

Personnel Board of Jefferson County

The Foundation of Your Merit System Career

MINUTES OF MEETING OF THE PERSONNEL BOARD OF JEFFERSON COUNTY August 16, 2016

The Personnel Board of Jefferson County met on Tuesday, August 16, 2016. Present at the meeting were L. Kenneth Moore, Chairman; Ann Florie, Associate Member; and Lonnie Washington, Associate Member. Present from the Personnel Board were Lorren Oliver, Personnel Director; Jeff Crenshaw, Deputy Personnel Director; Guy Dewees, Applicant Services; Brian Bellenger, Employment Testing; Kim Kinder, Employee Services; Cynthia Holiness, Business Office; Robert Groce, Information Services; Pete Blank, Training and Development; Leslie Coyne, Counsel for the Personnel Board; and Personnel Board staff.

I. OPENING REMARKS BY L. KENNETH MOORE, CHAIR

Chairman L. Kenneth Moore opened by welcoming the assembly and gave a brief overview of the proceedings. He then extended the floor to Lorren Oliver for staff updates.

II. OPERATIONAL UPDATES

Personnel Director – Mr. Oliver reported that in July 2016, the Personnel Board conducted ongoing recruitment for forty-nine (49) Merit System job classes and received one thousand four hundred ninety-six (1,496) applications. The Board placed four hundred thirty-one (431) individuals on registers. The Board released six (6) new registers with a total of four hundred one (401) qualified individuals for employment consideration within the jurisdictions. Another fifty-four (54) qualified applicants were placed on nine (9) registers for difficult to recruit for job classes. Registers released in July 2016 included Firefighter, Public Works Director II and Paralegal. The Board received ninety-six (96) new requests to fill a total of one hundred ninety-one (191) vacancies in the Merit System. Eighty-nine (89) of these requests (93%) were processed immediately, and the remaining seven (7) requests (7%) were sent to Employment Testing and are at varied stages of the register development process. Ninety-six (96) certifications were issued in

July 2016 to provide qualified personnel to fill vacancies in fifty-seven (57) Merit System job classes.

In July 2016, the business systems function processed five hundred sixty-nine (569) personnel actions (e.g., Hires, Promotions, Separations, Transfers, Merit Increases, and Premiums). Year-to-date, four thousand two hundred fifty (4,250) personnel actions have been processed. The Board processed fifty-seven thousand five hundred and one (57,501) payroll records in July 2016, bringing the year-to-date total to eighty-four thousand, nine hundred sixty-three (84,963). The Board also conducts audits of payroll records, and in July 2016, audited two thousand six hundred fifteen (2,615) individual payroll records. Year to date, twenty thousand eight hundred forty-five (20,845) payroll records have been audited.

In July 2016, the Personnel Board delivered training to three hundred forty-nine (349) Merit System employees in a variety of courses ranging from business software to supervisory skills. Year to date, two thousand seven hundred ten (2,710) employees have attended training at the Board.

Deputy Director – Dr. Jeff Crenshaw reported that the Training and Development Department of the Personnel Board of Jefferson County held their annual graduation ceremony on Friday, July 29th at the Bessemer Civic Center. The graduation celebrated the accomplishments of one hundred forty-five (145) individual Merit System employees who successfully completed certificate programs (sixty-seven (67) completed the Leading People Certificate; thirty-six (36) completed the Leading Processes Certificate; thirty-four (34) completed the Professional Development Certificate; twenty-three (23) completed the Technical Development Certificate; and twenty (20) completed the MPACT program). A number of people completed multiple programs for a total of one hundred eighty (180) certificates. The keynote speaker for the graduation was Dr. Mark Nelson, Dean of the College of Communication and Information Sciences at the University of Alabama. The Board congratulated the graduates and thanked the Bessemer Civic Center for allowing the use of their facility for the graduation and Dr. Nelson for his inspiring message.

