

Shelby County Law Enforcement Personnel Board
Special Meeting
July 22, 2014, 5:00 p.m.

The main purpose of the special meeting was to discuss the budget.

Chairman Donaldson called the meeting to order in the County Services Building, asking Mr. Morris 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 Senior Director Cindy Forehand and Dr. Brent Maulden of Auburn University – Montgomery Center for Business, Chief Deputy John Samaniego, and Shelby County Finance Manager Butch Burbage.

AUM's assessments of the Sheriff's Office's jobs were used to create suggested pay scales for all classifications, copies of which Dr. Maulden now distributed and explained in detail. Chief Samaniego's concern was that the Commission may not put money in the Sheriff's Office's budget to cover salaries after the new pay scales are approved. More steps had been added at each end, with top steps slightly higher and amounts spread evenly so that the total amount did not increase substantially. Employees would be placed on the scale according to dollar amounts, not their current steps. Chairman Donaldson was comfortable with the proposed steps and pay scales, saying that the goal is not to impact the Sheriff's Office's budget but to ensure that long-term employees will not lose any money.

Mr. Burbage was asked for his input. Shelby County's revenues, building permits, property and sales taxes, are just now returning to 2008 levels. In discussions in which he has been involved, Commissioners indicated they would like to restart the step raise process, and Cost-Of-Living Adjustments would be secondary. He said some county employees who had not seen an increase in years were finally given step raises two years ago. In his opinion, expenditures will likely continue increasing for the foreseeable future.

Mr. Morris said the Board needs to anticipate what it is going to do for employees, and improve communications with the Commission. Mr. Donaldson agreed, mentioning that the LEPB has recommended the same lump-sum payments each of the last two years as the county employees received. According to Mr. Burbage's calculations, giving the county employees a Cost-Of-Living Adjustment of one percent would add up to approximately \$450,000.00. Also considered was the fact that health care costs will soon be affected, continuing to rise at a faster rate than in the recent past. The County, under the State Employees Insurance Board, currently pays ninety-two percent of health and dental insurance for its employees including the Sheriff's Office.

Chairman Donaldson distributed copies of the LEPB's budget he had tallied for the current fiscal year from figures supplied by the County Commission each month. Highlighted were some line items for July through September that may change.

The Chairman then suggested that the Sergeant tests be given soon. Mrs. Forehand said AUM would be able to handle testing, interviews, and assessments as they had for the Lieutenant positions.

There was a brief discussion on a having the LEPB's Rules and Regulations rewritten, brought up at previous meetings and warranting more thorough discussion. Mr. Donaldson suggested that the AUM representatives attend two or three of those work sessions and treat the Board members as subject matter experts, observing discussions on how to best reword the Rules. Chief Samaniego offered to mark up a hard copy with updates. Mrs. Forehand was given a copy of the current Rules with a list of the changes since 2004.

A special meeting was called for 5:00 p.m. Monday, August 11 to discuss these matters, pending availability of a conference room at the County Services Building in Pelham. The members were reminded that the next regular monthly meeting was moved to 6:00 p.m. Thursday, July 24, and the following regular meeting will be on August 19.

The Chairman thanked the guests for attending. 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