MINUTES
STATE PERSONNEL BOARD MEETING
November 10, 2015 – 10:00 a.m.
200 Piedmont Avenue
Boardroom 512 (West Tower)
James Floyd Veterans Memorial Building, Atlanta, GA

On Tuesday, November 10, 2015, a quorum was established and the meeting of the State Personnel Board (SPB) was called to order by Chairperson Jewelle Johnson.

Board members present:
Jewelle Johnson, Chair
Robert Joseph, Member
Taylor Hanson Haley, Member
Paul Babaz, Member

Board members absent:
James Rogers, Vice Chair

Additional attendees: Commissioner Sid Johnson, Board Executive Secretary; Candy Sarvis, Deputy Commissioner, DOAS; Laura McDonald, Assistant Attorney General, Georgia Law Department; Katy Townsend, Director, DOAS Policy & Compliance Unit.

Approval of Minutes by Executive Secretary:

There being no corrections or changes requested by the members present, a motion was made by Commissioner Sid Johnson to approve the October 13, 2015 State Personnel Board Minutes as presented. The motion was moved by Ms. Haley, seconded by Mr. Joseph and carried unanimously.

Employee Appeals:

Rajesh Patel (Appellant) v. Georgia Department of Behavioral Health and Developmental Disabilities (Appellee)
Appellant / pro se.
Appellee / Represented by Attorney Gregory Bagley

Next, Ms. Johnson recited the Board hearing procedural guidelines and the appeal parties presented their case.

Discussion/Deliberation

Upon conclusion of the appeal arguments, Ms. Johnson made a motion to close the meeting and enter into Executive Session in accordance with the Open Meeting Act (O.C.G.A. 50-14-1 et seq.) to conduct deliberation on the employee appeal matter presented today. The motion was moved by Mr. Babaz, seconded by Ms. Haley and the carried unanimously.

Reconvene Meeting and Voting on Employee Appeal

Ms. Johnson reconvened the public meeting and called the motion on the following appeal:

Rajesh Patel (Appellant) v. Georgia Department of Behavioral Health and Developmental Disabilities (Appellee)

Mr. Joseph read the following motion:

"The findings of fact, the conclusions of law, the reasons for the Initial Decision, and the Initial Decision have been reviewed, and these findings of fact and conclusions of law are hereby adopted as the findings of fact and conclusions of law of the Board. In accordance with the above, it is the Board's Decision, effective this date, that the Initial Decision of the Administrative Law Judge is affirmed."

Additionally, The Board directed DBHDD (Department/Appellee) to investigate whether Dr. Patel was paid all annual leave time accumulated at the time of his dismissal, appropriately. If that is not the case, that Dr. Patel is paid his accumulated leave within ten (10) business days.

The motion was seconded by Ms. Haley, and unanimously adopted.

Presentation of the Job Classification and Career Path Project (JCCP) / Proposed Changes:

JCCP is a strategic initiative to address the state's recruitment and retention concerns by laying foundation for agencies to better manage job assignment and pay decisions. The Job Classification and Career Path Project Briefing was distributed to the Board for review and consideration.

Ms. Candy Sarvis, DOAS-HRA Deputy Commissioner presented historical background regarding the JCCP strategic initiative. Ms. Nicole Long, DOAS Director of Compensation and Benefits Administration, outlined the specifics of the project.

Summary Recommendation:

Ms. Long called for the Board's approval to release the proposed changes to JCCP, as presented, for Public Comment.

Board Vote:

Ms. Johnson entertained a motion to release the proposed changes to JCCP for a 30-day public comment period. The motion was moved by Mr. Joseph, seconded by Ms. Haley and carried unanimously.

Other Business / Adjournment:

With no further business, Ms. Johnson made a motion for adjournment. The motion to adjourn the State Personnel Board meeting was moved by Mr. Joseph, seconded by Ms. Haley and carried unanimously.

READ AND APPROVED ON 10th of December 2015 by:

Jewelle Johnson, Chair

James Rogers, Vice Chair

Robert R. Joseph, Member

Paul Babaz, Member