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U.S. DISTRICT COURT  
N.D. OF ALABAMAUNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF ALABAMA  
SOUTHERN DIVISIONUNITED STATES OF AMERICA,  
Plaintiff,

vs.

JEFFERSON COUNTY, *et al.*,  
Defendants.JOHN W. MARTIN, *et al.*,  
Plaintiffs,

vs.

CITY OF BIRMINGHAM, *et al.*,  
Defendants.ENSLEY BRANCH OF THE N.A.A.C.P., *et al.*,

Plaintiffs,

vs.

GEORGE SEIBELS, *et al.*,  
Defendants.

Civil Action No. CV-75-S-666-S

ENTERED

MAY 24 2001

Civil Action No. CV-74-S-17-S

Civil Action No. CV-74-12-S

ORDER MODIFYING CERTAIN PORTIONS OF THIS COURT'S DECEMBER 18,  
2000 ORDER EXTENDING THE 1981 CONSENT DECREES & 1995 MODIFICATION  
ORDERS AND, *SUA SPONTE*, CERTAIN PORTIONS OF THE 1995 PERSONNEL  
BOARD MODIFICATION ORDER

This action is before the court on a motion of the Jefferson County Personnel Board (doc. no. 748), asking the court to modify certain dates specified in paragraph 19 of the December 18, 2000 Order extending the 1981 consent decrees and 1995 modification orders (doc. no. 708). Upon consideration of the motion, supporting brief, and oral arguments of counsel during the April 2001 status conference, this court concludes the motion is due to be granted, *but only to the extent*

1758

*specified herein.* In addition, this court has determined *sua sponte* that additional modifications are required to paragraph 20 of the 1995 order modifying the Personnel Board's 1981 consent decree, and, paragraphs 21 and 24 of this court's December 18, 2000 order.

ACCORDINGLY, IT IS ORDERED THAT PARAGRAPH 19 OF THIS COURT'S DECEMBER 18, 2000 ORDER EXTENDING THE PARTIES' 1981 CONSENT DECREES AND 1995 MODIFICATION ORDERS (DOC. NO. 708) IS MODIFIED TO READ AS FOLLOWS:

19. On or before the dates set out below, the Personnel Board shall take the following actions:

**JOB CLASSIFICATIONS**

**ACTION**

**Traffic Maintenance Worker**

Job analysis and test plan completed.  
Selection procedure administered.

Job analysis results, test plan and selection procedure results delivered to counsel and the Special Master by **January 5, 2001.**

Validation report and the information described in paragraph 30 of the 1995 Order Modifying the Personnel Board Consent Decree (*i.e.*, "paragraph 30 information") delivered to counsel and the Special Master by **February 16, 2001.**

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**Juvenile Detention Officer**

Job analysis and test plan completed.

Job analysis results and test plan delivered to counsel and the Special Master.

Selection procedure administered by **December 23, 2000.**

Selection procedure results delivered to counsel and the Special Master by **February 16, 2001.**

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by April 20, 2001.)~~ \*Delivery of a validation report is no longer required because all parties have provided written confirmation that the selection procedures for this position meet the requirements of ¶ 12 of the 1995 Order Modifying the Personnel Board Consent Decree: see also ¶ 20 of December 18, 2000 Order.<sup>1</sup>

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Guard

Job analysis begun by March 2, 2001.

~~(Job analysis to be completed by April 27, 2001.)~~ Job analysis to be completed by May 11, 2001.<sup>2</sup>

Test plan to be completed by June 15, 2001.