Information Services department has worked to implement a number of technology upgrades in the Hearing Room to include the addition of video monitors and an all-in-one computer to present video content during employee hearings and the Three-Member Board meetings. This

technology is intended to improve the quality and efficiency of hearings and public meetings. The Information Services Department is also pleased to announce the hiring of a new employee, Drew Brasher, in the position of Application Developer. Drew earned his degree from Wallace State in Electronic Technology and has related work experience at WhiteBoard as an Associate Developer and Trinity Medical Center as Desktop Support. The Personnel Board welcomed Drew as part of the team.

Applicant Services – Guy Dewees reported that the majority of the department’s recruiting activity has been focused on positions in Healthcare, Human Resources, and Skilled Trades. Social media (LinkedIn, Facebook and Twitter) was utilized for all three categories of positions. Recruiters also posted to several professional association web sites. In addition to social media, staff contacted and networked with six (6) Oncology Nursing Society Chapters in the state of Alabama. The Wellstone Behavior Center was contacted as a potential source for future Social Workers and counselling-related positions, and the Job Developer Coordinator at Gadsden State Community College was contacted regarding their technical programs.

Since the July 2016 Board Meeting, recruiters attended and presented at the College to Career Intensive event hosted by the Birmingham Business Alliance. And in the coming weeks, recruiters will attend the Connect 4 Careers Event at New Rising Star Missionary Baptist Church and fall career events at Tuskegee University, University of South Alabama, Alabama State, Troy University, and Alabama A&M.

Mr. Dewees recognized Jim Greene, Talent Sourcing Specialist. Mr. Greene attended the state conference for the Alabama Association of Colleges and Employers where he presented a seminar called “Excelling at Career Fairs for Employers, College Career Professionals, and Students.” At the conference, Jim was elected Vice-President of the organization.

Employment Testing – Dr. Brian Bellenger reported that as of August 16, 2016, there are twenty-nine (29) job classes being studied in order to create new eligible lists. Seven (7) of these jobs are requests received during the month of July 2016, and four (4) additional requests have been received thus far in August 2016. Employment Testing is in the process of conducting job analyses, developing minimum qualifications or administering and scoring tests for eleven (11) jobs. The remaining eighteen (18) jobs have been sent to Applicant Services

and are in some phase of announcement and application screening.

The department is preparing for Fire Promotional exams. Tests are scheduled for September 2016, with assessments in October and November 2016, and new promotional lists by year's end.

Dr. Bellenger commended two of Testing's staff, Megan Krueger and Alyssa Singer, who gave a joint presentation entitled "Technology in Selection: When Is It Appropriate?" at the International Performance Assessment Council's annual conference. The conference, which is comprised largely of professionals working in federal, state and local civil service organizations, was held in Sacramento, California in August 2016.

Employee Services – Kim Kinder reported that for the month of July 2016, the Classification and Compensation Department approved twenty-nine (29) advanced step requests, processed thirteen (13) certification requests for new positions, and approved four (4) premium pay requests. The Employee Relations Department received notification of five (5) new appeals, nineteen (19) suspensions, seven (7) terminations and one (1) written warning. There were no pre-hearing conferences or hearings held during the month of July 2016.

The annual classification survey opens August 29, 2016 and includes approximately 3,100 employees. Some of the major job families included in this year's survey are Probation, Social Work, Legal, Human Resources, Community Development, Public Works, the Police and Sheriff positions. Participation in the survey will remain open through October 14, 2016.

Business Office – Cynthia Holiness reported that as of the end of July 2016, the Board has expended approximately \$6.2 million dollars and has \$1.1 million dollars in open purchase orders. Of the \$6.2 million dollars that have been expended, \$4.6 million dollars were expended in salaries and fringe benefits; \$235 thousand dollars for maintenance support for IT and the second floor Testing equipment; \$138 thousand dollars for legal and hearing officer services; \$112 thousand dollars for online testing assessments, IT Consultants and transcription services; \$146 thousand dollars for advertising of Merit System positions; \$81 thousand dollars for hotel accommodations for volunteer Testing assessors; \$33 thousand dollars for Public Officials and Employment Liability Insurance and Cyber Protection Insurance; \$103 thousand dollars for staff development, volunteer assessor travel and per diem; \$529 thousand dollars for lease

payments to Jefferson County for the rental of office space in the 2121 Building, and \$219 thousand dollars in other items such as copier rentals, meals for volunteer assessors and office supplies. The Board has committed approximately 74% of its \$10 million dollar budget. With only two months remaining in this fiscal year, the Board is on track for being under budget.

