
THE MOBILE COUNTY MERIT SYSTEM

66th Annual Report



The Personnel Board for Mobile County, Alabama

May 16, 2006

Supervisory Committee of the
Mobile County Personnel Board
Mobile, Alabama

Dear Members:

As Chairman of the Personnel Board it is a pleasure to submit on behalf of the entire Board the 66th Annual Report of the Mobile County Merit System as prepared by its Director and staff.

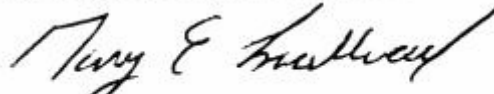
We have had a full year of operations in view of the legislative changes enacted in 2004 affecting the scope and responsibilities of the Board, its Director, and staff. We trust those changes have provided greater flexibility in employment practices for our Merit System.

We have also had a change in leadership of our Director. The Board expresses thanks to Mrs. Shannon C. Weekley for her years of leadership, guidance, and vision for the Merit System. Concurrently, we welcome our new Director, Donald Dees. We look for continued improvements under Mr. Dees' leadership.

Your continued support through these changes and changes to come is sincerely appreciated. Our task continues to be one that seeks more efficient and effective ways to serve all our constituents. Our door remains open to your suggestions as we partner with our constituents to improve the overall functioning capability of the Merit System.

Respectfully submitted,

THE PERSONNEL BOARD FOR
MOBILE COUNTY, ALABAMA



Gary E. Smallwood
Chairman

IN MEMORIAM

Our prayers are for those who God has called to be with Him.

MOBILE COUNTY

Walter F. Jernigan	Building Maintenance Superintendent	Building Maintenance
Annie J. Randolph	Office Assistant II	Revenue Commission
Donia K. Sistrunk	Office Assistant II	Probate Court
Dixie Ann Tickell	Office Assistant II	County Commission

CITY OF MOBILE

Rebecca L. Butta	Public Safety Dispatcher II	Police
Kendrix D. Curtis	Public Service Worker I	Public Works
William E. Dillard	Recreation Facility Supervisor I	Recreation
Johnnie L. Hunter	Public Service Supervisor I	Public Works
Victor A. McSwain	Director of Transportation	Transportation
James T. Moore	Painter	Public Buildings
Shelby J. Robbins	Bailiff - Municipal Court	Municipal Court

CITY OF BAYOU LA BATRE

Barton R. Seaman	Public Service Supervisor II	City of Bayou La Batre
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MOBILE HOUSING BOARD

Essie W. Mitchell	Housing Technician	Housing Board
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**SUPERVISORY COMMITTEE
OF THE
MOBILE COUNTY PERSONNEL BOARD**

Honorable Charles A. Graddick, Chairman	Presiding Judge, Circuit Court
Honorable George N. Hardesty	Presiding Judge, District Court
Honorable Don Davis	Judge of Probate
Honorable Juan Chestang	President, Mobile County Commission
Honorable David Evans, Sr.	Sheriff of Mobile County
Honorable Marilyn E. Wood	Mobile County Revenue Commissioner
Honorable Carol R. Norris	Mobile County License Commissioner
Honorable Samuel L. Jones	Mayor, City of Mobile
Honorable Ronald K. Davis	Mayor, City of Prichard
Honorable Jim Trout	Mayor, City of Chickasaw
Honorable Ken Williams	Mayor, City of Saraland
Honorable Stanley Wright	Mayor, City of Bayou La Batre
Honorable Stanley Herring	Mayor, City of Citronelle
Honorable William Bush	Mayor, City of Satsuma
Honorable Donald Nelson	Mayor, Town of Creola
Honorable Cleon Bolden	Mayor, Town of Mount Vernon
Honorable Ken Williams	President, Mobile County Municipal Association
Honorable Glenda Morgan	Representative, Mobile County Merit System Employees Association
Honorable Bryan Lee	Representative, Mobile County Professional Firefighters
Honorable Thomas Menton	Representative, Mobile County Professional Law Enforcement Officers

THE PERSONNEL BOARD

Terms expire on dates shown

Mr. Gary E. Smallwood	Chairman	September 15, 2007
Mr. A. Earl Broadus	Vice-Chairman	September 15, 2008
Ms. Annie S. Galloway	Member #2	September 15, 2009
Mr. Sydney G. Raine	Member #3	September 15, 2006
Ms. Irene W. Ware	Member #5	September 15, 2010

PERSONNEL BOARD MEMBERS

1939 to 2006

S. C. Phillips	October 9, 1939	to	March 1, 1942
N. D. Cunningham	October 9, 1939	to	October 9, 1943
P. B. Hamilton	October 9, 1939	to	April 11, 1944
Reid White Goldsby	March 1, 1942	to	October 9, 1947
E. Ashton Hill	October 9, 1943	to	October 9, 1949
W. J. O'Leary, S.J.	April 11, 1944	to	October 9, 1945+
Fred Arn	October 9, 1945	to	January 28, 1954
J. E. Patterson	October 13, 1947	to	September 15, 1953
Lon B. Moreland	October 9, 1949	to	September 15, 1955
J. G. Scott	September 15, 1953	to	March 15, 1964
Marvin Mostellar	January 28, 1954	to	September 15, 1957
Dr. C. A. Lightcap	September 15, 1955	to	September 15, 1961
Price L. Mitchell	September 15, 1957	to	January 9, 1978
M. H. Radney	September 15, 1961	to	December 31, 1963
Ralph Richards	January 1, 1964	to	September 15, 1967
Richard M. Stevenson	March 16, 1964	to	September 15, 1971
Aldon L. Smith	September 15, 1967	to	July 22, 1968
Morris Berger	August 15, 1968	to	August 31, 1975
Charles C. Vaughan	September 15, 197	to	March 1, 1977
Donald C. Smith	September 1, 1975	to	September 15, 1979
Wayman R. F. Grant	September 15, 1976	to	March 7, 1977
Edith C. Vaughan	September 15, 1976	to	September 15, 1988
James A. McCullough	March 1, 1977	to	January 6, 1978
Milton D. Joyner, Jr.	April 5, 1977	to	December 27, 1977
Iziah Kidd	January 4, 1978	to	January 10, 1978
Robert C. York	January 24, 1978	to	March 5, 1979
H. Conrad Freeman	January 24, 1978	to	November 1, 1983
James A. McPherson	January 24, 1978	to	September 15, 1992
Ernest A. Rouse	March 6, 1979	to	November 30, 1982
James K. Huffstutler	September 15, 1979	to	September 15, 1989
Willie Nobles	December 30, 1982	to	November 21, 2000
Gary Cooper	November 17, 1983	to	June 29, 1984
Sydney G. Raine	August 7, 1984	to	Present
A. Earl Broadus	September 15, 1988	to	Present
J. Edwin Rehm	September 15, 1989	to	September 15, 1994
Malcon B. Pierce	September 15, 1992	to	September 15, 2002
Annie S. Galloway	September 15, 1994	to	Present
Irene W. Ware	December 14, 2000	to	Present
Gary E. Smallwood	September 15, 2002	to	Present

PERSONNEL DEPARTMENT STAFF

Donald Dees	Personnel Director
Mylan Engel	Attorney
James Brandyburg	Assistant Attorney
James Hanson	Assistant Personnel Director
Clyde Helmer	Human Resource Manager
Donna Foster	Training Officer
Dotty Armour	Information Systems Manager
Simon Ndongo	Accountant I
Robert Downing	Programmer/Analyst II
Pam Sasser	Programmer/Analyst II
Beth Parker	Computer Operator I
Angela Brown	Personnel Analyst II
Kathy Deckbar	Personnel Analyst II
Gloria Reed	Personnel Analyst I
Elna McDonald	Executive Coordinator
Renee Sharp	Secretary III
Dessie McCree	Training Assistant
Brenda Gordon	Personnel Assessment Specialist
Diane Crenshaw	Office Assistant II
Charlotte Elliott	Office Assistant II
Betty Gardner	Office Assistant II
Delma Miles	Office Assistant II
Gwen Miller	Office Assistant II
Maria Miller	Office Assistant II
Joan Brutkiewicz	Office Assistant I
Patricia Carter	Office Assistant I
Aaron Ford	Office Assistant I
Peggy Hunter	Office Assistant I
Regina Inge	Office Assistant I
Mary Kish	Office Assistant I
Stephanie Lee	Office Assistant I
Nikki McGlasker	Office Assistant I
Jaudine Schellinger	Office Assistant I
Kathleen Smith	Office Assistant I
Edith Weems	Office Assistant I
Nick Britt	Utility Worker

JURISDICTIONS SERVED BY THE MOBILE COUNTY PERSONNEL BOARD

Mobile County

City of Mobile

City of Prichard

City of Chickasaw

City of Saraland

City of Bayou La Batre

City of Citronelle

City of Satsuma

Town of Creola

Town of Mount Vernon

Board of Water and Sewer Commissioners of the City of Mobile

Board of Water and Sewer Commissioners of the City of Saraland

Water Works and Sewer Board of the City of Prichard

Utilities Board of the City of Bayou La Batre

Utilities Board of the City of Chickasaw

Mobile County Legislative Delegation

Mobile County Health Department

Mobile County Emergency Management Agency

Mobile County Racing Commission

Mobile Housing Board

Mobile Public Library

Satsuma Water and Sewer Board

PENSIONED

Anyone who has given of his time and effort in the service of our local government over a period of time sufficient to earn retirement must have necessarily contributed to the growth and welfare of the community. Therefore, may you enjoy peace and happiness in your retirement, secure in the knowledge of our praise for a "job well done".

