

Stabler, Stan

From: Stabler, Stan <Stan.Stabler@governor.alabama.gov>
Sent: Monday, May 2, 2016 11:29 AM
To: Stabler, Stan
Subject: Fwd: Information received from Senator Orr

Secretary Stan Stabler
Alabama Law Enforcement Agency
PO Box 304115 Montgomery, AL 36130

[REDACTED]
stan.stabler@alea.gov

Sent from my iPad

Begin forwarded message:

From: "Hardwich, Blake" <Blake.Hardwich@governor.alabama.gov>
Date: February 29, 2016 at 5:21:52 PM CST
To: "Stabler, Stan" <Stan.Stabler@governor.alabama.gov>
Subject: Information received from Senator Orr

Stan:

Please see attached items Senator Orr requested the Governor look into. We have someone in policy reviewing these items, but I thought you might want to review them as well.

Thank you.

Blake Hale Hardwich
Office of Governor Robert Bentley

[REDACTED]

**COMMITTEE
EXHIBIT**
5-P

1. Overnight travel per diem is abused.

Agencies are allowing employees to claim a different base/work station rather than where the employee is actually assigned to work. This results in the State paying an additional \$75.00 per day to the employee on top of their salary. For example, two retired, part-time employees have earned \$15,000 and \$10,000 respectively in overnight travel by claiming their work counties as Choctaw and Cherokee rather than Montgomery County where their job is actually located. Additionally, these employees are assigned state vehicles for their commute.

Agencies need to be instructed to change the employees' base station and the Comptroller should audit these extreme overnight travel per diem amounts to ensure compliance with state law and regulations. Part time hourly employees should not be assigned a state vehicle for commuting purposes.

2. Clothing allowance is a luxury the State cannot afford.

Many years ago, law enforcement began providing a clothing allowance to its investigators and other select employees. This clothing allowance is for up to \$850 a year per person to purchase non-uniform clothing items. Even retired state employees working on an hourly basis are receiving this clothing allowance. Blue Jeans, Polo shirts, Vineyard Vine shirts, suits etc. are being purchased. While this expense might arguably be justified for employees working in undercover operations, there is no justification for employees who are serving in administrative positions to receive this allowance.

Agencies should be prohibited from providing a clothing allowance to state employees.

3. Mileage expense needs to be monitored and controlled.

A recent news article cited a number of individuals who have received between \$20,000 and \$30,000 per year in mileage reimbursement from the State. The amount of mileage expense is simply a cost that can and should be controlled. It would be more cost effective to assign a state car to these individuals whose jobs require constant travel.

Several agencies have installed GPS tracking software on handheld devices and have realized a great decrease in yearly costs. This is an inexpensive option which ensures not only accurate mileage but has eliminated excessive overtime claims as well.

4. Subsistence pay needs to be prorated based upon percentage of day worked.

Subsistence pay for law enforcement officers cost cash strapped agencies over \$10,000,000 last year. A compromise was negotiated to prorate subsistence and save around \$2,000,000 rather than legislatively eliminating all subsistence payments. The State Personnel Board passed a rule to further this compromise. Several law enforcement agencies want to implement this change as a cost saving measure, but Finance is prohibiting them from doing so.

The Finance Director should be directed to prorate subsistence pay in accordance with the rule which was adopted in lieu of legislation that would eliminate all subsistence payments.

5. Overtime costs due to mismanagement are crippling state agency budgets.

Overtime for calendar year 2015 was approximately \$42,000,000. There are two main issues with overtime. First, high-ranking supervisors are allowed to receive overtime. For example, a Correctional Captain received \$45,000 of overtime and a Marine Resource Director received \$26,000. The other issue is the mismanagement of overtime for many lower-level law enforcement officers. There are a large number of Correctional Officers and ALEA employees who are more than doubling their salaries, receiving \$30,000-\$50,000 in overtime and some upwards of \$62,000. While some overtime is justified and necessary, abuses are allowed by mismanagement.

Some agencies have implemented policies to save on overtime costs and these procedures should be implemented statewide. DYS has saved nearly \$600,000 in the past two years by centralizing overtime staffing decisions. ALDOT has a policy that prohibits an employee from receiving more than a certain amount of overtime, unless it's an emergency.

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Begin forwarded message:

From: "Hardwich, Blake" <Blake.Hardwich@governor.alabama.gov>
Date: March 1, 2016 at 6:46:51 AM CST
To: "Stabler, Stan" <Stan.Stabler@governor.alabama.gov>
Subject: Re: Information received from Senator Orr

Thank you.

I appreciate all that you are doing.

Blake Hardwich

On Feb 29, 2016, at 8:45 PM, Stabler, Stan <Stan.Stabler@governor.alabama.gov> wrote:

Blake,

Let me address the \$75 over night cost first. I can confirm what Sen. Orr said about 2 ALEA part-time retired employees receiving overnight travel. Several months ago I discovered one agent in Dignitary Protection charging the allowed \$11.25 each day for driving from Birmingham to Montgomery and back. I immediately put a stop to it, notified personnel that all agents assigned to Dignitary Protection were assigned to Montgomery as their home base and put a stop to this practice. After being appointed as acting secretary I discovered at least 4 employees that were claiming excessive travel. The two retired part-time employees have both been terminated as they were appointed by Spencer Collier and not merit employees. The other two are merit employees and have been transferred to positions within the county they live. I have put in place a system to assist in monitoring travel claims. This problem was allowed to happen by the previous administration but I can assure those interested that it has stopped now.

It has been the practice for those persons assigned to a plain clothes position to receive a clothing allowance of \$850.00 a year. Uniform troopers receive their uniforms

at no cost so the clothing allowance was put in place to help off set the cost of having to purchase suits for the plain clothes personnel. There are restrictions in place as to what can be purchased and what is not allowed. This process can be monitored more strictly to insure it is used properly.

I am not aware of any ALEA personnel that routinely claim mileage expense.

As far as I know any overtime being paid comes from grants ear marked for certain functions. For example, there are several grants that allow for certain enforcement to be worked beyond the troopers 40 hour week. Overtime is covered completely by the grant. Also DOT often pays overtime to troopers to work construction zones. There are troopers making as much in overtime as their salary but it is paid from funds other than the ALEA budget.

If anyone needs me to sit down and discuss any of the mentioned issues I'd be more than happy to do so.

Respectfully,
Stan

Acting Secretary Stan Stabler
Alabama Law Enforcement Agency
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