



**Kay Ivey**  
GOVERNOR

STATE OF ALABAMA  
**BOARD OF HEATING, AIR CONDITIONING  
AND REFRIGERATION CONTRACTORS**

P.O. Box 305025  
Montgomery, Alabama 36130-5025  
(334) 242-5550

[www.hacr.alabama.gov](http://www.hacr.alabama.gov)



**Jeffrey M. Becraft**  
EXECUTIVE DIRECTOR

September 15, 2021

**7020 3160 0000 8142 7227**  
**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

Chadrick J. Setchell  
C&P Hansen Heating and Cooling  
7718 Rockstone Lane South  
Mobile, AL 36695

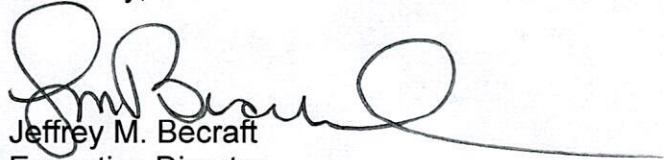
RE: In the Matter of Complaints of the Board against Chadrick J Setchell, Certification No. 08059, Complaint File: CC-2020-064, CC-2020-070, CC-2020-082, CC-2020-101

Dear Mr. Setchell:

Please find enclosed a fully executed copy of the Order of the Board disposing of the above-referenced disciplinary action. At the Board meeting held on September 15, 2021, the Board voted unanimously to ratify the terms of the Recommendation of the Administrative Law Judge to REVOKE.

You may file a notice of appeal, pursuant to §41-2-20, Code of Alabama (1975), to the Circuit Court within 30 days of the date of this order. Should you have any questions in this matter, please contact me at (334) 242-5550 or toll-free at (866) 855-1912.

Sincerely,



Jeffrey M. Becraft  
Executive Director

Enclosure



STATE OF ALABAMA  
BOARD OF HEATING, AIR CONDITIONING  
AND REFRIGERATION CONTRACTORS

PO Box 305025  
Montgomery, Alabama 36130-5025  
(334) 242-5550



Kay Ivey  
GOVERNOR

www.hacr.alabama.gov


Jeffrey M. Becraft  
EXECUTIVE DIRECTOR

Chadrick Jay Setchell  
C & P Hansen Heating and Cooling, Inc.  
7718 Rockstone Lane S  
Mobile, AL 36696

**PERSONAL SERVICE OF NOTICE OF REVOCATION**

It is hereby ORDERED that personal service be attempted by a Compliance Officer of the Board of Heating, Air Conditioning, and Refrigeration Contractors in addition to service by certified mail.

DONE and ORDERED this 15<sup>th</sup> day of September 2021.

  
Jeffrey Becraft  
Executive Director

**SERVICE MADE BY HAND-DELIVERY AS FOLLOWS:**

Date of Delivery: \_\_\_\_\_

Person Accepting Delivery: \_\_\_\_\_

Address at Which Delivery Made: \_\_\_\_\_

\_\_\_\_\_  
Investigator

**BEFORE THE STATE OF ALABAMA  
BOARD OF HEATING, AIR CONDITIONING AND REFRIGERATION CONTRACTORS**

**IN THE MATTER OF COMPLAINT OF THE BOARD AGAINST:**

Chadrick J. Setchell  
C&P Hansen Heating and Cooling  
7718 Rockstone Lane South  
Mobile, AL 36695

Certification Number 08059

Complaint File: : CC-2020-064, CC-2020-070, CC-2020-082, CC-2020-101

**ORDER**

This cause comes before the State of Alabama Board of Heating, Air Conditioning and Refrigeration Contractors ("the Board"), pursuant to the attached Hearing Officer's Recommendation and the entire administrative record. For good cause shown, it is hereby ORDERED:

THAT the attached Hearing Officer's Recommendation is hereby adopted in its entirety, as if fully set out herein;

THAT the Respondent Chadrick Setchell and the entity C&P Hansen Heating and Cooling, Inc., is guilty of violating Section 34-31-21, *Code of Alabama 1975*;


THAT the certification of Chadrick Setchell, C&P Hansen Heating and Cooling, Inc., and branding, to engage in the heating, air conditioning and refrigeration services in the State of Alabama to be **REVOKED**;

THAT this action has been taken and this Order issued by the Board, effective September 15, 2021; and

THAT a copy of this Order shall be served upon the Respondent Chadrick Setchell. by certified mail, return receipt requested or personal service;

Board members present at the September 15, 2021 meeting were Susan Bolt, Dr. Heshmat Aglan, Albert Davis, Misty Forbus, Troy Ingram, Brett Hall, Eddie Harper, Tim Jordan, Donald Myers, Joel Owen, Barrett Richard, and Wilbur Webb.

