

Board Packet - 12/04/2025 Agenda

I. Opening Remarks

II. Operational Updates

III. Action Items

- A. Recommendation that the Board approves the Board Minutes for the meeting held on November 18, 2025.
- B. Recommendation that the Board approves the Personnel Board's expenditures for fiscal year 2025 in the amount of \$10,275,558.86
- C. Recommendation that the Board approve the request from the City of Bessemer to increase the aforementioned salary schedules as indicated, effective November 1, 2025.

IV. Jurisdiction Contracts

- A. Recommendation that the Board approves a new contract between the Jefferson County Environmental Services Department and ADCO Companies, LTD. The vendor will utilize authorized Cleaver-Brooks representatives to calibrate, test, and make minor repairs to 4 boilers at 2 facilities during annual and biannual inspections of the Valley Creek and Village Creek water reclamation facilities. This contract is for 3 years at a cost of \$198,384. Because services require an authorized Cleaver-Brooks representative and are sporadic in nature, this contract is recommended for approval. The Board has approved similar contracts in the past for services of this nature.

V. Administrative Leave with Pay

- A. Charles T. Bradley, City of Birmingham (Planning, Engineering & Permits) - Request for 10-Day Extension of Administrative Leave with Pay

VI. Contested Items

- A. Michael Smith vs. Jefferson County (Roads & Transportation)- Case No. DA-2025-2568-JC (Termination)- Joint Motion to Dismiss Appeal & Settlement Agreement

B. Rachel Thursby vs. Jefferson County (Environmental Services) - Case No. DA-2025-2575-JC (Termination) - Hearing Officer's Report & Recommendation

C. James Jackson vs. City of Birmingham (Police Department)- Case No. GR-2025-BH-01-0474 (Grievance)- Complainant's Motion Regarding Other Relief

VII. Appeal of Director's Determination

A. Gary Alan Fendley - Appeal of the Director's Decision to Disqualify Application

B. Gracia Patterson - Appeal of the Director's Decision to Disqualify Application

C. Courtney Pearson - Appeal of the Director's Decision to Disqualify Application

D. Diamond Dantzle - Appeal of the Director's Decision to Disqualify Application

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 report:

October 25, 2025 through November 7, 2025

IX. Executive Session