

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
September 1, 2026, 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

Alan Miller gave the invocation.

III. ROLL CALL

Present:

Mr. Jake Guercio, Board Chairman
Mr. James Sellers, Board Secretary
Mr. Bill Keller
Mr. Alan Miller
Mr. Rick Ogden
Ms. Daisy Carrillo, LEPB Administrative Assistant

Others Present:

Sheriff John Samaniego	Micah Palmer + Guests
Chief Deputy Russell Bedsole	Tyler Wilburn + Guests
Captain Mark Bishop	Emily Marino + Guests
Lieutenant Robert Rodriguez	Shawn Gates + Guests
Sergeant Crystal Motley	Andrew Berry + Guests
Mr. Butch Ellis	Hannah Greenwood + Guests
Mr. Phil Burns	William Hubert + Guests
Ms. Leigh Ann Bates	
Ms. Amanda Gonzalez	
Mr. David Perry	
Mr. John Baggett	

IV. ADOPTION OF AGENDA

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

V. PUBLIC COMMENTS

VI. SWEARING-IN CEREMONY

- 1) Swearing-In Ceremony by Sheriff John Samaniego. Patrol Division: Micah Palmer and Tyler Wilburn. Jail Division: Emily Marino, Shawn Gates, Andrew Berry, Hannah Greenwood, and William Hubert. Welcome/Remarks: Chief Deputy Russell Bedsole
 - a) The Board welcomed the new Patrol Division and Jail Division employees with a brief speech. The Chairman then yielded the floor to Lieutenant Robert Rodriguez for an introduction before retaking the floor to announce that Sheriff Samaniego would proceed with swearing in the new personnel. Following the swearing-in ceremony, Chief Deputy Russell Bedsole delivered the closing remarks.

VII. CORRESPONDENCE & MESSAGES

- 1) Notices from the Sheriff's Office were reviewed.
 - a) Sheriff John Samaniego requested advancement to Step 5 on the pay scale for the New Administrative Assistant position based on her past experience. Bill Keller made a motion to approve the Step 5 pay. The motion was seconded by James Sellers. The motion passed unanimously.

VIII. READING/APPROVAL OF AUGUST 18, 2026 REGULAR MEETING MINUTES

- 1) Mr. James Sellers made a motion to approve the August 18, 2026 Regular Meeting Minutes as presented. The motion was seconded by Bill Keller. The motion passed unanimously.

IX. OLD BUSINESS

X. NEW BUSINESS

- 1) Review the Education Incentive application
 - a) The Board reviewed the Education Incentive Application. Bill made a motion to approve the application. The motion was seconded by James Sellers. The motion was passed unanimously.
- 2) The Barons have invited the Sheriff's Office Board members and their families to attend the game on Friday, September 11.
 - a) The Board expressed their gratitude for the invitation and would let Sheriff Samaniego know whether they would be able to attend.
- 3) Discuss 2027 COLA

- a) Following Alan's recent meeting with the county, it was proposed for there to be a \$2,000 increase applied to every step across every classification. On an ongoing annual adjustment, rather than a one-year change. James Sellers made a motion to amend the current pay scale for the Sheriff's Office that all steps increase by \$2,000 for COLA beginning October 1, 2026. The motion was seconded by Alan Miller. The motion passed unanimously.

XI. FINANCIALS

- 1) Review July 2026 YTD Budget Report, July 2026 Account Trial Balance, August 2026 MTD Budget Report
- a) All reports were reviewed, no further action was necessary.

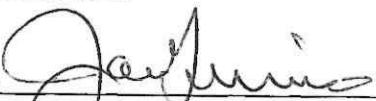
XII. OTHER BUSINESS

RECESS/ADJOURN

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

Board Chairman, Mr. Jake Guercio, adjourned the meeting at 4:49 p.m.

Meeting Minutes submitted by LEPB Administrative Assistant, Daisy Carrillo, on 09/15/2026.

X 
Mr. Jake Guercio, Board Chairman

Date: 9 / 15 / 2026

X 
Mr. James Sellers, Board Secretary

Date: 9 / 15 / 2026

The next meeting of the Shelby County LEPB is a regular meeting planned for Tuesday, September 15, 2026, at 4:00 p.m., at the Sheriff's Office Training Center, at 543 McDow Road, Columbiana, AL, 35051.