



# Personnel Board of Jefferson County

A Career. A Purpose. A Life.

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## **MEETING MINUTES FOR THE PERSONNEL BOARD OF JEFFERSON COUNTY**

June 25, 2026

The Personnel Board of Jefferson County met on Thursday, June 25, 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; Guy Dewees, Application Development; Pete Blank, Training; 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 1:30 pm and dispensed with any remarks.

### **II. Operational Updates**

#### **A) Guy Dewees- Application and Development Division Manager**

Guy reported that recruitment efforts continue to produce strong results. During May, the department received 3,183 applications for 46 job postings, established eligibility lists for 39 job classes, and issued 65 certified lists of applicants for 52 job classes to participating jurisdictions.

Guy also reported that the spring career fair season has concluded, and planning is underway for the fall recruitment season. The recruiting team is currently registered to attend 21 events, including visits to 15 colleges and universities and participation in six community events representing the Merit System.

Guy also informed us that law enforcement recruitment remains a top priority. Year-to-date, the department has received 952 applications for Police Officer and Deputy Sheriff positions and has placed 452 applicants on the eligible register. With the Birmingham Police Department and the Jefferson County Sheriff's Office planning to begin academy classes in August, staff continue working to ensure applicants are informed of upcoming Physical Ability Test and WorkKeys assessment dates. Team members have also been present at physical ability testing events to meet directly with candidates, answer questions, and provide guidance on completing the hiring process.

**B) Pete Blank – Training Division Manager**

Pete reported that the entire Training Team volunteered with Better Basics Birmingham Reads, reading to students at Huffman Academy as part of this community literacy initiative.

Pete also reported that Michael Glaze completed another successful partnership with Dr. Alan Gorman and UAB's Civil Servant Leadership Program. Dr. Gorman also highlighted the partnership during his presentation at the annual Society for Industrial and Organizational Psychology conference.

In addition, Pete reported that Greg Bone completed another On Deck Leadership cohort, graduating more than thirty first-time supervisors after five months of leadership development. Participants will be recognized during the September graduation ceremony.

Pete informed us that the Training team continues to offer regular training classes across all certificate programs. The current MPACT cohort is now in month seven of its nine-month leadership journey while Pete and Ayla continue working with the City of Fairfield leadership team, providing organizational development support, and assisting with leadership and process improvement initiatives.

**III. Action Items**

- A) The Board approved the Board Minutes for the meeting held on May 28, 2026. (Motion made by J. Smoke; Seconded by D. Smith)
- B) Public Hearing on the Adoption of the 2026 Classification Survey. No employee requested to address the Three-Member Board regarding their survey findings. The Board voted to adopt the results of the 2026 classification survey. (Motion made by J. Smoke; Seconded by D. Smith)
- C) The Three-Member Board approved the rental agreement between Red Clay Events & Bar Service for the use of space at the Rosewood Hall (Homewood City Hall) for the Personnel Board's 2026 graduation. (Motion made by J. Smoke; Seconded by D. Smith)
- D) The Three-Member Board approved the revised Personnel Board's Notice of Resignation Policy. (Motion made by J. Smoke; Seconded by D. Smith)
- E) The Board approved the Resolution for Board staff to receive a three percent (3.0%) cost-of-living adjustment (COLA) for all Personnel Board employees effective July 11, 2026. (Motion made by J. Smoke; Seconded by D. Smith)

F) The Board approved the following new job classes:

1. Parks and Leisure Services Assistant Director (Vestavia Hills)
2. Building Safety Director (Vestavia Hills)
3. Public Health Specialist (JCDH)
4. Public Health Specialist (JCDH)

(Motion made by J. Smoke; Seconded by D. Smith)

G) The Board approved the Director's determinations for the Reinstatements to Eligibility Lists for the month of June. (Motion made by J. Smoke; Seconded by D. Smith)

#### **IV. Jurisdiction Contracts**

A) The Board approved two contracts between the Jefferson County Department of Health and The Force Law Enforcement and Security Company to provide unarmed security services (contract 1) and armed sworn law enforcement officers (contract 2) at the Jefferson County Department of Health facilities (Central, Eastern, and Western). (Motion made by J. Smoke; Seconded by D. Smith)

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

In one vote, the Board approved Administrative Leaves with Pay Items A, B, and C in one motion and vote. (Motion made by J. Smoke; Seconded by D. Smith)

- A) Daniel Billings, Jefferson County Sheriff's Office - Request for 30-Day Extension of Administrative Leave with Pay.
- B) Arthur K. Williams, City of Birmingham (Police Department) - Request for 7-Day Extension of Administrative Leave with Pay.
- C) Steven D. Turner, City of Birmingham (Police Department) - Request for 7-Day Extension of Administrative Leave with Pay.

