

FILED

IN THE UNITED STATES DISTRICT COURT FOR
THE NORTHERN DISTRICT OF ALABAMA

DEC 3 1982

SOUTHERN DIVISION

UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF ALABAMA
JAMES E. VANDEGRIFT, CLERK

UNITED STATES OF AMERICA,)
)
Plaintiff,)
)
v.)
)
JEFFERSON COUNTY, et al.,)
)
Defendants.)

CIVIL ACTION NO.
75-P-0666-S

ENTERED

DEC 3 1982

CONSENT DECREE WITH DEFENDANT CITIES OF
BESSEMER, FAIRFIELD, FULTONDALE, GARDENDALE,
HOMEWOOD, HUEYTOWN, MIDFIELD, MOUNTAIN BROOK,
PLEASANT GROVE, TARRANT, AND VESTAVIA HILLS

The plaintiff United States filed its complaint in this action against the Personnel Board of Jefferson County, Alabama ("Personnel Board") and the various municipalities in Jefferson County, Alabama which, by reason of the laws of the State of Alabama, are subject to the rules, regulations and procedures of the Personnel Board. Subject matter jurisdiction of this action was invoked by the plaintiff on the basis of the provisions of Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, the State and Local Fiscal Assistance Act of 1972, as amended, 31 U.S.C. §1221, et seq., the Omnibus Crime Control and Safe Streets Act of 1968, as amended, 42 U.S.C. §1981, 42 U.S.C. 1982, and the Fourteenth Amendment to the Constitution of the United States. In its complaint, the plaintiff alleged that the named defendants had engaged in a pattern or practice of discrimination in employment based on race and sex. All the defendants duly answered and denied all material allegations of the complaint.

Settlement has previously been reached between the plaintiff and defendants Personnel Board and the City of Birmingham.

018740

Settlement has now been reached between the plaintiff and the following defendants (herein collectively referred to as "the Cities" and each individually as "the City"), viz:

City of Bessemer
City of Fairfield
City of Fultondale
City of Gardendale
City of Homewood
City of Hueytown
City of Midfield
City of Mountain Brook
City of Pleasant Grove
City of Tarrant
City of Vestavia Hills

This settlement is entered into without admission on the part of any of the Cities of any liability or wrongdoing, but rather for the purpose of avoiding the burdens of litigation and to save the taxpaying citizens of the Cities the legal fees and expenses which would necessarily be incurred by litigation. The parties waive any findings of fact and conclusions of law on all outstanding issues solely pertaining to the Cities, including issues of intentional discrimination by any of the Cities against blacks and women as raised by the plaintiff's complaint. The parties also waive any entitlement they may have to recovery of costs. This Decree shall not constitute an adjudication or admission by the Cities of any violation of law, executive order or regulations, or that any of the actions complained of were intentionally done by the defendants, or any of them. The parties accept this agreement as final and binding among the parties signatory hereto as to the issues resolved herein.

Now therefore, on the basis of the foregoing representations of the parties, it is hereby ORDERED, ADJUDGED AND DECREED as follows:

I. GENERAL PROVISIONS

1. The Cities, their officials, agents, and employees, (collectively referred to as the City), and all persons in active concert or participation with them in the performance of city functions, agree and shall insure that all hiring, promotion, upgrading, training, job assignments, discharge or other disciplinary measures, compensation, or other terms and conditions or privileges of employment shall be maintained and conducted in a manner which does not unlawfully discriminate on the basis of race, color or sex. Further, the Cities agree not to retaliate unlawfully against any person because that person opposes or has opposed alleged discriminatory policies or practices in the City, or because of that person's participation in or cooperation with this case or in any proceedings therein.

2. Nothing herein shall be interpreted as requiring the Cities to hire unnecessary personnel, or to hire, transfer, promote, or retain any person who is not qualified, or to hire, transfer or promote a less qualified person in preference to a person who is better qualified. Nothing herein shall prohibit the Cities from discharging or disciplining employees in accordance with their applicable law, provided however that any such actions are taken and executed in a nondiscriminatory manner without regard to race or sex, and are otherwise consistent and in conformity with the City's obligations under this Decree.

For purposes of this paragraph, the term "better qualified" shall mean a person whose qualifications for the employment or position in question have been shown to be superior to the qualifications of another competing applicant

as measured by job-related qualifications based on objective and nondiscriminatory criteria. To the extent any scored test or background investigation procedures are used for such purpose, such test or procedures are to be validated in accordance with the Uniform Guidelines on Employee Selection Procedures (hereinafter Uniform Guidelines) (28 C.F.R. 50.14, 25 C.F.R. 1607, 31 C.F.R. 51.53) if their use results in disparate impact as defined therein.

