

1           LOUISIANA STATE BOARD OF PRIVATE SECURITY EXAMINERS  
2                           QUARTERLY BOARD MEETINGS  
3   AND  
4                           ADJUDICATORY HEARINGS  
5  
6  
7  
8

9           Louisiana State Board of Private Security Examiners  
10                           15703 Old Hammond Highway  
11   Baton Rouge, Louisiana  
12  
13  
14

15   June 8, 2016  
16  
17  
18  
19

20   Reported By  
21   ANNETTE ROSS, CCR, RPR  
22  
23  
24  
25

## 1 APPEARANCES

2  
3 BOARD MEMBERS:

4 Kenneth R. Kennedy, Member at Large

5 Marian H. Pierre, Vice Chairman, District 3

6 Ritchie Rivers, District 1

7 Edward Robinson, Jr., Member at Large

8 George Rojas, Member at Large

9 Wilbert Sanders, Jr., District 4

10 Christine Vinson, Chairman, Member at Large

11 Mark Williams, District 2

## 12 COUNSEL:

13 Frank D. Blackburn, Esq.

14 Adrienne Aucoin, Esq.

## 15 BOARD STAFF:

16 Mr. Fabian P. Blache, III, Executive Secretary

17 Ms. Jane Ryland

18 Ms. Sharon Vallery

19  
20 Reported by: ANNETTE ROSS, CCR NO. 93001,

21 Certified Court Reporter, in

22 and for the State of Louisiana

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

INDEX

Page

LEGAL UPDATE/LEGISLATION . . . . . 4

EXECUTIVE SECRETARY REPORT . . . . . 6

OLD BUSINESS

    Financial Report . . . . . 40

NEW BUSINESS

    2016-17 Budget Approval and Amendment Approval of  
    2015-16 Budget . . . . . 50

    Approval of CPA Contract . . . . . 53

OLD BUSINESS, MISCELLANEOUS

    (Nothing Under This Category) . . . . . 59

OLD BUSINESS

    Office Status Reports . . . . . 59

NEW BUSINESS

    Election of Officers . . . . . 59

    Contract Approvals . . . . . 65

    Checking Account . . . . . 72

    IASIR Conference Travel . . . . . 73

DETERMINATION OF DATE OF NEXT MEETING . . . . . 75

QUESTIONS/COMMENTS FROM THE PUBLIC . . . . . 76

\* \* \* \* \*

## 1 TRANSCRIPT OF PROCEEDINGS

2 MS. VINSON: I'm going to call our meeting to  
3 order. Ms. Ryland, would you mind doing the roll call,  
4 please.

5 (Roll Call.)

6 MS. VINSON: Next, I'm going to ask Mr. Fabian  
7 to lead us in The Pledge, and then we will follow with a  
8 brief moment of silence.

9 (Pledge of Allegiance and moment of silence.)

10 MS. VINSON: Item 3, the Reading of the Minutes  
11 from the Previous Meeting, has everyone had a chance to  
12 review the minutes from the previous meeting?

13 MR. ROJAS: I make a motion we dispense with the  
14 reading of them.

15 MR. KENNEDY: Second.

16 MS. VINSON: Any discussion? All in favor?

17 ALL BOARD MEMBERS: Aye.

18 MS. VINSON: Any opposed? Motion passes. Item  
19 No. 4, Legal Update. Mr. Blackburn.

## 20 LEGAL UPDATE/LEGISLATION

21 MR. BLACKBURN: Yes. Just a quick summary. We  
22 had one piece of legislation pass the session. We will  
23 get back with you on the next meeting, because we've got  
24 determinations to be made about how it reads.

25 Today, before you leave, we need to -- those who

1 | have not need to -- if there is any that have not filed  
2 | their oath of office, you need to do that.

3 |         And then, if you give me 60 seconds, I will tell you  
4 | about my history. The board started about, I don't know,  
5 | '86 or so. I was hired in '89 as the contract attorney  
6 | and then came back eight years ago when Jindal came in to  
7 | come back as the department attorney. And then we took  
8 | on this as an additional client.

9 |         Adrienne has been with us a couple years now. When  
10 | I drop dead in a board meeting, she will take over. And  
11 | that's pretty much it.

12 |         We have been around forever, been through five or  
13 | six directors. Myself and Christine's grandfather were  
14 | the original drafters of the rules and law and worked  
15 | through. I was doing the department legislation at the  
16 | time.

17 |         And so we have gone a -- come a long way in however  
18 | many years that is, 30 years or so. So if you've got any  
19 | questions, I've got a lot of history, maybe not answers,  
20 | but history. Thank you.

21 |         Can I ask that question? Has anyone not done their  
22 | oath of office today?

23 |         MS. AUCOIN: The piece of paper, you would have  
24 | had it notarized.

25 |         MR. BLACKBURN: The Governor's Office may have

1 sent it to you.

2 MR. SANDERS: I received it and sent it.

3 MR. BLACKBURN: You sent it back, yes.

4 Everybody? Good.

5 MR. ROBINSON: I think we all.

6 EXECUTIVE SECRETARY REPORT

7 MR. BLACHE: All right. Very good. I guess I'm  
8 up. All right.

9 Well, first of all, I want to say thank you for  
10 being here this morning. It's a pleasure for me to be  
11 here and a pleasure to see some old and new faces, and  
12 I'm looking forward to working with the board to help  
13 move this agency forward.

14 Thank you for all of you who have come to be here in  
15 attendance today. I look forward to getting your  
16 feedback on a few things you may be hearing today.

17 I have kind of put together a bit of a presentation  
18 for you, because I'm going to talk about a couple of big  
19 ticket items. But I also want to take you folks through  
20 some of my first 60 days or so here. For those of you  
21 who don't know, I think I got here somewhere at the end  
22 of March. So March -- yeah. So somewhere in about three  
23 weeks, I will have been here about three months.

24 It's been very, very interesting, very fascinating.  
25 It's been a fast learning curve. I really, really enjoy

1 working with the staff. They are on their toes. They  
2 keep me on my toes. You know, I bring them into  
3 everything that I'm thinking about or considering. I  
4 think it's extremely important to engage staff in, you  
5 know, decisions that get made.

6 Some of the actions that I have taken right out the  
7 gate when I first got here was, I have been down to Civil  
8 Service, and we have worked together as a group to put  
9 together a crisis leave plan for our folks so that, in  
10 the event that somebody has an exigent circumstance and  
11 doesn't have enough leave, that we, the body of the  
12 LSBPSE, can donate leave so that people can take care of  
13 what they need to take care of, without having the added  
14 stress of dealing with that factor.

15 We got that done. It was passed unanimously by  
16 Civil Service. So I am really, really pleased about that  
17 and the participation in that.

18 We are also going to be down there in about a week  
19 to deal with an optional pay plan, to make sure we have  
20 that ratified by Civil Service as well. That is so that  
21 we can provide different types of compensation in the  
22 absence of the ability necessarily to provide raises, or  
23 whatever the case may be, should there be that problem.  
24 We have some more grounds for that.

25 We have revised the internal structure a bit. What

1 we did when I got here was, I found that I had a very  
2 linear organization. It was very, very linear: top,  
3 down, straight to the bottom. I don't personally like to  
4 view organizational charts the way they are typically  
5 drawn, although we did use one like that.

6 I always tend to look at them from the inside out.  
7 I think that the people who are on the exterior of the  
8 organization, the people who answer the phone, the people  
9 who receive the mail, the people who are, you know, the  
10 first one that somebody sees that they ask a question to,  
11 are very valuable people, very valuable people in the  
12 organization. That's how I really see it. But for  
13 purposes of keeping it simple, when I did the  
14 organizational restructure, I used a standard chart.

15 One of the other things I'm involved in right now is  
16 a review and a rewrite of job descriptions. I found  
17 that, in many cases, at the desk level, what people were  
18 doing didn't align with what their civil service job  
19 classification is. And I think that was an injustice.

20 So what we are doing is, I have spoken to Civil  
21 Service. I let them look at what we had. I told them  
22 where I'm going. They agreed with me 100 percent. So  
23 they are on board, waiting for me to finish doing my due  
24 diligence in rewriting the job descriptions, and then we  
25 will get that part organized from the state side of it.

1           This way, as we go forward, should anybody ever  
2 choose to take an opportunity elsewhere, when we post a  
3 position, we are posting the position that people are  
4 actually doing and not what it once might have thought it  
5 would have been.

6           So our new structure looks like this. Our three big  
7 areas of focus outside of our Finance and Accounting  
8 Section are Compliance, Training, and Licensure.

9           You know, this is an organization of credentialing.  
10 That's what we do. We determine if somebody is  
11 certified, which means they have the basic minimum  
12 competencies to do a particular job, and then we license  
13 people to do that job. And that's how licensure works.

14           So we have a very heavy compliance mandate in our  
15 statute and our rules that we can certainly put more  
16 emphasis and focus on. And that's part of where we're  
17 going down the road. It's a battleship, can't turn it on  
18 a dime. But we're in process of putting the oars on the  
19 right side of the boat and getting us to head in that  
20 direction.

21           You know, we have a contract CPA firm that works  
22 with us and helps us, you know, makes sure that our books  
23 are in order and helps us with legislative audit matters  
24 and such. They fall within the construct of that work  
25 chart as well, because, you know, they are somebody that

1 | they speak with and deal with on a regular basis.

2 |         And we are looking at the implementation of a  
3 | different mechanism for getting further out into the  
4 | state. You know, previously, we had an investigator  
5 | internally who had their credentials and they had access  
6 | to a vehicle, and we would try to deploy them from Baton  
7 | Rouge to the outer reaches of the state. Not very  
8 | efficient, not very reasonable. You know, you can only  
9 | get but so much productivity out of that. It's just a  
10 | stressful way to try to do it.

11 |         Rather than encumber that position again right now  
12 | and just kind of limp along the way we were doing it, I'm  
13 | looking at the idea of outsourcing some of the post  
14 | checks and things of that nature to someone that has a  
15 | footprint that touches the entire state where they have  
16 | credentialed people who are licensed and insured, who can  
17 | be empowered by us through a letter of authority to say,  
18 | okay, we want you to go and do these tasks and report  
19 | that back to us. And then, from there, from the  
20 | investigatory side, on our side of the equation, we  
21 | determine what we will do with that information. So  
22 | that's the concept there.

23 |         In this first 60 days, a lot has been going on. We  
24 | adopted the Louisiana State Police COOP Plan officially.  
25 | That's a Continuity of Operations Plan. One of the

1 | things that was a little bit missing was an emphasis on  
2 | the fact that we are an ESF-13 body, which means we  
3 | support the function of DPS Public Safety and Security in  
4 | the time of an activation during an all-hazards crisis.  
5 | So we have adopted that COOP Plan and we've developed,  
6 | well, a revised guidance for how we will handle licensure  
7 | in the event of an activation.

8 |         We've got procedures in place to address, you know,  
9 | past audit findings from the legislative auditor, very  
10 | minor things, fortunately, what they would consider low  
11 | risk items. But, nevertheless, we don't want to ever  
12 | repeat audit findings. So I made sure that we got that  
13 | taken care of.

14 |         We've got our Finance and Accounting Section working  
15 | with our CPA, because we know that the legislative  
16 | auditor is coming in later in the year, probably in the  
17 | fall. We're making sure we have all our ducks in a row  
18 | for that so that we can come out with a nice clean audit.

19 |         One of the fun things that we did was, we said,  
20 | okay, we don't communicate externally very well. We do a  
21 | great job of fielding phone calls and giving people  
22 | answers, but we're not as proactive as we can be about  
23 | getting information out.