Job analysis results and test plan delivered to counsel, the court, and the Special Master by June 22, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be

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<sup>1</sup> Paragraph 20 of the December 18, 2000 Order Extending the 1981 consent Decrees and 1995 Modification Orders provides that:

On the date the Personnel Board submits the results of its use of selection procedures for a particular job classification to the parties and the Special Master, the Board shall also state in its submission whether the Personnel Board believes that each selection procedure for that job classification meets the requirements of paragraph 12 of the 1995 Personnel Board modification order, in that the selection procedure does not have adverse impact on the basis or race or sex, and provide the calculations upon which it relies. *If, in advance of the date specified in paragraph 19 of this order for the Board to submit its validation report and paragraph 30 information for a particular job classification, all parties to the 1995 Board modification order state, in writing, that the Personnel Board's revised selection procedure for a classification listed in paragraph 19 meets the requirements of paragraph 12 of the 1995 Board modification order, the Personnel Board will have no further obligation to demonstrate that the selection procedure meets the requirements of paragraph 12, including providing a validation report and the other information required by paragraph 30 of the Personnel Board modification order.* [Emphasis supplied and footnote omitted.]

<sup>2</sup>This date has already passed; however, this is the date requested by the Personnel Board in its motion.

delivered<sup>3</sup> to opposing counsel, the court, and the Special Master no later than Monday, July 23, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

Selection procedure administered by August 24, 2001.

Selection procedure results delivered to counsel, the court, and the Special Master by September 28, 2001.

Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by November 30, 2001.

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**Mains Service Worker**

Job analysis and test plan completed.

Job analysis results and test plan delivered to counsel and the Special Master by January 15, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>4</sup> to opposing counsel, the court, and the Special Master no later than Thursday, June 21, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

Selection procedure administered by September 28, 2001.

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<sup>3</sup> *Nota bene:* As used herein, the word "delivered" shall mean either (i) hand-delivery to the intended recipient before the close of business on a designated date, or (ii) paper proof of a successful, completed facsimile transmission of all pages of relevant documents before 5:00 o'clock p.m. within the Standard Time Zone of the office of the intended recipient, together with written certification by the United States Postal Service that hard copies of the same documents originally transmitted by facsimile device were delivered to the office of the intended recipient on the following business day.

<sup>4</sup>See *supra* note 3.

Selection Procedure results delivered to counsel, the court, and the Special Master by **October 31, 2001.**

Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by **November 30, 2001.**

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**Telecommunications Technician**

Job analysis begun by **February 2, 2001**

Job analysis to be completed by **April 20, 2001.**

Test plan completed by **June 15, 2001.**

Job analysis results and test plan delivered to counsel, the court, and the Special Master by **June 22, 2001.**

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>5</sup> to opposing counsel, the court, and the Special Master no later than July 23, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

~~(Selection procedure administered by July 13, 2001.)~~ \*Selection procedure administered by August 24, 2001.

~~(Selection procedure results delivered to counsel and the Special Master by August 3, 2001.)~~ \*Selection procedure results delivered to counsel, the court, and the Special Master by September 21, 2001.

~~(Validation report and paragraph 30~~

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<sup>5</sup>See *supra* note 3.

~~information delivered to counsel and the Special Master by August 31, 2001.)~~

\*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by October 19, 2001.

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ACCOUNTING JOB FAMILY

- Accounting Assistant I
- Accounting Assistant II
- Accountant/Auditor
- Senior Accountant

Job analysis begun.

~~Job analysis to be completed by March 23, 2001.~~ \*Job analysis for all Accounting Job Family positions to be completed by June 29, 2001.

~~(Test plan to be completed by April 16, 2001.)~~ \*Test plan to be completed by July 13, 2001.

~~(Job analysis results and test plan delivered to counsel and the Special Master by April 23, 2001.)~~ \*Job analysis results and test plan delivered to counsel, the court, and the Special Master by July 27, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>6</sup> to opposing counsel, the court, and the Special Master no later than August 27, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

~~(Selection procedure administered by June 15, 2001.)~~ \*Selection procedure administered by November 23, 2001.

~~(Selection procedure results delivered to counsel and the Special Master by July 13, 2001.)~~ \*Selection procedure results delivered

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<sup>6</sup>See *supra* note 3.

to counsel, the court, and the Special Master by December 28, 2001.