3. Remedial actions and practices required by the terms, or permitted to effectuate and carry out the purposes, of this Consent Decree shall not be deemed discriminatory within the meaning of paragraph 1 above or the provisions of 42 U.S.C. 2000e-2(h), (j), and the United States and defendant Cities shall individually and jointly defend the lawfulness of such remedial measures in the event of challenge by any other party to this litigation or by any other person or party who may seek to challenge such remedial measures through intervention or collateral attack. If any collateral lawsuit involving this Consent Decree arises in State Court, then the Cities shall notify counsel for the plaintiff and remove such action to the United States District Court.

4. In the event the United States seeks to enforce any provision of this Decree, it shall provide notice of its intentions to the Mayors and City Attorneys of each of the defendant Cities.

II. SPECIFIC PROVISIONS

A. Accelerated Recruitment and Certification Procedures

5. One of the major purposes of the Decree entered into by the plaintiff with the Personnel Board (herein referred to as "the Personnel Board Decree"), as supplemented by the Decree entered into by the plaintiff with the City of Birmingham and now by this Decree, is to insure that blacks and women are considered for employment by the Cities on an equal basis with

whites and males and to correct for the effects of any alleged prior discriminatory employment practices against blacks and women. In particular, it is an objective of this Decree that the Cities seek in good faith to achieve the employment of qualified blacks and females in jobs with each City in numbers approximating their interest in and ability to qualify for those jobs under nondiscriminatory selection criteria. It is recognized that the process of increasing the number of qualified black and female applicants for these jobs is facilitated by a process free of unlawful barriers to their entry, by a substantial increase in recruitment efforts directed toward blacks and women, and by the use of fair and nondiscriminatory selection criteria.

6. The Cities also recognize that the Jefferson County Personnel Board has entered into a separate Consent Decree (the "Personnel Board Decree") with the plaintiff. That Consent Decree was approved and entered by this Court on August 18, 1981. In that Decree (paragraphs 29-31) the Personnel Board has, among other matters, agreed to engage in affirmative recruitment measures designed to increase the number of black and female applicants for jobs in the classified service with the Cities, as well as the other jurisdictions and municipalities served by the Personnel Board under the Jefferson County Civil Service System. The Cities recognize and agree fully to support the affirmative recruitment and certification actions to be undertaken by the Personnel Board pursuant to its Consent Decree with the plaintiff.

In this regard, the parties recognize that the Personnel Board may from time to time request that the Cities provide financial and other assistance to the Personnel Board in support of the affirmative recruitment activities to be undertaken pursuant to the Personnel Board Decree. However, it is not the intention of this Decree to require any independent

recruitment activities by the Cities for jobs in the classified service beyond those requested by the Personnel Board. The Cities of Fultondale, Pleasant Grove, and Gardendale agree to engage in affirmative recruitment efforts directed to the employment of blacks in unclassified laborer positions as those jobs have in the past been filled mostly, if not exclusively, by whites in those cities.

7. Paragraphs 24 and 25 of the Personnel Board Decree require that the Board seek to achieve certain minimum certification rates of blacks and women from among the Board's pool of qualified applicants for various jobs within each of the jurisdictions served by the Board. The Cities will insure that qualified blacks and women are selected for appointment in the jobs identified in paragraphs 24 and 25 of that Decree in a nondiscriminatory manner, as provided in paragraphs 1 and 2 above, from the group of applicants certified by the Personnel Board, to the extent such jobs exist within the respective Cities, and to the extent that blacks and women certified by the Personnel Board to each City meet nondiscriminatory qualification standards as set forth in Paragraph 15 of the present Decree.

8. The Cities also recognize and agree to support the remedial Order entered by this Court in these proceedings on January 10, 1977. That Order was entered after a trial of limited issues involving the Personnel Board. In an opinion filed on January 10, 1977, this Court found, inter alia, that the written tests administered by the Personnel Board for police officers, deputy sheriffs and firefighters had an adverse impact on black applicants and were not shown to be job related in accordance with the federal agency testing guidelines in effect during the time those tests were administered. The Court's Order, as it now applies to the Personnel Board, requires, in pertinent part, that the number of blacks

certified for appointment in police officer, deputy sheriff and firefighter positions be representative of the number of black applicants for those jobs. This provision of the Court's Order is to remain in effect unless and until the Personnel Board institutes selection procedures for these jobs which it can demonstrate either have no adverse impact on blacks or are job related in accordance with applicable federal selection procedure guidelines.

