

18-18TH Meeting of the Board
Regular Meeting and Public Hearing
8:30 a.m., Tuesday, September 4, 2018

(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) Amendment of Salary Range 33, \$1,429.00 - \$2,218.00, to Salary Range 35, \$1,576.00 - \$2,445.00, for the classification of Equipment Operator Trainee,
 - (B) Amendment of Salary Range 34, \$1,501.00 - \$2,328.00, to Salary Range 36, \$1,655.00 - \$2,567.00, for the classification of Equipment Operator I,
 - (C) Amendment of Salary Range 36, \$1,655.00 - \$2,567.00, to Salary Range 38, \$1,824.00 - \$2,830.00, for the classification of Equipment Operator II.
2. Public hearing for consideration of comments and suggestions concerning the request from the City of Chickasaw for the amendment of the attached specification for the classification of Public Safety Officer.
3. Public hearing for consideration of comments and suggestions concerning the following requests from the Mobile Area Water and Sewer System:
 - (A) Adoption of the attached specification for the classification of Asset Management Systems Manager,
 - (B) Adoption of Salary Grade 20, \$4,318.18 - \$6,903.25, for the classification of Asset Management Systems Manager,
 - (C) Adoption of the attached specification for the classification of Raw Water Technician,
 - (D) Adoption of Salary Grade 14, \$3,210.80 - \$5,132.95, for the classification of Raw Water Technician,
 - (E) Adoption of the attached specification for the classification of Raw Water Technician Supervisor,
 - (F) Adoption of Salary Grade 18, \$3,912.05 - \$6,254.01, for the classification of Raw Water Technician Supervisor.
4. If Item Three is approved, the Mobile Area Water and Sewer System requests the creation of the following positions:
 - (A) Creation of one (1) position of Asset Management Systems Manager,
 - (B) Creation of two (2) positions of Raw Water Technician,
 - (C) Creation of one (1) position of Raw Water Technician Supervisor.

5. Public hearing for consideration of comments and suggestions concerning the request from the City of Creola for the adoption of Salary Grade 12, \$2,083.74 - \$3,331.17, for the classification of Assistant City Clerk.
6. If Item Five is approved, the City of Creola requests the creation of one (1) position of Assistant City Clerk.
7. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the following requests from Mobile County:
 - (A) Adoption of Salary Grade 9, \$2,166.73 - \$3,463.85, for the classification of Equipment Operator Trainee,
 - (B) Adoption of the attached specification for the classification of Safety Coordinator,
 - (C) Adoption of Salary Grade 16, \$3,061.54 - \$4,894.32, for the classification of Safety Coordinator.
8. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the following requests from the City of Bayou La Batre:
 - (A) Adoption of the attached specification for the classification of Fire Service Assistant Chief,
 - (B) Adoption of Salary Grade 21, \$3,693.34 - \$5,904.37, for the classification of Fire Service Assistant Chief.
10. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the request from the Town of Mount Vernon for the adoption of Salary Grade 10, \$2,144.04 - \$3,427.57, for the classification of Environmental Patrol Officer I.
11. Have the Board set a date for a public hearing for consideration of comments and suggestions concerning the following requests from the Mobile Area Water and Sewer System:
 - (A) Adoption of the attached specification for the classification of Raw Water Technician Assistant,
 - (B) Adoption of Salary Grade 11, \$2,768.67 - \$4,426.13, for the classification of Raw Water Technician Assistant.
12. The City of Mobile requests approval for the amendment of the Paramedic (PIP) and Assignment (AIP) Incentive Pay, effective at the beginning of the next pay period, September 15, 2018. The attached policy has been revised to clarify receipt of the PIP and AIP if one is promoted to the rank of Fire Service Driver.
13. The Director recommends approval of the request of Paul Soulier, Police Lieutenant with the City of Mobile Police Department, to be allowed to apply for the promotional posting for Police Captain, #20713. Lt. Soulier was on military leave from May 2, 2016 through April 2, 2018, and was unable to apply for the promotional posting for Police Captain, which was open for receipt of applications during that time period.

