



STATE OF ALABAMA
ADMINISTRATIVE OFFICE OF COURTS
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ALABAMA COURT NEWS

Newsletter of the Alabama Judicial System

September, 1985

Judge Bryan Presides Over Largest Circuit With Ease And Calm

Sandwiched between the three hundred or so orders and rulings he issues on a daily basis, John N.



Bryan

Bryan, Jr., likes to squeeze in a few minutes to talk about sports, hunting, or his judicial philosophy.

The head of a six-point royal elk, brought home
(See *Bryan*, Page 2)

Government Workers Subject To Fair Labor Standards Act

In February of this year, the United States Supreme Court ruled, in Garcia vs. San Antonio Metropolitan Transit Authority, that state, county, and municipal workers are now subject to the minimum wage, record keeping, and overtime payment requirements of the Fair Labor Standards Act (FLSA). Previously, these employees had been excluded from the Act. Unified Judicial System employees will be covered by the Act unless some specific exemption applies to them.

"Exempt vs. Non-Exempt"

FLSA exemption categories which are of special importance to the UJS include: 1) elected officials and their non-merit (appointed) personal staffs; 2) executive positions; 3) administrative employees; and 4) professionals.

Officials, including judges and their appointed employees are exempt from the requirements of the Act. Clerks of Court are "Exempt", as are Registers and District
(See *FLSA*, Page 2)

Circuit, District Judges Elect Officers



New Circuit Judge President Joe Jasper, Birmingham, second from left, is congratulated by outgoing President Kenneth Ingram, Ashland. Other newly-elected circuit judge association officers are Ed Tease, Florence (r), First Vice President, and Joe Macon (l), Wetumpka, Second Vice President. Not pictured is George "Spud" Wright, Opelika, Secretary-Treasurer.



New District Judge President Joel Holley, LaFayette, second from right, gets congratulations from outgoing president, Harold Crow, Grove Hill. Other newly-elected district judge association officers pictured are: Charlie Thigpen (r), Greensboro, Second Vice President, and Gay Lake (l), Tuscaloosa, President-elect. New officers not pictured are: Bill Winston, Vernon, First Vice President; Deborah Paseur, Florence, Secretary; and David Bibb, Decatur, Treasurer.

BRYAN*(Continued from Page 1)*

from an Apache reservation in New Mexico, dominates his office as Bryan, the presiding judge of Alabama's largest judicial circuit, lights his ever-present pipe and talks about his job, the judicial process, and improvements underway in his court. His style is low-key and easy, but effective.

He likes to point out that "big Jefferson" is just that . . . "big. We've got 2,500 lawyers here." He also likes to tell people that the system in the 10th Circuit runs pretty smooth.

"We're getting our criminal cases to trial within six months, and our civil cases are tried much quicker than in other large metropolitan areas. "Houston (Texas) lawyers file FELA (Federal Employee Liability Act) cases here because they can get to trial in 22-24 months instead of waiting four years there." FELA is federal law that permits employees of a railroad to sue their employer in any state in which the railroad operates. "Only 20% of the personal injuries in FELA cases filed here occurred in Alabama," Bryan says. "We're the FELA Capital of the South."

Most of the FELA cases are filed in Birmingham, Bryan says, because of a history of successful verdicts and the competency of the Jefferson County Bar in this field.

Bryan points at FELA cases to demonstrate the

complexity of lawsuits filed in his jurisdiction. "Most of the time it takes a week just to try one of these cases." Venue is the root cause that multiplies a growing civil caseload in Birmingham. Some 27% of all the civil cases filed in Alabama are filed in the 10th Circuit. Since 1980, civil filings have increased one percent state-wide. In Jefferson, they've risen by 11%. Add to venue the fact that Birmingham is the economic and financial center of the state and that most of the larger law firms are in the city and you have the primary reasons for the bulging civil caseload.

As presiding judge, Bryan is dedicated to the task of keeping his circuit running efficiently. His best resources, he says, are his competent and hard-working colleagues on the Jefferson bench.

"These judges have jury cases 42 weeks out of the year in addition to five weeks of non-jury trials. Our domestic, equity, and juvenile judges and our district court achieved over 100% throughput last year. I'm proud of that. I'm proud of the fine job the clerks and registers, the other court officials and employees do in our circuit to serve the people." The district attorney's office and the city's trial bar were also lauded by Bryan.