24 |         So I established a MailChimp account and started  
25 | issuing a newsletter. You've probably, many of you, seen

1 at least two of those so far. There's another one  
2 forthcoming on some new stuff that's emerging. But  
3 that's really effective. It's going very well.

4 We have also established a governmental Facebook  
5 page, and we've integrated that with a Twitter account.  
6 So if I send out a newsletter, that newsletter goes into  
7 your Outlook or your Gmail account box, but, at the same  
8 time, it hits Twitter, Facebook, and our website. So  
9 there are four ways redundantly for you to get access to  
10 that information. So I think that's important.

11 We have mantra here that we adopted the first day I  
12 arrived, which is "We want to be fewer hassles." And  
13 that's one of the ways that we can be fewer hassles. So  
14 that's been a lot of fun to do that.

15 MS. VINSON: I have a question --

16 MR. BLACHE: Yes, absolutely.

17 MS. VINSON: -- or should I save this to the  
18 end?

19 MR. BLACHE: No. Go right ahead.

20 MS. VINSON: With the -- actually, never mind.  
21 There is my answer.

22 MR. BLACHE: Okay. So far, with our Facebook  
23 page, we have gotten 154 likes. We have reached 259  
24 people. I can see what they click on, what they view  
25 over and over again, so I can gauge the kind of material

1 that I'm putting out there.

2 You will notice, if you are receiving this stuff,  
3 that one of the things that's happening is, you see me  
4 putting out information from around the nation. You  
5 know, we can't be the leaders that we want to be and  
6 retool our agency and our state operations the way we  
7 want to if we don't look at best practices and failed  
8 practices from other places. So I'm sharing information  
9 about what's going on in the industry across the nation  
10 so that we can use those things as guidelines, litmus  
11 tests, and not-to-dos.

12 On the MailChimp front, one of the interesting  
13 statistics about that is that, when a governmental agency  
14 establishes a MailChimp account and they send out  
15 information, nationally, the average opening rate of that  
16 information is 24 percent. And we all know why that is,  
17 because it's either very spammy or it's very laden with  
18 too much information and people just don't want to look  
19 at it.

20 Right now, with our two campaigns, we are at  
21 56 percent, which is exceptional. But more importantly  
22 than that, of the 192 people that actually opened our  
23 e-mail campaigns, they have opened it 1,003 times. So  
24 some people have opened it 37 times. The reason why is  
25 because what MailChimp shows me is, they are going back

1 to reference information and they are sharing that  
2 information. They are pushing it to other people.

3 So when we did our first 185 folks -- I did a call-  
4 out for e-mail addresses -- there were some people who  
5 sent in e-mail addresses, and it was, like, all their  
6 down-line staff. It's, like, okay, that's fine. We want  
7 them to have it too. I mean, I want every security  
8 officer to receive this, these newsletters, eventually as  
9 we collect their e-mail addresses.

10 But after the first newsletter went out, some of  
11 those same people that sent me e-mail addresses of their  
12 down line now sent me their top line, because they saw it  
13 and they were, like, this was pretty good. So that's  
14 really encouraging, because that's what we want to do:  
15 We want to communicate, and we want to communicate fast.

16 That's just a quick timeline of where things kind of  
17 got started when I got here and things that we have done.  
18 So, you know, I mentioned to you I did my orientation.  
19 We have reviewed internal processes, revamped external  
20 guidance documents -- there was some stale stuff that was  
21 out there on the website -- you know, integrated social  
22 media, started a newsletter. And then we rebuilt the  
23 website. Some of you have seen it, some of you have not.  
24 And we've revised our disaster protocols.

25 *So the website, this was our website. It was a*

1 little aged. It had a lot of information on the front  
2 page. So there were about 27 different clickable items  
3 on that front page. In the world of web development,  
4 there is a Rule of Seven. And the idea is to try to keep  
5 it to down to seven items or less on a page.

6 So I was, like, okay. We need to do better.  
7 Contacted some firms about redoing the website. I got  
8 quotes from \$850 to \$2500, not too bad; also found out  
9 that we were paying \$360 a year to host our website.  
10 That's not too bad either, except the site was actually  
11 hosted on GoDaddy. And I was able to get GoDaddy to host  
12 it for me for \$284 for the next three years, so we moved  
13 it. And instead of hiring somebody to build the new  
14 site, what we did was, I built the site. So this is  
15 where we saved that expense.

16 If this might work, that's our new website. If you  
17 haven't seen it, I will take you just quickly through  
18 some of the navigational points so that, when you get to  
19 it, you will be familiar with it. Any time you click  
20 where the words are, it will refresh the page and take  
21 you right back to the top. The About Us section has  
22 something from me, and then it has a list of the board  
23 members and the public service districts.

24 We've got our laws and rules right under Laws and  
25 Rules. And what we did with this was, we made it so that

1 | you can click into it and then be able to search those  
2 | things rather than spending all that time flipping  
3 | through all those pages. If you know you're looking for  
4 | a qualifying agent, all you have to do is hit Control F  
5 | and it says it there. Type "qualifying agent." It will  
6 | jump right to every instance of that on the page, again,  
7 | trying to be fewer hassles.

8 |         The Statutes take you out to the legislature, so you  
9 | are getting the actual up-to-the-minute legislative  
10 | updates on that. Then under Laws and Rules, we have the  
11 | Newsletters and Memoranda section. As I mentioned  
12 | earlier, we are including the newsletter, not only on the  
13 | MailChimp, Twitter and Facebook, but it's now on the  
14 | website as well. So you can literally click on this  
15 | link, and it will take you to the very same newsletter  
16 | that you received via the MailChimp account.

17 |         Same thing with the guidance documents as well. So  
18 | every time I put out a new external memorandum of  
19 | guidance, it will probably be preceded by a MailChimp  
20 | newsletter with an explanation, and then you will be able  
21 | to access it from that MailChimp, but it will also be  
22 | archived here on this page so you can go back to it  
23 | whenever you need to access it.

24 |         In addition to that, we pared down the F.A.Q. We  
25 | had a monster F.A.Q. for good reason. We probably shaved

1 | it by about 12 items, right?

2 | (Ms. Ryland indicates.)

3 |           MR. BLACHE: We cleared up some language in  
4 | there and we also took the liberty of using of the power  
5 | of the web to say, we are telling you that you can get to  
6 | something that we have on our website. Why make you  
7 | leave the page to go to it? We have just created it so  
8 | that you can get to it right from there. So you simply  
9 | click that, and it takes you directly to the page that we  
10 | are talking about, again, just to make it easier, make it  
11 | faster to navigate.

12 |           Our forms, we had every single form listed as an  
13 | individual document with an explanation, very cluttered,  
14 | very cumbersome. What we did was, we created form  
15 | packages. Now you can click on the package you need. It  
16 | pops open as a PDF file. You scroll to the document in  
17 | the package you want, Print Current Page. You have what  
18 | you need, and you are not trying to figure out what 27 or  
19 | 37 documents are and how it relates to what you need to  
20 | do. We have a standard Contact Us page, and that covers  
21 | the navigational part.

22 |           Here we have some dynamic content. One of the  
23 | things that was missing on our website was that it was  
24 | very static. You went there and you saw the same thing  
25 | every time, it was the same links, and that's just how it

1 worked. Now, every week, I'm curating information or  
2 developing information, and I'm putting it up here. So  
3 this will change dynamically. You will come back in  
4 another couple of days, and the Welcome to Our Website  
5 will be gone and there will be something else in its  
6 place.

7 For those of you who have read the newsletter or had  
8 a chance, you know, one of the things I did with that  
9 newsletter deliberately was give you some of my  
10 philosophy about private security. I talked about this  
11 in my interview. I have talked about this with people I  
12 have spoken to personally, and I think it's very  
13 important.

14 You know, as someone who comes out of law  
15 enforcement -- I was a police officer in New York City as  
16 many of you know, I have been a commissioner of law  
17 enforcement here, and it goes on and on -- I understand  
18 that it's not always the officer through the window that  
19 is the person who is making the report. It's actually  
20 the public and the security folks who are in those places  
21 with the public.

22 This is a perspective that is not talked about  
23 enough in our industry. And as this industry continues  
24 to grow, and it will with every stressor that's put on  
25 our society, whether it's abroad or here at home, it's

1 going to be important for people to have a paradigm shift  
2 about what is private security. So that's in there as  
3 well.

4 And then, as you go down to the second portion of  
5 the site, you are going to notice something. We have a  
6 section here for the latest news which correlates to what  
7 I was just showing you, Upcoming Events. Now you are  
8 going to be able to see very quickly and easily, because  
9 we control it and we're not beholden to somebody else to  
10 update it for us, information about upcoming events,  
11 including clickable links from your cell phone that you  
12 can click and call the phone number.

13 And you can click on the map and get turn-by-turn  
14 directions to us. Hopefully, they don't reroute us all  
15 over the place. We were talking about that.

16 In addition to that, I put in a search feature, so  
17 if you are looking for something, you can type it there.  
18 It could be Jane Ryland. It could be Fabian Blache. It  
19 could be a memo, you know, about whatever, 1099  
20 employees, whatever it may be. You when you click it  
21 there, it will pull it up on the website and let you see  
22 it.

23 In addition to that, I also curated two RSS feeds,  
24 one from ASIS and one from Security Magazine. So these  
25 are dynamic, and they will change as necessary. Okay?

1 And that will give you information that is emerging in  
2 the industry relatively in realtime about stuff that's  
3 going on. I think that's critically important.

4 You will notice, on the Facebook page, there are  
5 probably five new posts there. You know, one of them is  
6 about a shooting that a security officer was involved in.  
7 One of them is about a guy that stole perfume while  
8 working for Bloomingdale's as a security officer, etc.

9 You know, we want to communicate, not only to the  
10 owners, but to the workers, Hey, you know, here is the  
11 accolades that people get when you do the right thing,  
12 and here is what can happen if you do the wrong thing.

13 And rather than trying to constantly, always find  
14 that stuff and do it myself, we built it so it's  
15 automated. It should be fun to be able to go to the  
16 website and see what's new as opposed to having a static  
17 website.

18 So that's kind of just a quick overview of the  
19 website for you. I'll close that and, hopefully, I'll be  
20 back where I belong. Okay, great. So that's going very,  
21 very well.

22 So the next thing I want to talk to you about is  
23 something that's very near and dear to my heart. Okay?  
24 Some of you have heard some of this, some of you have  
25 not. And this is the concept of e-licensure.

1           So one of the things that I did in my past life for  
2 12 years was, I was a fraud examiner. And I ran a fraud  
3 investigation division. Okay? And I also investigated  
4 fraud when I worked for the A.G.'s office. One of the  
5 areas that is ripe with fraud is credentialing. Okay?

6           When I got to EMS a couple years ago, they were  
7 exactly like we are. They had a commission, and we had  
8 stacks of paper and people stamping paper and receiving  
9 paper and processing paper. And we had checks and we had  
10 money orders flowing through. And it was the same exact  
11 animal that we have right now, exactly.

12           And the guy who brought me over there to handle  
13 licensure with him said, you know, we've got to  
14 transition here. We need to move this from paper. We  
15 need to accelerate this process.

16           Now, there is a distinct difference that I want to  
17 state right now between what we do and what EMS did. EMS  
18 has really high credentialing standards. I mean, the  
19 time that they have to put in is way above and beyond  
20 what our security officers are required to do by law.  
21 But they don't have mandatory background checks. We do.  
22 Okay?