MOBILE COUNTY

Sherman L. Arnold	Equipment Operator II	Construction
Dean D. Bean	Deputy Sheriff I	Sheriff's Department
Thomas W. Bender, Jr.	Sheriff's Chief Investigator	Sheriff's Department
Melvin D. Boggan	Sheriff's Sergeant	Sheriff's Department
Ida M. Buford	Public Service Worker II	Road & Bridge Camp III
Gerald R. Bush	Deputy Sheriff I	Sheriff's Department
Rose Y. Bush	Information Clerk	Strickland Youth Center
Charles R. Calderaro	Tobacco Tax Collector	Tobacco Tax
John D. Cobb	Division Transport. Superintendent	Road & Bridge Camp I
Nicolaos C. Coumanis	Manager – Jail Food Services	Sheriff's Department
Ellen S. Cox	Tax Auditor II	Revenue Commission
Ernest J. Cox	Property Appraiser II	Revenue Commission
Morgan H. Driver	Maintenance Mechanic	Building Maintenance
Georgia E. Feagin	School Traffic Officer	Sheriff's Department
Juandenna H. Fortner	Court Investigator II	Investigation & Recovery
David L. Gartman	Equipment Operator II	Construction
Carl A. Gray	Deputy Sheriff I	Sheriff's Department
Gertrude C. Greene	Food Service Supervisor	Sheriff's Department
John D. Irving	Corrections Sergeant	Sheriff's Department
Billie Y. James	Public Safety Dispatcher I	Sheriff's Department
Margaret W. Kersten	Office Assistant II	License Commission
James F. Kopf	Reproduction Technician I	Revenue Commission
Marilyn M. McDevitt	Elections Coordinator	Probate Court
Michael O. Patterson	Sheriff's Sergeant	Sheriff's Department
Virginia T. Peeples	Office Assistant II	Revenue Commission
Johnnie L. Powe	Equipment Operator II	Construction
Carolyn O. Randolph	School Traffic Officer	Sheriff's Department
Thomas L. Schellinger	Building Maintenance Supervisor	Building Maintenance
Lou W. Strickland	School Traffic Officer	Sheriff's Department
Beth N. Vail	Property Appraiser I	Revenue Commission
C. Lillian L. Weaver	Office Assistant II	License Commission
Gearlean White	Food Service Worker	Child Nutrition Program
Walter M. White	Youth Detention Officer I	Strickland Youth Center
Sidney H. Willis	Corrections Sergeant	Sheriff's Department

CITY OF MOBILE

Ted H. Arnette	Police Officer I	Police
Arthur J. Barnes	Investment & Treasury Officer	Treasury
Steven C. Bitowf	Police Sergeant	Police
Beverly L. Bolton	Electrical Superintendent	Electrical
James L. Braswell	Police Major	Police
Linda P. Breeden	Office Assistant II	Traffic Engineering
Onrie F. Brown, Jr.	Fire Service Captain	Fire
Michael P. Burdine	Police Corporal	Police
Michael O. Byrd	Assistant Fire Service Chief	Fire
Patricia C. Calametti	Office Assistant II	Urban Development
Derrick W. Coats	Traffic Maintenance Worker	Traffic Engineering
Clarence A. Daigle, Jr.	Public Service Worker I	Parks Maintenance
Rubye M. Dreading	Office Assistant I	Museum of Art
Wilbert Dubose, Jr.	Public Service Supervisor II	Public Works
James D. Dunklin	Assistant County Humane Officer	Animal Shelter
Rachel C. Fairley	Office Assistant I	Museum
Dennis F. Flowers	Municipal Enforcement Officer	Urban Development
Gloria J. Gray	Secretary II	Fire
William F. Hancock, Jr.	Animal Control Officer I	Animal Shelter
Elizabeth M. Helton	Comm. Center Specialist I	Municipal Information Systems
Glenn W. Henebry	Firefighter	Fire
Senoth D. Houston	Office Assistant I	Municipal Information Systems
Lester Huggins	Fire Service Driver	Fire
Jerry L. Jackson	Automotive Service Worker II	Municipal Garage
Mary F. Jackson	Public Service Worker III	Park Operations/Cemeteries
Albert N. James	Equipment Operator II	Public Works
George E. Krietemeyer	Dir of Organization Development	Human Resources
Barbara J. Lewis	Office Assistant III	Payroll-Records
Joseph D. Lyons	Fire Service Captain	Fire
Thomas H. Maherg	Accountant II	Accounting
Paul H. Mees	Police Officer I	Police
Norman Mosley, Jr.	Public Service Worker I	Public Works
Marble E. Nelson, Jr.	Firefighter	Fire
Henry A. Richards	Vehicular/Equipment Mechanic	Municipal Garage
Curtis W. Robinson	Police Sergeant	Police
Katherine A. R. Robinson	Fiscal Officer I	Police
Jerome Roldan	Activities Specialist I	Recreation
Steven C. Scarcliff	Police Major	Police
William C. Sellers, Jr.	Assistant Fire Service Marshal	Fire
David J. Sharpe	Police Officer I	Police
Arvel F. Shreves	Chief Safety Inspector	Urban Development
James E. Smith, Jr.	Carpenter	Public Buildings
Rassie G. Smith, Jr.	Police Captain	Police
Veronica S. Steele	School Traffic Officer	Police
Sue A. Steelreath	Recreation Facility Supervisor I	Recreation
Yvonne M. Vallier	Firefighter	Fire

Joseph Walker
Samuel C. Watts
John Wilkinson
Wesley Young

Crew Chief
Public Service Supervisor I
Equipment Operator II
Equipment Operator II

Parks Maintenance
Traffic Engineering
Right-of-Way Maintenance
Public Works

CITY OF PRICHARD

Lewis E. Ragland Police Lieutenant

CITY OF SARALAND

John Brackett Public Service Worker II
Jacquelyn S. Tunink Assistant City Clerk

CITY OF CITRONELLE

Barbara R. Prewitt Public Safety Dispatcher I

CITY OF BAYOU LA BATRE

Janis C. Smith Community Center Manager

CITY OF SATSUMA

Leon Rhodes Public Service Worker II

MOBILE AREA WATER & SEWER SYSTEM

Leroy G. Carey Treatment Plant Operator I
Dandi D. Dolbear Water Service Supervisor II
William C. Knapp Equipment Operator II
Ralph D. Thompson Lift Station Mechanic
Robert L. Williams Public Service Worker II

MOBILE COUNTY HEALTH DEPARTMENT

Barbara L. Burks Licensed Practical Nurse
Lynda J. Davis Director of Laboratory Services
Mattie B. Fluker Public Health Nurse III
Wanda S. Foster Secretary II
Beulah A. Hubert Office Assistant II
Peggy L. Simmons Office Assistant II
Sheilah B. Smith Office Assistant I
William P. Stewart Pharmacist
Billie S. Tant Director of Nutrition Services
William S. Tant Public Health Director
Annie E. Turner Public Health Nurse II
Mae D. Watson Environmental Health Specialist III
John R. Williamson Public Health Director

MOBILE HOUSING BOARD

Betty J. Gaillard	Social Service Worker II
James S. Germany	Rehabilitation Specialist
Joan H. Rogers	Secretary II
James R. Weaver	Painter

MOBILE COUNTY EMERGENCY MANAGEMENT AGENCY

Paulette W. Williams	Emergency Management/Homeland Security Director
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MOBILE PUBLIC LIBRARY

Gloria C. Blanton	Librarian II
Ella S. Collier	Office Assistant I
Jo Ann S. Odom	Office Assistant II
Jenny M. Winsor	Human Resources Officer

MOBILE COUNTY PERSONNEL BOARD

Margaret Gibson	Office Assistant I
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Chairman and Members
The Personnel Board for Mobile, County, Alabama

Dear Members:

I write this narrative as your new Personnel Director effective January 1, 2006. The subsequent report will show some improvements within our department as well as areas of concern. However, as I focus on the statistics which directly correspond to the activities of our Department, I find the data reflecting our activities quite interesting. While there was a decrease in the number of applicants this year, there is a significant increase in the processing within our Department.

There were 116 more examinations processed in 2005 for a total of 738 compared to 622 in 2004, an 18.6% increase. There are primarily two factors impacting this number. We continue to leave more examinations open on an open until canceled basis as opposed to setting a final filing date. This provides an opportunity to create a larger pool of applicants on a register. The second and probably most important factor is we have administered more examinations.

This past year we did see a decline in applicants – 5,856 versus a total of 6,721 in 2004, a 12.8% decrease. However, our 2005 total applicants, 5,856, are 3,718 less than the total in 2003 – 9,574. This represents a 38.8% decrease. This impact could possibly be attributed to reports of jobs expansion in the private sector primarily due to the last two hurricanes which impacted the Mobile area.

As reported in the 65th Annual Report, one statistic especially requiring our attention is a decline in the number of Merit System employees on the payroll as of December 31, 2005. The numbers for the last four years were:

<u>Year</u>	<u>Number of Employees on December 31st</u>	<u>Number Less Than 2002 Base</u>
2002	5,825	--
2003	5,756	69
2004	5,693	63
2005	5,603	90

Additional areas with mixed results include:

A decrease in the number of successful applicants corresponds with a decrease in the number of applicants who filed. With a total of 2,834 successful applicants in 2005, this was 907 less than the previous years' 3,741 successful applicants.