9. In order to carry out the purposes and intent of the January 10, 1977 Order, the Cities will insure that qualified blacks are appointed to police officer and firefighter positions in a nondiscriminatory manner as provided by paragraphs 1 and 2 from the group of applicants certified by the Personnel Board, to the extent that blacks certified by the Personnel Board to each City meet nondiscriminatory qualification standards as set forth in Paragraph 15 of this Decree.

10. It is the expectation of the Cities and the plaintiff, that nondiscriminatory hiring pursuant to this Decree will result in time in the employment of qualified blacks and women in entry level jobs at each City in numbers approximating their respective percentages in the civilian labor force in Jefferson County as generally reflected by the 1970 Federal Census at which time the objectives of this paragraph will be considered to have been attained; except that for jobs that require a professional degree, license or certificate, the attainment of such objectives shall be based upon the percentage of blacks and women in the relevant non-labor occupational categories of Jefferson County as generally reflected by the 1970 Federal Census. The parties agree to recognize changes, if any, in the relevant percentages which may come about as a result of final publication of the 1980 Census.

11. With respect to jobs within the Cities that have been traditionally filled by promotion from lower classifications,

the Cities shall seek to insure that the number of qualified black applicants and the number of qualified female applicants for promotion to those jobs are at least equivalent to their percentage representation in the jobs within each respective City from which such promotions are made. It is the expectation of the Cities that nondiscriminatory selections for promotions will result in time in the employment of qualified blacks and women in promotional jobs in numbers approximating their percentage representation in the jobs from which such promotions are made, subject to the availability of qualified applicants.

12. The Cities agree to subscribe to the time in grade requirements and the procedures governing eligibility for promotions as set forth in paragraphs 13 and 15-21 of the Personnel Board Decree, to the extent such requirements and procedures apply to jobs existing within a particular City.

13. In evaluating whether the employment expectations set forth in paragraphs 10 and 11 have been substantially achieved, the appointment of a black female shall count toward both the black and female employment expectations of those paragraphs.

B. Job Posting

14. Each City shall insure that all written announcements received by it from the Personnel Board for hiring, promotion and training opportunities with such City are posted on bulletin boards customarily used for notices to such City's employees. Such announcements are to be posted within a reasonable period of time following the City's receipt of such announcements from the Personnel Board. Notices of vacancies within a department shall be posted separately, and in conspicuous places, from notices of vacancies in other departments. The posting of notices of vacancies in jobs in the Streets and Sanitation Departments, Electric and Water Departments and Parks Departments of the Cities where such departments exist,

shall include posting in each locker facility for employees of such departments where such facilities exist.

C. Sex Restrictions in Job Announcements and Certifications

15. The Cities shall not request that the Personnel Board restrict any job announcements or certifications on the basis of sex except where, pursuant to a proper validation study, gender is determined to constitute a bona fide occupational qualification within the meaning of Section 703(e) of Title VII for the job(s) listed in such announcements or certifications, and such determination is approved in writing by the United States. If such approval is not granted within 30 days, each City reserves the right upon proper motion to petition the Court for approval of the determination.

D. Height-Weight Requirements

16. The Cities shall not use or follow any minimum height or weight requirements different from such minimum height and weight standards as are or may be specified by State law or Personnel Board rule, regulation, or policy.

E. Nondiscriminatory Qualification Standards

17. Each City, in evaluating applicants certified to it by the Personnel Board, and in carrying out the provisions and objectives of Paragraphs 5 through 11 of this Decree, agrees that it will follow nondiscriminatory qualification standards under Title VII. In this regard, each City agrees that it will not reject or disqualify any black or female applicant for any reason or on any ground for which white male applicants have not been rejected or disqualified in the past, nor shall it reject or disqualify any black or female applicant on the basis of any qualification standard(s) which have been waived for white male applicants.

18 (a). The Cities shall establish written policies concerning background investigations conducted on applicants for employment in their Police and Fire Departments (to the

extent they have such departments) within 90 days after this Decree is entered. As part of those policies, each City shall provide applicants who have been recommended for rejection on the basis of the background investigation written notice of the specific reason(s) for their proposed rejection. An applicant who has received such notice shall be allowed ten (10) days to respond in writing and to provide relevant information concerning the reason(s) for the proposed rejection. The City shall insure that such written response and relevant information is reviewed by an individual(s) who did not participate in the applicant's initial background investigation, and that this review shall occur before the rejection becomes final. If the City needs to fill a vacancy in the job for which an applicant's background investigation is under review, the City may fill such vacancy with another applicant. If upon completion of such review the applicant is found otherwise qualified for that job, he or she will be placed and appropriately ranked on the certification list for the first vacancy in such job that arises subsequent to the completion of that review.

