

Mobile County Personnel Board Agenda
24 – 22ND Meeting of the Board
Tuesday, December 3, 2024 – 1:00p.m.

Notice: Unless otherwise noted, votes will be taken on each item at this meeting.

Call to Order

Invocation

Determination of a Quorum

Adoption of the Agenda Vote

Director Updates

1. Department Operating Expenses Vote

2. Meeting Minutes Approvals Vote

A. 24 – 21ST Meeting of the Board held November 19, 2024,

B. 24 – 21ST Addendum of the Board held November 19, 2024.

3. Public Hearing Vote

Mobile County Personnel Department

Public Hearing for comments and suggestions concerning the request from the Personnel Director to amend Rule 11.1(A), Entry Level and/or Initial Employment.

Proposed Amendments (first paragraph): ENTRY LEVEL AND/OR INITIAL EMPLOYMENT. 11.1 (A) Every person appointed to an initial position with each jurisdiction for entry into the classified service is a probationary employee with that jurisdiction, and shall be tested by a working test while occupying the position. The period of the working test shall commence immediately upon appointment and shall continue for such time, not less than six months, as shall be established by the Director. At times during the working test period and in the manner as the Director may require, the Appointing Authority shall report to the Director his or her observation of the employee's work, and his or her judgement as to the employee's willingness and ability to perform his or her duties satisfactorily, and as to his or her habits and dependability. At any time during his or her working test period, after the first two months thereof, the Appointing Authority may remove an employee if, in the opinion of the Appointing Authority, the working test indicates that the employee is unable or unwilling to perform his or her duties satisfactorily or that his or her habits and dependability do not merit his or her continuance in the service. Upon removal, the Appointing Authority shall report to the Director and to the employee removed, his or her action and the reason therefor. No more than three employees shall be removed successively from the same position during their working test periods without the approval of the Director. The Appointing Authority may remove an employee within the first two months of his or her working test period only with the approval of the Director. The Director may remove an employee during his or her working test period if the Director finds, after giving the employee notice and an opportunity to be heard, that the employee was appointed as a result of a fraud or error. However, an employee in his or her working test does ~~may not be suspended nor otherwise disciplined nor~~ have a right to a predisciplinary hearing inasmuch as the employee does not have a property interest in his or her position until such employee's working test has been successfully completed.

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| 4. | Board Action Items | Vote |
| | A. City of Mobile | |
| | 1. Adoption of the attached specification for the classification of National Integrated Ballistic Information Network (NIBIN) Specialist, | |
| | 2. Adoption of Salary Grade 15 for the classification of National Integrated Ballistic Information Network (NIBIN) Specialist, | |
| | 3. Creation of one (1) position of National Integrated Ballistic Information Network (NIBIN) Specialist for the Mobile Police Department. | |
| | B. City of Saraland | |
| | 1. Adoption of the attached specification for the classification of Assistant Police Chief – Saraland, | |
| | 2. Adoption of Salary Grade 22 for the classification of Assistant Police Chief – Saraland, | |
| | 3. Creation of one (1) position of Assistant Police Chief – Saraland, | |
| | 4. Adoption of the classification of Electrical Inspector II, | |
| | 5. Adoption of Salary Grade 17 for the classification of Electrical Inspector II, | |
| | 6. Creation of one (1) position of Electrical Inspector II, | |
| | 7. Adoption of the classification of Principal Planner, | |
| | 8. Adoption of Salary Grade 20 for the classification of Principal Planner, | |
| | 9. Creation of one (1) position of Principal Planner. | |
| | C. Mobile Area Water and Sewer System | |
| | 1. Adoption of the attached specification for the classification of Water and Sewer Construction Project Assistant, | |
| | 2. Adoption of Salary Grade 14 for the classification of Water and Sewer Construction Project Assistant, | |
| | 3. Creation of one (1) position of Water and Sewer Construction Project Assistant, | |
| | 4. Reclassification under Rule 4.4 of the incumbent as listed on the submitted document, effective at the beginning of the next pay period, December 14, 2024, | |
| | 5. Adoption of the attached specification for the classification of Water and Sewer Construction Project Coordinator, | |
| | 6. Adoption of Salary Grade 16 for the classification of Water and Sewer Construction Project Coordinator, | |
| | 7. Creation of one (1) position of Water and Sewer Construction Project Coordinator, | |

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8. Adoption of the attached specification for the classification of Water and Sewer Construction Project Manager,
9. Adoption of Salary Grade 18 for the classification of Water and Sewer Construction Project Manager,
10. Creation of four (4) positions of Water and Sewer Construction Project Manager,
11. Reclassification under Rule 4.4 of the four (4) incumbents as listed on the submitted document, effective at the beginning of the next pay period, December 14, 2024.

D. Board of Water and Sewer Commissioners for the City of Saraland

Approval to grant a one-time bonus to all employees as listed on the submitted document, retroactively effective November 25, 2024.

5. Appeals

Have the Board set a date for a public hearing on the appeal from dismissal filed by M. Catlin, former Public Safety Dispatcher I with the City of Mobile Police Department. The proposed date is set for Tuesday, February 25, 2025, at 1:00p.m.

6. Board Member Announcements/Discussion

7. Adjournment