There was an increase in Merit System appointments, 899 made from certifications in 2005. This represents an increase of 27 more than in 2004.

The number of resignations increased by one hundred-four from 397 to 501.

I now invite you to read on for a further recap of the past year's activities.

PERSONNEL BOARD

At the annual meeting of the Supervisory Committee held in June, 2005, Ms. Irene Ware was reelected for another five year term expiring September 15, 2010.

On April 5, 2005 at the regular meeting of the Board, Mr. Sydney Raine was elected by the Board as its Chairman and Mr. Gary Smallwood was re-elected as Vice-Chairman.

Further, at the Personnel Board's regular meeting on April 4, 2006, Mr. Gary Smallwood was elected Chairman and Mr. Earl Broadus was elected Vice-Chairman.

The Board held 12 regular meetings and 20 special meetings during 2005, including 22 meetings at which public hearings were held, for a total of 32 meetings. The Board also held 26 public hearings on disciplinary matters.

HEARINGS ON APPEALS

During the year 2005 the Board held eighteen hearings on appeals from dismissal. The Appointing Authority was upheld completely in seven cases, seven dismissals were modified to suspensions, and one appeal was settled during the hearing. In three cases the appeals were dismissed for want of prosecution. Two of the Board's decisions were appealed to Circuit Court and are currently pending.

There were six suspension hearings held by the Board. The Appointing Authority was upheld completely in five cases and one appeal was settled during the hearing.

The Board held two hearings that involved both appeals from demotion and suspension. The demotions and suspensions were upheld in both cases.

GRIEVANCES

I am pleased to report that the number of grievances filed this past year declined once again with a total filed of 21 as compared to 46 in 2003 and 102 in 2002. Only four of the grievances were filed on service ratings compared to twelve in 2003 and thirty-nine in 2002. Revision of the service rating rule, changing from a semi-annual to an annual rating, and revision of the service rating form itself are all deemed contributable factors. Much of the credit, however, is due to the supervisors and department heads being so cooperative and discussing the ratings with employees and providing counseling as needed prior to the expiration of the rating period. I applaud you for this effort.

Of the twenty-one grievances that were filed, eighteen were considered grievable matters. Reasons for the grievances were as follows:

7	Working conditions
5	Harassment
4	Service ratings
1	Discrimination
1	Disciplinary letter

The jurisdictions against which complaints were filed were:

8	Mobile County
5	City of Mobile
1	Town of Mount Vernon
1	Saraland Water & Sewer Board
1	Mobile Area Water & Sewer System
1	Mobile County Health Department
1	Mobile Housing Board.

Three of the grievances filed proceeded to Step Two. None advanced to Step Three before the Personnel Board.

LEGAL

Listed below is a summary of all court cases filed or continuing in 2005. The Attorney and Assistant Attorney for the Board also rendered legal opinions on the application of laws, rules and regulations, and conducted hearings on appeals from dismissal, demotion, suspension, and grievances.

EDDIE MCDONALD V. CITY OF MOBILE, ET AL., Circuit Court Case No. CV-02-1529 (Thomas)

This action was filed by Eddie McDonald, who was formerly employed by the City of Mobile as a Magistrate, on May 7, 2002. McDonald alleges that he was unlawfully retaliated against by his employer, the City of Mobile, and the Personnel Board. The retaliation was in the form of a two-day suspension without pay. The Board upheld that suspension. The plaintiff also contends that he received unflattering performance evaluations and service ratings which have negatively impacted his earnings and opportunities for advancement. He claims that he was subjected to unjustified verbal and written reprimands and various other forms of discipline. McDonald further avers that a malicious investigation was orchestrated by the City Police Department against him for the purpose of smearing his name. According to McDonald, all of the aforementioned actions were motivated by racial discrimination.

This case was stayed for a number of months pending the completion of McDonald's administrative appeal of his termination to the Personnel Board. (At the conclusion of that particular hearing, the Personnel Board upheld the City's termination of McDonald.)

McDonald has retained new attorneys in this matter and those attorneys have filed an amended complaint. The allegations of the amended complaint are essentially the same as those of the original one except that the plaintiff now claims that his termination was also motivated by race and retaliation. The trial of this matter will take place in the fall of 2006.

EDDIE MCDONALD V. MOBILE COUNTY PERSONNEL BOARD, ET AL., Circuit Court Case No. CV-03-3690.51 (Lockett)

Eddie McDonald, Municipal Court Magistrate with the City of Mobile, was dismissed from his employment effective July 22, 2003. A number of charges were leveled against McDonald by the City to support his termination. Those charges included, but were not necessarily limited to: performing work on a second job while employed by the City, and using City equipment in the performance of that second job; removing certain traffic tickets from the Municipal Court Traffic Docket file without permission; handling Police Department reports that were not assigned to him; not turning in all of his required paperwork at the end of each shift; and, calling in sick on certain days wherein he had been denied time off.

The hearing was held before the Personnel Board over a two day period in the fall of 2003. On October 21, 2003, the Board upheld McDonald's dismissal. McDonald filed a timely appeal of that matter to the Circuit Court of Mobile County. On November 12, 2004, Judge Lockett affirmed the Board's order in all respects.

The Alabama Court of Civil Appeals unanimously affirmed Judge Lockett's decision on October 21, 2005.

BOARD OF WATER AND SEWER COMMISSIONERS OF THE CITY OF MOBILE V. MOBILE COUNTY PERSONNEL BOARD AND EDDIE JEMISON, Circuit Court Case No. CV-03-2757.51 (Graddick)

Eddie Jemison, a Public Service Worker I with the Mobile Area Water and Sewer System, was suspended for thirty working days in February, 2003. Jemison was suspended because he failed to notify any supervisor when it became apparent to him that a theft of the Water Board's property and improper use of its equipment had taken place on private property. One of Jemison's co-workers utilized the Board's equipment and material on that private property in December, 2002. The Board concluded, in its order of April 15, 2003, that the Water Board's decision to suspend Jemison should be reduced from thirty to fifteen days. The Board determined that it was not clear to what extent Jemison participated in this aforementioned activity. The testimony was quite conflicting and the Board gave Jemison the benefit of the doubt. The Water and Sewer System filed a notice of appeal to the Circuit Court. However, on May 13, 2005, the Water Board decided to dismiss its appeal. Therefore, the ruling of the Personnel Board remained intact.

BYRON C. MCCOY V. MOBILE COUNTY PERSONNEL BOARD AND THE CITY OF MOBILE, Circuit Court Case No. CV-03-3228.51 (Lockett)

Byron McCoy, a former Police Officer I with the City of Mobile Police Department, was dismissed effective June 4, 2003. McCoy was involved in a domestic disturbance at his own residence which prompted his wife to call the police. He was uncooperative and belligerent with the police officers who arrived on the scene and, as a result, was arrested. The Department determined that McCoy's display of unprofessional conduct eroded public confidence and brought discredit upon himself and the Police Department. After hearing all of the evidence which was presented to it, the Board unanimously concluded that McCoy's dismissal should be affirmed in its order of September 2, 2003.

McCoy appealed that decision to the Circuit Court of Mobile County. On November 3, 2005, Judge Lockett affirmed the Personnel Board's order in all respects. No appeal was taken from Judge Lockett's ruling.

BYRON C. MCCOY V. CITY OF MOBILE AND MOBILE COUNTY PERSONNEL BOARD, Circuit Court Case No. CV-03-3648.51 (McRae)

In a separate, but related, civil action filed on November 12, 2003, Byron McCoy contended that certain actions of the City of Mobile and the Personnel Board violated his constitutional rights. McCoy further contended that his termination by the City of Mobile violated his constitutional rights of due process, equal protection, and the right to be free from racial discrimination. After discovery was concluded, the defendants filed various motions seeking to dismiss all of the plaintiff's claims. On March 24, 2006, McCoy, through his attorney, voluntarily dismissed all of his claims in this action with prejudice.

CITY OF MOBILE FIRE DEPARTMENT V. MOBILE COUNTY PERSONNEL BOARD AND ALLAN SILVESTER, Circuit Court Case No. CV-03-3863.51 (Johnston)

Captain Silvester received a twenty day suspension by the City of Mobile Fire Department for submitting a first report of injury form that supposedly contained a false statement. The Injury Report concerned a Fire Fighter Recruit who was slightly injured during a hazing incident at one of the fire stations. The Board found that Silvester, as the supervisor, should not have been suspended since it believed that Silvester was not at fault in this incident. The Board concluded that Silvester was truthful when he stated that he was not apprised of the actual facts of the incident and could, therefore, not be blamed for unintentionally submitting an inaccurate report.

The Board's decision was appealed to the Circuit Court by the Fire Department. However, that case was never reviewed by the Circuit Court because a companion Federal civil suit filed by Silvester against the City was settled. That settlement made the allegations in this suit moot. On May 30, 2005, Judge Johnston signed an order dismissing this case.

