

Shelby County Law Enforcement Personnel Board
Special Meeting
March 6, 2014, 5:00 p.m.

The main purpose of the special meeting was to discuss current and future promotional testing and the LEPB budget.

Chairman Donaldson called the meeting to order in the County Services Building, asking Mr. Weatherford 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 Chief Deputy John Samaniego, Capt. Chris George, and Corrections Officer J. Adam Wills.

Chairman Donaldson asked the secretary to read a letter to the Board documenting employees' concerns expressed to her about the Deputy Sergeant and C. O. Sergeant testing. Officer Bill Brannon's email pointed out that the recommended amount of time to obtain and study the books was more than had been allowed; several other employees verbally concurred that at least the minimum recommended time should be given.

Officer Wills had given the Board a note requesting a waiver to test, as he will complete classes at Jefferson State Community College by April 25. He said fellow officers and even supervisors often ask him questions due to his nine years' experience, and he felt he could contribute more if given a chance at promotion. In late 2011, a waiver had been granted to former C. O. Sgt. Leslie Hood, who had not yet received his bachelor's degree but did complete his coursework days before the C. O. Lieutenant test that year.

Deputy Damon Bone came to the LEPB office to submit his application to test for Sergeant. He asked whether there would be a make-up date, as he will be in training for Army National Guard on the date the tests are scheduled.

Deputy Marty Bailey called the office and was asked to email his dilemma. He purchased the study books, underwent surgery, and became ill. The deadline passed before he could turn in his application. Because of the delay caused by his medical issues, he requested to test this time, as it would likely be two years before the next promotional testing.

Employees' representative Mr. Weatherford opined that postponing the date of the tests would solve most of the problems expressed by the candidates. He moved that the date for the Sergeant testing be moved back to Saturday, April 26. Mr. Brasher seconded the motion and it carried. The test administrator and the Training Center will be contacted for availability.

Mr. Weatherford then moved to grant Deputy Bailey's request to test. Mr. Morris seconded that motion and it passed.

It was also decided that the scoring service would be used to grade the promotional tests. The testing service will be asked about turnaround time to send the scores back.

Chairman Donaldson then initiated a discussion on the effect the promotional testing has on the LEPB's budget. Chief Samaniego stated that AUM is a neutral party, and the process does not work without them. AUM always has staff in the room during Lieutenant testing, assessments, and face-to-face scenarios. Mr. Donaldson wanted to clean up the Rule concerning promotional tests, including frequency, and went on record saying that the Board wants Sworn-side testing one year and Corrections the next. Figures were presented from the close of the last fiscal year and Mr. Donaldson's projections into the current year. Mr. Morris said the forecast has some slack and the Board needs to be proactive. Mr. Donaldson agreed there should be more detail in the plan, which would increase costs. Chief informed the members he had told State Representative Mike Hill that we are going back ten years with canned tests, and funds can be earmarked for testing. Mr. Morris replied that putting out the money doesn't mean it has to be spent; the Board responded as they were asked to do concerning the lawsuit fees. Mr. Martin asked if there is no need, is there an out? Chairman Donaldson answered yes, there is breathing room in the budget.

It was noted that the next regular monthly meeting had been moved to Wednesday, March 19.

With no further business, the meeting was adjourned on 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