"We're constantly working to do our job better," he adds. The criminal division's caseload management has been computerized now for several years. Next

year the criminal courts will move into the county's new ultramodern criminal justice facility. Also, within the next 12 months, Bryan hopes to have the caseload management aspect of the civil division totally automated and the entire circuit tied into the State Judicial Information System at the Administrative Office of Courts.

Between telephone calls, he reflects on the judicial process. "It's more like the military than anything I can think of. We in the judiciary don't make the laws. We don't always agree with the laws we're required to enforce; in fact, we're downright uncomfortable with some of them. But like the soldier in battle who must obey the commands of his superiors, we must abide by the oath we take and follow both the letter and the spirit of the laws which govern our society."

Serious matters finished, it was time to talk about hunting . . . at least until the next phone call.

FLSA*(Continued from Page 1)*

Clerks, the former because they are elected officials, and the latter because they are "executive" employees.

"Administrative" employees are those Court Clerks in the classifications of Court Clerk IV, V, and VI. These are considered exempt due to the supervision requirements of the classes. Some exceptions may be made to this definition in individual cases. "Non-
(See **FLSA**, Page 3)

FLSA

(Continued from Page 2)

Exempt" employees, then, are Court Clerks I, II, and III, and classes with similar requirements and job responsibilities.

Work Week

The Fair Labor Standards Act states that for non-exempt employees, all hours worked over 40 in a work week be compensated at a time and one-half rate.

Although provisions of the FLSA state that the work week may begin on any day of the week or at any hour, the UJS work week begins at midnight Friday and ends at 11:59 p.m. the following Friday (seven days).

During these seven days, the maximum "on duty" hours worked by employees should be 40 hours. Any hours worked in excess of 40 are defined as overtime. In calculating overtime hours, annual, sick or other leave, or holidays are excluded from the total hours worked. For example, a week with a holiday would be considered as 32 hours worked, even though the employee would be paid for 40 hours. Since each workweek stands alone, the number of hours worked over two or more workweeks cannot be averaged.

Overtime Pay

Until the Garcia case, state and local governments were not required to give monetary compensation for overtime (over 40 duty hours per week) at time and one half, but could

substitute "comp time" on an hour for hour basis in lieu of payment for both exempt and non-exempt employees.

It should be stressed that monetary payment for overtime hours now applies only to those classes that are "non-exempt" (Court Clerks I, II, and III). Exempt classes will continue to be compensated on an hour for hour basis in compensatory leave as in the past.

Equally important, overtime hours for non-exempt employees cannot be authorized by local administrators. Prior approval of the ADC is required for payment of overtime. This is as set forth in Chapter VII, page 6, of the Personnel Procedures Manual.

There can be no voluntary uncompensated overtime worked by any employees. All overtime for non-exempt employees must have the prior approval of the ADC; local administrators may continue to approve comp time for their exempt employees. Administrators who allow unauthorized overtime to be worked by non-exempt employees will be in violation of Federal Law, and subject to prosecution by the Department of Labor.

The current UJS budget does not contain fundings for overtime payments, since the change in FLSA interpretation was not anticipated. Therefore, if overtime is necessary, it should be limited to exempt employees and paid in compensatory leave on an hour for hour basis.

The cost of implementing the FLSA changes in governmental agencies is anticipated to run into billions of dollars. Since, unlike private business, government is non-profit, each administrator should exercise fiscal responsibility by limiting overtime to those occasions when it is absolutely necessary.

Record Keeping

Accurate records of hours actually worked must be maintained by administrators, and are subject to audit by both state and federal auditors.

For the remainder of this calendar year, the employee Leave Accounting Card will be considered an attendance report as well as a record of leave taken and overtime approved.

Beginning in January, a bi-weekly Time and Attendance report will be initiated by the AOC. This report will substitute for a "time card" (or time clock) and ensure that the paychecks received by employees represent payment for hours worked and/or on paid leave.

This report will also include leave reporting and list the balances of annual and sick leave of each employee, eliminating the year-end audit of leave cards by the AOC.

Sometime this fall, more information on this report and a detailed list of exempt and non-exempt classes will be forthcoming, along with changes to the Personnel Procedures Manual.

AOC'S Judicial College Moves To Montgomery

All administrative services for the Alabama Judicial College, a division of the Administrative Office of Courts, are being consolidated at the administrative offices in Montgomery.

