

MARSHALL COUNTY PERSONNEL BOARD MEETING MINUTES

Monday, February 9, 2026

The regular monthly meeting of the Marshall County Personnel Board was held on Monday, February 9, 2026 in the Commission Chambers of the Marshall County Courthouse in Guntersville, Alabama.

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

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

I. CALL TO ORDER

Vice Chairman Penni Windsor called the meeting to order.

Vice Chairman Penni Windsor asked everyone to stand for prayer and the Pledge of Allegiance.

II. INVOCATION

Board Member Michael Clay offered the invocation.

III. PLEDGE OF ALLEGIANCE

Secretary Tim White led the Pledge of Allegiance.

IV. AMEND THE AGENDA

Vice Chairman Penni Windsor asked for a motion to amend the agenda to include request from Revenue Commissioner Michael Johnson change wording from "change 2 vacant Appraisal Tec position (Grade 104) to Revenue Clerk position (Grade 104)" to add 2 Revenue Clerk position (Grade 104). ***Pending County Commission Approval of Funding.** A motion was made by Board Member Bill Stricklend, duly seconded by Secretary Tim White. The motion was carried by voice vote with no "nay" votes being cast.

V. APPROVE THE AMENDED AGENDA

Vice Chairman Penny Windsor asked for a motion to adopt the amended agenda. A motion was made by Board Member Micheal Clay, duly seconded by Secretary Tim White. The motion was carried by voice vote with no "nay" votes being cast.

VI. APPROVAL OF MINUTES

Vice Chairman Penny Windsor asked for a motion to approve the minutes of the Regular Board meeting held on Monday January 26, 2026. A motion was made by Board Member Tim Howard, duly seconded by Board Member Michael Clay. The motion was carried by voice vote with no "nay" votes being cast.

VII. PUBLIC COMMENTS

Vice Chairman Charles Penny Windsor asked for Public Comments.

None

VIII. OLD BUSINESS

None

IX. NEW BUSINESS –

1. **District #4** – Vice Chairman Penni Windsor asked for a motion to consider approval of request from Commissioner Joey Baker to change Equipment Operator I position (Grade 105) to an Equipment Operator II position (Grade 106). A motion was made by Secretary Tim White, duly seconded by Board Member Bill Stricklend. The motion was carried by voice vote with no "nay" votes being cast.
2. **Revenue** - Vice Chairman Penni Windsor asked for a motion to consider approval of request from Commissioner Michael Johnson to change the Appraisal & Mapping Administrator Position (Grade113) to allow 2-years to obtain state certification and change experience to 2-years instead of 5-years. A motion was made by Board Member Tim Howard, duly seconded by Board Member Michael Clay. The motion was carried by voice vote with no "nay" votes being cast.
3. **Revenue** - Vice Chairman Penni Windsor asked for a motion to consider approval of request from Commissioner Michael Johnson to add 2 vacant Revenue Clerk position (Grade 104). ***Pending County Commission Approval of Funding.** A motion was made by Board Member Bill Stricklend, duly seconded by Board Member Michael Clay. The motion was carried by voice vote with no "nay" votes being cast.
4. **Data processing** - Vice Chairman Penni Windsor asked for a motion to consider approval of request from Chairman John Young to add an additional Systems Analyst position (Grde112) to Data Processing Department. A motion was made by Board Member Bill Stricklend, duly seconded by Board Secretary Tim White. The motion was carried by voice vote with no "nay" votes being cast.
5. **Commission** - Vice Chairman Penni Windsor asked for a motion to consider approval of request from Chairman John Young to revise the Code Enforcement Officer job description (Grde107). A motion was made by Board Member Tim Howard, duly seconded by Secretary Tim White. The motion was carried by voice vote with no "nay" votes being cast

6. **Personnel Board** – Vice Chairman Penni Windsor asked for approval to consider election of Personnel Board Chairman due to the resignation of Charles Whisenant and turned the meeting over to Attorney Mallory Brown-Nabors.

Attorney, Mallory Brown-Nabors opened the floor for nominations for the office of **Chairman of the Personnel Board**

Bill Stricklend was nominated by Secretary Tim White. The nomination was second by Board Member Tim Howard. Board Member Michael Clay moved to close the nominations for Chairman; second by Secretary Tim White. Attorney Mallory Brown-Nabors announced that the nomination for Chairman was closed.

Roll Call Vote was taken for election for Chairman with the following results:

Vice Chairman – Penni Windsor	<u>yes</u>	
Secretary – Tim White	<u>yes</u>	
Board Member – Michael Clay	<u>yes</u>	
Board Member – Tim Howard	<u>yes</u>	
Board Member - Bill Stricklend		<u>abstain</u>

Attorney Mallory Brown-Nabors declared Bill Stricklend as the **Personnel Board Chairman**.

X. LEGAL UPDATE

Board Attorney – Attorney Mallory Brown-Nabors we had the court hearing against the commission and the judge found favor with the commission.

IX. STAFF REPORT

Personnel Administrator - Christy Pierce

Personnel Update –thru February 6th,2026

February 9th, 2026 – Board Meeting

New Hires

Name	Position	Hire Date	Step Hired At
John Gilford	Bus Driver – COA	01/20/2026	N/A
Rodney L. Guffey	Equipment Oper I – District 2	01/27/2026	105-1
Christine Masters	Probate Clerk	01/27/2026	104-1
Makayla A. Tomlinson	Custodian	01/27/2026	102-1

Terminations

Name	Position	Termination Date
Timothy B. Morrison	Groundskeeper	01/30/2026
Jacob Gipson	Corrections Officer	02/02/2026

Promotions, Demotions & Transfers

Effective 12/29/2025: Probate – Cynthia Piatt was promoted from a Probate Clerk position to a Probate Court Clerk position.

Effective 01/12/2026: Maintenance – Austin Shirley was promoted from a Maintenance Tech Assistant position to a Maintenance Tech position.

Effective 01/26/2026: Maintenance – Bronson Swords was promoted from a Custodian position to a Maintenance Tech Assistant position.

Effective 01/29/2026: Animal Control – Jamika Thomas was promoted from an Animal Shelter Technician to Animal Shelter Manager.

Effective 02/07/2026: Sheriff's – Chase Patterson was promoted from a Deputy position to an Animal Control Investigator position.

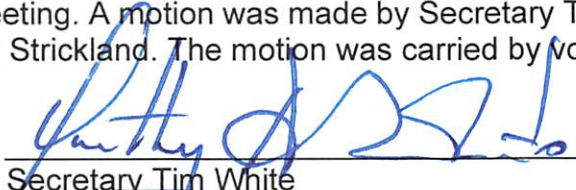
Effective 02/07/2026: Sheriff's – Cherokee Copeland was promoted from an Animal Shelter Technician position to an Animal Control Investigator Assistant position.

Pay Study

I am in the process of reaching out to other entities to see who they used for their pay studies.

I. ADJOURNMENT

Vice Chairman Penni Windsor asked for a motion to adjourn the Personnel Board meeting. A motion was made by Secretary Tim White, duly seconded by Board Member Bill Strickland. The motion was carried by voice vote with no "nay" votes being cast.


Secretary Tim White
Marshall County Personnel Board
Meeting Date: February 9, 2026

3-9-26
Date