

# **MARSHALL COUNTY PERSONNEL BOARD MEETING MINUTES**

**Monday, March 9, 2026**

The regular monthly meeting of the Marshall County Personnel Board was held on Monday, March 9, 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  
Tim Howard, Board Member

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

## **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 Tim White led the Pledge of Allegiance.

## **IV. AMEND THE AGENDA**

Vice Chairman Penni Windsor request a motion to amend the agenda to include recommending that the County Commission grant all part-time employees a 4% merit increase during the current FY2026 budget session. Vice Chairman Penni Windsor would also like add an executive session to the agenda. 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 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

Chairman Bill Stricklend asked for a motion to approve the minutes of the Regular Board meeting held on Monday February 9, 2026. A motion was made by Vice Chairman Penny Windsor, duly seconded by Board Member Tom Howard. 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

1. **Personnel Board** – Chairman Bill Stricklend asked for a motion to consider approval of Proposed Leave Donation Policy. 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

## IX. NEW BUSINESS

1. **Personnel Board** – Chairman Bill Stricklend asked for a motion to consider approval of Proposed Conditional Agreement. A motion was made by Board Member Michael Clay, duly seconded by Secretary Tim White. 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 approval that County Commission grant all part-time employees the same increase as full time employees during the budget process, including incorporating part-time positions into the classification system. 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. **Personnel Board**- Chairman Bill Stricklend requested consideration to reschedule the April board meeting due to the unavailability of Board Member Michael Clay and Personnel Administrator Christy Pierce. Vice Chairman Penni Windsor made a motion to reschedule the Personnel Board Meeting to April 20., duly seconded by Secretary Tim White. The motion was carried by voice vote with no “nay” votes being cast.
4. **Personnel Board**- Vice Chairman Penni Windsor requested a motion to consider recommending to the County Commission that all part-time employees a 4% merit increase during the current budget session. The motion was seconded by Board Member Michael Clay. The motion was carried by voice vote with no “nay” votes being cast.

5. **Personnel Board** - Vice Chairman Penni Windsor requested a motion to enter into executive session to discuss good name and character of an employee. The motion was seconded by board Member Michael Clay. The motion was carried by voice vote with no “nay” votes being cast.

Board Attorney Mallory Brown-Nabors certified the Board will enter into executive session to discuss good name and character of an employee.

**X. LEGAL UPDATE**

Board Attorney – Attorney Mallory Brown-Nabors

No updates.

**XI. STAFF REPORT**

Personnel Administrator - Christy Pierce

**Personnel Update –thru March 6<sup>th</sup>,2026**

**March 9<sup>th</sup>, 2026 – Board Meeting**

**New Hires**

| <b>Name</b>      | <b>Position</b>         | <b>Hire Date</b> | <b>Step Hired At</b> |
|------------------|-------------------------|------------------|----------------------|
| Jazmine N. Dean  | Support Clerk – Sheriff | 02/09/2026       | 104-1                |
| Jason C. Farmer  | Corrections Officer     | 02/23/2026       | 106-1                |
| Holleigh Hayes   | Animal Shelter Tech     | 02/23/2026       | 106-1                |
| Dakota S. Munger | Corrections Officer     | 02/24/2026       | 106-1                |

**Terminations**

| <b>Name</b>       | <b>Position</b> | <b>Termination Date</b> |
|-------------------|-----------------|-------------------------|
| Austin A Beard    | Deputy- SRO     | 02/09/2026              |
| Makayla Tomlinson | Custodian       | 02/26-2026              |

**Promotions, Demotions & Transfers**

**Effective 02/23/2026: Jail** – John Satterfield was promoted from a Corrections Officer position to a Sr. Corrections Officer position.

### Pay Study

The two primary entities other counties have used for pay studies are Condrey & Associates, Inc. and Evergreen Solutions. One county had used Auburn University, but said that they scrapped the pay study and did not follow it because the data was not valid.

### Background Checks

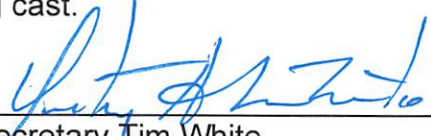
Asurint Screening Solutions and ELSI Pre-Employment Background Checks are two companies the other counties use for screening applicants. I will provide pricing soon on these.

### Wellness Screenings

We will have on-site wellness screenings on May 14<sup>th</sup> from 8:30 a.m. to 3:00 p.m. Letter will be sent out to all employees notifying them of the screenings and location.

#### 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 Tim Howard. 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: March 9, 2026

4-20-26  
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Date