

ALASKA STATE PERSONNEL BOARD MEETING

February 26, 2019

1:00 P.M.

Frontier Building

3601 C Street, Suite 424

Anchorage, Alaska

In person:

Al Tamagni, Chair

Craig Johnson, Board Member

Kate Sheehan, Director, Division of Personnel & Labor Relations

Present by teleconference:

Dr. Keith Hamilton, Board Member

Maria Bahr, Attorney IV, Department of Law

Pam Day, Human Resource Consultant V, Division of Personnel & Labor Relations

Paloma Harbour, Division Director, Office of the Governor

Jeff Hahnen, Human Resource Consultant I, Division of Personnel & Labor Relations

1. CALL TO ORDER

Chairman Tamagni called the meeting to order at 1:00 p.m.

2. APPROVAL OF AGENDA

The agenda was moved and approved.

3. APPROVAL OF MINUTES

The minutes of the October 17, 2018, meeting was moved and approved.

4. ETHICS DISCLOSURE – PERSONNEL BOARD MEMBERS

The board members had no disclosures or conflicts of interest that they were aware of.

5. EXPANSION OF THE PARTIALLY EXEMPT SERVICE TO INCLUDE PCN 07-4014, DEPUTY DEIRECTOR, DOL&WD

Paloma Harbour stated that the department previously had this position in the partially exempt service as a Division Director. With the change of administration, the department decided to make the position a Deputy Director because they are planning to consolidate their Labor, Standards and Safety Division with the Workers' Compensation Division, and there is no need for two Division Directors. They only need a Director and Deputy Director over that larger division and they will work together, as described in the job class specifications. This position will still have policy oversight over the current Labor, Standards and Safety section. The board moved and approved.

6. REVIEW OF QUARTERLY ETHICS REPORTS AND SUBMITTAL COMPLIANCE

The board received and reviewed the 2018 first, second and third quarter ethics reports. Board Member Hamilton reviewed these reports versus the 2017 reports and noticed a couple failures to report from the same boards, and that there probably needs to be a conversation with these boards to get them into compliance. He is overall very happy with the increased rate of compliance that Law has been able to achieve.

7. EXECUTIVE SESSION UNDER AS 44.62.310(c)(3)

The Personnel Board went into executive session at 1:08 p.m. to review the confidential ethics case logs and returned at 1:19 p.m.

8. UPDATE FROM THE DIRECTOR OF PERSONNEL & LABOR RELATIONS

Director Sheehan stated that they did, under the prior administration, reach a deal with the General Government Union, Confidential Employees Association and the Teachers' of Mount Edgecumbe. With the General Government Union, they reached an agreement for 3% COLA in the first year, and 1% in the second and third year. For the Confidential Employees Association, they moved to a 40-hour work week up from 37.50 hours. For the Teachers, they received a three-year contract of 3% COLA each year. The contracts have been ratified by the membership but are pending approved by the Legislature. The State is currently bargaining with the Instructors at the Alaska Vocational Technical Center Teachers' Association and the three marine unions. The State has been bargaining with the three marine unions since the fall of 2016.

Director Sheehan reviewed a memo that was put out by the Chief of Staff about travel and hire restrictions, which include board and commission positions. The budget has been reduced for travel by 50%, and as a result, they are asking that more meetings be held telephonically or by video conference. They are asking that the boards and commissions only meet in person once a year. Travel exceptions for board members can be requested through the Director of the Boards and Commissions, and Director Sheehan will see if one can be made for Board Member Hamilton.

Chairman Tamagni asked several questions regarding bargaining and possible changes in statute. He asked what authority the State must follow when it comes to cost of living increase or decreases for State of Alaska employees. He suggested that future increases could be offset by any decreases in the CPI, and asked what Board Member Johnson thought of the idea. Board Member Johnson said he thought passage of a statute change would be slim. Chairman Tamagni said maybe a person in the Attorney General's Office could look at language he could give them, and make a recommendation to the legislature. He said something to look at is if the drop is 3 percent, do employees still get a 3 percent increase if that was bargained? Board Member Johnson said he could get behind that, but he couldn't get behind increasing it. Director Sheehan explained that the rules regarding bargaining are covered under Alaska Statute and they are required to bargain for wages, hours and conditions of employment. She said any wage

increases are bargained and not tied to the CPI, and that direction regarding bargaining comes from the Governor's Office. The cost of living adjustments are considered wages and have to be bargained due to statute. The Supervisory Union and the Labor, Trades and Crafts Union did not have cost of living adjustments, but they did move to 40-hour work weeks from 37.50 hours. Chairman Tamagni asked that Director Sheehan email him the governing statutes.

Board Member Hamilton asked how the Governor's budget cuts are impacting Director Sheehan's division. Director Sheehan explained that her division is not looking at any kind of funding reduction. In 2012 a lot of the division's human resource staff went into the agencies, but the Governor has implemented an Administrative Order to bring those positions back to the Division of Personnel and Labor Relations. The Division's budget will be affected by that move.

9. OTHER MATTERS THAT MAY COME BEFORE THE BOARD

None.

10. ADJOURNMENT

The meeting adjourned at 1:33 p.m.