

Board Packet - 08/25/2022 Agenda

I. Opening Remarks

II. Action Items

- A. Recommendation that the Board approves the Board Minutes for the meeting held on July 22, 2022.
- B. Recommendation to approve the Personnel Board's In-Service Day for 2022.
- C. Recommend that the Board approves City of Birmingham resolution #22-113 authorizing retention payments to sworn Police, Fire, and Department of Public Works field employees.
- D. Recommendation that the Board approve a contractual agreement between the Personnel Board and the Civil Rights Institute. The contract includes facility rental and tours for all Board staff. The event is October 14, 2022 (In-Service Day), and the amount of the contract is \$1,500.
- E. Recommendation that the Board approves a contract between the Personnel Board and Hampton Inn & Suites – Downtown – Tutwiler to provide hotel accommodations and services to individuals traveling to Birmingham in support of the ongoing business operations of the Board for fiscal year 2023. Rooms will be charged at the prevailing government rate plus lodging fees. This contract was established through the County's ITB 56-22 as a one (1) year contract with the option to renew for two (2) additional one-year periods. The contract will be for the period of October 1, 2022 – September 30, 2023 and the cost will not exceed \$96,030.00.
- F. Recommendation that the Board approves a contract renewal between the Personnel Board and ThinkGard to provide disaster recovery solutions. The contract amount is for a service cost of \$1,282.95/month with a one-time professional service cost of \$250.00 and a backup appliance server cost of \$4,853.00. The contract is for three years with the option to renew two additional one-year periods for this contract. ThinkGard, employs what is

called a Hybrid Cloud system that consists of a local backup device that will replicate the Personnel Board's entire information system to an offsite location. ThinkGard uses an image-based backup that allows for recovery of the entire server array, including the operating system, system settings, and all associated files. This system is designed to duplicate data and backup host devices inside the Personnel Board VMware data center composed of virtual and physical servers. 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 a localized disaster (local failure of IT infrastructure from hardware failure or data corruption, etc.) and local catastrophe 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. This contract results from a request for proposal RFP # 40-22 "Personnel Board Disaster Recovery Service".

- G. Recommendation that the Board approves a contract between C Spire Business and the Personnel Board for support and configuration services of the migration of the current Cisco ASA 5515 firewall equipment. The contract would implement and install a Firepower Threat Defense (FTD) appliance, Firepower Management Center (FMC), and Firepower Device Manager (FDM) software. The contracted price will not exceed the amount of \$4,000 for the contract term.
- H. Recommendation that the Board approve the request from the Jefferson County Health Department to increase their salary schedules by 6%, effective September 24, 2022.
- I. Recommendation that the Board approves the Director's reinstatement decisions pursuant to Rule 10.3 of the Rules and Regulations. (Support document to be presented at the meeting.)

III. Jurisdiction Contracts

- A. Recommendation that the Board approve a new contract between the Jefferson County Sheriff's Office and approximately 33 SROs. The SROs will provide any and all law enforcement functions that a deputy sheriff can perform under Alabama Law arising out of, related to, or in connection with his/her permitted duties as a deputy with the Sheriff. SROs will be expected to establish a positive relationship and work in conjunction with the principal of the school to which he/she is assigned, and provide law enforcement and policy services to the school, school grounds and areas adjacent to the school and investigate allegations of criminal incidents per the Sheriff Department policies and procedures in accordance with the laws of the State of Alabama Criminal Code and protocols established and published by the Sheriff. The Board has approved two similar contracts previously.
- B. Recommendation that the Board approve a new contract between Jefferson County and a vendor to be determined. The selected vendor will provide monthly pest control and inspection services at seventy-nine (79) locations in Jefferson County. This is a one (1) year contract, with an anticipated effective period of October 1, 2022 to September 30, 2023, with an extension option of two (2) one (1) year renewals. The estimated annual cost is \$70,000. The Board has approved several contracts of this nature, for both the City of Birmingham and Jefferson County. Based on the fact that the services are generally contracted and are performed sporadically, this contract is recommended for approval.

IV. Administrative Leave with Pay

- A. Jordan McCoy, Jefferson County Sheriff's Office (30-Day Extension of Leave)
- B. Johnny Oliver, City of Birmingham (10-Day Extension of Leave)

V. Contested Items

- A. Jason Rickels vs. City of Tarrant (Fire Department) - Case No. DA-2021-2336-TC (Termination)- Hearing Officer's Report & Recommendation
- B. Thomas Burch vs. City of Birmingham (Fire & Rescue Service) - Case No. DA-2022-2385-BH (Suspension - 14 days (4 shifts) - Hearing Officer's Report & Recommendation
- C. Joshua Barnard vs. City of Birmingham (Fire & Rescue Service)- Case No. DA-2021-2362-BH (Suspension - 30 days)- Motion to Lift Stay
- D. De'Angelo Davis vs. City of Birmingham (Fire & Rescue Service)- Case No. DA-2022-2388-BH (Demotion)- Joint Motion to Dismiss Appeal & Settlement Agreement

VI. Appeal of Director's Determination

- A. John Henson - Rehire Appeal

VII. Information and Discussion Items

- A. Recommend the Board acknowledge the Board meeting schedule for the remainder of the 2022 calendar year:
 - September 29th at 1:30p
 - October 27th at 1:30p
 - December 12th at 1:30
- B. Recommendation that the Board acknowledge the contract between AT&T and the Personnel Board of Jefferson County for voice-over internet protocol (VOIP) phone services.
- C. On Friday September 23, 2022, the PBJC will have its annual Graduation Celebration. This day is set aside once per year to recognize all those who have completed a training certificate program. This year's event will be held at the Boutwell Auditorium, and we expect approximately 180 graduates with over 300 total attendees including the participants, graduate's supervisors,

invited guests, and more. The Board prefers to rotate the event among its member agencies in order to continue our positive working relationships. Past events have been held at the Bessemer Civic Center, Gardendale Civic Center, Bill Harris Arena, and Trussville Civic Center. We are honored and excited that the City of Birmingham as agreed to partner with us with the use of Boutwell Auditorium for no charge on Friday, September 23, 2022 from 9:00 am-11:30 am.

D. Recommendation that the Board acknowledge the City of Irondale's Resolutions 2022-R-120, 2022-121, and 2022-R-134, which creates a public safety salary schedule and grants a 9% Cost of Living Adjustment to Classified Employees, and a 14% Cost of Living Adjustment to Sworn Public Safety Employees and Fire Personnel, effective October 5, 2022.

E. Recommendation that the Board acknowledge the list of Advanced Steps.

F. Recommendation that the Board acknowledges the following Expenditure Report(s):

July 2, 2022 through July 15, 2022

July 16, 2022 through August 5, 2022

August 6, 2022 through August 12, 2022

G. Update on Executive Director search

VIII. Executive Session