

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
January 23, 2024, at 4:00 PM
Sheriff's Office Training Center—Large Classroom
543 McDow Road Columbiana, AL 35051

I. CALL TO ORDER

Board Chairman, Mr. Jake Guercio, called the meeting to order at 4:00 p.m.

II. INVOCATION

Mr. Bill Keller gave the invocation.

III. ROLL CALL

Present:

Mr. Jake Guercio, Board Chairman
Mr. James Sellers, Board Secretary
Mr. Rick Ogden
Mr. Alan Miller
Mr. Bill Keller
Danielle Warren, LEPB Administrative Assistant

Others Present:

Mr. Dale Gorham, Net-to-Net, Inc.
Captain Mark Bishop
Sergeant Jonathan Seales

IV. ADOPTION OF AGENDA

Mr. Alan Miller made a motion to approve the agenda as presented. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

V. ELECTION OF OFFICERS

In accordance with the provisions of the enabling act for the LEPB, the election of Board Chairman and Board Secretary are required to be conducted at the beginning of each calendar year.

Board Secretary, Mr. James Sellers, opened the floor for nominations for the position of Board Chairman. Mr. Rick Ogden nominated Mr. Jake Guercio. Mr. Sellers called

for nominations for Board Chairman two more times. With no further nominations made Mr. James Sellers declared Mr. Jake Guercio the Board Chairman for 2024.

Board Chairman, Mr. Jake Guercio, opened the floor for nominations for the office of Board Secretary. Mr. Bill Keller nominated Mr. James Sellers for Board Secretary. Mr. Jake Guercio called for nominations for Board Secretary two more times. With no further nominations made, Board Chairman Mr. Jake Guercio declared Mr. James Sellers Board Secretary for 2024.

VI. CORRESPONDENCE & MESSAGES

Notices from the Sheriff's Office including merit step raises were reviewed, no action required.

VII. READING/APPROVAL OF DECEMBER 19, 2023, REGULAR MEETING MINUTES

Mr. Bill Keller made a motion to approve the December 19, 2023, Regular Meeting Minutes as presented. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.

VIII. OLD BUSINESS

1) Mr. Dale Gorham of Net-to-Net, Inc. provided an update on the revision of the careers page on the LEPB website and went over website statistics such as incoming visitor traffic and what pages are receiving the most visits. Ms. Warren recommended the Board consider separating POST and non-POST candidates into separate job postings on NeoGov and the revised careers webpage as a means to streamline application review as well as suggesting it may be a way to attract candidates. She stated that she noticed other agencies have similar job posting practices, including agencies nearby, and it may help encourage candidates to apply.

IX. NEW BUSINESS

- 1) Review/Ratification of January 12, 2024, Deputy Sheriff and Jail Deputy Test Scores
 - a. Mr. Bill Keller made a motion to ratify the test scores as presented and recommended the qualified candidates be added to the eligibility list. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
- 2) Review/Discussion of requests to reinstate seniority for Deputies Kyle Stevenson and Hilary Castleberry

- a. Mr. Bill Keller made a motion to accept Deputies Stevenson and Castleberry's requests. The motion was seconded by Mr. Alan Miller. The motion passed unanimously.
 - b. Mr. Jake Guercio requested adding discussion regarding seniority to the next meeting's agenda.
- 3) RSLB Participation Application
 - a. Mr. Bill Keller made a motion to approve Ms. Miller's reserve sick leave bank participation application. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
- 4) Review of January 2024 Fitness Incentives were reviewed, no action required.
- 5) Review of Jail Deputy Sergeant Krystle Sargent & Deputy George Gilbert's Educational Incentive Requests
 - a. Krystle Sargent:
 - i. Mr. Bill Keller made a motion to approve Jail Deputy Sargent's education incentive request. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
 - b. Gilbert, doesn't qualify. Rejected.
 - ii. Mr. James Sellers made a motion to deny Deputy Gilbert's educational incentive request for failing to qualify for the incentive. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.
- 6) Discussion whether reinstated employees automatically qualify for incentives received prior to separation
 - a. Mr. Jake Guercio requested the issue be tabled until a later date and questions regarding reinstatement of seniority and prior service credit can be addressed.
- 7) Discussion regarding the purchase of recruiting merchandise
 - a. Mr. Bill Keller made a motion to approve the Sheriff's Office request to purchase recruiting merchandise from Boost Brands. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
- 8) Discussion regarding changing the Corrections Officer job titles in the current LEPB Rules & Regulations to the current job classification titles
 - a. Mr. James Sellers made a motion to revise all mentionings of "Corrections Officer" in the LEPB Rules and Regulations to the current job description title of "Jail Deputy". The motion was seconded by Mr. Bill Keller. The motion passed unanimously.
- 9) Proposed Amendment to Section 6.03 of the current LEPB Rules and Regulations, dated November 9, 2017, clarification wording relating to regional accreditation agencies, was read. A public hearing will be held on February 6, 2024, for public comments regarding the proposed amendment.

10) Proposed Amendment to Section 7.05(b) of the current LEPB Rules and Regulations, dated November 9, 2017, relating to exemption status for candidates currently holding APOST certification or having previous sworn, certified, law enforcement experience, was read. A public hearing will be held on February 6, 2024, for public comments regarding the proposed amendment.

X. OTHER BUSINESS

1) 58-CV-2023-000145.00

WILLIAM YAZEL VS SHERIFF JOHN SAMANIEGO ET AL

a) Attorney, Mr. Josh Arnold was unable to attend, but sent a copy of the order for the Board's review. He stated by email that he would follow up if the Board had any further questions or developments in the matter.

2) Captain Mark Bishop provided a brief update on the Interview Now recruiting app. He stated that some technical issues arose but have since been resolved and he also stated that Mr. Chandler Wallace of Steak and Eggs Media provided media content that can be shared on the Sheriff's Office social sites.

XI. FINANCIALS

1) IOS Invoice #C58767A for \$100.00 for REACH/Pearson Candidate Testing for 2023

2) PeopleSmart Invoice for \$8,400.00 for Incumbent/New Job Descriptions Project

3) Review of Amazon Invoice for \$118.37 for the purchase of a file cabinet key and hanging file binders

a) Mr. Bill Keller made a motion to approve all invoices as presented. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.

4) December 2023 and January 2024 budget reports were reviewed, no action necessary.

RECESS/ADJOURN

There being no further business, Mr. Bill Keller made a motion to adjourn the meeting. The motion was seconded by James. The motion passed unanimously.


Board Chairman, Mr. Jake Guercio, adjourned the meeting at 4:56 p.m.

X



Board Chairman, Mr. Jake Guercio

Date: 02 / 06 / 2024

X 
Board Secretary, Mr. James Sellers

Date: 02 / 06 /2024

The next meeting of the Shelby County LEPB is a public hearing with a regular meeting to follow, planned for Tuesday, February 6, 2024, at 4:00 p.m. at the Sheriff's Office Training Center, at 543 McDow, Columbiana, AL, 35051.