

Shelby County Law Enforcement Personnel Board
Special Meeting
July 1, 2013, 4:00 p.m.

The purpose of the special meeting was to discuss AUM's salary survey proposal.

Chairman Donaldson called the special 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. Brasher, Mr. Martin, Mr. Morris, Mr. Weatherford, and secretary Lucy Womac. Guests present were Ms. Cindy Forehand and Dr. Brent Maulden with AUM; Sheriff Chris Curry, and Capt. Chris George.

Ms. Forehand introduced Dr. Maulden as the writer of AUM's salary survey proposal. In answer to Mr. Martin's question, she said employees will leave if they are not paid well, and we are trying to prevent that. Chief Samaniego asked the Board to consider adding three steps to the bottom of the pay scale and two at the top. Several possible comparatives were discussed, with Dr. Maulden recommending that fifteen to twenty agencies be contacted to ensure that enough participants will respond. Sheriff Curry would like to see the Board include in the survey an Information Technology person, Jail Maintenance worker, and Food Services Manager and Assistant. He pointed out that a goal of Shelby County has been to make the Shelby County Sheriff's Office the most professional agency, saying that former Chief Deputy Tom Smitherman started making changes with the educational incentives in 1984 and fitness rewards in 1994. As a result, the focus has been on hiring the best-quality employees who are motivated and well-trained, resulting in many compliments and very few complaints for the department. Mr. Brasher reminded the others that several years ago the County Commission asked the Board to fold the uniform allowance and Deputies' subsistence per diem into the salaries, and they did. Chief Samaniego told the members that the 911 operators handle emergencies and the Sheriff's Office dispatchers no longer takes those calls. Chairman Donaldson asked the secretary to send Ms. Forehand the two previous salary studies from Mercer for 1995 and 2004.

The effects of the salary survey and future promotional testing/assessments on the budget were discussed in more detail. It was agreed that AUM would give the LEPB a comparative data study, but would not a new pay scale. Mr. Morris then moved to go forward with the process to have AUM do the salary survey. Mr. Weatherford seconded the motion and it carried. Sheriff Curry said the Sheriff's Office will commit to a one-time offer to pay for the survey out of the pistol permit fund up to a maximum of \$12,000, and he would give the LEPB a letter stating so.

Mr. Donaldson asked whether compromises could be made and how middle ground could be found. Ms. Forehand said that AUM values the relationship they have with the Shelby County Sheriff's Office and the LEPB. Chief Samaniego suggested testing the Sworn promotional candidates in 2013 and the Corrections promotional candidates in 2014.

Sheriff Curry reiterated that promotional testing and assessments can be validated with the quality of people, and that the agency should invest in people. Mr. Morris expressed concerns of the effect of these pending projects on the budget, saying that the Board members need to know the long-term plan. The Sheriff suggested using a different approach to funding, with the Board getting all of the county beer-tax money and the Sheriff's Office getting the leftovers.

A special meeting was called for 4 p.m. Thursday, July 18 at the Training Center to further discuss the pending salary survey and promotional testing/assessments with the AUM representatives. The budget will be an agenda topic for the regular meeting on July 16. The Chairman called a brief recess. Mr. Martin then moved to go into executive session at 5:37 p.m. Mr. Morris seconded the motion and it passed. Mr. Morris later moved to come out of executive session at 5:59 p.m. Mr. Martin seconded the motion and it carried.

Mr. Morris moved to pay the one-time expenses for legal representation at the upcoming hearing concerning the ongoing lawsuit, and not anything more. Mr. Martin seconded the motion and it passed.

With no further business, the meeting was adjourned.

Minutes approved by:

Randall W. Donaldson, Board Chairman

Bill M. Martin, Board Secretary

Teddy R. Brasher

Bruce P. Weatherford

Kevin W. Morris