
MINUTES
STATE PERSONNEL BOARD MEETING
May 9, 2017 – 10:00 a.m.
200 Piedmont Avenue
Boardroom 512 (West Tower)
James Floyd Veterans Memorial Building, Atlanta, GA

On Tuesday, May 9, 2017, 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
Glianny Fagundo, Member
Taylor Hanson Haley, Member (via conf. call)

Board members absent:

Paul Babaz, Member

Additional attendees: Christopher Nunn, Executive Secretary, Commissioner DOAS, Debbie Smith, Deputy Commissioner, DOAS-HRA, Rebecca Sullivan, DOAS General Counsel, Brian Webb and Laura McDonald, Assistant Attorney Generals, Georgia Law Department, Katy Townsend, Director, DOAS-HRA Policy and Compliance Unit, and Nicole Long, Director, DOAS-HRA Compensation and Benefits Unit.

Approval of Minutes by Chairperson Jewelle Johnson:

There being no corrections or changes requested by the members present, Ms. Jewelle Johnson presented the March 14, 2017, State Personnel Board Minutes to the Board for approval. The motion was moved by Ms. Fagundo, seconded by Mr. Joseph and carried unanimously.

Presentation of the Merit-Based Pay Increases Implementation Policies:

Next, Ms. Debbie Smith, DOAS-HRA Deputy Commissioner presented the Merit-Based Pay Increases Implementation Policies for the Boards consideration. A copy of the policy was distributed for the Board's review in advance of this meeting.

Summary Recommendation:

Ms. Smith called for the Board's approval of the Merit-Based Pay Increase Implementation Policies as presented.

Board Vote:

Ms. Johnson called for a motion to approve the Merit-Based Pay Increase Implementation Policies. The motion was moved by Ms. Fagundo, seconded by Mr. Joseph and carried unanimously.

Presentation of the FY 2016-17 Statewide Charitable Contributions Program (SCCP) Results:

Ms. Long, Director of Compensation and Benefits, DOAS-HRA, presented the FY 2016-17 Statewide Charitable Contributions Program (SCCP) Results and list of recommended charities. A copy of the results and a list of the Charities was distributed for the Board's review in advance of this meeting.

Summary Recommendation:

Ms. Long, asked for the Board to accept and approve the list of charities for the Statewide Charitable Contributions Program as presented.

Board Vote:

Ms. Johnson called for a motion to approve the list of Statewide Charities as presented. The motion was moved by Mr. Joseph, seconded by Ms. Fagundo and carried unanimously.

Presentation of the Final Version of the Proposed Modifications to State Personnel Board Rule (SPB) 478-1-.06/ Recruiting, Screening, and Hiring:

Ms. Katy Townsend, Director of Policy and Compliance, DOAS-HRA, presented the final version of the proposed modifications to *SPB Rule 478-1-.06/Recruiting, Screening, and Hiring* for the Board's consideration.

Summary Recommendation:

Ms. Townsend asked for the Board to adopt the final version of the proposed modifications to *SPB Rule 478-1-.06* as presented.

Board Vote:

Ms. Johnson called for a motion to approve the final version of the modifications to *SPB Rule 478-1-.06*. The motion was moved by Mr. Joseph, seconded by Ms. Fagundo and carried unanimously.

Presentation of the Proposed Modifications to State Personnel Board (SPB) Rule 478-1-.18 / Veterans Preference to Release for Public Comment:

Ms. Katy Townsend presented the proposed modifications to State Personnel Board *Rule 478-1-.18 / Veterans Preference* for the Board's consideration. The copy of the proposed modifications was presented to the Board for review in advance of the meeting.

Summary Recommendation:

Ms. Townsend asked for the Board's approval to release the proposed modifications to *SPB Rule 478-1-.18* for Public Comment as presented.

Board Vote:

Ms. Johnson called for a motion to approve the proposed modifications to *SPB Rule 478-1-.18* for release to public comment. The motion was moved by Ms. Fagundo, seconded by Ms. Hayley and carried unanimously.

Presentation of the Annual HR Assessment Report

Ms. Katy Townsend, Director of Policy and Compliance, DOAS-HRA, presented the Annual HR Assessment Report. No action required.

Employer Appeal:

Department of Human Services, Division of Family and Children Services (Appellant) v. Ms. Synthia Willis (Appellee)

Appellant / Represented by Ms. LaKecha L. Threats, Associate General Counsel, Department of Human Services
Appellee / pro se

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

Discussion/Deliberation

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

Reconvene Meeting and Voting on Employer Appeal

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

Department of Human Services, Division of Family and Children Services (Appellant) v. Ms. Synthia Willis (Appellee)

Ms. Fagundo moved *"It is the decision of the Board, effective this date, that the Initial Decision of the Administrative Law Judge is affirmed"*. The Motion was seconded by Mr. Joseph, and unanimously adopted.

Other Business / Adjournment:

With no further business, Board Chair Jewelle Johnson called for a motion to adjourn the May 9, 2017 State Personnel Board meeting. The motion was moved by Ms. Fagundo, seconded by Mr. Joseph and carried unanimously.


READ AND APPROVED ON 14th of November, 2017 by:



Jewelle Johnson, Chair



Robert Joseph, Member



Gijanny Fagundo, Member

Taylor Hanson Haley, Member
(Via Conf. Call)

Paul Babaz, Member - Absent