THE UTILITIES BOARD OF THE CITY OF BAYOU LA BATRE V. JOHN ANTHONY GILLMAN, Circuit Court Case No. CV-2004-3417.51 (Lockett)

John Anthony Gillman, a former Treatment Plant Operator III with the Utilities Board of the City of Bayou La Batre, was dismissed effective July 14, 2004. Gillman was dismissed because the Utilities Board received information from the Alabama Department of Environmental Management (ADEM) that his Water and Sewer Operator Permit had lapsed on March 31, 2004. Gillman's failure to have a current Water and Sewer Operator's license was considered a violation of his minimum job requirements with the Utilities Board.

Gillman appealed the revocation of his license by ADEM in a separate civil action in the Circuit Court of Mobile County. In that case, the Circuit Court affirmed the decision of ADEM to revoke Gillman's license. However, the Circuit Court granted a stay of that order pending Gilman's appeal of its decision to the Alabama Court of Civil Appeals. Since that particular stay was still in effect at the time of this Personnel Board decision, the Board ruled that Gillman's dismissal should be set aside.

The Utilities Board of the City of Bayou La Batre appealed the Personnel Board's decision to the Circuit Court. On October 21, 2005, Judge Lockett affirmed the Personnel Board's decision in its entirety and ordered the Utilities Board to pay Gillman back pay from May 3, 2004, through November 19, 2004. On December 2, 2005, the Utilities Board filed its notice of appeal from the Circuit Court's order to the Alabama Court of Civil Appeals. Briefs have been written by all of the parties and a decision is expected from the Court of Civil Appeals within the next several months.

MOBILE FIREFIGHTERS ASSOCIATION, IAFF, LOCAL 1349 V. CITY OF MOBILE AND MOBILE COUNTY PERSONNEL BOARD, Circuit Court Case No. CV-2004-4161.51

In this action, the Mobile Firefighters Association challenged the Personnel Board's approval of the City of Mobile's request to increase meal allowances for firefighters and police officers and incentive pay for paramedics employed by the City of Mobile Fire Department. The

various proposed increases were set in differing amounts. The local Firefighters Association contended that any such increases must be identical for both the police and fire departments. This assertion was based upon the plaintiff's reading of House Bill 129, which became an amendment to Section XI of Local Act No. 470. The Personnel Board and the City took a contrary position and the matter was heard before Judge Johnston on March 18, 2005.

Judge Johnston heard legal arguments from both sides and reviewed the City and the Personnel Board's jointly filed motion for summary judgment. The thrust of that motion asserts that these types of allowances are not covered under House Bill 129, which only refers to increases in salary ranges and salary steps and in no way applies to these types of incremental monetary increases. The City and the Board's position was that the plain language of the statute in question did not pertain to meal allowances and incentive pay. On April 5, 2005, Judge Johnston concluded that the defendants Personnel Board and the City of Mobile were entitled to a judgment in their favor as a matter of law. No trial was held in this case as Judge Johnston concluded that there were no genuine issues of any material fact which needed to be tried. No appeal of Judge Johnston's decision was filed by the Mobile Firefighters Association.

JAMES CROSBY, JIMME GARDNER AND WILLIE "OMAR" SMITH V. MOBILE COUNTY; MOBILE COUNTY COMMISSION; MOBILE COUNTY PERSONNEL BOARD; JACK TILLMAN, IN HIS OFFICIAL CAPACITY AS SHERIFF OF MOBILE COUNTY, AND MARK BARLOW, IN HIS INDIVIDUAL AND OFFICIAL CAPACITY AS CHIEF DEPUTY OF MOBILE COUNTY, U.S. District Court for the Southern District of Alabama, Case No. 04-0144-CG-M

Plaintiff James Crosby was formerly employed with the Mobile County Sheriff's Department. Crosby had been promoted several times within the Department and he retired as a Captain. Crosby contends that he was retaliated against while still employed by the Sheriff's Department. His complaint arose out of the fact that he was subpoenaed to testify in a civil lawsuit against Sheriff Jack Tillman. Within one month from the date of his testimony, he was transferred from his position in Field Operations to Support Services. Crosby contends that he lost opportunities for overtime and he was assigned to a much less prestigious position. Crosby

further contends that the Sheriff and various employees of the Department refused to speak to him after his deposition testimony. He asserts that he no longer had any input into transfers, promotions or other personnel decisions and that his former supervisory duties were substantially diminished.

Corporal Jimmie Gardner alleges that he was retaliated against after he filed a grievance alleging that the Sheriff had discriminated against him and others because of his race. That grievance was filed on August 14, 2003. Within forty-five (45) days of the filing of the grievance, Gardner avers that he was subjected to an investigation which ultimately led to his suspension for fifteen (15) days by the Sheriff. That suspension was subsequently reduced to five (5) days by the Personnel Board. Gardner contends that the defendants continually retaliated against him by refusing to promote him, even though he has been at or near the top of the promotional list on several occasions.

Plaintiff Willie "Omar" Smith filed a previous lawsuit against the Sheriff which was settled during mediation. Smith contends that he has not received all of the settlement proceeds to which he was entitled. He further asserts that he has been retaliated against as a result of a reassignment which he received after the settlement was reached. He also has not obtained a county owned vehicle, which he claims to be entitled to as part of the settlement.

Summary judgment was granted in favor of the defendants as to all claims filed by James Crosby and Willie "Omar" Smith. Mark Barlow was also dismissed as a defendant at the summary judgment stage. Trial proceeded in Federal District Court before Judge Granade as to the claims of Jimmie Gardner. Prior to the conclusion of the trial, the Court granted the Personnel Board's motion for a judgment as a matter of law as to damages. At that point in time, the Board remained a party to the case for injunctive relief only. Final judgment was entered in this case on November 17, 2005, by Judge Granade in favor of the remaining defendants in this action, Jack Tillman and the Mobile County Personnel Board as to Gardner's

remaining claim for discriminatory failure to promote. Any and all other claims of the plaintiff, including various retaliation allegations, were dismissed prior to the case actually going to trial.

The plaintiffs filed a timely notice of appeal of this action to the Eleventh Circuit Court of Appeals. However, before that matter can be resolved by the Eleventh Circuit, numerous post trial motions are under consideration by Judge Granade. It is likely that the Eleventh Circuit would not rule on this case until the latter part of 2006 or the beginning of 2007.

GEORGIA MCCANN V. MOBILE COUNTY PERSONNEL BOARD, JACK TILLMAN, IN HIS OFFICIAL CAPACITY AS SHERIFF OF MOBILE COUNTY, MICHAEL HALEY, INDIVIDUALLY AND IN HIS OFFICIAL CAPACITY OF WARDEN OF THE MOBILE COUNTY JAIL, DAVID TURNER, INDIVIDUALLY AND IN HIS OFFICIAL CAPACITY AS DEPUTY WARDEN, MELISSA BOUNDS, INDIVIDUALLY AND IN HER OFFICIAL CAPACITY AS CORRECTIONS LIEUTENANT, United States District Court Case No. 05-CV-00364-WS-B

In this civil action, plaintiff Georgia McCann contends that she has been a victim of racial discrimination, subjected to a hostile environment, and also retaliated against in her employment as a Corrections Officer with the Mobile County Sheriff's Department. McCann further contends that she has been denied promotions in the Sheriff's Department. McCann has been employed in excess of 12 years as a Corrections Officer with the Sheriff.

In July 2004, McCann was suspended for ten (10) days by her employer, the Mobile County Sheriff's Department, for conduct unbecoming an employee in the public service. McCann appealed that decision to the Mobile County Personnel Board. After a full and complete evidentiary hearing, where McCann was represented by counsel, the Personnel Board increased her suspension from 10 to 15 days. Under Personnel Board Rule 14.7, the Board has the power to rescind, modify, alter or affirm any penalty imposed by an Appointing Authority, such as the Sheriff of Mobile County, or it may impose an additional or different penalty as may be warranted by the evidence adduced at the hearing.

The action of the Board in increasing or imposing additional discipline on Plaintiff McCann was not in any way based upon her race or any other impermissible or illegal factor. It was strictly based on the evidence presented to the Board at the evidentiary hearing.

Any complaints by McCann that the Board's selection procedures discriminated against her are without foundation. Those procedures fully comply with all appropriate Federal laws and regulations including, but not necessarily limited to, Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e, et. seq. and 42 U.S. C. § 1981. Furthermore, those testing procedures did not violate any of McCann's constitutional rights as may be asserted under 42 U.S.C. § 1983. Simply put, the Board's selection process does not discriminate against any applicants, including McCann, on the basis of their race, sex, or national origin. Finally, the Personnel Board has referred McCann for promotion on several occasions, but she has failed to receive a promotion from the Sheriff.

Discovery has been completed in this action, and the matter is set for trial sometime during the month of August 2006, before Judge Steele.

MOBILE COUNTY SHERIFF'S DEPARTMENT V. ADRIENNE EDWARDS-WASHINGTON AND MOBILE COUNTY PERSONNEL BOARD, Circuit Court Case No. 05-1955.51 (Stout)

Ms. Adrienne Edwards-Washington, a Mobile County Sheriff's Deputy, was terminated by her employer on February 10, 2005, because she refused a direct order from one of her superiors to submit to a drug test. Washington appealed her dismissal to the Personnel Board. In its order of April 19, 2005, the Board determined that Washington's actions warranted a sixty (60) day suspension rather than a termination. The Sheriff's Department appealed the Board's decision to the Circuit Court. After reviewing all of the briefs and exhibits, as well as the transcript of the hearing before the Board, Judge Stout determined that the Board's decision should be set aside and the Sheriff's initial decision to terminate Ms. Washington should be upheld. No appeal of Judge Stout's decision was ever filed by either the Personnel Board or Ms. Edwards-Washington.

