

EMPLOYEE RESOURCE MANAGEMENT



913-989-2777

June 4, 2009

MANAGERS, HUMAN RESOURCES (AREA)  
 MANAGERS, HUMAN RESOURCES (DISTRICT)  
 MANAGERS, MAINTENANCE (AREA)

SUBJECT: Implementation of Revamped Maintenance Selection System

On June 1, 2009, a Memorandum of Understanding was signed, authorizing the necessary changes to the Collective Bargaining Agreement so that we can implement the Revamped Maintenance Selection System (RMSS). The current MSS will be replaced by the RMSS effective June 1, 2009.

Employees who qualify via the current MSS will be placed on the Promotion Eligibility Register (PER) ahead of employees who qualify under the revamped system. Therefore, some remaining activities must be completed in the current system as follows.

- **Employees New to Craft.** Employees who are new to the maintenance craft or maintenance employees who reassign to a new installation may apply for inclusion on the PER of their choice. Where employees apply for PERs for group(s) under MSS for which they have not previously completed in-craft, these applications must be processed in the current MSS if their requests were received prior to May 27, 2009. Applications from these employees received on May 28, 2009, or after must be processed under the RMSS.
- **Updates to MSS Ratings.** Requests from employees received prior to May 11, 2009, to update existing ratings received must be processed under the existing MSS. Requests from these employees received on May 11, 2009, or later must be processed under the RMSS. Employees updating for the first time in the revamped system will be required to complete the examination and the appropriate structured interview.
- **Removing Employees from the Process.** Employees who do not participate in completion of components (i.e., Candidate Supplemental Application, review panel evaluation, examination) should not be removed from the process unless the employee confirms that he or she does not want to participate. Under no circumstances should the employee be removed from the process without obtaining this confirmation.

**Note:** Applications for PERS and updates to ratings under MSS described above must be completed no later than June 26, 2009

Instructions for the RMSS Open Season will be distributed separately. All districts must begin the remaining phases of the RMSS Open Season process upon receiving the package of material describing how to use the RMSS in conducting the RMSS Open Season. Districts with applications and updates to complete will be finishing up that activity in the existing MSS at the same time they begin to utilize the RMSS for the RMSS Open Season.

*Mangala P. Gandhi*

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 Selection, Evaluation, and Recognition