DONE this 15<sup>th</sup> day of September 2021.

  
\_\_\_\_\_  
Jeffrey M. Becraft, Executive Director

**BEFORE THE STATE OF ALABAMA  
BOARD OF HEATING, AIR CONDITIONING  
AND REFRIGERATION CONTRACTORS**

**ALABAMA BOARD OF HEATING, )  
AIR CONDITIONING AND )  
REFRIGERATION CONTRACTORS, )**

**Complainant,**

**v.**

**CHADRICK JAY SETCHELL, )  
C&P HANSEN HEATING AND )  
COOLING, INC., )**

**Respondents.**

**Complaint File No. CC-2020-064  
CC-2020-070  
CC-2020-082  
CC-2020-101  
BC-2021-007**

**ORDER ON FINDINGS OF FACT  
AND CONCLUSIONS OF LAW**

**Procedural Posture**

The Complainant, the Alabama Board of Heating, Air Conditioning and Refrigeration Contractors (hereinafter "Board"), is a State of Alabama governmental agency charged with the responsibility and authority to carry out the purposes of ALA. CODE § 34-31-18, *et seq.* (1975).

The Respondent, Chadrick Jay Setchell (hereinafter "Setchell"), is licensed by the Board as Alabama Contractor Number 08059. Setchell is subject to the jurisdiction of the Board.

On or about July 2, 2020, the Board received a complaint against Setchell and Hansen Heating and Air from Angel and Paul Ewing (hereinafter “Ewing”) who lives at 830 Willow Pointe Drive, East, Mobile, Alabama 36695. The complaint detailed a number of problems in the provision, installation, and modification of new heating and air conditioning systems.<sup>1</sup> Total installation price was \$5,200.00.<sup>2</sup>

The Board sent a 20-day letter to Setchell on July 8, 2020, advising him of Ewing’s Consumer Complaint.<sup>3</sup> Setchell did not resolve Ewing’s grievances within the allotted time frame.

On July 20, 2020, Mike Smith (hereinafter “Smith”), an investigator for the Board, inspected the work done by Setchell on the Ewing house.<sup>4</sup> On August 4, 2020, the Board notified Setchell by certified mail of a number of minimum standards violations observed by Smith during his inspection.<sup>5</sup> On August 10, 2019, Smith submitted his official HACR Board Investigation Report on the inspection of the Ewing house.<sup>6</sup>

---

<sup>1</sup> Board Exhibit 1.

<sup>2</sup> *Id.*

<sup>3</sup> *Id.*

<sup>4</sup> Board Exhibit 4.

<sup>5</sup> Board Exhibit 2.

<sup>6</sup> Board Exhibit 4.

On or about July 13, 2020, the Board received a complaint against Setchell and Hansen Heating and Air from Linda Kaivanshekouh (hereinafter “Kaivanshekouh”) who lives at 10800 Elnina Drive, Mobile, Alabama 36608. The complaint detailed a number of problems in the provision, installation, and modification of new heating and air conditioning systems.<sup>7</sup> Respondent installed a 3-ton unit with a total installation price of \$7,400.00, plus conducted some duct work for an additional expense.<sup>8</sup>

The Board sent a 20-day letter to Setchell on July 16, 2020, advising him of Kaivanshekouh’s Consumer Complaint.<sup>9</sup> Setchell did not resolve Kaivanshekouh’s grievances within the allotted time frame.

On August 6, 2020, Smith inspected the work done by Setchell on the Kaivanshekouh’s house. On August 20, 2020, the Board notified Setchell by certified mail of a number of minimum standards violations observed by Smith during his inspection.<sup>10</sup> On August 14, 2020, Smith submitted his HACR Board Investigation Report on the inspection of the Kaivanshekouh house.<sup>11</sup>

---

<sup>7</sup> Board Exhibit 16.

