

Board Packet - 07/23/2026 Agenda

I. Opening Remarks

II. Operational Updates

III. Action Items

- A. Recommendation that the Board approve the minutes of the June 25, 2026 Board meeting.
- B. Recommendation that the Board approves the budget for fiscal year 2027 in the amount of \$11,538,356.
- C. Recommendation that the Board approves the 2026-2027 Holiday Schedule.
- D. Recommendation that the Board approve revisions to the Personnel Board's Rehire Eligibility Determination Process and Criteria for evaluating eligibility of applications of former Merit System employees.
- E. Recommend the Board approve letters of engagement with Coyne Counsel & Consulting, LLC and Bainbridge, Mims, Rogers & Smith Attorneys at Law to provide legal services to the Personnel Board for fiscal year 2026-27 (October 1, 2026 - September 30, 2027).
- F. Recommendation that the Board approves an amendment to engage in a one year renewal of the contract between the Personnel Board of Jefferson County and the Sheraton Birmingham Hotel to cover fiscal year 2026-27 (October 1, 2026 - September 30, 2027) to provide hotel accommodations for volunteer assessors and business operations.
- G. Recommendation for the Board to approve a contract renewal between Intecrowd LLC and the Personnel Board of Jefferson County for Workday support and configuration consulting services for the contract term covering November 1, 2026 through October 31, 2027. The contracted services will be billed at a rate of \$165 per hour, not to exceed \$22,000 for the contract term.
- H. Contract Renewal with Solis CFC Security - HOLD UNTIL AUGUST MEETING

I. Contract with Mythics - HOLD UNTIL AUGUST MEETING

J. Integrated Communication Solutions, Inc. Contract - HOLD UNTIL AUGUST MEETING

K. Reinstatements to Eligibility Lists - None received

IV. Jurisdiction Contracts

A. Recommendation that the Board approves a new three year contract between Jefferson County Fleet Management and Dixie Overhead Door, Inc., to provide rolling/overhead door inspections, maintenance, and repair services for Fleet Management facilities at a cost of \$23,290 per year.

B. Recommendation that the Board approve a new three-year contract between the Jefferson County Compliance Office and Pages & Posts, who will develop customized safety training and provide technical writing, communication design, and related e-learning services at a cost not to exceed \$50,000 for the three-year period.

C. Recommendation that the Board approve a new three-year contract between the Jefferson County General Services Department and Siemens Industry, Inc., who will provide HVAC management, building automation monitoring, maintenance, troubleshooting, and system optimization services at County facilities at cost of \$440,445 in year 1, \$471,195 in year 2, and \$499,467 in year 3.

D. Recommendation that the Board approve a new four-month contract between the Jefferson County Community Services department and UNCH, Inc., who will provide ARPA-funded housing rehabilitation repairs for twelve eligible homes in Jefferson County.

V. Administrative Leave with Pay

A. The Jefferson County Sheriff's Office has submitted the following requests for administrative leave with pay for Board approval:

1. Cerell Cole, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay
 2. Hishmhael Ladouceur, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay
 3. Jahmari Stephens, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay
 4. Ariana Hart, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay
- B. The City of Bessemer has submitted the following requests for administrative leave with pay for Board approval:
1. Dustin Alford, City of Bessemer (Police Department) - Request for 15-Day Extension of Administrative Leave with Pay
- C. Kamron Shelton, City of Tarrant (Police Department) - Request for 30-Day Extension of Administrative Leave with Pay

VI. Contested Items

- A. Jeffrey Pogue vs. City of Kimberly (Police Department)- Case No. DA-2026-2605-KB (Termination) - Complainant's Motion to Stay
- B. Tracey Matthews vs. Jefferson County (Environmental Services) - Case No. DA-2026-2616-JC (Termination)- Joint Motion to Dismiss Appeal and Settlement Agreement
- C. Raymond Fuller, Sr. vs. Jefferson County (Roads & Transportation) - Case No. DA-2026-2628-JC (Termination)- Joint Motion to Dismiss Appeal and Settlement Agreement
- D. Eric Hunter vs. City of Homewood (Parks & Recreation) Case No. DA-2026-2608-HW (Termination)- Hearing Officer's Report and Recommendation
- E. Christopher Grace vs. City of Midfield (Police Department)- Case No. DA-2609-MF (Termination)- Findings and Recommendation of Hearing Officer

VII. Appeal of Director's Determination

- A. James Jackson - Appeal of the Director's denial of an administrative hearing on a submitted grievance
- B. Andra Hamby - Appeal to overturn disqualification of application based on past Merit System employment record
- C. Theodoric McKinstry - Appeal to overturn disqualification of application based on past Merit System employment record

VIII. Information and Discussion Items

- A. Recommendation that the Board acknowledges the list of Advanced Steps.
- B. Recommendation that the Board acknowledges the following expenditure reports:
 - June 13, 2026 through June 26, 2026
 - June 26, 2026 through July 10, 2026
 - July 11, 2026 through July 17, 2026

IX. Executive Session