



JEFFERSON COUNTY BOARD OF HEALTH

Wednesday, July 8, 2026 - 5:00 p.m.

5th Floor Board Room

Present: Elizabeth Turnipseed, MD, Weily Soong, MD, Andre' McShan, MD, and Alison Heaton, MD

Absent: Michele Kong, MD and Commissioner Jimmie Stephens

Others Present: David Maxey, Esq., Wesley Willeford, MD, Senitra Blackburn, Rodney Holmes, Bryn Manzella, Ekta Choudhary, PhD, Kay Parker, and Terrie Hartley

Human Resources Update

Senitra Blackburn, MS, SPHR, SHRM-SCP, Human Resources Director, provided a Human Resources update to the Board. She reported that JCDH currently has 450 employees, including 413 full-time employees, 22 part-time employees, and 15 temporary employees (Interns). Ms. Blackburn also reviewed statistics related to full-time external new hires, interns, retirements, internal promotions, and turnovers.

Ms. Blackburn reviewed the results of the 2026 Employee Engagement Survey, which was conducted in February 2026. The survey received 214 responses from 433 employees, representing an approximate 49% response rate. The results compared employee responses from 2024 to 2026 and focused on topics including engagement, mission and values, senior management, and respect among employees with the overall results being very positive.

Ms. Blackburn noted that completed and ongoing engagement efforts include Team Day sessions, improved communication, and increased transparency. Immediate future plans include establishing an Employee Engagement Committee; providing Dominance, influence, Steadiness, and Conscientiousness (DiSC) training; offering Management Team training; and expanding promotional opportunities. Ms. Blackburn also reported on several recently added positions which provided additional promotional opportunities for certain staff.

Ms. Blackburn further reported that a Career Development Page has been added to the JCDH internal website to support professional growth and development. The page will provide employees with resources, tools, and guidance to help advance their careers in public health. She concluded by reviewing employee retention improvement efforts which include implementing a customer service assessment as part of the hiring process for Medical Clerk, Administrative Clerk, and Administrative Assistant positions, as well as a management competency assessment for supervisory positions.

The Board thanked Ms. Blackburn for the update.

Call to Order

The meeting was called to order by Dr. Turnipseed.

Approval of Minutes

The minutes from the June 10, 2026, meeting were approved as distributed.

Vulcan Pipe and Steel Coatings, Inc. Petition for Variance

In Dr. David Hicks' absence, Dr. Wesley Willeford, Deputy Health Officer, presented information regarding the following petition for variance. He stated that a public notice had been posted and that no comments or concerns were received during the 21-day notice period. The Board materials included a recommendation from Dr. Hicks, Health Officer, made in consultation with Air Pollution Control engineers, to approve the temporary variance. Kay Parker, Air Pollution Control Engineer, responded to questions from the Board.

On the motion of Dr. McShan, and seconded by Dr. Soong, the following resolution was approved:

WHEREAS, the Jefferson County Board of Health ("JCBH") has received a petition for variance from Vulcan Pipe and Steel Coatings, Inc. ("Vulcan"); and

WHEREAS, the Health Officer has investigated the petition and considered the views of persons who might be adversely affected by the granting of such a variance; and

WHEREAS, the Health Officer has provided JCBH with a written recommendation that Vulcan's petition for variance be granted; and

WHEREAS, JCBH adopts the Health Officer's recommendation in whole and incorporates it herein; and

WHEREAS, the Health Department published a public notice of Vulcan's petition for a variance and requested public comments for a period of 21 days ending on June 27, 2026, and no comments were received during the public comment period; and

WHEREAS, JCBH finds that Vulcan has presented adequate proof that compliance with the condition of its permit that is the subject of its petition for variance would impose serious hardship without equal or greater benefits to the public, and the exceedance of 3.5 lb./gal of volatile organic compounds (VOC) would not endanger human health or safety, human comfort, and aesthetic values.

NOW THEREFORE, BE IT RESOLVED, that JCBH hereby grants Vulcan's petition for variance.