18 (b). If the City determines that blacks or women are not being employed in police and fire positions in accordance with the objectives of paragraph 9 above, and that the City's background investigation policies are precluding the City from meeting such objectives, the City shall review its background investigation policies to insure that they are administered in a nondiscriminatory manner. In this regard, the City shall insure that, if as a result of such review, it is determined that any component, aspect or element of the background investigation process results in a disproportionate disqualification of blacks or women, that such component, aspect or element will either be eliminated or shown to be job related in accordance with the requirements of federal guidelines on selection procedures applicable under Title VII.

F. Supervisory Instruction

19. Each City shall inform supervisory personnel that the City shall not discriminate against or harass any employee or potential employee on the basis of race or sex. In addition, the City will instruct such personnel about their responsibilities as they relate to carrying out the provisions of this Decree.

G. Facilities

20. Each City hereby agrees to insure that all City employee bathroom, locker, and similar facilities are available for use by City employees without regard to race. Nothing herein shall prevent each City from providing and requiring the use of separate bathroom and locker facilities on the basis of sex.

H. Unclassified Service

21. The City shall reclassify the individuals identified by an asterisk on Appendix B to this Decree who are employed by the City on the date the Court grants final approval to this Decree into the classified service in the jobs listed next to their names on that Appendix. Each employee who enters the classified service pursuant to the provisions of this paragraph shall be credited in his or her classified service position with all seniority previously accrued in the unclassified service as determined by the records of the City. Further, such seniority will be credited for all purposes including but not limited to, layoff, pension, vacation and sick leave. Such credited seniority shall not require under this Decree any payments by the City to a pension fund in excess of any amounts previously paid into such fund on behalf of the affected employee. Breaks in service shall not be computed in establishing an employee's seniority rights under this paragraph unless such break in service was occasioned by documented illness or other documented physical disability.

22. All current classified employees who on and after March 24, 1972, entered the classified service from an unclassified laborer position through reallocation or

reclassification by the Personnel Board shall be credited immediately upon final approval of this Decree with all seniority previously accrued in the unclassified service. Such seniority shall be computed and credited in the same manner as provided for in paragraph 20.

III. INDIVIDUAL RELIEF

23. The Cities agree to pay the sum of \$200,000 in full and complete settlement of the claims of the United States against the Cities in this action for monetary relief on behalf of the blacks and women identified in Appendices A and B to this Decree. Such sum shall be deposited with the Clerk of the Court within ~~five~~ ^{ten (10)} (5) days after the date the Court grants final approval to this Decree. The United States in its discretion shall determine the specific monetary amounts which shall be paid to each of the individuals identified in those Appendices. No such payments shall be made within the first 30 days after the date the Court grants final approval to this Decree, and no such payments shall be made to any such person until that individual has filed with the Clerk of the Court a signed and notarized release in the form set forth in Appendix C. The United States shall assume responsibility for computing the amounts to be withheld from each back pay award for federal income tax and the employee's contribution to social security (FICA). The United States shall compute the amounts owing to the social security fund by the defendant employers on each back pay award which amounts shall not be deducted or set off from the individual back pay awards. Where an individual receives a back pay award that is based on claims of employment discrimination against more than one city, as identified on Appendices A or B, the cities involved shall each contribute equally to the employer's share of the social security tax on that claimant's back pay award.

24. The Cities further agree to reconsider for employment the individuals identified in Appendix A to this Decree in the job(s) listed next to their names. Each such individual shall be required satisfactorily to demonstrate his or her qualifications for such job under the City's current qualification requirements for the job, established in accordance with the provisions of paragraphs 15 and 16 above. Since each of these individuals have previously demonstrated their ability successfully to complete the Personnel Board's examination for such job, these individuals shall not be required to retake such examination as a condition for obtaining relief under this paragraph. The City also agrees to waive any age requirements which may currently bar any such individual from obtaining employment with the City if such individual met such age requirements at the time he or she was originally certified for that job by the Personnel Board.

25. Upon receipt of notarized releases from the individuals listed on Appendix A by the Cities, the Personnel Board shall recertify those individuals who indicate an interest in employment with a City under this Decree for the next permanent, full time vacancies that arise in the job(s) at the cities listed next to their names on the appendix. Such certifications shall be made pursuant to normal Personnel Board certification procedures, except that such persons shall be certified in the order of their original certification dates as set forth in that appendix, and they shall each be the number one ranked eligible on the certification list. The certification rights of such individuals under this paragraph shall expire when: (a) such individual is offered and accepts employment with a City in any job to which such individual is certified under this paragraph, or (b) such individual declines or is found unqualified for employment in each job listed next to

his/her name by each City to which such individual has priority certification rights under this paragraph.

