

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
September 20, 2022, at 4:00 PM
Sheriff's Office Training Center | Conference Room
543 McDow Road Columbiana, AL 35051

I. CALL TO ORDER

Board Chairman, Mr. Randall Donaldson, called the meeting to order at 4:02 p.m.

II. INVOCATION

Board Secretary, Mr. Lyle Mitchell gave the invocation.

III. ROLL CALL

Present:

Mr. Randall Donaldson, Board Chairman
Mr. Lyle Mitchell, Board Secretary
Mr. Jake Guercio
Mr. Bill Keller
Mr. Alan Miller
Danielle Warren, LEPB Office Administrator

Others Present:

Sheriff John Samaniego
Major Jay Fondren
Major Clay Hammac
Sergeant Chris Curenton
Sergeant Dylan Baker
Retired Deputy Sheriff James Sellers
Deputy Sheriff John Baggett
Captain Kevin Turner
Ms. Leigh Ann Bates
Ms. Cheyenne Crumpton
Mr. Josh Arnold of Ellis, Owens, Head, Justice & Arnold
Mr. Dale Gorham of Net-to-Net, Inc.

IV. ADOPTION OF AGENDA

Board Secretary, Mr. Lyle Mitchell made a motion to approve the agenda as presented. The motion was seconded by Mr. Jake Guercio. The motion passed unanimously.

V. READING/APPROVAL OF AUGUST 16, 2022, REGULAR MEETING MINUTES; AUGUST 18, 2022, SPECIAL MEETING MINUTES; & SEPTEMBER 6, 2022, & SEPTEMBER 9, 2022, SPECIAL MEETING MINUTES

- a) Mr. Lyle Mitchell made a motion to approve the August 16, 2022, meeting minutes as presented. The motion was seconded by Mr. Jake Guercio. The motion passed unanimously.
- b) Mr. Lyle Mitchell made a motion to approve the August 18, 2022, meeting minutes as presented. The motion was seconded by Mr. Jake Guercio. The motion passed unanimously.
- c) Mr. Bill Keller made a motion to approve the September 6, 2022, meeting minutes as presented. The motion was seconded by Mr. Jake Guercio. The motion passed unanimously.
- d) Mr. Bill Keller made a motion to approve the September 9, 2022, meeting minutes with the correction of changing the word “adopt” under III. New Business, section (b) to “amend”. The motion was seconded by Mr. Lyle Mitchell. The motion passed unanimously.

VI. CORRESPONDENCE AND MESSAGES

Correspondence and Notices from the Sheriff’s Office regarding new hire(s), resignation(s), retirement(s), and merit step raises were reviewed, no action required.

VII. OLD BUSINESS

- 1) Major Jay Fondren provided an update on the status of the Jail Deputy Sergeant and Jail Deputy Lieutenant Promotional Process.

VIII. NEW BUSINESS

- 1) Request from Sheriff Samaniego to begin new hire Brad Scott at Step 5 of the LEPB Pay Scale Rev-1 October 1, 2022.
 - a) Mr. Lyle Mitchell made a motion to approve the Sheriff’s request. The motion was seconded by Mr. Jake Guercio. The motion passed unanimously.
- 2) Request from Sheriff Samaniego to raise employees listed in the request letter one step and to approve the action prior to October 1, 2022.