Ms. Holiness welcomed a new employee in Administration, Mrs. Pamela Lambert. Mrs. Lambert retired from the Jefferson County Health Department. She also has worked for the Jefferson County Tax Assessor's Office and the Birmingham Botanical Gardens. The Personnel Board is glad to have Ms. Lambert, as she brings a wealth of knowledge with her.

III. ACTION ITEMS

- a) The Board approved the minutes for the meeting held on July 12, 2016. (Motion made by L. Washington and Seconded by A. Florie)
- b) The Board approved the request for In-Service Day which will allow for agency-wide professional development for all Board staff. The Personnel Board will be closed on Monday, October 10, 2016 for a PBJC In-Service Day. This is a planned day for agency-wide professional development activities for Board staff. This day is when many federal and state offices are closed (October 10, 2016 - Columbus Day). This will give the Board an opportunity to utilize a full day for planned organization-wide activities. The specific program is under development by an internal committee. (Motion made by A. Florie and Seconded by L. Washington)
- c) The Board approved the creation of a new position in the Exempt Executive Service. The City of Birmingham requests to appoint a new Exempt Executive Service position of Deputy Director IMS – IT Governance & Data Analytics. Pursuant to Rule 6.1 of the Rules and Regulations of the Personnel Board, the Appointing Authority may request the Board to place positions under the Exempt Executive Service. A position may be placed in the Exempt Executive Service if the position is designated for primary policy determinations, such as department heads and their chief deputies. The Appointing Authority provides the details of the request, including title, job description and minimum qualifications to the Director for review and preparation for Board approval. Employees in the Exempt Executive Service have no rights or appeal to the Board and no property interest in their

position. (Motion made by A. Florie and Seconded by L. Washington)

In one vote, the Board approved contracts reflected in ***items d-i***
(Motion made by L. Washington and Seconded by A. Florie)

- d) The Board approved a contract renewal between the Personnel Board of Jefferson County and Freedom Reporting. The Personnel Board has a need to renew the contractual agreement with Freedom Reporting for transcription services for fiscal year 2017. The court reporter will be required to transcribe hearings and provide hard copies and media of transcriptions in an accurate and timely manner. The contract renewal resulted from the Jefferson County's Request for Proposal No. 59-14, dated February 12, 2014, as it relates to the Code of Alabama 1975 Article 2 – State Bid Law. The 2017 projected budget for this service is \$70,000, and will cover the period of October 1, 2016 through September 30, 2017.
- e) The Board authorized the renewal of the contract between the Personnel Board of Jefferson County and Siena Consulting. Authorization for the Personnel Board of Jefferson County to renew for one year a contract with Siena Consulting to provide valid written examinations for screening of entry-level Police Officer/Sheriff's Deputy and Firefighter applicants within the terms of the Police Officer and Firefighter Entry-Level Testing Services proposal (in response to Jefferson County's Request for Proposal No. 66-15 dated March 2, 2015). The work will be performed from October 1, 2016 through September 30, 2017. The total cost of the contract will not exceed \$30,000. The Personnel Board will also receive a 5% discount per candidate test for renewal of the contract for this year.
- f) The Board approved a contract between the Personnel Board of Jefferson County and ThinkGard. A disaster recovery plan is critical to the continued success of a business, particularly one that is heavily dependent on technology to meet the needs of its customers. A robust disaster recovery solution to handle different disaster scenarios is required for continued operation of the Personnel Board during a disaster. ThinkGard uses an image based backup that allows for recovery of the entire server array, including operating system, system settings and all associated files. This system allows for recovery of all Board servers and data either locally or in the cloud depending on the type of disaster encountered and can be configured to allow the recovery and restore of mission-critical

applications from recent cloud backups at a point in time immediately preceding a system failure due to a localized disaster (local failure of IT infrastructure from hardware failure or data corruption, etc.) and local catastrophic disaster (entire IT infrastructure is destroyed). In addition, the ThinkGard system has the capabilities to provide cloud service that will allow PBJC staff to access the Disaster Recovery System remotely should a disaster prohibit physical access to PBJC offices. The contract is for October 1, 2016 through November 30, 2019 in the amount of \$71,964.00 (3yrs @ \$1,999.00 per month).

