

Shelby County Law Enforcement Personnel Board
Regular Meeting
December 16, 2013, 3:00 p.m.

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

Board members and staff present were Mr. Donaldson, Mr. Brasher, Mr. Weatherford, Mr. Martin, Mr. Morris, and secretary Lucy Womac. Guests welcomed were Chief John Samaniego, Capt. Chris George, and Deputy Heather Parramore, whose request was moved to the top of the agenda so she could return to work in the Criminal Investigations Unit.

NEW BUSINESS

Deputy Parramore had requested a waiver on the Cooper Fit-Test for the fall testing because she is expecting a child. The test is offered to employees twice per year in spring and fall. Qualifying at the highest level (sixtieth percentile) earns an employee a two-percent fitness incentive for six months, plus a Fit Day off to be used during that time; scoring at the middle level (fiftieth percentile) earns the day off without the two percent, to be used during the six months. After fall testing, the incentives run from the first full pay period in January to the first full pay period in July; spring testing incentives are effective from July to January.

Mr. Weatherford moved to grant Deputy Parramore an exception for this fall's testing, allowing her to retain the fitness incentives for the next six months. Mr. Morris seconded the motion and the floor was opened for discussion.

Deputy Parramore attended the Cooper Institute in 2009 and is certified as a law enforcement fitness specialist. She is currently assigned to the team at the Sheriff's Office that administers the Cooper test to other employees, and also puts Deputy and Corrections Officer applicants through the APOSTC fitness test before they are hired.

She researched alternative activities that may be performed in lieu of the Cooper test's mile-and-a-half run, pushups, situps, and vertical jump. Walking is allowed in exchange for the run, and a formula is calculated to determine pass/fail. The alternative for pushups is a bench press, which she is presently unable to perform due to restrictions of lifting over twenty-five pounds; there is no option to sit-ups; instead of the vertical leap the sit-and-reach is allowed, which she is unable to do at this time. Except for missing the Cooper test once when she was out of town, Deputy Parramore has passed the test at the highest level every six months for eight years.

Mr. Martin wondered whether granting a waiver for this purpose could open the door for requests due to other physical or medical reasons. Chief Samaniego told the Board that Deputy Parramore regularly runs in marathons. She explained that she will be back to

training as soon after delivery as possible, and will be ready for the spring testing. Mr. Morris said that with her prior job performance and administering the fitness tests, he is inclined to grant her waiver request. Chairman Donaldson called for a vote. The motion carried unanimously.

Mr. Martin moved to approve the minutes of the November 18 regular meeting and the December 2 special meeting. Mr. Weatherford seconded the motion and it carried.

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

The Bradley Arant statement was considered. Mr. Martin asked for follow-up information before the invoice is paid.

Chairman Donaldson called a special meeting to discuss unfinished business, at 5:30 p.m. Thursday, January 9, 2014, pending availability of a conference room in Pelham.

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

Bruce P. Weatherford

Kevin W. Morris