26. Individuals who accept offers of employment under this Section shall be credited in their new job with remedial seniority for all purposes, including job bidding and layoff, back to the date that person was first certified for employment with the City, as specified in Appendix A; provided however, that in no event shall such remedial seniority be earlier than March 24, 1972, the effective date of the amendments to Title VII applicable to this litigation, and provided further that such remedial seniority shall not require under this Decree any payments by a City to a pension fund in excess of any amounts previously paid into such fund on behalf of the affected employee.

27. The Cities shall retain during the period of this Decree pertinent records concerning the implementation of this Decree. These records shall be made available to the plaintiff for inspection and copying upon prior written request and at a mutually acceptable date, time, and place.

IV. REPORTING

28. In recognition of the fact that the Personnel Board functions by operation of State law as a central personnel office for the Cities, it is agreed that the Personnel Board is to be responsible for all reporting obligations under this Decree. To enable the Personnel Board to perform such reporting obligations, it will be provided by each City with raw data material to be collated and assembled by the Personnel Board. Therefore, beginning with the final approval of this Decree by the Court, and thereafter on a semiannual basis during the life of this Decree, each City shall provide to the Personnel Board the following information to be made available by the Personnel Board to the plaintiff:

(a) Copies of all certification sheets returned to the Personnel Board during the reporting period. The Personnel Board will be responsible to have such certification sheets identify the race and sex of the individuals thereon.

(b) A list of all persons, by job classification, department, race and sex, to whom positions have been offered in either the classified or unclassified service with an indication thereon of whether or not the position was accepted. If complete and accurate, such information for classified service jobs may be included on the certification sheets to be submitted pursuant to subparagraph (a).

(c) A list of all promotions during the reporting period to permanent full-time positions in the classified service, by job classification and department, indicating the race, sex, date of initial hire in the classified service, and date of the promotion. If complete and accurate, such information for classified service jobs may be included on the certification sheets to be submitted pursuant to subparagraph (a).

(d) A breakdown of the applicant flow for employment with the City which indicates by race and sex, the number of applicants for each department and job classification in the classified and unclassified service.

(e) A summary report of any recruiting activities conducted by the City and the results of those activities.

(f) A report of the City's implementation of the individual relief provisions of this decree. This report shall include an identification of those individuals on Appendix A who have been offered employment with remedial seniority under this decree, and whether the job offer was accepted or rejected. For any individual who is

disqualified from an offer of employment under Part III of this decree, the report shall include the reasons for disqualification, and include copies of background investigation reports when used as a basis for disqualification.

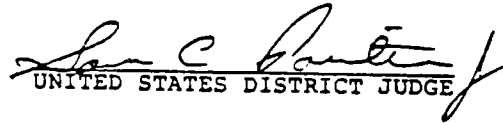
V. EFFECT OF COMPLIANCE

29. Compliance with the terms and conditions of this Consent Decree shall constitute compliance by the City with all obligations arising under Title VII of the Civil Rights Act of 1964, as amended, the State and Local Fiscal Assistance Act of 1972, as amended, the Omnibus Crime Control and Safe Streets Act of 1968, as amended, the Civil Rights Act of 1866, 42 U.S.C. §1981 and the Fourteenth Amendment to the Constitution of the United States as raised by the plaintiff's complaint. Insofar as any of the provisions of this Consent Decree or any actions taken pursuant to such provisions may be inconsistent with any state or local civil service statute, law or regulation, the provisions of this Consent Decree shall prevail in accordance with the constitutional supremacy of federal substantive and remedial law.

VI. RETENTION OF JURISDICTION

30. The Court retains jurisdiction of this action, for such further relief or other orders as may be appropriate, for a period of six (6) years subsequent to the date of the entry of this Consent Decree, at which time this Decree shall be deemed dissolved, and this action shall be deemed dismissed; provided, however, that no later than sixty (60) days prior to such expiration date, the plaintiff may petition the Court to extend the Decree and retain jurisdiction of this action. In the event such petition is filed, the Court will, in considering whether the Consent Decree should be extended, take into account whether the purposes of this Consent Decree have been substantially achieved.

Entered and Ordered this 3rd day of December, 1982.