Since its inception in 1978, the Judicial College has maintained offices in Tuscaloosa as well as at the Administrative Office of Courts. Effective September 17, 1985, Ms. Thelma Braswell, Director of the Alabama Judicial College, will relocate her office from Farrah Hall on the campus of the University of Alabama to the administrative offices in Montgomery.

The decision to consolidate the Judicial College services was based on a study of ways to gain more efficiency in the overall operation of the Administrative Office of Courts.

"It was a conclusion of our study that a more efficient operation could be achieved if the Judicial College staff were housed with other Administrative Office of Courts operations," said Allen L. Tapley, Administrative Director of Courts.

"This move will not alter any policies or operational procedures relating to the planning and conducting of judicial education conferences," continued Mr. Tapley. "We plan to continue holding the judges' fall and spring judicial

courses in Tuscaloosa. These meetings probably will be held at the new Law Center rather than at Farrah Hall."

The Alabama Judicial College, as a division of the Administrative Office of Courts, was established by Chief Justice C. C. Torbert, Jr., to serve all judges, officials, and employees of the court system "because each and every person has an important role to fulfill in the court's operation."

"Our court system is indebted to the University of Alabama for making it possible to inaugurate the college in 1978, and we look forward to continuing this very fine working relationship even though the Judicial College offices will no longer be located on the University of Alabama campus," Chief Justice Torbert said.

"The Alabama Judicial College plays an integral role in our continued efforts to improve the quality of the Unified Judicial System, and its accomplishments are due, in large measure to the efforts and leadership of Thelma Braswell, director of the Alabama Judicial College, and Jim Berry, assistant director," Tapley said.

"We are pleased to have all of the college staff located with us at the Administrative Office," Tapley said.

Health Plan Option Available To Some

Employees who live or work in the Jefferson, Mobile, Montgomery, or Tuscaloosa County areas may elect to enroll in the newly available Health Maintenance Organization (HMO) instead of the State Employee's Insurance Plan which is administered by Blue Cross/Blue Shield.

The State Employees' Insurance Plan provides hospital/medical/dental insurance coverage. The HMO is an alternative health care option which will become available October 1, 1985. Details about the HMO will be mailed directly from the HMO provider, Health America, Inc. Employees who live or work in the coverage areas should have received the information in late August.

Only employees who live or work in the Jefferson, Mobile, Montgomery, or Tuscaloosa County areas are eligible to elect the HMO.



DATA PROCESSING----Jimmy Blackwell and Paul Reese of the Data Processing staff of AOC assist Mary Dorough, Maxine Bowen, and Tammie Carroll in bringing Baldwin County "on line."

Ozark's Youth Nix Alcohol/Drugs: Go "STRATE"

A unique approach to one of America's biggest problems, alcohol and drug abuse, is underway in Ozark, Ala., and it is so successful it will serve as a statewide model program.

Subscribing to the theory that an ounce of prevention is worth a pound of cure, the Dale County Alcohol and Drug Abuse Foundation formed STRATE, an acronym for Sub-Teens Recreational Activities to Educate. Dale County District Judge Val McGee is the Chairman of the Foundation.

STRATE is a blend of recreational and creative activities along with substance abuse education.

STRATE members are in grades four through eight, with the majority of participation involving fourth through sixth graders. The obvious effort is to help them learn about alcohol and drug abuse before it becomes a problem for them.

"They're just at the age when they're going to have to make decisions and be influenced by their friends. Hopefully, early training

will help them make the right decisions," said Mrs. Berta Blackwell, Chief Probation Officer of the Dale County Department of Youth Services and chairperson of the STRATE program.

Mrs. Blackwell and her fellow volunteers are trying to head off trouble--to prevent a problem rather than having a problem to try to solve.

More young people are drinking and drinking more than any other generation in our history.

Cocaine will send 8,000 to emergency rooms this year. Among American high school seniors, cocaine use has doubled in the last five years.

One in ten of all high school seniors smoke pot every single day, and more high school students have tried pot than have not tried it.

One key to the success of the Ozark STRATE program may be that the youngsters are not overwhelmed and bombarded by anti-drug

and alcohol information.

"It's a very positive program. The whole thing is done with a subtle understanding of drug and alcohol abuse. Educational information is always available, but it's not pushed on them," said Barry Benefield, a Dale County juvenile probation officer and STRATE volunteer.

