



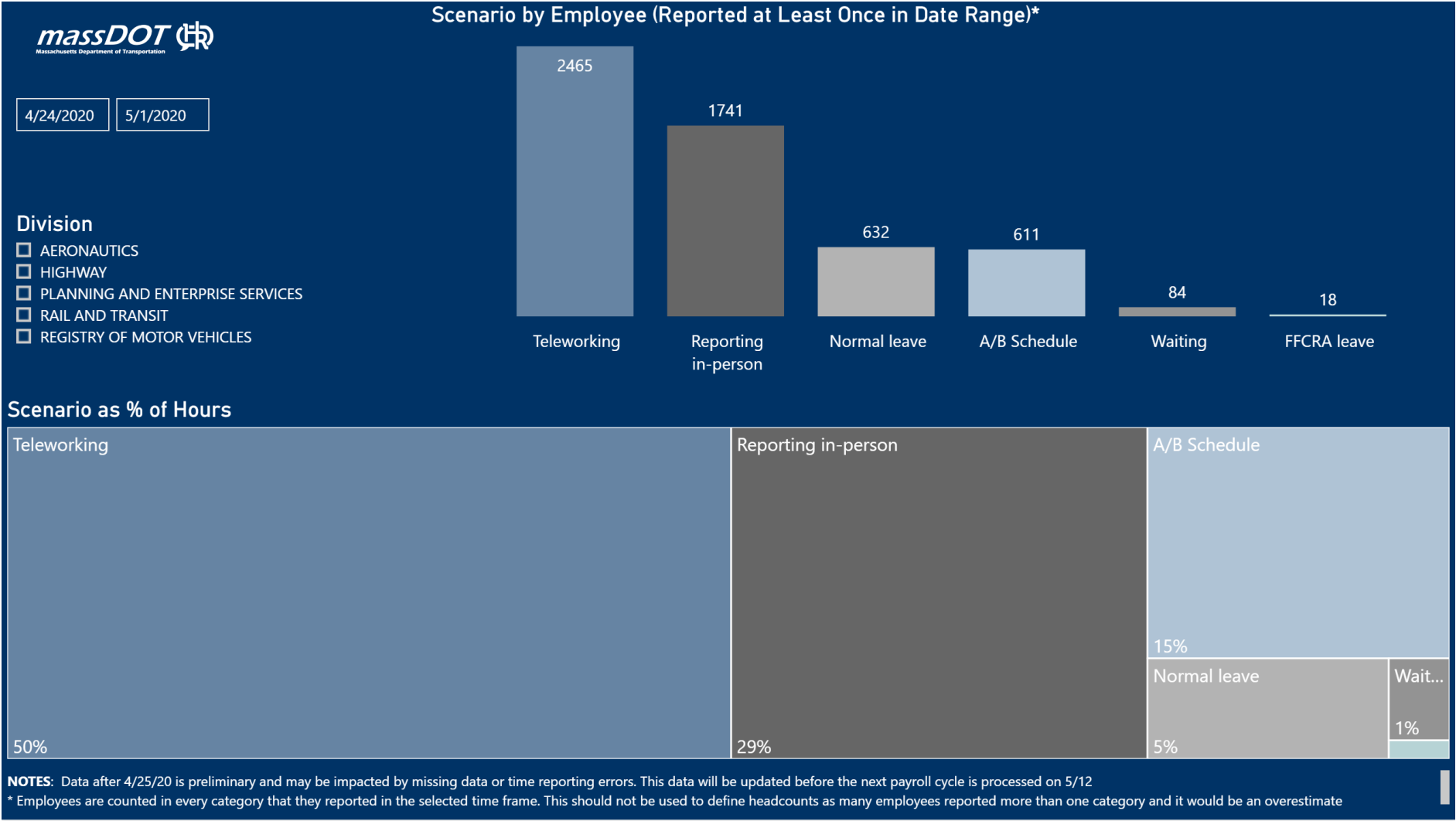
HUMAN RESOURCES UPDATE

May 11, 2020



Workforce Utilization

Workforce Assignments



Workforce Utilization – Key Trends



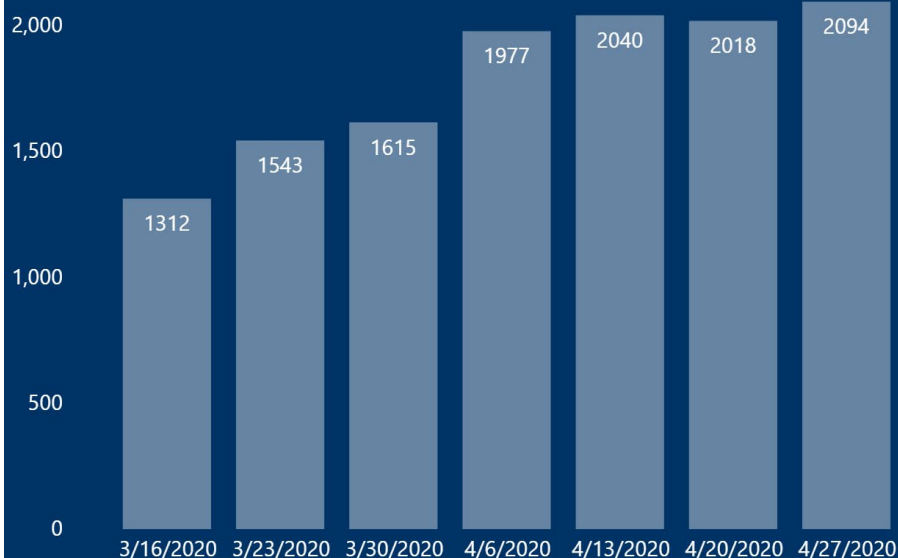
Division

- ☐ AERONAUTICS
- ☐ HIGHWAY
- ☐ PLANNING AND ENTERPRISE SERVICES
- ☐ RAIL AND TRANSIT
- ☐ REGISTRY OF MOTOR VEHICLES

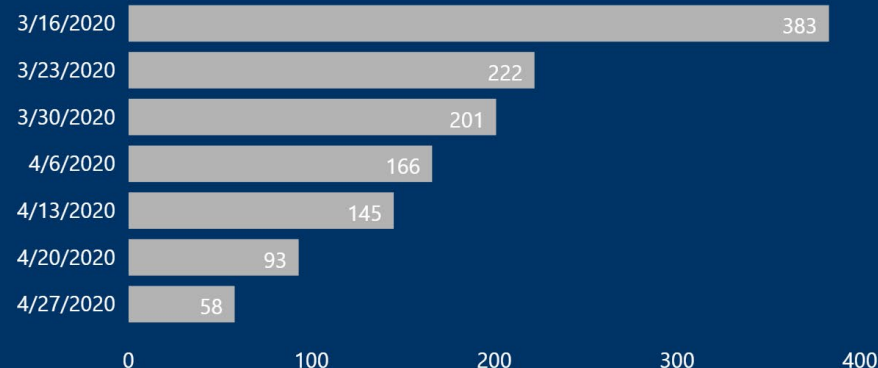
3/18/2020

5/1/2020

Employees Teleworking *

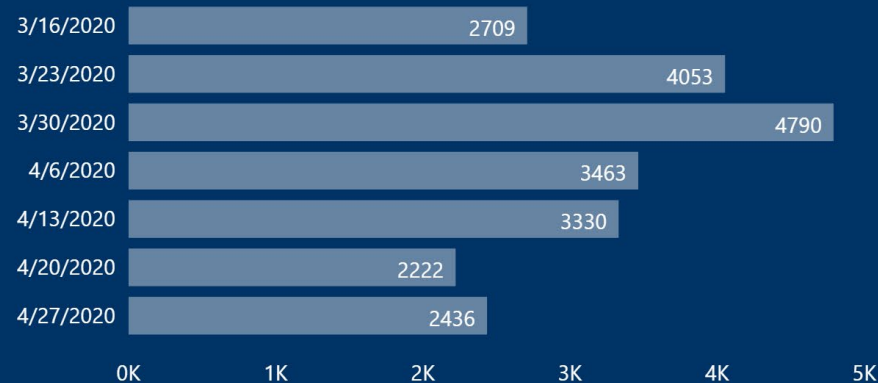


Employees Waiting for Assignment/Technology to Telework *



Sick Hours Reported

Category ● Sick



NOTES: Data after 4/25/20 is preliminary and may be impacted by missing data or time reporting errors. This data will be updated before the next payroll cycle is processed on 5/12

* Employees are counted in every category that they reported in the selected time frame. This should not be used to define headcounts as many employees reported more than one category and it would be an overestimate