UNITED STATES DISTRICT JUDGE

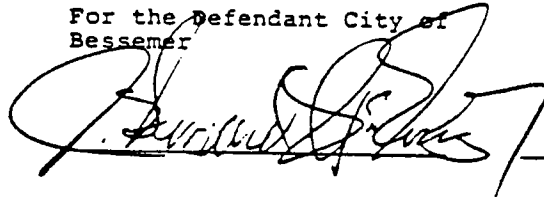
AGREED AND CONSENTED TO:

DATED:


For Plaintiff United States

 December 1, 1982

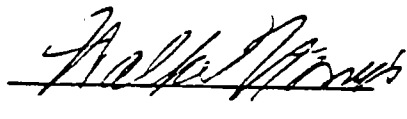
For the Defendant City of
Bessemer

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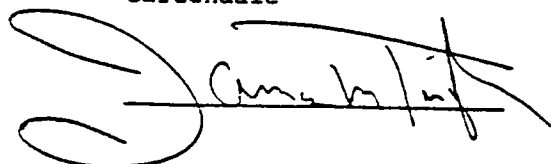
For the Defendant City of
Fairfield

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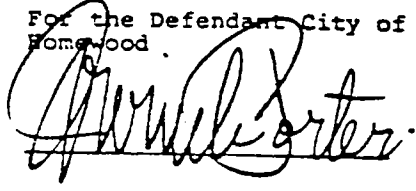
For the Defendant City of
Fultondale

 12/1/82

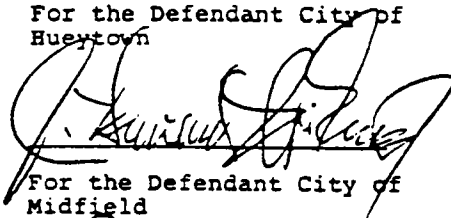
For the Defendant City of
Gardendale

 12/1/82

For the Defendant City of
Homewood

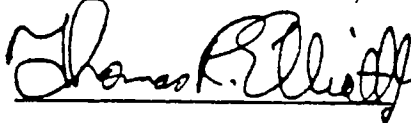
 12/1/82

For the Defendant City of
Hueytown



Nov 1, 1982

For the Defendant City of
Midfield



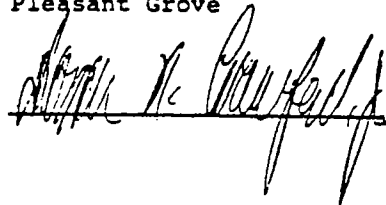
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For the Defendant City of
Mountain Brook



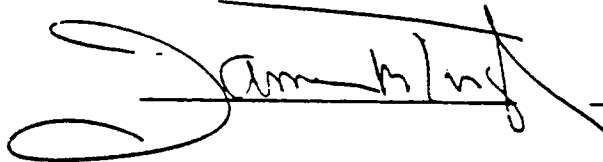
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For the Defendant City of
Pleasant Grove



