

# **MARSHALL COUNTY PERSONNEL BOARD MEETING MINUTES**

**Monday, November 10<sup>th</sup>, 2025**

The regular monthly meeting of the Marshall County Personnel Board was held on Monday, November 10<sup>th</sup>, 2025, in the Commission Chambers of the Marshall County Courthouse in Guntersville, Alabama.

**Board member(s) present:** Charles Whisenant, Chairman  
Penni Windsor, Vice Chairman  
Michael Clay, Board Member  
Tim Howard, Board Member

**Board member(s) absent:** Tim White, Secretary

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

## **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**

Board Member Michael Clay

## **III. PLEDGE OF ALLEGIANCE**

Board Member Tim Howard led the Pledge of Allegiance.

## **IV. APPROVE THE AGENDA**

Chairman Charles Whisenant asked for a motion to approve the agenda. A motion was made by Vice Chairman Penni Windsor, 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, September 8<sup>th</sup>, 2025. A motion was made by Board Member Michael Clay, duly seconded by Board Member Tim Howard. 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 leave the request to create a sick leave bank/donation policy or consider a short-term disability policy for employees. tabled while waiting for more information. A motion was made by Vice Chairman Penni Windsor; duly seconded by Board Member Tim Howard. The motion was carried by voice vote with no "nay" votes being cast.

## VIII. NEW BUSINESS –

1. **Sheriff** - Chairman Charles Whisenant asked for a motion to consider approval of request from Sheriff Phil Sims to add Field Training Officer Certification as a minimum requirement to the Deputy Sergeant job description. A motion to table the request was made by Vice Chairman Penni Windsor, duly seconded by Board Member Michael Clay. The motion was carried by voice vote with no "nay" votes being cast.
2. **Probate** - Chairman Charles Whisenant asked for a motion to consider approval of request from Probate Judge Andrea LeCroy to revise the Probate Court Clerk job description. A motion was made Board Member Michael Clay; duly seconded by Vice Chairman Penni Windsor. The motion was carried by voice vote with no "nay" votes being cast.
3. **Personnel** - Chairman Charles Whisenant asked for a motion to go into executive session for Consultation with legal counsel considering ongoing litigation and consideration of adding an additional party to the action. A motion was made by Vice Chairman Penni Windsor; duly seconded by Board Member Tim Howard. The motion was carried by voice vote with no "nay" votes being cast. Attorney Mallory Brown-Nabors certified that the executive session was for legal discussion, which is confidential, and for legal advice.
4. **Personnel** - Chairman Charles Whisenant asked for a motion to go come out of executive session. A motion was made by Board Member Michael Clay; duly seconded by Vice Chairman Penni Windsor. The motion was carried by voice vote with no "nay" votes being cast.
5. **Personnel** - Chairman Charles Whisenant asked for a motion to consider adding party to civil case. A motion was made by Vice Chairman Penni Windsor; duly seconded by Board Member Tim Howard. The motion was carried by voice vote with no "nay" votes being cast.

## IX. LEGAL UPDATE

Board Attorney – Attorney Mallory Brown-Nabors.

Update was provided on civil case.

## IX. STAFF REPORT

Personnel Administrator - Christy Pierce

### Personnel Update –thru November 7<sup>th</sup>,2025

November 10<sup>th</sup>, 2025 – Board Meeting

#### New Hires

Name	Position	Hire Date	Step Hired At
Kemper Baugh	Equipment Oper Tech – Dist. 4	09/15/2025	104-1
Liam Biddix	Corrections Officer	09/15/2025	106-1
Shilo Roberts	Dispatcher	09/22/2025	105-1
Larry Griffith	Equipment Operator P/T	09/24/2025	104-1
Holleigh Hayes	Animal Tech – Temp	09/26/2025	N/A
Justin Cash	District #3 - Temp	09/29/2025	N/A
Charlotte A. Marchman	Revenue Clerk – Temp	09/29/2025	N/A
Ashley Fowler	Corrections Officer	10/14/2025	106-1
Wanda Earles	Clerk – Temp COA	11/17/2025	N/A

#### Terminations

Name	Position	Termination Date
Nickie Morgan	Dispatcher	09/01/2025
Garland Mason	Deputy	09/05/2025
Luis Gutierrez	Deputy	09/16/2025
Barry Maze	Equipment Operator Tech	09/21/2025
Phillip Kevin Hooks	Animal Control Supervisor	09/30/2025
Dwight Thrasher	Deputy	10/01/2025
Rodney Guffey	Road Worker – Temp	10/20/2025
James Ferrara	Corrections Sergeant	10/13/2025
Presley Gilbert	Support Clerk – Sheriff	10/28/2025
Kennedy Cooper	Nutrition Programs Coordinator	10/31/2025

#### Promotions, Demotions & Transfers

Effective 10/04/2025: Sheriff's – Jesse Mata was promoted from a Corrections Officer position to a Deputy position.

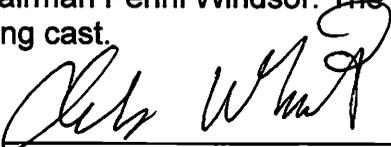
Effective 11/01/2025: Sheriff's – Eddie Ford was promoted from a Deputy Sergeant position to a Deputy Lieutenant position.

Cost-of-Living notices have been sent out to all employees. The COLA will be effective 10/04/2025. Employees will also receive their merit increases of 4%, 3%, or 2% beginning with the new fiscal year that started October 1, 2025.

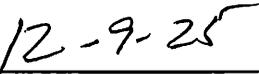
Open enrollment began on November 1<sup>st</sup> for benefits. Notices have been sent out to all employees outlining enrollment dates for the Local Government Health and Dental benefits and the voluntary benefits.

**I. ADJOURNMENT**

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



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Chairman Charles Whisenant  
Marshall County Personnel Board  
Meeting Date: November 10<sup>th</sup>, 2025



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Date