

# Merit Matters

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

Main: [www.pbjcal.org](http://www.pbjcal.org)  
Jobs: [www.jobsquest.org](http://www.jobsquest.org)  
[www.meritmatters.org](http://www.meritmatters.org)

## PBJC OPERATES UNDER BUDGET AGAIN



The Personnel Board takes its fiscal responsibilities very seriously and is sensitive to the financial impact it has on the budgets of member jurisdictions and the taxpayers. We constantly strive to provide the highest level of service while exploring ways to improve operational efficiencies and reduce costs.

As we close the 2009-2010 fiscal year our expenditures will be less than budgeted for the **eighth** consecutive year. Some of the many cost cutting measures we have implemented include: no merit or cost of living increases, a hiring freeze, and restricted costs associated with staff development and travel.

As we embark on a new fiscal year, we remain sensitive to the continuing financial difficulties of the jurisdictions that we serve. The 2010-2011 budget (located on the Board's website) shows our continued commitment to ensure the efficient utilization of all resources provided to fund the Board's mandates which are required under federal and state law. Some additional cost cutting measures in the coming year include: no merit increases, elimination of unfilled positions, restriction of costs associated with staff development and travel, and the elimination of the use of a document storage facility.

## PBJC INTERNAL RESTRUCTURING

The Personnel Board is known to most as the organization that handles the processes handed down by the Enabling Act. However, we are also a jurisdiction in our own right. Over the last month the Personnel Board has reorganized internal staff. The goal is to work better internally to continue to serve you more efficiently.

### Internal Shifts:

- We have recently moved Jeffrey Crenshaw to the administrative team as Deputy Director. The deputy director position has been vacant since 2005.
- Brian Bellenger is now the department head for Performance Measurement. Brian has been a Performance Measurement team lead since 2003.
- Stacy Lange has been moved to Industrial/Organizational Psychologist.

The Performance Measurement department has consolidated from four to three assessment teams and one test administration team.

These changes do not affect how you contact or interact with the Personnel Board. Our aim is to create a more efficient structure to better serve the jurisdictions, their employees and the citizens of Jefferson County.

### GREEN NEWS...

In August, members of the PBJC Green Team attended the second annual Green Building Focus Conference & EXPO at the BJCC. The goal of the conference was to inspire and motivate individuals to understand building space not only from an economic standpoint but from an environmental standpoint as well. The conference consisted of over 40 interactive presentations from green building experts from around the world. The opening speaker was Michelle Moore, the Obama Administration's Federal Environmental Executive. She is responsible for promoting sustainability and environmental stewardship throughout the federal government's operations. Also at the conference, City of Birmingham Mayor, William Bell announced the formation of a green team in his city. The PBJC Green Team is looking forward to working with the city's new Green Team in the future.

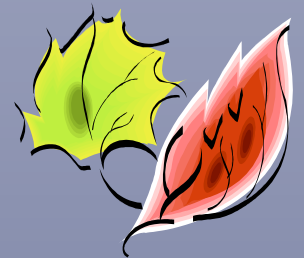
## October 2010

### Expected Job Openings

Database Administrator  
GIS Tech  
Clinical Nurse Practitioner  
Power Distribution Helper

### Registers Released

Parole and Probation Officer  
Clinical Nursing Director  
Shop Helper  
Latent Fingerprint Examiner  
Maintenance Mechanic  
Senior Food Service Supervisor  
Housekeeping Supervisor



### News Update

The PBJC will be closed Monday, October 11 for a staff in-service day.

Classification Survey deadline is October 29. See the Classification link on the PBJC website for more information.

Graduation for the PBJC training certificates will be Friday, October 22 at the Birmingham Botanical Gardens.