

**STATE OF ALABAMA**

**COUNTY OF BALDWIN**

**Personnel Board met at 7:30 AM  
Mayor's Conference Room  
161 North Section Street, Fairhope, AL 36532  
Friday, 23 May, 2014**

**Present:**

**Judy Hale, Acting Chairman; Wayne Griffin; Clark Stankoski; Scherry Douglas; Pandora Heathcoe, City Human Resources Director.**

**Absent: Diane Thomas and Kevin Boone, City Council Liaison**

**The meeting was called to order at 7:30 AM.**

**The Board considered the minutes from the February 14, 2014 meeting. There were no additions or corrections and the minutes were approved as written.**

**Judy Hale, acting Board Chairman, opened the meeting for discussion about the revised Personnel Handbook that the City Council recently adopted as an ordinance. Ms. Heathcoe mailed each Board member a copy of the new handbook before the meeting. All Board members were aware that the Board has retained its role in conducting disciplinary appeals for City employees. The two changes in the process are: the chairman will appoint three members of the Personnel Board to conduct an appeal hearing when one is requested. Previously all five members of the Board participated in the appeal hearing. And the appeal will be a pre-disciplinary hearing rather than post-disciplinary and the Board's decision will be final.**

**Ms. Hale asked if there were any other issues or topics of concern to be discussed. There were none. There being no further business, the meeting was adjourned at 8:00 AM.**

**Respectfully submitted,**

**Pandora Heathcoe, Acting Secretary**