- g) The Board approved a contract between the Personnel Board of Jefferson County and Tim Allen Paints. The Personnel Board of Jefferson County needs to enter into a contractual agreement with Tim Allen Paints for painting services for the second floor of the Personnel Board. The contractual agreement results from Jefferson County's Invitation to Bid No. 91-16, dated June 3, 2016, as it relates to the Code of Alabama 1975 Article 2 – State Bid Law. The lowest response from a bidder was \$.078 per square foot or \$19,500 for approximately 25,000 square feet. The services are for painting of the 2nd floor Testing Facility, Hearing Room and public areas on the second floor of the 2121 building. The areas to be painted under this contract have not been painted in over eleven years and are areas that receive heavy visitation from customers, candidates for employment in the Merit System, and other members of the general public. The contract period is August 16, 2016 through December 31, 2016.
- h) The Board approved a contract between the Personnel Board of Jefferson County and eSkill. Several clerical and call center jobs require keyboarding and data entry testing that is more efficiently administered using an external vendor. The purpose of this contract is to secure the professional services of eSkill for on-line skills testing. eSkill agrees to provide this service for data entry, keyboarding, and other skills testing for a number of Merit System clerical, administrative, and call center jobs. The work would be performed from October 1, 2016 to September 30, 2017. The contract is based on an estimate of 3,000 on-line tests administered with no additional costs should the number of tests exceed this number. The PBJC will be invoiced upon completion of the project in an amount not to exceed \$8,250.00.
- i) The Board approved a contract between the Personnel Board of Jefferson County (PBJC)

and Technical Innovation. The purpose of this contract is to retain the professional services of Technical Innovations to provide critical and necessary upgrades of audio-visual recording and computer equipment located within the PBJC Test Administration Facility, as well as maintenance of all equipment. Services shall include: purchase of all equipment needed to replace aging and defective existing equipment; installation of all new equipment; and all engineering and programming work necessary for maintaining and/or improving the functionality of the Test Administration Facility. The scope of services relating to the upgrade would begin shortly after execution of the contract (i.e., August 16, 2016) and is projected to be completed within six (6) months. The remaining period of the contract would cover maintenance of the system through September 30, 2018. The PBJC will be invoiced upon completion of the upgrade in an amount not to exceed \$416,465.82, plus an additional \$12,895.00 for one-year maintenance. (Motion made by L. Washington and Seconded by A. Florie)

- j) The Board approved the City of Hueytown's request to grant a two percent (2%) Cost of Living Adjustment. Section 12 of the Enabling Act of the State of Alabama grants an appointing authority the discretion, by way of resolution of the governing body, to raise or lower the jurisdiction's salary schedule by a fixed amount. §12 "...provided that the governing body of each county and municipality affected hereby may raise or lower such schedule by applying the same percentage increase or decrease to the entire schedule, provided however that no governing body shall raise such entire schedule within 12 months after the adoption of a new salary schedule nor within 12 months immediately preceding any primary or general elections in which members of the said governing body are to be elected, except upon the approval of the Personnel board, provided..." The Council of the City of Hueytown has passed Resolution # 5502 granting a two percent (2%) Cost of Living Adjustment effective September 22, 2016. There is an election this year consequently, the Resolution is presented for 3-Member Board approval pursuant to §12. (Motion made by L. Washington and Seconded by A. Florie; L.K. Moore - Recused)
- k) The Board approved the appointment of Connie Harris to the position of Jefferson County Pension Board Member Number Three. Pursuant to Act No. 1965-497, the Jefferson County Pension Board is charged with the general administration and responsibility for the proper operation of the retirement system. The Board is comprised of five members.