Another reason for the program's success may be member involvement. The youth are actively involved in making plans and preparing materials for club activities.

"They like the idea of being involved in making plans on their own. They're smart and they come up with good ideas," Mrs. Blackwell said.

"Experience tells us that one of the most powerful forces acting on youngsters with regard to drugs and alcohol is peer pressure. It is our feeling that peer pressure does not have to be negative," said Judge McGee.

"Through mass involvement
(See **STRATE**, Page 6)



STRATE

(Continued from Page 5)

in STRATE, we are building a generation of young people who are likely to have a positive influence on others," he said.

Judging from all the activities STRATE sponsors, the members have very active imaginations.

Such events as STRATE Skates and STRATE Shakes (dances) provide recreational outlets. An admission fee is paid to get into the dance, where dance contests, free prizes and other attractions are available.

Alcohol and drug-related demonstrations are sponsored by the Ozark Police Department and Dale County Sheriff's Department and by the drug detection dog team from Ft. Rucker.

"At each event, we have fun things for the children to do, but we also have some evidence of alcohol and drug abuse education," Mrs. Blackwell said.

The growth of the club is indicative of its success. When it was organized in January, it had 15 members. Now, more than 500 youngsters pay their \$1 annual dues and sign a pledge to remain drug and alcohol free.

Another of the club's services is a STRATE Line telephone service which youngsters can call with questions about alcohol or drugs. Answers to these questions appear weekly in a STRATE Talk column in The Southern Star weekly newspaper.

Many individuals and groups are getting behind the STRATE effort. They know that life expectancy has improved in the U.S. over the past 75 years for every age group except one. The death rate for 15-24 year-olds is higher today than it was 20 years ago, and the leading cause of death for this group is drunk driving.

In addition to judges, local law enforcement officials, school officials, and the newspaper, local businesses are encouraging the STRATE Club through discount programs.



I Choose To Be Alcohol and Drug FREE

VALID THRU _____ SIGNATURE _____

STRATE-LINE 774-3347

STRATE cards get students a discount at movies, restaurants, clothing stores, and skating rinks, as well as a 25¢ discount on ball game tickets at the students' schools.

The Alabama Department of Youth Services, impressed by STRATE's success, is expanding the program statewide beginning with 10 similar programs in other towns throughout Alabama.

"We are happy to provide information to other communities and organizations and to provide speakers to explain the STRATE program. We love to talk about it. It's fun," Mrs. Blackwell said.

Mayor Billy J. Blackmon

of Ozark says the STRATE Program "has proved to be most effective with the young people in our community. It provides both recreational and educational advantages that benefit the participants in the program."

"STRATE has been accepted by our young people as the best means to educate them to the effects of drug and alcohol abuse. It is an educational program that is thoroughly enjoyed by the STRATE members and their parents," Mayor Blackmon said.

STRATE Club members agree. Their favorite thing about the club, of course, is the activities. But they are aware of the underlying purpose.

"The STRATE Club teaches me to say 'no' to taking drugs when I get older," said nine-year-old Mandi Hicks. Angel Jordan, 13, said, "It helps me to know not to use drugs."

DeWayne Davenport, 11, defined the club's mission as "helping kids learn about alcohol and drugs so they won't get involved with them."

Earnest Shelton

Lawrence County Supernumerary Circuit Clerk Earnest Shelton died July 26, 1985, at the age of 86.

Mr. Shelton was elected Circuit Clerk in 1946 and served in that office for 30 years. He is survived by his wife, Hilda, two sons, and three daughters.

Alabama's Judicial System Seen as Nation's Best

Alabama's court system compares favorably with every other court system in the nation in the opinion of Bobby T. Branum, Circuit Clerk of Butler County.

Due to his contacts and experience with court officials from other states, Branum is in a unique position to make such a judgment. He is immediate past president of the National Association of Court Administration and has served in several capacities with that organization over the years.

Alabama's judicial system leads the way in many areas and often serves as a model for the nation. Branum frequently finds that things that become of concern nationally have already been addressed in Alabama.

"People in other states are interested in how we have addressed the problem in Alabama, and they rely on us for help in solving similar problems in their



Branum (r) and Chief Justice Torbert

states," Branum said.

Branum cites several specific instances.

He has furnished copies of Alabama's laws on restitution withholding to a colleague in another state. "Our child support withholding laws have attracted a lot of interest from other jurisdictions," he said.

