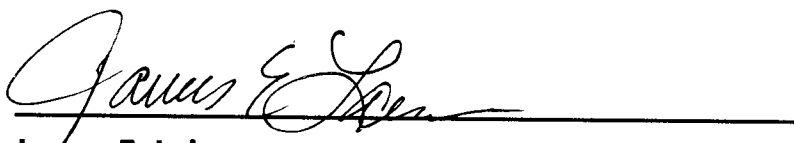


6/23/14

**Minutes**  
**Alabama Environmental Management Commission**  
**Personnel Committee Meeting**  
**Alabama Department of Environmental Management Building**  
**1400 Coliseum Boulevard**  
**Montgomery, Alabama**  
**December 23, 2009**

**This is to certify that the Minutes contained herein are a true and accurate account of actions taken by the Personnel Committee of the Alabama Environmental Management Commission on December 23, 2009.**

A handwritten signature in black ink, appearing to read "James E. Laier", is written over a solid horizontal line.

**James E. Laier**

**Chair**

**Personnel Committee**

**Alabama Environmental Management Commission**

**Certified this 20th day of June 2014.**

**Minutes**  
**Alabama Environmental Management Commission**  
**Personnel Committee Meeting**  
**Alabama Department of Environmental Management Building**  
**1400 Coliseum Boulevard**  
**Montgomery, Alabama**  
**December 23, 2009**

**Convened: 10:00 a.m.**  
**Adjourned: 10:40 a.m.**

**Part A**

**Transcript**

**Part B**

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**Attachment 1**

**Attachment 2**

**Part A**

AEMC PERSONNEL COMMITTEE MEETING - 12/23/2009

ENVIRONMENTAL MANAGEMENT COMMISSION

PERSONNEL COMMITTEE MEETING

Alabama Department of Environmental  
Management Building  
Main Hearing Room  
1400 Coliseum Boulevard  
Montgomery, Alabama

December 23, 2009 10:30 a.m.

COMMITTEE MEMBERS PRESENT:

DR. JOHN LESTER, CHAIR

H. LANIER BROWN, II

DR. J. CONRAD PIERCE

ALSO PRESENT:

JOHN P. HAGOOD,

ADEM DIRECTOR

ROBERT TAMBLING, EMC LEGAL COUNSEL

DEBI THOMAS, EMC EXECUTIVE ASSISTANT

334-262-7556

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AEMC PERSONNEL COMMITTEE MEETING - 12/23/2009

Page 7556	<p>1 I N D E X</p> <p>2</p> <p>3 Page</p> <p>4</p> <p>5 Consideration of minutes of 3</p> <p>6 Personnel Committee meeting held</p> <p>7 on February 8, 2008</p> <p>8</p> <p>9</p> <p>10 Consideration of an ADEM 4</p> <p>11 Director Search Process to</p> <p>12 recommend to the full Commission</p> <p>13 for adoption</p> <p>14</p> <p>15</p> <p>16 Meeting Adjourned 8</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p>	Page 7556	<p>1 motion and a second. All in favor say</p> <p>2 aye.</p> <p>3 (Commission members in favor</p> <p>4 of the motion so indicated.)</p> <p>5 COMMISSIONER LESTER: All</p> <p>6 opposed?</p> <p>7 (No response.)</p> <p>8 COMMISSIONER LESTER: The next</p> <p>9 item of business is the consideration</p> <p>10 of an ADEM Director Search Process,</p> <p>11 and this is to recommend this to our</p> <p>12 full Commission meeting, which will be</p> <p>13 following this meeting. We've got a</p> <p>14 list of six things that we want to</p> <p>15 present to the Commission today. One</p> <p>16 is to receive the application for the</p> <p>17 Director position until January the</p> <p>18 29th, 2010. I think first we had it</p> <p>19 on the 8th, but due to the holidays</p> <p>20 and everything, and somebody said</p> <p>21 Alabama was doing something on the</p> <p>22 7th, I think, so we moved it. That</p> <p>23 will give another two weeks for us to</p>
Page 7556	<p>1 COMMISSIONER LESTER: I would</p> <p>2 like to have y'all's attention. We're</p> <p>3 going to go ahead with the Personnel</p> <p>4 Committee. I call this meeting of the</p> <p>5 Personnel Committee to order. I would</p> <p>6 like to show that all members are</p> <p>7 present. Pierce, Brown and Lester,</p> <p>8 that sounds kind of like the three</p> <p>9 musketeers, doesn't it? So we're all</p> <p>10 here.</p> <p>11 Our first item is to</p> <p>12 consider the minutes of the meeting</p> <p>13 held on February of 2008. And our two</p> <p>14 new members probably don't know what</p> <p>15 that was, but this was a 2007</p> <p>16 Director's evaluation, and you have a</p> <p>17 copy of it. And if there's any</p> <p>18 questions; if not, I'll have a motion</p> <p>19 to adopt.</p> <p>20 COMMISSIONER BROWN: I move to</p> <p>21 adopt.</p> <p>22 COMMISSIONER PIERCE: Second.</p> <p>23 COMMISSIONER LESTER: There's a</p>	Page 7556	<p>1 receive applications.</p> <p>2 Number 2 is to request</p> <p>3 public input on three important issues</p> <p>4 as they relate to the responsibilities</p> <p>5 of the Director. This request will be</p> <p>6 posted on the ADEM website, and public</p> <p>7 input will be received from today</p> <p>8 until January 29, 2010. This will let</p> <p>9 our public be involved in this</p> <p>10 process.</p> <p>11 Number 3 is the</p> <p>12 Commission will meet to narrow the</p> <p>13 ADEM position candidates to be</p> <p>14 interviewed. This Commission meeting</p> <p>15 will be held on 2/5/2010.</p> <p>16 Number 4, the Commission</p> <p>17 will meet to interview candidates</p> <p>18 selected for interview. This</p> <p>19 Commission meeting will be held on</p> <p>20 2/12/2010.</p> <p>21 And then Number 5, the</p> <p>22 Commission will meet to vote on hiring</p> <p>23 an ADEM Director and setting the</p>

