
MINUTES
STATE PERSONNEL BOARD MEETING
VIA WEBINAR
June 20, 2023 – 10:00 a.m.

On Tuesday, June 20, 2023, a quorum was established, and the meeting of the State Personnel Board (SPB) was called to order by Chair Jewelle Johnson.

Board members present:

Jewelle Johnson, Chair
Amy Auffant, Vice Chair
Glianny Fagundo, Member
Robert Joseph, Member
Matthew Almand, Member

Board members absent:

N/A

Additional attendees: Rebecca N. Sullivan, Executive Secretary, DOAS Commissioner; Al Howell, Deputy Commissioner, DOAS-HRA; Autumn Cole, Assistant Commissioner and General Counsel, DOAS-HRA; Kori Woodward-Dickens, Attorney, DOAS-HRA, and Latatia West, Policy Manager, DOAS-HRA

Approval of Minutes:

Rebecca N. Sullivan, Executive Secretary, presented the minutes from the March 14, 2023, State Personnel Board meeting for the board's approval. There being no corrections or changes requested by the members present, Ms. Johnson called for a motion to approve the minutes. The motion was moved by Mr. Almand, seconded by Mr. Joseph, and carried unanimously.

Presentation of the Proposed Modifications to State Personnel Board (SPB) Rule 478-1-.16, Absence from Work to Release for Public Comment:

Latatia West, Policy Manager, DOAS-HRA, presented the proposed modifications to State Personnel Board Rule 478-1-.16, Absence from Work. Ms. West informed the board that the intent of the modifications is to update the rule given Senate Bill 129. Ms. West notified the board that Senate Bill 129 was passed by the General Assembly in the recent 2023 legislative session and is effective July 1, 2023, and it amends the statutory provisions concerning time off from work for voting, which requires revisions to Section (17) of Rule 16. Ms. West informed the board that the effect of the law and proposed modifications are that employees will have time off to vote on early voting days as well as Election Day. Ms. West continued to explain the specific proposed modification documents that were provided to the board prior to the meeting.

Summary of Recommendation:

Ms. West asked for the board to approve the proposed modifications to State Personnel Board Rule 478-1-.16, Absence from Work, to be released for public comment.

Board Vote:

Ms. Johnson called for a motion to approve proposed modifications to State Personnel Board Rule 478-1-.16, Absence from Work, to be released for public comment. The motion was moved by Ms. Auffant, seconded by Ms. Fagundo, and carried unanimously.

Presentation of the Proposed Modifications to the Compensation Plan for Cost-of-Living Increases:

Al Howell, Deputy Commissioner, DOAS-HRA, presented the modifications to the Compensation Plan for cost-of-living increases. Mr. Howell informed the board of the proposed modifications to two pay plans, the Statewide (SWD) plan and the Law Enforcement (LAW) pay plan. Mr. Howell informed the board that these modifications are based on changes that were in the FY24 Appropriations Act, which included a \$2,000.00 cost-of-living adjustment for state employees. Mr. Howell informed the board that the cost-of-living adjustment is a part of Governor Kemp and the General Assembly's effort to address the recruitment and retention effort throughout the state. Mr. Howell notified the board that DOAS-HRA worked in conjunction with the Governor's Office of Planning and Budget (OPB) to work out the details and identify the modifications that were needed to be made to the two pay plans based on the cost-of-living adjustments. Mr. Howell explained the current pay plan, which includes the \$5,000.00 cost-of-living adjustments to the minimum and maximum pay that were given in 2022 and the proposed modifications for both the Statewide Pay Plan and the Law Enforcement Pay Plan. Mr. Howell notified the board that the proposed modification will add \$2,000.00 to the minimum and the maximum pay for the Statewide and Law Enforcement Pay plans, with an additional \$4,000.00 being added to the minimum and maximum of selected jobs that fall under the Law Enforcement Pay Plan.

Summary of Recommendation:

Mr. Howell asked for the board to approve the proposed modifications to the Compensation Plan for the cost-of-living increases to the Statewide Pay Plan and Law Enforcement Pay Plan to be released for public comment.

Board Vote:

Ms. Johnson called for a motion to approve the proposed modifications to the Compensation Plan for Cost-of-Living increases to the Statewide Pay Plan and the Law Enforcement Pay Plan to be released for public comment. The motion was moved by Mr. Joseph, seconded by Mr. Almand, and carried unanimously.

Presentation of the list of charities for the Georgia State Charitable Contributions Program (GASCCP):

Mr. Howell, Deputy Commissioner, DOAS-HRA, presented the 2023-2024 list of charities for the Georgia State Charitable Contributions Program. Mr. Howell notified the board of the results from the last five GASCCP campaigns, provided the board with the charity participation criteria, and provided a summary of the application process.

Summary of Recommendation:

Mr. Howell asked for the board to approve the list of charities for the Georgia State Charitable Contributions Program.

Board Vote:

Ms. Johnson called for a motion to approve the list of charities for the Georgia State Charitable Contributions Program. The motion was moved by Ms. Auffant, seconded by Mr. Joseph, and carried unanimously.

Presentation on the Georgia State Charitable Contributions Program Contract Renewal:

Al Howell, Deputy Commissioner, DOAS-HRA, provided an update on the Georgia State Charitable Contributions Program. Mr. Howell informed the board that the contract renewal would be with America's Charities, which is the third-party administrator.

Summary of Recommendations:

Mr. Howell asked for the board to approve the contract renewal with America’s Charities for the administration of the Georgia State Charitable Contributions Program.

Board Vote:

Ms. Johnson called for a motion to approve the contract renewal with America’s Charities for the administration of the Georgia State Charitable Contributions Program. The motion was moved by Mr. Joseph, seconded by Mr. Almand, and carried unanimously.

Other Business/Adjournment:

With no further business, board Chair Jewelle Johnson called for a motion to adjourn the June 20, 2023, meeting of the State Personnel Board. The motion was moved by Ms. Fagundo, seconded by Ms. Auffant, and carried unanimously.

READ AND APPROVED ON 8th of August 2023 by:

E. Jewelle Johnson

Jewelle Johnson, Chair

(Absent)

Amy Auffant, Vice Chair

Glianny Fagundo

Glianny Fagundo, Member

Robert Joseph

Robert Joseph, Member

Matthew Almand

Matthew Almand, Member