

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Special Meeting Minutes
July 18, 2025, at 3:00 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 3:04 p.m.

II. INVOCATION

Mr. Bill Keller gave the invocations.

III. ROLL CALL

Present:

Mr. Jake Guercio, Board Chairman
Mr. James Sellers, Board Secretary
Mr. Bill Keller
Mr. Alan Miller

Absent:

Mr. Rick Ogden

Others Present:

Chief Deputy Clay Hammac
Major Russell Bedsole
Lieutenant Debbie Sumrall
Lieutenant Leslie Hood
Lieutenant Janet Parker
Lieutenant David Perry

Ms. Krissie Masters
Ms. Leigh Ann Bates
Ms. Susan Crumpton
Ms. Teresa Smith
Mr. Butch Ellis

IV. ADOPTION OF AGENDA

Mr. Alan Miller made a motion to adopt the agenda as presented. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.

V. OLD BUSINESS

- 1) Discussion regarding Ms. Warren's recent Merit Step Raise
 - a) Mr. James Sellers stated that he believed the Board made an error in their decision and made a motion to rescind Ms. Warren's transition to the

Executive Administrator pay scale. The motion was seconded by Mr. Alan Miller. The motion passed unanimously.

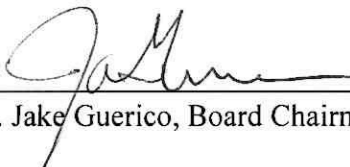
- b) There was brief discussion noting that Ms. Warren was due for a step raise in accordance with her employment anniversary and Mr. Sellers stated his opinion that Ms. Warren's job description needed re-evaluation and a pay study conducted. Mr. Butch Ellis recommended rather than rescind the previous motion, to table to motion for reconsideration. With that, Mr. James Sellers made a motion to table the previous vote. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.
- c) Mr. Alan Miller made a motion to engage in a pay study to establish a revised job description in accordance with the duties for Ms. Warren's position and then make a recommendation for an appropriate placement in a pay scale based on those duties. Mr. Jake Guercio added to that motion a pay scale specific to the LEPB and separate from the Sheriff's Office pay scale. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
- d) Mr. Guercio stated that Ms. Warren was due for an automatic step raise in accordance with her employment anniversary of July 22nd and to allow the step raise go into effect pending until the outcome of the pay study. Mr. Bill Keller asked whether the question raised is related to the job description or to the pay scale. Mr. Sellers responded that additional duties had been added and the job description needed updating and review. Mr. Keller further inquired whether the updated pay scale would need to come back to the Board for a formal vote and then review the pay scale to ensure it is up to date and accurate to be brought back to the Board for a formal, separate vote. Mr. Sellers responded in the affirmative. Mr. Guercio reiterated that the pay scale will be separate from the Sheriff's Office pay scale. Mr. Alan Miller made a motion that Ms. Warren's automatic step increase occur as originally scheduled on July 22nd. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.

RECESS/ADJOURN


There being no further business, Mr. Alan Miller made a motion to adjourn the meeting. The motion was seconded by Mr. James Sellers.

Board Chairman, Mr. Jake Guercio, made a motion to adjourn the meeting at 3:11 p.m.

Meeting minutes submitted by Danielle Warren, LEPB Administrative Assistant, on 08/05/2025.

X 
Mr. Jake Guerico, Board Chairman

Date: 08 / 05 / 2025

X 
Mr. James Sellers, Board Secretary

Date: 08 / 05 / 2025

The next meeting of the Shelby County LEPB is a regular meeting planned for Tuesday, August 5, 2025, at 4:00 p.m. at the Sheriff's Office Training Center, at 543 McDow Road, Columbiana, AL, 35051.