Member Number Three is required to be elected by the Personnel Board of Jefferson County (PBJC) and to serve a three year appointment. The Members of the Pension Board are not paid for their service and meet on a monthly basis. Applications were accepted for the Jefferson County Pension Board Member Number Three position from June 19, 2016 to August 3, 2016. During this announcement period, eleven (11) individuals submitted completed applications. The applications were screened based on the following minimum qualifications:

- Must be a Certified Public Accountant
- Ten (10) years professional financial experience (e.g., benefit plans, actuarial, investments, etc.)

Of the eleven (11) complete applications submitted, three (3) applicants - Ms. Ida Taylor, Ms. Connie Harris, and Mr. Steve Saathoff indicated that they met the minimum qualifications presented above and provided information for verification.

Connie Harris

Below is a brief summary of the applicant's relevant qualifications.

- Bachelor of Science in Accounting from the University of Montevallo
- Certified Public Accountant
- 13 years of experience as a partner with Deozier, Harville & Hughley
- Holds position of President/Shareholder of Sheppard-Harris & Associates P. C. since 1993

Ida Taylor

Below is a brief summary of the applicant's relevant qualifications.

- Master of Business Administration-Accounting from Alabama A&M University, Normal, Alabama
- Certified Public Accountant
- Holds position of Chief Accountant for the City of Bessemer-Utilities. Has been employed with this organization since 2007.
- Past experience includes positions Senior Auditor and Senior Internal Auditor with the City of Birmingham from 1988 through 2007

Stephen Saathoff

Below is a brief summary of the applicant's relevant qualifications.

- Bachelor of Arts in Finance from North Central College, Illinois.
- Certified Public Accountant

- Holds position of Vice President of Financial Planning and Analysis at Cigna HealthSpring
- Past experience includes positions as Senior Accountant, Senior Finance Manager, and Director of Financial Planning and Analysis at various organizations within the healthcare and manufacturing industries

Based on the review of the information provided by the applicants, and interviews conducted on August 3, 2016, Connie Harris is the best qualified applicant. She is a Certified Public Accountant with 35 years of continuous experience in public accounting. During which time, she has supervised audits for municipalities, utilities, and institutions of higher learning. She currently serves as Principal Auditor for Pickens County Community Action Committee & CDC, Inc., Rural Health Medical Program, Walker County Community Action Agency, Quality of Life Health Services, Inc., the City of Midfield, Berean Baptist Head Start Center, City of Birmingham Arbitrage Calculation, and Birmingham Water Works Board Pension Fund. It is the recommendation of the Personnel Board that Connie Harris will be appointed to the position of Jefferson County Pension Board Member Number Three to serve a three (3) year term from August 31, 2016 through August 30, 2019. (Motion made by A. Florie and Seconded by L. K. Moore; L. Washington - Recused)

IV. JURISDICTION CONTRACTS

- a) The Board ***conditionally*** approved a *proposed* contract between the City of Birmingham (PEP) and Arcadis-US. The City of Birmingham will retain the services of ARCADIS-US, Inc. to assess and transition full implementation of the City's annual stormwater fee bill assessment, coordinated with the Jefferson County Tax Assessor's Office and in compliance with Alabama Act No. 2014-439 and City Ordinance 15-95. Arcadis will provide services to ensure that a fair, equitable, and defensible process is developed, updated, and refined as necessary for ensuring that appropriate stormwater fees are assessed to properties within the Birmingham City Limits of Jefferson and Shelby counties. Key service efforts include data development and analysis; appeals process development; project management services and calculation of stormwater fees. The contract term is 7/1/2016 to 6/30/2018 and the cost is \$366,067.00 (\$178,967 year 1 and \$187,100 year 2). Approval of the contract was based on specialized knowledge required to perform the services, and the fact that the City plans to transition services to Merit System positions

during the contract period, and is *conditioned* on the resulting services in the contract not deviating from the representations made in the submission, no work beginning prior to the execution of the contract and the submission of the executed contract to the Personnel Board for our records. (Motion made by L. Washington and Seconded by A. Florie)