KENNETH LEWIS V. MOBILE COUNTY PERSONNEL BOARD, AND MOBILE COUNTY,
Circuit Court Case No. CV-2005-3784.51

Kenneth Lewis was formerly employed as an Animal Control Officer II with the Mobile County Animal Shelter. He was dismissed by the County effective April 21, 2005. Lewis filed a timely appeal of his termination to the Personnel Board. On June 30, 2005, the Board affirmed the County's dismissal of Lewis. The Personnel Board upheld Lewis' termination because he had mistreated an animal while performing his job duties. He also ignored direct orders on how to complete his paperwork and the proper way to deal with customers on a professional basis. Additionally, he was involved in a verbal altercation with another Animal Control Officer in his supervisor's office. Finally, he did not properly handle phone calls from citizens who sought help from the Animal Shelter.

A hearing was held before Judge Lockett on March 24, 2006. A ruling is expected shortly.

CLAUDE DAVIS V. MOBILE COUNTY PERSONNEL BOARD AND CITY OF MOBILE, (No
case number assigned)

The plaintiff, Claude Davis, was formerly employed as an Equipment Operator II in the Public Works Department of the City of Mobile. Davis was dismissed effective May 25, 2005. The charges against Davis were that he allegedly sold urine to one of his fellow employees. Davis actually submitted a written statement admitting that he had sold the urine to a fellow employee, but he denied any such conduct at the Board hearing. After hearing all of the evidence, the Board ruled in favor of the Appointing Authority, the City of Mobile. Davis' dismissal was affirmed by the Board's order of September 6, 2005. Davis filed a timely appeal of the Board's decision to the Circuit Court of Mobile County. That action is pending at the present time.

CHARLES FRANKS V. MOBILE COUNTY PERSONNEL BOARD, CIRCUIT COURT, (No case number yet assigned)

Charles Franks is employed as an Equipment Operator II with the City of Mobile. He was suspended for forty (40) hours without pay, effective October 2, 2004. Franks' suspension resulted from the fact that he refused certain direct orders from one of his superiors, which caused a delay in the completion of an assigned job of the City of Mobile Public Works Department. Franks also refused to acknowledge attempts by his direct supervisor to contact him for job related instructions. The Personnel Board further found that Franks had been disciplined in the past for leaving a job site without permission.

On November 7, 2004, the Personnel Board affirmed the Appointing Authority's suspension of Franks for forty (40) hours without pay. Franks filed a timely appeal of the Board's decision to the Circuit Court of Mobile County. However, the case was subsequently dismissed on July 8, 2005, because Franks blatantly ignored numerous requests from the Circuit Clerk's office to pay the requisite filing fees.

PAUL R. SMITH AND WILLIAM J. GLISSON VS. CITY OF MOBILE, STEPHEN A. DEAN, INDIVIDUALLY AND IN HIS OFFICIAL CAPACITY, AND SAMUEL L. JONES, INDIVIDUALLY AND IN HIS OFFICIAL CAPACITY, MOBILE COUNTY PERSONNEL BOARD, United States District Court Case No. 06-0093-M

The plaintiffs in this action, Paul R. Smith and William J. Glisson, are currently employed by the Mobile Fire Department as Fire Service District Chiefs. Both have been employed by the City Fire Department for a number of years and have obtained several promotions during that time. The defendants include the Personnel Board, the City of Mobile, Fire Chief Stephen A. Dean and the Mayor of the City of Mobile, Samuel L. Jones. Chief Dean and Mayor Jones are sued in both their individual and official capacities.

Smith and Glisson contend that they were victims of reverse racial discrimination in their quest to obtain promotions to the position of Deputy Fire Chief. Smith was ranked No. 1 on the

promotional register for Fire Service Deputy Chief while Glisson was in the No. 2 position. The promotions went to individuals who were ranked No. 3 and No. 4 on the promotional register.

In support of their allegations, plaintiffs contend that African-American employees are treated more favorably than Caucasians. Plaintiffs also assert that African-American employees have been shown leniency in various disciplinary situations that call for more severe punishment. Plaintiffs further aver that the defendants have engaged in a pattern and practice of promoting African-Americans to positions of authority based upon their race. In order to get more minorities hired in promotional positions, the plaintiffs allege that the defendants have reduced the minimum qualification for numerous jobs including that of Deputy Chief of the Mobile Fire Department. Answers on behalf of all defendants have been filed denying the material allegations of the plaintiffs' complaint. Discovery is about to commence and the case will likely not proceed to trial until the latter part of 2006 or the beginning of 2007.

EEOC CHARGES NAMING MOBILE COUNTY PERSONNEL BOARD AS RESPONDENT

JONATHAN STONE, EEOC CHARGE NO. 130-2005-00872

In this charge, Stone contends that the City of Mobile and the Personnel Board discriminated against him on the basis of his race. Stone asserts that he has not received certain merit increases to which he claims to have been entitled. He further avers that he did not receive timely service ratings from his employer, the City of Mobile. Finally, Stone claims that he was a victim of retaliatory treatment after he filed a grievance. The Personnel Board submitted a position statement denying all of the allegations. The EEOC determined that the Board had taken no action which amounted to discrimination in its ruling of October 25, 2005. To date, Stone has not filed any lawsuit charging discrimination against either the City or the Board.

WINFRED M. JULY, EEOC CHARGE NO. 130-2005-03497

July contends that his disqualification by the Personnel Board for consideration for the position of Geographic Information Systems Technician I was discriminatory on the basis of his race. The Personnel Board determined that July did not meet the necessary educational and experience requirements which were set out in the job announcement for the position of GIS Technician I. Therefore, the Board determined that July should not be placed on an employment register for possible consideration for employment by the Mobile Area Water and Sewer System for the position of GIS Technician I. A ruling is expected from the EEOC within the next several months.

SUSAN HOLLAND, EEOC CHARGE NO. 130-2005-06999

This charge is directed against both the Mobile County Personnel Board and Mobile County. Ms. Holland is currently employed as a Purchasing Agent for Mobile County. She contends that her wages are not in line with the male purchasing agents who are employed by the City of Mobile and the Mobile Housing Board. The Personnel Board has submitted a formal response to the EEOC denying that Ms. Holland was discriminated against in any fashion. The County has yet to file any response to the charges which are set out in the EEOC complaint. A ruling is expected later this year from the EEOC after its receipt from the County of its statement of defenses.

AMENDMENTS TO THE LAW

There were no amendments to the Law during 2005.

AMENDMENTS TO THE RULES

There were no amendments to the Rules during 2005.

POLICIES OF THE BOARD

There were no policies adopted or amended by the Personnel Board during 2005.

PROMOTIONS

There was one promotion requested by the Appointing Authorities under Rule 9.6 in 2005. This rule provides that in a situation where there is only one employee in a department who meets the qualifications for the promotional position, that employee may be considered for promotion without examination.

There were 288 promotional appointments resulting from the 185 promotional examinations processed in 2005.

CLASSIFICATION AND PAY

The Personnel Board adopted specifications and salary ranges for twelve new classes in 2005. In addition, there were many amendments to the pay plan for already existing classes as well as thirteen revisions to existing specifications.

Ten of our 22 agencies approved cost-of-living increases during 2005. The following agencies approved a 2.5% increase for their employees: the City of Bayou La Batre effective April 16, 2005; the City of Citronelle effective May 14, 2005; the Mobile County Commission for the employees of Mobile County effective October 8, 2005; and the Mobile Area Water and Sewer System effective December 24, 2005. The following agencies approved a 5% across the board increase for their employees: the Town of Mount Vernon effective March 26, 2005; the City of Saraland effective May 14, 2005; the Saraland Water and Sewer Board effective June 18, 2005; the Mobile County Health Department effective November 15, 2005; the Mobile County Emergency Management Agency effective December 10, 2005, and the Water Works and Sewer Board of the City of Prichard effective December 24, 2005.

The Personnel Board approved a request from the City of Mobile to revise their pay plan from eight steps to ten steps effective October 29, 2005 as well as a request from the Mobile Public Library to revise their pay plan from eight steps to ten steps effective October 29, 2005.

DATA PROCESSING

For the Data Processing section, 2005 was a busy year. An increase in our programming staff allowed us to begin a rewrite of our test scoring system that will allow the examination staff to operate more efficiently, and process examinations in a timely manner. Testing and implementation should complete in early 2006. Our website, www.personnelboard.org, continues to provide valuable information. In addition to job openings, applications, classification specifications, employee training, and contact information, we have added meeting and hearing agendas, and have updated the Laws and Rules section to include the legislative changes from 2004, and the rule changes brought on by this legislative action. With our last technology upgrade, all employees are working with new PCs, and our goal for 2006 is to convert years worth of information to the newer technology, and train our staff to use this information and technology to their advantage. During 2005 we provided information in the form of data and reports to all 22 agencies that we serve. This included leave accruals, staffing totals, classification information, employee information, pay plans, and service rating reports. As we improve our technology base, we should be able to provide services to employees, agencies, and the general public in a much more efficient manner.