- a) Mr. Bill Keller made a motion to approve the Sheriff's request. The motion was seconded by Mr. Jake Guercio. The motion passed unanimously. A copy of the request letter will be maintained with the minutes.
- 3) Request from Sheriff Samaniego to change Marie Wathen's classification from Communications Officer to appropriately reflect her current duties as Jail Deputy.
 - a) Mr. Lyle Mitchell made a motion to approve the Sheriff's request. The motion was seconded by Mr. Jake Guercio. The motion passed unanimously.
- 4) Review/Approval of September 9, 2022, Deputy Sheriff, and Jail Deputy test scores.
 - a) Mr. Jake Guercio made a motion to approve the test scores as presented. The motion was seconded by Mr. Bill Keller. The motion passed unanimously. A copy of the test scores were provided to Major Fondren
- 5) Mr. Randall Donaldson asked the Board to review all educational incentive requests presented so that that all requests could be grouped into one motion. Mr. Bill Keller made a motion to approve all educational incentive requests. The motion was seconded by Mr. Lyle Mitchell. The motion passed unanimously.
 - a) Deputy Sheriff Matt Glassford requested a 10% educational incentive for earning a Bachelor of Science degree in Human Resource Management from Faulkner University.
 - b) Deputy Sheriff Pamela Diane Fenn requested a 10% educational incentive for earning a Bachelor of Science in Criminal Justice degree from Faulkner University.
 - c) Deputy Sheriff Colin Johnson requested a 5% educational incentive for earning an Associate in Applied Science in Criminal Justice with the Police Academy option from Eastern Gateway Community College.
 - d) Jail Deputy William Collum requested a 5% educational incentive for earning an Associate in Applied Science in Criminal Justice from Eastern Gateway Community College.
 - e) Sergeant Clayton Smith requested a 15% educational incentive for earning a Master of Justice Administration from Faulkner University.
 - f) Deputy Sheriff Brian Saunders requested a 15% educational incentive for earning a Master of Business Administration from Samford University.
- 6) Discussion of Resolution 2022-09-20(7), newly revised proposed amendment to educational incentives.

Mr. Bill Keller made a motion to approve a Resolution 2022-09-20(7) to amend Section 6.03 of the LEPB Rules regarding Educational Incentives. The motion was seconded by Mr. Jake Guercio and the motion passed unanimously. The next step in the process is for the Board to hold a public hearing regarding the proposed amendment. The public hearing will be held in connection with the next meeting of the LEPB.

- 7) Resolution 2022-09-20 (2) voiding the previous LEPB 2022 Pay Scale Rev-0, October 1, 2022.
 - a) Mr. Bill Keller made a motion to void LEPB 2022 Pay Scale Rev-0, October 1, 2022. The motion was seconded by Mr. Lyle Mitchell. The motion passed unanimously.

IX. FINANCIALS

- 1) Revised Statement of Work from Industrial/Organizational Solutions, Inc., with revised total project amount of \$35,710. The original statement was in the amount of \$39,430. New total cost reflects the actual candidate testing cost.
 - a) Mr. Bill Keller made a motion to approve payment. The motion was seconded by Mr. Alan Miller. The motion passed unanimously.
- 2) Resolution 2022-09-20 (3) to pay \$9,383.33, to Industrial/Organizational Solutions, Inc., Invoice #C54266A Installment (2) of (3) for the 2022 Jail Deputy Promotional Process testing according to the revised Statement of Work received on September 6, 2022.
 - a) Mr. Bill Keller made a motion to approve payment. The motion was seconded by Mr. Lyle Mitchell. The motion passed unanimously.
- 3) Resolution 2022-09-20 (4) to pay \$1,189.99, to Net-to-Net, Inc., Invoice #10185 for I.T. service work to LEPB office and Board member computers and laptops.
 - a) Mr. Lyle Mitchell made a motion to approve payment. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.
- 4) Resolution 2022-09-20 (5) to pay \$5,729.93, to Net-to-Net, Inc., Invoice #10186 for computer and equipment upgrades for the LEPB office.
 - a) Mr. Jake Guercio made a motion to approve payment. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.
- 5) Resolution 2022-09-20 (6) to pay \$4,414.92, to Net-to-Net, Inc., Invoice #10187 for LEPB website redesign and maintenance.
 - a) Item tabled to a future meeting for further discussion.
- 6) Review of August and September 2022 Budget Reports were reviewed with no action taken.

X. OTHER BUSINESS

High Noon is scheduled to provide a presentation on a recruitment campaign to the LEPB tentatively scheduled October 4, 2022, regular board meeting. Mr. Jake Guercio noted that October 4th is the same day as National Night Out and presents a scheduling conflict for himself and others at the Sheriff's Office.

The Board agreed to move the October 4, 2022, regular board meeting to October 11, 2022. The meeting time will remain 4:00 p.m. and the location will be the Shelby

County Services Building on Highway 280. Danielle Warren is to contact High Noon to reschedule their presentation.