14. The Director reports receipt of a request from Zachary Hubbard for a supplemental written examination for Treatment Plant Operator Trainee. Mr. Hubbard states he was absent for the examination on Thursday, August 16, 2018, due to not getting his email on the Treatment Plant Operator Trainee testing for the date of the examination.
15. The Director reports receipt of a request from Franco Dixon for a supplemental written examination for Corrections Officer. Mr. Dixon states he was absent for the examination on Monday, August 6, 2018, due to him missing his email on the Corrections Officer testing for the date of the examination.
16. The Director reports receipt of a request from Brent Pledger for a supplemental written examination for Treatment Plant Operator Trainee. Mr. Pledger states he was absent for the examination on Thursday, August 16, 2018, due to being out of town for work on the date of the examination.
17. The Director reports approval of the following jurisdictional special merit increases:
 - (A) 15% special merit increase for Trevis Austin, Police Officer with the City of Mobile Police Department, based upon the quality and quantity of work as indicated by service ratings and other measurements of performance determined by the department.
 - (B) 5% special merit increase for Kelvin Hudson, Treatment Plant Operator I with the Water Works and Sewer Board of the City of Prichard. Mr. Hudson has exceeded expectations with organizing records and data management for our regulatory agencies. His willingness to embrace other duties with no hesitation has shown a great work ethic and has played a significant role in developing other employees and maintaining positive morale at the Stanley Brooks Water Works Treatment Plant.
 - (C) 10% special merit increase for John Jones, Public Service Worker I with the Water Works and Sewer Board of the City of Prichard. Due to a shortage of certified operators, Mr. Jones completed and was certified as a Grade 1C Operator in August 2018. Having certified operators ensures the jurisdiction will remain in compliance with regulatory agencies.
 - (D) 20% special merit increase for Cordellia Leggett, Office Assistant I with the Water Works and Sewer Board of the City of Prichard. Ms. Leggett has shown great initiative in becoming the only Notary Public for Prichard Water. She also volunteered to be trained for NeoGov through the Mobile County Personnel Department to expedite hiring for the jurisdiction and to alleviate pressure from other staff to be utilized in other areas of need. Ms. Leggett joined the Government Finance Officers of Alabama and has brought back innovative ideas that have resulted in cost savings to Prichard Water. Lastly, Ms. Leggett completed Accounting Fundamentals 1 and 2 courses offered by the Mobile County Personnel Department while exemplifying above average work ethic and integrity in her duties.
18. The Director reports receipt of a letter from the Mobile County Health Department providing that a determination of 5% cost-of-living adjustment will be made after the beginning of the 2018 – 2019 fiscal year, and the Personnel Board will be notified once a date has been established.
19. The Director reports receipt of a letter from the Mobile Public Library regarding that a blanket raise, including either a Cost-of-Living Adjustment or across-the-board adjustment; a bonus; a merit increase; any kind of special longevity or one-time, limited compensation payment or any other

compensation plan adopted or proposed by the City of Mobile, will also be granted to Library employees. Such adjustments in compensation for Library employees will be contingent upon the Library having adequate funding to support the planned adjustments. The Personnel Board will be notified once a date has been established.

20. The Director presents the 2018 – 2019 Fiscal Year Holiday Schedule for the Board of Water and Sewer Commissioners of the City of Saraland.
21. Have the Board ratify its approval of a continuance request filed by Edward Blount, Jr., Attorney for Mr. Ruffin, and Wanda Rahman, Assistant City Attorney, to postpone the appeal hearing for LaJuan Ruffin that was scheduled for August 28, 2018, and reschedule the hearing.
22. Have the Board set a date for a public hearing concerning the appeal from dismissal filed by Christy Rooks, former Property Appraiser II with the Mobile County Revenue Commission.
23. The Director recommends that the following Orders of the Board be spread fully upon the minutes:
 - (A) Selena McAllister vs. Mobile County,
 - (B) Shermeka Turner vs. Mobile County License Commission,
 - (C) Robert Myers vs. Mobile County.
24. Comments from the Director.
25. Business items from Board Members.