RECRUITMENT

Personnel Board employees participated in eleven career, job and/or community events in 2005. Seeking to reach a diverse pool of potential applicants, these events in some cases targeted special groups (i.e., students, displaced workers, specific career fields) and the general public. Attendance at these events included high school students both work and college bound;

college students; active job seekers; workers displaced by Hurricane Katrina; and returning veterans.

Presently, all open competitive announcements are published in the local newspaper's legal notice section each week. This information is also distributed weekly to all Merit System jurisdictions, other governmental and employment facilities, and to local schools and colleges.

Comments received from job seekers support the use of one of our best recruitment tools, that of the Personnel Board's website. Potential applicants are becoming more aware of the convenience our site offers in terms of availability of information and access to employment forms.

Recruitment efforts in 2006 are directed toward developing a stronger partnership with the jurisdictions we serve to locate the most qualified candidates. Continued participation in various career/job fair events and expanding those contacts to include new sources is essential to a viable recruitment program. And finally, we are revisiting the traditional means by which job information is distributed to the public with a desire to reach potential applicants in the best, most cost effective manner.

VETERANS

A total of 793 employees received paid leave to participate in military training during 2005. At the beginning of the calendar year 2005, 40 of our Merit System employees were still on military leave and 46 additional employees were granted such leave during the year. Fifty-seven employees safely returned to their job during the year, leaving 29 employees still out as of December 31, 2005.

Also, extra points were awarded to 273 veterans who applied for open competitive examinations during 2005.

TRAINING

The training area within the Personnel Department serves in a multi-function role. Staffed with two employees, the office actively recruits job applicants, conducts proficiency testing and certification for clerical applicants, provides orientation to new Merit System employees, produces many of the promotional materials for the Department, and of course, provides training to the jurisdictions of the System.

Our recruitment activities have been outlined for you in an earlier section but it is noteworthy to say that we find this a major priority for us in 2006.

Now into our third year of voluntary proficiency testing of applicants for clerical positions, the level of participation has remained constant. Participants included both new applicants and employees seeking new and/or promotional opportunities. Seven hundred fifty-five typing tests were administered in 2005 plus an additional fifty-five dictation tests. With few exceptions, typing and dictation testing are no longer part of our regular examination process and is now part of the essential job requirements to be met.

New employee orientation is a service we offered for the past five years to the employees of the System. Information regarding rules, regulations, and procedures is provided to assist employees in their understanding of the process. In 2005, agencies allowed 155 employees to attend these sessions which are held monthly at the Personnel Board.

And lastly, our responsibility to you in the delivery of training activities is on-going. Activities in 2005 slowed allowing us time to assess need and the direction of training. Scheduled programs were kept to a minimum with a total of 41 programs and 402 participants. On the other hand, efforts in the area of on-site training increased. Specialized programs provided 400 employees additional training at their agency's location. Most striking in our training efforts was the delivery of computer based training to employees. This self-paced

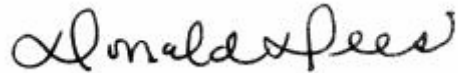
training allows employees to select from numerous computer software programs here at the Personnel Board. Those who have used it find this option very user friendly.

In 2006, it is our hope that agencies will take advantage of all training option—scheduled programs, computer based training, and on-site delivery to you.

* * * * *

Finally, I would like to say I am fortunate to have five very patient and understanding Board Members, and I express to them my appreciation for their support and sincere efforts and success in working to improve the Mobile County Merit System. With the very capable help of public officials, citizen groups, interested individuals and our most valuable resource—the employees themselves—we can move forward together in providing those benefits and services rightfully expected of us by our citizenry.

Respectfully submitted,



Donald Dees
Personnel Director

**STATISTICAL INFORMATION
AND
FINANCIAL REPORTS**

EXAMINATIONS

Number of examinations completed in 2005		738
Regular open competitive with final filing date	170	
Open competitive, open until canceled	383	
Regular promotion with final filing date	155	
Combined promotion and open competitive with final filing date	18	
Promotion continuous until canceled	12	
TOTAL PROMOTIONAL		185
TOTAL NUMBER OF EXAMINATIONS		738
Number of written tests given	205	
Number of oral tests given	6	
Number of demonstration tests given	63	
Number of appraisals	635	
Written tests given for other jurisdictions	0	
Practice test seminars	12	
TOTAL NUMBER OF TESTS GIVEN		921
Number of applicants (all completed examinations)	5856	
Number of applicants appearing for written tests	1576	
Number of applicants appearing for oral tests	46	
Number of applicants appearing for demonstration tests	456	
Number of applicants appraised	3648	
Total number of successful applicants	2834	

CERTIFICATION AND APPOINTMENTS

Number of certifications made		1068
Permanent appointments – employment register	609	
Permanent promotions – promotion list	288	
Temporary appointments – employment register	2	
Temporary appointments – promotion list	0	
TOTAL NUMBER OF APPOINTMENTS FROM CERTIFICATIONS		899
Provisional appointments – permanent positions	9	
Provisional appointments – temporary positions	2	
TOTAL NUMBER PROVISIONAL APPOINTMENTS		11
Return from lay-off – permanent positions	2	
Return from lay-off – temporary positions	0	
Return from pension	6	
Emergency appointments	0	
TOTAL NUMBER OF APPOINTMENTS		918

VETERANS

Number on military leave 01/01/05	40
Number granted military leave	46
Number returning from military leave	57
Number military leave expirations – Rule 3.7	0
Number resigning while on military leave	0
Number still on military leave 12/31/05	29
Number granted veterans' preference	273

SEPARATIONS

Resignations	501
Transfers to pension roll	118
Dismissals	47
Deaths	13
Terminated before completing probationary period	27
Layoffs	8
TOTAL NUMBER OF SEPARATIONS	714

MISCELLANEOUS

Number of positions reclassified	7
Number of temporary appointments made permanent	0
Suspensions	157
Transfers	11
Number failing physical examination	7
Number of voluntary demotions	7
Number of involuntary demotions	14
Number taking military training	793
Number promoted without further examination	0
Number promoted without examination	1

**CLASSIFIED POSITIONS
AS OF DECEMBER 31, 2005**

<u>JURISDICTIONS</u>	<u>POSITIONS AUTHORIZED</u>	<u>POSITIONS FILLED</u>
Mobile County	2,010	1,425
City of Mobile	3,340	2,388
City of Prichard	497	156
City of Chickasaw	142	63
City of Saraland	214	118
City of Citronelle	93	49
City of Bayou La Batre	83	36
City of Satsuma	72	36
Town of Mount Vernon	73	37
Mobile Area Water & Sewer System	659	359
Mobile County Health Department	525	364
Mobile Housing Board	317	213
Mobile County Emergency Management Agency	17	8
Mobile County Legislative Delegation	5	4
Mobile County Personnel Board	53	34
Prichard Water Works & Sewer Board	101	51
Saraland Water & Sewer Board	19	11
Mobile County Racing Commission	37	16
Mobile Public Library	287	191
Town of Creola	47	20
Utilities Board of the City of Bayou La Batre	22	13
City of Satsuma Water & Sewer Board	18	9
Utilities Board of the City of Chickasaw	4	2
TOTAL	8,635	5,603

REPORT OF ABSENCES

On this and following pages are tabulations showing by departments the number of days classified employees were reported absent from work for the reasons shown at the top of each column. An explanation of the abbreviations follows:

Annual Leave:	the normal vacation	MA:	maternity leave
Annual Leave Paid:	payment in lieu of leave	AL:	unpaid leave granted
SP:	sick with pay	AW:	absences without leave
Paid SP:	lump sum payments 3/4 of accumulated SP in the event of death or retirement	IP:	paid leave granted employees injured in line of duty
SW:	sick leave without pay	SU:	suspension without pay
		VS:	vacation for sick purposes

*NOTE: Number of employees for each department reflects all employees who held a Merit System position during the calendar year and not just the number of employees as of December 31st.

DEPARTMENT	*NO. EMP.	ANNUAL TAKEN	PAID	SP	PAID SP	SW	MA	AL	AW	IP	SU	VS
CITY OF MOBILE												
Accounting	17	249	36	96	58	5	0	0	0	0	0	18
Administrative Ser. Admin.	1	19	0	7	0	0	0	0	0	0	0	0
Animal Shelter	15	190	70	100	18	0	0	0	0	0	3	7
Architectural Engineering	15	175	0	147	0	51	0	3	1	0	0	18
Archives	5	70	0	39	0	0	0	0	0	0	0	4
Azalea City Golf Course	22	129	0	94	0	0	0	0	0	86	0	3
Budget	4	72	0	38	0	0	0	0	0	0	0	0
City Clerk	11	127	16	67	0	0	0	3	0	0	0	2
City Hall Overhead	2	36	0	6	0	0	0	0	0	0	0	0
Electrical	41	434	84	264	181	0	0	0	0	0	1	13
Engineering	26	298	19	171	0	1	0	81	3	0	0	15
Film Office	2	32	0	0	0	0	0	0	0	0	0	0
Finance Admin.	1	11	0	9	0	3	0	10	0	0	0	15
Fire	460	8531	531	4788	473	137	0	315	1	2023	39	501
Historic Dev. Comm.	5	79	0	48	0	0	0	0	0	0	3	5
Human Resources	12	87	1	57	32	0	0	12	0	0	0	1
Inventory Control	9	117	0	54	0	0	0	0	0	0	0	0
Keep Mobile Beautiful	5	63	0	33	0	0	0	0	0	0	0	0
Legal	7	51	19	43	0	2	0	0	0	0	0	10
Main Street	3	11	61	32	0	0	0	0	0	0	0	0
Mayor	9	52	36	47	0	0	0	0	0	0	0	0
Mechanical Systems	30	444	0	203	0	3	0	0	0	60	0	10
Mobile Museum of Art	35	272	80	236	0	6	0	0	0	0	0	8
Municipal Court	46	412	24	294	0	85	0	103	0	0	0	64
Municipal Garage	75	836	28	665	0	68	0	36	0	0	0	116
Municipal Info. Systems	54	460	78	293	1	0	0	62	0	0	0	14
Museum Board	25	282	13	158	3	12	18	0	0	0	0	2

