

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Special Meeting Minutes
September 28, 2022, at 9:00 AM
Alabama Power Building
2 Industrial Park Drive Pelham, AL 35124

I. CALL TO ORDER

Board Chairman, Mr. Randall Donaldson, called the meeting to order to 9:05 a.m.

II. INVOCATION

Mr. Jake Guercio gave the invocation.

III. ROLL CALL

Present:

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

Others Present:

Major Jay Fondren
Captain Kevin Turner
Jail Deputy Jacob Lawley
Deputy Sheriff Brian Roy
Deputy Sheriff Heather Parramore

IV. ADOPTION OF AGENDA

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

V. PUBLIC HEARING FOR PROPOSED CHANGE TO LEPB RULE 6.03

Mr. Randall Donaldson opened the floor for discussion. Deputy Sheriff Brian Roy stated that, in his opinion, current Sheriff's Office employees hired prior to October 1, 2022, and who had not yet obtained a degree, or had not yet begun actively pursuing a

degree, should be grandfathered in, so that they may continue to be eligible to receive educational incentives. He continued by saying part of his reasoning, and that shared by other current employees, is when they were hired they were eligible to receive educational incentives under the Board Rules and Regulations and the proposed revised rule would no longer allow them to be eligible to receive the educational incentives.

After lengthy and lively debate, Mr. Alan Miller stated that his position is that the amendment is appropriate as is. He stated that approving the amendment doesn't mean the Board will be finished in trying to take care of the employees and the Board would continue to make efforts towards taking care of the employees. He believed moving forward with approving the amendment, as written, would help the Board to continue to explore other opportunities to help improve Sheriff's Office employee's quality of life.

Mr. Bill Keller asked if approving the amendment today meant the Board could not address the "grandfathering" issue later because the educational incentives needed to be approved prior to October 1, 2022? Mr. Lyle Mitchell explained that the Board could move forward with approving the amendment because the "grandfathering" aspect would not immediately impact anyone currently receiving an educational incentive. Only the amounts changing from a percentage to a dollar amount is what will immediately impact employees currently receiving the educational incentives. The "grandfathering" of employees hired prior to October 1, 2022, and who've not begun actively pursuing a degree could be addressed later.

Mr. Alan Miller made a motion to discuss approving the proposed rule amendment to Section 6.03 Educational Incentives as is. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.

The floor was opened for discussion.

Mr. Bill Keller stated he was in favor of approving the amendment as is, to take effect on October 1, 2022, and then adding a "grandfathering" provision later to allow Sheriff's Office employees, hired prior to October 1, 2022, a window of opportunity to enroll in a college or university by a certain time, to be determined, to be eligible for the educational incentive

Mr. Jake Guercio asked if it was possible to find out how many employees would be impacted by a "grandfathering" amendment to educational incentives. Major Jay

Fondren said that they could work on getting a list together of all employees who are currently receiving educational incentives and those who are not.

Board Chairman, Mr. Randall Donaldson then called for a vote on the motion to approve the amendment to educational incentives. The motion passed unanimously.

VI. NEW BUSINESS

- 1) Review/Approval of September 23, 2022, Deputy Sheriff and Jail Deputy Test Scores

Mr. Bill Keller made a motion to approve the test scores as presented. The motion was seconded by Mr. Lyle Mitchell. The motion passed unanimously.

- 2) Establish 9/30/2022 as the effective date of the newly adopted pay scale

Mr. Alan Miller informed the Board that the pay period for Sheriff's Office employees would begin on September 30, 2022, and recommended the Board change the effective date of the pay scale to September 30, 2022, instead of October 1, 2022.


Mr. Bill Keller made a motion to change the effective date of the new pay scale to September 30, 2022. The motion was seconded by Mr. Jake Guercio. The motion passed unanimously.

RECESS/ADJOURN

There being no further business, Mr. Jake Guercio made a motion to adjourn the meeting.

Board Chairman, Mr. Randall Donaldson, adjourned the meeting at 11:03 a.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 regular meeting planned for October 11, 2022, at 4:00 p.m. at the Sheriff's Office Training Center, Large Classroom at 543 McDow Road, Columbiana, AL 35051.