

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
August 19, 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 4:01 p.m.

II. INVOCATION

Mr. Bill Keller gave the invocation.

III. ROLL CALL

Present:

Mr. Jake Guercio – Board Chairman
Shelby County Deputy, James Sellers, Ret. – Board Secretary
Mr. Bill Keller
1st Lieutenant Trooper, Rick Ogden, Ret.
Colonel Alan Miller, USMC, Ret.
Danielle Warren – LEPB Administrative Assistant

Others Present:

Major Jay Fondren	Ms. Krissie Masters
Lieutenant Debbie Sumrall	Ms. Erin Prady
Lieutenant Leslie Hood	Ms. Leigh Ann Bates
Lieutenant David Perry	Mr. Phil Burns
Lieutenant Crystal Motley	

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. DISCUSSION REGARDING POTENTIAL COLA ADJUSTMENT

Mr. Jake Guercio requested Board members speak with their respective appointing representative(s) and ask questions about each group's current economic outlook. There was discussion regarding market uncertainty/instability, comparison with surrounding law enforcement agencies and federal agencies who have adopted cost of

living adjustments for 2025/2026, and whether the current economic conditions could support a cost of living adjustment. Mr. Phil Burns, Chief Operating Officer for Shelby County, was in attendance and answered any questions Board members asked about the current economic state of the County. Board members also briefly discussed their own individual research and presented that information during the meeting. Discussion often turned towards the importance of cost of living adjustments for recruitment and retention efforts. Mr. Guercio opened the floor to public comments. Many of the comments centered on recruitment and retention concerns.

VI. PUBLIC COMMENTS

Sgt. Crystal Motley spoke to the difficulties of recruiting, specifically in the Jail Division, and how a cost of living adjustment would be beneficial. She noted that a cost of living adjustment would help with both recruitment and retention.

VII. CORRESPONDENCE & MESSAGES

Notices from the Sheriff's Office were reviewed, no action necessary.

VIII. READING/APPROVAL OF AUGUST 5, 2025, REGULAR MEETING MINUTES

Mr. James Sellers made a motion to approve the August 5, 2025, Regular Meeting Minutes as presented. The motion was seconded by Mr. Alan Miller. The motion passed unanimously.

IX. NEW BUSINESS

- 1) Review/Approval of August 15, 2025, Deputy Sheriff & Jail Deputy Test Scores
 - a) Mr. Bill Keller made a motion to approve 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.

X. FINANCIALS

- 1) Review of August 15, 2025, credit card statement for \$3,759.70 with receipts included
- 2) Review of Maridan Invoices for Sheriff's Office branded marketing materials totaling \$2,499.32
 - a) Mr. Bill Keller made a motion to approve the credit card statement and invoices for payment. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

XI. OTHER BUSINESS

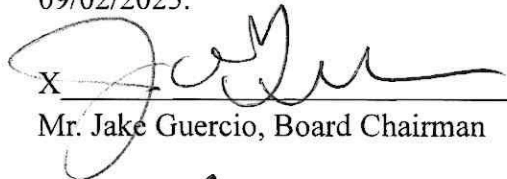
New marketing intern, Erin Prady, responded to questions regarding a campaign proposal that had been presented by CBS 42 for streaming college football totaling \$20,000. There was discussion about how that advertising package provided more benefits than others that had been presented and she strongly recommended that particular package because of said benefits. Following discussion, Mr. Bill Keller made a motion to approve purchase of the recommended advertising package. The motion was seconded by Mr. Alan Miller. The motion passed unanimously. Erin's \$20,000. Alan 2nd. Unanimous. Mr. Guercio requested a presentation for social media marketing be presented at the next regular meeting.

RECESS/ADJOURN


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

Board Chairman, Mr. Jake Guercio, adjourned the meeting at 5:07 p.m.

Meeting minutes submitted by LEPB Administrative Assistant, Danielle Warren, on 09/02/2025.

X 
Mr. Jake Guercio, Board Chairman

Date: 9 / 2 / 2025

X 
Mr. James Sellers, Board Secretary

Date: 9 / 2 / 2025

The next meeting of the Shelby County LEPB is a regular meeting planned for Tuesday, September 2, 2025, at 4:00 p.m., at the Sheriff's Office Training Center, at 543 McDow Road, Columbiana, AL, 35051.