

MINUTES OF THE STATE PERSONNEL BOARD
June 18, 2009
Charleston, West Virginia

The State Personnel Board met on June 18, 2009, at 2:00 p.m. to conduct business and to consider other administrative matters. Present at the meeting were James A. Kirby, Chairman Designee, and members, Jack Canfield, Mark Carbone, Sharon Lynch, Eugene Stump and Beth Walker. Others in attendance included: Tari McClintock Crouse, Acting Director of the Division of Personnel and Assistant Director of Employee Communications and Information; Mike Campbell, Assistant Director of the Staffing Services Section; Evelyn Davis, Assistant Director of the Organization and Human Resource Development Section; Lisa Dalporto, Assistant Director of the Classification & Compensation Section; Yvonne Wilhelm, Manager of the Internal Employee Placement Unit of Staffing Services; Debbie Anderson, Personnel Specialist, Senior for the Classification and Compensation Section; and, Shelly Lowery, Secretary to the Board.

APPROVAL OF MINUTES

The members of the Board received the minutes from the May 21, 2009 meeting prior to this meeting. Chairman Designee Kirby asked for any additions or corrections. There being none, Mr. Stump moved to accept the minutes for the May 21, 2009 meeting. Ms. Walker seconded the motion. The Board approved the May 21, 2009 minutes by unanimous consent.

CONSIDERATION OF PROPOSALS

HARDY COUNTY HEALTH DEPARTMENT

Upon motion of Mr. Carbone, seconded by Ms. Walker, the State Personnel Board approved proposal #2512, to implement an across-the-board salary adjustment of \$1,000 per year for full-time classified employees of the Hardy County Health Department effective July 1, 2009. Tari Crouse, Acting Director of the Division of Personnel and Assistant Director of Employee Communications and Information, presented the proposal.

DEPARTMENT OF ADMINISTRATION
Division of Personnel

Upon motion of Mr. Canfield, seconded by Mr. Stump, the State Personnel Board approved proposal #2513, to abolish unused Workers' Compensation classification titles and specifications from the Division of Personnel's Classification and Compensation Plan effective August 1, 2009. Debbie Anderson, Senior Personnel Specialist of the Classification and Compensation Section, presented the proposal.

DEPARTMENT OF HEALTH AND HUMAN RESOURCES

Upon motion of Ms. Walker, seconded by Mr. Carbone, the State Personnel Board approved proposal #2514, to address recruitment and retention issues at Mildred Mitchell-Bateman and William R. Sharpe Hospitals as follows:

1) provide for a 3% retention incentive after three years in the job classifications of Health Service Worker, Health Service Assistant, and Licensed Practical Nurse with a plan of implementation whereby current employees in those job classifications who have three or more years in their job classifications receive a 3% increase;

2) increase the special hiring rate for the classification of Licensed Practical Nurse at Bateman to \$25,804, the current special hiring rate for Sharpe and other DHHR facilities;

3) provide for the same special hiring rates at both hospitals for Nurse 1 (\$34,248), Nurse 2 (\$36,312), Nurse 3 (\$40,542), Nurse 4 (\$45,812), Nurse Practitioner (Adult/Family Psychiatric & Mental Health) (\$49,500), Nursing Director 1 (\$52,683), and Nursing Director 2 (\$60,584) with a plan of implementation which provides an increase of 10% or to the new minimum, whichever is greater, for all employees in those classifications;

4) provide for special hiring rates for Physician Specialists (Psychiatrists) who are Board Eligible (\$140,000), Board Certified (\$154,000), Board Eligible with at least four years of experience (\$161,000), and Board Certified with at least four years of experience (\$175,000), and for Physician Director (Psychiatrist) (\$186,600) with a plan of implementation which provides an increase of 16.67% or to the new minimum, whichever is greater, for all employees in these classifications. All actions are effective July 1, 2009. Lisa Dalporto, Assistant Director of the Classification & Compensation Section, presented the proposal.

OTHER BUSINESS

In regard to a recent inquiry by the Joint Committee on Government Operations Subcommittee B, Mr. Canfield requested an update on the Division of Personnel's involvement, if any, with the senate resolution established to study the hiring of state government retirees and whether their employment would pose an unfair advantage over current state government employees. Said update is due December 2009.

With no further business, the meeting adjourned.

NEXT BOARD MEETING

The next state Personnel Board meeting is scheduled for July 16, 2009, at 2:00 p.m. in Building 6, Room 425, State Capitol Complex, Charleston, West Virginia.



James A. Kirby, Chairman Designee
State Personnel Board



Elizabeth A. Williams, Interim Secretary
State Personnel Board