23           So just factor that into what I'm going to tell you,  
24 but understand this: When I walked in there in August of  
25 2014, it took a paramedic or an EMT 42 days and longer in

1 | some instances, but, on average, 42 days, to apply, pay  
2 | for, and receive their credential. We implemented an  
3 | e-licensure solution in August of '14 and, by October,  
4 | that was down to 4 hours.

5 |       That's a big deal. That's a really big deal. I  
6 | mean, that's, that's a driver of attrition. You know, it  
7 | had a huge impact. Our attrition rate at the time in  
8 | that industry was 26 percent. It dropped to 6 percent 18  
9 | months later. That was a huge factor in it. We have  
10 | some other drivers of that, and I know that.

11 |       But the point is, the process that we have is  
12 | antiquated, costly. It's archaic. And, more  
13 | importantly, it saps our energy away from doing what we  
14 | are supposed to be doing, which is regulating the  
15 | industry. We spend more time processing and playing with  
16 | paper than we do actually putting our eyes on the things  
17 | that we need to be looking at.

18 |       So I'm going to show you an example of a solution  
19 | that would work in our industry and something that we  
20 | could do to change that. So I'm going to quickly take  
21 | you through this.

22 |       And I apologize if I'm speaking fast. I'm a New  
23 | Yorker. My parents are from the Ninth and Seventh Wards,  
24 | but I'm a New Yorker. I will always be a New Yorker. I  
25 | know, just because you are born in the stable doesn't

1 mean you are a horse, but I can't help it. So if I'm  
2 going too fast, let me know.

3 All right. Just imagine with me for a moment that  
4 we are now in January of 2017. We have taken all of our  
5 legacy data from our system that we have, GuardTrack, and  
6 we have imported it into a new e-licensure portal.

7 I am somebody who has already been licensed  
8 before -- "registered," "licensed," I'm using them  
9 interchangeably -- and I come here because the website  
10 tells me to. And I go, okay, I need to reapply. What do  
11 I do? What I do is, I put in my last name, my date of  
12 birth, and my social. And I hit Look Up.

13 What the system does is, it finds me, and it says,  
14 Hey, Fabian, create a user name and password, very  
15 simple. I punch in my little 10 or 12 digits, and I move  
16 into the system.

17 Now, I'm giving you a peek behind the curtain before  
18 I go through the details. This, in essence, is exactly  
19 what we can produce. That would, in effect, be your  
20 temporary registration card and then subsequently your  
21 permanent registration card.

22 The QR code is on there for a reason, because one of  
23 the things about this business is that, when you move  
24 into an e-licensure environment that's very secure, you  
25 want a very easy way to verify a license. So with a QR

1 reader, you can simply scan that document.

2 And then what's going to happen, and you can pass  
3 this around as it aggregates some information -- in a  
4 moment, I will hand it to you -- is, it's going to verify  
5 that license in realtime. That's coming out of the  
6 system. All right?

7 So there is no question about whether that thing is  
8 valid or invalid, who issued it, and what it's good for.  
9 So this is just a sample. But the point is, that's how  
10 secure that is by comparison.

11 You know, think about a driver's license for a  
12 second. Right? Where did I put my pen? A driver's  
13 license has hologram, photo, signature, code, bar code,  
14 and a strip. And when you get pulled over, what's the  
15 first thing the cop does? He runs the license, right?  
16 because that license doesn't tell them anything about the  
17 status of your license. It just says that you got one  
18 and it was issued, but it doesn't tell them if it's  
19 revoked, suspended, et cetera, right? Same difference  
20 with any other kind of credential. All right.

21 So the beauty of an e-licensure system is, it makes  
22 the application process easy. The credential is actually  
23 issued by us. Right now this industry is a conundrum of  
24 the way things go. So there is a form that we give you  
25 guys that it looks blue and it looks green, right, and it

1 goes out into your hands. And then people come in to  
2 work for you, and you issue them our credential.

3 That shouldn't happen. We are the credentialing  
4 agency. By going to e-licensure, we solve that problem  
5 immediately. The credential is issued by the system when  
6 we say it gets issued. It's coming from us, not the  
7 employer. Very simple, problem solved, right?

8 It's fast. It has a comprehensive audit trail. So  
9 all these issues with paper about retention cycles, that  
10 goes away, because the system will always keep a record  
11 of everything, okay, and it won't allow the unlawful  
12 deletion of information. And every footprint  
13 electronically that's left can be bread just like a bread  
14 crumb at any point in time.

15 It also mitigates the opportunities for  
16 credentialing fraud. I showed you what the QR code does.  
17 And then there is no need to mail in applications. You  
18 know, all this paper processing goes to the wayside.  
19 It's very effective. I did it, ran it myself. It's  
20 still in place.

21 I went to a beer festival at -- what's that -- The  
22 River Center a couple of months back, and I ran into a  
23 guy who didn't have his name on his ID. He had  
24 "Sparky" -- it was his nickname -- in quotation marks.  
25 And the guy stopped me and cost me 20 minutes of the

1 festival, because all he wanted to talk about was how, in  
2 his 27 years as a paramedic, he had never, ever gotten  
3 his license in less than 30 days and how he was in and  
4 out in 7 minutes. He couldn't believe it. And it was  
5 his first time.

6 So he had to do the claim your account thing, all  
7 that good stuff. But he was so excited. And the fact  
8 that he was able to use his credit card and pay for it  
9 instantly and not go to the store and get a money order  
10 and us not have us tell him we didn't receive it and then  
11 have to go get another one and that whole process. So  
12 there is a cost savings to the user as well.

13 This is a peek behind the curtain at what the  
14 administration side of it was like for us. Okay. But  
15 you will notice I have circled some things. You might  
16 not be able to read them, but I'll read them to you.

17 Here, this says, Applications, Training  
18 Investigations, etc. It shows who recently applied,  
19 what's recently been looked at. It shows a list of the  
20 names and where they are in the process, whether it's  
21 just gotten started, whether it's complete. It shows an  
22 updated status as things progress, and it shows who is  
23 making them progress.

24 So if Jane goes into a file and says, Hey, this  
25 training is good and she completes it, I know that, on

1 | that date at that time, Jane Ryland said that was  
2 | completed. I don't have to ask around, hey, who did  
3 | that? It's right there in front of my face. Okay.

4 |       Back to that screen, so after that person claims  
5 | their account, this is what basically -- this is really,  
6 | really fascinating, because notice what you've got here:  
7 | You've got Documents. That means that everything the  
8 | system generates for them. Whether it's a piece of  
9 | correspondence, whether it's a credential or otherwise, a  
10 | receipt for payment, they can always go back here and get  
11 | it.

12 |       So if a guard says, I'm going to pay for that, give  
13 | me the receipt, they can run to the account, click  
14 | Documents, Receipt, Print, give it to the employer or let  
15 | the employer do that if that's what they so choose.

16 |       Applications, they go there, that's where they find  
17 | them. Training, this is a big, big deal. This is one of  
18 | the biggest deals of the whole -- this is a game changer,  
19 | okay, because trainers have to do all the training. They  
20 | have to write it all down. They have to sign forms,  
21 | create forms, send forms, copy forms, keep forms.  
22 | They've got all kinds of stuff they have to do.

23 |       In this system, the trainer, once they are  
24 | designated by us as a trainer, they get an additional  
25 | view that other people cannot see that allows them to

1 manage training. So what does that mean? They click  
2 Create New Training, and it gives it a training number.  
3 They say where it's going to be, and it ties it to the  
4 region over the public service district.

5 They say it's private; it's only for, you know, CGI;  
6 or it's open to the public. This a .40-caliber course  
7 and I've got 25 slots at the range. If you need an  
8 update, come get it. People can then find that training  
9 on-line and register for that training.

10 And as that training is registered for, the trainer  
11 gets an e-mail that says, Your 25-member class now has 3,  
12 now has 17, now has 21.

13 Now the training date hits. They do the training.  
14 Instead of filling out all those forms, they log back  
15 into the system, they click on the course, they enter the  
16 grades, approve it. When they do that, this person's  
17 Documents section gets a transcript that they can always  
18 go to, no question about whether or not they had the  
19 training.

20 More importantly, what if there is a mistake? What  
21 if No. 22 on the line was not Fabian Blache, III, it was  
22 Fabian Blache, IV, my son, right, but they put me in by  
23 mistake? A person goes to work somewhere, you look it  
24 up, you say, "Oop," you don't have your refresher for  
25 your firearm. I can't post you as an armed officer.

1           And he said, Well, I took the class. They contact  
2 the trainer.

3           The trainer says, "Oop," I made a mistake. I put  
4 your dad in, not you. One second. They fix it. The  
5 moment he saves it, it updates the record in realtime,  
6 just like that.

7           And I know this, because I did it. I managed it for  
8 people. I did it myself every day. It works like a  
9 charm. It's absolutely amazing.

10           Affiliating with an organization, as they do the  
11 application, there is a pull-down area: What company are  
12 you going to be working for? When you put it in, it  
13 updates their affiliation with that organization and  
14 keeps a historical record.

15           So if I get a public information request and  
16 somebody wants to know how many agencies has so-and-so  
17 individual worked for, all I have to do is pull up their  
18 account, go to Services or Agencies or whatever we want  
19 to call it, because we can badge it any way we like,  
20 Company, and it will show me every company that they have  
21 ever been in service for in their history.

22           Okay? This would be an example of the section that  
23 keeps all the PDF files. So there is a variety of things  
24 in there. There's Applications, there's Credentials,  
25 there's receipts in there. I mentioned that.

1           Now, this is what the application screen would like.  
2           So if they click here, there's two applications:  
3           Initial, Renewal. They click on an application. It  
4           shows that they have started it. If we chose to, because  
5           you can make it dance on a head of a pin if you want, we  
6           can make it so that, when they apply as an initial  
7           security officer, it forces them to register for a  
8           training course.

9           We don't have to do that, but it could be done if  
10          that was something we wanted to do. We could make it so  
11          that there are triggers that make people do the behaviors  
12          we want them to do so that things don't get lost in the  
13          sauce. Right?

14          And then you will notice how here is Joe Gage. That  
15          little circle there that's clear means he has initiated,  
16          which it says here on this form, he has initiated  
17          something. This is our view, so we see this update in  
18          realtime. If 12 people go in to initiate something, that  
19          thing refreshes and we see 12 more names pop up. Okay?

20          As he goes through the process and completes things,  
21          look what happens: A PDF gets generated. Completed the  
22          app, PDF. Completes this, PDF. Everything is there for  
23          them. Right? If they are going to pay, for example,  
24          okay, there it is. They can put Pay Now and it takes  
25          them into a payment screen and it walks them through a

1 standard checkout process.

2 If a company is going to pay, the person simply  
3 stops there. Company representative goes in on the  
4 company side, then chooses all the pending payments for  
5 guard registrations, selects I Would Like to Pay, and it  
6 takes them through that same process, but it pays for all  
7 of them. And every one of those records on those  
8 individual accounts updates, and those balances gets  
9 zeroed out. Okay?

10 Here is an example of what a company roster would  
11 look like. I kind of made this one up, created this  
12 little A-1 Security. So there's an icon there. It says  
13 Primary Contact, with two icons here. This person is the  
14 primary QA contact and the primary contact. Those are  
15 the people who would have administrative rights on the  
16 back ends and manage their personnel rosters and things  
17 like that. It's all very quick and simple.

