

**Minutes of the Marshall County Personnel Board
Public Hearing for Modifications to the Harassment Policy
Monday, April 14, 2025**

A meeting of the Marshall County Personnel Board was held on Monday, April 14, 2025, at 5:30 p.m. in the Commission Chambers of the Marshall County Courthouse in Guntersville, Alabama. The purpose of the meeting was to hold a public hearing to discuss proposed amendments to the Sexual and other forms of Harassment Provisions.

The following Board members were present:

Charles Whisenant, Chairman
Penni Windsor, Vice Chairman
Tim White, Secretary
Michael Clay, Board Member
David Watts, Board Member

Also present were Board Attorney Mallory N. Brown, Personnel Administrator Christy Pierce, Personnel Specialist Terri Brown.

Chairman Whisenant announced that the purpose of the public hearing being held by the Marshall County Personnel Board was to discuss proposed policy changes regarding Section 1.4 – Sexual and Other Forms of Harassment Provisions in the Marshall County Personnel Handbook.


A copy of the proposed change is attached.

Chairman Whisenant called the public hearing to order at 5:30 p.m. He asked if there was anyone present who wished to speak concerning the proposed change to the Section 1.4 – Sexual and Other Forms of Harassment Provisions.

The following people spoke concerning the proposed changes:

Sheriff Phil Sims
Revenue Commissioner Michael Johnson
Commissioner Lee Sims District 3
Penni Windsor
Willie Orr
Cindy Webb
Adam Davis
Tehran Franks
Rick Watson
James Hensley

After hearing all comments, Chairman Charles Whisenant closed the public hearing.



Tim White, Secretary
Marshall County Personnel Board
Meeting Date: April 14, 2025

5-12-2025

Date

MARSHALL COUNTY PERSONNEL BOARD MEETING MINUTES

Monday, April 14, 2025

The regular monthly meeting of the Marshall County Personnel Board was held on Monday, April 14, 2025, in the Commission Chambers of the Marshall County Courthouse in Guntersville, Alabama.

Board member(s) present: Charles Whisenant, Chairman
Penni Windsor, Vice Chairman
Tim White, Secretary
Michael Clay, Board Member
David Watts, Board Member

Also present were Attorney Mallory Brown-Nabors, Personnel Administrator Christy Pierce and Personnel Specialist Terri Brown.

I. CALL TO ORDER

Chairman Charles Whisenant called the meeting to order.

Chairman Charles Whisenant asked everyone to stand for prayer and the Pledge of Allegiance.

II. INVOCATION

Vice Chairman Penni Windsor offered the invocation.

III. PLEDGE OF ALLEGIANCE

Secretary Tim White led the Pledge of Allegiance.

IV. APPROVAL OF AGENDA

Chairman Charles Whisenant asked for a motion to approve the agenda. A motion was made by Board Member David Watts, duly seconded by Board Member Michael Clay. The motion was carried by voice vote with no "nay" votes being cast.

V. APPROVAL OF MINUTES

Chairman Charles Whisenant asked for a motion to approve the minutes of the Regular Board meeting held on Monday February 10, 2025. A motion was made by Board Member David Watts, duly seconded by Secretary Tim White. The motion was carried by voice vote with no "nay" votes being cast.

Chairman Charles Whisenant asked for a motion to approve the minutes of the Special Called Board meeting held on Wednesday February 23, 2025. A motion was made by Secretary Tim White duly seconded by Board Member David Watts. The motion was carried by voice vote with no "nay" votes being cast.

VI. PUBLIC COMMENTS

Chairman Charles Whisenant asked for Public Comments.

There were None.

VII. OLD BUSINESS

1. **Personnel Board** - Chairman Charles Whisenant asked for a motion to approve proposed changes to **Section 1.4 – Sexual and Other Forms of Harassment Provisions** in the Marshall County Personnel Handbook. A motion was made by Board Member David Watts to table the request until they have more information, duly seconded by Secretary Tim White. The motion was carried by voice vote with no “nay” votes being cast.

VIII. NEW BUSINESS –

There was None.

IX. LEGAL UPDATE

Board Attorney – Attorney Mallory Brown-Nabors has filed the lawsuit

X. STAFF REPORT

Personnel Administrator - Christy Pierce.

Personnel Update – February 5th, 2025 thru April 9th, 2025

April 14^h, 2025 – Board Meeting

New Hires

Name	Position	Hire Date	Step Hired At
Donna L. Chiz	Probate Clerk	02/10/2025	104-1
Hayden Collum	Corrections Officer	02/10/2025	106-1
Bryan A. Lara Chavez	Corrections Officer	02/10/2025	106-1
Regina Tidwell	Corrections Officer	02/10/2025	106-1
David R. Hardin	Corrections Officer	02/24/2025	106-1
Julia Rodriguez	Dispatcher	03/03/2025	105-1
Brandon Clements	Corrections Officer	03/17/2025	106-1
Tonya R. Hamaker	Custodian	04/07/2025	102-1

Terminations

Name	Position	Termination Date
Deanna Cole	Corrections Officer	01/05/2025
Donald Gaffney	Corrections Officer	01/15/2025
Taylor Pendergrass	Corrections Officer	02/13/2025
Serenity Edwards	Support Clerk – Sheriff	02/20/2025
Nicholas Piatt	Custodian	03/04/2025
Pheonix Johnson	Corrections Officer	03/07/2025
James McDowell	Equipment Operator 1	03/04/2025

Promotions, Demotions & Transfers

Effective 02/27/2025: Jail – James Ferrara was promoted from a Corrections Officer to a Corrections Sergeant.

Effective 03/05/2025: Dist. #1 – Kenneth Hawkins and David Lincoln James were promoted from an Equipment Operator II to an Equipment Operator III.

Effective 04/05/2025: Jail – Annabella Ortiz was promoted from a Corrections Officer to a Sr. Corrections Officer.


Wellness Screenings

Wellness Screenings are scheduled on-site Thursday, May 15th. Notices will be sent out to all employees and department heads.

Employees can go at any time to get their wellness screenings at their personal physician's office or participating pharmacies. A list of the pharmacies and the provider form is on the Local Government website under the Wellness tab. www.lghip.org and on the Marshall County website at www.marshallal.gov under the Personnel tab.

XI. ADJOURNMENT

Chairman Charles Whisenant asked for a motion to adjourn the Personnel Board meeting. A motion was made by Board Member David Watts, duly seconded by Vice Chairman Penni Windsor. The motion was carried by voice vote with no "nay" votes being cast.


Secretary Tim White
Marshall County Personnel Board
Meeting Date: April 14, 2025

5-12-2025
Date