"When other jurisdictions were talking about victims' rights, Alabama already had the laws codified and in the process of implementation," Branum said.

"Our victim's restitution commission is a model that has drawn favorable comment everywhere," Branum added.

Branum has observed and studied the operations and procedures of courts throughout the United States.

"Some of the court systems are more advanced than others. The larger cities in most of the country are now computerized. They usually start with traffic/parking citations, and some have tele-computer systems which are used to call up persons for jury service or to remind traffic/parking offenders that a ticket is past due," said Branum.

"We in Alabama have something to be very proud of in our judicial system, and I think that those who work in the day-to-day operations of the Unified Judicial System can take credit for making it the leading judicial system in the country," Branum said.

Compact Between States Aids Uniform Enforcement

Since Alabama is a member of the Nonresident Violator Compact, traffic court personnel frequently have questions concerning provisions of the compact, according to Capt. David C. Stewart, Supervisor of Records of the Alabama Department of Public Safety.

"The Nonresident Violator Compact assures nonresident

motorists receiving citations for minor traffic violations in a party state the same treatment accorded resident motorists," Stewart said.

"A procedure is established whereby a nonresident receiving a traffic citation in a party state must fulfill the terms of that citation or face the possibility of a license suspension in the

motorist's home state until the terms of the citation are met," he said.

According to Stewart, safeguards are built into the compact so that a nonresident driver receiving a citation has due process protection.

Some violations are **NOT** covered in the compact agreement. Compact states will not suspend licenses due to a Failure to Appear in court for: (1) Offenses
(See **Compact**, Page 8)

Separate Civil Minute Entry Not Required

Recently, in response to several questions, Robert G. Esdale, Clerk of the Supreme Court, and John Wilkerson, Clerk of the Court of Civil Appeals, offered the following comments concerning civil minutes:

Civil judgments or orders entered on the case action summary sheet (CAS) constitute a legally sufficient minute entry," said Wilkerson. "From time to time, we receive appeal transcripts in which separate entries have been prepared. If the judgments or orders were originally entered on the case action summary by the judge or clerk, the CAS can be copied and submitted in lieu of separate minute entries," said Wilkerson.

"In fact," Esdale noted, "we prefer that the case action summary sheet be used rather than separately typed minute entries, if the CAS is correctly prepared. The CAS often provides more complete information than the separate minutes," he added.

Rule 58 of the Alabama Rules of Civil Procedure (ARCP) provides that clerks shall enter judgments or orders in the "civil docket." Under the current record-keeping system, which has been established since the 1977 unification of the court system, civil dockets were replaced by civil case action summary sheets.

Rule 10 of the Alabama Rules of Appellate Procedure

(ARAP) provides that the clerk's record may include photocopied docket entries and minute entries.

"Since judgments and orders entered on the case action summary suffice for minute entries, there is currently no requirement for clerk's office personnel to prepare separate minute entries," commented Wilkerson. "While minute books are still required, photocopied case action summaries can be used instead of separately prepared minute entries," Wilkerson added.

In order to ensure that the CAS is an acceptable minute entry, the following conditions should be met:

- 1) The CAS and the orders must be legible. The orders may be handwritten as long as they can be read.
- 2) The CAS must be properly numbered, styled, and the court of origin identified.
- 3) The final order or judgment must "indicate an intention to adjudicate considering the whole record and indicating the substance of the adjudication."
- 4) The final order or judgment must be signed or initialed by the judge presiding over the case.
- 5) If the final order or judgment is recorded on a separate document, the CAS will still be needed as an accompanying document.

If you have any questions, call Mike Carroll at the Administrative Office of Courts.

COMPACT

(Continued from Page 7)

which mandate personal court appearance (DUI-Reckless Driving-No Driver License, etc.); (2) Offenses that mandate a suspension or revocation (DUI-Attempt to Elude-Racing-Driving Suspended, etc.); (3) Offenses for equipment violations; (4) Offenses due to size and weight violations; (5) Parking violations; (6) Transportation of hazardous material; (7) Inspection violations.

"The Alabama Department of Public Safety will suspend licenses of Alabama residents for any traffic-related offense, including those listed above," Stewart said.

A total of 33 states and the District of Columbia are currently members of the compact, with Vermont slated to become a member October 1, 1985, and Arkansas, January 1, 1986.

"Violations are not retroactive, and no violations will be accepted that occur prior to the effective date of their entry into the compact," said Stewart.