Act 2026-608 One-Time Lump Sum Payment to Retirees

Dr. Willeford discussed Act 2026-608, which was passed in the 2026 Alabama Legislature that allows local agencies to provide a one-time lump sum payment to retirees who participate in the Retirement Systems of Alabama (RSA). The payment is \$2.00 per month for each year of service credited to the retiree's account. There are also a small number of retirees who worked for JCDH and participated in the City of Birmingham Retirement and Relief System who will also receive the one-time lump sum payment.

On the motion of Dr. Heaton, and seconded by Dr. McShan, the following resolution was approved:

WHEREAS, the Jefferson County Board of Health (the “Board”) functions as a county board of health pursuant to the laws of the state of Alabama, including, without limitation, sections 22-2-1 and 22-3-2 of the Code of Alabama; and,

WHEREAS, pursuant to said laws the Board supervises the enforcement of the health laws of the state and elects and advises the Health Officer of Jefferson County who is responsible for the operations of the Jefferson County Department of Health (the “Department”); and,

WHEREAS, Act 2026-608 of the Alabama Legislature provides a one-time longevity bonus as calculated therein for retired state employees in the Employees’ Retirement System, and provides for a similar benefit to certain retirees and pensioners of governmental entities such as the Department, provided such entity opts to fund such benefit; and,

WHEREAS, after consideration, the Board is of the mind that all eligible retirees, pensioners, and beneficiaries of the Department should receive the one-time benefit, including those who receive benefits from the City of Birmingham Retirement and Relief System.

NOW THEREFORE, BE IT RESOLVED, that the Board elects for the Department to come under the provisions of Section 2 of Act 608 of the Regular Session of the 2026 Legislature. The Board agrees and authorizes the Department to provide all funds necessary to cover the cost of the one-time lump sum payment as provided for by the applicable terms of Alabama Act 2026-608 for those eligible retirees and beneficiaries of deceased retirees of the Department with the lump sum payment being paid in October 2026.

Contracts

On the motion of Dr. Soong, and seconded by Dr. McShan, the following contracts were approved with the exception of Hill’s Janitorial Service, Inc. (GS-250) which will need further clarification on the amended additional services and cost increase.

A new contract with Courtney French Broadcasting, LLC (payee) for radio commercials and remote for National HIV Testing Day; not to exceed \$1,750 from June 15, 2026, through June 26, 2026.

A new contract with Radio Estrella Alabama (payee) for marketing and advertising promotions for National HIV Testing Day; not to exceed \$900 from June 15, 2026, through June 26, 2026.

A new bid contract with Stored for Good, LLC (payee) to provide document scanning, digitization, and destruction services for immunization records to ensure JCDH is compliance with regulations impacting the management of protected health information; not to exceed \$13,357.50 from March 15, 2026, through February 14, 2029.

Renewal of a contract with Crisis Center, Inc. (payee) for operational support of the Recovery Resource Center that provides substance use assessment, referral, peer support, and information; not to exceed \$330,745 from May 1, 2026, through April 30, 2027.

A new contract with Infojini, Inc. (payee) to provide maintenance and support services for Stormwater Online Activity record mobile application; not to exceed \$7,200 from June 23, 2026, through June 22, 2027.

A new contract with Carrier Corporation (payee) to replace condenser fan motor and condenser variable frequency drive on chiller at Eastern Health Center; not to exceed \$13,074.60 from June 9, 2026, through June 9, 2027.

A new contract with Modern Locksmiths, LLC (payee) to provide lock/key hardware and service for all required lock types, including keys, cylinders, cores, and related components for all JCDH locations; not to exceed \$16,500 from May 7, 2026, through May 7, 2027.

A new contract with 1 Point USA d/b/a iOn Integrated Solutions, LLC (payee) to provide and install two door access control panels at the Annex; not to exceed \$9,183.37 from June 8, 2026, through June 9, 2027.

A new contract with Don's Carpet One (payee) who will provide material related to flooring and walls, including labor, in basement restroom at GMT building and the Annex; not to exceed \$2,954.73 from May 14, 2026, through November 14, 2026.

Renewal of a contract with Kimberly Cason (payee) for consulting on public health matters, audit projects, training, policy assistance with no charge if no services are rendered; not to exceed \$39,000 from July 1, 2026, through June 30, 2027.

