

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
May 20, 2025, 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. Alan Miller gave the invocation.

III. ROLL CALL

Present:

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

Others Present:

Captain Mark Bishop
Lieutenant Debbie Sumrall
Lieutenant David Perry
Sergeant Tommy Maddox
Ms. Leigh Ann Bates
Mr. Butch Ellis - Attorney - Wallace/Ellis

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. CORRESPONDENCE & MESSAGES

Notices from the Sheriff's Office including May 2025 Merit Step Raises were reviewed, no action necessary.

VI. READING/APPROVAL OF APRIL 15, & MAY 6, 2025, REGULAR MEETING MINUTES

- 1) Mr. Bill Keller made a motion to approve the April 15, 2025, Public Hearing and Regular Meeting Minutes as presented. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.
- 2) Mr. James Sellers made a motion to approve the May 6, 2025, Regular Meeting Minutes as presented. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.

VII. OLD BUSINESS

- 1) Discussion regarding current recruitment efforts including Summary of June-December 2025 advertising campaign proposals from ABC and CBS
 - a) Lieutenant Debbie Sumrall gave a brief overview of the CBS 42 advertising analytics. She stated that she requested the campaign be paused to film one (1) more commercial to push towards the end of the campaign which ends on May 31, 2025.
 - b) Lt. Sumrall also provided a spreadsheet comparing advertising packages she's discussed with NBC/WVTM, ABC 33/40, and CBS 42 and the benefits and differences between each campaign proposal. There was lengthy discussion regarding past and current advertising efforts and the impact to applications received and whether efforts need to take a more dynamic, creative, and inventive approach to the issue of recruitment.

VIII. NEW BUSINESS

- 1) Review/Ratification of May 16, 2025, Deputy Sheriff and Jail Deputy Test
 - 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. Alan Miller. The motion passed unanimously.
- 2) Presentation regarding candidate follow-through rate between Interview Now & NeoGov
 - a) Ms. Warren presented data regarding candidate follow-through from the Interview Now submissions to the Eligible list pipeline. Her findings demonstrated Facebook and Word of Mouth, based on candidate responses, were the most cited referral sources.

IX. FINANCIALS

- 1) April and May 2025 Budget Reports were reviewed, no action required.

X. OTHER BUSINESS

- 1) Accommodation Request from Ms. Warren
 - a) Ms. Warren submitted a request for reasonable accommodation. The Board addressed her request in Executive Session. The members of the Board stated they would research the matter to determine whether the request could be granted.

XI. EXECUTIVE SESSION

Mr. James Sellers made a motion to go into executive session. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.

Board Chairman, Mr. Jake Guercio, convened the regular meeting into executive session at 5:30 p.m.

The Board will reconvene in Open Meeting in, approximately, 15 minutes.

The purpose of this executive session is for (1) The Board to review and discuss the good name and character of LEPB employees and their related performance and/or (2) Discuss pending legal actions which either are or could be associated with the LEPB and/or (3) any discussions that are associated with the good name and character of persons who may be affiliated with or affected by any action of the Shelby County Law Enforcement Personnel Board (LEPB).

Mr. Bill Keller made a motion to reconvene into open session. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

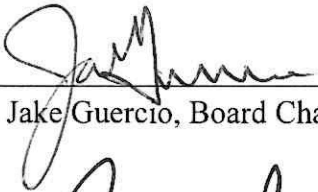
(Time recessed: 5:30 p.m. Time reconvened: 5:53 p.m.)

RECESS/ADJOURN

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

Board Chairman, Mr. Jake Guercio, adjourned the meeting at 5:53 p.m.

Meeting minutes submitted by LEPB Administrative Assistant, Danielle Warren, on 06/03/2025.

X 
Mr. Jake Guercio, Board Chairman

Date: 06/03 / 2025

X 
Mr. James Sellers, Board Secretary

Date: 06/03 / 2025

The next meeting of the Shelby County LEPB is a regular meeting planned for Tuesday, June 3, 2025, at 4:00 p.m. at the Sheriff's Office Training Center, at 543 McDow Road, Columbiana, AL, 35051.