

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

FINAL AGENDA

1. Public hearing for consideration of comments and suggestions concerning the following requests from the City of Prichard:
 - (A) Adoption of the attached specification for the classification of Fire Prevention Inspector,
 - (B) Adoption of Salary Range 41.5, \$2,165.00 - \$ 3,358.00, for the classification of Fire Prevention Inspector.
2. If Item One is approved, the City of Prichard requests approval for the creation of two (2) positions of Fire Prevention Inspector for the Prichard Fire Department.
3. Public hearing for consideration of comments and suggestions concerning the following requests from the Mobile Housing Authority:
 - (A) Adoption of the classification of Help Desk Coordinator,
 - (B) Adoption of Salary Grade 15, \$3,373.35 - \$5,392.81, for the classification Help Desk Coordinator,
 - (C) Amendment of the attached specification for the classification of Resident Services Supervisor, in title and body, to Resident Services Director – MHA,
 - (D) Amendment of Salary Grade 21, \$4,766.46 - \$7,619.90, to Salary Grade 23, \$5,807.47 - \$9,284.11, for the classification of Resident Services Supervisor to Resident Services Director – MHA.
4. If Item Three is approved, the Mobile Housing Authority requests approval for the creation of one (1) position of Help Desk Coordinator.
5. Public hearing for consideration of comments and suggestions concerning the following requests from the Water Works and Sewer Board of the City of Prichard:
 - (A) Adoption of the classification of Fiscal Officer I,
 - (B) Adoption of Salary Grade 14, \$3,455.79 - \$5,524.60, for the classification of Fiscal Officer I.
6. If Item Five is approved, the Water Works and Sewer Board of the City of Prichard requests approval for the creation of one (1) position of Fiscal Officer I.
7. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the requests of the Mobile County Commission:
 - (A) Adoption of the attached specification for the classification of Risk Management Specialist,
 - (B) Adoption of Salary Grade 14, \$3,371.42 - \$5,389.72, for the classification of Risk Management Specialist.

8. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the requests of the City of Bayou La Batre:
 - (A) Adoption of Salary Grade 22, \$4,494.67 - \$7,185.40, for the classification of Assistant Police Chief,
 - (B) Amendment of Salary Grade 21, \$4,071.95 - \$6,509.62 to Salary Grade 22, \$4,494.67 - \$7,185.40 for the classification of Fire Service Assistant Chief.

9. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the requests of the Mobile Area Water and Sewer System:
 - (A) Adoption of the attached specification for the classification of Raw Water Technician II,
 - (B) Adoption of Salary Grade 16, \$3,630.64 - \$5,804.12, for the classification of Raw Water Technician II,
 - (C) Amendment of the attached specification for the classification of Raw Water Technician Supervisor,
 - (D) Amendment of the attached specification of the classification of Raw Water Technician, in title only, to Raw Water Technician I,
 - (E) Amendment of the attached specification for the classification of Pretreatment Specialist I.

10. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the following request from the Personnel Director to amend *Rule 3.5 (A & B), Sick Leave* as follows:

CURRENT RULE: SICK LEAVE. 3.5 (A) Sick leave is hereby defined to mean an absence from duty by reason of illness of the employee; exposure to contagious disease; or attendance upon members of the immediate family of the employee whose illness requires the care of such employee; or death in the immediate family of the employee. The Director shall require evidence, in the form of a doctor's certificate or otherwise, to substantiate a claim for sick leave, or for annual leave used for the purpose of sick leave, for any absence in excess of 40 consecutive work hours for those employees whose hourly rate is based on the 40 hour work week. For those employees whose wages are based on the average 56 hour work week the doctor's statement or otherwise, will be required for any absence in excess of 48 consecutive work hours.

PROPOSED AMENDMENT: SICK LEAVE. 3.5 (A) Sick leave is hereby defined to mean an absence from duty by reason of illness of the employee; exposure to contagious disease; or attendance upon members of the immediate family of the employee whose illness requires the care of such employee; or death in the immediate family of the employee. ~~The Director shall~~ **The Appointing Authority may shall** require evidence, in the form of a doctor's certificate or otherwise, to substantiate a claim for sick leave, or for annual leave used for the purpose of sick leave, for any absence in excess of ~~40~~ **80** consecutive work hours for those employees whose hourly rate is based on the 40 hour work week. For those employees whose wages are based on the average 56 hour work week the doctor's statement or otherwise, will be required for any absence in excess of ~~48~~ **96** consecutive work hours. **The Appointing Authority may require such documentation for absences that do not exceed 80 consecutive hours. The Director may audit the leaves of absence as necessary to insure uniform application among the employees.**

CURRENT RULE: SICK LEAVE. 3.5 (B) In the event an employee's absence entitles him to the use of sick leave but he has exhausted his accumulation of such leave, he shall be entitled to use any accumulated

annual leave to his credit rather than be placed on a without pay basis. Such absence shall be reported to the Personnel Department as "VS" which will denote annual leave, or vacation, used for the purpose of sick leave.

