

Personnel and Finance Committee Strategies and Actions

Updated at the 10/07/2020 meeting

Goal:

- 1) MFRC has a self-managed, well-trained, interdisciplinary team that effectively carries out its mission;
- 2) Adequate resources are effectively appropriated (or otherwise acquired) to carry out the MFRC/SFRA's statutory mission; and 3) MFRC has the mechanisms needed for effective internal governance, budget administration, and oversight of other SFRA functions.

Strategies/Actions:

Strategy #1:

Filling vacant MFRC positions in priority order using updated position descriptions, marketing strategies and DNR hiring practices that are fully understood and supported by Council

Action 1A: Prioritize the hiring sequence of vacant positions and prepare to recruit nationally at time of the postings.

Action 1B: Prepare Forest Scientist, Landscape Coordinator, and Policy Analyst position descriptions with input from the appropriate MFRC committees.

Action 1C: Circulate posted positions through Council member and stakeholder newsletters, listserve, professional forestry/conservation employment listing services.

Strategy #2:

Developing funding strategy and budget, with full Council and Partner input, identifying public and private funding opportunities to support MFRC & SFRA statutory responsibilities and programs.

Action 2A: Develop biennial budget and work plan that identifies appropriate and non-appropriated funding needs and opportunities.

Action 2B: Meet with MFRC Committee Chairs, Regional Committee Chairs and Partners to understand funding opportunities and funding needs.

Action 2C: Conduct Foundation search and public funding review to identify matches with Committee and Partner identified funding needs.

Action 2D: Secure funding for priority needs/opportunities for which MFRC qualifies as an applicant and assist partners in securing funds for MFRC collaborative efforts.

Action 2E: Assign MFRC staff to implement specific program/project responsibilities, including securing supplemental public and private funding as approved by the Committee.

Strategy #3:

Reviewing and updating MFRC operating protocols and SFRA reporting/oversight responsibilities.

Action 3A: Assign a sub-committee to review current protocols and update as necessary.

Action 3B: Schedule biennial meeting with SFRA partners to review status of SFRA program operations and funding, and to solicit policy and appropriation recommendations.

Strategy #4:

Using contracted professional services, inter/intra-agency employment agreements, student/graduate assistants, and collaborative partnerships to support essential MFRC functions and program needs.

Action 4A: Maintain this Strategy as a permanent P&F agenda item to be reviewed and evaluated on a regular basis.

Action 4B: Pursue a Post Retirement Option position to provide professional technical assistance for review of the site-level guidelines.

Action 4C: Pursue a Work Out of Class position to temporarily fill Landscape Coordinator and/or Policy Analyst position (or hybrid of two).