

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
December 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 4:00 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. Bill Keller

Absent:

Mr. Alan Miller

Others Present:

Sheriff John Samaniego
Captain Mark Bishop
Sergeant Tommy Maddox
Ms. Leigh Ann Bates
Mr. Butch Ellis
Mr. Phil Burns

IV. ADOPTION OF AGENDA

Mr. James Sellers made a motion to approve the agenda as presented. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.

V. PUBLIC COMMENTS

VI. CORRESPONDENCE & MESSAGES

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

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

Mr. Bill Keller made a motion to approve the November 18, 2025, Regular Meeting Minutes as presented. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

VIII. NEW BUSINESS

- 1) Review/Approval of November 21, 2025, Deputy Sheriff & Jail Deputy Test Scores
 - a) Mr. Bill Keller made a motion to approve test scores as presented and recommended the qualified candidate be added to the eligibility list. The motion was seconded by Mr. James Sellers. The motion passed unanimously.
- 2) Introduction to Daisy Carrillo our new Administrative Assistant to the Board. No action necessary.
- 3) Review of Contract with Express Employment
 - a) Brief discussion occurred about how the Board needed to handle payments with Express Employment. Mr. Phil Burns advised that as long as the salary was covered in a budget item there was no need to have approval for individual payments.

IX. FINANCIALS

- 1) Review of October and November 2025 Budget Reports. No action necessary.

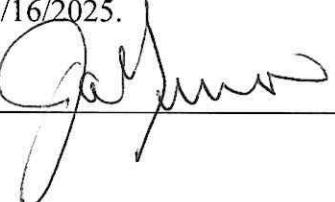
X. OTHER BUSINESS

RECESS/ADJOURN

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

Board Chairman, Mr. Jake Guercio, adjourned the meeting at 4:11 p.m.

Meeting Minutes submitted by LEPB Administrative Assistant, Daisy Carrillo, on 12/16/2025.

X 

Date: 1/6/2026

Mr. Jake Guercio, Board Chairman

X 
Mr. James Sellers, Board Secretary

Date: 1 / 6 / 2025

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