

19-15<sup>TH</sup> Meeting of the Board  
Regular Meeting and Public Hearing  
8:30 a.m., Tuesday, August 6, 2019

(NOTE: PLEASE TURN OFF OR MUTE ALL ELECTRONIC DEVICES)

FINAL AGENDA

1. Public hearing for consideration of comments and suggestions concerning the request from the Mobile Area Water and Sewer System for the following actions:
  - (A) Amendment of the attached specification for the classification of Lift Station Mechanic, in title only, to Lift Station Mechanic I,
  - (B) Adoption of the attached specification for the classification of Lift Station Mechanic II,
  - (C) Adoption of Salary Grade 15, \$3,455.70 - \$5,524.45, for the classification of Lift Station Mechanic II.
2. If Item One is approved, the Mobile Area Water and Sewer System requests the creation of one (1) position of Lift Station Mechanic II.
3. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the request from the City of Mobile for the amendment of Salary Grade 12, \$2,574.03 - \$4,114.98, to Salary Grade 11, \$2,450.00 - \$3,916.69, for the classification of Paramedic.
4. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the following requests from the Mobile Housing Board:
  - (A) Amendment of the attached specification for the classification of Housing Technician, in title and body, to Housing Specialist I,
  - (B) Adoption of the attached specification for the classification of Housing Specialist II,
  - (C) Adoption of Salary Grade 14, \$2,983.31 - \$4,769.27, for the classification of Housing Specialist II.
5. The Mobile County Commission requests approval for the following actions:
  - (A) Approval of the Mobile County Bereavement Leave Policy, to be effective July 1, 2019,
  - (B) Approval of the Mobile County Employee Weight Loss Incentive Program,
  - (C) Approval of the Mobile County Employee Development Program for the Administration and Engineering & Public Works Departments,
  - (D) Approval of a 7.5% blanket increase for the following classifications for Mobile County, effective August 10, 2019:
    - (1) Chief Warrant Officer,
    - (2) Warrant Officer II,
    - (3) Warrant Officer I.

6. The Director recommends approval of a request from the City of Mobile for reclassification under Rule 4.4 of Clarissa Robbins, Records Specialist, to Office Assistant II, effective at the beginning of the next pay period, August 17, 2019, with no change in pay for the incumbent.
7. The Director reports receipt of a request for an extension of Injured with Pay for Robert Crawford, Public Service Worker I with the City of Prichard Public Works Department for the period of July 12, 2019 through August 20, 2019. Mr. Crawford exhausted his 1,040 hours on January 25, 2019.
8. The Director reports receipt of the following letters in reference to requests for supplemental examinations:
  - (A) Receipt of a letter from Kimberly Eubanks for a supplemental written examination for Secretary II. Ms. Eubanks states she was absent for the examination on Tuesday, July 30, 2019, due to a busy end-of-the-month work schedule for her employer at the date and time of the examination.
  - (B) Receipt of a letter from Stephanie Martin for a supplemental written examination for Library Page (part-time). Ms. Martin states she was absent for the examination on Wednesday, July 17, 2019, due to being out-of-state on emergency circumstances regarding her child on the date and time of the examination.
  - (C) Receipt of a letter from Sarah Taylor for a supplemental written examination for Library Page (part-time). Ms. Taylor states she was absent for the examination on Wednesday, July 17, 2019, due to a work schedule conflict in her current employment as a Case Manager at the time and date of the examination.
  - (D) Receipt of a letter from Aisha Clarke for a supplemental written examination for Fiscal Clerk I. Ms. Clarke states she was absent for the examination on Monday, July 22, 2019, due to being out of town from the dates of July 19 – 28, 2019.
  - (E) Receipt of a letter from Cavesha Fox Nero for a supplemental written examination for Library Page (part-time). Ms. Nero states she was absent for the examination on Wednesday, July 17, 2019, due to not receiving email information regarding the time and date of the examination.
  - (F) Receipt of a letter from Julie Brawdy for a supplemental written examination for Secretary II. Ms. Brawdy states she was absent for the examination on Tuesday, July 30, 2019, due to a pre-arranged class scheduled in Birmingham before the time and date of the examination.
9. The Director reports approval of the following jurisdictional special merit increases:
  - (A) 10% special merit increase for Adrian Parker, Lift Station Mechanic for the Board of Water and Sewer Commissioners of the City of Saraland. While performing his regular duties as a Lift Station Mechanic, Mr. Parker took the initiative to enroll in school to prepare himself for the ADEM Wastewater Operator Exam. He has passed the exam and assists the Treatment Plant Operators after hours and on weekends when needed. Mr. Parker is an exemplary and dedicated employee who has made the needs of the jurisdiction and co-workers a priority.

- (B) 2.5% special merit increase for Cedric Dennis, Equipment Operator III with the City of Satsuma. Mr. Dennis goes above and beyond the duties of his job. He works extremely hard and long hours to accomplish all that is needed to run the jurisdictional sanitation department.
10. The Director reports approval for the creation of the following jurisdictional positions:
- (A) Creation of four (4) positions of Juvenile Detention Officer, part-time, for the Strickland Youth Center,
  - (B) Creation of four (4) positions of Juvenile Detention Officer, supernumerary, for the Strickland Youth Center,
  - (C) Creation of one (1) position of Buyer II for the Mobile County Commission Administration Miscellaneous #2 Department,
  - (D) Creation of one (1) position of Engineering Technician III for the Mobile County Facilities Design and Construction Department,
  - (E) Creation of one (1) position of Accountant II for the City of Mobile Finance Administration Department,
  - (F) Creation of one (1) position of Media Marketing Specialist for the City of Mobile Civic Affairs Department,
  - (G) Creation of one (1) position of Operations Manager for the City of Mobile Civic Affairs Department,
  - (H) Creation of one (1) position of Recording Secretary - MAWSS, temporary part-time, for the Mobile Area Water and Sewer System.
11. In compliance with Mobile County Personnel Department Policy 156.1, the Director reports receipt of a letter from the City of Prichard that consideration concerning a bonus and/or incentive request will be made sometime after the beginning of the 2019-2020 Fiscal Year.
12. The Director reports receipt of the Notice of Appeal to Circuit Court filed by Robert (Bobby) Myers regarding the Order of the Board rendered July 16, 2019.
13. Have the Board set a date for a public hearing concerning the appeal from dismissal filed by Elizabeth Howell (McNicoll), former Accountant II with the Mobile County Commission Administration Miscellaneous #2 Department.
14. The Director recommends that the following Orders of the Board be spread fully upon the minutes:
- (A) Robert (Bobby) Myers vs. Mobile County,
  - (B) Tequila Rogers vs. Mobile County License Commission,
  - (C) April Doutt vs. Mobile County License Commission,
  - (D) S. La'Shea Carter vs. Mobile Area Water and Sewer System.

15. Approval of the following meeting and hearing minutes of the Board:
  - (A) 19 – 14<sup>TH</sup> meeting held July 16, 2019,
  - (B) 19 – 14<sup>TH</sup> addendum held July 16, 2019,
  - (C) 19 – 15<sup>TH</sup> hearing held July 16, 2019,
  - (D) 19 – 16<sup>TH</sup> hearing held July 16, 2019.
16. Comments from the Director.
17. Business items from Board Members.