

18-3<sup>RD</sup> Meeting of the Board  
Regular Meeting and Public Hearing  
8:30 a.m., Tuesday, February 6, 2018

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

FINAL AGENDA

1. Public hearing for consideration of comments and suggestions concerning the request from Mobile County for the following actions:
  - (A) Amendment of the attached specification for the classification of Training Specialist,
  - (B) Adoption of Salary Grade 15, \$2,914.01 - \$4,658.49, for the classification of Training Specialist.
2. If Item One is approved, Mobile County requests approval of the creation of one (1) position of Training Specialist for the County Commission Miscellaneous #2 Department.
3. Have the Board set a date for public hearing for consideration of comments and suggestions concerning the following requests of Mobile County:
  - (A) Amendment of the attached specification for the classification of Voting Machine Superintendent, in title and body, to Superintendent of Voting Machine and Warehouse Operations,
  - (B) Amendment of Salary Grade 16, \$3,061.54 - \$4,894.32, to Salary Grade 17, \$3,216.53 - \$5,142.10, for the classification of Superintendent of Voting Machine and Warehouse Operations,
  - (C) Amendment of the attached specification for the classification of Voting Machine Technician, in title and body, to Voting Machine Technician I,
  - (D) Amendment of Salary Grade 10, \$2,276.42 - \$3,639.20, to Salary Grade 11, \$2,391.67 - \$3,823.44 for the classification of Voting Machine Technician I,
  - (E) Adoption of the attached specification for the classification of Voting Machine Technician II,
  - (F) Adoption of Salary Grade 12, \$2,512.75 - \$4,017.00, for the classification of Voting Machine Technician II.
4. 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 Maria Butisingh, Communication Center Specialist I, supernumerary, to permanent full-time.
5. Have the Board set a date for public hearing for consideration of comments and suggestions concerning the following requests of the City of Mobile:
  - (A) Amendment of the attached specification for the classification of Information Technology Director,

- (B) Amendment of Salary Grade 24, \$5,537.48 - \$8,852.49 to Salary Grade 25, \$6,112.34 - \$9,771.49, for the classification of Information Technology Director,
- (C) Adoption of the attached specification for the classification of Information Technology Deputy Director,
- (D) Adoption of Salary Grade 23, \$5,016.68 - \$8,019.92, for the classification of Information Technology Deputy Director,
- (E) Adoption of the attached specification for the classification of Information Technology Deputy Director - Geographic Information Systems,
- (F) Adoption of Salary Grade 23, \$5,016.68 - \$8,019.92, for the classification of Information Technology Deputy Director - Geographic Information Systems,
- (G) Adoption of the attached specification for the classification of Network Security Manager,
- (H) Adoption of Salary Grade 22, \$4,544.87 - \$7,265.65, for the classification of Network Security Manager,
- (I) Adoption of the attached specification for the classification of Data Center Administrator,
- (J) Adoption of Salary Grade 22, \$4,544.87 - \$7,265.65, for the classification of Data Center Administrator,
- (K) Adoption of the attached specification for the classification of Geographic Information System Administrator,
- (L) Adoption of Salary Grade 22, \$4,544.87 - \$7,265.65, for the classification of Geographic Information System Administrator,
- (M) Adoption of the attached specification for the classification of Information Technology Business Process Analyst,
- (N) Adoption of Salary Grade 22, \$4,544.87 - \$7,265.65, for the classification of Information Technology Business Process Analyst,
- (O) Adoption of the attached specification for the classification of Help Desk Manager,
- (P) Adoption of Salary Grade 21, \$4,117.43 - \$6,582.32, for the classification of Help Desk Manager,
- (Q) Adoption of the attached specification for the classification of Voice/Data Technician,
- (R) Adoption of Salary Grade 18, \$3,379.36 - \$5,402.42, for the classification of Voice/Data Technician.

6. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the request from the City of Saraland for the following actions:
  - (A) Adoption of Salary Grade 17, \$3,459.73 - \$5,530.89, for the classification of Court Operations Supervisor,
  - (B) Amendment of the attached specification for the classification of Court Operations Supervisor.
7. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the request from the City of Creola for the following actions:
  - (A) Adoption of Salary Grade 16, \$2,538.83 - \$4,058.71, for the classification of Public Service Supervisor I,
  - (B) Amendment of the attached specification for the classification of Jailer/Dispatcher II.
8. Mobile County requests approval for the abolishment of one (1) position of Legislative Assistant for the Legislative Delegation Department due to the retirement of Elizabeth Travillion. This position was created with the understanding upon Ms. Travillion's retirement on January 1, 2018, the additional position would be abolished.
9. Mobile County requests approval for the creation of the following positions:
  - (A) Creation of one (1) position of GIS Analyst III for the Revenue Commission Mapping Department, Reappraisal Budget, Department #31,
  - (B) Creation of one (1) position of Utility Worker for the Strickland Youth Center.
10. The City of Mobile requests approval for an extension of the Injured with Pay for Bobby Jackson, Carpenter, for the date of January 25, 2018. Mr. Jackson has been on injured with pay from July 18, 2017 through January 24, 2018, for a total of 1,040 hours.
11. The City of Mobile requests approval for special overtime for Jeffrey Deese and Dexter Johnson, Public Service Supervisors II of the Public Works and Parks Maintenance Departments, for the period of January 25, 2018 through February 12, 2018. The special events during this time period will include the preparation and clean-up associated with the Mardi Gras parades and activities and the Trinity Gardens Black Heritage Parade.
12. The Mobile Area Water and Sewer System requests approval for overtime pay for the following employees due to inclement weather, which occurred on January 17, 2018, as referenced in the submitted letter.
13. Have the Board ratify its approval for the request of the Mobile Area Water and Sewer System to grant a 2.5% cost-of-living increase to all employees, effective January 20, 2018.

