



Mental Health Commission HR Update – Future Goals & Statewide Initiatives

Employee Development

- DMH Leadership Academy
 - Statewide Leadership Academy & MO Way
- DMH Management Series
 - MO Learning
 - Goal – Expand managerial training into the regions
 - Goal – Develop base front-line supervisory training
- Engage
 - Primary concern continues to be the requirement to meet monthly
 - Will be using monthly sessions to discuss current OPEX initiatives/reports

Recruitment

- DMH is currently utilizing on-line applicant tracking system (Applicant Pro) which has increased qualified pool of applicants
 - Statewide system is to be in place by end of year and we will transition
- Utilizing Facebook, LinkedIn and Instagram for recruitment
- Hiring a recruiter specifically for the Eastern Region
 - Statewide recruiter has been hired by the Office of Administration
- Linked In Recruiter
 - Utilized statewide by all departments and offers ability to post for more visibility and seek out passive candidates

C3: Compensation, Classification & Career Path

- External consultant will be making recommendations to revamp current classification system, where positions should fall within the pay ranges and develop career paths both lateral and upward movement
- Meetings are currently being established to meet with subject matter experts from each department
- Recommendation to be made by end of October and implementation, if approved, to begin July 2020

Above & Beyond: Reward for Performance

- External consultant will be making recommendations on how to recognize high performers with monetary and non-monetary rewards
- Primary focus is on non-monetary rewards
- DMH met with the consultant yesterday to discuss roadblocks for direct care positions
- Recommendation to be made by end of September and implementation, if approved, to begin January 2020

Market-Based Salary Adjustment (CBIZ)

- Specific positions identified to receive adjustments
- Met with Office of Administration to review and address concerns regarding “leapfrogging” and salary compression created
- Submitted request to retain appropriated funding considered to be “extra” in order to rectify compression issues

New ERP System

- Consultant to work with representatives from HR and accounting within each agency to develop a bid request for a new ERP system.
- Staff will be assigned to work on this initiative full-time given the complexity
- New system anticipated to be in place in three years