

**Shelby County Law Enforcement Personnel Board**  
**Regular Meeting**  
**July 24, 2014, 6:00 p.m.**

Chairman Donaldson called the monthly meeting to order in the Sheriff's Office Training Center and asked Mr. Brasher to give the invocation.

Board members and staff present were Mr. Donaldson, Mr. Morris, Mr. Martin, Mr. Brasher, and secretary Lucy Womac. Guests welcomed were Deputy Sergeant Jayme Moore, Corrections Officer Joseph McCrary, and Deputy Heather Parramore.

Mr. Martin moved to approve the minutes of the June 17 regular meeting. Mr. Morris seconded the motion and it carried.

**OLD BUSINESS**

AUM's Memorandum of Agreement for the proposed pay scales was presented. Mr. Donaldson said the change would be effective in October, and the amount of the contract would not affect projected budget goals. Mr. Morris moved to approve the additional contract to complete the services provided. Mr. Martin seconded the motion for a vote; the motion passed with Mr. Martin abstaining. The Chairman signed two copies to be forwarded to AUM for signature.

**NEW BUSINESS**

Mr. Morris moved to approve the secretary's time sheets and mileage. Mr. Brasher seconded the motion and it carried.

The Board then considered official transcripts of four employees. Deputy Dylan C. Baker has been receiving the five-percent educational incentive and now requested the ten percent for completing his bachelor of science in criminal justice at Bethel University, McKenzie, TN. New Deputy Shane I. Plyler holds a master of public administration from Auburn University, qualifying for a fifteen-percent incentive. New Deputy Frank E. Chinoski was hired with a bachelor of science in criminal justice from Faulkner University and requested the ten percent. According to a letter from his academic advisor, Corrections Officer Joseph G. McCrary is majoring in criminal justice administration and has reached junior status at Waldorf College, qualifying for a five-percent incentive. Waldorf is accredited by the North Central Association of Colleges and Schools; the other universities are accredited by the Southern Association. Mr. Morris moved that pursuant to the bylaws the employees had all met the educational requirements to receive their incentives, and the Board approves them. Mr. Martin seconded the motion and it passed.

Deputy Nicholas F. Johnson had called the LEPB office to inquire whether a degree in emergency management would be sufficiently job-related to qualify for the fifteen-percent educational incentive. He is currently earning ten percent for his bachelor degree from

Jacksonville State University, having graduated with a major in emergency management and minor in criminal justice. The secretary presented an email that documented the query and showed his reply with a link to JSU's graduate program. He is in the process of earning credit hours and a graduate certificate in emergency management, the equivalent of being halfway between a bachelor's and master's degree. His question is whether the fifteen-percent incentive would be granted if he were to continue his present course and complete the master's in emergency management with a minor in criminal justice. Mr. Donaldson noted that employees' representative Bruce Weatherford was unable to attend this meeting, and he would also like Chief Samaniego to weigh in on the matter as he has been giving guidance on non-traditional masters programs. The matter was tabled for the next meeting. Deputy Johnson will be contacted to attend.

The following invoices were considered: \$112.00 Post Office box rental fee, and AUM's June bill for the \$3,500.00 fixed fee plus \$293.10 cost reimbursable on the Lieutenant test administration contract. Mr. Martin was concerned about the reimbursable amounts for meals and vehicle rental. Mr. Brasher moved to pay the annual box rental and AUM's \$3,500.00 fixed fee, and to have the secretary contact AUM about the cost reimbursable. Chairman Donaldson also asked that the next bill reflect the remaining two months on the contract for Lieutenant test administration. Mr. Morris seconded the motion and it carried.

Discussion on fitness testing was postponed until the next meeting.

As FYI, there were twenty signed step raises due in July and August, a letter concerning one employee's suspension, and June's budget. The attorney had notified the LEPB about part of the lawsuit trial set for October; the members declined representation at that time.

The members were informed that the small conference room at the County Services Building in Pelham has been reserved for the special meeting at 5:00 p.m. on Monday, August 11. With no further business, the meeting was adjourned by motion of Mr. Martin.

Minutes approved by:

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Randall W. Donaldson, Board Chairman

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Bill M. Martin, Board Secretary

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Teddy R. Brasher

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Kevin W. Morris