

Shelby County Law Enforcement Personnel Board
Regular Meeting
May 20, 2014, 6:30 p.m.

Chairman Donaldson called the monthly 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. Martin, Mr. Brasher, Mr. Morris, Mr. Weatherford, and secretary Lucy Womac. Guests welcomed were Chief Deputy John Samaniego, Capt. Chris George, Deputy Lt. Joey McGee, Dep. Sgts. Bryon Thornton and Russell Bedsole, and Deputies Nathan Kendrick and Gary Goza.

There were no changes to the agenda. Mr. Morris moved to approve the minutes of the April 14 regular meeting. Mr. Martin seconded the motion and it carried.

OLD BUSINESS

The Board was updated on the progress of the Lieutenant promotional processes.

NEW BUSINESS

Mr. Weatherford moved to approve the secretary's time sheets and her last two months' mileage. Mr. Morris seconded the motion and it passed.

Tabled from the last meeting was Sgt. Bryon Thornton's request for the ten-percent educational incentive. His transcripts from American Military University did not yet show a graduation date, but a full-clearance pending graduation verification letter from the Registrar's office confirmed he had "completed 123/121 semester hours" toward his program of study...and "will graduate with a bachelor of arts in criminal justice on May 15, 2014". The Office of Graduation also emailed Sgt. Thornton a letter on May 15 congratulating him on his graduation with honors. Corrections Officer J. Adam Wills had his transcripts mailed from Jefferson State Community College for the five-percent educational incentive, and the Director of Articulation's April 28 email verified that he had "completed requirements to be awarded his associate in applied science degree in law enforcement on May 2, 2014". Mr. Weatherford moved to approve the appropriate incentive for each employee. Mr. Morris seconded the motion and it carried.

Dep. Lt. Kevin Turner emailed the LEPB office May 14 that he had sustained a knee injury and is recovering from surgery performed on May 13. He asked "if the Board has ever extended or waived the deadline date for an employee who sustained an injury to afford them the opportunity to take the test at a later time". The injury was not job-related. The only make-up date scheduled for employee fitness testing will be June 2, according to a memo sent to all Sheriff's Office employees. It was noted that an expectant employee had recently been granted a waiver on the fitness test. That employee helps to administer the fitness test and missed only one fitness test because she was out of town. Lt. Turner has not failed to qualify at the sixtieth percentile on the fitness test since his employment in

1997, and his email indicated that as a member of the Tactical Response Unit, he must maintain scores in the eightieth percentile. Mr. Weatherford moved to approve the request. Mr. Morris agreed but thought perhaps the policy should allow a grace period, that if an injury is presented to the Board, the employee has a certain number of months to maintain the incentive and test later. Mr. Brasher seconded the motion and it passed. Mr. Donaldson wanted the matter discussed further at the next regular meeting.

The Board members then reviewed the scores from the April 26 Deputy Sergeant and C. O. Sergeant exams, and the Deputy and C. O. open exams held on May 3. Mr. Weatherford moved to approve the results. Mr. Morris seconded the motion and it carried. Chief Samaniego was given copies of the new lists of eligibles.

The following invoices were considered: IPMA in the amount of \$703.32 for the April 26 Deputy Sergeant and Corrections Sergeant exams, and \$1,284.27 for the May 3 Deputy and C. O. open exams; Amanda Waldrup's bill for \$548.54 for administering those exams; Net-2-Net for \$2,095.00 for maintaining the website; AUM's two April invoices for the Lieutenant testing contracts, one showing the \$3,500.00 fixed fee for test administration and the other showing the \$2,850.00 fixed fee to conduct structured interviews. Mr. Morris moved to pay all the bills. Mr. Weatherford seconded the motion and it carried.

Chairman Donaldson called a special meeting on Thursday, June 5, at 4:30 p.m. in Pelham to discuss the results of the Lieutenant assessment process, pending availability of a conference room. Mrs. Forehand will be contacted to attend.

As FYI, there were four signed step raises, and the monthly budgets for March and April.

The Board went to executive session with Chief Samaniego from 7:05 p.m. to 7:15 p.m. 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