

MMRS Steering Committee
MEETING MINUTES
Wednesday, April 27, 2022

Location: E.T. Woolfolk State Office Building
501 North West Street, 13th Floor
Jackson, Mississippi

Committee Members Present: Kelly Hardwick - Executive Director, State Personnel Board (MSPB); David Johnson - Executive Director, Information Technology Services (ITS); and Liz Welch, Chairman – Executive Director, Department of Finance and Administration (DFA)

Others Present: Ryan Beard and Daniel Hearn with MSPB; Tommy Goodwin, Emily Grace Cole, Jay White, and Michele Blocker with ITS; Brenda Benson, Mike Lanford, Logan Litchliter and Marcy Scoggins with DFA; Graham Gallagher, Chris Cole, Sarah Lanning, Chad Ramey with SAP; and Michael Hamlett with EPI Use. Jamie Mirande with SAP joined remotely

I. Call to Order

A quorum being present, Liz Welch called the meeting to order at 2:00 P.M.

The Chair asked for the ratification of the minutes from September 30, 2021, having been approved by email following the meeting. Mr. Hardwick made the motion with Mr. Johnson seconding and the motion passed unanimously.

II. Actions for Steering Committee Approval

The Chairman thanked everyone for their time and welcomed the team from SAP. Mr. Hardwick discussed the challenges that State Personnel Board faces with the current system. The agency needs a compensation module, analytic feature, and a reporting feature that works within the confines of the current program. He expressed that ideally this would come from one program.

Mr. Johnson said that ITS faces difficulty retaining experienced staff to manage the challenges they face. He said that ITS will continue to recruit qualified staff and support the systems that are in place.

Ms. Welch shared that DFA has many of the same concerns of ITS and SPB, but that she is committed to ensuring that DFA is adequately staffed to support the system.

Having heard the challenges, SAP staff presented available software solutions. They expressed that moving to the cloud program will help with some of the challenges facing the agencies, but there are special challenges in finding a program that will support the unique structure of Mississippi. SAP staff shared the importance of using their programs without customizing the software. They presented SAP's Workforce Analytics and Compensation Module as possible solutions and addressed concerns from each of the agencies.

Mr. Johnson suggested taking advantage of SAP's willingness to work with the agencies in the coming weeks. SAP committed to conduct three to four on-site meetings to map out the needs and plans for the program. The board committed to meeting at a mutually convenient time for everyone. They also suggested that a follow-up board meeting may be needed in the next month to track progress and address other concerns.

A conversation then ensued on the implementation and plans for NEOGOV Performance System. The committee discussed the steps needed for implementation and agreed on the process. ITS will work with DFA to move forward on acquiring the software.

The Chairman also updated the committee on the implementation to the payroll component that will be introduced in late 2022 or early 2023. The board agreed to send communication to agencies that is signed by all committee members with information about the process.

There being no further business, the meeting was adjourned at 3:50 P.M.

These Minutes of the MMRS Steering Committee were approved by the members on the 1st day of Sept Month 2022 year.



Liz Welch, Chairman

9-15-22
Date