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by August 31, 2001.)~~  
\*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by December 28, 2001.

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GENERAL CLERICAL JOB FAMILY

- **Administrative Assistant I** Job analysis begun. Task and KSA ratings completed.
  - **Administrative Assistant II**
  - **Administrative Assistant III**
  - **Administrative Assistant IV** Job analysis to be completed by **March 2, 2001.**
  - **Administrative Coordinator**
  - **Legal Secretary** Test plan completed by **March 23, 2001.**
  - **Senior Court Clerk**
  - **Principal Court Clerk**
- Job analysis results and test plan delivered to counsel and the Special Master by **March 30, 2001.**
- If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>7</sup> to opposing counsel, the court, and the Special Master no later than Thursday, June 7, 2001. In making an objection, a party must state precise and authoritative reasons therefor.
- ~~(Selection procedure administered by May 31, 2001.)~~ \*Selection procedure administered by June 29, 2001.
- ~~(Selection procedure results delivered to counsel and the Special Master by June 30, 2001.)~~ \*Selection procedure results delivered

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<sup>7</sup>See *supra* note 3.

to counsel, the court, and the Special Master by August 3, 2001.

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by August 31, 2001.)~~  
\*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by October 5, 2001.

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CLERICAL STORES JOB FAMILY

- Stores Clerk
- Senior Stores Clerk

Job analysis and test plan complete.

Job analysis results and test plan delivered to counsel and the Special Master by January 16, 2001.

Selection procedure administered by March 30, 2001.

Selection procedure results delivered to counsel and the Special Master by April 30, 2001.

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by May 31, 2001.)~~ \*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by June 15, 2001.

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COMMUNICATIONS JOB FAMILY

- Public Safety Dispatcher I
- Public Safety Dispatcher II

Job analysis begun.

Job analysis to be completed by January 29, 2001.

Test plan to be completed by February 16, 2001.

Job analysis results and test plan delivered to



counsel and the Special Master by February 23, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>8</sup> to opposing counsel, the court, and the Special Master no later than Thursday, June 7, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

~~Selection procedure administered by May 18, 2001.~~ \*Selection procedure administered by June 18, 2001.

~~(Selection Procedure results delivered to counsel and the Special Master by June 15, 2001.)~~ \*Selection procedure results delivered to counsel, the court, and the Special Master by July 20, 2001.

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by July 27, 2001.)~~ \*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by September 21, 2001.

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COMMUNITY SERVICE JOB FAMILY

- **Community Resource Representative**
- **Housing Rehabilitation Specialist**

Begin Job analysis by February 16, 2001.

Job analysis to be completed by March 30, 2001.

Test plan to be completed by April 20, 2001.

Job analysis results and test plan delivered to counsel and the Special Master by April 27,

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<sup>8</sup>See *supra* note 3.

2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>9</sup> to opposing counsel, the court, and the Special Master no later than Thursday, June 14, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

~~(Selection procedure administered by June 29, 2001.)~~ \*Selection procedure administered by August 3, 2001.

~~(Selection procedure results delivered to counsel and the Special Master by July 31, 2001.)~~ \*Selection procedure results delivered to counsel, the court, and the Special Master by August 31, 2001.

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by October 31, 2001.)~~ \*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by October 26, 2001.

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HORTICULTURE JOB FAMILY

- Gardener
- Semi- Skilled Laborer

Begin job analysis by February 16, 2001.

~~(Job analysis to be completed by May 4, 2001.)~~ \*Job analysis to be completed by June 15, 2001.

~~(Test plan to be completed by June 1, 2001.)~~ \*Test plan to be completed by June 29, 2001.

~~(Job analysis results and test plan delivered to counsel and the Special Master by June 8,~~

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<sup>9</sup>See *supra* note 3.

~~2001-)~~ \*Job analysis results and test plan delivered to counsel, the court, and the Special Master by July 13, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>10</sup> to opposing counsel, the court, and the Special Master no later than Thursday, August 2, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

~~(Selection procedure administered by July 31, 2001-)~~ \*Selection procedure administered by September 14, 2001 [September 7, 2001].

