

NINE HUNDRED EIGHTY-FOURTH
MEETING
OF THE
STATE PERSONNEL BOARD

December 13, 2017

The State Personnel Board met in regular session in the office of the State Personnel Department at 10:00 a.m. on Wednesday, December 13, 2017.

Members Present

Ms. Faye Nelson, Acting Chairman

Ms. Liane Kelly

Mr. Myron Penn

Mr. Evan M. Thornton

Members Absent

Mr. Joe N. Dickson, Chairman

Others Present

Jackie Graham, Personnel Director

Tara Hetzel, General Counsel

- I. Board Chairman Faye Nelson opened the meeting.
- II. On motion of Myron Penn, seconded by Evan M. Thornton, the minutes of the November meeting were approved.
- III. SPECIAL PAY ISSUE

At the request of the Department of Early Childhood Education, the Board approved a salary of \$92,992.80 (to be paid at the semi-monthly arrears rate of \$3,874.70) for Donna H. Breland who is being appointed Director, Office of School Readiness. Motion made by Myron Penn, seconded by Liane Kelly.

IV. ISSUES CONCERNING OVERTIME PAYMENTS

- A. At the request of the Department of Conservation and Natural Resources, the Board approved a one-year extension of authorization to pay overtime to FLSA non-exempt hourly employees in the classification of Police Communications Officer I, class code 21121, who are employed by the Division of Wildlife and Freshwater Fisheries, Law Enforcement Section. The Law Enforcement Communications Unit is required to maintain 24/7 operations for officer support and public service. Paid overtime is needed to

ensure staffing coverage for this function. Overtime is needed from January 1, 2018 to December 31, 2018 and will involve an estimated 100 hours at a cost not to exceed \$2,550.00. Motion made by Liane Kelly, seconded by Evan M. Thornton.

B. At the request of the Department of Human Resources, the Board approved the following items:

1. A one-year extension of authorization to pay overtime to FLSA non-exempt employees in the classifications of Social Service Caseworker, class code 50246; Social Worker, class code 50248; and Senior Social Worker, class code 50221, who are employed in Jefferson, Madison, Mobile, Shelby, and Montgomery County Offices, and have on-call responsibilities after business hours and on weekends. These Social Workers investigate and respond to child neglect and abuse reports and respond to the police and the court in other emergency needs for protective services. It is difficult for the Directors in these county offices to schedule earned compensatory time off and maintain coverage for normal business hours in addition to on-call responsibilities for nights and weekends. Annual overtime costs associated will not exceed \$200,000.00 and authorization is needed from January 1, 2018 through December 31, 2018.
2. A one-year extension of authorization to pay \$2.00 per hour for employees in the classifications of Social Service Caseworker, class code 50246; Social Worker, class code 50248; and Senior Social Worker, class code 50221, who are assigned to work on-call after hours and on weekends. Typically, employees are assigned on-call responsibilities for a week at a time with a maximum number of 123 on-call hours per week. Annual overtime costs associated with the on-call pay will not exceed \$1,100,000.00 and authorization is needed from January 1, 2108 through December 31, 2018.

Motion made Myron Penn, seconded by Evan M. Thornton.

V. SPECIAL MERIT RAISES

At the request of the Examiners of Public Accounts, the Board granted a 2-step special merit raise to the following employees:

George G. Bowen, IT Systems Specialist, Associate, class code 10527
Sharon T. Elston, Accounts Examiner Director I, class code 10646
Christine Harden, Deputy Chief Examiner, class code 10645
David J. Lane, Accounts Examiner III, class code 10643

Jason J. Norsworthy, Accounts Examiner II, class code 10642

Byron B. Pickens, Accounts Examiner II, class code 10642

Motion made by Myron Penn, seconded by Liane Kelly.

VI. STATE OF ALABAMA'S 457 DEFERRED COMPENSATION PLAN

The Board approved two recommendations from the Plan's Investment Committee: (i) to remove from the Plan's investment alternatives Harbor International Fund, and reinvest balances in TIAA-CREF International Equity Index Fund, another foreign large blend fund the Plan already has; and (ii) to add as an investment alternative Janus Henderson Global Equity Income Fund, which Morningstar classifies as a foreign large value fund. This completes the Plan's "menu" of investment alternatives so that the foreign stock category allows a choice of growth, blend, and value styles, congruent with the selections for the U.S. stock categories. Motion made by Evan M. Thornton, seconded by Myron Penn.

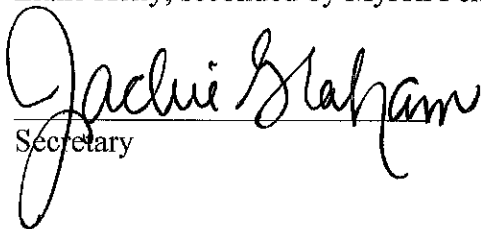
VII. BOARD ORDERS

The following actions were taken on pending cases:

1. Shayla L. Jones, Department of Transportation: Dismissal Upheld. Motion made by Liane Kelly, seconded by Evan M. Thornton.
2. Toni C. Gaddis, Alcoholic Beverage Control Board: Dismissed with prejudice pursuant to settlement agreement. Motion made by Myron Penn, seconded by Evan M. Thornton.
3. Thomas C. Salimeno, Department of Transportation: Dismissed with prejudice pursuant to employee's request. Motion made by Evan M. Thornton, seconded by Liane Kelly.

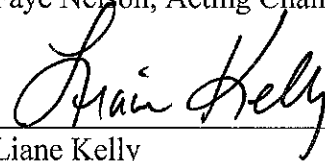
Chairman Faye Nelson announced that the next scheduled meeting of the State Personnel Board will be January 17, 2018 at 10:00 a.m.

There being no further business, at 10:26 a.m. the meeting was adjourned on motion made by Liane Kelly, seconded by Myron Penn.

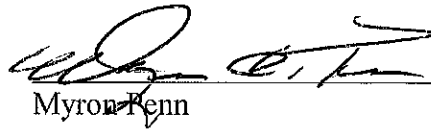

Secretary

Joe N. Dickson, Chairman

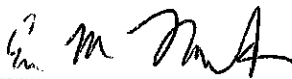
Faye Nelson, Acting Chairman



Liane Kelly



Myron Penn



Evan M. Thornton