18 The ability for you to call me and say, Fabian, can  
19 you make Michael Beatty the primary contact for our  
20 agency. I click this little icon right here. It shows  
21 me Primary Contact, I say, Yes. Okay. It's done. It's  
22 just that fast. It's faster than posting a Facebook  
23 photo, I swear.

24 All right. So notice over here on that screen for  
25 the User, it says, No Forms Pending, One Item in

1 Checkout. That's because we said, Don't pay for it, I'm  
2 going to pay for it. So it's sitting in the checkout.  
3 And then, when it gets paid for, that will go away. But  
4 he has nothing pending. He is ready to rock and roll.  
5 Okay?

6 This is more the back end side. There's alerts that  
7 can be put on. There are, when conflicts resolve or are  
8 in the system, it tells you the conflicts so we can  
9 resolve it. It could be their guy goes in and creates a  
10 new account and the system finds that there is a person  
11 with the same name and date of birth, with no social in  
12 the system, for whatever reason, from the old data.

13 And it says, Check this out and make sure. This  
14 might be the same guy. And if it is, when you combine  
15 them, the training information will merge together.  
16 Okay.

17 If we take an action to complete something, like, we  
18 reviewed the training, this says, Training, you know,  
19 verified by Fabian P. Blache now complete. Again, audit  
20 trail. And then down here it's showing, okay, this is in  
21 progress, the training was completed, and now we see that  
22 little white circle now is filled. So that thing was  
23 taken care of.

24 The next one is credentialing. That gets taken care  
25 of. The last one would be payment. You see that's down

1 here. You see that. And then, once you have that, it  
2 says, Waiting For Approval, ready to go.

3 That can happen. From the time the person logs in  
4 to the time that we actually issue the credential, that  
5 could happen within five minutes if they go through the  
6 process. It could be that quick, usually, you know, say,  
7 a half-hour or so. That's why the average is within four  
8 hours on that.

9 But, again, we have our criminal background  
10 component that erodes into that part. So we will never  
11 get there, per se. But it will take us far and away from  
12 where we are right now.

13 This is a screen that shows you what I was talking  
14 about, about the training a little bit. So these are  
15 courses. These are what they are. These are the types.  
16 Then it shows you, if you click on the little arrow right  
17 there, it shows you more detail about where and when.  
18 And then if you go into that even further, it gives you  
19 the contact e-mail, name, and phone number for the  
20 trainer so that you can make contact with the trainer.

21 That is that. I can't believe I got through as  
22 quickly as I did.

23 MR. ROJAS: I have a question.

24 MR. BLACHE: Absolutely.

25 MR. ROJAS: When do you expect this to go into

1 effect?

2 MR. BLACHE: What I would like to do is have  
3 this in effect by January. You know, there are certain  
4 processes that we are going to have to go through to get  
5 us there. We are looking at a few things. Because this  
6 system is already implemented by the State of Louisiana  
7 elsewhere, there might be an opportunity for us to kind  
8 of piggyback that and not have to go through the full RFP  
9 process that we normally would have to go through.

10 And if that turns out to be the case, then, you  
11 know, that system is basically already built. It's just  
12 a matter of customizing it to our liking and then  
13 implementing it.

14 MR. ROJAS: What you said about get them in four  
15 minutes or four hours, what about the fingerprint checks?

16 MR. BLACHE: That's it's own animal. That's a  
17 separate process outside the realm of this, which does  
18 impact what ultimately occurs once those returns come in.  
19 Now, you are speaking about something that I did not  
20 mention here that you might have seen in the newsletter  
21 if you saw it.

22 But what we did was, we recently did a study and  
23 discovered that 78.7 percent of the people who were  
24 applying to be security officers are improperly  
25 responding to the criminal background information on the

1 application. That's a problem. It's a big problem.

2 If you read through the statute as you have done  
3 many, many times, you know that it says that, if people  
4 are not adhering to the provisions of suitability, that,  
5 you know, it can escalate all the way up into the  
6 attorney general's office.

7 So what we want to do is just start working to  
8 reverse that culture. I think part of the issue is that  
9 there is some ignorance. People don't understand what  
10 the questions necessarily mean. The questions are very  
11 clear and plain to me, but they aren't explained. So,  
12 perhaps, in our electronic iteration of the application,  
13 we will provide them with some clarification like we did  
14 on the EMS side.

15 I would be happy to share with you what that looks  
16 like at some point. I can do some screen caps and push  
17 them out, you know, to the board members for that.

18 Part of it is gaming the system. Let's be real.  
19 You know, because the system says that I can go to work  
20 before you even know if I'm a serial killer, then I'm  
21 going to tell you I'm not until you figure out I am. And  
22 then I'm going to quit, and then I'm going to go  
23 somewhere else and start the process all over again.  
24 That's kind of absurd, but that's the reality that we  
25 face.

1           So there is a lot of heavy lifting that needs to be  
2 done on the statute side and on the rules side to clean  
3 up some things. There are a lot of ambiguities. There  
4 are a lot of things that conflict with one another. But  
5 the basic premise that you would issue a credential to  
6 someone to do something before you know that the number  
7 one detractor for suitability, you don't even have the  
8 returns on that yet, doesn't make any sense.

9           And it is probably the number one driver of  
10 attrition in this business in this state, which we know  
11 hovers somewhere around -- I mean, the average across the  
12 country is 26 to 400 percent. We are probably at 300  
13 percent. And that's the reason. That's probably 200  
14 percent of it right there is that process. So we have to  
15 find a way to change it.

16           MR. ROBINSON: So how would you do it --

17           MR. BLACHE: I don't know yet.

18           MR. ROBINSON: -- instead of the blue card?

19           MR. BLACHE: As you know, as you can all tell, I  
20 will stand here and I will tell you everything I do know.  
21 I will also tell you what I don't know. I'm not bashful  
22 about being ignorant. I have a lot of ideas about it,  
23 probably too broad for one meeting or for this meeting.

24           But if you just walk away from the confines of this  
25 building for a minute and just talk about what is normal

1 | in credentialing, right, what's normal? What's normal  
2 | is, people are investigated, a determination is made.

3 | I mean, I couldn't get this job without a background  
4 | investigation. I mean, it's very simple. You know, they  
5 | do the colonoscopy background investigation, right? I  
6 | mean, everything, you know. I had people calling me  
7 | from -- people I hadn't talked to in years, Like, man,  
8 | what are you doing?

9 | I'm, like, What?

10 | I just got a phone call from the state police.

11 | You know, I was, like, Great. That's good.

12 | I mean, you know, the whole -- we are here to  
13 | protect the state. That's what we are here to do. And  
14 | you don't protect the state effectively by putting the  
15 | cart before the horse. And that's a logical argument  
16 | that many people probably can't argue with. It's just  
17 | got to be reworked. The work flow has to be reworked.

18 | E-licensure will help us, though, a lot, because  
19 | it's going to solve several of our issues, like, that  
20 | one. You know, when I said to Jane that day, I said,  
21 | Well, we don't issue temporary card registrations,  
22 | companies do.

23 | The form says that we issued it. If you read the  
24 | form, it says, This verifies that a guard registration  
25 | application has been submitted. That's incorrect. It

1 | doesn't get there for 20 days sometimes. So all that's  
2 | incongruent and doesn't make sense. So we've got to work  
3 | on it as a collective body and figure out how to fix it.

4 | Any other questions?

5 | MS. PIERRE: Fabian, it sounds like a great,  
6 | great tool to use. And the thing is educating all the  
7 | companies around it on what the phase-in period is going  
8 | to look like with new cards.

9 | The other thing that I would like to add is that I  
10 | think Orleans Parish is the only parish in the state of  
11 | Louisiana that we have to do a background investigation  
12 | or even --

13 | MR. ROBINSON: On top of background.

14 | MS. PIERRE: -- on each person even before it  
15 | gets to you guys. So before we can hire them, they have  
16 | to have a local background check.

17 | MS. VINSON: For armed guards.

18 | MR. BLACHE: Yes. Superintendent Harrison and I  
19 | had a conversation about that and their extra  
20 | credentialing. And that's going to be an ongoing  
21 | discussion. I don't know if their charter -- I have  
22 | scanned through it a few times, yet I don't see where it  
23 | addresses our industry in that way. It does point to at  
24 | least some other things, but not us.

25 | So I think it's another case of the status quo:

1 | doing what you have always done and continuing to do it  
2 | because you do it. That's not a good enough reason for  
3 | Fabian Blache, I will let you know that.

4 | Leadership challenge is the status quo, and people  
5 | who believe wholeheartedly in what they are doing will  
6 | respect that and give me a reason for why they are doing  
7 | it. So he and I have a conversation that's going to  
8 | happen, just to have a real discussion about where does  
9 | this come from, why is it done, what do you think you are  
10 | accomplishing by doing it. Make a case for it, because,  
11 | otherwise -- I mean, we are the state of Louisiana.  
12 | There is a distinct difference.

13 | Yes, I come from that, because, NYPD, state police  
14 | don't have jurisdiction in the five burroughs of New York  
15 | City. But there is actual hard-coated statutory support  
16 | for that. There is a difference when it's just a  
17 | premise.

18 | MR. ROBINSON: Well, you are only -- not only  
19 | the security, but everything. They make their own rules,  
20 | so that means they get their share, you know.

21 | MR. BLACHE: Yep. Oh, I know. But it's  
22 | something that needs to be, at least, looked at, and  
23 | then, if we exhaust it, we exhaust it. You know, I can  
24 | put the gloves down too, so.

25 | MR. ROBINSON: Well, it happens, because it

1 | hinders the security business, because we can't --

2 |           MR. BLACHE: Oh, absolutely. The margins are  
3 | small enough. We don't -- that exacerbates the problem.

4 |           As a person who has owned his own business and  
5 | worked for other businesses, I come to this role with a  
6 | lot of relevant experience, and I get it.

7 |           And I'm speaking to that in those newsletters and  
8 | letting you know, look, I'm not here just to be some  
9 | figurehead of a punitive body. I'm here to help you with  
10 | your workforce development, help you with the training.

11 |           You know, that's one of the other things we will be  
12 | doing: We are going to be developing and offering  
13 | training free of charge around the state, something we  
14 | have not really done before, other than what we do here,  
15 | which is fantastic. But there is more that we can do,  
16 | and we are going to do that.

17 |           MS. PIERRE: Sounds great.

18 |           MR. BLACHE: Thank you.

19 |           MR. ROBINSON: Thank you.

20 |           MS. VINSON: Is that it?

21 |           MR. BLACHE: Yes. That's it's for me.

22 |           MS. VINSON: I wasn't sure if you had any more.

23 |           MR. BLACHE: I'm good.

24 | OLD BUSINESS, FINANCIAL REPORT

25 |           MS. VINSON: Moving on to Item 6 on the agenda,

1 6-A, Status Reports. In your packets, you should have  
2 the quarterly status report of security officers and then  
3 the financial report.

4 MR. BLACHE: Do you want to do the budget?

5 MS. VINSON: Are we going to amend the agenda?

6 MS. PIERRE: I make a motion to amend the  
7 agenda.

8 MR. ROBINSON: Second.

9 MS. VINSON: We have a motion to amend the  
10 budget under Item 6-2. All in favor?

11 ALL BOARD MEMBERS: Aye.

12 MS. VINSON: Any opposed? Motion passes.

13 MR. DALTON MCRIGHT: For the new board members,  
14 I'm Dalton McRight and this is my wife, Jeanette McRight.  
15 She is Jeanette R. McRight, CPA. I work for her. I am  
16 also an MBA, and I passed the CPA exam, although I do not  
17 practice as a CPA any longer. I strictly do consulting  
18 work, which is what we do with the state board here.

