

Board Packet - 02/27/2025 Agenda

I. Opening Remarks

II. Operational Updates

III. Action Items

- A. Recommendation that the Board approve the minutes of the January 25, 2025 meeting of the Three-Member Board.
- B. Recommendation that the Board approves a seven-month agreement between the Personnel Board and the Sheraton Hotel for March 1, 2025 through September 30, 2025, with the option to renew two one-year periods based on mutual agreement of both parties. The second-and third-year contracts will start at the beginning of the fiscal year (i.e., October 1).
- C. Recommendation that the Board approves a new job of Crime Intelligence Analyst, #06480, Grade 23, for the Birmingham Police Department (salary range of \$51,730 - \$80,226). This position will support law enforcement efforts by gathering, analyzing, and disseminating crime-related data to inform decision-making, strategic planning, and tactical operations.
- D. Recommendation that the Board approves a new job of Breastfeeding Peer Counselor (WIC), #07743, Grade 8, for the Jefferson County Department of Health (salary range of \$27,643 - \$42,869). This position will provide basic breastfeeding information, education, support and encouragement to pregnant and breastfeeding WIC participants.

- E. Recommendation that the Three-Member Board approve the roster of qualified individuals to serve as Hearing Officers for public hearings of disciplinary appeals in 2025.
- F. Recommendation that the Board approves the contract with Clear Audio Visual Systems, LLC to provide maintenance to the audio, video, and computer equipment located within the PBJC Test Administration Facility for March 3, 2025 through September 30, 2025.
- G. Recommendation that the Board approves the Director's reinstatement decisions pursuant to Rule 10.3 of the Rules and Regulations

IV. Jurisdiction Contracts

- A. Recommendation that the Board approves a new contract between the Jefferson County General Services Department and Johnson Controls. Johnson Controls will continue to provide 24/7 monitoring, and maintenance services, for specified equipment and systems located in Jefferson County facilities. These services cover METASYS™ controls, YORK™ chillers, CCure™ / P2000™ card access, ABB variable frequency drives, and cooling tower cleaning and sanitation. Maintenance and service on these systems requires specialized knowledge, training, and manufacturer-specific certifications, as well as proprietary software. Johnson Controls has been providing these services to Jefferson County for many years, and the Board has approved similar contracts in the past. This is a one (1) year contract, effective April 1, 2025 – March 31, 2026, with options to extend for two additional one-year terms, at a total cost of \$4,178,807.64. Based on the specialized nature of the

services to be performed, including remote monitoring and parts, and the sporadic and limited nature of the services, this contract is recommended for approval.

- B. Recommendation that the Board approves a new contract between Jefferson County – Information Technology Department and Thompson Tractor Company, Inc. Thompson Tractor will continue to provide manufacturer-certified technicians to conduct monthly, quarterly, and annual maintenance and repair on ten (10) radio tower standby generators located throughout Jefferson County, at towers used primarily by First Responders. This is a three (3) year contract at a cost of \$147,600 (\$49,200 per year), plus and additional estimated allowance of \$84,835.50 (\$28,278.50 per year) for unscheduled maintenance and repairs at the rates shown in the contract, for an estimated total of \$232,435.50. Because the services will be conducted on a sporadic basis, by certified technicians with specialized equipment, this contract is recommended for approval. The Board has previously approved contracts with Thompson Tractor for similar services.

V. Administrative Leave with Pay

- A. Kevin Pittman, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay
- B. Aaron Harris, City of Vestavia Hills Police Department - Request for 30-Day Extension of Administrative Leave with Pay

VI. Contested Items

- A. Chevelle Lee vs. City of Birmingham (Parks & Recreation)- Case No. DA-2024-2514-BH (Termination)- Hearing Officer's Report & Recommendation

- B. Alonzo Dickinson vs. City of Birmingham (Police Department)- Case No.DA-2024-2520-BH (Suspension - 10 Days)- Hearing Officer's Report & Recommendation
- C. Michael Ragland vs. City of Bessemer (Public Improvements)- Case No. DA-2024-2522-BS (Termination)- Hearing Officer's Report & Recommendation
- D. Derrick Williamson vs. City of Tarrant (Police Department)- Case No. DA-2024-2510-TC (Termination)- Hearing Officer's Report & Recommendation

VII. Appeal of Director's Determination

- A. Deshawn Cook - Appeal of the Director's Determination of Application based on Past Merit System Employment Record
- B. Chudney Kennedy - Appeal of Director's Disqualification of Application based on Past Merit System Employment Record
- C. Jasper (Jay) Wade - Appeal of Director's Disqualification of Application based on Past Merit System Employment Record
- D. NaKeisha Rogers - Appeal of Director's Disqualification of Application based on Past Merit System Employment Record

VIII. Information and Discussion Items

- A. Recommendation that the Board acknowledges the increase in the number of ACT WorkKeys online tests adding \$10,000 for fiscal year 2025 due to the increase in the number of tests needed to be administered for Police Officer candidates.

B. Recommendation that the Board acknowledges a contract between the Personnel Board of Jefferson County and Alabama Public Television for Law Enforcement Officer recruitment commercial spots.

C. Recommendation that the Board acknowledges the January 2025 Advanced Steps.

D. Recommendation that the Board acknowledges the following expenditure reports:

December 14, 2024 through January 10, 2025

January 11, 2025 through January 24, 2025

IX. Executive Session