~~(Selection procedure results delivered to counsel and the Special Master by August 31, 2001-)~~ \*Selection procedure results delivered to counsel, the court, and the Special Master by October 12, 2001 [October 5, 2001].

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by September 28, 2001-)~~ \*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by November 30, 2001 [November 23, 2001].

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INSPECTIONS JOB FAMILY

- Gas Inspector
- Zoning Inspector
- Revenue Examiner

Begin job analysis by March 2, 2001.

Job analysis to be completed by June 1, 2001.

Test plan to be completed by July 13, 2001.

Job analysis results and test plan delivered to

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<sup>10</sup>See *supra* note 3.

counsel, the court, and the Special Master by **July 20, 2001**.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>11</sup> to opposing counsel, the court, and the Special Master no later than Thursday, August 23, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

Selection procedure administered by **September 28, 2001**.

Selection procedure results delivered to counsel, the court, and the Special Master by **October 31, 2001**.

Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by **November 30, 2001**.

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MECHANICAL AND AUTO JOB FAMILY

● **Automotive Technician**

Job analysis begun.

Job analysis completed by **January 26, 2001**.

Test plan to be completed by **February 23, 2001**.

Job analysis results and test plan delivered to counsel and the Special Master by **March 9, 2001**.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be

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<sup>11</sup>See *supra* note 3.

delivered<sup>12</sup> to opposing counsel, the court, and the Special Master no later than Thursday, June 21, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

~~(Selection procedure administered by April 27, 2001.)~~ \*Selection procedure administered by August 17, 2001.

~~(Selection procedure results delivered to counsel and the Special Master by May 25, 2001.)~~ \*Selection procedure results delivered to counsel, the court, and the Special Master by September 7, 2001.

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by July 27, 2001.)~~ \*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by October 15, 2001.

● **Shop Helper**

Job analysis begun.

Job analysis completed by February 23, 2001.

Test plan to be completed by March 9, 2001.

Job analysis results and test plan delivered to counsel and the Special Master by March 16, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>13</sup> to opposing counsel, the court, and the Special Master no later than Thursday, June 21, 2001. In making an objection, a

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<sup>12</sup>See *supra* note 3.

<sup>13</sup>See *supra* note 3.

party must state precise and authoritative reasons therefor.

Selection procedure administered by September 28, 2001.

Selection procedure results delivered to counsel, the court, and the Special Master by October 31, 2001.

Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by November 30, 2001.

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**BUILDING MAINTENANCE JOB FAMILY**

- HVAC/Refrigeration Technician    Begin job analysis by March 9, 2001.
- Maintenance Repair Worker
- Painter
- Sign Painter                            Job analysis to be completed by June 8, 2001.

Test plan to be completed by July 6, 2001.

Job analysis results and test plan delivered to counsel, the court, and the Special Master by July 13, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>14</sup> to opposing counsel, the court, and the Special Master no later than Thursday, August 23, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

Selection procedure administered by October 31, 2001.

Selection procedure results delivered to counsel, the court, and the Special Master by

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<sup>14</sup>See *supra* note 3.

November 30, 2001.

Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by December 21, 2001.

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PROPERTY APPRAISAL JOB FAMILY

- Appraisal Assistant
- Property Appraiser

Begin job analysis by March 2, 2001.

Job analysis to be completed by April 13, 2001.

Test plan completed by May 11, 2001.

Job analysis results and test plan delivered to counsel and the Special Master by May 18, 2001.<sup>15</sup>

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>16</sup> to opposing counsel, the court, and the Special Master no later than Thursday, June 21, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

(Selection procedure administered by June 29, 2001.) \*Selection procedure administered by July 20, 2001.

(Selection procedure results delivered to counsel and the Special Master by July 27, 2001.) \*Selection procedure results delivered to counsel, the court, and the Special Master by August 10, 2001.

