

REVISED PROPOSED AGENDA
PERSONNEL BOARD OF JEFFERSON COUNTY MEETING AGENDA

April 3, 2007

1. Board minutes for meeting held on March 26, 2007.
2. Reduction In Force Procedures
3. Recommendation that the Board approve the Personnel Board's Family Medical Leave Policy. The Personnel Board has developed a new policy to assure compliance with the Federal Family Medical Leave Act (FMLA). 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.
4. The Personnel Board has revised the Bereavement Policy which was initially implemented in 2005. The original policy established a uniform procedure for allowing staff to use up to twelve (12) days per calendar year of accrued sick leave with pay for an illness or death in the employee's immediate family that necessitates the employee's absence from work. The policy has been revised to exclude the clause that covers illness.
5. Recommendation that the Board approve a conditional contract extension between Jefferson County Commission (Bettye Fine Collins) and Elements Health Inc. Contractor provides Dietician services to JCRHC in the absence of qualified candidates for employment. There is an existing register for Dietician containing five names. These names have been referred to and rejected by JCRHC. The original contract with Element Health, Inc. was conditionally approved by the Board to end December 31, 2006, or until the vacancies could be filled following creation of a viable register. Contract extension includes the addition of \$65,000.00 and the extension of the end date to September 30, 2007.
6. Recommendation that the Board approve a conditional contract extension between Jefferson County Commission and Sheridan Black. Contractor provides services as a Patient Activity Director in the absence of qualified candidates. There is an existing register; however, it only contains two names, both of which have been referred to and rejected by JRHC. The Personnel Board of Jefferson County was not a party to the original contract. Contract extension includes the addition of \$15,000.00 and the extension of the end date to September 30, 2007.
7. Order for Jefferson Rehabilitation and Health Center vs. Cecilia Jones (DA-2006-1595)
8. Order for City of Birmingham Police Department vs. Theress Smith (DA-2004-1491)

INFORMATION and DISCUSSION ITEMS

- a) Appointment of Special Hearing Officers and the budget implications of the cost on the Merit System
- b) Status of Motion to Terminate Consent Decree
- c) Draft response to Roger Wyatt from the Board re: Temporary Rule Modification
- d) Birmingham News Article regarding the City of Leeds leaving the Jefferson County Personnel Board
- e) Betty Gamble Closure
- f) Two Police Chiefs Issue
- g) Media Policy
- h) Resolution from the Jefferson County Department of Health granting a one percent (1%) cost of living increase to all eligible employees effective March 31, 2007.
- i) Birmingham Department of Public Works vs. Michael Rials (DA-2007-1625)
- j) Birmingham Department of Public Works vs. Frank Atkins (DA-2006-1590)
- k) Birmingham Police Department vs. Anthony I. Stallings (DA-2005-1563)
- l) Advance Step Requests
- m) Correspondence items received for Board Members
- n) Dates for Board closing arguments/settlement hearings