**

WebEx link to join and view presentation online:
https://stateofmo.webex.com/stateofmo/j.php?MTID=m3d436a8f7e03cafbe499e16fccc776d13