Validation report and paragraph 30

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<sup>15</sup>Job analysis results and test plan must be delivered to the court within five days of the issuance of this order.

<sup>16</sup>See *supra* note 3.

information delivered to counsel, the court,  
and the Special Master by September 28,  
2001.

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PUBLIC WORKS – GENERAL JOB FAMILY

SUPERVISORY POSITIONS:

- **Construction Supervisor**
- **Labor Supervisor**
- **Public Works Supervisor**

Job analysis begun.

Job analysis to be completed by March 2,  
2001.

NON-SUPERVISORY POSITIONS:

- **Refuse Truck Driver**
- **Truck Driver**
- **Skilled Laborer**

~~(Test plan to be completed by April 13,~~  
~~2001.)~~ \*Test plan to be completed by May 4,  
2001.<sup>17</sup>

~~(Job analysis results and test plan delivered to~~  
~~counsel and the Special Master by April 20,~~  
~~2001.)~~ \*Job analysis results and test plan  
delivered to counsel and the Special Master by  
May 11, 2001.<sup>18</sup>

If any party has any objection to either the job  
analysis results and/or the test plan for this  
position, then such objection(s) must be  
delivered<sup>19</sup> to opposing counsel, the court, and  
the Special Master no later than Thursday,  
June 21, 2001. In making an objection, a  
party must state precise and authoritative  
reasons therefor.

~~(Selection procedure administered by June~~  
~~15, 2001.)~~ \*Selection procedure administered  
by July 27, 2001.

~~(Selection procedure results delivered to~~  
~~counsel and the Special Master by July 13,~~  
~~2001.)~~ \*Selection procedure results delivered

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<sup>17</sup>This date has passed; however, this is the date requested by the Personnel Board in its motion.

<sup>18</sup>See *supra* note 17. Job analysis results and test plan must be delivered to the court within five days of the  
issuance of this order.

<sup>19</sup>See *supra* note 3.



to counsel, the court, and the Special Master by August 31, 2001.

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by September 9, 2001.)~~  
\*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by October 31, 2001.

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PUBLIC WORKS – CONSTRUCTION JOB FAMILY

- **Construction Equipment Operator** Job analysis begun.
- **Heavy Equipment Operator** Job analysis to be completed by February 23, 2001.
- **Street Paving Supervisor**
- **Public Works Coordinator**

Test plan to be completed by March 23, 2001.

Job analysis results and test plan delivered to counsel and the Special Master by March 30, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>20</sup> to opposing counsel, the court, and the Special Master no later than Thursday, June 21, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

~~(Selection procedure administered by June 29, 2001.)~~ \*Selection procedure administered by August 17, 2001.

~~(Selection procedure results delivered to counsel and the Special Master by July 31, 2001.)~~ \*Selection procedure results delivered to counsel, the court, and the Special Master

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<sup>20</sup>See *supra* note 3.

by **September 14, 2001.**

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by August 31, 2001.)~~  
Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by **October 31, 2001.**

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**PUBLIC WORKS – UTILITIES JOB FAMILY**

- **Waste Water Treatment Plant Operator**
- **Waste Water Treatment Maintenance Worker**
- **Water Pollution Control Technician**

Job analysis begun

Job analysis to be completed by **April 6, 2001.**

Test plan completed by **May 11, 2001.**

Job analysis results and test plan delivered to counsel and the Special Master by **May 18, 2001.**<sup>21</sup>

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>22</sup> to opposing counsel, the court, and the Special Master no later than **Thursday, June 21, 2001.** In making an objection, a party must state precise and authoritative reasons therefor.

Selection procedure administered by **August 31, 2001.**

Selection procedure results delivered to counsel, the court, and the Special Master by **September 28, 2001.**

Validation report and paragraph 30 information delivered to counsel, the court,

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<sup>21</sup>Job analysis and test plan must be delivered to the court within five days of the issuance of this order.

