

Board Packet - 10/27/2022 Agenda

I. Opening Remarks

II. Action Items

- A. Recommendation that the Board approves the Board Minutes for the meeting held on September 27, 2022.
- B. Recommendation that the Board approves the Resolution for Board staff to receive a three percent (3%) cost of living adjustment effective November 5, 2022.
- C. Recommendation that the Board approves a thirty-day contract extension between ConvergeOne and the Personnel Board of Jefferson County. The extension would allow the transfer of services between ConvergeOne and AT&T.
- D. Recommendation that the Board authorizes the Personnel Board to enter into individual contracts with up to five subject matter experts (in the amount of \$1,000 per subject matter expert) to assist in the development of police-related professional development assessment exercises to be administered in conjunction with a training program to be provided by the Personnel Board to develop job-related competencies. The target date for the work is late November/early December, contingent on the availability of the subject matter experts.
- E. Recommendation that the Board approves a new job class of Deputy Police Chief, job code #06070, at a grade 31. This position would be available to Police Departments in the Merit System with a Police Chief III designation, serving as second in command and having responsibility for daily operations and services of the Department, and will direct all activities of the Department in the absence of the Police Chief.
- F. Recommendation that the Board approves the Jefferson County Department of Health resolution authorizing a one-time sign-on bonus, in the amount of

\$500, for persons hired as full-time medical clerks as an incentive to attract essential public health workers.

- G. Recommendation that the Board approves the Director's reinstatement decisions pursuant to Rule 10.3 of the Rules and Regulations.

III. Jurisdiction Contracts

- A. Recommend that the Board approve this amendment to a contract between the Jefferson County Department of Health and the Bruno Event Team, LLC. The Bruno Event Team will provide full responsibility for the Jefferson County COVID-19 hotline, to include professional, COVID-19 call center supervisors, operators and Bruno Event Team Management, Spanish translation services, real time escalation of issues to Jefferson County personnel, and daily reporting of call volume and activity and other metrics as determined by the Board. The original contract was entered into on February 9, 2021, following Governor Ivey's declared state of emergency related to COVID-19. The current amendment adds an additional \$477,840, bringing the total contract amount to \$2,067,420, and extends the end date to November 30, 2023. The JCDH asserted that it has no plans to extend the contract past that date. Based on the temporary nature of these services, this contract is recommended for approval.
- B. Recommend that the Board approve the Jefferson County Environmental Services Division (ESD) to engage in a contract with a to be named vendor to clean an estimated 1,500,000 feet of 6- to 12-inch diameter sanitary sewers ranked as high priority for cleaning. These sewers have been identified as high risk for sanitary sewer overflows (SSOs) and the County is under a Clean Water Act Consent Decree (CD) with the required goal of eliminating SSOs. During the cleaning process the amount and type of debris removed will be recorded. The collected data will help determine optimal successive cleaning schedules for each pipe segment. The work is necessary to comply with and terminate the CD. Estimated cost is \$3,250,000. This maintenance contract is requested because County resource levels are presently inadequate to clean these sewers. The Board previously approved a similar contract, from which data was collected to help ESD perform an assessment

of its sanitary sewer cleaning program. All cleaning work is planned as preventive maintenance work with scheduled work orders, and pipes are placed on a cleaning frequency of either 1, 3, 6, 12, or 24 months. ESD implemented a new system and schedule to perform recurring work orders with Merit System positions on a long-term basis and has invested significant resources to budget, equip and train cleaning crews to meet long-term needs, including adding additional Merit System positions. However, in order to complete the number of generated preventative maintenance work orders shown above within the initial cleaning cycle time needed and demonstrate compliance sufficient to terminate its CD, budgeted Merit System crews will not be sufficient. This contract is intended to help the County reduce (with the intent of ultimately eliminating) a backlog of sanitary sewer preventative maintenance work orders.

- C. Recommendation that the Board approves a new contract between the Jefferson County General Services Department and Diversified Elevator Service & Equipment Co., who will provide preventative maintenance and repair service for elevators at thirteen (13) Jefferson County facilities. This is a three (3) year contract effective January 1, 2023 – December 31, 2025, with no extension option, at a cost of \$530,676 (estimated at a cost of \$176,892 per year). Based on the fact that the work is performed sporadically and similar work is generally contracted, this contract is recommended for approval. The Board has approved contracts for these services in the past.
- D. Recommendation that the Board approves a new contract between the Jefferson County IT Department and Motorola Solutions. The contractor will provide maintenance and support services, to include monitoring, for Jefferson County's four microwave links and legacy radio equipment. This equipment is used by the Sheriff's Office, Roads and Transportation, General Services and other first responders in their day to day operations. This is a four (4) year contract, effective upon Commission approval, at a cost of \$1,774,498.73 (Year 1 - \$424,000; Year 2 - \$436,998.73; Year 3 - \$450,000; Year 4 - \$463,500). Based on the fact that the County does not possess the equipment or technical expertise to perform the services, as the services must be performed by Motorola certified technicians, and the sporadic nature

of the repairs, this contract is recommended for approval. The Board approved a similar contract on August 11, 2020.

- E. Recommendation that the Board approves a new contract between the Jefferson County Coroner's Office and Mid-South Medical Imaging, which will provide preventative maintenance and repair service for multiple x-ray equipment systems. This is a three (3) year contract, effective November 1, 2022 – October 31, 2025, with no extension options, at a cost of \$93,600 (\$31,200 per year). Based on the fact that the work is performed sporadically and similar work is generally contracted, this contract is recommended for approval.
- F. Recommendation that the Board approves a new contract between the Jefferson County Department of Health (JCDH) and Women Entrepreneurs in Public Health. The contractor will facilitate the development of a new strategic plan designed to aid the JCDH in becoming more responsive to the emerging needs and changes in public health science. This cost for the services under the contract is \$92,100 and the services are expected to be completed within six (6) to nine (9) months. Based on the temporary nature of these services, and the fact that these types of services are generally contracted, this contract is recommended for approval.

IV. Administrative Leave with Pay

No items in this section

V. Contested Items

- A. Richard Haluska vs. City of Birmingham (Police Department) - Case No. DA-2022-2395-BH (Suspension - 19 Days) - Hearing Officer's Report & Recommendation
- B. Tamekka Hayden vs. City of Bessemer (Fleet Maintenance Department) - Case No. DA-2022-2392-BS (Termination) - Hearing Officer's Report & Recommendation
- C. Rickytha Davis vs. Jefferson County Sheriff's Office - Case No. DA-2022-2400-JC (Suspension - 10 Days) - Hearing Officer's Report & Recommendation
- D. Paul Huffstutler vs. Jefferson County Sheriff's Office - Case No. DA-2022-2398-JC (Suspension -8 Days)- Hearing Officer's Report & Recommendation.

VI. Appeal of Director's Determination

- A. Catherine Guinn vs. City of Birmingham (Police Department) - Grievance No. GR-2022-BH-05-0445 - Appeal of Director's determination that the grievance is ineligible for adjustment under Rule 15 (Grievances).
- B. Jason Marlin - Appeal of Director's disqualification based on past Merit System Employment Record Regarding Merit System Rehire Eligibility Status.

VII. Information and Discussion Items

- A. Recommendation that the Board acknowledge the list of Advanced Steps.
- B. Recommendation that the Board acknowledge two Resolutions adopted by the City of Gardendale providing a total of a 10% cost of living increase.
- C. Bi-monthly expenditure report:
 - o September 24, 2022 through October 7, 2022

VIII. Executive Session