

AGENDA
STATE PERSONNEL BOARD

August 19, 2020

10:00 A.M.

I. Call to Order

II. Approval of Minutes

Action taken by the State Personnel Board - APPROVED

III. Set Board dates for the first quarter of Fiscal Year 2021

Wednesday, October 21, 2020

Wednesday, November 18, 2020

Wednesday, December 16, 2020

Action taken by the State Personnel Board - APPROVED

IV. Classification and Pay

A. Classification and Pay Issues

B. Special Pay Issue

C. Overtime Issue

V. Special Merit Bonus

Department of Transportation

Action taken by the State Personnel Board - APPROVED

VI. Special Merit Raise

Department of Economic and Community Affairs

Action taken by the State Personnel Board - APPROVED

VII. Restoration of Excess Sick Leave

Department of Mental Health

Department of Youth Services

Action taken by the State Personnel Board - APPROVED

VIII. Cases on which Board is to rule:

1. Anita R. Brown (Department of Corrections)
Oral Argument: 10:30 a.m.
Administrative Law Judge: J. Jerry Wood
Recommendation of ALJ: Uphold dismissal
Action taken by the State Personnel Board - APPROVED
2. Sterling Steed (Department of Corrections)
Administrative Law Judge: J. Jerry Wood
Recommendation of ALJ: Uphold dismissal or, alternatively, the option of disability retirement
Action taken by the State Personnel Board - APPROVED
3. Joseph W. Champion (Alabama Law Enforcement Agency)
Administrative Law Judge: Randy C. Sallé
Recommendation of ALJ: Uphold dismissal
Action taken by the State Personnel Board - APPROVED
4. Armmand R. Bullock (Alcoholic Beverage Control Board)
Administrative Law Judge: Randy C. Sallé
Recommendation of ALJ: Reinstate with full backpay and benefits, minus interim earnings
Action taken by the State Personnel Board - APPROVED
5. Cassie R. Triggs (Alcoholic Beverage Control Board)
Administrative Law Judge: J. Jerry Wood
Recommendation of ALJ: Uphold dismissal
Action taken by the State Personnel Board - APPROVED
6. Tina K. Zacher v. Sam Thomas and Patricia L. Jones, in their official capacities as employees of the Department of Transportation
Administrative Law Judge: Randy C. Sallé
Recommendation of ALJ: Dismiss citizen complaint with prejudice due to failure to meet burden of proof
Action taken by the State Personnel Board - APPROVED
7. Critis L. Frasier (Department of Rehabilitation Services)
Administrative Law Judge: Randy C. Sallé
Recommendation of ALJ: Dismiss with prejudice pursuant to the Settlement Agreement
Action taken by the State Personnel Board - APPROVED

IX. Adjourn *Action taken by the State Personnel Board - APPROVED*

State Personnel Board
Classification and Pay
August 19, 2020

Classification and Pay Issues

MENTAL HEALTH DEPARTMENT

Effective October 16, 2020

- A. Establish classification of **Mental Health Worker, Trainee**, class code 40136, at range #50 (\$22,821.60 - \$32,280.00).
- B. Establish classification of **Mental Health Worker**, class code 40137, at range #54 (\$24,604.80 - \$35,618.40).
- C. Establish classification of **Mental Health Worker, Senior**, class code 40138, at range #56 (\$25,207.20 - \$37,389.60).
- D. Establish classification of **Mental Health Worker, Lead**, class code 40139, at range #60 (\$27,804.00 - \$41,277.60).
- E. Establish classification of **Mental Health Worker Supervisor**, class code 40140, at range #62 (\$28,492.80 - \$43,346.40).
- F. Designate **Mental Health Worker I**, class code 40131, as terminal, to be abolished on becoming vacant.
- G. Designate **Mental Health Worker II**, class code 40132, as terminal, to be abolished on becoming vacant.
- H. Designate **Mental Health Worker III**, class code 40133, as terminal, to be abolished on becoming vacant.

*Action taken by the State Personnel Board - **APPROVED***

STATE PERSONNEL DEPARTMENT

- A. Establish classification of **Communications and Public Relations Specialist**, class code 11044, at range #70 (\$34,761.60 - \$52,653.60).
- B. Establish classification of **Communications and Public Relations Specialist, Senior**, class code 11045, at range #73 (\$39,280.80 - \$59,556.00).
- C. Establish classification of **Communications and Public Relations Coordinator**, class code 11050, at range #75 (\$43,346.40 - \$65,695.20).
- D. Increase salary of **Public Information Manager**, class code 11043, from range #78 (\$50,174.40 - \$76,365.60) to range #80 (\$55,327.20 - \$84,350.40) and change title to **Communications and Public Relations Manager**.
- E. Increase salary of **Departmental Marketing Specialist**, class code 30609, from range #74 (\$41,277.60 - \$62,529.60) to range #75 (\$43,346.40 - \$65,695.20) in order to facilitate the transfer of incumbents to the class of **Communications and Public Relations Coordinator**.
- F. Designate **Public Information Specialist**, class code 11042, as terminal, to be abolished on becoming vacant.
- G. Designate **Departmental Marketing Specialist**, class code 30609, as terminal, to be abolished on becoming vacant.

*Action taken by the State Personnel Board - **APPROVED***

Special Pay Issue

LICENSURE FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS BOARD

Increase salary from \$93,024.00 to \$97,696.80 (to be paid at the semi-monthly arrears rate of \$4,070.70) for William R. Huett who serves as Executive Director of the

Board. The proposed salary represents a 5% increase. Mr. Huett has served in this position since July 2017, and last received an increase in July 2019.

Action taken by the State Personnel Board - APPROVED

Overtime Issue

FORESTRY COMMISSION

Request an extension of authorization to pay overtime to FLSA non-exempt employees dispatched to fight wildfires, assist during natural disasters, and provide technical assistance as requested by the Federal Emergency Management Agency, the United States Forest Service, and other federal and state agencies. Classes typically involved are listed below.

<u>Code</u>	<u>Class Title</u>
10197	Administrative Support Assistant II
10198	Administrative Support Assistant III
10601	Account Clerk
10612	Staff Accountant
21156	Communications Technician II
70406	Forestry Worker
70410	Forest Ranger/Technician
70413	Forestry Specialist
70429	Forester
70430	Forestry Project Specialist
70437	Forestry Management Specialist
70438	Forestry Work Unit Manager
70441	Forestry Program Specialist
90355	Unmanned Aerial System Operator

This authorization is needed from October 1, 2020, through September 30, 2021. This request will involve approximately 18,500 hours at a cost not to exceed \$500,000.00. As of July 2020, the Commission used approximately \$306,000.00.

Action taken by the State Personnel Board - APPROVED