

Shelby County Law Enforcement Personnel Board
Special Meeting
September 26, 2012, 6:00 p.m.

The purpose of the special meeting was to discuss a Cost-Of-Living Adjustment percentage for the Sheriff's Office employees versus the County Commission's COLA Compensation Action. On August 27 the Commission passed the Resolution giving a one-time lump sum payment of \$1,500.00 before taxes to the other county employees who are full-time during October, 2012.

Chairman Donaldson called the meeting to order in the large conference room of the Sheriff's Office Training Center and welcomed the guests. Mr. Weatherford gave the invocation.

Board members and staff present were Mr. Donaldson, Mr. Weatherford, Mr. Brasher, Mr. Martin, Mr. Morris, Mr. Weatherford, and secretary Lucy Womac. Guests present were Chief Deputy John Samaniego; Captains Jay Fondren and Chris George; Deputy Lieutenants Dennis Blackerby and Jeff Sciascia; Deputy Sergeants Russell Bedsole, Clay Hammac, and Barry Studdard; Corrections Officer Sergeants Cory Crowe and Keith English; Deputies Kevin Allred, Damon Bone, Diana du Cros, Gary Goza, Nathan Kendrick, Nic Kirkland, Tracey Lawley, David Morrow, Shelby O'Connor, Heather Parramore, and Sam Talton; and Corrections Officers Terry Barnett, Rick Cloutier, William Collum, Beth Lawrence, and Kimberly Myhrer.

Chairman Donaldson deferred to Mr. Weatherford who recognized Sgt. Hammac. Sgt. Hammac said most of the Sheriff's Office's employees have indicated they would rather receive a two-percent COLA for the coming fiscal year. That would save \$88,000.00 in the budget. With inflation at two percent now, inflation next year is projected at one and one-half percent.

Chief Samaniego was recognized and informed the Board that Sheriff Curry supports the employees but asks for a COLA of one and one-half percent in order to help cost savings. He said \$166,000.00 has been placed in a guarded position for fuel funds. The employees start working before they arrive at their duty stations, often stopping to help work an accident or assist stranded motorists. There was a savings of \$20,000.00 in fuel over the past few months due to parking patrol cars, but the agency is still over budget for FY 2012 and FY 2013.

Mr. Weatherford agreed that the Commission's offer of \$1,500.00 per employee is generous. However, he agreed with the majority of the employees that a COLA of one and one-half or two percent would be better down the road. Mr. Martin said the COLA would be long-term and help to save \$44,000.00 this coming fiscal year, but these are tough times.

Chief Samaniego reported that the Commission's budget was \$81 million this year and will increase to \$90 million for FY 2013. He said a pay study is due, which is needed to protect the integrity of the pay scale.

Mr. Donaldson said the Board needs to pick a point where people will be paid; there are quality people at the Sheriff's Office and the pay scale needs to keep up. He indicated he admired the

Commission for making this step, and the olive branch is appreciated, but it is not in the long-term interest of the Board or the employees to accept the Commission's offer.

Mr. Morris said the other county employees do not have a choice, but he is not voting how anyone tells him to vote. Chief Samaniego said the agency is fine with a one and one-half percent increase in budgeted salaries, and they will never lay off anyone, guaranteed.

Mr. Weatherford moved to grant a one and one-half percent COLA for the employees. There was no second to the motion.

Mr. Morris then moved to accept the \$1,500.00 payout. Mr. Brasher seconded that motion and it passed, with Mr. Weatherford voting no.

Chairman Donaldson called a special meeting for 5 p.m. Tuesday, October 9, pending availability of a conference room at the County Services Building in Pelham. With a conflict on October 16, the Board members agreed to change the date of the next regular meeting to Thursday, October 25, at 6:30 p.m. as usual in the small conference room of the Sheriff's Office Training Center.

There being no further business, the meeting was adjourned on motion of Mr. Martin.

Minutes approved by:

Randall W. Donaldson, Board Chairman

Bill M. Martin, Board Secretary

Teddy R. Brasher

Bruce P. Weatherford

Kevin W. Morris