

Board Packet - 06/26/2025 Agenda

I. Opening Remarks

II. Operational Updates

III. Action Items

- A. Public hearing on the adoption of the 2025 Classification Survey and Board vote on the adoption of the 2025 Classification Survey Recommendations.
- B. Recommendation that the Board approves the Board Minutes for the meeting held on June 3, 2025.
- C. Recommendation that the Board approves a multi-year contract with Mythics to assist Board staff with the implementation of Oracle Cloud Infrastructure which will provide a Full Stack Disaster Recovery solution, which automates the process of transitioning entire applications, including infrastructure, middleware, databases, and applications—between different OCI regions. It offers a comprehensive solution for protecting critical applications and data by replicating them to a secondary region, ensuring business continuity during outages. Services involved with the migration, installation, consulting and hosting services for this project:
 - 1. Cloud migration – \$82,501.76 (including up to forty (40) hours of post go-live support by vendor to provide ongoing assistance to the Board, as needed) - July 1, 2025 through September 30, 2026
 - 2. Consulting as a Service Agreement (after migration) - \$29,520.00 (10 hours per month for 12 months) - September 1, 2025 through September 30, 2026
- D. Recommendation that the Board approves a contract with Mythics LLC for hosting on Oracle Cloud Infrastructure (OCI). Mythics LLC is an Oracle Partner that supports clients utilizing Oracle cloud-based resources. OCI is designed to provide a high-performance, scalable, and secure platform for running enterprise applications. It offers a comprehensive suite of cloud-based services for various business functions, including data backup, disaster recovery, firewall protection, and the ability to deploy new virtual machines. OCI eliminates the need for costly on-premises hardware, reducing capital expenditures. Its consumption-based

pricing model allows organizations to pay only for the resources they use, thereby optimizing costs.

- E. Recommendation that the Board approves contract with Clear Audio Visual to provide maintenance services to the Personnel Board of Jefferson County's test administration facility audio visual recording from July 1, 2025 through September 30, 2026. The PBJC will be invoiced upon completion of maintenance calls in an amount of \$125 per hour for service and \$80 per hour for travel in an amount not to exceed \$10,000.
- F. Recommendation that the Board approves new job Plumbing Supervisor, Grade 26, Job Code 08545, and a salary range of \$65,229 - \$101,192 for Jefferson County. This job will report to the Operations Manager and oversee, plan, and coordinate plumbing installation, maintenance, and repair projects across assigned County facilities.
- G. Recommendation that the Board approves a new job of Business Intelligence (BI) Reporting Analyst, Grade 28, Job Code 02520, and a salary range of \$71,906 - \$111,550 for Jefferson County. This job will report to the Business Systems and Reporting Manager and will oversee BI development process, including data sourcing, preparation, analysis, and analysis, modeling, and report design utilizing SQL, Power BI, and other BI tools.
- H. Recommend approval to create a new position, Digital Forensic Examiner (#06479), with a pay grade of 23, and a salary range of \$56,347.20 to \$87,401.60 for Jefferson County. This job will report to the District Attorney's Office Chief Administrator and will play a critical role in the criminal justice and investigative process by identifying, acquiring, preserving, analyzing, and presenting digital evidence derived from electronic devices and information systems within the District Attorney's Office.

IV. Jurisdiction Contracts

- A. Recommendation that the Board approves a new contract between Jefferson County Department of Health – Disease Control, and the UAB Board of Trustees, who will continue to provide consultative services to the Department of Health by providing at least 206 full days of direct clinical care to patients being treated for sexually transmitted infections by seeing a minimum of nine (9) patients per day, per provider, providing in-service training regarding sexually-transmitted infections to Department of Health staff, and attending regularly scheduled

Department of Health meetings. The contracts allow UAB attending physicians, nurse practitioners, research assistants, and Infectious Disease fellows to participate in clinics and provide lectures/medical education related to emerging sexually-transmitted infections diagnosis and treatment options. This is a one (1) year contract, effective October 1, 2025 – September 30, 2026, with no extension options, and at a rate of \$150,665. Based on the fact that a significant portion of the services under this contract include providing specialized physicians who are exempted from the Classified Service, and given the highly specialized nature of providing this type of health care, and the fact that contracting with an infectious diseases physician or other physician group is common, this contract is recommended for approval.

V. Administrative Leave with Pay

No items in this section

VI. Contested Items

- A. Tyree Walker vs. Jefferson County (Environmental Services)- Case No. DA-2025-2555-JC (Termination) - Joint Motion to Dismiss Appeal & Settlement Agreement
- B. Theodoric McKinstry vs. City of Birmingham (Police Department)- Case No. DA-2024-2518-BH (Termination)- Hearing Officer's Report & Recommendation
- C. Nicole Taylor vs. City of Birmingham (Communications Department)- Case No. DA-2025-2539-BH - Hearing Officer's Report & Recommendation
- D. Susan Clark vs. City of Irondale (Senior Activity Center)- Case No. DA-2024-2499-ID (Termination)- Hearing Officer's Report & Recommendation
- E. Jason Rickels vs. City of Tarrant (Fire Department) Case No. DA-2021-2336.01-TC - Complainant's Renewed Notice of Non-Compliance

VII. Appeal of Director's Determination

- A. Charles Neal Roberts - Appeal of the Director's Determination (Grievance)

VIII. Information and Discussion Items

- A. Recommendation that the Board approves a new contract between the Jefferson County Information Technology Services (ITS) Department and Gartner, Inc. The

contractor will determine current satisfaction with ITS through surveys and interviews of key stakeholders, assess ITS capabilities, benchmarked against similar size organizations, create strategic actions and initiatives aligned with the County's desire to drive IT strategy, and craft an ITS Strategy document that highlights accomplishments and showcases a prioritized, actionable path forward. This is a 6-month contract, at a cost of \$250,000, and will begin upon Commission approval and continue through December 31, 2025. Based on the specialized skills required, the temporary nature of the work, and since this type work is typically contracted, this contract is recommended for approval.

Due to the timing of the Jefferson County Commission Meeting, this contract was administratively approved by the Director on 6/18/2025, and is being presented as an informational item.

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

May 10, 2025 through May 23, 2025

May 24, 2025 through June 6, 2025

IX. Executive Session