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CLARKE HANCOCK

Nomination of William Bradford Reynolds to be Associate Attorney General of the United States IAP

Positive and negative effects of civil service regulations on urban police systems is the focus of this research project conducted over approximately a 2-year period beginning in November 1976. Data from the study were collected from 42 randomly selected American cities, ranging in size from 50,000 to 750,000 persons. In each study site, current civil service laws and police union contracts were collected, interviews were conducted with the most knowledgeable municipal officials and organization representatives, and police departments provided information on programs and policies in a police departmental questionnaire. Supplemental data were provided by the Police Foundation, the National Planning Association, and the FBI. The absence of an overall civil service system which governs police personnel affairs in America is noted. Civil service commissions differ from city to city in the roles they play in police personnel administration and, as a result, in the impacts they have on local officials, on police departmental programs and practices, and on the general quality of local law enforcement. While some commissions pose significant constraints on the abilities of local officials to promote innovative police programs, others work to promote departmental innovation and more efficient criminal apprehension procedures. The study examines a number of issues, among them the statutory supports for local civil service commissions and the impact of

community politics and police unionism on local police personnel administration. Proposals for civil service reforms in the urban police context should be tailored to local circumstances and to meaningful variations in civil service roles. Numerous charts, footnotes, a bibliography, and diagrams illustrate the text. Appendixes include content analysis checklists for police bargaining contracts and personnel systems, a police questionnaire, an interview schedule, and a letter to urban executives.

Public Personnel Management IAP

This book offers a first-hand look at the importance of human resource management (HRM) processes to not just one public agency but a large group of public administration entities that rely on a public HRM agency (the Personnel Board of Jefferson County) for its HRM processes. More specifically, the book describes a more than three-year effort undertaken by the author as a federally-appointed court receiver to reform (or what some have referred to as "transform") a public HRM agency from a model of inefficiency to one now considered "best in the business". The book provides the details of the reform or transformation effort in addition to offering suggestions on how to bring about similar civil services and HRM reform in particular and government agencies in general. The book is intended to fill a gap in the current literature while serving as a key work that highlights the importance of bringing about change in a public HRM entity. Timely and topical, the book will be of great interest both to public administration personnel in general, and others in the fields of HRM and public sector management, and to management practitioners and others keen to inform their ability to bring about successful change.

Regional Report University of Alabama Press

This comprehensive book addresses the complex issues associated with the criminalization of mentally ill offenders in the United States and the ways in which social workers and other mental health professionals can best channel their efforts to create better services and treatment. Specialists in law enforcement, community-based mental health and outreach, the legal community, the corrections environment, and substance abuse providers present best practices and programs that offer rehabilitation alternatives to mentally ill offenders. Unique to this volume is the perspective provided by key players of the criminal justice system including a judge, a prosecutor, an advocate, a defense attorney, and a mentally ill offender. The last section provides in-depth research into the challenges of placing the dually-diagnosed offender into alternative-to-incarceration programs.

Journal of the Board of Supervisors of Jefferson County SAGE

The trends and practices of public administration are ever changing and it is essential that they be appraised from time to time. Designed as a capstone survey of the field, *The State of Public Administration* focuses on leading edge issues, challenges, and opportunities that confront PA study and practice in the 21st Century.

Public Human Resource Management University of Alabama Press

In 2010 IAP released *Change (Transformation) in Government Organizations*, edited by Ronald R. Sims. This well-received volume described how organizational change methods can be used effectively to make government organizations more effective and efficient and better equipped to serve a demanding citizenry. The 2010 book brought together contributions by managers, practitioners, academics, and consultants in the study of international, federal, state, and local government efforts to respond to increased calls for change (transformation) in public sector organizations. Since the release of the 2010 volume, calls for government transformation have continued and intensified, and a number of fresh ideas and examples have been generated from the field. The time is now ripe for a follow-up volume laying out innovative, successful ideas for transforming government. *Transforming Government Organizations: Fresh Ideas and Examples from the Field* is that follow-up volume. A collection of fresh contributions such as those included in this book will add to the growing knowledge base of what does—and what does not—work when transformation efforts are attempted in government organizations. The contributors to this new volume are experts with extensive experience as change agents in government and other organizations. They provide analyses and discussions of specific cases and issues as well as practical tools, ideas, and lessons learned intended to guide those responsible for similar efforts in the years to come. The audience for the book are government managers, scholars, and others interested in undertaking or learning about such efforts.

