

# **MARSHALL COUNTY PERSONNEL BOARD MEETING MINUTES**

**Monday, April 20, 2026**

The regular monthly meeting of the Marshall County Personnel Board was held on Monday, April 20, 2026 in the Commission Chambers of the Marshall County Courthouse in Guntersville, Alabama.

**Board member(s) present:** Bill Stricklend, Chairman  
Penni Windsor, Vice Chairman  
Tim White, Secretary  
Michael Clay, Board Member

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

Board Member Tim Howard was absent.

## **I. CALL TO ORDER**

Chairman Bill Stricklend called the meeting to order.

Chairman Bill Stricklend asked everyone to stand for prayer and the Pledge of Allegiance.

## **II. INVOCATION**

Board Member Michael Clay offered the invocation.

## **III. PLEDGE OF ALLEGIANCE**

Chairman Bill Strickland led the Pledge of Allegiance.

## **IV. AMEND THE AGENDA**

Vice Chairman Penni Windsor request a motion to amend the agenda to include 2 items:

1. Call-Out Pay Policy
2. Emergency Closing Policy

The motion was seconded by Board Member Michael Clay. The motion was carried by voice vote with no "nay" votes being cast.

## V. APPROVE THE AMENDED AGENDA

Chairman Bill Stricklend asked for a motion to adopt the amended agenda. A motion was made by Secretary Tim White, duly seconded by Vice Chairman Penni Windsor. The motion was carried by voice vote with no “nay” votes being cast.

## VI. APPROVAL OF MINUTES

Chairman Bill Stricklend asked for a motion to approve the minutes of the Regular Board meeting held on Monday March 9, 2026. A motion was made by Vice Chairman Penny Windsor, duly seconded by Board Member Michael Clay. The motion was carried by voice vote with no “nay” votes being cast.

Chairman Bill Stricklend asked for a motion to approve the minutes of the Special Called Board meeting held on Monday March 16, 2026. A motion was made by Secretary Tim White, duly seconded by Board Member Michael Clay. The motion was carried by voice vote with no “nay” votes being cast.

## VII. PUBLIC COMMENTS

Chairman Bill Stricklend asked for Public Comments.

None

## VIII. OLD BUSINESS

None

## IX. NEW BUSINESS

1. **Personnel Board** – Chairman Bill Stricklend asked for a motion to consider approval of a pay study conducted by Condrey & Associates, Inc. A motion was made by Vice Chairman Penni Windsor that we send a letter to the County Commission requesting approval and funding for Condrey & Associates to conduct pay study, duly seconded by Board Member Michael Clay. The motion was carried by voice vote with no “nay” votes being cast.
2. **Personnel Board** - Chairman Bill Stricklend asked for a motion to consider Emergency Call-Out policy. A motion was made by Vice Chairman Penni Windsor to send a letter to the County Commission regarding emergency call out pay and to request clarification on the matter, duly seconded by Secretary Tim White. The motion was carried by voice vote with no “nay” votes being cast.
3. **Personnel Board**- Chairman Bill Stricklend asked for a motion to consider Court House closure/deferred leave policy. A motion was made by Vice Chairman Penni Windsor to draft a letter to the County Commission regarding

the emergency closure of the courthouse and to request clarification of the deferred leave policy, duly seconded by Board Member Michael Clay. The motion was carried by voice vote with no “nay” votes being cast.

**X. LEGAL UPDATE**

Board Attorney – Attorney Mallory Brown-Nabors

A letter was sent requesting that the County Commission to consider approval of a pay raise for all part time employees. It is believed that the County Commission voted on and approved the request.

**XI. STAFF REPORT**

Personnel Administrator - Christy Pierce

**Personnel Update –thru April 10<sup>th</sup>, 2026**

April 20<sup>th</sup>, 2026 – Board Meeting

**New Hires**

Name	Position	Hire Date	Step Hired At
Nicholas S. Caswell	Custodian – Gville Courthouse	03/09/2026	102-1
James H. Turner	Appraiser Trainee – Real Property	03/16/2026	106-1
James Mayhorn	Systems Analyst	04/06/2026	112-2
Jesus Ramirez	Deputy SRO	04/06/2026	108-3
Hannah Smith	Custodian – Gville Courthouse	04/09/2026	102-1

**Terminations**

Name	Position	Termination Date
Susan Owens	Solid Waste – License Inspector	02/28/2026
Austin Hightower	Corrections Officer	03/13/2026
James H. Turner	Appraiser Trainee – Real Property	03/24/2026

**Promotions, Demotions & Transfers**

None

## **Part-Time Employee Increases**

The County Commission approved the pay increases for all part-time employees, effective 04/18/2026.

### **I. ADJOURNMENT**

Chairman Bill Strickland asked for a motion to adjourn the Personnel Board meeting. 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.

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Secretary Tim White  
Marshall County Personnel Board  
Meeting Date: April 20, 2026

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Date