<sup>8</sup> *Id.*

<sup>9</sup> *Id.*

<sup>10</sup> Board Exhibit 17.

<sup>11</sup> Board Exhibit 18.

On or about August 3, 2020, the Board received a complaint against Setchell and Hansen Heating and Air from Rayburn Eugene Trotter, II (hereinafter "Trotter") who lives at 3721 Elysian Fields Lane, Saraland, Alabama 36571. The complaint detailed a number of problems in the provision, installation, and modification of new heating and air conditioning systems.<sup>12</sup> Respondent installed a 4-ton unit and a 1.5-ton unit with a total installation and warranty price of \$15,400.00.<sup>13</sup>

The Board sent a 20-day letter to Setchell on August 18, 2020, advising him of Trotter's Consumer Complaint.<sup>14</sup> Setchell did not resolve Trotter's grievances within the allotted time frame.

On September 23, 2020, Smith inspected the work done by Setchell on the Trotter house. On October 27, 2020, the Board notified Setchell by certified mail of a number of minimum standards violations observed by Smith during his inspection.<sup>15</sup> On February 2, 2021, Smith submitted his official HACR Board Investigation Report on the inspection of the Trotter house.<sup>16</sup>

On or about October 7, 2020, the Board received a complaint against Setchell and Hansen Heating and Air from Katina Mose (hereinafter "Mose") who lives at

---

<sup>12</sup> Board Exhibit 30.

<sup>13</sup> *Id.*

<sup>14</sup> *Id.*

<sup>15</sup> Board Exhibit 31.

<sup>16</sup> Board Exhibit 32.

607 St. Francis Street, Mobile, Alabama 36602. The complaint detailed a number of problems in the provision, installation, and modification of new heating and air conditioning systems.<sup>17</sup> Respondent installed a 5-ton unit with a total installation price of \$6,500.00.<sup>18</sup>

The Board sent a 20-day letter to Setchell on October 8, 2020, advising him of Mose's Consumer Complaint.<sup>19</sup> Setchell did not resolve Mose's grievances within the allotted time frame.

On November 13, 2020, Smith inspected the work done by Setchell on the Mose house. On December 2, 2020, the Board notified Setchell by certified mail of a number of minimum standards violations observed by Smith during his inspection.<sup>20</sup> On December 21, 2020, Smith submitted his official HACR Board Investigation Report on the inspection of the Mose house.<sup>21</sup>

On June 24, 2021, the undersigned hearing officer, on behalf of the Board, held an administrative hearing for the purpose of hearing the Board's evidence and allowing Setchell to present such evidence and any response that he had concerning

---

<sup>17</sup> Board Exhibit 61.

<sup>18</sup> *Id.*

<sup>19</sup> *Id.*

<sup>20</sup> Board Exhibit 62.

<sup>21</sup> Board Exhibit 63.



the complaint. Ellen Leonard, Esq. represented the Board. Setchell appeared *pro se*. The Board offered 72 exhibits, which were admitted into the record.

### **Findings of Fact**

Having reviewed the documentary evidence, having heard the witnesses' testimony, having observed the witnesses' demeanor and assessed their credibility, the undersigned finds the preponderance of the evidence establishes that Setchell provided, installed, modified, and/or repaired <sup>1</sup>~~two~~ units for four consumers; Ewing, Kaivanshekouh, Trotter and Mose, with numerous violations as outlined below.

#### **Ewing House:**

Setchell contracted for and was paid \$5,200.00 to provide, install, modify, and/or repair multiple heating and air conditioning systems for Ewing. Pursuant to the HACR Board Investigation Report completed by Smith, the installation had the following violations pursuant to the Board's rules:

#### **Minimum Standard Violations:**

1. The contractor did not provide the Board with a copy of the Duct Air Tightness Test as required by the 2015 International Residential Code N1103.3.3.
2. The contractor did not provide the Board with a copy of the heat gain, heat loss, duct sizing, drawings or other information such as the Manufacturer's Engineering Data used in regards to the

above referenced system as set forth in the Boards Rules and Regulations, Section 440-X-5-.03.

