Alabama Security Regulatory Board
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MINUTES
Board Meeting
November 13, 2025

The Alabama Security Regulatory Board met on Thursday, November 13, 2025 at its office located at 2740 Zelda Road in Montgomery, Alabama, to conduct business. The following Board members were in attendance: Mr. Jacob Pugh (Board Chair), Ms. Debra Davis (Vice Chair), Mr. Harold Stamps (member), and Mr. Stephen McGavin (member). Board member Sheriff Kevin Turner was absent. Others attending were Keith Warren (Executive Director), Ms. Neva Conway (Legal Counsel), Mr. Denny Merritt (Board Investigator), Ms. Karen Harlow (Legal Assistant) and Ms. Renee' Reames (recording secretary) and guests.

The regularly scheduled Board meeting was advertised on the Board's website, www.asrb.alabama.gov, and the Secretary of State's website, www.sos.alabama.gov, in accordance with requirements of the Alabama Open Meetings Act.

CALL TO ORDER
Chairman Pugh called the meeting to order at 1:32 p.m. and welcomed everyone attending the meeting. Mr. Warren called the Board member roll and indicated that a quorum of the members was present to conduct business.

The members submitted travel expense forms for attendance at the meeting and reimbursement of travel expenses were approved by the Board.

APPROVAL OF AGENDA
Chairman Pugh presented a copy of the agenda for the November 13, 2025 meeting for the Board's approval.
MOTION: Mr. Stamps made the motion to approve the November meeting agenda as presented. The motion was seconded by Ms. Davis and unanimously approved by the Board.

APPROVAL OF MINUTES
Chairman Pugh presented a copy of the minutes from the July 17, 2025 regular meeting and September 11, 2025 special meeting for the Board's approval. The minutes were provided to the members prior to the meeting for their review.
MOTION: Ms. Davis made the motion to approve the July and September meeting minutes as presented. The motion was seconded by Mr. McGavin and unanimously approved by the Board.

EXECUTIVE DIRECTOR'S REPORT

Mr. Warren presented the Executive Director's Report and reported on the number of active licensees as of October 31, 2025 (report on file in the official Book of Minutes) and reviewed the number of complaints received during FY 2022 through FY 2025.

He reported on the status to change from paper fingerprint cards to electronic fingerprinting and the request for proposals (RFP) process.

Financial Report: Mr. Warren presented the financial report for FY 2025 ending September 30, 2025 and financial activities in October 2025. He reviewed the cash flow analysis report that included revenue and expenses and reported on the expenses compared to the annual budget. He reported a positive cash balance for the reported periods (report on file in the official Book of Minutes).

MOTION: Ms. Davis made a motion to accept the financial report as presented. The motion was seconded by Mr. McGavin and unanimously approved by the Board.

LEGAL COUNSEL REPORT

Ms. Conway reported on the Investigative Committee recommendations concerning the following cases:

Cases to be closed as unfounded: 2025-006, 2025-007BR, 2025-0011, 2025-015, 2025-017, 2025-018, and 2025-021.

Cases to be closed as no jurisdiction: 2025-008, 2025-010, 2025-013, 2025-014, 2025-016, 2025-019, 2025-022, along with 2025-012 that was referred to the Electronic Security Board.

Case 2025-009 founded and a consent agreement offered to the respondent in the case that specified one year probation and a $500 fine as an unlicensed company, and $100 fine for each of the four (4) unlicensed employees.

MOTION: Ms. Davis made the motion to accept the Investigative Committee recommendations on cases presented as no jurisdiction and unfounded. The motion was seconded by Mr. McGavin and approved by the Board with Chairman Pugh excused as a member of the committee.

MOTION: Mr. Stamps made the motion to accept the Investigative Committee recommendations concerning case 2025-009. The motion was seconded by Ms. Davis and unanimously approved by the Board.

OLD BUSINESS

Update on Administrative Management Services Contract: Ms. Conway reported that the Administrative Management Services Contract with Smith Warren had been released to the Contract Review Committee. Ms. Davis indicated that she would attend the Contract Review Committee scheduled at 1:30 p.m. on December 4, 2025 and Ms. Conway also planned to attend.

Update on Proposed Legislative Changes to Board's Statute: Chairman Pugh commented on Board member attendance and recommended expanding the category of eligible candidates that could be recommended by the Attorney General to include police chiefs, former sheriffs, etc. that could be appointed to the Board. The Board also discussed Board member compensation rate and removing the licensure exemption for privately employed guards.

NEW BUSINESS

Firearm Qualifications: Ms. Davis discussed the Board's firearm qualifications for a licensed armed guard, indicating that it was higher than the current APOST firearm qualifications for law enforcement officers. Chairman Pugh appointed a committee comprised of Ms. Davis, Ms. Conway, Investigator Merritt and Mr. Robert Qualkenbush with Allied Universal Services, to consider the matter and submit a recommendation to the Board.

Digital Fingerprinting:

MOTION: Ms. Davis made the motion to authorize the Board's Legal Counsel and Executive Director to finalize the specifications for digital fingerprinting for applicants. The motion was seconded by Mr. Stamps and unanimously approved by the Board.

Board of Adjustment Claim for Administrative Management Services:

MOTION: Mr. Stamps made the motion to authorize the Board's Legal Counsel to write a letter of no protest to the Board of Adjustment regarding Smith Warren's request for payment for services rendered in September 2025. The motion was seconded by Ms. Davis and unanimously approved by the Board.

Dual Licensing Request: Mr. Warren presented a request from Metro One for the company's Qualifying Agent to serve as Qualifying Agent of M1 Global Inc., a subsidiary of Metro One.

MOTION: Mr. McGalvin made the motion to approve the Qualifying Agent of Metro One to also serve as Qualifying Agent for M1 Global Inc. The motion was seconded by Mrs. Davis and unanimously approved by the Board.

2026 Board Meeting Calendar: Chairman Pugh presented a list of dates in 2026 for the Board to conduct business.

MOTION: Mr. Stamps made the motion to approve February 12, May 14, August 20 and November 12, 2026 as Board meeting dates. The motion was seconded by Ms. Davis and unanimously approved by the Board.

Annual Election of Board Officers: Chairman Pugh announced that the annual election of Board officers was due.

MOTION: Mr. Stamps made the motion for the current Board officers to remain the same, with Mr. Pugh as Board Chair and Ms. Davis as Board Vice Chair, and Mr. Pugh continue to serve on the Investigative Committee. The motion was seconded by Ms. Davis and unanimously approved by the Board.

ANNOUNCEMENTS AND OTHER BUSINESS

Next Board Meeting: Chairman Pugh reported that the next regularly scheduled meeting of the Board was scheduled February 12, 2026.

The Board discussed the emergency contract in effect for administrative management services to allow Smith Warren to continue to provide services until the new contract was reviewed by the Contract Review Committee and signed by the Governor.

ADJOURNMENT:

There being no further business of the Board, Chairman Pugh called for a motion to adjourn. MOTION: Mr. McGavin made a motion to adjourn the meeting. The motion was seconded by Ms. Davis and unanimously approved by the Board. Chairman Pugh adjourned the meeting at 2:33 p.m.

Respectfully submitted,

Jacob Pugh
Board Chair

Keith E. Warren
Executive Director

/rr/ RR Approved on February 12, 2026.