MARSHALL COUNTY PERSONNEL BOARD MEETING MINUTES

Thursday,
August 20, 2026

The regular monthly meeting of the Marshall County Personnel Board was held on Thursday, August 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
Tim Howard, Board Member
Ross Adams, Board Member

Also present were Personnel Administrator Christy Pierce and Personnel Specialist Terri Brown.

Absent: Board Attorney – Attorney Mallory Brown-Nabors

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

Vice Chairman Penni Windsor offered the invocation.

III. PLEDGE OF ALLEGIANCE

Secretary Tin White led the Pledge of Allegiance.

IV. AMEND THE AGENDA

Chairman Bill Strickland called for a motion to amend the agenda to add two items: (1) remove the Executive Session from the agenda; and (2) appoint a committee to meet with Coundrey & Associates to seek clarification regarding job classifications and compensation as outlined in the pay study

A motion to amend the agenda to remove the Executive Session was made by Vice Chairman Penni Windsor and duly seconded by Secretary Tim White. The motion carried by voice vote, with no "nay" votes being cast.

A motion to appoint a committee to meet with Coundon Associates to discuss the pay study was made by Vice Chairman Penni Windsor and duly seconded Board Member Tim Howard. The motion 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 Board Member Tim Howard, duly seconded by Vice Chairman Penni Windsor. The motion was carried by voice vote with no "nay" votes being cast.

I. APPROVEL OF AGENDA

Chairman Bill Stricklend called for a motion to approve the agenda. A motion to approve the agenda was made by Vice Chairman Penni Windsor and seconded by Board Member Ross Adams. The motion carried by voice vote, with no "nay" votes cast.

II. APPROVAL OF MINUTES

Chairman Bill Stricklend called for a motion to approve the minutes of the Regular Board Meeting held on August 20, 2026. A motion to approve the minutes was made by Secretary Tim White and seconded by Board Member Adam Ross. The motion carried by voice vote, with no "nay" votes cast.

III. PUBLIC COMMENTS

Chairman Bill Stricklend asked for Public Comments.

None

IV. OLD BUSINESS

None

V. NEW BUSINESS

Personnel – Chairman Bill Strickland appointed a Board Committee to meet with Condrey Associates, Inc. for the purpose of obtaining clarification regarding the findings and recommendations contained in the pay study. The following members were appointed to the committee:

1. Chairman Bill Strickland
2. Vice Chairman Penni Windsor
3. Personnel Administrator Christy Pierce

4. Board Attorney Mallory Brown-Nabors

A motion to approve the request was made by Vice Chairman Penni Windsor and seconded by Board Member Tim Howard. The motion carried by voice vote, with no "nay" votes being cast.

VI. LEGAL UPDATE - Board Attorney – Attorney Mallory Brown-Nabors - Absent

No Updates

VII. STAFF REPORT

Personnel Administrator - Christy Pierce

Personnel Update –thru August 18th,2026

August 20th, 2026 – Board Meeting

New Hires

Name	Position	Hire Date	Step Hired At
Gary Justice	Corrections Officer	07/30/2026	106-1
Johnathan Waldrop	Equipment Operator Tech (TEMP)	08/3/2026	104-1
Mycah Swift	Corrections Officer	08/17/2026	106-1

Terminations

Name	Position	Termination Date
Roger Dale Spears	Deputy	07/01/2026
Roger M. Morris	Deputy – SRO	07/10/2026
Kristan Bush	Deputy	07/20/2026
Joseph Salter	Groundskeeper	07/22/2026
Nancy DeHart	Appraiser Trainee – Personal Property	07/30/2026

Promotions, Demotions & Transfers

Effective 06/18/2026: District #3 – Jason Trey Dorsett was promoted from an Equipment Operator I position to an Equipment Operator II position

Effective 08/08/2026: Jail – *James Ferrara was promoted from a Corrections Officer to a Sr. Corrections Officer.*

Effective 07/27/2026: District #3 – Joseph Stanford transferred from District #2 to District #3.

Pay Study

Condrey & Associates has provided a proposed Job Classification and Compensation Plan and Salary Scale.

I. ADJOURNMENT

Chairman Bill Strickland asked for a motion to adjourn the Personnel Board meeting. A motion was made by Board Member Adam Ross, 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: August 20th, 2026

10-14-26
Date