

**Shelby County Law Enforcement Personnel Board**  
**Regular Meeting**  
**June 25, 2012, 6:30 p.m.**

Chairman Donaldson called the meeting to order in the Sheriff's Office Training Center, asking Mr. Brasher to give the invocation.

Board members and staff present were Mr. Donaldson, Mr. Brasher, Mr. Martin, Mr. Weatherford, and secretary Lucy Womac. Guests present were Chief Deputy Samaniego, Capt. Jay Fondren, and applicant Lee F. Cunningham, Jr.

The agenda was accepted with the deletion of an employee's request to use Reserve Sick Leave Bank days, to be considered at a later date. Following a brief discussion, Chairman Donaldson suggested a rewording change to the minutes of May 15.

**OLD BUSINESS**

The Board considered new transcripts from Troy University indicating that Capt. Fondren and Sgt. Bishop had graduated with the May class. On May 15 the Board saw transcripts and letters stating that graduation requirements had been met, and passed a motion to grant their fifteen-percent educational incentives pending receipt of clarifying documentation. Mr. Weatherford now moved to make their incentives effective May 15. Mr. Martin seconded the motion and it carried.

Results of the June 2 keyboarding test were presented to the Board: the test administrator's list of applicants, raw scores, errors subtracted, and net words per minute; alphabetized list with attendees' scores, errors, net w.p.m., and percentage of correct words; list of highest-to-lowest w.p.m.; and list of highest-to-lowest percentage of correct words. Test administrator Mrs. Dora Montgomery had submitted a cover letter, requesting the agreed-upon compensation of \$40.00 for her daughter Adrienne who acted as her administrative assistant. Mr. Martin moved to approve for payment the \$40.00 charge for Adrienne Montgomery. Mr. Weatherford seconded the motion and it passed. Mr. Weatherford then moved to approve the lists and give the Sheriff's Office copies. Mr. Martin seconded that motion and it carried.

**NEW BUSINESS**

Corrections Officer applicant Lee Cunningham had requested to take the fitness test again with the next group of applicants, saying he did not feel he should have to wait one year to retest. Chief Samaniego said the Sheriff's Office had no objection to letting Mr. Cunningham retake the fitness test. The Board members agreed and asked the secretary to make sure he was on the list to retest.

Mr. Weatherford moved to approve the secretary's time sheets. Mr. Brasher seconded the motion and it passed.

Next considered were the transcripts of Deputy Jason Myrick. He completed a masters of justice administration and crime management from Bellevue University, regionally-accredited by the North Central Association of Colleges and Schools. Mr. Weatherford moved to grant his educational incentive of fifteen percent. Mr. Martin seconded the motion and it carried.

Deputy Sergeant Mike Reebals has completed a bachelor of science degree in criminal justice administration from Columbia Southern University. Mr. Weatherford moved to approve a ten percent educational incentive for him. Mr. Martin seconded the motion and it passed.

Two employees had posed questions concerning educational incentives. C. O. Joshua Clinkscales wanted to know if a master's degree in public administration from American Military University would be approved for an educational incentive. The school is regionally-accreditation by the North Central Association. The Board confirmed that the school and his chosen field would qualify under the LEPB Rules. C. O. Sgt Cory Crowe asked whether he would be rewarded for a masters degree at Columbia Southern University after he finishes his bachelor's. The Board members unanimously agreed that the grandfathering-in of employees attending C. S. U. when the educational Rule was changed in 2010 only covered the programs in which they were enrolled at that time. Chief Samaniego presented the Board with a suggested addition to Rule 6.03 Educational Incentives: "Transcripts must reflect graduation before the classified employee is granted this incentive." Mr. Martin moved to start the process to adopt the proposal as a Rule change. Mr. Weatherford seconded the motion and it carried.

Next on the agenda were bills and invoices. At the Chairman's request, Mr. Brasher moved to table the statement from Bradley Arant Boult Cummings, LLP. Mr. Weatherford seconded the motion and it carried. An IPMA invoice for \$369.00 for annual membership dues was approved for payment, on a motion by Mr. Martin and seconded by Mr. Weatherford.

As FYI, the Board was given a list of eight employees whose step raises were approved and signed by Sheriff Curry, an employee's suspension, and the year-to-date budget report. Chairman Donaldson updated the members on budget discussions he had had with the Sheriff and Commission.

The secretary was asked to contact newly-appointed LEPB member Kevin W. Morris about the next regular meeting on July 17. With no further business, the meeting was adjourned.

Minutes approved by:

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Randall W. Donaldson, Board Chairman

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Bill M. Martin, Board Secretary

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Teddy R. Brasher

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Bruce P. Weatherford