19 A brief history of what we've done, we started doing  
20 the audit on the board back in the late '90s. We did it  
21 for eight, ten years, I think. And at that time, we --  
22 the legislative auditor got to the point where they  
23 wanted new faces to come in and do audits. And we were  
24 starting to phase ourselves out of audits and going into  
25 consulting work.

1           What I do now is, I go to work with state boards,  
2 assessors, clerks of court, other state agencies. I go  
3 in and advise their accounting staff on how to basically  
4 get ready for audits. And so our procedures with this  
5 board is as advisors to the accounting department on  
6 everyday accounting matters as how to handle certain  
7 situations when they pop up, how to prepare budgets, and  
8 stuff like that.

9           So we are basically an advisory to your accounting  
10 department, as Fabian pointed out, that we are an outside  
11 contractor to them and an extension of your accounting  
12 department.

13           And so we are basically here today to present the --  
14 we have the financial statements for the year to date  
15 through May 31st. We also have the projected budget  
16 through June 30th, 2016, and also a projected budget for  
17 the year '16-17. All these will have to be approved by  
18 the board today as part of the process for the  
19 legislative auditor to come in and do.

20           They don't do a full financial audit on this agency.  
21 You are a little bit too small for them. They do a  
22 procedures test where they come in and test the so many  
23 payroll items, so many revenue items, so many expense  
24 items. And then they issue a report based upon that.

25           As Fabian pointed out, they will be issuing a report

1 |       sometime in the early fall, although they will be coming  
2 |       in here July 5th. This is the first time the legislative  
3 |       auditors came in here in at least 20 years or so.

4 |             And we talked to them about it and wanted to know  
5 |       why they were coming in. And their answer is, they have  
6 |       hired new staff. They want the staff to be able to  
7 |       report the audit that they overseeing, so they are  
8 |       randomly selecting people around the state to do.

9 |             And your contract with your outside CPA just  
10 |       happened to be up. So it wasn't anything specific. It  
11 |       was just a timing deal that showed up. They are going to  
12 |       do the same procedures at the same cost that your prior  
13 |       outside CPA did it. So I just wanted to assure the  
14 |       board, there was nothing that they were coming in on a  
15 |       witch hunt or anything like that. It's just a  
16 |       straightforward opportunity for them to train their  
17 |       staff.

18 |             MS. VINSON: If I can let everybody know, the  
19 |       budget is in the back of the packet. What's in the front  
20 |       part is the financials, the balance sheets for May. So  
21 |       if you flip to the very back of the package.

22 |             MS. RYLAND: It's the first page after the long  
23 |       page of contracts, after the last page.

24 |             MR. DALTON MCRIGHT: Do y'all want to do the  
25 |       financial part first? because that kind of ties into the

1 budget. We can go through that fairly quickly.

2 MS. VINSON: Yes, okay.

3 MR. DALTON MCRIGHT: If y'all get to the  
4 financial statements, there is one that says Balance  
5 Sheet. The balance sheet is basically a snapshot of the  
6 board's activity at May 31st. And it's only good for the  
7 end of the day on that day, and it changes immediately  
8 the next day. But it gives you a good view of what, how  
9 the board's position right now.

10 On page 1, we have Cash. We have cash of \$822,000.  
11 I've got 194,000 of it is operating cash that we use for  
12 everyday operations.

13 Then we have 627,000 that has been designated by the  
14 board in prior years to pay for future payment of  
15 post-retirement benefits by the board. That is a way of  
16 keeping these funds segregated so that they wouldn't be  
17 considered excess funds and could be taken by the  
18 governor's department. It doesn't stop them. It just  
19 says we have a plan for it.

20 MS. VINSON: Right. Like, it's cash that we are  
21 going to actually have to use at some point.

22 MR. DALTON MCRIGHT: At some point, right. They  
23 are getting stricter and stricter on this post-retirement  
24 stuff. But that shows that y'all have cash on hand of  
25 \$822,000, which is a very good place to be. That means

1 y'all can handle most of your expenses.

2 Your expenses for the five months are 811,000, so  
3 y'all can operate off of excess cash right now for about  
4 a year, without having to panic. That would give y'all  
5 time to go to the legislature and get laws changed or  
6 anything y'all needed to do. You wouldn't be immediately  
7 thrown into a position where, hey, we can't pay our  
8 bills. You would have funds to handle it for at least a  
9 year on hand there, which is a good place to be.

10 MS. VINSON: Unless everybody retired at once.

11 MR. DALTON MCRIGHT: Right.

12 MS. VINSON: I'm just making sure everyone  
13 understands what it's there for.

14 MR. BLACHE: They are not allowed to.

15 MS. VINSON: They are not allowed to.

16 MR. DALTON MCRIGHT: A year is a pretty quick  
17 period of time. It can go quickly if you don't get  
18 something to take its place.

19 The next section is the property and equipment that  
20 the board owns. Y'all have this land and the building.  
21 The land, y'all paid 90,000 for; the building, 372,000.  
22 The computers and equipment and the automobiles are  
23 another \$200,000. Y'all have accumulated depreciation on  
24 that, coming up with a net value of those assets right  
25 now of \$390,000.

1           There's part of governmental accounting down at the  
2 bottom under Capital account. We set aside that 390 from  
3 retained earnings to say that, okay, these funds are  
4 designated for replacement of those fixed assets in  
5 future years is the best way to put that. It  
6 doesn't legally to be doing anything. It's just a  
7 governmental accounting policy to do that.

8           Coming on down under the next thing, under  
9 Liabilities, right now y'all have current liabilities of  
10 167,000. These are items that will need to be paid in a  
11 short time period.

12           Under Current Liabilities, the biggest item y'all  
13 have is \$99,000 to the state police for fingerprints.  
14 What happens is, y'all get in fingerprint cards with a  
15 check attached. Unfortunately, y'all don't get to keep  
16 that check. It belongs mostly to the state police.  
17 Y'all get a fee off of it, and the rest of it is sitting  
18 there to go to the state police.

19           The state police -- we process in-house the cards.  
20 The state police allows Jane and them to send over 200  
21 applications at a time when they are ready to handle  
22 them. So we may get in 1600 of them in a month. They  
23 may only say, okay, we can accept 800 of them. So we end  
24 up sitting here holding their money, which is what the  
25 94,000 is, that we are holding their money.

1           So when we look at this \$822,000 worth of bank  
2 deposits we have, 99,000 of it really is designated to go  
3 to the state police at some time in the future. So that  
4 kind of reduces that down. That's, one day, they could  
5 say, okay, we can take all of them. So send everything  
6 you have over here and send the money as soon as we  
7 process it, is the way it works.

8           The other payables you have there is the 19,000.  
9 That's accrued payroll taxes, insurance, the -- well,  
10 basically, insurance and payroll taxes is basically what  
11 makes up that 19,000.

12           The reserved compensated absences is the amount of  
13 money that is owed employees if they decide to take all  
14 their leave within the next year. We would have to pay  
15 them \$43,000 while they're on leave.

16           The next item down is long-term liabilities. We  
17 have \$587,000. This is the post-retirement benefits.  
18 This is a new accounting deal that came in about seven or  
19 eight years ago that just had to be on the balance sheet.  
20 And this is moneys, at some time in the future, y'all  
21 will be liable for paying. And that's we have designated  
22 part of the excess cash as to cover this in the future.

23           Although the board is not bound to keep that, they  
24 can do like other boards do around the state: They just  
25 ignore it, say we will worry about it when somebody

1 forces us to pay this. And it will come some day, but  
2 it's probably not going to be in the next eight, ten  
3 years, so.

4 The last section under Capital, you are showing a  
5 total capital of 458,000. \$390,000 of that is set up,  
6 because we've got to deplete fixed assets. And that  
7 basically leaves \$69,000 of funds that y'all can move.  
8 When I say "y'all," I'm referring to the board. You  
9 could say, okay, we have a shortfall in the operations of  
10 the board for this year. We're going in the Budget  
11 Items.

12 The way the budget works, we try to budget for a  
13 zero or a profit. The state law says you are not  
14 supposed to budget a negative amount, so if you come up,  
15 I really want to do something that it's going to cost  
16 \$69,000 more than we have, we could move this 69,000 for  
17 a budget item, use it for that. That's basically all  
18 that says.

19 If we move over to the next page, it should say  
20 Revenues at the top. As of May 31st, y'all had \$874,860  
21 worth of revenues come in. And if you look at that,  
22 basically, fines make up about 18 percent of that.  
23 Fingerprint income makes up another 9 percent.  
24 Everything else basically -- well, all the licensure  
25 areas make up another 70 percent of it. So we've got

1 | some other income and stuff that adds up to about 8, 9,  
2 | 10 percent.

3 |       And so, as long as y'all are continuing to license  
4 | guards and y'all don't have a big drop-off in the  
5 | expected revenues, you stay basically on a constant  
6 | basis. Yes, sir.

7 |       MR. ROJAS: I have a question. Fingerprint  
8 | income shows 76,000, but on the Balance Sheet shows we  
9 | owe the state 99,000.

10 |       MR. DALTON MCRIGHT: Yes, sir.

11 |       MR. ROJAS: That's 20,000 difference, what we've  
12 | collected and what we owe.

13 |       MS. VINSON: That's our \$10.

14 |       MR. DALTON MCRIGHT: Yes. This is -- the board  
15 | collects, when they send in the fingerprint card, I think  
16 | it's \$50?

17 |       MS. RYLAND: 50.75.

18 |       MR. KENNEDY: 50.75.

19 |       MS. VALLERY: And we have to keep a \$10 bill.  
20 | 50.75.

21 |       MR. DALTON MCRIGHT: Right. But it comes in.  
22 | The whole amount goes into this liability account where  
23 | that 99,000 is. And then the board takes an  
24 | administrative fee of \$10. That's what makes up this  
25 | amount of 76,000. The rest of it just stays there to be

1 | paid to the state police when they say, We processed  
2 | these. We took these 200 in. We want to receive a check  
3 | from y'all to cover these 200. So that's what the 99,000  
4 | is.

5 | That's basically what your revenues come from. But  
6 | if you get ready to expend those revenues, you get into  
7 | \$875,000 worth of revenues through May 31st. Y'all have  
8 | expended 811,000 of it already. Of that 811,000, roughly  
9 | a little over 70 percent goes to pay salaries, benefits,  
10 | "benefits" being insurance, retirement, anything  
11 | associated with having an employee.

12 | So the remainder, 30 percent, is made up of office  
13 | supplies, computers, all the different things.  
14 | Accounting fees, courts, clerks, all of these fees go  
15 | into there. So that makes up the other 30 percent.

16 | The only way to really cut expenses is to cut down  
17 | on office supplies, cut down on some of these other  
18 | smaller items. Your pay is pretty well designated by  
19 | law, so it's hard to cut that amount without cutting  
20 | employees.

21 | So, basically, as of May 31st, y'all had 63,273 more  
22 | income than y'all had expenses. So that's the year to  
23 | date as of May 31st.

24 | NEW BUSINESS, BUDGET APPROVAL

25 | MR. DALTON MCRIGHT: And then, if y'all like,

1 | now we can move on to the budget, which is these other  
2 | three pages that are turned sideways on the pages. On  
3 | this spreadsheet here, the very first column after the  
4 | Description is Last Fiscal Year Balance. That's what the  
5 | prior year audit showed for these individual categories.

6 |       The next category should be the information we just  
7 | went over from May 31st.

