
MINUTES
STATE PERSONNEL BOARD MEETING
VIA WEBINAR
March 12, 2024 – 10:00 a.m.

On Tuesday, March 12, 2024, a quorum was established, and the State Personnel Board (SPB) meeting was called to order by Chair Jewelle Johnson.

Board members present:
Jewelle Johnson, Chair
Glianny Fagundo, Member
Robert Joseph, Member
Matthew Almand, Member

Board members absent:
Amy Auffant, Vice Chair

Additional attendees: Rebecca N. Sullivan, Executive Secretary, DOAS Commissioner; Al Howell, Deputy Commissioner, DOAS-HRA; Kori Woodward-Dickens, Attorney, DOAS-HRA; Bo McDaniel, Talent and Policy Director, and Tina Bufford, Compensation Manager, DOAS-HRA

Approval of Minutes:

Rebecca N. Sullivan, Executive Secretary, presented the minutes from the November 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 Ms. Fagundo, and carried unanimously.

Update on Senate Bill 3:

Tina Bufford, Compensation Manager, DOAS-HRA, provided the board with an update on Senate Bill 3. Ms. Bufford read Georgia Senate Bill 3, Reducing Barriers to State Employment Act of 2023, Article 1 of Chapter 20 of Title 45 – Code 45-20-22 to the board. Ms. Bufford informed the board that Governor Kemp signed Senate Bill 3 on Thursday, April 27, 2023. Ms. Bufford informed the board that at the beginning of the program, there were 1,371 jobs under the Law Enforcement and State-wide Distribution K plans. Ms. Bufford notified the board that a total of 278 jobs, 20.3% required a college degree, 743, 54.2%, referenced a college degree, and 350, 25.5%, had no degree requirement. Ms. Bufford informed the board that HRA has created a procurement job family, modified the minimum entry qualifications for 291 jobs, and removed 129 degrees from the minimum entry qualifications. Ms. Bufford informed the board that currently, 404 jobs are being reviewed with the agency human resources directors for the transportation, healthcare, and law enforcement job families, leaving 676 jobs remaining for review.

Other Business - Update on the NextGen Project:

Al Howell, Deputy Commissioner, DOAS-HRA, provided the board with an update on the NextGen Project. Mr. Howell informed the board of the purpose of NextGen, the project timeline, and the project workstreams. Mr. Howell notified the board that the implementation of Workday will allow new tools that the state doesn't currently have involving recruiting, onboarding, and talent management.

Adjournment:

With no further business, board Chair Jewelle Johnson called for a motion to adjourn the March 12, 2024, meeting of the State Personnel Board. The motion was moved by Mr. Almand, seconded by Mr. Joseph, and carried unanimously.

READ AND APPROVED ON 14th of May 2024 by:

E. Jewelle Johnson

Jewelle Johnson, Chair

Amy Auffant

Amy Auffant, Vice Chair

(Absent)

Glianny Fagundo, Member

Rob Joseph

Robert Joseph, Member

Matthew Almand

Matthew Almand, Member