3. The 3/4-inch refrigerant tubing is undersized, in violation of the 2015 International Residential Code M1401.1.
4. The attic drain line does not slope towards the drain line outlet, in violation of the 2015 International Residential Code M1411.3.
5. The attic drain line is not configured to permit maintenance without cutting the drain line, in violation of the 2015 International Residential Code M1411.3.3.
6. The supply air plenum is not sealed with a UL listed and labeled tape or mastic, in violation of the 2015 International Residential Code M1601.4.1.
7. The supply air plenum does not appear to be mechanically fastened to the indoor coil, in violation of the 2015 International Residential Code M1601.4.1.
8. The attic 6-inch flexible supply air duct is crimped against a roof support, in violation of the 2015 International Residential Code M1601.1.1 Section 2.

9. There are three attic 6-inch flexible supply air ducts that are not insulated to R-8, in violation of the 2015 International Residential Code N1103.3.1.
10. The attic 6-inch flexible supply air duct has two splice connections that are not installed as outlined in the manufacturer's installation instructions, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
11. The attic supply air ceiling box are is not sealed with a UL listed and labeled tape or mastic, in violation of the 2015 International Residential Code M1601.4.1.
12. The attic return air ceiling box are is not sealed with a UL listed and labeled tape or mastic, in violation of the 2015 International Residential Code M1601.4.1.
13. The outdoor unit is not secured from movement, in violation of the 2015 International Residential Code M1401.4.
14. The outdoor unit is not located in a place that will prevent roof rainwater runoff from draining onto the top of the unit, in violation of the 2015 International Residential Code M1401.1.

15. The refrigerant circuit access ports located outdoors does not have the required locking-type caps, in violation of the 2015 International Residential Code M1411.8.

**Kaivanshekouh House:**

Setchell contracted for and was paid \$7,400.00 to provide, install, modify, and/or repair heating and air conditioning systems for Kaivanshekouh, plus an additional \$2,750.00 to perform duct work. Pursuant to the HACR Board Investigation Report completed by Smith, the installation had the following violations pursuant to the Board's rules:

**Findings: Life Safety Violations:**

1. The attic air handler does not have a level space for servicing and maintenance, in violation of the 2015 International Residential Code M1305.1.3.1.
2. The attic exposed lamp is not protected from damage, in violation of the 2015 International Residential Code M1305.1.3.1.

**Findings: Minimum Standard Violations:**

3. The 2-attic roof rafter edge notching exceed the one-fourth allowed, in violation of the 2015 International Residential Code R802.7.1.

4. There are at least eleven attic flexible supply air ducts not insulated to R-8, in violation of the 2015 International Residential Code N1103.3.1.
5. The attic 18-inch flexible return air duct is not installed as outlined in the manufacturer installation instructions, not supported and has excessive length, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
6. The attic 7-inch flexible supply air duct is not supported as outlined in the manufacturer installation instructions, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
7. The attic supply air plenum is not sealed with a UL listed and labeled tape or mastic, in violation of the 2015 International Residential Code M1601.4.1.
8. The attic supply air plenum does not appear to be mechanically fastened to the air handler, in violation of the 2015 International Residential Code M1601.4.1.
9. The attic return air plenum is not sealed with a UL listed and labeled tape or mastic, in violation of the 2015 International Residential Code M1601.4.1.

10. The attic return air plenum does not appear to be mechanically fastened to the air handler, in violation of the 2015 International Residential Code M1601.4.1.
11. The return air closet door 20-inch X 25-inch and the closet ceiling 20-inch X 24-inch filter back grills are undersized for a 3-ton system, in violation of the 2015 International Residential Code M1601.1.
12. [Charge dropped during the Hearing].
13. The attic drain is not configured to permit maintenance without cutting the drain line, in violation of the 2015 International Residential Code M1411.3.3.

**Trotter House:**

Setchell contracted for and was paid \$15,400.00 to provide, install, modify, and/or repair heating and air conditioning systems for Trotter. Pursuant to the HACR Board Investigation Report completed by Smith, the installation had the following violations pursuant to the Board's rules:

**Findings: Minimum Standard Violations:**

1. The contractor did not provide the Board with a copy of the heat gain, heat loss, duct sizing, drawings, or other information such as the Manufacturer's Engineering Data used in regard to the

above referenced system as set forth in the Boards Rules and Regulations, Section 440-X-5-.03 and the International Residential Code M 1401.3.

