# MARSHALL COUNTY PERSONNEL BOARD MEETING MINUTES

**Monday, September 14, 2026**

The regular monthly meeting of the Marshall County Personnel Board was held on Monday, September 14, 2026 in the Commission Chambers of the Marshall County Courthouse in Guntersville, Alabama.

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

**Board Member Absent:** Tim White, Secretary

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

## 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

Chairman Bill Stricklend led the Pledge of Allegiance.

## IV. APPROVAL OF AGENDA

Chairman Bill Stricklend asked for a for a motion to approve 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

## V. APPROVAL OF MINUTES

Chairman Bill Stricklend asked for a motion to approve the minutes of the Regular Board meeting held on Thursday August 20, 2026. A motion was made Vice Chairman Penni Windsor, duly seconded by Board Member Ross Adams. The motion was carried by voice vote with no "nay" votes being cast.

## VI. PUBLIC COMMENTS

None

## VII. NEW BUSINESS

1. **Personnel Board -** The Chairman Bill Stricklend asked for a motion to set a public hearing for October 14, 2026, regarding the proposed background check policy. A motion was made by the Vice Chairman Penni Windsor and duly seconded by Board Member Ross Adams. The motion carried by voice vote, with no "nay" votes cast.

1. **Personnel Board-** Chairman Bill Stricklend asked for a motion to approve the Attorney Support Agreement for the new fiscal year. A motion was made by Vice Chairman Penni Windsor and duly seconded by Board Member Tim Howard. The motion carried by voice vote, with no "nay" votes cast.

2. **Personnel -** The Chairman Bill Stricklend asked for a motion to approve changing the next Personnel Board meeting to Wednesday, October 14, 2026, due to the holiday. A motion was made by a Board Member Tim Howard and duly seconded by the Vice Chairman Penni Windsor. The motion carried by voice vote, with no "nay" votes cast.

3. **Personnel -** The Chairman asked for a motion to approve the election of Board Officers for the new fiscal year.

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

Charles Whisenant was nominated by Secretary Tim White. The nomination was second by Board Member Michael Clay. Attorney Mallory Brown-Nabors moved to close the nominations for Chairman; 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.

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**:

| | | |
|---|---|---|
| Chairman – | Bill Stricklend | Abstain |
| Vice Chairman – | Penni Windsor | Yes |
| Board Member – | Ross Adams | Yes |
| Board Member – | Tim Howard | Yes |
| Board Member – | Michael Clay | Yes |

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

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

Penni Windsor was nominated by Chairman Bill Strickland, and the nomination was seconded by Board Member Tim White. Attorney Mallory Brown-Nabors made a motion to close the nominations. The motion was seconded by Board Member Ross Adams and carried by voice vote, with no "nay" votes cast.

Attorney Mallory Brown-Nabors announced that the nomination for Vice Chairman was closed.

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

| | |
|---|---|
| Chairman – Bill Stricklend | Yes |
| Vice Chairman – Penni Windsor | Abstain |
| Board Member – Ross Adams | Yes |
| Board Member –Tim Howard | Yes |
| Board Member – Michael Clay | Yes |

Attorney, Mallory Brown-Nabors declared **Penni Windsor** as the **Personnel Board Vice Chairman**

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

Tim White was nominated by Chairman Bill Stricklend. The nomination was second by Board Member Tim Howard. Attorney Mallory Brown-Nabors moved to close the nominations for Chairman. A motion was made by Board Member Ross Adams; duly seconded by Board Member Tim Howard. The motion was carried by voice vote with no "nay" votes being cast.

Attorney Mallory Brown-Nabors announced that the nomination for Secretary was closed.

**Roll Call Vote was taken for election of Secretary with the following results:**

| | |
|---|---|
| Chairman – Bil Stricklend | Yes |
| Vice Chairman – Penni Windsor | Yes |
| Board Member Ross Adams | Yes |
| Board Member – Michael Clay | Yes |
| Board Member – Tim Howard | Yes |

Attorney Mallory Brown-Nabors declared **Tim White** as the **Personnel Board Secretary.**

Attorney Mallory Brown-Nabors turned the meeting back over to Chairman Watts.

**LEGAL UPDATE**

Board Attorney – Attorney Mallory Brown-Nabors.

None

**IX. STAFF REPORT**

Personnel Administrator - Christy Pierce.

## *Personnel Update –thru September 9th,2026*

**September 14th, 2026 – Board Meeting**

### New Hires

| Name | Position | Hire Date | Step Hired At |
|---|---|---|---|
| Nathaniel Patterson | Deputy | 08/242026 | Step-3 |
| Steven Noblitt | Appraisal Tech I | 09/07/2026 | Step-1 |
| Marvin Benefield | Equipment Operator I – Dis.t 2 | 09/08/2026 | Step-3 |
| Dakota Strickland | Corrections Officer | 09/08/2026 | Step-1 |

### Terminations

| Name | Position | Termination Date |
|---|---|---|
| William Jarmon | Deputy | 08/20/2026 |
| Addison Gilmore | Animal Shelter Tech – Temp | 08/17/2026 |
| Wyatt Traylor | Corrections Officer | 08/15/2026 |
| | | |
| | | |

### Promotions, Demotions & Transfers

*None*

### Pay Study

The County Commission voted to table the pay study in their September 9th Commission meeting.

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

Chairman Bill Stricklend
Marshall County Personnel Board
Meeting Date: September 14, 2026

10-14-26
Date