Member states of the Nonresident Violator Compact are:

Alabama, Arkansas (1/1/86), Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Minnesota, Mississippi, Missouri, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Pennsylvania, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont (10/1/85), Virginia, and West Virginia.

Alabama Judges Elected By National Conference

Alabama displayed its famous southern hospitality to more than 300 judges from throughout the United States as they gathered at Point Clear last month for the 48th Annual National Convention of Juvenile and Family Court Judges.

"This is a most important national convention, and we are indeed proud that our state was chosen for the meeting," said Chief Justice C. C. Torbert, Jr.

"Judge John Butler is to be commended for his efforts in hosting the convention. He did an outstanding job," Torbert said. Judge Butler is the Circuit Judge who presides over the Juvenile Court Division of the 13th Judicial Circuit (Mobile).



Butler

"The convention was a tremendous success. Alabama had the biggest state delegation there with more than 50 of our judges attending," Judge Butler said.

He was elected to the Board of Trustees of the National Council during the meeting. Alabama now has three judges serving on the board--more than any other state.

In addition to Judge Butler, Circuit Judge James

D. Sloan, Jr., 9th Judicial Circuit, Anniston, serves on the board. He was presented a certificate of appreciation at the convention.

Circuit Judge John Davis, 15th Judicial Circuit, Montgomery, was elected to the Council's Foundation Board of Trustees.

The opening session of the conference featured Judge James M. Farris, 317th District Court, Beaumont, Texas, whose topic was "Standing Tall: An Inalienable Right of a Juvenile Court Judge."

Also featured on the opening day was a discussion entitled, "Victims: Are They Neglected in Court," conducted by South Dakota Judge Marshall Young; William J. Samford, II, legal counsel for the Alabama Department of Youth Services; and Judge Emily Baker-King, Pascagoula, Miss.

Ian Russ, Director of the Children's Institute of Los Angeles, spoke to the conference about the problem of sexual abuse in day care centers. His presentation was based on research conducted on children involved in the Los Angeles McMartin Day Care Center child sexual abuse trial.

Circuit Judge H. Mark Kennedy, 15th Judicial Circuit (Montgomery, Al.)

discussed the children's trust fund, an innovative service which provides aid to abused children in Alabama.

One of the featured speakers at the conference was John Walsh, a consultant to the National Center of Exploited and Missing Children. Walsh's son, Adam, disappeared from a Hollywood, Fla., shopping center. Walsh's topic was "The Juvenile Court Judge as an Activist."

During the convention the visiting judges toured Mobile's James T. Strickland Youth Center.

Dependent Coverage Deadlines Are Set Sept. 13, Oct. 11

UJS employees who wish to add dependent coverage may do so effective either the first of October or the first of November, 1985.

Effective October 1, employees who have dependent health coverage will also have dependent dental coverage at no additional cost to the employee.

To begin coverage October 1, 1985, an enrollment form must be completed and signed by the employee and forwarded to arrive in the Personnel Division at the Administrative Office of Courts **no later than September 13, 1985.**

If coverage is to be effective November 1, the form is due **no later than October** (See **Deadline, Page 10**)

Secretaries Associations Elect Officers



CIRCUIT JUDGES SECRETARIES ASSN. OFFICERS
 (l to r) Delisa McLeroy, Cullman, President; Ruth Raines, Linden, 1st Vice President; Margaret Thomas, Birmingham, 2nd Vice President; Kathi Hogan, Birmingham, Recording Secretary; and Teresa Clifton, Gadsden, Treasurer.

DISTRICT JUDGES SECRETARIES ASSN. OFFICERS
 (l to r) Beverly Floyd, Troy, President; Gladys Street, Selma, Vice President; Rebecca Davis, Gadsden, Secretary; and Debra Oliver, Dadeville, Treasurer.



Deadline

(Continued from Page 9)

11 for deduction from the October 25 warrant.

If enrollment forms are received too late for a payroll deduction, employees must prepay the premium of \$82.50 by personal check or money order made payable

to the State Employees Insurance Board, to be received by the Personnel Division no later than the last working day of the month.

No coverage will be provided unless prepayment is made either by payroll deduction or direct payment.

The next open enrollment period will be in October/November of 1986.

For further information or for enrollment forms, contact Joe Matisak at the Administrative Office of Courts, 1-800-392-8077, ext. 226.



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