

STATE OF ALABAMA)
)
MARSHALL COUNTY)

RESOLUTION OF THE
MARSHALL COUNTY PERSONNEL BOARD

RESOLUTION NO. 11-02

WHEREAS, the Marshall County Personnel Board was created by the Legislature in 1982 through the enactment of Act 82-806 to govern the appointment, hiring and promoting procedures, compensation, benefits, removal and official conduct of employees of the County; and

WHEREAS, the purpose of the Personnel Board is to promote fairness for employees, appointing authorities, and department heads, for the benefit of all citizens of Marshall County by providing sound employment practices and guidelines and limit the influence of politics in the hiring, firing, promotion, and demotion process; and

WHEREAS, transparency of government is ensured by the existing requirement that the Personnel Board keep minutes of its meetings and record all business it transacts, as well as the fact that it holds meetings open to the public; and

WHEREAS, the monthly meeting of the Personnel Board guarantees that all issues are addressed in a timely and efficient manner, and all matters are reviewed by a panel of neutrals favoring neither the employee nor the employer; and

WHEREAS, disturbing the balance established between the Personnel Board and the County Commission would heighten the potential for unfairness and abuse involving the hiring, regulation of conduct, and promotion or termination of County employees; and

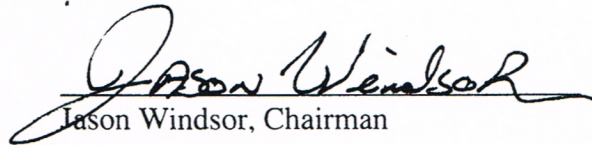
WHEREAS, the members of the Personnel Board are chosen by the Marshall County Commission, by Marshall County employees, and by the Marshall County Legislative Delegation and they are established citizens in this community who give of their time and expertise for the betterment of Marshall County; and

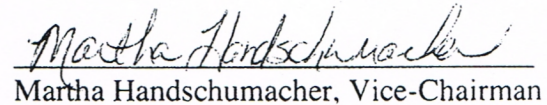
WHEREAS, the Personnel Board is a minimal budget obligation for the County in the amount of approximately \$7,000 per year, far outweighing the cost of a single ineffectively handled employee grievance, which could cost County taxpayers tens of thousands of dollars if not more;

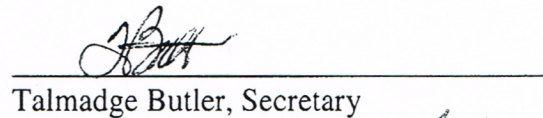
NOW THEREFORE BE IT RESOLVED BY THE MARSHALL COUNTY PERSONNEL BOARD THAT:

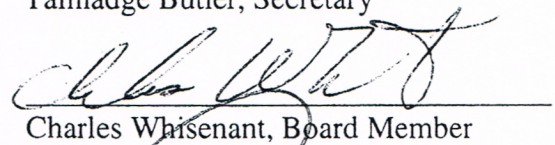
1. The Marshall County Legislative delegation is requested not to abolish or diminish the effectiveness of the Personnel Board, which provides a valuable service to the citizens of Marshall County.
2. The Marshall County Legislative Delegation is requested not to introduce legislation to change the role of the Marshall County Personnel Board.

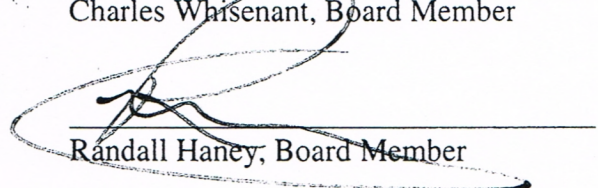
ADOPTED THIS 12TH DAY OF DECEMBER, 2011.


Jason Windsor, Chairman


Martha Handschumacher, Vice-Chairman


Talmadge Butler, Secretary


Charles Whisenant, Board Member


Randall Haney, Board Member