

ALASKA STATE PERSONNEL BOARD MEETING

May 11, 2015

11:00 A.M.

Frontier Building

3601 C Street, Suite 896

Anchorage, Alaska

In person:

Al Tamagni, Chair

Dr. Keith Hamilton, Board Member

Kate Sheehan, Secretary to the Personnel Board

Jonathan Woodman, Assistant Attorney General, Department of Law

Nancy Sutch, Deputy Director, Division of Personnel & Labor Relations

Dana Phillips, Division of Personnel & Labor Relations

Present by teleconference:

Kim Garrett, Division of Personnel & Labor Relations

Jeff Hahnen, Division of Personnel & Labor Relations

1. CALL TO ORDER

Chairman Tamagni called the meeting to order at 11:02 a.m. Board Member Hickel is excused from the meeting since she is unable to attend due to her location.

2. APPROVAL OF AGENDA

The agenda was moved and approved.

3. APPROVAL OF MINUTES

The minutes of the January 15, 2015, meeting were 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. REVIEW OF QUARTERLY ETHICS REPORTS

Director Kate Sheehan explained that the fourth quarter ethics report for 2014 will be available for the next board meeting. The report was not completed in time to be included with this meeting's agenda. The first quarter report for 2015 will also be ready for discussion during the next board meeting. Board Member Hamilton stated that the Department of Law did an outstanding job getting ethic reports submitted from their board and commission contacts.

Chairman Tamagni discussed establishing a penalty for the board and commission groups that are out of compliance with their ethic report submissions. A progressive fee should be implemented which increases after each subsequent offense. The concern is that there may be outstanding ethic violations that are not being reported and that a fee would add incentive to remain in compliance with

this requirement. Chairman Tamagni would like the Department of Law to look into this and be ready to discuss this possibility during the next board meeting.

6. REVIEW OF ETHICS CASE LOG

Jonathan Woodman gave a brief overview of case no. AN2014104295. Board Member Hamilton stated that this was the least amount of active ethic cases that he has seen in his tenure.

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

The Personnel Board did not go into executive session.

8. UPDATE FROM THE DIRECTOR OF PERSONNEL & LABOR RELATIONS

Chairman Tamagni requested an updated board member roster with the dates included for when their terms expire. The Personnel Board Members link on their website is not working. Director Kate Sheehan said that she would look into getting this link fixed. Board Member Hamilton asked if a board member's term was five or six years. Chairman Tamagni thought that it was six years but this should be confirmed.

Chairman Tamagni asked about the draft document prepared by the Department of Law on 11/20/2010. The document is titled "The Information for Independent Counsel about Ethics Act Complaint Procedures", which has information for independent counsel. The board would like an update to this document if there is one and a final version submitted. The document has, on page three, procedures set by the Department of Law that allow the board to hire legal counsel. Chairman Tamagni requests a list to be added to their packet listing the two approved attorneys that the board can utilize if a situation comes up.

Director Kate Sheehan reported:

- Legislators are working on taking away the cost of living increase for non-covered employees as well as union employees. That is part of the ongoing budget discussions. If the budget passes with the language removing the cost of living increase, then the state will need to bargain with all 11 unions. There are timeframes on that negotiation process or the cost of living will get paid. Chairman Tamagni asked what the proposed index for the cost of living increase would be and Director Sheehan responded that it varies. The statute authorizes the increase for non-covered employees and most of the classified employees are scheduled to get a 2.5% cost of living increase on July 1<sup>st</sup>. There are some unions that are scheduled to receive only a 1% increase. The 2.5% increase is for the General Government (GGU), Supervisory (SS), and Confidential (KK) bargaining units. The state starts bargaining with these unions in the fall for the successor collective bargaining unit contract. This is the third year into their current contracts.
- Board Member Hamilton mentioned that he was on another state board where they were required to vote in favor for the financial accountability regarding the cost of living increases in case it gets passed by the legislature. He asked Director Sheehan if a similar vote would be required

by the Personnel Board. Director Sheehan said this would not be a requirement. Chairman Tamagni then asked if the board could make recommendations regarding cost of living increases for future contract negotiations and Director Sheehan said that they could do so. Ultimately, the authority to bargain is with the Governor in the Executive Branch. The Governor has delegated that authority to the Commissioner of the Department of Administration, who has delegated that authority to the Director of Personnel and Labor Relations. Chairman Tamagni would like to discuss this topic during the next meeting if the rest of the board is in agreement.

- Director Sheehan said that there will be some proposed changes to the Personnel Rules during the next board meeting that are necessary due to the implementation of the state's new payroll system IRIS.
- The board would like to meet next sometime during the first two week in September.

#### 9. ADJOURNMENT

The meeting adjourned at 11:19 a.m.