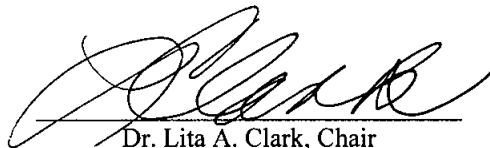


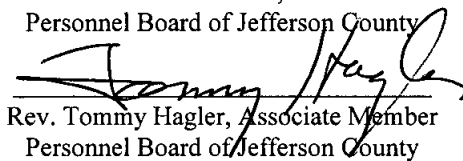
**MINUTES OF THE MEETING OF THE
PERSONNEL BOARD OF JEFFERSON COUNTY
NOVEMBER 17, 2006**

The Personnel Board of Jefferson County met on November 17, 2006. Present for the meeting were Dr. Lita A. Clark, Chair; Rev. Tommy Hagler, Associate Member; and L. Kenneth Moore, Associate Member.

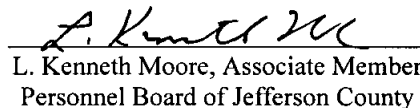
The Board conducted a hearing concerning the Hearing Officer's Report and Recommendation in *City of Birmingham Department of Public Works vs. Terry G. Gardner*. Present for the hearing were: Jacinda Anderson, attorney for the City of Birmingham (Department of Public Works); Terry G. Gardner, Respondent; Gerri Robinson, attorney for Respondent; Kenneth O. Simon, attorney for the Personnel Board of Jefferson County; and Joyce Smith, Personnel Board Employee Relations. The parties presented their arguments concerning the correctness of the Hearing Officer's recommendation. The Board advised the attorneys and the parties of its intention to review the audio recording of the proceedings before the Hearing Officer. The Board requested, and the parties agreed to, a waiver of the normal 30-day requirement for issuing its order. Following the arguments, and upon Rev. Hagler's motion (seconded by Judge Moore), the Board adjourned the meeting.



Dr. Lita A. Clark, Chair
Personnel Board of Jefferson County



Rev. Tommy Hagler, Associate Member
Personnel Board of Jefferson County



L. Kenneth Moore, Associate Member
Personnel Board of Jefferson County

Attested By: