



Personnel Board of Jefferson County

A Career. A Purpose. A Life.

MEETING MINUTES FOR THE PERSONNEL BOARD OF JEFFERSON COUNTY

May 28, 2026

The Personnel Board of Jefferson County met on Thursday, May 28, 2026. Present at the meeting were: L. Kenneth Moore, Chair; Jacqueline Smoke, Associate Member; and Donna Smith, Associate Member. Present from the Personnel Board were: Jeff Crenshaw, Director; Cynthia Holiness, Business Office; Marty Alber, Organizational Effectiveness & Communications; Stacey Lange, Testing; Pete Blank, Training; Robert Groce, Information Technology; and Leslie Coyne, Legal Counsel for the Personnel Board. Attending virtually were other Personnel Board staff.

I. OPENING REMARKS BY L. KENNETH MOORE, CHAIR

Chair Moore called the meeting to order at 1:31 pm and dispensed with any remarks.

II. Operational Updates

A) Stacey Lange- Employment Testing Division Manager

Stacey reported that the Classification and Compensation Department has been focused on finalizing the 2026 Annual Survey to ensure employees assigned job duties align with their established job classifications. A total of 496 employees completed the survey, resulting in one position being recommended for reclassification. Initial recommendations were provided to employees and agencies in April, and only one viable appeal was received during the appeal process. The survey findings are expected to be finalized at the June board meeting.

In addition to the Annual Survey, the Classification and Compensation Department continues to develop new job classifications, conduct job audits at the request of agencies, and perform market analyses in accordance with the established five-year schedule.

Stacey also reported that the Employment Testing staff have been actively developing and administering examinations for several administrative and clerical positions. Multiple examinations were conducted throughout April, with four additional examinations scheduled for June. Testing staff also continue to conduct job analysis studies, including site observations and focus group sessions, to gather the job content necessary for the 2027 online survey.

Finally, Stacey expressed appreciation to Jefferson County for its assistance in securing alternative locations for Personnel Board testing. Employees from their General Services, the County Manager's Office, Environmental Services, and PBJC's IT played a key role in identifying suitable testing spaces and ensuring the necessary internet connectivity was available. Their support, collaboration, and commitment were greatly appreciated.

B) Marty Alber – Organizational Effectiveness and Change Division Manager

Marty Alber reported that since April, there has been strong social media growth across Facebook, Instagram, and LinkedIn. The organization's social media presence increased by 5.8%, resulting in a total of 367 followers across all platforms. Content performance also saw significant gains, with views increasing by 168.5% and reaching 251,000 total views. Engagement rose by 1.6%, generating approximately 23,000 interactions with content. During this period, 134 posts were published, contributing to more than 244 shares on Meta platforms (Facebook and Instagram) and 21,963 link clicks on LinkedIn. Key social media initiatives included recognizing National Police Week and Professional Municipal Clerks Week, highlighting employees through spotlight features, and promoting The Blitz through the "Welcome to Our House" promotional video.

III. Action Items

- A) The Board approved the Board Minutes for the meeting held on May 5, 2026. (Motion made by J. Smoke; Seconded by D. Smith)
- B) The Board approved the renewal of the Personnel Board's insurance policies for 2026-2027.
- Public Officials & Employment Liability Insurance
 - Property Insurance
 - Cyber Security Insurance
 - Crime (including burglary insurance)
- (Motion made by J. Smoke; Seconded by D. Smith)
- C) The Board approved the extension of the work-study program partnership agreement with Cristo Rey Birmingham Work Study (affiliated with Holy Family Cristo Rey Catholic High School) for the period of August 1, 2026, through June 1, 2027. The total cost of the work study program is \$8,000. (Motion made by J. Smoke; Seconded by D. Smith)
- D) The Board approved a rental agreement with Barber Vintage MotorSports in the amount of \$675 for the Personnel Board to host a session of its MPACT executive leadership development program. (Motion made by J. Smoke; Seconded by D. Smith)
- E) The Board approved the new job class of Chief Compliance Officer - Jefferson County. (Motion made by J. Smoke; Seconded by D. Smith)

- F) The Board approved the May reinstatements to the eligible registers pursuant to Rule 10.3. (Motion made by J. Smoke; Seconded by D. Smith)

III. Jurisdiction Contracts

No items in this section

V. Administrative Leave with Pay

- A) Clinton Bowden, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay. (Motion made by J. Smoke; Seconded by D. Smith)

