

Board Packet - 03/27/2025 Agenda

I. Opening Remarks

II. Operational Updates

III. Action Items

- A. Recommendation that the Board approve the minutes of the February 27, 2025 meeting of the Three-Member Board.
- B. Recommendation that the Board approve the revised Personnel Board's Business Conferences and Training Policy and procedures for internal staff.
- C. Recommendation that the Three-Member Board approve a contract between the Personnel Board and the Birmingham Barons, LLC. for One (1) 3' x 9' home plate sign and Sponsorship of Emergency Responders Night (Friday, May 2nd) for \$6,500 for the 2025 season.
- D. Recommendation that the Board approves a new job of Senior Disease Intervention Specialist, Grade 23, Job Code 07364, for the Jefferson County Department of Health (salary range \$57,450 - \$89,128). This job will report to a Disease Intervention Program Supervisor in the Office of Disease Control.
- E. Recommendation that the Board approves a new job of Golf Course Greens Superintendent, Grade 27, Job Code 04113, for the City of Bessemer (salary range \$60,944 - \$94,557). This job will be responsible for performing and overseeing the maintenance of the golf course grounds, equipment, clubhouse grounds, landscaping, and practice facilities, as well as preparing and applying recommended spray, dust solutions, fertilizers and herbicides in compliance with the licenses and law. The incumbent will report to the Head Golf Professional.
- F. Recommendation that the Board approves a new job of Police Inspections Specialist, Grade 20, Job Code 06452, for the City of Birmingham (salary range \$44,678 - \$69,306). This job will be responsible for ensuring compliance of operational readiness standards, managing the evidence and property in-

- take process, and overseeing fleet management, building maintenance, and equipment inventory. The incumbent will report to a Police Sergeant.
- G. Recommendation that the Board approves a new job of Assistant Fire Chief I, Grade 28, Job Code 05022, at the request of the City of Tarrant. The Assistant Fire Chief I will be responsible for planning, directing, and coordinating the activities of fire and emergency services in cities having a population of 10,000 or less citizens. The incumbent will report to a Fire Chief I.
- H. 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 a contractor to be determined. The contractor will provide annual fire alarm system inspection, testing, and maintenance at various Jefferson County locations. All work to be performed requires certified inspectors to satisfy the requirement of the latest edition of NFPA 72, Chapter 10. This will be a three (3) year contract, effective 5/23/2025, at an estimated cost of no more than \$100,000 (estimated \$20,000 per year for testing and inspection, and an additional amount for repairs). The Board has approved contracts in the past for similar services. Based on the fact that these services must be performed by certified technicians using special equipment, are sporadic in nature, and are generally contracted, this contract is recommended for approval under the following conditions: 1) the County must submit the final contract for Board records, and 2) that contract does not deviate in any substantial manner from the representations made in this submission.
- B. Recommendation that the Board approves a new contract between the Jefferson County Roads and Transportation Department and CB&A Construction, LLC. The contractor will perform sensitive clearing and vegetation removal of the land covering the former Shannon Landfill to prepare the land for the next critical phase of the project, which will be to permanently cap the landfill, at a cost of \$1,395,908. Work is expected to complete within 90 days of starting the contract. Contract specifications

require control of erosion and stormwater runoff, and includes closing water wells. Based on the fact that these services are temporary in nature and must be completed in compliance with environmental and safety regulations, this contract is recommended for approval.

- C. Recommendation that the Board approves a contract amendment between the Jefferson County Compliance Department and Mauldin & Jenkins to assist the County's Compliance Department to establish a robust internal auditing process. The original contract was approved by the Board February 1, 2024, is being amended to increase the "not-to-exceeded" amount from \$60,000 to \$85,000. The additional cost is intended to accommodate an increase in the estimated number of hours needed to provide the scope of services while maintaining the existing hourly rates. All other terms and conditions of the approved contract remain the same. Based on the continued temporary and sporadic nature of these services, this contract amendment is recommended for approval.

V. Administrative Leave with Pay

- A. Love, Walter, Jefferson County Sheriff's Office - Request for 30- Day Extension of Administrative Leave with Pay
- B. Dancy, Angel, Jefferson County Sheriff's Office - Request for 30- Day Extension of Administrative Leave with Pay
- C. Thomas Seales, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay

VI. Contested Items

- A. Catherine Owens vs. City of Birmingham (Police Department)- Case No. DA-2024-2535-BH (Termination)- Joint Motion to Dismiss Appeal & Settlement Agreement
- B. Glenda Middleton vs. City of Birmingham (Department of Planning, Engineering & Permits)- Case No. DA-2024-2521-BH (Demotion)- Joint Motion to Dismiss Appeal & Settlement Agreement

- C. Ronald Wilson vs. City of Birmingham (Capital Projects)- Case No. DA-2024-2532-BH (Termination)- Hearing Officer's Report & Recommendation
- D. Jonathan Mitchell vs. City of Vestavia Hills (Police Department)- Case No. DA-2024-2519-VH (Termination)- Hearing Officer's Report & Recommendation
- E. Antonio Nelson vs. City of Bessemer (Public Improvements Department)- Case No. DA-2024-2528-BH (Suspension - 15 Days)- Hearing Officer's Report & Recommendation

VII. Appeal of Director's Determination

- A. Rickytha Davis - Appeal of the Director's Determination
- B. Robert Eaton - Appeal of the Director's Determination
- C. Derryo Fowler - Appeal of the Director's Determination
- D. Steven Foy - Appeal of the Director's Determination
- E. Jennifer Lindley - Appeal of the Director's Determination
- F. Ashawntea Thomas - Appeal of the Director's Determination

VIII. Information and Discussion Items

- A. Recommendation that the Board acknowledges the list of Advanced Steps.
- B. Recommendation that the Board acknowledges the following expenditure reports:

January 25, 2025 through February 7, 2025

February 8, 2025 through February 28, 2025

IX. Executive Session