8 |       The third column is the monthly average of those  
9 | columns, of the year-to-date columns. And that gives us  
10 | a projected June 30th balance.

11 |       The legislative auditor -- well, I say legislative  
12 | auditor. They check it. The statute, budgeting statute,  
13 | for the State of Louisiana says that we have to be within  
14 | 5 percent of that budget amount for the year. So the  
15 | next column is Projected Balance, was the amount that we  
16 | project that, as of June 30th, will be there. And we  
17 | used that amount to make an amended budget.

18 |       We're going to say, okay, today we want y'all to  
19 | amend the budget to include these numbers here in these  
20 | categories. That will allow us to fall within 5 percent  
21 | of revenues and expenditures for the year ending  
22 | June 30th of '16. So that's a requirement. That's one  
23 | of the things that we have been written up in the past,  
24 | that we didn't exactly hit that 5 percent, though we are  
25 | going -- we're trying to get closer and closer. It's not

1 a major item, but it's one that they will write you up on  
2 if we don't come real close to it.

3 We are lucky this year. You are meeting in June so  
4 we can get this amended budget. If we tried to do it  
5 back in April, we'd have a better chance of being off.  
6 But right now I think we are going to be fairly close.

7 The last column on here is a Projected Budget for  
8 '16-17. This will also need to be accepted by the board  
9 today or changed to whatever y'all want to do with it.  
10 And what we've come up with is, on Revenues, we want to  
11 budget revenues of up to a \$1,050,500 and broken down by  
12 those different categories.

13 Again, fines is a significant area, and guards'  
14 renewals, new guards' applications, company fees, all that  
15 will make up another 500-something thousand, \$600,000.  
16 And we'll come down to the end, where fingerprint income  
17 of 86,000 was projected. So, once again, that's going to  
18 make up the majority of the revenues that we can spend in  
19 the coming year.

20 Our projection for expending this money is, once  
21 again, is going to be salary and wages. It's going to be  
22 the big item, going to spend over half of it on just the  
23 salaries. You come down, I think, on the third page, and  
24 we look at LASERS and insurance. That's another  
25 \$188,000. So you're looking at 515, plus 188, almost

1 700,000 of the million-fifty is going to have to go  
2 toward employees and their benefits. The remainder is  
3 broken up between the different categories, office  
4 supplies.

5 MS. VINSON: And then we will have a new  
6 investigator hopefully, which we don't have now too.

7 MR. DALTON MCRIGHT: What we've projected so far  
8 next year is, under Fabian's plan of using outside  
9 investigators, we have only projected 20,000 right now.  
10 If that goes up, y'all will have to come to the board for  
11 an amendment of that. And we will -- so we have taken  
12 away the individual investigators, replaced it with this  
13 one amount. Let's see what else.

14 The other big items on here would be the last two  
15 items on the last column. That will be the Image Trend,  
16 which, basically, Fabian just went through, and the Clear  
17 Fee, which is \$7100. That one, Fabian can explain it  
18 better than I can, so, if y'all need more details on  
19 that.

20 Well, basically, we are saying we want y'all to  
21 budget \$1,050,000 and budget expenditures of that amount.  
22 Subject to progress reports at each quarter, we may have  
23 to amend this budget, increase it or decrease it. It's  
24 our best effort at starting off with a number right now.

25 And I would be happy to answer any specific

1 | questions that we can. I will even let Jeanette talk a  
2 | little bit.

3 | MR. ROJAS: I have a question again. On the  
4 | Balance Sheet in front, it shows a Year to Date of 874  
5 | for May 31st and, on the budget, only shows 856,410.  
6 | What is the discrepancy between that? And it shows a  
7 | profit through Year to Date of 63,000, and on the budget  
8 | only shows 46,000.

9 | MR. DALTON MCRIGHT: On the budget, the budget  
10 | was done back closer to May 31st. The balance sheet was  
11 | ran yesterday. We probably reclassified some items  
12 | within the expense categories, and I just didn't catch it  
13 | and change the budget projections on that. It wasn't  
14 | (inaudible) enough to truly throw it off, I don't think,  
15 | so. You've got a good eye.

16 | MR. ROJAS: And, also, it shows a loss for  
17 | 46,000. It's in parentheses. Is that right? It should  
18 | be no parentheses around in here. That's a profit for  
19 | those, for that 11 months.

20 | MR. DALTON MCRIGHT: Yes. What happened here  
21 | was, whenever we used Excel and we downloaded it from the  
22 | system directly into Excel, the revenues are put in as  
23 | negative amounts and then expenses are put in as positive  
24 | amounts and the difference. So if you had a profit, it  
25 | will be a bracketed amount at the end on that particular

1 | thing. I probably got a little lazy there. I should  
2 | have went in and changed all of the positive numbers --

3 | MS. VINSON: Yes. The grid on the left shows  
4 | that too.

5 | MR. DALTON MCRIGHT: Okay.

6 | MS. VINSON: This says Profit, and it has  
7 | brackets. Are there any other questions? So, first, we  
8 | need a motion to amend the budget.

9 | MS. PIERRE: I make a motion to amend the  
10 | budget.

11 | MS. VINSON: Do I have a second?

12 | MR. SANDERS: Second.

13 | MS. VINSON: Any other discussion? All in  
14 | favor?

15 | ALL BOARD MEMBERS: Aye.

16 | MS. VINSON: Any opposed? Motion passes.  
17 | Second, we need a motion to approve the new budget.

18 | MR. ROJAS: I'll make a motion to approve the  
19 | new budget.

20 | MS. PIERRE: Second.

21 | MS. VINSON: Any discussion? All in favor?

22 | ALL BOARD MEMBERS: Aye.

23 | MS. VINSON: Any opposed? The motion passes.  
24 | Do we have a new contract for them as well?

25 | MR. BLACHE: Yes.

1 MS. VINSON: Do we want to do that while they  
2 are here?

3 NEW BUSINESS, APPROVAL OF CPA CONTRACT

4 MR. BLACHE: Do you have the contract for them,  
5 the court reporter --

6 MS. VINSON: I didn't know if we wanted to do  
7 accounting. That way, they can leave.

8 MR. BLACHE: Yes. That's fine. That's perfect.

9 MS. RYLAND: They are going to be the second one  
10 of the long pages.

11 MS. VINSON: Yes. So the CPA's contract is up  
12 for renewal. It's the second contract in your packet.

13 MS. PIERRE: So, at least, it's your name,  
14 Jeanette.

15 MS. JEANETTE MCRIGHT: Yes.

16 MS. VINSON: Does anyone have any questions? If  
17 not, I would need a motion to approve the contract  
18 between the board and Jeanette McRight, CPA.

19 MR. ROJAS: I make a motion we approve the  
20 contract as presented.

21 MR. KENNEDY: I will second.

22 MS. VINSON: Any other discussion? All in  
23 favor?

24 ALL BOARD MEMBERS: Aye.

25 MS. VINSON: Any opposed? The motion passes.

1 Thank you.

2 MR. DALTON MCRIGHT: There's one thing y'all may  
3 want to -- I don't think it's on the agenda, but the  
4 legislative auditor is coming in as the outside auditor.  
5 I don't know if y'all approved, y'all have to approve it  
6 or not, but it might be a good idea just to accept the  
7 engagement letter of the legislative auditor to perform  
8 the services for 6/30/16.

9 MS. JEANETTE MCRIGHT: Y'all normally approve.  
10 You know, we normally have a normal outside auditor, just  
11 a CPA that -- you know, from Baton Rouge, but y'all  
12 normally approve that. So it probably would be a good  
13 idea to approve that the legislative auditors come in for  
14 the -- we call it the audit.

15 MR. BLACHE: So the legislative auditor sends a  
16 letter to the executive secretary to engage that?

17 MR. DALTON MCRIGHT: Yes, sir.

18 MS. JEANETTE MCRIGHT: Yes.

19 MR. BLACHE: Right. We amended that letter,  
20 because there were some anomalies in it. And I approved  
21 that engagement. So I just wanted to state that for the  
22 record so that --

23 MR. DALTON MCRIGHT: Yes. I think that's all  
24 you will need to do is, I guess, verify that the  
25 executive secretary has the authority to enter into a

1 contract with the legislative auditor for the accounting  
2 engagement that they are going to perform. Okay?

3 MS. VINSON: Okay. Do I have a motion for that,  
4 then?

5 MR. ROJAS: I will make a motion that we did  
6 approve it. But if we disapproved it, they're going to  
7 do it anyway.

8 MR. SANDERS: Second.

9 MS. JEANETTE MCRIGHT: But we want them to be  
10 favorable walking in the door. Okay?

11 MS. VINSON: I have a second by Mr. Sanders.  
12 Any discussion? All in favor?

13 ALL BOARD MEMBERS: Aye.

14 MS. VINSON: Any opposed? The motion passes.  
15 Thank you very much.

16 MR. DALTON MCRIGHT: I thank the board for their  
17 attention on this thing, and I look forward to working  
18 with y'all. And if any of you board members have a  
19 question on anything, feel free to contact either one of  
20 us at any time. And we work for y'all through the board,  
21 so we are here with y'all.

22 MS. PIERRE: We are going to call the boss. We  
23 are going to call Jeanette.

24 MR. DALTON MCRIGHT: That's right. Call direct  
25 there. She has to earn her money somehow, right?

1 MS. VINSON: Thank You.

2 OLD BUSINESS, MISCELLANEOUS

3 MS. VINSON: Under No. 6, Old Business, do we  
4 have anything under Miscellaneous?

5 MR. ROBINSON: Do we need to go back to No. 1?

6 OLD BUSINESS, OFFICE STATUS REPORTS

7 MS. VINSON: Oh, Office Status Reports?

8 MR. ROBINSON: Right.

9 MS. VINSON: Do we have any questions regarding  
10 that?

11 MR. ROBINSON: Do we have to?

12 MS. VINSON: We don't make a motion on it, but  
13 it's a time for questions or information only. Can I  
14 request a five-minute break?

15 MR. BLACHE: Absolutely. Bio-break.

16 MS. VINSON: Just five minutes or until I come  
17 back.

18 (Recess taken.)

19 NEW BUSINESS, ELECTION OF NEW OFFICERS

20 MS. VINSON: I'm going to call our meeting back  
21 to order. We are on Item No. 7, New Business, 1,  
22 Election of New Officers.

23 MR. ROJAS: Do we make a nomination?

24 MR. ROBINSON: I would like nominate Ms. Marian  
25 Pierre as the new president.

1 MS. VINSON: Chairman?

2 MR. ROBINSON: Chairman.

3 MR. WILLIAMS: Actually, I would like to know  
4 that -- I guess I just have a question. We have  
5 basically a new board up here. We have --

6 MS. VINSON: We might need a second on the  
7 motion first and then a discussion. But you are first  
8 if, when we have a second. Do I have a second?

9 MR. ROJAS: I'd like to make a motion. There is  
10 no second. I would like to make a motion that Ms. Vinson  
11 remains as chairman at the present time since this a new  
12 board. We will have a kind of continuity of what has  
13 been going on in the past. It will help the new board  
14 members coming in.

15 MR. RIVERS: I second that motion.

16 MR. WILLIAMS: Second.

17 UNIDENTIFIED SPEAKER: Second.

18 MS. VINSON: So do we have discussion? Do you  
19 have discussion, Mr. Williams?

20 MR. WILLIAMS: The only thing I would say is  
21 this. I know he made a motion for you for stay on and  
22 assist the new board and everything. I just want to make  
23 sure that, until we get a full board, a full new board,  
24 before we elect another chairman. That's all I wanted to  
25 say. I think we need to have everybody here and not rush

1 | it, and we need to have a whole.

