

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
November 4, 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 4:02 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. Rick Ogden
Mr. Alan Miller

Absent:

Mr. Bill Keller

Others Present:

Sheriff John Samaniego
Captain Mark Bishop
Lieutenant Debbie Sumrall
Sergeant Tommy Maddox
Deputy Ashton Cook
Ms. Leigh Ann Bates
Mr. Butch Ellis
Mr. Phil Burns

IV. ADOPTION OF AGENDA

Mr. Alan Miller 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 merit step raises were reviewed, no action necessary.

**VI. READING/APPROVAL OF (MONTH, DATE, YEAR,)[TYPE OF MEETING]
MEETING MINUTES**

Mr. Alan Miller made a motion to approve the September 2, 2025, Regular Meeting Minutes as presented. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.

VII. NEW BUSINESS

1) RSLB applications

- a) Mr. James Sellers made a motion to approve all 23 applications to join the RSLB. The motion was seconded by Mr. Alan Miller. The motion passed unanimously.

2) Discussion of a proposed change to the Physical Fitness Incentive

- a) Mr. James Sellers made a presentation about changes to the Physical Fitness Incentive, making it permanent after passing 30 successful PT tests. Sheriff Samaniego disagreed with the proposal because he felt the 2% pay was an incentive to encourage physical fitness throughout an employee's career. Mr. Phil Burns stated that he felt the board should seek legal guidance if a change is going to be made because the term incentive would not be appropriate if it became permanent. After a brief discussion, no motion was made.

3) Letter from Department of Workforce for records inspection

- a) Mr. Jake Guercio advised the board members the inspection was taking place, no action necessary

4) University of Alabama's Spring 2026 Career Fair

5) Mr. Alan Miller made a motion to approve \$800 for registration for the career fair. The motion was seconded by Mr. James Sellers. The motion passed

VIII. OLD BUSINESS

1) Discussion of Administrative Assistant to the Board position

- a) Mr. Jake Guercio spoke about his discussions with Express Employment Professionals, a temp agency the Board has used in the past. Mr. Jake Guercio advised they would be referring us candidates to interview for the position.

IX. FINANCIALS

1) September & October 2025 Budget Reports were reviewed, no action necessary.

X. OLD BUSINESS

- 2) Discussion of Administrative Assistant to the Board position
 - a) Mr. Jake Guercio spoke about his discussions with Express Employment Professionals, a temp agency the Board has used in the past. Mr. Jake Guercio advised they would be referring us candidates to interview for the position.

XI. OTHER BUSINESS

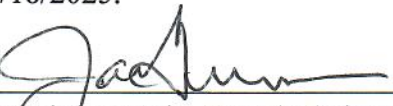
- 1) Sheriff John Samaneigo mentioned to the Board he would be asking for two changes to policy in the near future once the proposal was finished
 - a) A position for a Primary Firearms Instructor
 - b) Updating the part-time rule to allow him to hire retired APOST certified individuals to serve as SROs. The current policy limits the length of part-time employment.
- 2) Reminder of Appeal Hearing for Austin Dunn November 18, 2025, no action necessary

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. The motion passed unanimously.

Board Chairman, Mr. Jake Guercio, adjourned the meeting at 4:39 p.m.

Meeting Minutes submitted by LEPB Administrative Assistant, James Sellers, on 11/18/2025.

X 
Mr. Jake Guercio, Board Chairman

Date: 11 / 18 / 2025

X 
Mr. James Sellers, Board Secretary

Date: 11 / 18 / 2025

The next meeting of the Shelby County LEPB is a regular meeting planned for Tuesday, November 18, 2025, at 4:00 p.m., at the Sheriff's Office Training Center, at 543 McDow Road, Columbiana, AL, 35051.