

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

FINAL AGENDA

1. The Director introduces a presentation from the University of South Alabama Melton Center for Entrepreneurship and Innovation for the proposed Management and Process Efficiency Study to the Personnel Board.
2. Public hearing for consideration of comments and suggestions concerning the request from the Mobile County Commission for the adoption of Salary Grade 22, \$5,524.47 - \$8,831.69, for the classification of Grants Compliance Manager.
3. If Item Two is approved, the Mobile County Commission requests approval for the creation of one (1) position of Grants Compliance Manager for the Administration - County Commission Miscellaneous #2 Department.
4. Public hearing for consideration of comments and suggestions concerning the following requests from the City of Mobile:
 - (A) Reclassification under Rule 10.18 of Cassandra Pettway, Recreation Leader I, part-time, to Recreation Leader I, full-time, effective January 29, 2022,
 - (B) Amendment of the attached specification for the classification Assistant Animal Shelter Supervisor.
5. Public hearing for consideration of comments and suggestions concerning the following request from the Personnel Director to amend *Rule 3.5 (A), 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** 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.

6. 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 reclassification under Rule 10.18 of Shurquonda West, Recreation Leader I, part-time, to Recreation Leader I, full-time, effective February 12, 2022.

7. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the request from the City of Satsuma for the adoption of Salary Grade 19, \$3,727.97 – \$5,959.71, for the classification of Executive Assistant.
8. The Mobile Area Water and Sewer System requests approval of extension of Injured With Pay for Larry McMillan, Equipment Operator Trainee, for the dates of January 4, 2022 through February 5, 2022. Mr. McMillan exhausted his 1,040 hours on December 15, 2021.
9. The Board of Water and Sewer Commissioners of the City of Saraland requests approval to grant a 10% cost-of-living increase for all full-time employees, effective at the beginning of the next pay period, January 22, 2022.
10. The Director reports approval for the creation of one (1) additional position of Accountant I for the Water Works and Sewer Board of the City of Prichard.
11. Have the Board ratify its approval of a request for continuance filed by Darryl Blackmon, Attorney for Ms. York on the appeal from dismissal for Terri York vs. Strickland Youth Center originally set for January 11, 2022, and reschedule the hearing.
12. Approval of the following meeting minutes of the Board held January 4, 2022.
13. Comments from the Director.
14. Business items from Board Members.