

Shelby County Law Enforcement Personnel Board
Special Meeting
October 30, 2013, 5:00 p.m.

The main purpose of the special meeting was to discuss promotional testing for the Sheriff's Office.

Board Secretary Bill Martin called the meeting to order at the County Services Building in Pelham. Mr. Weatherford gave the invocation.

Members present were Mr. Martin, Mr. Weatherford, Mr. Brasher, Mr. Morris, Mr. Donaldson, and secretary Lucy Womac. Guests present were Chief Deputy John Samaniego and Deputy Mark Hughes.

Mr. Martin asked the other members to look over the minutes from the special meetings of September 26 and October 18, as well as the information gathered about promotional testing.

Reporter Martin Reed had been present at the October 18 meeting and wrote an article for The Birmingham News concerning the pay treatment for the Sheriff's Office employees. Mr. Morris offered to send the secretary the article for Mr. Brasher and Mr. Martin.

There was a discussion concerning both upcoming promotional testing and the LEPB's budget considerations. Mr. Martin asked how many promotional tests are given. Chief Samaniego replied that there are four, and the Sheriff's Office preferred that the Lieutenant tests be held first. Mr. Martin asked about the funding for the promotionals. Mr. Morris informed the group that he had sent an email to the Commission Chairperson requesting the LEPB's loan balance. Chief said the Sheriff's Office would like to have updated promotional lists by March, 2014. Mr. Morris pointed out that \$47,000.00 was saved in the budget last fiscal year to be applied toward the loan. In his opinion, the LEPB could pay the balance of \$12,000.00, and have enough to pay AUM to test for all four ranks at their quoted price of \$7,125.00 per test. He felt that choosing that route at least would continue the relationship with AUM, and AUM could then continue to collect data for the future. Chairman Donaldson noted the new testing proposal from AUM was more in line with others' and what the Board can afford. Chief Samaniego replied that AUM has handled two-thirds of the testing/assessment, which gives a fairer, more neutral process, and now the Sheriff's Office would be doing two-thirds in-house. Mr. Martin asked why AUM did not give this smaller amount when first asked if their costs could be lowered. Chief said it was because they were giving the best that they could. He suggested doing the "canned" tests for Sergeant and the structured interviews on the Lieutenant applicants, as potential Sergeants in the past started the process by taking a written exam.

Mr. Weatherford did not think the Board could afford to test all four ranks with AUM, but he was leaning toward having them give the Lieutenant tests first. Chairman Donaldson observed that from a time constraint, it might be easier for AUM to deliver if they were doing two. He asked for input from the membership. Mr. Morris agreed, wanting to see if there is additional funding at the first of 2014, and the other tests may be done even in the next fiscal year.

Mr. Weatherford moved for AUM to do the testing for the Lieutenant positions, and that the standard tests would be used for the Sergeant positions later. Mr. Martin seconded the motion and it carried. Mr. Donaldson thought this helps find a middle ground for everybody and keeps them going in a positive direction. It was agreed to use IPMA as testing vendor for the standard Sergeant testing.

Mr. Weatherford then moved to approve the minutes of the September 26 and October 18 special meetings. Mr. Brasher seconded the motion and it passed.

At 5:33 p.m., Mr. Morris moved to go into executive session to discuss the secretary's evaluation, with Mr. Weatherford seconding. Executive session ended at 5:48 p.m.

The next regular monthly meeting was changed to Monday, November 18, still 6:30 p.m. at the Sheriff's Office Training Center.

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