

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006

COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
September 2, 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 4:08 p.m.

II. INVOCATION

Mr. Rick Ogden 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:

Major Jay Fondren
Captain Mark Bishop
Lieutenant Debbie Sumrall
Lieutenant David Perry
Lieutenant Leslie Hood
Sergeant Crystal Motley
Sergeant Tommy Maddox
Ms. Krissie Masters

Ms. Leigh Ann Bates
Ms. Teresa Smith
Ms. Jamie Rogers
Ms. Erin Prady
Ms. Jesslan Wilson, Deputy
County Manager
Mr. Butch Ellis— Attorney,
Wallace/Ellis

IV. ADOPTION OF AGENDA

Mr. Bill Keller made a motion to amend the agenda V. Discussion Regarding Potential COLA Adjustment down to after Item #8, just before new business, add referral program for SCSO. The motion was seconded by Mr. James Sellers. The motion to approve the amended agenda passed unanimously.

V. CORRESPONDENCE & MESSAGES

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

VI. READING/APPROVAL OF AUGUST 19, 2025, REGULAR MEETING MINUTES & AUGUST 28, 2025 WORK SESSION

- 1) August 19, 2025, Regular Meeting Minutes
 - a) Mr. Bill Keller made a motion to approve the August 19, 2025, Regular Meeting Minutes as presented. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
- 2) August 28, 2025, Work Session
 - a) Mr. Bill Keller made a motion to approve the August 28, 2025, Work Session Minutes as presented. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

VII. NEW BUSINESS

- 1) Marketing Presentation by Ms. Erin Prady
 - a) Lt. Debbie Sumrall opened the presentation stating that there were still a lot of proposals under review and she and Ms. Prady was working to narrow them down. Ms. Prady discussed the options available for both packages presented from iHeart Media and CBS 42. There was discussion regarding terminology and specific features from each advertising package. Ms. Prady and Lt. Sumrall both recommended the CBS 42 package for the features available, past advertising history, and cost of the package presented. The Board discussed the importance of keeping advertising continuous and took the recommendation under consideration.

VIII. DISCUSSION REGARDING POTENTIAL COLA ADJUSTMENT & BONUS PROGRAM

Mr. Jake Guercio opened discussion and stated the LEPB would have liked to do more than they feel able to do at the present time. There was discussion regarding current economic conditions as well as requests for the LEPB to review some current policies regarding longevity pay or reviewing the current pay scales. The LEPB took all requests under consideration. The Board noted that if conditions should improve at a later time, then they would revisit making an additional COLA to the current proposed one-time payment of \$1,000.00. Mr. Bill Keller made a motion to approve a one-time COLA payment to Shelby County Sheriff's Office employees hired prior to September 1, 2025. The motion was seconded by Mr. Rick Ogden. The motion passed.

Mr. Guercio discussed interest in developing an Employee Referral System. The referral bonuses would be paid by the LEPB. He stated he would speak to legal counsel to make sure that it was possible. Board members recognized that employees often make the best source of referrals and would like to incentivize employees. It was noted that Shelby 911 had

implemented a similar program with success. Mr. Guercio stated he would work with legal counsel to draft some guidelines and that he would like to see the program begin soon.

IX. FINANCIALS

- 1) Review of Maridan Invoice for \$681.00 for Sheriff's Office branded marketing materials
- 2) Review of Net-to-Net Invoice #10924 for \$367.50 for labor and fees for computer and account setup
- 3) Reminder regarding End of FY 2025 Requisition and Invoice deadlines
 - a) Invoices were reviewed, no action necessary.

XI. OTHER BUSINESS

Lieutenant Leslie Hood and Lieutenant David Perry requested the Board look into current policies including longevity pay and the pay scales. It was noted that some area agencies were closing in on the current pay scales and current incentives may not be enough to keep more tenured employees longer. Current economic conditions were again discussed. The LEPB stated they would take the requests under consideration.

RECESS/ADJOURN

There being no further business, Mr. Bill 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 5:22 p.m.

Meeting minutes submitted by LEPB Administrative Assistant, Danielle Warren, on 9/16/2025.

X 
Mr. Jake Guercio, Board Chairman

Date: 09 / 16 / 2025

X 
Mr. James Sellers, Board Secretary

Date: 09 / 16 / 2025

The next meeting of the Shelby County LEPB is a regular meeting planned for Tuesday, September 16, 2025, at 4:00 p.m., at the Sheriff's Office Training Center, at 543 McDow Road, Columbiana, AL, 35051.