<sup>22</sup>See *supra* note 3.

and the Special Master by November 9, 2001.

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PUBLIC WORKS – ENGINEERING JOB FAMILY

- Senior Engineering Aide Job analysis begun
- Senior Engineering Inspector

~~(Job analysis to be completed by April 27, 2001.)~~ \*Job analysis to be completed by May 18, 2001.<sup>23</sup>

~~(Test plan to be completed by June 1, 2001.)~~  
\*Test plan to be completed by June 15, 2001.

~~(Job analysis results and test plan delivered to counsel and the Special Master by June 8, 2001.)~~ \*Job analysis results and test plan delivered to counsel, the court, and the Special Master by June 22, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>24</sup> to opposing counsel, the court, and the Special Master no later than July 23, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

~~(Selection procedure administered by August 31, 2001.)~~ \*Selection procedure administered by October 5, 2001.

~~(Selection procedure results delivered to counsel and the Special Master by September 28, 2001.)~~ \*Selection procedure results delivered to counsel, the court, and the Special Master by November 2, 2001.

~~(Validation report and paragraph 30 information delivered to counsel and the~~

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<sup>23</sup>This date has already passed; however, this is the date requested by the Personnel Board in its motion.

<sup>24</sup>See *supra* note 3.

~~Special Master by October 31, 2001.)~~  
~~\*Validation report and paragraph 30~~  
~~information delivered to counsel, the court,~~  
~~and the Special Master by December 14,~~  
~~2001.~~

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PUBLIC WORKS – TRAFFIC JOB FAMILY

- Traffic Control Technician
- Traffic Signs and Marking  
Supervisor
- Traffic Maintenance Worker

Job analysis begun.

Job analysis completed by May 18, 2001.

Test plan completed by June 22, 2001.

Job analysis results and test plan delivered to  
counsel, the court, and the Special Master by  
June 29, 2001.

If any party has any objection to either the job  
analysis results and/or the test plan for this  
position, then such objection(s) must be  
delivered<sup>25</sup> to opposing counsel, the court, and  
the Special Master no later than July 23,  
2001. In making an objection, a party must  
state precise and authoritative reasons  
therefor.

~~(Selection procedure administered by July 31,  
2001.) \*Selection procedure administered by  
August 24, 2001.~~

~~(Selection procedure results delivered to  
counsel and the Special Master by August 31,  
2001.) \*Selection procedure results delivered  
to counsel, the court, and the Special Master  
by September 21, 2001.~~

~~(Validation report and paragraph 30  
information delivered to counsel and the  
Special Master by October 31, 2001.)~~

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<sup>25</sup>See *supra* note 3.

\*Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by November 9, 2001.

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RECREATION JOB FAMILY

• **Senior Recreation Leader**

Job analysis begun by February 9, 2001.

Job analysis to be completed by April 6, 2001.

Test plan to be completed by May 18, 2001.

Job analysis results and test plan delivered to counsel, the court, and the Special Master by May 25, 2001.

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>26</sup> to opposing counsel, the court, and the Special Master no later than Thursday, June 21, 2001. In making an objection, a party must state precise and authoritative reasons therefor.

~~(Selection procedure administered by June 29, 2001.)~~ \*Selection procedure administered by August 10, 2001 [July 27, 2001].

~~(Selection procedure results delivered to counsel and the Special Master by July 27, 2001.)~~ \*Selection procedure results delivered to counsel, the court, and the Special Master by September 7, 2001 [August 24, 2001].

~~(Validation report and paragraph 30 information delivered to counsel and the Special Master by August 31, 2001.)~~ \*Validation report and paragraph 30 information delivered to counsel, the court,

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<sup>26</sup>See *supra* note 3.

and the Special Master by ~~October 19, 2001~~  
[September 28, 2001].