AEMC PERSONNEL COMMITTEE MEETING - 12/23/2009

Page 7556	Page 7556
1 Director's salary. This Commission 2 meeting will be held on 2/19/2010, 3 which would be our next regular 4 Commission meeting. Do any of the 5 members have any comments or additions 6 or changes? 7 (No response.) 8 COMMISSIONER LESTER: Also, I 9 think posted -- did y'all notice that 10 Debi has gone high tech on us all now? 11 We've got a list of things that we 12 just mentioned. And the way she's got 13 it set up now, if there's any time we 14 want to change anything, we just tell 15 her, and she just taps in it and it 16 prints out a new one. So I told her 17 she's really gone high tech. And I 18 would like to say at this point, too, 19 without John and Debi and our good 20 lawyer friend here, Robert, they have 21 really helped us work through this. 22 And Anita, of course, has been on top 23 of everything and cracked the whip on	1 COMMISSIONER PIERCE: Second. 2 COMMISSIONER LESTER: All in 3 favor say aye. 4 (Commission members in favor 5 of the motion so indicated.) 6 COMMISSIONER LESTER: We are 7 adjourned. 8 (Meeting adjourned.) 9 10 (The foregoing meeting of the EMC 11 Personnel Committee was adjourned at 12 approximately 10:40 a.m., on December 13 23rd, 2009.) 14 15 16 17 18 19 20 21 22 23
Page 7556	Page 7556
1 us, so we've got a good Chairman in 2 her. Does anybody have any comments? 3 (No response.) 4 COMMISSIONER LESTER: If not, 5 then I'll receive a motion to move to 6 recommend the Director Search Process 7 for adoption which we have just gone 8 through. 9 COMMISSIONER PIERCE: So move. 10 COMMISSIONER BROWN: Second. 11 COMMISSIONER LESTER: There's a 12 motion and second. All in favor say 13 aye. 14 (Commission members in favor 15 of the motion so indicated.) 16 COMMISSIONER LESTER: All 17 opposed? 18 (No response.) 19 DEBI THOMAS: And I have your 20 order. 21 COMMISSIONER LESTER: Now I will 22 entertain a motion to adjourn. 23 COMMISSIONER BROWN: So move.	1 2 ***** 3 REPORTER'S CERTIFICATE 4 ***** 5 6 I, Karen Reagan Drinkard, 7 Certified Court Reporter and Notary 8 Public in and for the State of Alabama 9 at Large, do hereby certify that I 10 reported stenographically and then 11 reduced to typewritten form by means 12 of computer-aided transcription my 13 stenographic notes of the foregoing 14 Alabama Environmental Management 15 Commission Personnel Committee 16 Meeting. 17 18 I further certify that the 19 foregoing transcript is a true and 20 correct transcript of the proceedings 21 contained herein. 22 23 I further certify that I am

AEMC PERSONNEL COMMITTEE MEETING - 12/23/2009

Page 7556

1 neither of kin nor of counsel to the  
2 parties to said meeting, nor in any  
3 manner interested in the results  
4 thereof.

5  
6 Done this 26th day of December,  
7 2009.

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11 Karen Reagan Drinkard, CCR  
12 Reporter and Notary Public  
13 State of Alabama at Large  
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4 (Page 7556)

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1           neither of kin nor of counsel to the  
2           parties to said meeting, nor in any  
3           manner interested in the results  
4           thereof.

5  
6                         Done this 26th day of December,  
7           2009.

