



November 14, 2015

The Personnel Board was called to order by Janis Parks, Human Resources Director, in a meeting held, Wednesday October 28, 2015 at 5:03PM in the Conference Room at Pelham City Hall.

Present were Board members, Jim Collins, Greg Darnell, and Bobby Hayes.

The purpose of the meeting was to hear a termination appeal from Jennifer Smith. She was terminated from her position as Administrative Assistant to Police Chief Larry Palmer for violation of the Computer Use policy, Internet/Email Policy for the City of Pelham. Ms. Smith was represented by her attorney from the law firm of Haynes & Haynes. Also present was a court reporter from Freedom Reporting.

Board member Hayes opened the proceedings. As this is an appeal hearing the testimony was recorded and is available for review in the Human Resources office.

The Board recessed at 6:50PM in order for the HR Director to make copies of Ms. Smith gender discrimination complaint and the request to withdraw the complaint.

The Board reconvened at 7:00PM. Testimony is continued on the recording.

The Board recessed at 7:35PM in order for all parties related to the appeal to be excused. A request for a copy of the transcript was requested from the court reporter. This document is also available in the Human Resources department.

The Board reconvened at 7:46PM. Action before the Board at this time was presented by Fire Chief Danny Ray. Chief Ray requested the Board to extend the current Firefighter eligibility list until February 1, 2016. There are openings for entry level in the Fire department and for cost effectiveness, upcoming retirements the extension would serve the best benefits. After discussion by the Board concerning the process, Board member Bobby Hayes made a motion to approve the extension a second was made by Jim Collins. The Board unanimously approved the request.

Other action before the Board was presented by Police Chief Larry Palmer. Chief Palmer presented a request to add former Police Officer Cedric Huntley to the current eligibility list. Board member Bobby Hayes made a motion to approve the request, a second was made by Jim Collins. The Board unanimously approved the request.

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Rick Hayes requested the Board to review and complete a pay plan update. The Board will need to convene weekly in order to conclude their review in December. The Human Resources department will work on new comparable updates for the Board and department heads to review.

The Board will schedule Wednesday meetings up to December 4, 2015. Announcements will be posted accordingly.

Greg Darnell made a motion to convene into Executive Session with Board members and Rick Hayes. At 7:55PM. The Board would reconvene at approximately 8:15PM and move to adjourn.

The meeting was adjourned at 8:18PM.