



Merit Matters

IVR: 279-3400
Help Desk: 279-3444
Main Number: 279-3500
Fax Number: 279-3407

Main: www.pbjcal.org
Jobs: www.jobsquest.org
www.meritmatters.org

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DISABILITY PROVES NO OBSTACLE TO SUCCESS



Alex Sears; Data Management Tech

Alex Sears, Data Management Technician Trainee with the Personnel Board, will be honored by Jefferson State Community College in recognition of his being selected to Who's Who Among Students in American Universities and Colleges. His achievement will be recognized at the College's Annual Honors Convocation and Reception on April 22nd. This is certainly an honor for anyone, but what makes this achievement particularly outstanding is that Alex has autism. Autism is a developmental disability that affects some 1 to 1.5 million Americans and is currently the fastest growing developmental disability in the U.S.

Alex came to the Board as part of a program to provide career opportunities to people with disabilities. His salary is paid through federal stimulus dollars which provide for up to five hundred hours of paid work experience with the objective of increasing job readiness and marketability. According to his supervisor, Ayla Russell, Alex is a whiz with numbers and he spends much of his time working with spreadsheets and calculating seniority, a critical activity at the Board. When he is not crunching numbers he is working with the Board's Webmaster learning to build web pages as part of an academic Internship with Jefferson State where he is pursuing a degree in Web Technologies and maintains a 3.53 GPA.

According to Roger McCullough who administers the Board's disabilities program, referred to as CEAD (Certifying Eligible Applicants with Disabilities), the Merit System offers tremendous potential for the employment of people with disabilities. Unfortunately this potential has yet to be fully tapped, McCullough added.

The Personnel Board's program allows applicants who have been certified as having significant disabilities by the Alabama Department of Rehabilitation Services (ADRS) or by the U.S. Department of Veteran Affairs to be placed in temporary jobs to demonstrate their capabilities to perform successfully or be placed on registers based on their job-specific qualifications and then to be certified to hiring jurisdictions for possible employment. Through its partnership with ADRS, the PBJC Training and Career Development Department offers a fun, one-day workshop: "Understanding People with Disabilities". Any jurisdiction interested in discussing the possibility of hiring a person with a disability can call Guy Dewees at 279-3516 or Roger McCullough at 279-3466.

ELEVATE YOURSELF WITH CAREER ADVANCEMENT



Beginning in April Merit System employees can take advantage of a new PBJC training initiative. The Elevate Program is designed for individuals looking to take steps towards career advancement.

"For so long training has been about the now. The Elevate program is our push towards what can be," said Pete Blank, PBJC Training Advisor.

The first phase is a series of training courses on professionalism, resume writing, networking and interviewing. Additional phases will follow focusing on your career aptitude, maximizing interview potential and career analysis.

Log in to CareerZone (www.pbjcal.org/cz) and register for the phase one classes today!

- Expected Job Openings**
- Public Health Engineer
 - Electrician
 - Law Librarian
 - Building Inspections Manager
 - Public Relations Coordinator
 - Medical Clerk
 - Administrative Assistant I
 - Administrative Assistant II
 - Administrative Assistant III
 - Administrative Assistant IV
 - Administrative Coordinator
 - Legal Secretary
 - Court Clerk
 - Senior Court Clerk
 - Principal Court Clerk

Registers Released

- Network Administrator I
- Senior Assessment and Development Specialist
- Community Resource Representative
- Senior Property Appraiser
- Firefighter
- Fire Battalion Chief I
- Waste Water Treatment Plant Superintendent
- Laboratory Supervisor
- Traffic Maintenance Supervisor

THE GREEN WAY...

With the garden season in full bloom, here are a few tips to save some cash and make your garden more eco-friendly.

- Have the pH of your soil professionally tested. Add lime if it is below 6.0 and gardener's sulfur if it is above 7.0.
- Set your mower height high...3-4 inches. Cutting it short does not mean you mow less. It actually hurts the quality of your lawn.
- Water only when your grass begins to curl. This is the point where it can absorb the most moisture before it begins to dry.
- Visit richsoil.com for more tips