

ALASKA STATE PERSONNEL BOARD MEETING

October 17, 2018

2:30 P.M.

Frontier Building

3601 C Street, Suite 896

Anchorage, Alaska

In person:

Al Tamagni, Chair

Dr. Keith Hamilton, Board Member

Johanna Hickel, Board Member

Kate Sheehan, Director, Division of Personnel & Labor Relations

Maria Bahr, Attorney IV, Department of Law

Kimberly Halstead, Associate Attorney I, Department of Law

Josh Briggs, Anchorage International Airport, Department of Transportation and Public Facilities

Present by teleconference:

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

1. CALL TO ORDER

Chairman Tamagni called the meeting to order at 2:30 p.m.

2. APPROVAL OF AGENDA

The agenda was moved and approved.

3. APPROVAL OF MINUTES

The minutes of the March 28, 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. REVIEW OF QUARTERLY ETHICS REPORTS AND SUBMITTAL COMPLIANCE

Board Member Hamilton noted that there was nothing yet for 2018, to which Maria Bahr responded that the first quarter for 2018 has been submitted but not in time for this meeting. They are working on the second quarter of 2018 now and the third quarter is not yet due.

Maria Bahr introduced Kimberly Halstead who has been their paralegal, but will be leaving her position shortly. They will be getting a new paralegal that will be spending 80% of their time working on ethics. Kimberly has helped get their group out of their ethics backlog to current and she will be training her replacement soon.

Chairman Tamagni asked that the 2018 first quarter ethics statistics and reports be mailed to the board for their review. Maria Bahr explained that in the 2018 first quarter summary they collected a lot of the delinquent reports from 2017 that were asked about at the previous meeting.

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

The Personnel Board went into executive session at 2:36 p.m. to review the confidential ethics case logs and returned at 2:48 p.m.

7. UPDATE FROM THE DIRECTOR OF PERSONNEL & LABOR RELATIONS

The State is currently bargaining with the general government group that is represented by the Alaska State Employees Association (ASEA), which is the largest union at close to 8,000 members. There has been only one bargaining session to date, so it's still early in the negotiation process.

The State is still bargaining with the three marine unions, which has been going on for a couple of years now. The State is still bargaining with the teachers at Mt. Edgecumbe, the Alaska Vocational Technical Center Teacher's Unit (AVTECTA), and the Alaska Correctional Officers Association (ACOA). The correctional officers contract expired on June 30, 2018, and they have the right to go to interest arbitration, so that one is a little bit different. The State will begin negotiating with the Confidential Employees Association (CEA), which consists of mainly payroll and human resources staff. The State will have seven out of eleven unions open for bargaining, which is quite busy.

On the legislative side, the State will again be introducing legislation to go to biweekly payroll processing instead of semi-monthly. It did not go through last session but they are hoping it will pass this year. There will be regulations that will need to be changed in the Personnel Rules if it is passed, but probably not in the Leave Rules.

Board Member Hickel asked Director Sheehan if any of the seven open contracts will be wrapped up in the near future. Director Sheehan said she was hopeful that they would. The marine unions don't have the merit or pay increment system that the other unions have; their pay is based on a seniority system. This means that if they don't have a cost of living adjustment then they don't have any pay increases, which has made their unions particularly hard to bargain with in recent years. With the price of oil increasing again, the State is finally in a position to find other ways to negotiate.

For the Supervisors and the Labor, Trades, and Crafts (LTC) unions the State negotiated a 40-hour workweek, so there is always a potential for that during bargaining. This does provide an increase in pay, but of course requires more hours worked to get that increase. The State is hopefully in a position to give a

little, but they are still asking employees for concessions such as paying for their health care, which they hadn't had to do in the past.

Chairman Tamagni asked about amending the regulations regarding agencies that consistently fail to report on their ethics responsibilities. He suggested adding to the regulations to allow the Personnel Board to issue fines to these agencies to help achieve more compliance since it's costing the State added resources to try and enforce. Director Sheehan said that she would work with the William "Bill" Milks, who is the Department of Law's Personnel Board Attorney, for guidance on this issue so that the agenda item can be discussed again at the next board meeting.

Board Member Hamilton followed up on a question that he had asked during the last board meeting regarding appointing a new board member since Board Member Hickel will be ending her term on the board shortly. Director Sheehan said that a board member seat is appointed by the Governor. She did talk with Boards and Commission and they had only one interested person, but that the person might not be suitable for this board. The Governor's Office was looking for referrals, and Director Sheehan encouraged the board to forward suggested nominees to her.

The board talked briefly about the recent changes to their travel reimbursement which Director Sheehan said she would look into further. The travel process has recently been transitioned to Shared Services, which is likely resulting in these problems.

#### 8. OTHER MATTERS THAT MAY COME BEFORE THE BOARD

The board asked to be contacted in early February to see if there are enough agenda items to warrant a meeting for early March.

Board Member Hamilton wanted to express the board's deep appreciation for Josie's time on the board. Board Member Hickel expressed her appreciation for the opportunity to serve on the board for the past few years.

#### 9. ADJOURNMENT

The meeting adjourned at 2:57 p.m.