



**Alabama Security Regulatory Board**  
**610 S. McDonough Street**  
**Montgomery, AL 36104**  
**(334) 269-9990**  
**Fax (334) 263-6115**

**MINUTES**  
**Board Meeting**  
**Thursday, February 11, 2010**

The Alabama Security Regulatory Board met at the Vestavia City Hall in Vestavia, Alabama at 9:00 a.m. The meeting was called to order by Chairman Burke Swearingen. The following board members were present: Vice Chairperson Carol Dodgen, board member Sheriff Sid Lockhart, board secretary Doyle R. Lemaster, and board attorney Todd Hughes. Board member Kevin Murphy was not present due to personal business. Chairman Burke Swearingen called the meeting to order.

The minutes of the last board meeting were read with some wording regarding the bids submitted by Warren & Company for the position of executive director of The Alabama Security Board amended and approved.

The purpose of this meeting was to meet with Keith Warren and discuss the possibility of the lowering of his bid which he submitted to the board for his company to provide services and for him to service as executive director, performing the duties of that position and collect the required fees mandated by Alabama Security Regulatory Board. He agreed that his salary would be paid by the board once enough fees were collected to do so.

In opening the discussion with Mr. Warren, Vice Chairperson Carol Dodgen reported to the board that she had checked out Mr. Warren's references and contacted some of the boards he represented and found that he and his firm had an excellent reputation. Mr. Warren informed the board that he was willing to discuss the conditions of employment as described in the previous paragraph. An extensive discussion was then held which also included the length of his employment. Mr. Warren agreed to accept a payment of \$2,750.00 per month/\$33,000.00 annually. A motion was made and passed by the board for Keith Warren to draft a contract of employment so that all necessary state agencies would have time to review the contract once it is approved by the board. Once the contract was found to be in proper order by all parties, Mr. Warren's employment with the Board would become official April 1, 2010.

Chairman Burke Swearingen ask for the establishment of a rules committee with one member coming from each of the four ASIS (American Society For Industrial Relations)

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chapters in the state. Board member Doyle Lemaster asked to also serve on the committee. A motion was made and seconded to establish the committee after the rules committee's function and purpose were discussed.

The next meeting of the Alabama Security Board is to be held at the Vestavia City Hall March 4, 2010 at 10:00 a.m.

The meeting was adjourned at 11:00 a.m.

Respectfully Submitted,

Burke Swearingen  
*Chair*

Doyle Lemaster  
*Secretary*