Running City Hall IAP

The purpose of this book is to explore the talents, work styles, attitudes, and issues that members of the Millennial generation are bringing with them as they enter the workforce. The Millennial generation is a roughly 20-year cohort of young people whose ‘leading edge’ members were born in 1982 and graduated high school in 2000. These are the young adults who began entering college, the military, and the workplace during the present decade, and who will continue to do so for perhaps another decade more. The Millennial generation has been exposed during their formative years to a unique variety of historical, cultural, economic, and technological changes that have shaped their particular attitudes and values, preferred social interaction styles, beliefs about what is proper in the workplace, and personal concerns and desires. Millennials are bringing their unique perspectives into their places of employment, where at times they clash with those of the older generations who are already established there.

National Public Employment Reporter University of Alabama Press

On a sultry September morning in 1955, a young African American man, the son of share croppers, boarded a Greyhound bus in Birmingham, Alabama, to leave his home state for the first time in his life. He was headed for the University of Detroit on a teaching scholarship from Miles College. Richard Arrington could not have guessed then that his future as a teacher would be postponed for decades by big-city politics—and that he would serve a record-setting five terms as chief executive of Alabama’s largest city. Under Arrington’s leadership, Birmingham rebuilt itself from a foundering, steel-driven industrial center to one of the most diversified metropolitan areas in the Southeast, with an economy fueled by health care, biomedical research, engineering, telecommunications, and banking. As mayor, Arrington’s economic legacy is impressive. When he left office, Birmingham boasted a record number of jobs and the lowest unemployment rate in its history. Additionally, Birmingham had built the strongest tax base in Alabama, expanded its city limits by 60 square miles, reduced crime to its lowest level in 25 years, and funded a \$260 million school construction program. Today Birmingham is financially sound and is the only city in the Southeast with a \$100 million endowment fund.

The State of Public Administration Routledge

Understanding the effects of radical change on public personnel systems is critically important both now and in the future to all those interested in the quality of American democracy. Civil service reform is occurring at all levels of government both in the United States and abroad. *American Public Service: Radical Reform and the Merit System* is a collection of papers that examine the innovations, strategies, and issues found in the contemporary civil service reform debate. Offering diverse perspectives from expert contributors, this book presents matters concerning radical reform and the merit system at the federal, state, and local levels of government. This volume offers fresh insight into the effects of merit system changes on employees. Divided into four sections, this book... · Examines a portrait of contemporary reforms from across the country and concepts to interpret those data · Addresses whether the relaxation of civil service protections against partisan intrusion will result in corruption · Provides examples of ongoing changes and analyzes survey data from state managers · Discusses a variety of key issues, such as the impact on racial inequality of moving from a protected class employment status to an unprotected at-will relationship The book provides a baseline of data on reforms as well as an account of their current promises and pitfalls. Covering topics ripped from the headlines, this text also identifies pressing issues and makes suggestions for the future. Offering a variety of methodological approaches, it is ideal for all those interested in effective governance.

Proceedings of the Board of Supervisors IAP

Developing Competency to Manage Diversity is a learning tool to help people develop the competence to lead and work in groups and organizations

which are socially and culturally diverse

County Boards and Commissions University Alabama Press

An engaging story of a man who demonstrated faith in his city, his region, and its people During the 1960s, Birmingham, Alabama, became a major battleground in the struggle for human rights in the American South. As one of the most segregated cities in the United States, the city of Birmingham became known for its violence against blacks and the callous suppression of black civil rights. In October of 1979, the city that had once used dogs and fire hoses to crush protest demonstrations elected a black mayor, Richard Arrington Jr. A man of quiet demeanor, Arrington was born in the small rural town of Livingston, Alabama, and moved to Birmingham as a child. Although he did not play a direct part in the civil rights movement in the 1960s, Arrington was destined to bring about some fundamental changes in a city that once defied racial progress. Professor Franklin's book is guided by the assumption that Americans everywhere can find satisfaction in understanding the dynamics of social and political change, and they can be buoyed by the individual triumph of a person who beat the odds. Ultimately, *Back to Birmingham* will, perhaps, enable the reader to measure the distance black southerners have traveled over the decades.

