

Shelby County Law Enforcement Personnel Board
Special Meeting
June 19, 2013, 5:00 p.m.

The purpose of the special meeting was to discuss the salary survey and promotional testing/assessments, in conjunction with the LEPB's budget.

Chairman Donaldson called the meeting to order at the County Services Building in Pelham, asking Mr. Martin to give the invocation.

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

There was a brief discussion concerning the June 10 special budget meeting with State Representative Mike Hill. Mr. Martin and Mr. Brasher said they were glad Mr. Morris had been there to give perspectives as both an LEPB member and a banker. Chief Samaniego asked the Board's permission to talk with Representative Hill about budget matters. The salary survey proposal from AUM costs less than Mercer's proposal. It was noted that the LEPB's surveys had been done in 1995 and 2004. The next survey has been postponed due to the economy, lack of recent Cost-Of-Living Adjustments for all county employees including the Sheriff's Office, and other considerations within the Board's budget. Mr. Morris opined that a new survey should be completed before the LEPB changes its Rule on how often surveys are done.

Mr. Donaldson said the market study should be at the ninetieth percentile of average pay in comparable agencies. Chief Samaniego said the Sheriff's Office wants to attract quality people with higher education to the agency. Several employees had emailed Mr. Morris last year requesting a COLA instead of a lump sum; he said the Board needs to do a formal or informal survey this year. Mr. Martin agreed that the Rule governing the frequency of surveys should be changed, and the comparatives used will need to have similar demographics.

Mr. Weatherford then moved to have AUM do the salary survey. There was no immediate second. Mr. Donaldson said he wants AUM representatives to meet with the Board for a precursor review and discuss "apples-to-apples" to their satisfaction. Mr. Weatherford amended his motion accordingly and Mr. Martin seconded. The motion carried.

The promotional processes that AUM has done for the Board have been worth it, in Mr. Donaldson's opinion. Mr. Martin asked whether there were others who could do the promotional testing/assessments more reasonably. Chief Samaniego said AUM has to keep the security of their product. He recalled that in the past the Board just paid for the written exams; then the Sheriff's Office would use panels of other agencies' lieutenants to assess sergeant candidates, and meet with other agencies' captains for assessing lieutenant candidates. Mr. Morris asked if AUM can help the LEPB stay in budget, and suggested keeping Representative Hill informed of the Board's efforts to do so.

There was a brief discussion on the lawsuit. Mr. Martin informed the newest Board member Mr. Morris that from the start, two attorneys had advised that the LEPB “did not have a dog in this fight”. Chairman Donaldson asked whether the Board wants legal representation for the June 24 hearing. Chief Samaniego said there may be questions. Mr. Donaldson said there should be no blank check, but the Board needs to stay the course and tell its attorneys to take care of the hearing. Mr. Morris moved to contact the attorneys as indicated. Mr. Brasher seconded the motion and it passed.

There being no further business, the meeting was adjourned on the 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