14. The Director reports approval of the following special merit increases:

- (A) 15% special merit increase for Terri S. Roberts, Legislative Assistant for the Mobile County Legislative Delegation. Since the retirement of Elizabeth Travillion, Ms. Roberts has assumed new leadership and office management duties to include accounts payable and receivables, purchasing, office budget and expenditures, personnel documentation, and the supervision and training of new personnel in the office of Rep. James Buskey.
- (B) 7.5% special merit increase for Archnique Kidd, Supplier Diversity Program Manager for the City of Mobile Procurement Department. Ms. Kidd has created a fully functional City supplier diversity program for the City of Mobile that has broadly improved public support, transparency, and confidence in City contract award processes. It has provided a more competitive, competent, capable, and diverse vendor base supporting City needs. In addition, Ms. Kidd has become widely recognized in the southeastern United States as a Supplier Diversity expert and has brought great credit to the City of Mobile.
- (C) 22.5% special merit increase for Edward Connick, Chaplain for the City of Mobile Police Department. Chaplain Connick has done an exemplary job in the short tenure of his appointment to Chaplain. Recently, his role as Chaplain has expanded to assume Chaplain duties for the Fire Rescue Department in addition to the Police Department responsibilities. Chaplain Connick consistently serves all Public Safety employees at a high level and in a professional manner.
- (D) 7.5% special merit increase for P. Randy Smith, Deputy Fire Service Chief with the City of Mobile Fire Rescue Department, based upon the quality and quantity of work as indicated by service ratings and other measurements of performance determined by the department.
- (E) 15% special merit increase for Brent Rogers, Fire Service Driver with the City of Mobile Fire Rescue Department, based upon the quality and quantity of work as indicated by service ratings and other measurements of performance determined by the department.
- (F) 5% special merit increase for Eugene Wilson, II, Engineering Technician I, for the Mobile Water and Sewer System. Mr. Wilson has demonstrated an exceptional work ethics while assigned the task of locating MAWSS infrastructure in conjunction with damage prevention. Because of his extensive background, Mr. Wilson has benefited the MAWSS GIS Department by showing personnel key features in collecting and/or using GPS units and navigation techniques. Mr. Wilson's professional demeanor of being a self-starter, persevering, and completer of tasks without prompting has proven to be an invaluable asset to our facilities.

15. The Director reports approval of the creation of the following jurisdictional positions:
  - (A) Creation of one (1) additional position of Computer Systems Manager for the Mobile County Administration Miscellaneous #2 Department,
  - (B) Creation of one (1) additional position of Property Evaluation Analyst for the Mobile County Revenue Commission,
  - (C) Creation of one (1) position of Office Assistant I, part-time, for the Strickland Youth Center,
  - (D) Creation of two (2) positions of Office Assistant I, temporary, for the Mobile Area Water and Sewer System,
  - (E) Creation of one (1) position of Environmental Health Specialist III, part-time, for the Mobile County Health Department.
16. The Director reports receipt of a letter from Gail D. Walker, Sr., requesting to withdraw his appeal from dismissal currently scheduled for February 8, 2018, and cancel the hearing.
17. Have the Board ratify its approval to postpone the appeal from dismissal hearing for Rennard Lambert that was previously scheduled for January 18, 2018, due to inclement weather, and reschedule the hearing.
18. Have the Board ratify its approval for continuance filed by Jay Ross, Mobile County Attorney, for the appeal from suspension for Dannie Roberts that was previously scheduled for today, February 6, 2018, and reschedule the hearing.
19. Have the Board set a date concerning the following appeals:
  - (A) Appeal from dismissal filed by Mr. Edward L. D. Smith, Attorney for Michael Simpson, former Firefighter with the City of Mobile Fire Rescue Department,
  - (B) Appeal from dismissal filed by Angelique Merriweather, former Jailer/Dispatcher I with the City of Creola Police Department,
  - (C) Appeal from dismissal filed by Lisa Cooper, former Magistrate I with the City of Satsuma.
20. Approval of the following minutes of the Board:
  - (A) 18-1<sup>ST</sup> meeting held January 4, 2018,
  - (B) 18-2<sup>ND</sup> meeting held January 16, 2018.
21. Comments from the Director.
22. Business items from Board Members.