

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Public Hearing & Regular Meeting Minutes
December 5, 2023, 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 4:01 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
Danielle Warren, LEPB Administrative Assistant

Others Present:

Sheriff John Samaniego
Major Jay Fondren
Captain Mark Bishop
Lieutenant Nathan Kendrick
Lieutenant David Perry
Sergeant Robin Turner
Sergeant Jonathan Seales
Ms. Leigh Ann Bates

IV. ADOPTION OF AGENDA

Board Secretary, 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 HEARING FOR PROPOSED CHANGE TO LEPB RULE 7.05(a)

Mr. Jake Guercio opened the floor for discussion. There was no discussion from the audience. Mr. Rick Ogden made a motion to approve the proposed rule. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

VI. RECRUITMENT UPDATE WITH MR. CHANDLER WALLACE OF STEAK & EGGS MEDIA

Mr. Wallace had a prior engagement so Lieutenant Nathan Kendrick led discussion. He stated that there were three main points they wanted to focus on in recruitment messaging: 1) benefits, 2) work/life balance and 3) a meaningful career. The Sheriff's Office is looking at Steak & Eggs Media to help as a consultant by helping create content with consistent messaging. Lieutenant Kendrick submitted a proposal from Mr. Wallace of \$3,700.00 for video editing and social media strategy consulting. Captain Mark Bishop stated it might be more economical to break the previously filmed video into smaller clips that could work well with social media. Major Jay Fondren stated this could help get them get started, get more content, create initial social media posts, and help with messaging, for a month or so. Captain Bishop stated that while working on the initial content, they can work on developing a more detailed, long-range plan. Mr. James Sellers made a motion to approve the invoice for payment. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.

VII. CORRESPONDENCE & MESSAGES

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

VIII. READING/APPROVAL OF NOVEMBER 21, 2023, REGULAR MEETING MINUTES

Mr. Bill Keller made a motion to approve the November 21, 2023, Regular Meeting Minutes as presented. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.

IX. OLD BUSINESS

- 1) Continued discussion regarding 1,200 Sick Day Maximum
 - a) Mr. Jake Guercio requested tabling discussion until after the start of the new year.
- 2) Update regarding timekeeping software for the RSLB
 - a) Mr. Bill Keller contacted Ms. Ashley Davis with the County and Ms. Davis requested time to research existing capabilities with the current timekeeping software and wanted to include this as a question for the new

vendor, which has not been selected yet. She and Ms. Warren would work on an interim solution in the meantime.

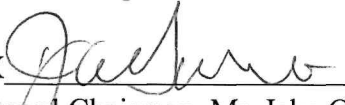
- 3) Continued discussion regarding updating LEPB Careers webpage
 - a) Ms. Warren asked the board members if they had time to review example websites she had sent to the board. She was asked to contact Mr. Dale Gorham to begin working on the updated careers page for the LEPB.

X. NEW BUSINESS


- 1) Review/Ratification of December 1, 2023, Deputy Sheriff and Jail Deputy Test Scores
 - a. Mr. James Sellers made a motion to ratify the test scores as presented and recommended the qualified candidates be added to the eligibility list. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.
- 2) Review/Approval Educational Incentive Requests
 - a. Mr. James Sellers made a motion to approve the educational incentive requests. The motion was seconded by Mr. Rick Ogden. The motion passed unanimously.
- 3) Review/Approval of Reserve Sick Leave Bank Participation Applicants
 - a. Mr. James Sellers made a motion to approve the eligible applicants. The motion was seconded by Mr. Bill Keller. The motion passed unanimously.
- 4) Discussion regarding January 2, 2024 Board Meeting
 - a. The first Tuesday in January falls the day after New Year's Day and County offices will be closed. Mr. Bill Keller made a motion to cancel the first meeting and move all business to the next regular meeting. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

RECESS/ADJOURN

There being no further business, Mr. Jake Guercio adjourned the meeting at 4:55 p.m.

X 
Board Chairman, Mr. Jake Guercio

Date: 12 / 19 / 2023

X 
Board Secretary, Mr. James Sellers

Date: 12 / 19 / 2023

The next meeting of the Shelby County LEPB is a regular meeting planned for Tuesday, January 16, 2023, at 4:00 p.m. at the Sheriff's Office Training Center, at 543 McDow Road, Columbiana, AL, 35051.