**Attic 4-Ton Air Handler:**

2. The attic flexible fresh air duct is not installed as outlined in the manufacturer installation instructions, couplings do not have a metal connector and crimped against attic framing, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
3. The attic 10-inch flexible return air ducts are not installed as outlined in the manufacturer installation instructions, the strap supports are overtightened and crimped against the duct strapping obstructing air flow, excessive length and excessive turn radius, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
4. The attic 16-inch flexible return air duct is not installed as outlined in the manufacturer installation instructions, it has excessive turn radius, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
5. The attic flexible fresh air duct is not installed as outlined in the manufacturer installation instructions, the plastic strap is

misused crimping off and obstructing air flow, in violation of the 2015 International Residential Code M1601.1.1 Section 2.

6. The attic supply air and return ducts at the ceiling box connections are not installed as outlined in the manufacturer installation instructions, they are not sealed with a UL listed and labeled tape or mastic, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
7. There are at least 6-attic supply air ducts not installed as outlined in the manufacturer installation instructions, they have excessive length, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
8. There are at least 2-attic supply air ducts not installed as outlined in the manufacturer installation instructions, couplings do not have a metal connector, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
9. There are at least 4-attic supply air ducts not installed as outlined in the manufacturer installation instructions, they are crimped against cables and attic framing, in violation of the 2015 International Residential Code M1601.1.1 Section 2.



10. There are at least 21-attic supply air ducts not installed as outlined in the manufacturer installation instructions, the strap supports are overtightened and crimped against the duct strapping obstructing air flow, excessive length and the duct run outs have excessive sagging with strap spacing that exceeds the maximum 4-feet allowed, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
11. There are at least 2-attic supply air ducts not installed as outlined in the manufacturer installation instructions, they have excessive turn radius, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
12. The attic supply and return air plenums do not appear to be mechanically fastened to the air handler, in violation of the 2015 International Residential Code M14601.4.1.
13. The attic air handler is not installed in accordance with the manufacturer's installation instruction, it is not level or pitched toward the drain connector, in violation of the 2015 International Residential Code M1401.1.
14. The attic drain lines are not installed in accordance with the manufacturer's installation instruction, they do not have the ¼-

inch slope per foot towards the drain outlet, in violation of the 2015 International Residential Code M1401.1

15. The attic drain line is not configured to permit maintenance without cutting the drain line, in violation of the 2015 International Residential Code M1411.3.3.

#### **4-Ton Outdoor Unit**

16. [Charge dropped during the Hearing].
17. The refrigerant tubing insulation is not the minimum R-4, in violation of the 2015 International Residential Code M1411.6.

#### **Attic Dehumidifier**

18. There is not an attic drain line trap installed in accordance with the manufacturer's installation instruction, in violation of the 2015 International Residential Code M1401.1.
19. The attic drain line fitting are not glued, in violation of the 2015 International Residential Code P3003.9.2.

#### **Attic 1.5-Ton Air Handler**

20. The attic air handler power cable at the point where it enters the air handler cabinet is not protected from abrasion, in violation of the 2015 International Residential Code E3907.6.

21. The 60-amp power supply breaker that serves the attic air handler, maximum allowed amperage circuit breaker is 30-amp, in violation of the 2015 International Residential Code M1401.1.
22. The 60-amp power supply breaker that serves the attic air handler NM-B 10-2 power cable is oversized, maximum allowed amperage circuit breaker is 30-amp, in violation of the 2015 International Residential Code E3705.1.
23. The 1.5-ton air conditioner system that serves 332 square feet 2<sup>nd</sup>-floor room is oversized, in violation of the 2015 International Residential Code M1401.3.
24. There are at least 3-attic fresh air ducts not installed as outlined in the manufacturer installation instructions, the strap supports are overtightened, and they are crimped against the duct strapping obstructing air flow, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
25. The attic flexible fresh air duct is not installed as outlined in the manufacturer installation instructions, coupling do not have a metal connector, in violation of the 2015 International Residential Code M1601.1.1 Section 2.

26. The attic flexible supply air duct at the ceiling box connection is not installed as outlined in the manufacturer installation instructions, they are not sealed with a UL listed and labeled tape or mastic, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
27. The attic supply air duct is not installed as outlined in the manufacturer installation instructions, crimped against attic wall framing, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
28. There are 2-attic supply air ducts not installed as outlined in the manufacturer installation instructions, they have excessive turn radius, in violation of the 2015 International Residential Code M1601.1.1 Section 2.
29. The air supply plenum does not appear to be mechanically fastened to the air handler, in violation of the 2015 International Residential Code M1601.4.1
30. The attic drain line is not configured to permit maintenance without cutting the drain line, in violation of the 2015 International Residential Code M1411.3.3.

