

Board Packet - 10/27/2026 Agenda

I. Opening Remarks

II. Operational Updates

III. Action Items

- A. Recommendation that the Three-Member Board approve the minutes of the August 27, 2026 Board meeting.
- B. Recommend that the Board approve the proposed revision to Section VI-2 of the 2026 Salary Administration Guide and Pay Plan to establish formal procedures for Appointing Authorities to request off-cycle pay grade reviews.
- C. Recommendation that the Board approve the MSA Amendment and Order Form between Workday, Inc. and the Personnel Board of Jefferson County for the period of October 30, 2026 through October 29, 2031. Workday provides a full service HR management system solution including job posting and applicant tracking, performance management, job description management, personnel action processing, and enhanced reporting capabilities, among other functionality. The MSA amendment extends the period for the Board's use of the service, increases the number of Full-Service Equivalents (FSE) Workers, and substantially reduces the overall cost of the contract.
- D. Recommendation that the Board approve a renewal of the existing contract between the Personnel Board and Alta Language Services to provide second-language proficiency assessments as needed for Merit System candidates and employees.
- E. Recommendation for the Board to approve a contract renewal between the Personnel Board of Jefferson County and Mythics LLC for hosting, monitoring, and securing the Personnel Board's virtual servers in Oracle Cloud Infrastructure.
- F. Recommendation that the Board approve a new internal Personnel Board policy on Recording of Workplace Meetings and Conversations.
- G. Recommend that the Board approves two new jobs classes:
 - Construction Project Manager

- Senior Construction Project Manager

H. Recommend that the Board approves two new jobs classes:

- Senior Probate Clerk
- Probate Court Supervisor

I. Recommend that the Board approves the new job class: Parks Maintenance Director

J. Recommend that the Board approves the new job class: Bessemer Utilities Director

K. Recommendation that the Board reappoint David Germany to Board Member Position Number One of the Firefighters' and Police Officers' Supplemental Pension Board, City of Birmingham.

IV. Jurisdiction Contracts

No items in this section

V. Administrative Leave with Pay

A. Robert Lisle, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay

B. DeKarrius D. Turner, City of Birmingham (Police Department) - Request for 30-Day Extension of Administrative Leave with Pay

C. Martinez Hill, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay

VI. Contested Items

A. Collice Howard vs. City of Fultondale (Police Department)- Case No. DA-2026-2619-FD (Termination) - Hearing Officer's Recommended Decision

B. Dailin Lewis vs. City of Birmingham (Fire & Rescue Service) - Case No. DA-2026-2615-BH (Termination) - Respondent's Motion to Lift Stay

C. Charles Bradley vs. City of Birmingham (Department of Planning, Engineering & Permits (Suspension)- Findings and Recommendation of Hearing Officer

D. Yolanda Lawson vs. City of Birmingham (Office of the City Attorney) - Case No. DA-2026-2626-BH (Suspension)- Amended Findings and Recommendation of Hearing

Officer

E. Bryanna Moore vs. City of Birmingham (Police Department) - Case No. DA-2026-2629-BH (Suspension) - Hearing Officer's Report and Recommendation

F. Jason Rickels vs. City of Tarrant (Fire Department) - Case No. DA-2025-2563-TC (Termination)- Hearing Officer's Findings of Fact, Law, and Recommended Decision

G. Toushi Arbitelle vs. City of Leeds (Administration) - Case No. DA-2025-2597-LD (Termination):

- Respondent, City of Leeds' Response to Complainant, per Board Order of August 27, 2026
- Hearing Officer's Finding of Fact, Law, and Recommended Decision
- Toushi Arbitelle's Objections to Hearing Officer's Report and Recommendation

VII. Appeal of Director's Determination

A. Delisa Anderson (Scott) - Appeal to overturn Disqualification of Application Based on Past Merit System Employment Record

B. Nekia Foney - Appeal to overturn Disqualification of Application Based on Past Merit System Employment Record

C. Michael Williams - Appeal to overturn Disqualification of Application Based on Past Merit System Employment Record

D. Latrice Averette - Appeal to Overturn Director's Decision Relating to Grievance Determination

VIII. Information and Discussion Items

A. Chuck Winborn - Appeal to Overturn Director's Decision Relating to Formal Complaint

B. Acknowledgement of the resolutions providing cost of living adjustments (COLAs) for the following Merit System agencies:

- Gardendale - 3%
- Hueytown - 3%
- Jefferson County - 3.25%
- Mountain Brook - 2.5%
- Pleasant Grove - 3%

- Vestavia Hills - 2%
- Homewood - 1%

- C. Acknowledgement of the renewal of the Personnel Board's general liability insurance policy for the period of October 1, 2026 through September 30, 2027.
- D. Acknowledgement of a contract amendment between the Personnel Board and the Sheraton Birmingham Hotel for hotel accommodations for fiscal year 2027.
Amendment adjust the prevailing government rate from \$126.00 to \$135.00 plus lodging and tourism fees per day per person.
- E. Acknowledgement of the Director's administrative approval of a one-year contract between the Jefferson County Department of Health and The Bloom Group, Inc. for government relations and lobbying services at a maximum cost of \$47,000.
- F. Recommendation that the Three-Member Board acknowledge the August and September lists of Advanced Steps.
- G. Recommendation that the Three-Member Board acknowledge the following expenditure reports:
- August 22, 2026 through September 4, 2026
- September 5, 2026 through September 11, 2026
- September 12, 2026 through September 18, 2026

IX. Executive Session