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SOCIAL SERVICES JOB FAMILY

- **Clinical Counselor**
- **Senior Social Worker**

Job analysis begun by **March 2, 2001.**

Job analysis to be completed by **May 11, 2001.**

Test plan to be completed by **June 8, 2001.**

Job analysis results and test plan delivered to counsel, the court, and the Special Master by **June 15, 2001.**

If any party has any objection to either the job analysis results and/or the test plan for this position, then such objection(s) must be delivered<sup>27</sup> to opposing counsel, the court, and the Special Master no later than **July 23, 2001.** In making an objection, a party must state precise and authoritative reasons therefor.

Selection procedure administered by **August 31, 2001.**

Selection procedure results delivered to counsel, the court, and the Special Master by **September 28, 2001.**

Validation report and paragraph 30 information delivered to counsel, the court, and the Special Master by **November 30, 2001.**

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**IT IS FURTHER ORDERED *SUA SPONTE* THAT PARAGRAPH 20 OF THE 1995 ORDER  
MODIFYING THE 1981 JEFFERSON COUNTY PERSONNEL BOARD CONSENT DECREE BE MODIFIED**

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<sup>27</sup>See *supra* note 3.

TO READ AS FOLLOWS:

20. Within ~~ninety (90) days~~ sixty (60) days of receiving delivery<sup>28</sup> of the Personnel Board's proposal as to selection procedures for any job classification pursuant to its obligations under paragraphs 18 and 19, including all information described in paragraph 30 of this Order, each party shall advise the Personnel Board, and all other parties, in writing, of any selection procedure so proposed for use by the Personnel Board that the party contends lacks sufficient evidence to demonstrate that it meets the requirements of paragraph 12 of this Order and shall state with particularity the bases for each such contention that the selection procedure does not meet the requirements of paragraph 12. If, after an additional ~~sixty (60) days~~ thirty (30) days, the parties cannot reach agreement on whether a selection procedure proposed by the Personnel Board for any particular job classification meets the requirements of paragraph 12 of this Order, any party may submit that matter to the Court for resolution.

IT IS FURTHER ORDERED *SUA SPONTE* THAT PARAGRAPH 21 OF THIS COURT'S DECEMBER 18, 2000 ORDER EXTENDING THE 1981 CONSENT DECREES AND 1995 MODIFICATION ORDERS (DOC. NO. 708) IS MODIFIED TO READ AS FOLLOWS:

21. As required by paragraph 20 of the 1995 Personnel Board modification order, as such paragraph was revised *sua sponte* by order entered on May 24, 2001 (doc. no. 758), within ~~ninety (90) days~~ sixty (60) days after receiving delivery<sup>29</sup> of the Personnel Board's validation report and test development material for each job classification, including the information described in paragraph 30 of that order, each party shall advise the Personnel

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<sup>28</sup>See *supra* note 3.

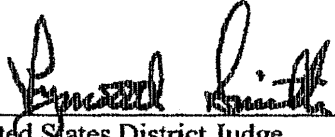
<sup>29</sup>See *supra* note 3.

Board, all other parties, and the Special Master, in writing, of any proposed selection procedure that the objecting party contends lacks sufficient evidence to demonstrate that it meets the requirements of paragraph 12 of the Personnel Board modification order. Any such response shall state *with particularity* the basis for each such contention.

**FINALLY, IT IS ORDERED *SUASPONTE* THAT PARAGRAPH 24 OF THIS COURT'S DECEMBER 18, 2000 ORDER EXTENDING THE 1981 CONSENT DECREES AND 1995 MODIFICATION ORDERS (DOC. NO. 708) IS MODIFIED TO READ AS FOLLOWS:**

24. If after ~~sixty days~~ thirty (30) days following the date of an objection by any party, pursuant to paragraph 21 of this Order, the Personnel Board and the objecting party cannot reach agreement on whether a selection procedure proposed for use by the Personnel Board for any particular job classification meets the requirements of paragraph 12 of the Board's 1995 modification order, any party may submit that matter to the court for resolution.

DONE this 24<sup>th</sup> day of May, 2001.

  
United States District Judge