#### **VI. Contested Items**

A) Barry Deed vs. Jefferson County Sheriff's Office - Case No. DA-2026-2601-JC (Suspension- 6 Days) - Hearing Officer Report & Recommendation. In attendance virtually was Attorney Elizabeth Young, who represented Barry Deed. Attorney LaTanisha Hunter represented Jefferson County. The Board voted to **UPHOLD** the Hearing Officer's Report and Recommendation. (Motion made by J. Smoke; Seconded by D. Smith)

- B) Bradley Watson vs. City of Leeds (Administration) - Case No. DA-2026-2607-LD (Termination) - Hearing Officer's Report & Recommendation). In attendance was Attorney Ken Thompson, who represented the City of Leeds, and Attorney Scott Gilliland representing Bradley Watson. Attorney Leslie Coyne provided the Three Member Board with clarification regarding the date of Bradley Watson's termination. The Board voted to **UPHOLD** the Hearing Officer's Report and Recommendation, and **AWARD** Bradley Watson back pay for the period from February 23, 2026 until May 20, 2026. (Motion made by J. Smoke; Seconded by D. Smith)
- C) Jonathon Hicks vs. Jefferson County (Roads & Transportation) - Case No. DA-2026-2603-JC (Termination) - Respondent's Motion to Dismiss Appeal. In attendance was Attorney Donald Carroll who represented Jefferson County. Based on Jonathon Hicks' failure to respond to attempts to contact by Jefferson County and the Personnel Board, the Board voted to **DISMISS** the appeal for abandonment. (Motion made by J. Smoke; Seconded by D. Smith)
- D) Joshua Brown vs. Jefferson County (Environmental Services) - Case No. DA-2026-2611-JC (Termination) - Joint Motion to Dismiss Appeal & Settlement Agreement. In attendance was Attorney Donald Carroll who represented Jefferson County. The Board voted to **ACCEPT** the Joint Motion to Dismiss Appeal & **APPROVE** the Settlement Agreement. (Motion made by J. Smoke; Seconded by D. Smith)
- E) Renzo Moore vs. Jefferson County (General Services) - Case No. DA-2026-2614-JC (Termination) - Joint Motion to Dismiss Appeal and Settlement Agreement. The Board voted to **APPROVE** the Joint Motion to Dismiss Appeal & **APPROVE** the Settlement Agreement. (Motion made by J. Smoke; Seconded by D. Smith)
- F) Corigann White vs. City of Birmingham (Police Department) - Case No. DA-2026-2620-BH (Termination) - City of Birmingham's Motion to Stay. In attendance was Attorney Twala Grant Wallace, who represented the City of Birmingham. Attorney Scott Morro, who represented Corigann White, was unable to attend the meeting due to being in court, but he sent a note in MS Teams virtual meeting chat stating that he objected to the Motion to Stay. The Board voted to **GRANT** the Motion to Stay. (Motion made by J. Smoke; Seconded by D. Smith)
- G) Dailin Lewis vs. City of Birmingham (Fire & Rescue Service) - Case No. DA-2026-2615-BH (Termination) - City of Birmingham's Motion to Stay. In attendance was Attorney Twala Grant Wallace, who represented the City of Birmingham. Attorney Elizabeth Young, who represented Dailin Lewis, attended virtually. The Board voted to **GRANT** the Motion to Stay. (Motion made by J. Smoke; Seconded by D. Smith)

## **VII. Appeal of Director's Determination**

- A) Coniah Coleman - Appeal to Overturn Disqualification of Application Based on Past Merit System Employment Record. In attendance was Coniah Coleman. The Board voted to **UPHOLD** the Director's Determination. (Motion made by D. Smith; Seconded by J. Smoke).
- B) Tabias Williams - Appeal to Overturn Disqualification of Application Based on Past Merit System Employment Record. In attendance virtually was Tabias Williams. The Board voted to **UPHOLD** the Director's Determination. (Motion made by D. Smith; Seconded by J. Smoke).

## **VIII. Information and Discussion Items**

Before Information and Discussion Items were presented, Jeff Crenshaw wanted to express appreciation for one of the Board's staff members, Krystal Pitts, who will be leaving next week to go to the City of Homewood. He recognized her hard work and her positive attitude. Chairman Judge Moore stated that she brought a human touch to all of them and made it enjoyable.

- A) The Board acknowledged the contract between the Personnel Board and the Alabama Sports Hall of Fame to host the July session of the Personnel Board's Executive MPACT leadership program.
- B) The Board acknowledged the list of Advanced Steps.
- C) The Board acknowledged the following expenditure report:
  - April 18, 2026 through May 1, 2026
  - May 2, 2026 through May 15, 2026
  - May 16, 2026 through May 29, 2026
  - May 30, 2026 through June 12, 2026
- D) The Board acknowledged the correction to information presented on a previous Board item for a contract with AT&T for private network connections approved on September 23, 2025, board meeting. The previous Board item omitted an \$800 monthly cost for a 500 MB AT&T circuit.
- E) Request from DeShawn Cook to Address the Board Regarding Rehire Status. Mr. Cook did not appear before the Board.

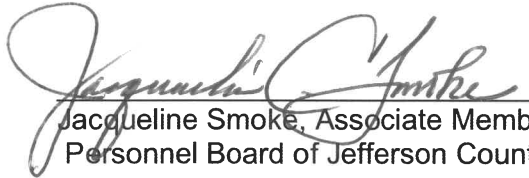
**IX. Executive Session**

The Board meeting was suspended at 2:33pm for executive session to discuss pending and threatening litigation.

The Board concluded their executive session and reconvened their public meeting at 2:46pm. No further business was before the Board and the meeting was adjourned at 2:46 pm.



L. Kenneth Moore, Chairman  
Personnel Board of Jefferson County

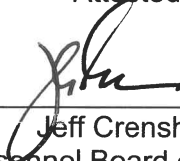


Jacqueline Smoke, Associate Member  
Personnel Board of Jefferson County



Donna Smith, Associate Member  
Personnel Board of Jefferson County

Attested By:



Jeff Crenshaw, Director  
Personnel Board of Jefferson County