

PROPOSED AGENDA
PERSONNEL BOARD OF JEFFERSON COUNTY MEETING AGENDA

April 14, 2009

- I. OPENING REMARKS BY BUDDY SMITH
- II. OPERATIONAL UPDATES
 - Personnel Director's comments
 - Business Office – Cynthia Holiness
 - HR Information and Technology Services – Roger McCullough
 - Workforce Development & Applicant Services – Guy Dewees
 - Performance Measurement – Jeff Crenshaw
- III. ACTION ITEMS
 - a) Board minutes for meeting held on March 10, 2009.
 - b) Approval of agreement regarding attorney's fees in the case of U.S. vs. Jefferson County CV-75-S-666-S
 - c) Recommendation that the Board approved the revised Personnel Board's FMLA Policy. The original policy was approved by the Board on April 3, 2007. The Family Medical Leave Act (FMLA) of 1993 entitles an eligible employee to take up to twelve (12) weeks of job protected leave in any twelve (12) month period should he or she experience one of the qualifying events. The qualifying events include 1) the employee's own serious health condition, (2) the serious health condition of an immediate family member, or (3) the birth or placement of a child for adoption or foster care. In January 2009, The Family Medical Leave Act (FMLA) of 1993, was amended to include any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty or call to active duty status in support of a contingency operation. In addition, it allows employees to care for a covered servicemember with a serious injury or illness if the employee is the spouse, son, daughter, parent or next of kin of a covered service member. Under this provision, an eligible employee is entitled up to a total of twenty-six (26) weeks of leave during a single twelve (12) month period to care for a servicemember with a serious injury or illness. These changes, along with additional clarification to the original policy are included in the revised policy.
 - d) Recommendation that the Board approve a contractual agreement between the Personnel Board and the Birmingham Regional Chamber of Commerce to become a sponsor of the 2009 Young Professionals' Exposition. This event presents a unique branding opportunity to reach over eight hundred civic minded professional-level individuals. Attendees include members of the Birmingham Regional Chamber of Commerce's Young Professionals' organization as well as the junior board members of all the various organizations under the Chamber. Members of these organizations are more likely to have a higher sense of public duty and are therefore more likely to be interested in public sector careers. We have sponsored this event the previous two years and have been impressed with the level of interest from the attendees as well as the services provided by the Chamber. The contract amount is \$2,000.00.

- e) Jefferson County Tax Assessor's Office vs. Mary Francine O'Rear (DA-2009-1714)
- f) Jefferson County Finance Department vs. Albert L. Foster (DA-2009-1715)
- g) Birmingham Police Department vs. Michael Thomas (DA-2005-1521)
- h) Jason Davis vs. City of Midfield (GR-2009-02-0195)
- i) Frank E. Anderson Jr., B'ham Fire & Rescue - Application For Injury With Pay Leave

IV. INFORMATION AND DISCUSSION ITEMS

- a) February/March/April Board Bi-weekly Expenditure Reports

V. EXECUTIVE SESSION