DEPARTMENT	*NO. EMP.	ANNUAL TAKEN	PAID	SP	PAID SP	SW	MA	AL	AW	IP	SU	VS
CITY OF MOBILE												
Parks Oper/Cemeteries	6	81	10	56	2	0	0	0	0	0	0	0
Parks & Recreation Dir.	2	42	0	13	0	0	0	0	0	0	0	0
Parks Maintenance	92	1044	136	750	102	40	0	0	15	101	62	61
Payroll-Records	6	57	14	18	0	4	0	1	0	32	0	6
Police	833	7273	754	4545	954	376	28	339	4	327	177	541
Police & Fire Pension	2	24	35	35	0	0	0	0	0	0	0	0
Public Buildings	47	430	63	349	29	54	0	0	0	213	0	87
Public Service Admin.	2	16	0	11	0	0	0	0	0	0	0	0
Public Works Drainage	64	584	22	449	0	119	0	11	11	154	35	105
Public Works Right of Way	17	250	6	86	0	30	0	0	1	1	7	20
Public Works Sanitation	170	1535	157	1136	74	357	0	19	250	216	186	331
Public Works Staff/Admin.	17	225	58	126	221	6	0	2	0	99	0	5
Public Works Street Maint	56	611	15	370	0	25	0	0	13	19	13	56
Purchasing	10	95	55	52	0	0	0	4	0	0	0	2
Real Estate	4	40	0	37	0	0	0	0	0	0	0	6
Real Estate & Asset Mgmt	2	27	0	10	0	0	0	0	0	0	0	0
Recreation	151	675	78	443	156	123	0	186	38	25	0	155
Recreation-Athletics	26	147	7	120	0	7	0	0	2	0	0	12
Revenue	38	495	7	306	0	8	0	0	0	0	0	36
Special Activities	29	0	0	0	0	45	0	217	0	0	0	0
Tennis Center	11	34	0	32	0	0	0	7	0	0	0	0
Traffic Engineering	24	322	76	146	167	42	0	0	0	37	9	16
Transportation Services	2	42	60	19	220	0	0	0	0	0	0	0
Treasury	7	47	60	50	101	12	0	56	0	0	0	22
Urban Development	76	954	215	568	9	0	0	11	5	76	5	39
TOTAL FOR CITY	2631	28589	2924	17716	2801	1621	46	1478	344	3469	540	2326
COUNTY OF MOBILE												
Animal Control	16	146	43	186	0	11	0	6	7	0	0	16
Board of Equalization	3	33	0	31	0	1	0	0	0	0	0	22
Board of Registrars	5	32	0	8	0	0	0	0	0	0	0	0
Building Maintenance	70	583	98	488	202	71	0	213	3	49	10	41
Chickasabogue Park	15	150	0	128	0	0	0	0	0	0	0	58
Construction	36	265	71	200	15	23	0	153	124	206	9	36
County Commission	60	722	58	444	0	11	71	33	0	0	0	57
County Courthouse	33	250	8	225	0	39	0	98	0	191	0	70
Domestic Relations Court	4	31	0	49	0	0	0	0	0	0	0	31
Electronics	13	212	0	95	0	0	0	0	0	0	0	1
Engineering	55	581	36	396	0	39	19	23	0	15	0	48
Environmental	9	78	7	68	0	0	0	0	0	0	0	0
Equipment	26	301	17	180	0	2	0	0	0	0	12	3

DEPARTMENT	*NO. EMP.	ANNUAL TAKEN	PAID	SP	PAID SP	SW	MA	AL	AW	IP	SU	VS
Garage	14	190	0	94	0	19	0	0	0	43	0	29
Inspection	20	235	0	72	0	0	0	0	0	0	0	0
Investigation & Recovery	28	283	48	206	24	35	0	0	0	0	0	88
Legislative Delegation	3	27	0	13	0	0	0	0	0	0	0	0
License Commission	123	1025	200	756	56	61	102	184	11	31	0	106
Litter Patrol	16	173	0	116	0	14	0	1	0	0	30	6
Probate Court	57	606	64	419	60	47	0	8	0	0	0	78
Road & Bridge Camp I	69	583	80	428	213	56	0	16	49	36	32	96
Road & Bridge Camp II	72	623	48	487	6	79	0	419	1	287	15	135
Road & Bridge Camp III	55	606	43	415	59	114	0	138	3	252	0	61
Revenue Commission	117	1261	261	960	150	16	30	157	0	0	0	94
River Delta Marina	4	8	0	19	0	0	0	41	0	0	0	4
Sheriff	581	4866	1304	3638	1015	748	191	619	69	869	200	682
Strickland Youth Center	110	1110	186	767	181	72	0	37	5	19	20	97
Tobacco Tax	3	26	10	8	24	0	0	0	0	0	0	0
Traffic Engineering	33	317	0	268	0	100	0	19	6	32	30	80
Treasurer	5	28	3	58	0	1	0	43	0	0	0	2
West Mobile County Park	9	84	2	91	0	3	0	0	0	0	0	13
TOTAL FOR COUNTY	1664	15435	2587	11313	2005	1562	413	2208	278	2030	358	1954
CITY OF BAYOU LA BATRE	43	312	84	286	13	0	0	90	0	0	0	17
CITY OF CHICKASAW	74	621	68	335	0	43	0	4	0	19	0	54
CITY OF CITRONELLE	56	282	106	204	1	6	58	54	17	0	0	8
TOWN OF CREOLA	23	160	32	172	0	2	0	1	1	0	1	7
TOWN OF MOUNT VERNON	43	115	6	90	0	0	0	0	0	0	0	0
CITY OF PRICHARD												
City Clerk's Office	9	39	0	30	0	0	0	0	0	10	0	3
Electrical	1	0	0	7	0	18	0	0	14	0	3	8
Finance	2	10	0	14	0	0	0	0	0	0	2	0
Fire	48	510	5	396	0	3	0	0	0	0	0	123
Inspection	7	44	0	41	0	8	0	1	1	0	4	15
Mayor's Office	2	8	0	5	0	0	0	0	0	0	0	0
Municipal Golf Course	1	8	3	0	0	0	0	0	0	0	0	0
Police	95	495	21	640	0	47	0	4	10	175	75	169
Public Works	37	263	1	275	0	162	0	118	28	204	0	135
Senior Citizens	2	13	0	4	0	0	0	0	0	0	0	0
TOTAL FOR PRICHARD	204	1390	30	1412	0	238	0	123	53	389	84	453

DEPARTMENT	*NO. EMP.	ANNUAL TAKEN	PAID	SP	PAID SP	SW	MA	AL	AW	IP	SU	VS
CITY OF SARALAND	129	1585	134	988	19	41	0	20	0	7	3	214
CITY OF SATSUMA	45	215	115	204	7	0	5	14	0	95	3	0
UTILITIES BOARD CITY OF BAYOU LA BATRE	13	137	0	104	0	0	0	0	0	0	0	1
UTILITIES BOARD CITY OF CHICKASAW	2	22	0	1	0	0	0	0	0	0	0	0
MOBILE AREA WATER AND SEWER SYSTEM	380	4574	194	2140	211	105	127	290	16	146	75	166
PRICHARD WATER AND SEWER BOARD	53	514	10	417	0	60	80	24	10	0	0	51
SARALAND WATER AND SEWER SERVICE	11	128	0	96	0	0	0	0	0	0	0	0
SATSUMA WATER AND SEWER BOARD	9	119	0	86	0	0	0	10	0	0	0	35
MOBILE COUNTY HEALTH DEPARTMENT	414	3905	456	3103	326	283	215	694	13	87	6	527
MOBILE COUNTY EMER. MANAGEMENT AGENCY	10	43	45	25	22	0	0	41	0	0	0	3
MOBILE COUNTY RACING COMMISSION	18	122	0	60	0	0	0	79	0	0	0	7
MOBILE HOUSING BOARD	227	2538	257	1877	133	59	85	242	44	277	38	268
MOBILE PUBLIC LIBRARY	228	1386	92	917	136	109	0	68	0	0	0	91
MOBILE COUNTY PERSONNEL BOARD	43	384	19	246	0	6	0	70	270	5	0	42
TOTALS - ALL JURISDICTIONS	6320	62576	7159	41792	5674	4135	1029	5510	1046	6524	1108	6224