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11                         Karen Reagan Drinkard /ca  
12                         Karen Reagan Drinkard, CCR  
13                         Reporter and Notary Public  
14                         State of Alabama at Large

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<p style="text-align: center;"><b>A</b></p> <p><b>additions</b> 7556:5  <b>ADEM</b> 1:21                      7556:10 7556:10                      7556:6,13,23  <b>adjourn</b> 7556:22  <b>adjourned</b> 7556:16                      7556:7,8,11  <b>adopt</b> 7556:19,21  <b>adoption</b> 7556:13                      7556:7  <b>ahead</b> 7556:3  <b>Alabama</b> 1:4,8                      7556:21 7556:8                      7556:14 7556:12  <b>Anita</b> 7556:22  <b>anybody</b> 7556:2  <b>application</b>                      7556:16  <b>applications</b>                      7556:1  <b>approximately</b>                      7556:12  <b>ASSISTANT</b> 1:23  <b>attention</b> 7556:2  <b>aye</b> 7556:2 7556:13                      7556:3  <b>a.m</b> 1:11 7556:12</p> <hr/> <p style="text-align: center;"><b>B</b></p> <p><b>Boulevard</b> 1:7  <b>Brown</b> 1:16 7556:7                      7556:20 7556:10                      7556:23  <b>Building</b> 1:5  <b>business</b> 7556:9</p> <hr/> <p 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**Part B**

## **Attachment Index**

**Attachment 1**

**Agenda**

**Attachment 2**

**Order adopting motion to recommend the ADEM Director  
Search Process to the Commission for adoption**

**(Agenda Item 2 – Consideration of an ADEM Director  
Search Process to recommend to the full Commission for  
adoption)**

**Attachment 1**

12/15/09

AGENDA\*

MEETING OF THE PERSONNEL COMMITTEE  
OF THE ALABAMA ENVIRONMENTAL MANAGEMENT COMMISSION

DATE: December 23, 2009

TIME: 10:30 a.m.

LOCATION: Alabama Department of Environmental Management (ADEM) Building  
Alabama Room (Main Hearing Room)  
1400 Coliseum Boulevard  
Montgomery, Alabama 36110-2059

ITEM

1. Consideration of minutes of the Personnel Committee meeting held on February 8, 2008\*\*
2. Consideration of an ADEM Director Search Process to recommend to the full Commission for adoption

\* The Agenda for this meeting will be available on the ADEM website, [www.adem.alabama.gov](http://www.adem.alabama.gov), under EMC Information and Calendar of Events.

\*\* The Minutes for this meeting will be available on the ADEM website under EMC Information.



**Attachment 2**

BEFORE THE  
PERSONNEL COMMITTEE OF THE  
ENVIRONMENTAL MANAGEMENT COMMISSION  
OF THE  
ALABAMA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT

MOTION

Recommend the ADEM Director Search Process  
to the Commission for adoption

ORDER

This cause having come before the Personnel Committee pursuant to the above motion, and having considered the same, the Committee hereby ORDERS, ADJUDGES, and DECREES as follows:

1. That the above motion is hereby adopted; and
2. That this action has been taken and this Order shall be deemed rendered effective as of the date shown below.

Personnel Committee Order  
Page 2

ISSUED this 23rd day of December 2009.

APPROVED:

  
\_\_\_\_\_  
Committee Member

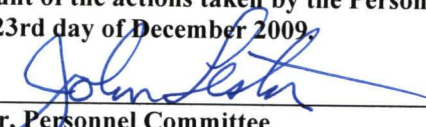
  
\_\_\_\_\_  
Committee Member

  
\_\_\_\_\_  
Committee Member

DISAPPROVED:

\_\_\_\_\_  
Committee Member

This is to certify that this Order is a true and accurate  
account of the actions taken by the Personnel Committee on  
this 23rd day of December 2009.

  
\_\_\_\_\_  
Chair, Personnel Committee  
Environmental Management Commission  
Certified this 23rd day of December 2009

## Plan to Support the AEMC Process

Role or Responsibility	Status
Process Press Release.	Not Yet Issued
<del>Draft Job Description.</del>	Complete
<del>Post Description (by 12/14).</del>	Complete
Collect and assemble resumes through 1/29.	Ongoing
Post a request to receive public input on three important issues as they relate to responsibilities of the Director (Due 12/23).	Not Yet Started
Receive public input in the form of three important issues as they relate to responsibilities of the Director from 12/23 – 1/29.	Not Yet Started
Have resumes available to public through Debi by 2/5.	Not Yet Started
Set Up AEMC initial meeting for 2/5.	No Information
Set Up AEMC meetings for both 2/12 and 2/19 (regular meeting).	No Information
Set up AEMC hiring meeting for 2/19.	No Information
2/5 meeting – candidates narrowed.	Not Applicable
2/12 – AEMC meets to interview narrowed list of candidates.	Not Applicable
2/19 – AEMC meets to vote on hiring and setting salary.	Not Applicable