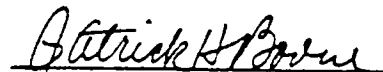
Dec. 1, 1982

For the Defendant City of
Tarrant



Dec 1, 1982

For the Defendant City of
Vestavia Hills



December 1, 1982

APPENDIX A

NAME	CRIM DATE	JUNISUBJECTUM	JUN TITLE	SECURITY OFFICER	COMPENSATION
ABRAM, MICHAEL	151000	HOMEWOOD	SECURITY OFFICER	0069003	
ANDERSON, EDNA	160200	HUGLIUM	CLERK TYPIST	0044004	
ANDERSON, GUDNA	150100	HOMEWOOD	SM. PUB SEN AIDE	0060101	
ASH, MILTON	140100	DESSCHEN	POLICE OFFICER	0069200	
ASH, MILTON	140100	CAMPENDALE	POLICE OFFICER	0075052	
AUSTIN, WILLIE C	141017	WESTAVIA HILLS	STONES CLERK	0063217	
BALLARD, ISAAC	150001	FAIRFIELD	POLICE OFFICER	005356	
BALLARD, ISAAC	150002	FULTONDALE	POLICE OFFICER	0069107	
BARNETT, PAINECIA	150500	PLEASANT GROVE	INT CLERK	0063405	
BEAL, ROBERT J	150500	PLEASANT GROVE	POLICE OFFICER	0057276	
BEAL, JAMES	150505	HOMEWOOD	POLICE OFFICER	0066906	
BELL, SAMUEL	151117	HOMEWOOD	POLICE OFFICER		
BENDERSTADT, WILLIAM	150112	PLEASANT GROVE	INT CLERK		
BICKENSTADT, MARIE	141025	DESSCHEN	POLICE MAUD DISP		
BISHOP, CLINT L	150613	DESSCHEN	POLICE MAUD DISP		
BISHOP, CLINT L	150902	WESTAVIA HILLS	POLICE MAUD DISP		
BISHOP, CLINT L	150902	HOMEWOOD	POLICE MAUD DISP		
BLACK, DOUGLASS	150903	DESSCHEN	CLERK TYPIST	0050225	
BLOOM, PATRICIA	151110	HOMEWOOD	CLERK TYPIST	0062704	
BURKIN, ROBERT	151013	FULTONDALE	POLICE OFFICER	0063567	
BURMAN, DUNIS	151204	HOMEWOOD	SECURITY OFFICER	0060109	
BURNS, WESTEN JM	150711	DESSCHEN	TRUCK DRIVER	0075352	
BURNING, JANICE	150506	PLEASANT GROVE	INT CLERK	0053119	
CANNON, JAMES C	150410	FAIRFIELD	CLERK TYPIST	0066664	
CHILSON, ROBERT	150410	HOMEWOOD	SECURITY OFFICER	0067217	
CUTLER, MARY	150518	FULTONDALE	UTILITY METER READER		
CUTLER, MARY	150522	DESSCHEN	LICENSE INSPECTION		
CHURCHMAN, JAMES	150522	DESSCHEN	POLICE OFFICER	0065007	
DAVIS, JAMES	150421	DESSCHEN	ACCUMINAMI	0064046	
DAVIS, MARIE	150421	DESSCHEN	CLERK TYPIST	0100707	
DAVIS, MARIE	150427	FAIRFIELD	POLICE OFFICER	0048394	
DAVIS, MARIE	150427	DESSCHEN	POLICE OFFICER	0066903	
DAVIS, SOPHIA	150622	FULTONDALE	SM. REC LEADER	005105	
DAVIS, WILLIE	150112	HOMEWOOD	POLICE OFFICER	0066576	
DESSCHEN, ELIJAH	151005	MIFFIELD	POLICE OFFICER	0060291	
DESSCHEN, ELIJAH	150929	HOMEWOOD	ASSIST CLERK	0075053	
DONALDSON, MARY	150718	MIFFIELD	TRUCK DRIVER		
DONALDSON, MARY	150718	HOMEWOOD	TRUCK DRIVER		
DRIVER, WILLIAM	150415	HOMEWOOD	POLICE OFFICER	0067449	
ESSAY, CHARLES	151112	HOMEWOOD	POLICE OFFICER	0064002	
FLUENY, DAWN MARY	151110	WESTAVIA HILLS	REC LEADER	0043860	
FLUENY, ROBERT	151010	FAIRFIELD	POLICE OFFICER	0077104	
FURNESS, MICHAEL	151012	FAIRFIELD	REC LEADER	0064411	
FURNESS, MICHAEL	151012	WESTAVIA HILLS	POLICE OFFICER	0060291	
FURNESS, MICHAEL	151012	HOMEWOOD	POLICE OFFICER		
FURNESS, MICHAEL	151012	FAIRFIELD	POLICE OFFICER		
FURNESS, MICHAEL	151012	MIFFIELD	POLICE OFFICER		

CIVIL RIGHTS DIVISION
FEDERAL ENFORCEMENT SECTION

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APPENDIX B

<u>NAME</u>	<u>JURISDICTION</u>	<u>DATE HIRED</u>	<u>COMP</u>	<u>RECLASSIFICATION</u>
Adams, Charlie	Bessemer		D	
Adams, Willie	Homewood		D	
*Adamson, Calvin	Homewood	690728	C	Semi-skilled labor
Albert, Lee	Fairfield		D	
*Allison, Clarence	Homewood	770401	C	Truck Driver
Avehart, Sampson	Homewood		B	
Bell, Walter	Bessemer		D	
*Bendion, Fred	Homewood	791000	B	Truck Driver
*Blakeley, Marion	Bessemer	760220	B	Semi-skilled labor
Boler, Willie	Homewood		D	
Brown, John C.	Bessemer		B	
*Carson, Clarence ⁺	Mountain Brook	800626	B	Semi-skilled labor
Carter, John	Midfield		B	
Carter, John	Fairfield			
*Chapman, Otis	Homewood	810701	D	Semi-skilled labor
Clark, Ben	Bessemer		B	
*Conwell, Arthur	Bessemer	740401	B	Semi-skilled labor
*Conwell, Ricky	Bessemer	731128	C	Pound Attendant
*Crawford, Willie Mae	Bessemer	720107	A	Cook
Crum, Johnny	Tarrant		D	

*The individuals identified on this appendix by an asterisk are entitled to be reclassified into the classified service in the jobs listed next to their names in accordance with the provisions of paragraph 21 of this Decree.