- b) The Board approved a contract between Jefferson County (Comm & Econ Dev) and United Way of Central Alabama. The County desires to contract with the United Way of Central Alabama to assist in the arrangement of and reimbursement for supportive services to eligible individuals who are enrolled in Jefferson County Workforce Investment Act (JCWIA) programs. Jefferson County Workforce Development determines an individual's eligibility to receive such services and refers eligible individuals to the United Way. United Way provides services including transportation, child care, dependent care and housing assistance. The Board approved a similar contract with United Way on November 10, 2015 for the same services and the same amount. The contract term is 7/1/2016 to 6/30/2017 at a cost of \$475,000. Approval was based upon the nature of the contract and the services and resources available to United Way of Central Alabama as a non-profit organization responsible for providing services to the community and the fact that the majority of the cost of the contract is for reimbursement to individuals and only 27% of the cost is for administrative expenses. (Motion made by A. Florie and Seconded by L. Washington)
- c) The Board approved a contract between Jefferson County (Roads & Trans) and Jefferson Title Corporation. Jefferson Title Corporation identifies the legal owner(s) of property and discloses all liens, defects, burdens and obligations that could affect the property. Title work is required in Community Services, Inspection Services, Roads and Transportation and Environmental Services. The contract amount is \$105,000, or \$35,000/year. The contract is effective upon execution for a term of three (3) years. The contract was approved based on the sporadic nature of the work. (Motion made by A. Florie and Seconded by L. K. Moore; L. Washington)
- d) The Board approved a contract *amendment* between Jefferson County (Roads & Trans) and R. Scott Allen. The nature of work encompasses appraisal services for 3 tracts of land. The Board approved a similar contract with R. Scott Allen on August 11, 2015 to appraise 10 tracts of land for a total not to exceed \$40,000. The amendment will add an additional 3

tracts to the original contract for a cost not to exceed \$7,500; however, the County has indicated that the total amount paid to R. Scott Allen will not exceed the \$40,000 cap that was approved in the original contract. Based on the temporary nature of the services being performed within 60 days and the fact that the additional services should be able to be included at no additional cost above the \$40,000 contract that the Board approved in 2015, the contract is recommended for approval. (Motion made by L. Washington and Seconded by A. Florie)

V. APPEAL OF DIRECTOR'S DETERMINATION (Rehire; Reinstatement; Grievance, etc.)

None were presented

VI. CONTESTED ITEMS - Appeal of Disciplinary Actions (Suspension, Demotion, Termination, etc.)

- a) Richard Cheatwood vs. the City of Vestavia Hills (Police Department) – (DA-2016-2064-VH; DA-2016-2054-BH) - Hearing Officer's Report and Recommendation – Upon due consideration of all relevant parts of the record, the Board AFFIRMS the Hearing Officer's recommendation to uphold the fifteen (15) calendar day suspension. The Board expressly disagrees with the statement on page nine (9) of the Recommended Decision that "the comments other than the comment about failing to back up his fellow officers, standing alone, would not be serious enough to warrant a charge of conduct unbecoming." The Board finds that comments such as the ones made by Respondent Cheatwood could serve as the basis for a finding of conduct unbecoming. (Motion made by A. Florie and Seconded by L. Washington)

VII. INFORMATION AND DISCUSSION ITEMS

- a) Request to address the Board – Christopher Brown (Police Officer, City of Fairfield) – Mr. Brown through Counsel Raymond Fitzpatrick, put forth a request for the Board to facilitate his transfer from the City of Fairfield Police Department to another municipal jurisdiction under the Personnel Board. Mr. Brown made this request due to the refusal by City of Fairfield Mayor Kenneth Coachman to authorize his transfer, in accordance with Personnel Board Rule 11.10. Following a discussion among the Board Members and staff, Mr. Fitzpatrick, Mr. Alton Parker, Counsel for the City of Fairfield, and Leslie Coyne, Counsel for the Personnel Board, the Chairman opened the floor for motions to address Mr.