For each full time employee holding permanent appointment in regular employment shall be entitled to sick leave, with pay, at the following rates: 1. For those employees whose duties normally require them to work a 40 hour week the rate will be .038461 hour per hour of regular pay (10 days/or 80 hours per year) 2. For all such employees whose duties require them to work an average of 56 hours a week the rate will be .038461 hour per hour of regular pay (14 days per year/or 112 hours per year).

Any such employee who has held such a position in the Classified Service since prior to the passage of the Act or whose position has been placed from the Unclassified Service into the Classified Service by Act of the Legislature of Alabama may be granted such additional sick leave, at whole or reduced pay, as the Board deems just and equitable.

Sick leave shall not be granted any employee whose absence from duty is a result of his own misconduct. Absence from such cause shall be reported as "Absence Without Leave" and shall subject the employee to disciplinary action.

PROPOSED AMENDMENT: *SICK LEAVE. 3.5 (B) In the event an employee's absence entitles him to the use of sick leave but he has exhausted his accumulation of such leave, he shall be entitled to use any accumulated annual leave to his credit rather than be placed on a without pay basis. Such absence shall be reported to the Personnel Department as "VS" which will denote annual leave, or vacation, used for the purpose of sick leave. For each full time employee holding permanent appointment in regular employment shall be entitled to sick leave, with pay, at the following rates: 1. For those employees whose duties normally require them to work a 40 hour week the rate will be .038461 hour per hour of regular pay (10 days/or 80 hours per year) 2. For all such employees whose duties require them to work an average of 56 hours a week the rate will be .038461 hour per hour of regular pay (14 days per year/or 112 hours per year).*

Any such employee who has held such a position in the Classified Service since prior to the passage of the Act or whose position has been placed from the Unclassified Service into the Classified Service by Act of the Legislature of Alabama may be granted such additional sick leave, at whole or reduced pay, as the Board deems just and equitable.

~~*Sick leave shall not be granted any employee whose absence from duty is a result of his own misconduct. Absence from such cause shall be reported as "Absence Without Leave" and shall subject the employee to disciplinary action.*~~

11. The City of Citronelle requests approval of the adoption of Resolution No. 2021 - 3485: One-Time Supplemental Longevity Pay Adjustment, as outlined in the submitted documents dated November 15, 2021, to become effective at the beginning of the next pay period, December 10, 2021.
12. The Director reports receipt of the 2022 Calendar Year Holiday Schedule of the Mobile County Racing Commission.
13. The Director reports approval for the creation of the following jurisdictional positions:
 - (A) Creation of one (1) additional position of Office Assistant II for the Mobile County Facilities Design and Construction Department #101,

- (B) Creation of one (1) additional position of Administrative Support Assistant for the Mobile Area Water and Sewer System,
 - (C) Creation of one (1) additional position of Community Development Planner for the City of Mobile Build Mobile Administration Department,
 - (D) Creation of five (5) positions of Firefighter, part-time, for the City of Saraland,
 - (E) Creation of five (5) positions of Firemedic, part-time, for the City of Saraland,
 - (F) Creation of one (1) additional position of Office Assistant II for the Mobile County Board of Registrars,
 - (G) Creation of one (1) additional position of Environmental Enforcement Manager for the Mobile County Environmental Enforcement Department #11,
 - (H) Creation of one (1) additional position of Veterinary Technician for the Mobile County Animal Control Department #12.
14. The Director reports receipt of a letter from Jamall Russell, former Public Service Worker I with the City of Mobile Public Works – Public Services Administration Department, requesting to withdraw his appeal and cancel the hearing currently scheduled for January 13, 2022.
15. Have the Board set a date for a public hearing concerning the following appeals:
- (A) Appeal from dismissal filed by Luke Padgett, former Police Officer with the City of Mobile Police Department,
 - (B) Appeal to Step Three Grievance filed by Richard Watters, Attorney for Gregory Jordan, Public Service Worker I with the Mobile County Administration Environmental Enforcement Department.
16. The Director recommends that the following Orders of the Board be fully spread upon the minutes:
- (A) Marque Thompson vs. City of Mobile,
 - (B) Malcolm Lockette vs. Mobile County Sheriff's Office,
 - (C) Johnny Ladner vs. City of Mobile,
 - (D) Clarence White vs. City of Mobile,
 - (E) Darryl Williams vs. City of Mobile,
 - (F) Kimberly Harden vs. City of Mobile,
 - (G) Russell Easterling vs. Mobile County,
 - (H) LaByron Howard vs. Mobile Area Water and Sewer System,
 - (I) James Rogers vs. City of Mobile,
 - (J) Dexter Pettaway vs. City of Mobile,
 - (K) Joshua Himes vs. City of Mobile,
 - (L) Thomas Robb vs. Mobile County Sheriff's Office,
 - (M) Gregory Jordan vs. Mobile County,
 - (N) Antonio Christian vs. City of Mobile,
 - (O) Tyrone Davis vs. Mobile County,
 - (P) Derek Carter vs. City of Mobile,
 - (Q) Glenn Carson vs. City of Mobile.

17. Approval of the 21 – 23RD meeting minutes of the Board held November 16, 2021.
18. Comments from the Director.
19. Business items from Board Members.