

(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 Personnel Director to amend Rule 5.2(a), Entry Level Employees, as follows with notated changes, effective November 17, 2020:

The proposed amended Rule 5.2(a) would read as follows:

PROPOSED AMENDMENT: ENTRY LEVEL EMPLOYEES. 5.2(a) The pay of all new employees shall be paid initially at the minimum rate set forth in the pay plan for the class of positions which the employee is employed. However, for professional and technical classes of positions, ~~other than public safety officers~~, at the discretion of the Appointing Authority, the employee may be paid at a rate up to but not in excess of the mid-range of the pay plan established for the professional and technical position. The classifications in which employees are primarily engaged as a Police Officer, Sheriff's Deputy and Firefighter shall not be considered as a "public safety officer" as exempted in Section XI, Pay Plan; Sub-section 1. Entry Level Employees of the enabling act. They shall be regarded as a "professional class" if they are certified under the state law governing police officers, sheriff's deputies and firefighters. In no event shall a starting salary of a Police Officer, Sheriff's Deputy, or Firefighter be above the average salary paid in that classification based on the number of whole years' experience equivalent to that classification. In the event there is no mid-range in a particular jurisdiction's pay plan, mid-range shall be defined as the step that does not exceed the mean, i.e., the middle position between two extremes or midway between the highest and lowest of the ranges.

2. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the following requests from the Mobile County Commission:
 - (A) Amendment of the attached specification for the classification of Superintendent of Voting Machine and Warehouse Operations to Superintendent of Voting System Management, in title and body,
 - (B) Amendment of Salary Grade 17, \$3,546.25 - \$5,669.21, to Salary Grade 19, \$3,914.39 - \$6,257.75, for the classification of Superintendent of Voting System Management,
 - (C) Amendment of the attached specification for the classification of Assistant Superintendent of Voting Machine and Warehouse Operations to Assistant Superintendent of Voting System Management, in title and body,
 - (D) Amendment of Salary Grade 12, \$2,770.32 - \$4,428.78, to Salary Grade 16, \$3,375.37 - \$5,396.04, for the classification of Assistant Superintendent of Voting System Management,
 - (E) Amendment of the attached specification for the classification of Voting Machine Technician II,
 - (F) Amendment of Salary Grade 12, \$2,770.32 - \$4,428.78, to Salary Grade 14, \$3,057.92 - \$4,888.54, for the classification of Voting Machine Technician II,

- (G) Amendment of the attached specification for the classification of Voting Machine Technician I,
 - (H) Amendment of Salary Grade 11, \$2,636.83 - \$4,215.37, to Salary Grade 12, \$2,770.32 - \$4,428.78, for the classification of Voting Machine Technician I.
3. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the following requests from the City of Mobile:
- (A) Adoption of Salary Grade 10, \$2,331.95 - \$3,727.97, for the classification of Kennel Technician I,
 - (B) Amendment of the attached specification for the classification of Planner I.
4. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the request from the Mobile County Health Department for reclassification under Rule 10.18 of Consuela Cleveland, Custodial Worker I, part-time, to permanent full-time, effective December 5, 2020.
5. The Mobile County Revenue Commission requests approval to revive the eligible list for Tax Auditor I, which expired on November 7, 2020, for a period of 90 days from the date of approval.
6. The City of Mobile requests approval of the following actions:
- (A) Approval to grant a 2.5% cost-of-living pay raise, effective at the beginning of the next pay period, November 21, 2020,
 - (B) Abolishment of the job classification of Child Care Worker I,
 - (C) Abolishment of the job classification of Child Care Worker II.
7. The City of Saraland requests approval to grant a one-time longevity pay of \$500 to all full-time employees and other personnel and \$250 to all part-time employees, as stated and detailed in the submitted City of Saraland Resolution No. 2175, to be effective at the beginning of the next pay period, November 21, 2020.
8. The Mobile Area Water and Sewer System requests approval of Standby Pay for the job classification of Hydrant Service Technician.
9. The Mobile Housing Board requests approval for the following actions:
- (A) Approval of Standby Pay for Wanda Boles, Painter, for jurisdictional maintenance on-call rotation duty.
 - (B) Approval of bonus incentive gift cards to all jurisdictional employees during the week ending December 4, 2020.

10. The Mobile County Emergency Management Agency requests approval for overtime pay at the rate of one and one-half times (1.5) regular pay to include exempt and all non-exempt employees due to Hurricane Zeta from October 26, 2020, until the disaster is over for the following persons:
 - (A) Ronnie Adair, Director,
 - (B) Thaddeus Burns, Emergency Preparedness Planning & Operations Officer II,
 - (C) Michael Evans, Deputy Director,
 - (D) Matthew Brannan, Director of Planning & Operations,
 - (E) William Sellers, III, Emergency Preparedness Planning Operations Officer II,
 - (F) Pamela Broadhead, Office Assistant III,
 - (G) Diane Murphy, Secretary III.
11. The Mobile Public Library requests approval to grant a 2.5% cost-of-living adjustment in conjunction with the City of Mobile, effective at the beginning of the next pay period, November 22, 2020.
12. The Utilities Board of the City of Bayou La Batre requests approval for double time pay for the following employees who worked during Hurricane Zeta from 5:00 p.m., Wednesday, October 28, 2020 through 6:00 a.m., Thursday, October 29, 2020, and from 5:00 p.m., Thursday, October 29, 2020, to 12:00 a.m. Midnight, Friday, October 30, 2020:
 - (A) Joseph Ladnier, Treatment Plant Operator II,
 - (B) Alfred Griffin, Public Service Worker I.
13. The Director reports approval for the creation of one (1) additional position of Special Events Coordinator with the Mobile Public Library Publicity & Communications Department, Division #220.
14. Have the Board set a date for a public hearing concerning the following appeals:
 - (A) Appeal from dismissal filed by Marque Thompson, former Equipment Operator II with the City of Mobile Public Works – Public Services Administration Department,
 - (B) Appeal from suspension filed by Jacqueline Harris, Office Assistant I with the Mobile Area Water and Sewer System.
15. Approval of the following meetings and hearing minutes of the Board:
 - (A) 20 – 20TH meeting held November 3, 2020,
 - (B) 20 – 22ND hearing held November 3, 2020,
 - (C) 20 – 23RD hearing held November 5, 2020.
16. Comments from the Director.
17. Business items from Board Members.