An amendment to a contract with Alabama Department of Public Health (payor) for amendment for additional funding sources (Alabama Breast and Cervical Cancer Early Detection Program and Joy to Life Foundation); not to exceed \$180,000 from May 14, 2026, through June 29, 2026.

Renewal of a contract with the U. S. Environmental Protection Agency (payor) for grant to fund Section 105 for both 10 fund and 01 fund for Air Pollution activities; not to exceed \$2,874,643 from October 1, 2026, through September 30, 2028.

A new Release Agreement with JTR Auto Salvage (payor) for Notice of Violation #2446 closing the enforcement action; not to exceed \$1,250 from January 15, 2026, through April 27, 2026.

Report of the Deputy Health Officer

Environmental Health Food and Lodging Program

Dr. Willeford provided an update on SB197 and its impact on mobile food unit permitting. Effective January 1, 2027, mobile food units with a valid Alabama food permit will be exempt from additional health and fire inspections. The Alabama Department of Public Health (ADPH) has recommended that county health departments stop requiring additional permits or authorizations for mobile food units to operate outside their base county, effective July 1, 2026. Effective immediately, JCDH will follow ADPH's recommended date of July 1, 2026. New mobile units will continue to undergo all relevant plan reviews, applications, and inspections before approval. SB197 still allows the Department to conduct a complaint investigation or inspections if there is a food safety concern.

Report from State Health Officer – May 2026

Dr. Willeford presented to the Board for their information a summary report for the month of May 2026, from Dr. Scott Harris, State Health Officer, sent monthly to county Boards of Health describing actions taken by the State Committee of Public Health.

One proposed revision would add Alpha-gal Syndrome – an emerging tick-borne allergy associated with the lone star tick, which is endemic in Alabama – to the list of notifiable laboratory results.

Fiscal Year 2027 Budget Preparation Update

Several notable items included in the proposed fiscal year 2027 budget, including employee benefits, a cost-of-living adjustment, life insurance premiums, and materials and supplies costs were discussed. Expenditures are expected to exceed the prior fiscal year due to inflationary pressures. A formal budget presentation will be provided to the Board at its August meeting. Dr. Turnipseed requested further discussion of the proposed cost-of-living adjustment. After discussion, Rodney Holmes, Director of Finance and Administration, will provide the Board with requested financial information before the August Board meeting.

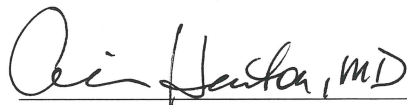
Dr. Willeford noted, based on the recent Employee Engagement Survey, potential changes in employee benefits will be presented at the August Board Meeting.

Maternal and Child Health Program Activities

Dr. Willeford provided the following update on Maternal and Child Health Program activities.

- The From Day One Program (FDO) held its quarterly Safety Shower, providing education and safety resources to six families with assistance from four presenters and six volunteers. Gun safety locks, naloxone kits, and cribs were distributed.
- Community outreach expanded through four events that reached 151 individuals and distributed 57 gun safety locks, 66 Narcan kits, and 6 cribs.
- Partnerships were strengthened through referrals, collaboration with Connection Health, participation in Fetal and Infant Mortality Review activities, and placement of FDO/Women, Infants, and Children (WIC) materials in the Birmingham Public Library digital display system.
- The WIC program maintained strong performance, including:
 - 11,485 participants;
 - A 92 percent participation rate, exceeding the 90 percent goal;
 - A 94 percent benefit redemption rate, exceeding the 90 percent goal; and
 - Caseload growth of 186 participants during the reporting period.
- Provider engagement was enhanced through visits to ten pediatric practices and distribution of updated referral materials and program information.
- Public awareness efforts expanded through website updates, marquee messaging, WIC promotional materials, and preparation for National Breastfeeding Month activities.
- Car Passenger Safety Training is scheduled for July 20–23 for ten JCDH employees, and Injury Prevention Handbooks were received from Children’s of Alabama for future outreach efforts.

The next Board of Health meeting is scheduled for Wednesday, August 8, 2026, at 5:00 p.m. in the Fifth Floor Board Room. There being no further business, the meeting adjourned at 6:04 p.m.


Alison Heaton, MD, Secretary

Approved:


Elizabeth Turnipseed, MD, Chair