

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006

COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
November 18, 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 4:05 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. Rick Ogden
Mr. Alan Miller
Mr. Bill Keller

Others Present:

Sheriff John Samaniego
Captain Mark Bishop
Lieutenant Debbie Sumrall
Sergeant Tommy Maddox
Deputy Heather Parramore
Deputy John Baggett
Ms. Leigh Ann Bates
Ms. Erin Prady
Mr. Butch Ellis
Ms. Sonya Taylor

IV. ADOPTION OF AGENDA

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

V. PUBLIC COMMENTS

- 1) Lt. Debbie Sumrall took a moment to thank Board Intern Erin Prady for her hard work. Lt. Sumrall shared that Ms. Prady has created six pieces of content for Facebook and Instagram that have all had impressive reach. One post Ms. Prady made about hiring had over 42,000 impressions. Lt. Sumrall stated that they have struggled with Instagram and since Ms. Prady has been active with her content, according to their October report, their views are up 117% and the non-followers who have viewed their content is up 50%. Ms. Prady released one video that has over 138,000 views in the one day it has been up. Lt. Sumrall stated Ms. Prady's content is growing the Sheriff's Office brand on social media.

VI. CORRESPONDENCE & MESSAGES

Notices from the Sheriff's Office including merit step raises were reviewed, no action necessary.

VII. READING/APPROVAL OF NOVEMBER 4, 2025 REGULAR MEETING MINUTES

Mr. Alan Miller made a motion to approve the November 4, 2025, Regular Meeting Minutes as presented. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.

VIII. OLD BUSINESS

- 1) Discussion of Administrative Assistant to the Board position
 - a) Mr. Jake Guercio advised we have conducted interviews. We have two more interviews to conduct and would hopefully have a new administrative assistant in place soon.

IX. NEW BUSINESS

- 1) Request from Deputy Heather Parramore to waive PT Test for this period
 - a) Mr. Bill Keller made a motion to approve Deputy Heather Parramore's request to waive the PT Test for this period and allow her to keep her 2% PT Incentive due to an on duty injury. The motion was seconded by Mr. James Sellers. The motion passed unanimously
- 2) Request from Sheriff Samaniego to create a Primary Firearms Instructor position
 - a) Mr. Alan Miller made a motion to approve Sheriff Samaniego's request to create a Primary Firearms Instructor position and make the pay scale equivalent to the Senior Pilot position. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.

X. FINANCIALS

- 1) ReReview of WVTM Invoice INV2025_10_315-WVTM for \$6,472.52 for HTVDS Distribution (**For Review Only, amount pre-approved*). No action necessary.
- 2) Review of NET-TO-NET Invoice INV2025_11_01-NET-TO-NET for License Renewals and other work performed.
 - a) Mr. Bill Keller made a motion to approve the invoice for payment. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

XI. OTHER BUSINESS

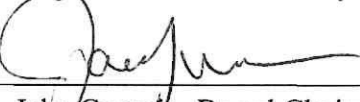
- 1) The Appeal Hearing for Austin Dunn has been rescheduled for January 20, 2025, per, his attorney's request.

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 4:29 p.m.

Meeting Minutes submitted by LEPB Administrative Assistant, James Sellers, on 12/2/2025.

X 
Mr. Jake Guercio, Board Chairman

Date: 12 / 2 / 2025

X 
Mr. James Sellers, Board Secretary

Date: 12 / 2 / 2025

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