Workforce Utilization – FFCRA-related Leave



3/15/2020

5/2/2020

Division

- ☐ AERONAUTICS
- ☐ HIGHWAY
- ☐ PLANNING AND ENTERPRISE SERVICES
- ☐ RAIL AND TRANSIT
- ☐ REGISTRY OF MOTOR VEHICLES

62

Total Emergency Leave Requests

28

Employees Receiving Sick Advance

18

Employees Using FFCRA Benefits

FFCRA Hours Reported

600

400

200

0

37.5

4/6/2020

324.5

4/13/2020

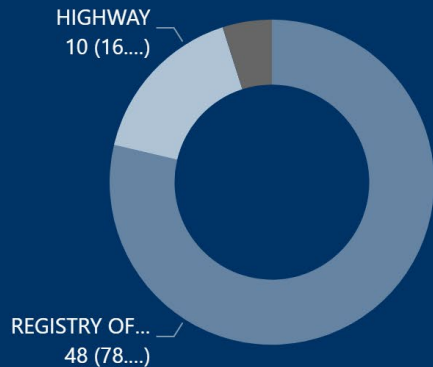
520.0

4/20/2020

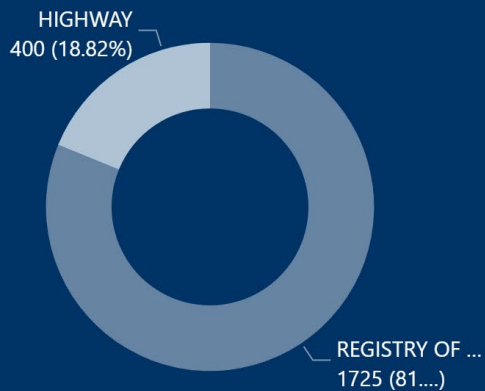
262.5

4/27/2020

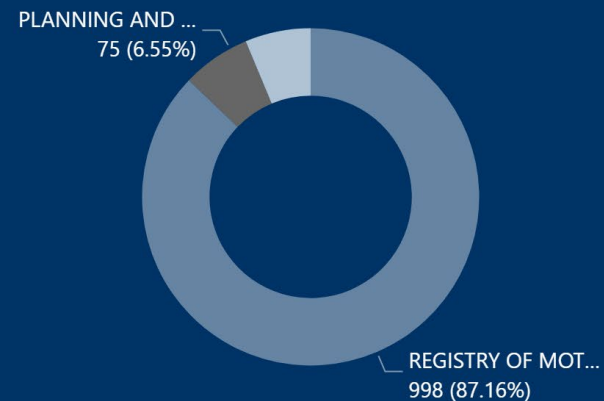
Emergency Leave Requests by Division



Sick Hours Advanced by Division



FFCRA Hours by Division





Hiring

Hiring

- MassDOT is continuing to hire.
- All departments recently completed a critical hires prioritization exercise, where departments clarified which positions needed to be completed in the current fiscal year, based on:
 - Need – focused on positions necessary to support key department initiatives.
 - Budget – focused on positions that will be fiscally sustainable, considering the potential for any cost savings from hiring (e.g. from reduced overtime)
 - Volume – by focusing on positions that can be completed in the remainder of the fiscal year, HR can further reduce time to hire, enabling a shorter term closing of available capacity relative to FTE caps.



Massachusetts Equal Pay Act (MEPA)

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- On July 1, 2018, an Act to Establish Pay Equity went into effect in Massachusetts. The law updated the Massachusetts Equal Pay Act and provides more clarity on what constitutes unlawful wage discrimination. The new law also adds protections to ensure that employer compensation practices treat employees fairly and equally, regardless of gender.
- MEPA makes it clear that employees' salary histories are not a defense to liability and that an intent to discriminate is not required to establish liability. The law defines "comparable work" as work that requires substantially similar "Skill", "Effort", and "Responsibility" and which is performed under similar "Working Conditions".
- MEPA permits differences in pay for comparable work only for certain reasons – such as a merit system, seniority, geographic location, or education or training required for the position.
- There is a three year statute of limitations for this law. An affirmative defense is available if the employer, within the prior three years, can demonstrate completion of a self-evaluation of pay practices and reasonable progress in eliminating compensation differentials based on gender for comparable work.

Massachusetts Equal Pay Act (MEPA) Implementation

- MassDOT conducted an agency-wide review of management salaries, to determine where comparable work was being performed by employees different genders who were paid differently and where there was not a permissible reason for the variation in pay.
- MassDOT identified 19 employees (out of 251 managers) where adjustments to salaries were needed, for a total cost of \$65,560 annually. The median annual adjustment was \$3,468.
- Of the 19 employees, 15 were RMV service center managers,
- 18 of these adjustments have been completed, effective March 29, 2020. One additional adjustment, for Rail and Transit Administrator Astrid Glynn, is subject to approval by the MassDOT Board of Directors. This adjustment will also be effective retroactively to March 29, 2020.
- A bargaining unit review of 3,426 bargaining unit employees is to follow. MassDOT did not conduct the bargaining unit review at the same time as management, due to the ongoing classification study, and the likely impacts of the implementation of that study. It is expected that many (but not all) potential MEPA issues amongst bargaining unit employees were resolved through the implementation of the classification study.



Appendix