2 | MS. VINSON: And we can actually not have an  
3 | election today, from what I believe. From what I  
4 | understand from the statute, from the rules, we might be  
5 | able to roll until the next meeting, see if anything else  
6 | happens. We can elect -- we currently don't have a vice  
7 | chair too, so we would have to fill that position as  
8 | well. But that's up to everyone here.

9 | MR. ROBINSON: So we might be looking for some  
10 | direction.

11 | MR. ROJAS: Well, we do have a quorum right now.  
12 | We can take a vote since it was seconded.

13 | MR. BLACKBURN: That's correct. I think you can  
14 | go either way right now. It's your option.

15 | MS. VINSON: Okay. Since we have a motion and a  
16 | second, I will move for a vote on the chairman.

17 | MS. PIERRE: I have a question. Do we have any  
18 | timeline as it relates to when any of the present members  
19 | are staying or leaving? because they are not going to  
20 | leave us without any leadership.

21 | MS. VINSON: Well, the vice chair would move up  
22 | to chair. Then, at that meeting, we would elect the new  
23 | vice chair.

24 | MS. PIERRE: So the vice chair couldn't be  
25 | selected among the people that have not been received

1 their appointments?

2 MR. BLACKBURN: No. It wouldn't be a member of  
3 the board.

4 MS. VINSON: Correct.

5 MR. BLACHE: So we select the vice chair.

6 MS. VINSON: Today.

7 MR. BLACKBURN: Yes. Of members that are  
8 appointed.

9 MS. VINSON: It's like the last meeting. None  
10 of us know what's going to happen. We just know what we  
11 have today.

12 MR. ROBINSON: So can I take that back and  
13 recommend her to be the vice chair?

14 MS. VINSON: We have a motion on it. We need to  
15 vote on it, and then we'll move on.

16 MR. ROBINSON: Yes. That's why I asked.

17 MR. ROJAS: I call for a question, ma'am.

18 MS. VINSON: Yes, sir. You called for the vote,  
19 Mr. Rojas?

20 MR. ROJAS: Yes. That's right.

21 MS. VINSON: Okay. So all in favor?

22 MR. ROBINSON: Which one?

23 MS. VINSON: For chairman, for Christine Vinson  
24 to maintain chairmanship of the state board.

25 MS. PIERRE: Until such time as the new board

1 member comes aboard?

2 MR. ROJAS: No, no. That was not my motion.

3 MS. VINSON: That was not his motion.

4 MR. ROJAS: We have a quorum right now, so we  
5 can vote right now.

6 MS. VINSON: Correct. So can you restate your  
7 motion, Mr. Rojas.

8 MR. ROJAS: I make a motion that Ms. Vinson be  
9 chairman of the Board of Louisiana State Private Security  
10 Examiners since we do have a quorum.

11 MS. VINSON: Do we have a second?

12 MS. RYLAND: We already have a second.

13 MS. VINSON: On the vote, Mr. Rivers.

14 MS. RYLAND: Mr. Rivers and Mr. Williams.

15 MR. RIVERS: He changed it. He changed the way  
16 he worded it.

17 MS. RYLAND: So were you going to withdraw your  
18 first motion?

19 MR. ROJAS: It was the same motion I made the  
20 first time. Can you read it back for me, please.

21 COURT REPORTER: It will take me a few minutes,  
22 because my realtime is not working today. So just a few  
23 seconds. Excuse me.

24 MR. BLACKBURN: Just restate it.

25 MR. ROJAS: The stated motion, I made the motion

1 | that Ms. Vinson will be chairman of the Louisiana State  
2 | Board of Private Security Examiners.

3 | MS. VINSON: I believe that was his first  
4 | motion, but I will let you -- so do we have a second?  
5 | Okay. Since there is no second, motion fails.

6 | MR. RIVERS: I'd like to make a motion.

7 | MS. VINSON: Yes.

8 | MR. RIVERS: To make Ms. Vinson the acting  
9 | chairman of the board until we -- until all the new  
10 | appointments are made for the new board and, at that  
11 | time, we elect a chairman.

12 | MR. WILLIAMS: I second.

13 | MS. VINSON: Okay. Any discussion? All in  
14 | favor?

15 | ALL BOARD MEMBERS: Aye.

16 | MS. VINSON: Any opposed? Motion passes. Now  
17 | we need to elect a vice chair for the board.

18 | MS. RYLAND: We need to withdraw all those  
19 | motions.

20 | MS. VINSON: Well, they didn't have seconds, so  
21 | they failed.

22 | MR. ROBINSON: I'd like to recommend Ms. Pierre  
23 | be vice chair of the Louisiana State Board of Private  
24 | Security Examiners.

25 | MS. VINSON: Do I have a second?

1 MR. WILLIAMS: I will second it.

2 MS. VINSON: Any discussion? All in favor?

3 ALL BOARD MEMBERS: Aye.

4 MS. VINSON: Any opposed? The motion passes.

5 NEW BUSINESS, CONTRACT APPROVALS

6 MS. VINSON: Moving on to Item No. 2 under 7,  
7 well, A of 7, Contracts to be signed for the fiscal year,  
8 approved and signed. So I think we have the investigator  
9 contract and then Ms. Annette's contract as court  
10 reporter.

11 MS. RYLAND: We have several more contracts in  
12 there. We should have Teknarus, who is our computer;  
13 Michael Morgan, who is our guard tracking. And then  
14 there is an agreement for the cleaning services, ICI  
15 Building Services. Teknarus is the first one.

16 MS. VINSON: Is this a renewal or a new one,  
17 Teknarus?

18 MR. BLACHE: They are all renewals. Yes. They  
19 are all existing contracts.

20 MS. PIERRE: Let me ask you something, Fabian.  
21 In the one for Teknarus, this goes through 2017?

22 MR. BLACHE: Yes.

23 MS. RYLAND: All of them are July 1st, this  
24 year, through June 30th of next year.

25 MS. VINSON: I know, as it relates to

1 (inaudible), working with them, you will feel  
2 comfortable.

3 MR. BLACHE: Yes. They each have -- Teknarus  
4 and the Mike Morris were different. One is the database  
5 administrator for the guard tracking system. They handle  
6 everything from our e-mail servers and tech support and  
7 all the day-to-day computer stuff. They also assist me  
8 in procuring all the other URLs. I didn't mention that  
9 in my presentation, but I will very quickly.

10 We used to be LSBPSE.info which didn't match up with  
11 our e-mail account, the "dot-com." What I did was, I  
12 procured the "dot-BizNet and org." We still have the  
13 info as well. It doesn't matter what you type in. It's  
14 all going to take you to the "dot-com" going forward. It  
15 happens seamlessly. But that was just another one of  
16 those things to help us be a little bit easier to find.  
17 We're also indexing with Bing and Google, and Teknarus is  
18 assisting us with that as well.

19 MS. PIERRE: The support services, they roll  
20 over if you don't use them, roll over that you have  
21 access to them, unused time?

22 MR. BLACHE: Yes.

23 MR. ROBINSON: So we need a motion for each one?

24 MS. VINSON: Yes. We will need to do each one  
25 individually. So we need a motion for Teknarus.

1 MS. PIERRE: I make a motion that we accept  
2 Teknarus.

3 MR. SANDERS: I second.

4 MS. VINSON: Second by Mr. Sanders. Any  
5 discussion on it? All in favor?

6 ALL BOARD MEMBERS: Aye.

7 MS. VINSON: Any opposed? The motion passes.  
8 Next one is with Mr. Michael Morgan?

9 MR. BLACHE: Correct. He is the database  
10 administrator for guard tracking. The servers here, he  
11 maintains that server. He is who I contact when I need  
12 to generate reports from within that system, because it's  
13 an Oracle SQL type database.

14 MS. VINSON: I need a motion to accept.

15 MR. ROBINSON: So moved.

16 MS. VINSON: Do I have a second?

17 MR. KENNEDY: Second.

18 MR. RIVERS: Second.

19 MS. VINSON: Any discussion? All in favor?

20 ALL BOARD MEMBERS: Aye.

21 MS. VINSON: Next one is for ICI Building  
22 Services for the cleaning of the building.

23 MR. KENNEDY: Question: Do y'all have any  
24 problems with them currently?

25 MS. RYLAND: All I can say is we love them and

1 | please approve them. We went through two years of  
2 | cleaning our own building, so.

3 | MR. ROBINSON: So moved.

4 | MR. ROJAS: Second.

5 | MS. VINSON: Any discussion? All in favor?

6 | ALL BOARD MEMBERS: Aye.

7 | MS. VINSON: Any opposed? The motion carries.  
8 | I guess I'm going to skip to Ms. Annette. I know that,  
9 | the investigator, we're going to have this conversation,  
10 | probably. So we will go on to Ms. Annette Ross, who is  
11 | our court reporter. She is the last contract of the long  
12 | pages. Ross.

13 | MR. KENNEDY: I make a motion that we approve  
14 | the contract as written for Ms. Ross.

15 | MR. SANDERS: I second.

16 | MS. VINSON: Second by Mr. Sanders. Any  
17 | discussion? All in favor?

18 | ALL BOARD MEMBERS: Aye.

19 | MS. VINSON: Any opposed? The motion passes.  
20 | On to the first long contract, the big one is for the  
21 | approval for Mr. Blache to contract with the  
22 | investigative company for.

23 | MR. BLACHE: Right. So, previously, we had two  
24 | contracts with investigators. One was down in the  
25 | Greater New Orleans Area. One was up north. Through

1 review of some of the previous material received and some  
2 discussion with staff, etc., we determined that those  
3 weren't necessarily as effective as what I'm demanding  
4 and looking for.

5 So what I'm looking to do now is take a slightly  
6 different, but similar, approach. I want to use someone  
7 who is centrally located within the state that has  
8 licensed investigators that are all throughout the state,  
9 that are already deployed in those areas, so it's not the  
10 situation where they are bringing people in to  
11 specifically do this work. But they are going to do the  
12 work under my direction.

13 Looked at a variety of different options, and I  
14 chose someone that I know that can micromanage that field  
15 work the way I want it to be done and provide timely  
16 reports to this organization so that we can review them  
17 and take action on those things.

18 The basic concept is to have more of a spider-like  
19 footprint across the state. And we want somebody who has  
20 got somebody in the Northwest, Northeast, Central, you  
21 know, across that whole middle band and down the  
22 throughout the entire East and West, Southern Louisiana  
23 Area.

24 This organization can do that. They are very  
25 effective, very good at what they do. This basically

1 functions as a pilot, so to speak, where we are taking,  
2 instead of having two individuals who have a \$10,000  
3 contract, we are getting a company that has a lot of  
4 individuals and giving them a specific monetary window in  
5 which to do this work so we can evaluate that this  
6 process is going to work as I anticipated.

7 MS. PIERRE: I have a question. The question is  
8 whether or not they will be tasked with particular duties  
9 per day, that they will have to accomplish so much per  
10 day? Is that the way this is going to happen?

11 MR. BLACHE: It will be done by, in the manner  
12 that we normally conduct, like, a private investigator  
13 deal. So what it is, they will be given lead sheets. We  
14 will tell them where we want them to go, what we want  
15 them to do. They will have a certain amount of time in  
16 which to get it done and have it written up and then  
17 submitted to me.

18 MR. RIVERS: As far as this company, where are  
19 they located and how long have they been in business and  
20 have we looked, have we checked price-wise with other  
21 companies compared to them?