Mr. Dale Gorham of Net-to-Net, Inc., discussed the computer and equipment upgrades/additions as well as proposed website upgrades/improvements for the LEPB.

Two more meetings must be held to pass the proposed amendment to educational incentives and Mr. Randall Donaldson asked if it would it be possible to meet Wednesday, September 28, 2022, in Pelham. After review, the Board agreed they could meet at 9:00 a.m. at the Pelham County Services Building to hold a public hearing and a special meeting regarding the matter. The second meeting, if required for further discussion or debate, will be held on September 29, 2022, at 8:00 a.m. in the LEPB Offices located in the Shelby County Courthouse.

XI. EXECUTIVE SESSION

Mr. Bill Keller made a motion to enter Executive Session. The motion was seconded by Mr. Alan Miller. The motion passed unanimously.

The purpose of this executive session is for (1) The Board to review and discuss the good name and character of LEPB employees and their related performance and/or to (2) Discuss pending legal actions which either are or could be associated with the LEPB and/or (3) any discussions that are associated with the good name and character of persons who may be affiliated with or affected by any action of the Shelby County Law Enforcement Personnel Board (LEPB).

The Board will reconvene in open meeting in approximately 20 minutes.

(Time recessed 4:45 p.m. Time reconvened 4:55 p.m.)

Mr. Lyle Mitchell made a motion to enter regular session. The motion was seconded by Mr. Jake Guercio.

Mr. Randall Donaldson recessed the regular meeting to go into the rehearing of the Miranda Pilato appeal at 5:05 p.m.

XII. REHEARING of former Deputy Miranda Pilato

The rehearing began at 5:05 p.m. in the large classroom at the Sheriff's Office Training Center. Those in attendance included all members of the LEPB presiding, Mr. Brett Adair and Major Clay Hammac representing the Sheriff's Office, Mr. Bill Gray representing Miranda Pilato, who was in attendance, along with his two

paralegals, his wife, and an associate of Ms. Pilato. Also in attendance was Major Jay Fondren, Captain Kevin Turner, Sheriff John Samaniego, and a court reporter to take a record of the rehearing. Each attorney took turns stating their respective client's positions. The rehearing ended at 5:25 p.m. and the Board reconvened into regular session immediately after.

XIII. EXECUTIVE SESSION #2

Mr. Lyle Mitchell made a motion to enter Executive Session. The motion was seconded by Mr. Jake Guercio. The motion passed unanimously.

The purpose of this executive session is for (1) The Board to review and discuss the good name and character of LEPB employees and their related performance and/or to (2) Discuss pending legal actions which either are or could be associated with the LEPB and/or (3) any discussions that are associated with the good name and character of persons who may be affiliated with or affected by any action of the Shelby County Law Enforcement Personnel Board (LEPB).

The Board will reconvene in open meeting in approximately 10 minutes.

(Time recessed 5:25 p.m. Time reconvened 5:37 p.m.)

The Board entered regular session at 5:37 p.m.

- 1) Decision on the appeal of Miranda Pilato.
 - a) Mr. Lyle Mitchell made a motion for the Shelby County LEPB to REAFFIRM their previous decision from the prior termination appeal hearing of Miranda Pilato. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.

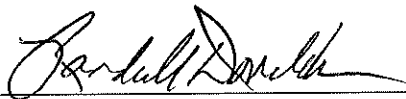
RECESS/ADJOURN

There being no further business, Mr. Lyle Mitchell made a motion to adjourn the meeting.

Board Chairman, Mr. Randall Donaldson, adjourned the meeting at 5:45 p.m.

Minutes submitted by Danielle Warren, LEPB Office Administrator, on 10/11/2022.

X



Board Chairman, Mr. Randall Donaldson

Date: 10-11-22

X 
Board Secretary, Mr. Lyle Mitchell

Date: 10-11-2022

The next meeting of the Shelby County LEPB is a special meeting planned for September 28, 2022, at 9:00 a.m. at the Shelby County Services Building at 1123 County Services Drive, Pelham, AL 35124