

**Shelby County Law Enforcement Personnel Board**  
**Regular Meeting**  
**August 21, 2012, 6:30 p.m.**

Chairman Donaldson called the meeting to order in the Sheriff's Office Training Center and asked Mr. Martin to give the invocation.

Board members and staff present were Mr. Donaldson, Mr. Morris, Mr. Martin, Mr. Brasher, and secretary Lucy Womac. Guest present was Chief Deputy Samaniego.

There were no changes to the agenda as presented.

Mr. Martin moved to approve as written the minutes of the July 17 regular meeting and the July 24 special meeting. Mr. Brasher seconded the motion and it carried.

**OLD BUSINESS**

At the July 17 meeting, the Board had approved proposed additional wording concerning transcripts to be added to Rule 6.03 Educational Incentives. Mr. Martin now moved to adopt the new sentence as a change to the Rules. Mr. Morris seconded the motion and it passed.

**NEW BUSINESS**

Mr. Morris moved to approve the secretary's time sheets and mileage. Mr. Brasher seconded the motion and it carried.

C.O. Sgt. Cory Crowe had transcripts sent from Columbia Southern University stating he has completed his bachelor of science in criminal justice administration. C.O. Clayton K. Smith has earned a bachelor of arts in criminal justice from the University of Alabama, with a minor in civic engagement and leadership. After considering their transcripts, Mr. Martin moved to approve educational incentives of ten percent for both employees. Mr. Morris seconded the motion and it passed. Per the LEPB's change to Rule 6.03 on September 7, 2010, educational incentives are now considered for regionally-accredited institutions only; employees attending schools that are not regionally-accredited were grandfathered in, and would be allowed to finish the degree program in which they were enrolled at that time. C.O. Sgt. Crowe reported that he has found a regionally-accredited university that has accepted his credits from C.S.U. and he plans to pursue a master's degree there.

A Deputy had turned in a new request for time from the Reserve Sick Leave Bank, as he is still undergoing physical therapy following surgery due to an injury. Mr. Martin moved to approve up to thirty more days from the Bank for him. Mr. Brasher seconded the motion and it carried.

The Sheriff's Office had brought it to the Board's attention that the job description Auburn University – Montgomery had prepared for the C.O. Lieutenant position includes "FLSA: Exempt" instead of "FLSA Non-Exempt" like the other job descriptions. Chief Samaniego

opined that is a mistake, as it was the intention to have all job descriptions Non-Exempt. Chairman Donaldson asked the secretary to contact AUM and request that the correction be made to the C.O. Lieutenant.

There were no bills or invoices for the month. An email from the Commission employee who handles the LEPB account stated that there are still four unpaid invoices, and no more have been added to those previously listed in June.

As FYI, the Board was given a list of twelve employees whose step raises were approved and signed by Sheriff Curry, two suspensions, a letter from the Sheriff indicating assignment changes for four sworn Sergeants, and the year-to-date monthly budget report.

The Chairman called a special meeting for 5 p.m. Tuesday, September 4 at the County Services Building in Pelham, pending availability of a conference room, for the purpose of discussing potential litigation.

With no further business, the meeting was adjourned by motion of Mr. Martin.

Minutes approved by:

---

Randall W. Donaldson, Board Chairman

---

Bill M. Martin, Board Secretary

---

Teddy R. Brasher

---

Kevin W. Morris