+The individuals identified on this appendix by a plus mark do not currently possess a valid Alabama drivers license. They must obtain a valid Alabama drivers license within two (2) years of the date the Court grants final approval to this Decree in order to be reclassified into the classified service under this Decree in the jobs listed next to their names on this appendix.

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Cunningham, Ernest	Bessemer		B	
Cunningham, Jeff	Bessemer		B	
Cunningham, Michael	Bessemer		B	
Curtis, Alfred	Midfield		D	
Daniels, Thomas	Bessemer		B	
*Davis, Craig	Mountain Brook	590429	B	Truck Driver
Davis, Larry	Mountain Brook		C	
Davis, Larry	Vestavia Hills			
Davis, Sherund	Bessemer		D	
*Dobbins, Orlando	Homewood	810701	C	Semi-skilled labor
Eades, James	Bessemer		B	
*Evans, Gerry	Bessemer	780716	B	Semi-skilled labor
Forbes, Ernest	Bessemer		D	
Ford, Will Jr.	Bessemer		B	
Grier, Calvin	Bessemer		B	
*Harris, Hillard	Bessemer	640824	C	Pound Attendant
Harris, Johnny Lee	Midfield		C	
Harris, Matthew	Bessemer		C	
Hill, Richard	Bessemer		A	
Hill, Tom	Bessemer		C	
*Hollins, James E.	Fairfield	700219	B	Semi-skilled labor
Hubbard, Ron	Fairfield		C	
Jackson, J.D.	Homewood		A	
*Johnson, Alfonso	Bessemer	780716	B	Semi-skilled labor
Johnson, Bud	Bessemer		A	
*Johnson, Melvin	Bessemer	770218	C	Semi-skilled labor
*Jones, Joseph	Bessemer	810428	D	Pound Attendant
*Jones, Randy	Homewood	780505	B	Auto Mechanic
*Jones, Sterling	Homewood	810701	C	Semi-skilled labor
Lacey, Jerry	Midfield		D	
Lane, Daniel	Bessemer		B	
*McDole, Frederick	Homewood	791109	B	Truck Driver
*McIntosh, McArthur	Bessemer	810702	D	Semi-skilled labor
Middleton, McKinley	Midfield		A	
*Miller, Sherman	Homewood	791001	C	Semi-skilled labor

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Miree, Joe C.	Bessemer		D	
*Muse, Joseph	Fairfield	681122	B	Mech. Helper or Equip. Serv. Worker
Nance, Oscar	Tarrant		C	
Norris, Fred	Mountain Brook		D	
Perry, Eldridge	Bessemer		D	
PettyGrew, Ernest	Bessemer	700929	B	Water Util. Serv. Helper
Phillips, Jim H.	Midfield		D	
Porter, Sam	Bessemer		C	
Posey, John	Bessemer		D	
*Riley, Willie J.	Fairfield	710208	B	Semi-skilled laborer
Robinson, Archie	Bessemer		B	
*Robinson, Eddie	Bessemer	650909	C	Semi-skilled laborer
Robinson, Jimmie	Homewood		C	
Roemer, Jorethea W.	Bessemer		A	
Rudolph, Sidney	Bessemer		C	
Sanders, Marvin	Bessemer		B	
Scott, Nathan	Hueytown		A	
Shackelford, John	Homewood		C	
*Shearer, Henry	Homewood	781001	B	Semi-skilled laborer
*Sloan, Jesse	Fairfield	600610	A	Cook
*Smith, Lorenzo	Tarrant	710824	B	Semi-skilled laborer
Sparks, Emmanuel	Fairfield		B	
Stephens, Willie	Homewood		B	
Stowe, Dock	Mountain Brook		B	
Sumlin, Larry	Fairfield		D	
*Tart, Edward	Bessemer	690701	B	Garage Attend.
*Thomas, Johnnie	Homewood	780714	A	Auto Mechanic
Trammer, Tommie	Hueytown		B	
*Underwood, Ralph	Bessemer	780602	A	Semi-skilled laborer
Warren, George	Homewood		A	
Whitt, Willie	Midfield		C	
Williams, James	Bessemer		B	
*Wilson, Edward	Bessemer	810803	D	Truck Driver

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*Wilson, Jesse	Midfield	710412	B	SL Equip. Ser. Worker
Witherspoon, James	Mountain Brook		A	
Witherspoon, Thomas	Mountain Brook		B	
Wright, Roosevelt	Bessemer		D	
*Young, John	Bessemer	820616	B	Semi-skilled labore
*Zertorres, Francisco	Vestavia Hills	780702	A	Labor Supv.

Compensation

A = \$1200
 B = \$1000
 C = \$ 800
 D = \$ 500

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