

# HR UPDATE

State of Alaska  
Division of Personnel and Labor Relations  
FY 10- Issue 04  
May 17, 2010

**HR...Solutions for success.**

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## HR UPDATE

LET US KNOW WHAT YOU THINK

Please let us know what you think of our publication. If you have any suggestions about how to improve the HR Update or topics you think should be addressed, please contact [franklin.hurt@alaska.gov](mailto:franklin.hurt@alaska.gov).

## **Training & Development Prepares for a Busy Summer**

By Jackson Steele

With the 2009 – 2010 open enrollment course delivery season winding down at the end of this month, Training & Development is preparing for a busy summer of strategic planning, course development and instructor development.

The Training & Development open enrollment course delivery year for 2010 – 2011 will run from September to May. A new course, “The Three-Dimensional Interview” will debut this fall as an open enrollment offering. The Course Purpose and Learning Objectives:

### **Purpose:**

The Three Dimensional Interview (3DIN) course is designed to teach participants concepts, knowledge and skills necessary to conduct a structured interview using behavior based interviewing techniques.

The course focuses on hiring the job candidate who is the best fit in terms of capability (job skills and knowledge), commitment (motivation and attitude) and chemistry (alignment of values and work styles).

### **Course Learning Objectives:**

Upon completion of The Three Dimensional Interview course, you will:

- Be able to identify three key types of interview questions—behavior-based, situational and self-evaluation—and know when to use them.
- Be able to create appropriate and legal questions based on the specific job requirements and the “three-dimensional candidate profile.”
- Be able to conduct a consistent, structured interview that effectively evaluates for capability, commitment and chemistry.
- Understand the need to provide candidates with an accurate picture of the job and organizational culture.
- Be able to evaluate candidates fairly and objectively.

The target population for the course is hiring managers and members of interview panels.

In addition to “The Three-Dimensional Interview,” Training & Development is working on a new course development project for a conflict resolution course. We are hoping to have the course available for open enrollment sometime this Fall.

This summer also promises to be busy with instructor development and strategic planning and schedule preparation for the 2010 – 2011 open enrollment course delivery season.

## **2010 Governor’s Denali Peak Performance Award**

By Emy Abad

Congratulations to those who have been recognized by their peers as going above and beyond the call of duty as a State employee. These employees are recognized for demonstrating their commitment to building and maintaining a culture of superior customer service, exceptional performance, heroism, and leadership capabilities within the State of Alaska. The 2010 Governor’s Denali Peak Performance Award ceremony was held at the University of Alaska Anchorage in the Wendy Williamson Auditorium for all the award winners and honorable mention recipients with our Governor, Commissioners, Directors, and Deputy Directors in attendance. Each winner received a certificate, plaque, vest and pin. The honorable mention recipients received a certificate, vest, and pin. Although not all winners and honorable mentions were able to attend the awards ceremony each will receive their awards.

Thank you to all who took the time to recognize the good work of fellow employees. Over 800 nominations were submitted and reviewed by the Denali Award committee. The winners of the 2010 Governor’s Denali Peak Performance Awards are:

### **Co-worker Recognition**

Jim Dau, Department of Fish and Game

### **Customer Service Excellence – Individual**

Matthew McClurg, Department of Natural Resources

### **Customer Service Excellence – Team**

Benefits Section, Department of Administration

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*Barbara Ferguson, Louise Cornwall, Richard Saviers, Nora Toner, Connie Riley, Kelli Manchester, Nena Hendrickson, Fran Compton, Cynthia Hansen, Lourdes Gorman, John Tucker and Jeffrey Baertsch*

## **Exceptional Performance – Individual**

Colleen Patrick-Riley, Department of Corrections

## **Exceptional Performance – Team**

Special Areas Management, Department of Fish and Game

*Ed Weiss, Doug Hill, Mark Fink, Tammy Massie, Joe Meehan, Tom Griffin, Diane Okonek, Kim Klein, Janet Schempf, Frances Inoue, Jason Graham and Brian Okonek*

## **Leadership**

Rod Flynn, Department of Fish and Game

## **Heroic Performance – Individual**

Zachary Huckstep, Department of Public Safety

## **Heroic Performance – Team**

Captain and Crew of M/V Taku, Department of Transportation and Public Facilities  
*Thomas Moore, Colin Vogler, Kristina Mogel, Alan Emmert, Gina Such, Dave Mesdag, Brett Merrill, Jeffrey Meehan, Gerald Butler, Rebecca Forster, Forrest Perkins, Mary Mann, Chris Cowan, Martin Hanna, Lee Walkowsky, Richard Makua, Eric Wallin, Ed Ezre, Peter Marvin, Donald Alander, Christopher Dewitt, Val Peterson, Joseph Gallant, Jerry Darling, Charles Hunt, Edouard Diatta, John Shea, Ludy Uddipa, Rudolfo Suson, Julie Moeller, Prudencio Camba, Diane Charrier, Arlene Brooks, George Hancock, Anthony Tengs, Melva Broad, Jami Plinneke, Rhoda Focktman,*

*Cecil Harper, Geoffrey Pegues, Dennie Ivins and Joshua Hamilton*

And special thanks to the Denali Award committee members and the support staff. This ad hoc group sent out announcement about the program, reviewed each nomination, and selected the winners and honorable mentions. This program is possible, successful, and meaningful to State employees because of their work.

## **Denali Award Committee Members:**

- Mary Schlosser, Co-chair, Department of Fish and Game
- Paul Dick, Co-chair, Department of Revenue
- Sunny Haight, Office of the Governor
- Wendy Vuille, Department of Administration
- Patricia Newman, Department of Commerce, Community and Economic Development
- Richard Schmitz, Department of Corrections
- Daniel Cornwall, Department of Education
- Katharine Heumann, Department of Environmental Conservation
- Tara Horton, Department of Health and Social Services
- Greg Cashern, Department of Labor and Workforce Development
- Valerie Robinson, Department of Law
- Marty Meyer, Department of Military and Veterans Affairs
- Kathy Sheehan-Dugan, Department of Natural Resources
- Cheri Cadiente, Department of Public Safety
- Roger Wetherell, Department of Transportation and Public Facilities

## **Committee Support staff:**

- Emy Abad
- Alicia Holladay
- Alexander Miller
- Shannon Wiley

For a complete list of all the winners, honorable mentions, and nominees please visit our website at <http://doa.alaska.gov/dop/denaliAwards2010/>

Comments about the program and suggestions for improvement are welcome. Please send them to [emy.abad@alaska.gov](mailto:emy.abad@alaska.gov).

## **Classification - Study Updates**

### **Active Studies:**

- GIS/Cartographer I-IV
- Insurance Analyst I-III
- Fishery, Habitat, & Wildlife Biologist I- IV
- Equal Employment Opportunity Officer
- Eligibility Technician and Workforce Development Specialist
- Program Coordinator Study Phase 3 (outliers)
- Regulatory Commission of Alaska job classes

### **Recently Completed Studies:**

- Employment Unemployment Insurance Technical Manager, effective 03/01/10
- Department Communication Manager, effective 01/01/10
- AMHS International Safety Management Coordinator, 11/16/09
- Petroleum Economic Policy Analyst, effective 10/16/09
- Assistant State Petroleum Property Assessor, effective 9/14/09

