

Shelby County Law Enforcement Personnel Board
Regular Meeting
August 18, 2015, 6:30 p.m.

Chairman Donaldson called the meeting to order and asked Mr. Brasher to give the invocation.

Board members and staff present were Mr. Donaldson, Mr. Mitchell, Mr. Martin, Mr. Brasher, and secretary Lucy Womac. Guests in attendance were Chief Deputy Chris George and Corrections Officer William (Bo) Collum.

Mr. Martin moved to approve the minutes from the July 21 regular meeting and the August 17 budget planning session. Mr. Mitchell asked that the executive session be included in the planning session minutes. Mr. Martin amended his motion to include the change; Mr. Mitchell seconded the motion and it carried.

OLD BUSINESS

At the August 17 planning session, Chairman Donaldson distributed the latest budget information. Commission Accounting had updated AUM expenses through June. Mr. Donaldson offered to email County Finance Manager Butch Burbage about encumbering funds into the next fiscal year again. IT Services' had presented a quote for a new computer, software, and printer. Mr. Mitchell moved to approve up to \$2,000.00 to upgrade the office equipment. Mr. Martin seconded the motion and it passed.

NEW BUSINESS

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

Corrections Officer Rick Mitchell had requested thirty more days from the Reserve Sick Leave Bank. Mr. Mitchell moved to approve the time for Officer Mitchell. Mr. Martin seconded and the motion passed.

C. O. Christopher Wade requested the five-percent educational incentive for completing his associate in applied science degree in criminal justice from Kaplan University. Mr. Mitchell observed that Officer Wade had met the criteria and moved to approve the incentive. There was no second to his motion.

The Sheriff's proposal was discussed to change the fitness test requirements for employee incentives from the Cooper Fit-Test to APOSTC. Officer Collum asked if the eight-hour Fit-day off could be changed to twelve hours. Chief George replied that there could be a problem if someone had their hours and/or classification changed. The LEPB approved Cooper standards for employee incentives in 1993, and for hiring purposes effective 1994,

but it is not in the Rules. Mr. Donaldson offered to write Rule 6.05 listing the incentives, and it was agreed that the test requirements could be added (and changed) as an addendum.

Corrections Sgt. Tony Pavolini had written a letter to Sheriff Samaniego withdrawing his resignation and asking for a leave of absence of thirty days. The Sheriff approved the request. Per LEPB Rule 8.02(u), Mr. Mitchell moved for the Board to also approve the leave of absence. Mr. Martin seconded the motion and it carried.

AUM invoices #5 and #6 on the C. O. Sergeant testing/assessment contract were presented. June's was in the amount of \$6,493.16 for the fixed fee; July's was for the fixed fee plus \$106.42 for cost reimbursables for a total of \$6,599.62. Mr. Mitchell moved to approve both bills for payment. There was no second.

As FYI, there were sixteen step raises signed by the Sheriff due in August and September, one denied due to an earlier suspension, and three recent suspensions. The Board went into executive session at 7:52 p.m.; executive session ended at 7:58 p.m.

Chairman Donaldson then revisited the motions not seconded. The motion for C. O. Wade's educational incentive died for lack of a second. Mr. Martin said he will not second motions to approve incentives for online degrees, as a professor who taught both told him that those who attended in person got more from classes than online students did. Mr. Donaldson noted that Auburn and Alabama have online programs. He said educational incentives will be discussed during the Rules rewrite. The AUM invoices were then reconsidered. Mr. Mitchell stated that he did not like having unpaid bills. Mr. Martin asked if Mr. Brasher wanted to second that motion. Mr. Brasher seconded; motion passed.

A special meeting was called for the secretary's annual review at 4 p.m. Thursday, September 10, pending availability of the small conference room in Pelham.

With no further business, the meeting was adjourned.

Minutes approved by:

Randall W. Donaldson, Board Chairman

Bill M. Martin, Board Secretary

Teddy R. Brasher

Lyle D. Mitchell