VI. Contested Items

- A) Dione Davis vs. Jefferson County (Environmental Services) - Case No. DA-2026-2604-JC (Termination)- Joint Motion to Dismiss Appeal and Settlement Agreement. The Board voted to **APPROVE** the Joint Motion to Dismiss Appeal & **ACCEPT** the Settlement Agreement. (Motion made by J. Smoke; Seconded by D. Smith)
- B) Jonathon Hicks vs. Jefferson County (Roads & Transportation) -Case No. DA-2026-2603-JC (Termination) - Joint Motion to Dismiss Appeal and Settlement Agreement (Show Cause)- Show cause regarding the parties' failure to submit a fully executed settlement agreement after notifying the Personnel Board that a settlement had been reached. In attendance was Attorney Don Carroll, who represented Jefferson County. The Board **ORDERED** that the parties were to appear before the Board at its next meeting on June 25, 2026, to show cause why the agreement submitted on April 20, 2026 should not be enforced, or the matter proceed to a hearing. (Motion made by J. Smoke; Seconded by D. Smith)
- C) Gregory Easterling vs. City of Birmingham (Equipment Management) - Case No. DA-2026-2612-BH (Termination)- Joint Motion to Dismiss Appeal and Settlement Agreement. The Board voted to **APPROVE** the Joint Motion to Dismiss Appeal & **ACCEPT** the Settlement Agreement. (Motion made by J. Smoke; Seconded by D. Smith)
- D) Trinitee Gentry vs. City of Bessemer (Police Department)- Case No. DA-2026-2599-BS (Termination)- Hearing Officer's Report and Recommendation. In attendance was Attorney Scott Morrow who represented Trinitee Gentry. The Board voted to **UPHOLD** the Hearing Officer's Recommendation. (Motion made by J. Smoke; Seconded by D. Smith)

- E) Stephon Green vs. City of Birmingham (Police Department) – Case No. DA-2019-2254-BH (Termination)- Complainant's Motion to Reinstate. In attendance was Attorney Scott Morrow who represented Stephon Green. Attorney Joseph Abrams represented the City of Birmingham. Attorney Leslie Coyne provided background of the case to the Board Members. To be consistent with the Alabama Court of Appeal's order, the Board voted that Mr. Green be **REINSTATED** within 10 days of the order and require him to begin the certification/recertification process, which must be completed within 60 days. The Board **DENIED** the City's request that Mr. Green re-enroll in the police academy. However, the Board determined that Mr. Green **MUST COMPLETE** additional training following APOSTC certification/recertification, as determined by the Chief of Police for the City of Birmingham. Upon successful completion of the certification process, Mr. Green must also undergo additional anger management and de-escalation training as directed by the Chief of Police. The Board **DENIED** the request that Mr. Smith be required to submit to a fitness-for-duty evaluation. (Motion made by J. Smoke; Seconded by D. Smith)
- F) Derrick Williamson, Jr. vs. Wendell Major (City of Tarrant) – Case No. CC-2026-0001-TC (Citizen Complaint) - Appeal of Director's Decision and Hearing Officer's Report and Recommendation. In attendance virtually was Derrick Williamson. Attorney Leslie Coyne provided background on the case to the Board. The Board voted to **UPHOLD** the Director's decision regarding the scope of the matters to be heard. The Personnel Board **ACCEPTS** the findings and recommendations of the Hearing Officer. Accordingly, the claims set forth in the citizens complaint filed by Derrick Williamson Jr. are not sustained, and the matter is **DISMISSED**. (Motion made by J. Smoke; Seconded by D. Smith)

VII. Appeal of Director's Determination

- A) Fernardirus Butler -Appeal to Overturn Disqualification of Application Based on Past Merit System Employment Record. In attendance virtually was Fernardirus Butler. The Board voted to **UPHOLD** the Director's Determination. (Motion made by D. Smith; Seconded by J. Smoke).
- B) Desmond Clopton - Appeal to Overturn Disqualification of Application Based on Past Merit System Employment Record. In attendance was Desmond Clopton. The Board voted to **OVERTURN** the Director's Determination. (Motion made by D. Smith; Seconded by J. Smoke).
- C) Deshawn Cook - Appeal to Overturn Disqualification of Application Based on Past Merit System Employment Record. The Board voted to **UPHOLD** the Director's Determination. (Motion made by D. Smith; Seconded by J. Smoke).

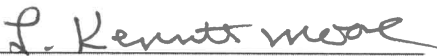
VIII. Information and Discussion Items

- A) The Board acknowledged the 2025 Annual Report of the Personnel Board of Jefferson County.

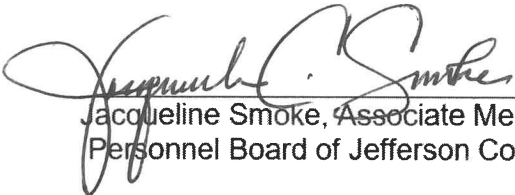
- B) The Board acknowledged the list of Advanced Steps.
- C) The Board acknowledged the following expenditure report:
 - April 4, 2026 through April 17, 2026

IX. Executive Session


There was no need for an executive session. The meeting was adjourned at 2:54 pm.



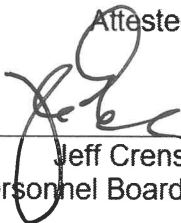
L. Kenneth Moore, Chairman
Personnel Board of Jefferson County



Jacqueline Smoke, Associate Member
Personnel Board of Jefferson County



Donna Smith, Associate Member
Personnel Board of Jefferson County

Attested By:


Jeff Crenshaw, Director
Personnel Board of Jefferson County