

AGENDA  
**STATE PERSONNEL BOARD**

January 20, 2021

10:00 A.M.

*Pursuant to Governor Ivey's First Supplemental State of Emergency issued March 18, 2020, the State Personnel Board will hold a virtual Board Meeting on January 20, 2021, at 10:00 A.M. Information on participating in the video-conference meeting may be obtained by sending a request to: [personnel@personnel.alabama.gov](mailto:personnel@personnel.alabama.gov).*

- I. Call to Order
- II. Approval of Minutes

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

- III. Classification and Pay
  - A. Class and Pay Issues
  - B. Overtime Issues
- IV. Cases on which Board is to Rule

- 1. Alandra S. Hudson v. State Banking Department  
Oral Argument: 10:30 A.M.  
Administrative Law Judge: James Jerry Wood  
Recommendation of ALJ: Dismiss Discrimination Complaint due to Failure to Adequately Allege a Claim of Discrimination

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

- 2. Timothy T. Williams v. Department of Mental Health  
Administrative Law Judge: Randy C. Sallé  
Recommendation of ALJ: Uphold dismissal

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

3. Vanessa Y. Wilson v. Department of Human Resources  
Administrative Law Judge: Randy C. Sallé  
Recommendation of ALJ: Dismiss with Prejudice Pursuant to  
Settlement Agreement

*Action taken by the State Personnel Board – APPROVED*

- V. Adjourn

*Action taken by the State Personnel Board – APPROVED*

## **Classification and Pay Issues**

### **FINANCE DEPARTMENT**

- A. Increase salary of **Claims Representative**, class code 11957, from range #69 (\$33,921.60 - \$51,400.80) to range #6972 (\$33,921.60 - \$56,726.40).
- B. Increase salary of **Claims Representative, Senior**, class code 11953, from range #74 (\$41,277.60 - \$62,529.60) to range #7476 (\$41,277.60 - \$69,014.40).

*Action taken by the State Personnel Board – APPROVED*

### **RETIREMENT SYSTEMS**

- A. Increase salary of **Retirement Counselor**, class code 10875, from range #68 (\$33,081.60 - \$50,174.40) to range #69 (\$33,921.60 - \$51,400.80).
- B. Increase salary of **Senior Retirement Counselor**, class code 10876, from range #72 (\$37,389.60 - \$56,726.40) to range #74 (\$41,277.60 - \$62,529.60).
- C. Increase salary of **Retirement Benefits Analyst**, class code 10877, from range #74 (\$41,277.60 - \$62,529.60) to range #76 (\$45,532.80 - \$69,014.40).
- D. Increase salary of **Retirement Counselor Supervisor**, class code 10878, from range #77 (\$47,805.60 - \$72,595.20) to range #79 (\$52,653.60 - \$80,210.40).

*Action taken by the State Personnel Board – APPROVED*

# Overtime Issues

## ALCOHOLIC BEVERAGE CONTROL BOARD

Request a one-year extension of authorization to pay overtime to FLSA non-exempt employees in the classifications of:

<u>Classification</u>	<u>Code</u>
Warehouse Worker	10920
Warehouse Supervisor	10924
Warehouse Superintendent	10928
ABC Warehouse Lead Worker	11752
Security Guard I	60611
Security Guard II	60612
Laborer	90101
Utility Laborer	90103
Maintenance Repairer	90501
Plant Maintenance Worker	90503
Maintenance & Repair Supervisor	90552
Building Maintenance Supervisor II	90555

This request is needed to deal with peaks in sales volumes, high turnover, as well as the maintenance and repair of equipment. Overtime is requested from February 1, 2021, through January 31, 2022, at a cost not to exceed \$200,000.00. Last year's overtime was approximately \$176,200.00.

*Action taken by the State Personnel Board – APPROVED*

## HUMAN RESOURCES DEPARTMENT

Request authorization to pay FLSA exempt employees who were required to work issuing Disaster Supplemental Nutrition Assistance Program (D-SNAP) benefits in connection with the Emergency Proclamation issued by Governor Ivey for Hurricane Zeta on October 28, 2020. These employees will be eligible for straight time for hours physically worked over 40 in a workweek. Due to the narrow timeframe mandates required in the issuance of D-SNAP, non-exempt employees cannot process these benefits due to increased workloads involving COVID-19. It is estimated that overtime will not exceed \$150,000.00 and is needed from January 15, 2021 through February 15, 2021. Classes involved include:

<b><u>Classification</u></b>	<b><u>Code</u></b>
IT Operations Specialist	10422
IT Operations Supervisor	10423
IT Operations Manager	10424
Programmer Analyst, Associate	10516
Programmer Analyst	10517
Programmer Analyst, Senior	10518
IT Systems Specialist, Associate	10527
IT Systems Specialist	10528
IT Systems Specialist, Senior	10529
IT Functional Systems Analyst	10582
IT Project Manager	10584
IT Manager I	10586
IT Manager II	10587
Accounting Director I	10608
Senior Accountant	10613
Accounting Manager	10614
Equal Employment Officer, Senior	10802
Equal Employment Opportunity Coord.	10803
Training Specialist II	10822
Departmental Personnel Specialist	10829
Departmental Personnel Manager I	10851
Public Information Specialist (T)	11042
Comm. & Public Relations Mgr.	11043
Statistician Senior	11103
Statistician Manager	11106
Administrative Analyst I	11921
Governmental Relations Manager	11989
Financial Support Supervisor	50222
Service Supervisor I	50223
Senior Social Work Supervisor I	50224
Human Resources Program Specialist	50227
Human Resources Program Supervisor	50228
Human Resources Program Manager	50229
Human Resources Program Adm.	50230
Human Resources Regional Manager	50234
Human Resources Division Director	50235
Service Supervisor II	50259
Human Resources County Director I	50271
Human Resources County Director II	50272
Human Resources County Director III	50273
Human Resources County Director IV	50274

<b><u>Classification</u></b>	<b><u>Code</u></b>
Senior Social Work Supervisor II	50275
Behavioral Analyst	50314
Behavioral Analyst, Senior	50315
Behavioral Analyst Manager	50316
Special Investigator	60320

*Action taken by the State Personnel Board – APPROVED*