

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
March 19, 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 4:02 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. Bill Keller
Danielle Warren, LEPB Administrative Assistant

Others Present:

Major Jay Fondren
Lieutenant David Perry
Mr. Carson Hill, NeoGov
Mr. Dale Gorham, Net-to-Net, Inc.

IV. ADOPTION OF AGENDA

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

V. PRESENTATION FROM NEOGOV

Mr. Carson Hill gave a presentation on NeoGov's governmentjobs.com job posting subscription service. The subscription would guarantee boosting job postings in a candidate's job searches on governmentjobs.com. While the jobs are posted on the site, boosted jobs are pushed to the top of job searches and without the subscription there is no guarantee the job posting will be shown in a candidate's general job search without specifically searching for that job. The LEPB already uses NeoGov's Insight

candidate application tracking management system with a cost of \$7,793 paid annually. The governmentjobs.com subscription would be an additional \$2,000 payable annually. Mr. Hill added that governmentjobs.com is the #1 public sector job board with access to over 56 million applicant profiles. He followed up his presentation by asking if the Board was ready to consider moving forward with the subscription. Mr. Jake Guercio stated the Board would need time to discuss. Mr. Hill stated that he could build a quote for the Board to review. A brief discussion on application workflow and how the current Insight subscription is used by the LEPB and the Sheriff's Office followed. Mr. Bill Keller stated it might be worth sitting down with the County to discuss the workflow further; how applications collected by the LEPB transmits to the County in the onboarding of hired applicants. The Board wants to research the matter further.

VI. CORRESPONDENCE & MESSAGES

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

VII. READING/APPROVAL OF FEBRUARY 20, 2024, & MARCH 5, 2024, REGULAR MEETING MINUTES

Mr. James Sellers made a motion to approve the February 20, 2024, Regular Meeting Minutes minutes as presented. Mr. Bill Keller made a motion to approve the March 5, 2024, Regular Meeting Minutes as presented. The motions were seconded by Mr. Rick Ogden. The motions passed unanimously.

VIII. NEW BUSINESS

- 1) Review/Approval of March 14, 2024, Deputy Sheriff & 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 Rick Ogden. The motion passed unanimously.
- 2) Request from Sheriff Samaniego regarding consideration of adding a new job description for a Community Relations Specialist
 - a. Major Fondren requested the item be tabled. Mr. Bill Keller made a motion to approve Major Fondren's request. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
- 3) Request from Sheriff Samaniego regarding hiring of Jail Social Worker
 - a. Mr. Bill Keller made a motion to approve Sheriff Samaniego's request to begin Jail Social Worker, Jamie Rogers, at Step 6 on the Jail Social Worker Pay Scale. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

- 4) Review of new Memorandum of Agreement from Army PaYS Program
 - a. Mr. Bill Keller made a motion to approve the revised Memorandum of Agreement. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
- 5) Discussion regarding Brad Scott's request to take the fitness test
 - a. Mr. James Sellers stated Deputy Scott was out on military orders and was not able to complete the test to qualify for the fitness incentive and requested a waiver. According to Mr. Sellers, Deputy Scott stated he was denied a makeup test. Major Fondren stated that from the Sheriff's Office perspective it wasn't a denial, but that Deputy Scott needed to submit a request to the Board. There was brief discussion on what options were available to the Board on granting a waiver. Following discussion, Mr. James Sellers made a motion to approve a waiver and grant back pay of the 2% fitness incentive from the time of the most recent test as well as grant eligibility to take the next available fitness test. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.

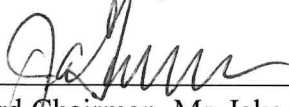
IX. FINANCIALS

- 1) IOS Invoice #C58428A for \$718.30 for cost of travel expenses related to 2023 Sworn Promotional Testing
- 2) Amazon Invoice #1DVC-N7D7-YPRG for \$318.83 for office supplies
 - a. Mr. Bill Keller made a motion to approve all invoices. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
- 3) February and March 2024 Budget Reports were reviewed, no action necessary.
 - a) Major Fondren reminded the Board about upcoming capital budget discussions for the Sheriff's Office.


RECESS/ADJOURN

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

Board Chairman, Mr. Jake Guercio, adjourned the meeting at 5:10 p.m.

X 
 Board Chairman, Mr. Jake Guercio

Date: 4 / 2 / 2024

X 
 Board Secretary, Mr. James Sellers

Date: 4 / 2 / 2024

The next meeting of the Shelby County LEPB is a regular meeting planned for Tuesday, April 2, 2024, at 4:00 p.m., at the Sheriff's Office Training Center, located at 543 McDow Road, Columbiana, AL, 35051.