

SHELBY COUNTY LAW ENFORCEMENT PERSONNEL BOARD

P.O. BOX 1006
COLUMBIANA, AL 35051

Shelby County Law Enforcement Personnel Board
Regular Meeting Minutes
September 16, 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 4:01 p.m.

II. INVOCATION

Mr. Alan Miller gave the invocation.

III. ROLL CALL

Present:

Mr. Jake Guercio, Board Chairman
Mr. James Sellers, Board Secretary
Mr. Rick Ogden,
Mr. Bill Keller
Mr. Alan Miller

Others Present:

Major Jay Fondren
Captain Mark Bishop
Deputy Sam Hardy
Deputy Austin Brown
Ms. Leigh Ann Bates

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. CORRESPONDENCE & MESSAGES

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

VI. READING/APPROVAL OF SEPTEMBER 2, 2025, REGULAR MEETING MINUTES

Mr. Alan Miller made a motion to approve the September 2, 2025, Regular Meeting Minutes as presented. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

VII. NEW BUSINESS

1) Review/Approval of September 12, 2025, Deputy Sheriff & Jail Deputy Test Scores

a) Mr. Bill Keller made a motion to approve test scores as presented and recommended the qualified candidates be added to the eligibility list. The motion was seconded by Mr. Alan Miller. The motion passed unanimously.

2) Explorer Request

a) Mr. Alan Miller made a motion to approve the Explorer Banner quote for payment. The motion was seconded by Mr. James Sellers. The motion passed unanimously.

3) Discussion regarding potential Employee Referral Program

a) Previous discussion regarding potentially instituting an employee referral program was addressed again. While the LEPB believes the merits for creating such a program are worthwhile, they need more time to address potential issues that have been identified. Issues such as policy wording, ensuring fairness, and payment caps. Further research into other similarly implemented programs needs to be conducted before a similar program instituted by the LEPB.

VIII. FINANCIALS

1) LEPB Credit Card Statement

a) Mr. Biller Keller made a motion to approve the statement for payment. The motion was seconded by Mr. Alan Miller. The motion passed unanimously.

XI. OTHER BUSINESS

Deputy Sam Hardy spoke about the Explorer Program, a career-oriented youth program geared towards youths aged 14-18 years old. The program teaches leadership and character development, and citizenship, while also teaching them about law enforcement and the skills needed. Explorer teams participate in training and Explorer competitions. Deputy Hardy and Deputy Austin Brown hope to encourage Explorer graduates to move from the program into positions at the Shelby County Jail when

they reach 18 years of age. They see this as an opportunity to reach young people, educate them about careers in law enforcement, and recruit directly from the program.

Lieutenant Debbie Sumrall will be attending the University of Alabama Recruitment Fair on Wednesday, September 17, 2025.

RECESS/ADJOURN

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

Board Chairman, Mr. Jake Guercio, adjourned the meeting at 4:42 p.m.

Meeting Minutes submitted by LEPB Administrative Assistant, Danielle Warren, on 10/7/2025.

X 
Mr. Jake Guercio, Board Chairman

Date: 10 / 7 / 2025

X 
Mr. James Sellers, Board Secretary

Date: 10 / 7 / 2025

The next meeting of the Shelby County LEPB is a regular meeting planned for Tuesday, October 7, 2025, at 4:00 p.m., at the Sheriff's Office Training Center, at 543 McDow Road, Columbiana, AL, 35051.