

File 20111110.1000: Notes from LM-Commit meeting, run by Russ Savage, with Olav Kjono in attendance. ‘Multi-raters’ become ‘stakeholders’ in the new system. Five labels (‘high’, ‘successful’, ‘basic’, etc.) are going away; replacing them are 4 numerical tiers. All the October stuff shifts into a single meeting in February at which you will get your evaluation *and* merit increase at the same time. There will still be an interim in the summer. Leaders will be working out some suggested commitments for different classes of employees; some, like Jackie and Kim, are in their own class and will have to be compared to others doing similar jobs on other programmes; Russ Savage will be compared to other Level 5s on other programmes.

Olav then continued with an RM all-hands. ‘We have experienced a significant reduction in force over the past few years that we are at the lowest strength in a long time now.’ There are some reqs out right now. Do need to get some money in the door to get funding for RM 6.0. RM 5.1 is the current focus. Ben left seeking new experience; Scott left for new experiences. We’ll take Scott back in future if he ever wants to come back. We have the best product of the CDS community yet. Solid reputation in the community. Recompete coming up; seems like a long way off, but it’s coming.

Budget does not have full funding for the entire life cycle. We have lost a lot of key knowledge recently; e.g., Pete Marikle. We made a decision a few months ago to close the Phoenix plant. Offered Pete the chance to come to Denver, but he chose to retire. Customers are asking about how we will cope, knowing that Pete just left.

## References