

## **Frequently Asked Questions**

### **RE: DWSD Resource Pool**

#### **(1) What is the Resource Pool**

The Resource Pool is a concept that was first unveiled at DWSD as a result of EMA's 90 day assessment of the Department. The concept behind the resource pool is to provide a flexible auxiliary workforce for DWSD in order to allow the department to address backlog projects and reduce overtime as we move forward with more flexible job designs throughout the organization.

#### **(2) How does someone get assigned to the resource pool?**

Upon completion of job pilots, DWSD will post openings for the new job classifications. Once those jobs are filled by the successful applicants, the employees within that job function group who were not selected for the new job titles may be assigned to the resource pool, consistent with DWSD's approved operational and financial plans.

#### **(3) Does my classification or rate of pay change?**

It is currently envisioned that members of the resource pool will retain their current job title and rate of pay. However, it is possible that DWSD will explore the possibility of creating a "resource pool" classification at some point in the future, if necessary.

#### **(4) What work will I be assigned?**

Individuals within the resource pool will be evaluated to determine what their skill sets are and what types of tasks they are capable of performing within DWSD. Upon being evaluated, DWSD will assign work to individuals consistent with the tasks that the individual has been qualified to perform, *regardless of current job title*.

#### **(5) Will I be eligible to receive training?**

Training will be prioritized for individuals who are selected for the new job classifications. Should there be available space within training programs after that priority, members of the resource pool will be permitted to attend training first within the set of skills they are approved for, and then for skills outside of their classification. Training will also be provided, as necessary, to accommodate the deployment of resource pool staff to address backlogged daily work. Approval to attend training classes will always be at the discretion of management.

**(6) Will I be eligible to apply for openings in the new classifications?**

Yes. DWSD will post internally all unionized job openings and employees assigned to the resource pool will be considered on the same basis as all other internal applicants.

**(7) How long will I stay in the resource pool?**

DWSD is committed to managing reductions in the workforce through attrition to the greatest extent possible, consistent with the Department's approved operational and financial plans. That means that the Department will maintain the transitional resource pool for as long as the positions are funded and the individuals within the resource pool are fully utilized to perform productive work for the department.

In addition, external factors such as the natural attrition rate for the new job classifications as well as the attrition rate within the resource pool will affect the demand for and duration of the resource pool.

**(8) Does the resource pool guarantee me a job?**

No. The resource pool is not the same as the former "jobs bank" of the auto industry. Employees who are assigned to the resource pool must be qualified to perform work that the department needs to be performed, must be flexible and willing to perform all work for which they have been qualified to perform, and must be fully productive while serving within the resource pool.