

# Board Packet - 06/03/2025 Agenda

## I. Opening Remarks

## II. Operational Updates

## III. Action Items

- A. Recommendation that the Board approve the minutes of the April 24, 2025 meeting of the Three-Member Board.
- B. It is recommended that the Three-Member Board approve the work-study program partnership agreement with Cristo Rey Birmingham Work Study for the period of August 1, 2025, through June 1, 2026. The total cost of the contract is \$8,000.
- C. Recommendation that the Board approves a new Population Health Manager job, Grade 31, Job Code 07691 (salary range \$84,885 - \$131,664). This job will report to, and be responsible for assisting, the Prevention and Wellness Director with the operational and administrative leadership for initiatives aimed at reducing health disparities across the community.
- D. Recommendation that the Board approves a new Prevention and Wellness Director job, Grade 42, Job Code 07696 (salary range \$145,163 – \$225,202). This job will report to, and be responsible for assisting the Deputy Health Officer with the the strategic oversight of multiple divisions including Environmental Health, Population Health, Health Equity, Emergency Preparedness and Response, Quality Improvement, Epidemiology, and Disease Prevention.
- E. Recommendation that the Board approves a new Bessemer Utilities Assistant Operations Manager job, Grade 32, Job Code 08497 (salary range \$77,792 - \$120,682). This job will report to, and be responsible for assisting, the Bessemer Utilities Operations Manager with the daily operations of the Bessemer Utilities Department, to include planning, directing, and coordinating the engineering, personnel, accounting, financial, and administrative functions.

## IV. Jurisdiction Contracts

- A. Recommendation that the Board approves a new contract between the Jefferson County General Services Department and Willo Products Company. The contractor will provide preventive maintenance and repair services on 144 Willo Wedge swinging door

locks, 133 food pass through doors, and 19 Willo Sliders (sliding door locks) for the Jefferson County Bessemer Public Safety Center (Bessemer Jail). This is a 3-year contract for \$96,708 (\$32,236 per year). Contract is recommended for approval based on the sporadic nature of the work and evidence to support the services being generally contracted.

## **V. Administrative Leave with Pay**

- A. Aaron Harris, City of Vestavia Hills Police Department - Request for 30-Day Extension of Administrative Leave with Pay
- B. Barry Deed, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay
- C. Zedric Perdue, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay
- D. Jason Rickels, City of Tarrant (Fire Department) - Request for 30-Day Extension of Administrative Leave with Pay
- E. Karen R. Hall Phillips, City of Birmingham (Department of Public Works) - Request for 10-Day Extension of Administrative Leave with Pay

## **VI. Contested Items**

- A. Benjamin Mercer vs. Jefferson County (Environmental Services) - Case No. DA-2024-2533-JC (Termination) - Show cause regarding the parties failure to submit a fully executed settlement agreement after notifying the Personnel Board that a settlement has been reached
- B. Archie Gresham vs. City of Birmingham (Fire & Rescue Service) - Case No. DA-2025-2538-BH (Suspension - 120 Hours - 5 shifts) - Hearing Officer's Report & Recommendation
- C. Raymond Kent vs. City of Birmingham (Police Department) - Case No. DA-2024-2501-BH (Termination) - Hearing Officer's Report & Recommendation
- D. Gracia Patterson vs. City of Birmingham (Finance Department)- Case No. DA-2025-2541-BH (Termination)- Joint Motion to Dismiss Appeal & Settlement Agreement
- E. Jason Rickels vs. City of Tarrant (Fire Department)- Case No. DA-2021-2336.01-TC - Complainant's Renewed Notice of Non-Compliance and Objection to Appointing

## VII. Appeal of Director's Determination

- A. Zaryah Christian - Appeal of the Director's determination regarding rehire eligibility
- B. Christopher Tippins - Appeal of the Director's determination regarding rehire eligibility
- C. Deshawn Cook - Appeal of the Director's Determination

## VIII. Information and Discussion Items

- A. **Due to its timing, the insurance policies were administratively renewed at the end of May, and is now presented as an informational item.**

Acknowledgement by the Three-Member Board of the Director's renewal of the Board's following insurance policies, set to expire, on behalf of the Personnel Board of Jefferson County for 2025-2026:

- Public Officials & Employment Liability Insurance
- Property Insurance
- Cyber Security Insurance
- Crime (including burglary Insurance

- B. **Due to its timing, this contract was administratively approved on April 29, 2025, and is now presented as an informational item.**

Recommendation that the Board approves a new contract between the Jefferson County Department of Health and the Crisis Center, Inc. The contractor will provide operational support to maintain the Crisis Center's Recovery Resource Center that facilitates access to substance use disorder treatment throughout Jefferson County. Services will include in-person, walk-in assessments at no cost to the individual client, peer support and case management services, and progress and statistical reporting to the Health Board and the Alabama Governor's Opioid Overdose and Addiction Council. This is a 1-year fixed-fee contract that began May 1, 2025, in an amount not to exceed \$325,000, and is expected to be paid for using Opioid settlement funds. Based on the fact that these services are highly specialized and generally contracted, this contract is recommended for approval.

- C. Recommendation that the Board acknowledges the list of Advanced Steps.
- D. Recommendation that the Board acknowledges the following expenditure reports:

March 29, 2025 through April 11, 2025

April 11, 2025 through April 25, 2025

April 26, 2025 through May 9, 2025

## **IX. Executive Session**