### **1.5-Ton Outdoor Unit**

31. The refrigerant tubing insulation is not the minimum R-4, in violation of the 2015 International Residential Code M1411.6.

**Mose House:**

Setchell contracted for and was paid \$6,500.00 to provide, install, modify, and/or repair heating and air conditioning system for Mose. Pursuant to the HACR Board Investigation Report completed by Smith, the installation had the following violations pursuant to the Board's rules:

**Findings: Minimum Standard Violations:**

1. After requested by the Board, Respondent failed to provide a copy of the Duct Air Tightness Test as required by the 2015 International Residential Code N1103.3.3.
2. After requested by the Board, Respondent failed to provide a copy of the heat gain, heat loss, duct sizing, drawings, and other important information such as the Manufacturer's Engineering Data used in regards to the above referenced system as set forth in the Board Rules and Regulations, Section 440-X-5-.03 and the 2015 International Residential Code M1401.3.
3. The air handler low voltage cables and power cables enter the air handler through the same cabinet port, in violation of the 2014 National Electrical Code 725.136(A).

4. The power cable located in the return air is not plenum rated, in violation of the 2014 National Electrical Code 300.22.
5. The outdoor disconnect power wires and power connections are not covered, in violation of the 2015 International Residential Code E3404.9.
6. The indoor closet access opening is undersized, the appliance is wider than the doors width, in violation of the 2015 International Residential Code M1305.1.
7. The air handler electric heater kit is not marked, in violation of the 2015 International Residential Code M1401.1.
8. The drain line does not discharge to an approved location, the drain line discharges in the crawlspace below the floor, in violation of the 2015 International Residential Code M1411.3.
9. The drain line is not configured to permit maintenance without cutting the drain line, in violation of the 2015 International Residential Code M1411.3.3.
10. The return air plenum at the bottom left and right sides of the indoor air handler are not sealed with a UL listed and labeled tape or mastic, in violation of the 2015 International Residential Code M1601.4.1.

11. The supply air plenum does not appear to be mechanically fastened to the indoor air handler, in violation of the 2015 International Residential Code M1601.4.1.
12. [Charge dropped at the Hearing].

Smith testified at the hearing and described his findings in detail. Smith also provided photograph evidence of each violation and pointed out the violations in the pictures. Setchell admitted the violations during his testimony. Setchell acknowledged his mistakes and subjected himself to discipline from the Board. Setchell believes he has improved since the last time he was disciplined by the Board, noting he had fewer life safety violations.

#### **Conclusions of Law**

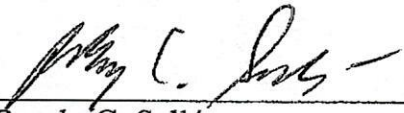
The undersigned finds Setchell is guilty of: 15 minimum standard violations in the Ewing work; 2 life safety violations and 10 minimum standard violations in the Kaivanshekouh work; 2 life safety violations and 28 minimum standard violations in the Trotter work; and 2 life safety violations and 8 minimum standard violations in the Mose work. These charges were outlined in the Administrative Complaint and supported by the testimony of Smith and photographs taken during Smith's investigation. The standards are set forth in the Board's Administrative Rules and Regulations. Based upon his multiple rule violations, Setchell is subject to discipline by the Board pursuant to ALA. CODE § 34-31-32(b) and (d).

**Recommendation**

Counsel for the Board recommended revocation of Setchell's license based upon the number of violations and the seriousness of the infractions.

The undersigned has carefully considered all the evidence in this case. Setchell's violations support revocation of his license pursuant to ALA. CODE § 34-31-32(b) and (d). The undersigned recommends to the Board that Setchell's certification be REVOKED.

Done, this 17<sup>th</sup> day of August 2021.

  
\_\_\_\_\_  
Randy C. Sallé  
Administrative Law Judge  
State Personnel Department  
64 North Union Street  
Montgomery, Alabama 36130  
Phone: (334) 242-8353  
Fax: (334) 353-9901