

Board Packet - 02/23/2023 Agenda

I. Opening Remarks

II. Action Items

- A. Recommendation that the Board approves the Board Minutes for the meeting held on January 26, 2023.
- B. Recommendation that the Board approves a contract with the Birmingham Barons, LLC. in the amount of \$17,500 for Sponsorship of JobsQuest and Emergency Responders Night (Friday, April 28th, 2023) to include multiple recruiting booths and season long signage marketing.
- C. Recommendation that the Board approves the City of Birmingham's request to create a new job, Deputy Director of Parks and Recreation - Birmingham (#04196), with a pay grade of 34. This position will be responsible for assisting the Director of Parks and Recreation - Birmingham with daily operations.
- D. Recommendation that the Board approves the Director's reinstatement decisions pursuant to Rule 10.3 of the Rules and Regulations
- E. Recommendation that the Board approves Resolution No. 2023-08.101 establishing a Public Safety schedule for the City of Midfield, Alabama, Repeal of Cost of Living Raise Ordinance No. 2022-08-57(A), change in annual Firefighters annual hours and establishment of cost of living adjustment.
- F. Recommendation that the Board authorizes the Director to engage in contracts with up to ten subject matter experts at a cost of up to \$850 each (depending on number of assessments to be performed) to provide assessment of candidate performance on administered selection exams.

III. Jurisdiction Contracts

- A. Recommendation that the Board approves a new contract between the Jefferson County Finance Department and Mauldin & Jenkins, LLC to conduct a one-time assessment of key Jefferson County Finance and Revenue departmental functions, workflow/business processes, and milestones to help optimize Finance and Revenue operations. The scope of work will include reviewing core functions, service delivery models by core function, key processes, workflows, inputs/outputs, controls, use of

technology, timeliness, levels of review, and governing requirements. Additionally, Mauldin & Jenkins will review organizational structure, customer service and process consistency at various customer serving locations, and develop meaningful recommendations to improve/enhance Finance and Revenue operations. This is a temporary contract that is expected to last three (3) to four (4) months, effective following approval by the Board and County Commission. The estimated cost is \$147,000 (based on estimated resource requirement of 600-675 hours). Based on the limited (temporary) and sporadic nature of these services, this contract is recommended for approval.

B. Recommendation that the Board approves a contract between the Jefferson County Environmental Services Department and ADS, LLC to provide comprehensive data and analysis using sewer collection system flow monitoring services pursuant to Jefferson County's wastewater treatment consent decree. Work includes long term flow monitoring, temporary flow monitoring, smoke testing, manhole remote alarming, and level monitoring and reporting services utilizing ADS owned equipment. A contract between the County and ADS has been in place since 2014, and the Board last approved a similar contract on May 12, 2020 (summary attached). The current contract is for three (3) years at a not to exceed cost of \$5,400,000 (Estimates for each year: Y1 - \$1,635,233. Y2 - \$1,853,160. Y3 - \$1,911,609). Based on these services generally being contracted, the contract is recommended for approval.

IV. Administrative Leave with Pay

A. Walter Readus, City of Birmingham (additional 1-day Extension of Leave)

V. Contested Items

- A. Antwan Duncan vs. City of Birmingham (Police Department)- Case No. DA-2022-2375-BH (Termination) - Motion to Lift Stay
- B. Ryan Pryor vs. City of Birmingham (Police Department) - Case No. DA-2022-2413-BH (Suspension - 14 days) - Hearing Officer's Report & Recommendation
- C. Terrance Gooden vs. City of Birmingham (Communications Department) - Case No. DA-2022-2414-BH (Suspension - 48 hours (4 - 12 hours shifts) - Hearing Officer Report & Recommendation

VI. Appeal of Director's Determination

- A. Paul Thomason - Appeal of Disqualification of Applications Based on Past Merit System Employment Record
- B. Toi Hines - Appeal of Disqualification of Applications Based on Past Merit System Employment Record
- C. Derius Hill - Appeal of Disqualification of Applications Based on Past Merit System Employment Record
- D. Tequisha Witherspoon - Appeal of Disqualification of Applications Based on Past Merit System Employment Record
- E. Richard Cheatwood - Appeal of Disqualification of Applications Based on Past Merit System Employment Record
- F. Deontae Farris - Appeal of Disqualification of Applications Based on Past Merit System Employment Record
- G. Somer Ross - Appeal of Disqualification of Applications Based on Past Merit System Employment Record

VII. Information and Discussion Items

- A. Pursuant to the provisions of Personnel Board Rule 13 (and corresponding provisions of Section 19 of the Enabling Act, as amended), the City of Birmingham adopted a Paid Parental Leave policy providing up to 12 weeks of paid leave for qualifying employees in connection with the birth of an employee's child, placement of a child with the employee for adoption or foster care, or still birth occurring 20 or more weeks into the pregnancy.
- B. On January 18, 2023, Tarrant City Council adopted Ordinance No. 1153 (AN ORDINANCE TO ESTABLISH THE POWERS AND DUTIES OF THE SUPERINTENDENT OF THE CITY ELECTRIC DEPARTMENT) establishing Tarrant Electric Superintendent as the Appointing Authority for positions within Tarrant Electric.
- C. Recommendation that the Board acknowledge the list of Advanced Steps.
- D. Bi-monthly expenditure reports for:
 - January 6, 2023 - January 27, 2023
 - January 28, 2023 - February 10, 2023

VIII. Executive Session