

Shelby County Law Enforcement Personnel Board
Special Meeting
December 16, 2013, 2:00 p.m.

The purpose of the special meeting was to speak with Dr. Brent Maulden of Auburn University – Montgomery Center for Business concerning promotional testing and the recent salary survey results.

Chairman Donaldson called the meeting to order in the Sheriff's Office Training Center and asked Mr. Weatherford 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 Dr. Maulden from AUM, Chief John Samaniego, and Capt. Chris George.

Dr. Maulden had brought the contract for AUM to implement the Deputy Lieutenant and Corrections Lieutenant promotional testing, signed by Chairman Donaldson and Dr. John G. Veres III, AUM Chancellor. There was a brief discussion concerning the process.

Dr. Maulden then gave out copies of AUM's completed compensation study. Several agencies had submitted their data for the various classifications. He reiterated that the stated goal was to have Shelby County's pay at approximately the ninetieth percentile of responding agencies. Some positions' amounts were out of kilter with the comparables. Chief Samaniego informed the group that two responding agencies have Jail supervisors that are sworn, and the rest probably do not. He advocated adding steps to both ends of the pay scale, with possibly lower starting pay and higher top-out pay.

Mr. Donaldson said that even though this department has not had cost-of-living adjustments for the past few years, it is still at competitive market position because comparable agencies evidently have not made adjustments either. He pointed out that lower steps for higher-paid classifications are not needed because employees do not start at the bottom of the classification into which they are promoted. The current pay scale contains ten steps for most positions, except Administration/Clerical/Support Services which has eleven steps. The clerical positions will need to be reclassified according to what each person is doing; that was taken into consideration when AUM interviewed employees in order to establish job descriptions.

Chairman Donaldson requested that the Board members consider what needs to be done with AUM's information.

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