Brown's request. A motion was made to authorize the Personnel Board staff to initiate a rule-making process under Rule 2.2 and to issue notice of same. The Board requested continued effort on the part of the staff to work with Ray Fitzpatrick, Alton Parker, and Mayor Coachman to gain resolution to the matter within the City of Fairfield. (Motion made by L. Washington and Seconded by A. Florie)

b) Provisional Appointments

1. Timothy Sayers	Bessemer	Elec Dist Asst Supv	Approved
2. Jack Bankston	Mountain Brook	Sr. Rev Examiner	Approved

c) Advance Steps

1. Barnes, Timothy	Skilled Laborer	Birmingham	Approved
2. Bradford, Cynthia	Landfill Opns Attendant	Birmingham	Approved
3. Brown, Michael	Sr. Construction Supv	Birmingham	Approved
4. Davis, Kevin	Chief Jail Administrator	Birmingham	Approved
5. Rismanchi, Leila	Museum Assistant	Birmingham	Approved
6. Reedy, Andrea	Truck Driver	Birmingham	Approved
7. Stitt, Adrienne	Grants Administrator	Birmingham	Approved
8. Rice, Lakera	Public Health Nurse	Health Dept	Approved
9. Broadnax, Ritchelle	Nurse Practitioner	Jefferson Co	Approved
10. Lacey, Connie	Truck Driver	Jefferson Co	Approved
11. Redrick, Diane	Business Sys Spec	Jefferson Co	Approved
12. Watson, Pamela	Business Sys Spec	Jefferson Co	Approved
13. Allums, Lynniece	Sheriff's Sergeant	Jefferson Co	Approved
14. Finley, Randall	Sheriff's Sergeant	Jefferson Co	Approved
15. Green, Robert	Sheriff's Sergeant	Jefferson Co	Approved
16. Hale, Terry	Sheriff's Sergeant	Jefferson Co	Approved
17. Hallingquest, Arlinda	Sheriff's Sergeant	Jefferson Co	Approved
18. Hogeland, Terrill	Sheriff's Sergeant	Jefferson Co	Approved
19. James, Kenneth	Sheriff's Sergeant	Jefferson Co	Approved
20. Lay, Ronald	Sheriff's Sergeant	Jefferson Co	Approved
21. McCreless, George	Sheriff's Sergeant	Jefferson Co	Approved
22. Merchant, Dana	Sheriff's Sergeant	Jefferson Co	Approved
23. Mize, Jason	Sheriff's Sergeant	Jefferson Co	Approved
24. Orr, Jason	Sheriff's Sergeant	Jefferson Co	Approved
25. Posey, James	Sheriff's Sergeant	Jefferson Co	Approved
26. Scott, Terry	Sheriff's Sergeant	Jefferson Co	Approved
27. Short, Ronny	Sheriff's Sergeant	Jefferson Co	Approved
28. Washington, Jude	Sheriff's Sergeant	Jefferson Co	Approved
29. Williams, Anthony	Sheriff's Sergeant	Jefferson Co	Approved

d) Reinstatements

- | | | | |
|-------------------|------------------|------------|----------|
| 1. Johnny King | Pub Safe Disp II | Hueytown | Approved |
| 2. David Lacey | Police Officer | Birmingham | Approved |
| 3. Timothy Turner | Police Officer | Bessemer | Approved |

e) June/July Board Bi-monthly Expenditure Reports

VIII. EXECUTIVE SESSION

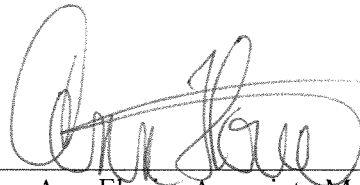
No executive session was held, but it was decided to hold the monthly Board Meetings at 1:30 p.m. rather than 12:00 p.m., as has been the practice for the past two Board Meetings. The meeting was adjourned at 1:54 p.m.



L. Kenneth Moore, Chairman
Personnel Board of Jefferson County



Lonnie Washington, Associate Member
Personnel Board of Jefferson County



Ann Florie, Associate Member
Personnel Board of Jefferson County

Attested By:



Jeff Crenshaw, Deputy Director
Personnel Board of Jefferson County