**SALARY AND WAGE LEVELS OF CLASSIFIED EMPLOYEES HOLDING
PERMANENT POSITIONS AS OF DECEMBER 31, 2005**

<u>MONTHLY SALARY LEVEL</u>	<u>NUMBER OF EMPLOYEES</u>	<u>MONTHLY SALARY LEVEL</u>	<u>NUMBER OF EMPLOYEES</u>
\$ 1,120	15	3,358	32
1,148	1	3,440	104
1,176	8	3,526	6
1,205	8	3,612	125
1,235	8	3,703	29
1,266	19	3,793	97
1,297	8	3,888	16
1,329	7	3,982	80
1,361	19	4,082	18
1,395	10	4,182	46
1,429	93	4,286	9
1,465	84	4,391	45
1,501	200	4,500	10
1,538	46	4,610	49
1,576	83	4,725	10
1,615	39	4,841	25
1,655	169	4,962	2
1,696	52	5,083	21
1,738	151	5,210	7
1,781	59	5,337	17
1,824	125	5,470	2
1,870	76	5,604	13
1,916	136	5,884	6
1,964	86	6,031	4
2,011	137	6,178	13
2,062	97	6,333	3
2,112	147	6,487	3
2,165	68	6,649	1
2,218	222	6,811	10
2,273	75	7,152	8
2,328	309	7,510	5
2,387	60	7,697	1
2,445	257	7,885	1
2,506	89	8,082	1
2,567	257	8,279	1
2,631	45	8,693	2
2,696	178	9,128	1
2,763	55	9,584	1
2,830	181	9,824	1
2,901	31	10,064	1
2,972	141	11,095	2
3,046	50	11,372	1
3,120	168	12,232	1
3,198	25	14,160	1
3,276	165	16,392	1

FULL-TIME EMPLOYEES: MEAN MONTHLY SALARY \$2,572.99
MEDIAN MONTHLY SALARY \$2,328.00

**SALARY AND WAGE LEVELS OF CLASSIFIED EMPLOYEES HOLDING
PERMANENT POSITIONS AS OF DECEMBER 31, 2005**

SEASONAL EMPLOYEES

<u>HOURLY WAGE LEVEL</u>	<u>NUMBER OF EMPLOYEES</u>
\$ 6.46	7
6.78	18
7.13	15
7.48	9
7.85	13
8.24	15
8.66	8
9.55	4
10.03	10
10.52	6
11.05	1
12.18	1

DAILY EMPLOYEES

<u>DAILY WAGE LEVEL</u>	<u>NUMBER OF EMPLOYEES</u>
\$ 24.88	7
26.16	1
27.44	3
34.96	10
35.84	7
36.72	1
37.68	12
39.52	3
41.52	3
43.60	1
45.76	1

SUPERNUMERARY EMPLOYEES

<u>HOURLY WAGE LEVEL</u>	<u>NUMBER OF EMPLOYEES</u>
\$ 6.46	1
7.13	4
8.24	6
8.66	12
9.09	4
10.28	1
10.52	3
11.05	11
13.43	3
13.77	1
14.11	7
14.81	1

HOURLY EMPLOYEES

<u>HOURLY WAGE LEVEL</u>	<u>NUMBER OF EMPLOYEES</u>
\$ 6.16	1
6.46	5
6.62	2
6.78	16
6.95	1
7.13	29
7.48	19
7.67	1
7.85	12
8.24	10
8.66	21
9.09	9
9.55	17
10.03	29
10.28	4
10.52	80
11.05	2
11.60	10
12.49	1
12.80	2
13.43	3
14.11	3
14.81	2
15.55	5
16.33	1
17.15	1
19.85	3
20.84	3
21.88	2
27.93	1
30.79	1
50.00	1

SUPERNUMERARY EMPLOYEES

<u>DAILY WAGE LEVEL</u>	<u>NUMBER OF EMPLOYEES</u>
\$ 26.16	1
36.72	2
37.68	2

THE PERSONNEL BOARD FOR MOBILE COUNTY, ALABAMA

STATEMENT OF EXPENSE

OCTOBER 1, 2004 THROUGH SEPTEMBER 30, 2005

	<u>BUDGET FISCAL YEAR 2004-2005</u>	<u>PRORATION OF BUDGET OCT 1, 2004 THRU SEP 30</u>	<u>EXPENSE OCT 1 THRU SEP 30</u>	<u>SURPLUS (S) DEFICIT (D) AS OF SEP 30, 2005</u>
SALARIES	\$1,510,000.00	\$1,510,000.00	\$1,322,002.21	\$187,997.79 (S)
SUPPLIES & EXPENSE	307,400.00	307,400.00	298,538.17	8,861.83 (S)
TRAINING EXPENSE	29,000.00	29,000.00	17,284.79	11,715.21 (S)
ADVERTISING	28,000.00	28,000.00	30,828.92	2,828.92 (D)
REPAIRS, REPLACEMENT, MAINT	56,000.00	56,000.00	28,004.78	27,995.22 (S)
PRINTING, STATIONERY, POSTAGE	31,000.00	31,000.00	15,390.32	15,609.68 (S)
NEW EQUIPMENT & FURNISHINGS	45,000.00	45,000.00	34,499.41	10,500.59 (S)
PENSION EXPENSE	122,000.00	122,000.00	118,843.29	3,156.71 (S)
INSURANCE EXPENSE	265,500.00	265,500.00	261,700.47	3,799.53 (S)
CONTINGENT EXPENSE	10,000.00	10,000.00	.00	10,000.00 (S)
 TOTAL EXPENSES	 \$2,403,900.00	 \$2,403,900.00	 \$2,127,092.36	 \$276,807.64 (S)

THE PERSONNEL BOARD FOR MOBILE COUNTY, ALABAMA

STATEMENT OF EXPENSE

OCTOBER 1, 2005 THROUGH DECEMBER 31, 2005

	<u>BUDGET FISCAL YEAR 2005-2006</u>	<u>PRORATION OF BUDGET OCT 1, 2005 THRU DEC 31</u>	<u>EXPENSE OCT 1 THRU DEC 31</u>	<u>SURPLUS (S) DEFICIT (D) AS OF DEC 31, 2005</u>
SALARIES	\$1,526,000.00	\$381,500.00	\$304,909.84	\$76,590.16 (S)
SUPPLIES & EXPENSE	293,000.00	73,250.00	66,167.41	7,082.59 (S)
TRAINING EXPENSE	29,000.00	7,250.00	1,092.00	6,158.00 (S)
ADVERTISING	29,000.00	7,250.00	7,352.66	102.66 (D)
REPAIRS, REPLACEMENT, MAINT	30,000.00	7,500.00	5,758.24	1,741.76 (S)
PRINTING, STATIONERY, POSTAGE	15,500.00	3,875.00	68.00	3,807.00 (S)
NEW EQUIPMENT & FURNISHINGS	45,000.00	11,250.00	48.00-	11,298.00 (S)
PENSION EXPENSE	134,750.00	33,687.50	33,993.75	306.25 (D)
INSURANCE EXPENSE	261,500.00	65,375.00	64,343.98	1,031.02 (S)
CONTINGENT EXPENSE	3,250.00	812.50	.00	812.50 (S)
 TOTAL EXPENSES	 \$2,367,000.00	 \$591,750.00	 \$483,637.88	 \$108,112.12 (S)

DISTRIBUTION OF EXPENSE

BUDGET YEAR 2005 – 2006

The statute provides that the expense of operating the Personnel Department be pro-rated among each jurisdiction in proportion to the respective totals of the payrolls for classified employees. The total and pro-rated expenses are shown below.

<u>APPOINTING AUTHORITY</u>	<u>CLASSIFIED PAYROLLS</u>	<u>PERCENTAGE APPLICABLE</u>	<u>PRO-RATA EXPENSES</u>	<u>QUARTER EXPENSES</u>
County of Mobile	\$ 44,925,151.85	24.654	\$ 583,560.18	\$ 145,890.05
City of Mobile	82,801,805.14	45.440	1,075,564.80	268,891.20
City of Prichard	4,020,466.31	2.206	52,216.02	13,054.01
City of Chickasaw	1,477,285.96	.811	19,196.37	4,799.09
City of Saraland	4,342,201.86	2.383	56,405.61	14,101.40
City of Citronelle	884,906.54	.486	11,503.62	2,875.91
City of Bayou La Batre	992,963.18	.545	12,900.15	3,225.04
City of Satsuma	956,846.73	.525	12,426.75	3,106.69
Town of Mount Vernon	437,310.57	.240	5,680.80	1,420.20
Mobile Area Water & Sewer System	14,133,007.68	7.756	183,584.52	45,896.13
Mobile County Health Department	11,681,253.91	6.410	151,724.70	37,931.18
Mobile Housing Board	8,591,096.87	4.715	111,604.05	27,901.01
Mobile County Emergency Management Agency	400,461.86	.220	5,207.40	1,301.85
Prichard Water Works & Sewer Board	1,233,122.89	.677	16,024.59	4,006.15
Saraland Water & Sewer Board	387,283.42	.212	5,018.04	1,254.51
Mobile County Racing Commission	397,454.56	.218	5,160.06	1,290.02
Mobile Public Library	3,565,155.59	1.956	46,298.52	11,574.63
Town of Creola	407,546.27	.224	5,302.08	1,325.52
Utilities Board of the City of Bayou La Batre	312,401.47	.171	4,047.57	1,011.89
City of Satsuma Water & Sewer Board	212,845.80	.117	2,769.39	692.35
Utilities Board of the City of Chickasaw	61,730.59	.034	804.78	201.20
TOTALS	\$182,222,299.05	100.00	\$2,367,000.00	\$ 591,750.03