Fair Employment Practice Cases Routledge

Updated in a new 5th edition, *Public Personnel Management*, by Norma M. Riccucci, is a concise and accessible reader containing all original articles addressing the most current issues in public personnel management. Written expressly for the text by leading scholars, all of the articles are either new to this edition or substantially revised. Each article focuses on specific-often controversial-issues in public personal management, such as comparative personnel management, pensions, sexuality, health, succession planning, unions, and the multi-generational workforce.

Serving Mentally Ill Offenders Routledge

With case table.

Proceedings of the Board of Supervisors IAP

"There are few essential volumes on life as lived in Alabama in this period written by African Americans. One longs for word from this silent realm and therefore cheers this offering from Ms. Dorsey ... The author has answered for the reader how Charles Patrick came to take such a heroic stance to challenge the abuse of Birmingham police."--Cleophus Thomas Jr., Attorney at Law, Trustee Emeritus of The University of Alabama --Book Jacket.

There's Hope for the World University of Alabama Press

Examines political realities in municipal management *Running City Hall* studies the history and growth of American cities, their legal status, relationships with other governments, city politics, and financing. From the impact of AIDS to performance zoning, the second edition covers such vital topics as electoral systems, administration, municipal unionism, public safety, social services, and planning. Balanced and thorough, this readable and timely work will be welcomed by practitioners, students, and everyone who seeks to understand the American city.

Reforming (Transforming?) a Public Human Resource Management Agency Berrett-Koehler Publishers

A comprehensive introduction to contemporary public human resource management, this text incorporates analysis of the impact of the private sector-oriented reforms over the last few decades that have aimed to bring greater efficiency and productivity to the public sector.

A Systems Approach to the Management of the Personnel Division for the Jefferson County Board of Education Springer Publishing Company

"Change (Transformation) in Government Organizations" discusses recent efforts to bring about change in government organizations. The book brings together contributions by a number of managers, practitioners, academics and consultants in the study of international, federal, state, and local government efforts to respond to increased calls for change (transformation) in public sector organizations. Each contributor describes their work in this area using as a backdrop the fact that public sector organizations continue to be under new and substantial pressures to change and transform themselves. Hence a collection of current contributions such as those in this book are intended to add to the ongoing debates and rewriting of the success and failures of change in public sector organizations. The ultimate purpose of this book is to further our knowledge about the related issues and current efforts to bring about change or transformation in public sector organizations. The contributors, all experts with extensive experience as change agents in both public and private sector organizations not only support their analyses and discussions of specific cases and change (transformation) management issues but also provide practical tools, ideas and lessons learned, intended to be generalizable to other public sector agencies and helpful to those responsible for developing, implementing and evaluating similar efforts in the years to come. The audience for the book will be government managers, scholars and others interested in undertaking or learning about such efforts.

Hearings on H.R. 1, the Civil Rights Act of 1991

This first biography of Fred Shuttlesworth-winner of both the 2000 Lillian Smith Award and the 2001 James F. Sulzby Jr. Award-details the fascinating life of the controversial preacher who led integration efforts in Birmingham with the courage and fervor of a religious crusader.

United States Reports

This edited book is intended to address the need for an updated look at the HRM legal and regulatory environment. Contrary to existing books which address legal issues in HRM from a narrower focus or specific issue (like sexual harassment, performance appraisal or employment termination), this book provides a comprehensive and in-depth look at legal issues, regulations and laws which govern all aspects of human resource management—recruitment, selection, placement, performance management (i.e., employee training and development), benefits and compensation—and specific issues such as job analysis, sexual harassment, and the like. The contributors to this book offer their insight derived from their own research and practical experience with the HRM legal and regulatory environment/world of work. More specifically, the contributors examine, analyze and discuss challenges, issues and opportunities related to HRM legal and regulatory issues and the implications for employees and their organizations while emphasizing the importance of navigating such laws and regulations to the employment cycle and toward sustainable competitive advantage in today's and tomorrow's organizations.

Managing Human Resources for the Millennial Generation

The Personnel Board of Jefferson County, Alabama