22 MR. BLACHE: Sure. The rate on the contract is  
23 well below the industry standard. The company has been  
24 in business for over 20 years. They are located in the  
25 Alexandria area. I once used them back in my days as an

1 SIU administrator, which would have been probably from  
2 about '95 to about 2007. The reason why I looked at them  
3 for this is because I always got a good return on  
4 investment for what I paid to them.

5 So, in the workers' comp arena, for example, when I  
6 first walked in, I had 26 vendors. Within the first two  
7 weeks of me being given the reins of that organization,  
8 we were down to six. One of them was actually  
9 Mr. Romero's company, who was able to cut the mustard and  
10 give us a good return on investment. This is another one  
11 of those companies that is able to do something like  
12 that.

13 The other 21 companies, we were spending money, and  
14 we weren't getting anything in return. Part of the  
15 reason for that is, there is an art to dealing with  
16 external investigators. That's just the reality.

17 This is why police departments have to have  
18 sergeants and supervisors to go out and see where people  
19 are and make sure they are on post, just like people who  
20 operate the private security industry know that you have  
21 to get out there. It's all about getting out there and  
22 checking them out.

23 Mr. Gravel is somebody who manages his people very  
24 closely. And he is also very meticulous about what goes  
25 into the four corners of the document. It's not somebody

1 | who is going to give you a ratty report. It's not going  
2 | to have typographical errors. And it's not going to  
3 | expose us in ways that you can be very easily exposed in  
4 | an investigative document.

5 |         So that was the reason why I decided on him, because  
6 | of his location, because of his longevity, his  
7 | experience, and the fact that he and his investigators  
8 | are considered experts in various courts throughout the  
9 | state.

10 |                 MS. VINSON: Any other questions?

11 |                 MR. ROJAS: I make a motion we approve the  
12 | contract of Gravel Investigations.

13 |                 MR. ROBINSON: Second.

14 |                 MS. VINSON: Any other discussion? All in  
15 | favor?

16 |                 ALL BOARD MEMBERS: Aye.

17 |                 MS. VINSON: Any opposed? The motion passes.

18 | NEW BUSINESS, CHECKING ACCOUNT

19 |                 MS. VINSON: Item A-3, Checking Account, we need  
20 | approval for Mr. Blache to sign checks for the state  
21 | board. Do I have a motion?

22 |                 MR. ROJAS: I will make a motion we approve his  
23 | signature.

24 |                 MS. VINSON: Do I have a second?

25 |                 MR. ROBINSON: Second.

1 MS. VINSON: Any discussion? All in favor?

2 ALL BOARD MEMBERS: Aye.

3 NEW BUSINESS, IASIR CONFERENCE TRAVEL

4 MS. VINSON: We did the budget. Item 5 is the  
5 IASIR conference, which is in October, I believe, in Las  
6 Vegas.

7 MR. BLACHE: That is correct. So one of the  
8 other things that I did, and I didn't put that in the  
9 presentation because I knew we would be addressing it  
10 here in the agenda, is, IASIR reached out and we have  
11 been in communication. They have made me a part of their  
12 Program Committee. I thought it was very important that,  
13 as we get the board in place with the new leadership  
14 here, that we reengage IASIR very aggressively.

15 MS. VINSON: Yes. I think it's very important  
16 as well.

17 MR. BLACHE: Without question. It's the  
18 International Association of Security and Investigative  
19 Regulators. So I will be starting tomorrow, actually,  
20 actively involved with the host of that conference,  
21 putting together what that agenda is going to look like  
22 and what the topics will be. And so I'm looking to  
23 attend that conference as well, being that I'm  
24 participating in the planning of it.

25 And that will be in October. And as the chairman

1 | said, it will be in Las Vegas.

2 | MS. PIERRE: I make a motion that we approve the  
3 | trip to IASIR.

4 | MR. ROBINSON: I second.

5 | MS. VINSON: Any other discussion?

6 | MR. BLACKBURN: Those who don't remember or  
7 | weren't here, we have always allowed any board member who  
8 | wanted to go to be able to go. So if you decide you need  
9 | to go.

10 | MS. VINSON: Yes. In the past, did we approve  
11 | up to a certain number, or we just allowed everyone?

12 | MR. BLACKBURN: It gleans itself out. You only  
13 | get two or three that may want to go.

14 | MS. VINSON: Right. Okay.

15 | MR. BLACHE: Anybody who wishes to attend, come  
16 | on. Let's do it.

17 | MS. RYLAND: We have to have a motion in order  
18 | so that we can pay for it.

19 | MS. VINSON: Right, exactly. So I guess if  
20 | y'all want to think about it between now and the next  
21 | meeting.

22 | MR. RIVERS: I make a motion to approve every  
23 | board member who would like to attend, that they do it.

24 | MR. SANDERS: Second.

25 | MS. VINSON: Second.

1 MS. RYLAND: And you seconded?

2 MR. ROBINSON: Mr. Sanders did. We just sound  
3 alike.

4 COURT REPORTER: No, you don't, but I can't tell  
5 who is saying what. Okay.

6 MS. VINSON: Any discussion?

7 MR. BLACKBURN: Adrienne said she wants to go.

8 MS. PIERRE: Why don't you send her, Frank?

9 MR. BLACKBURN: That's your job.

10 MS. VINSON: All in favor?

11 ALL BOARD MEMBERS: Aye.

12 MS. VINSON: Any opposed? The motion passes.

13 Before we go to "B" under the Miscellaneous items, I  
14 want to ask, did we order any plaques to be sent to the  
15 past board members?

16 MR. BLACHE: Yes.

17 MS. VINSON: Thank you.

18 MR. BLACHE: Along with the new name plates for  
19 the new members.

20 MS. VINSON: Thanks.

21 MR. BLACHE: No problem.

22 DETERMINATION OF NEXT BOARD MEETING DATE

23 MS. VINSON: Item B is the Determination of the  
24 Next Board Meeting. So as you are aware, we meet once a  
25 quarter.

1 MS. RYLAND: We don't have a whole lot coming  
2 up, so the later the better, really.

3 (Discussion of possible dates.)

4 MS. VINSON: September 8th?

5 MR. BLACHE: So the 8th. So what we will do in  
6 the future, start using a Doodle poll. We will send that  
7 out so everybody can hit it, and then we'll know. And we  
8 might even want to consider looking further out than just  
9 the next meeting.

10 MS. VINSON: Yes. A lot of states do that. So  
11 I need a motion for the date, time, and location, please,  
12 for the next board meeting.

13 MR. RIVERS: I make a motion for September 8th  
14 at 9:30 a.m.

15 MR. WILLIAMS: Second.

16 MS. VINSON: At this location?

17 MR. RIVERS: At this location.

18 MS. VINSON: Second by Mr. Williams. Any other  
19 discussion? All in favor?

20 ALL BOARD MEMBERS: Aye.

21 MS. VINSON: Any opposed? Motion carries.

22 QUESTIONS FROM THE PUBLIC

23 A. Item 8 on the agenda is Questions From the Public.  
24 Yes, sir. If you don't mind, stand and say who you are.

25 MR. CHRIS WILLIAMS: Chris Williams, L & R

1 Security Services. I have questions for Mr. Fabian.

2 MR. BLACHE: Sure.

3 MR. CHRIS WILLIAMS: Do you anticipate what the  
4 revamping of the system to issue credentials? Is it  
5 going to be an approval so that it will model, like,  
6 Texas and Florida, where it will be one credential where  
7 they can go to any company, or is it still going to be  
8 one credential for all the 350 companies?

9 MR. BLACHE: So that's a great question. Right  
10 now that's dictated by statute. So I know where you are  
11 going with that. The idea that the individual gets  
12 credentialed like a nurse and they can work anywhere  
13 because of credentials, that's not the way our laws are  
14 currently structured. And so that's something that,  
15 Title 37 will have to be cracked open and reworked to  
16 accommodate. The system will not have any bearing on  
17 that. That's a legislative issue, not an administrative  
18 one from my level. Great question.

19 MR. BLACKBURN: And it was something we've  
20 discussed almost every year about legislation. The  
21 problem is, you hire them, you train them, you spend  
22 money getting them ready to work, and they are gone next  
23 door. So that was to stop that.

24 MR. CHRIS WILLIAMS: Are they also going to --  
25 they are also going to print out their own temporary

1 | card?

2 |           MR. BLACHE: It can be done two ways. I kind of  
3 | glossed over it in my presentation that I -- if it's  
4 | still running. I don't know if it is. Let's see if I  
5 | can turn this on. There you go. Let me show you  
6 | something here.

7 |           There's two ways this is done. I will tell you what  
8 | we did in my previous life at EMS, and I will tell you  
9 | what we can do, because, basically, anything you think  
10 | of, we can probably do. You notice here, it says,  
11 | Generate Card? Okay. So when the person gets in there  
12 | and they click it, they are not going to get anything,  
13 | unless they have a credential that's issued by us. That  
14 | can be turned on or off from my side of it. Okay?

15 |           What happens, regardless, is that the moment we  
16 | issue the credential, an e-mail goes out to the  
17 | individual. And in that e-mail is the PDF credential  
18 | that they can print out. This is a convenience feature.

19 |           You know, if they lose the card and they need it  
20 | again, they would simply come here, hit Generate Card, it  
21 | pops up on the screen again because it's a PDF file, and  
22 | they can reprint that, which is why the point of the  
23 | verification of the credential is so important, you know,  
24 | this component.

25 |           This is the live, you know, iron-clad aspect of that

1 document. It's just like if you have a duplicate  
2 driver's license, so to speak.

3 But we can do it either way. It's really going to  
4 be what the industry feels is most convenient and what  
5 works best. Ultimately, though, the moment John Gage's  
6 credential is paid for, whether he pays for it or the  
7 company pays for it, and we say License, Register, per  
8 se, that e-mail goes straight into his Gmail account or  
9 Yahoo account. And it says, Congratulations, this is  
10 your renewal or your temporary registration card or your  
11 permanent registration card from the state board, Print  
12 this and maintain this on your person at all times. Do  
13 you understand?

14 MR. CHRIS WILLIAMS:

15 MR. ROMERO: Fabian.

16 MR. BLACHE: Yes.

17 MR. ROMERO: Excuse me. Would there be the  
18 option for the companies to --

19 MR. BLACHE: Yes.

20 MR. ROMERO: -- put all of that information in,  
21 not have the officer, because many of the officers are  
22 not going to have access, much less immediate access, to  
23 printers and whatnot, so when you say -- when you are  
24 saying you are going to authenticate it, is it going to  
25 be a dual authentication?

1 MR. BLACHE: Could be. It could be.

2 MR. ROMERO: That's something to consider,  
3 because, again, not everyone is going to be computer  
4 literate, nor will they have the hardware to be able to  
5 do that.

6 MR. BLACHE: Well, I can tell you this: In EMS,  
7 we ran into the exact same problem. There are a lot of  
8 rural EMTs that have -- basically, they use the library  
9 whenever they want to use the Internet, whatever. It  
10 really wasn't that big of an issue, to be quite frank.

11 I do want to share with you, in the spirit of this  
12 question, something philosophically that I want to bring  
13 to our collective thought processes. As a credentialing  
14 specialist, I can tell that licensure is an individual  
15 thing. We handle it historically in this industry as if  
16 it's a company-driven thing.

17 And I want us to start considering and thinking  
18 about that, because, really, when I go to school and get  
19 a bachelor's degree, the bachelor's degree is not issued  
20 to my professors, it's not issued to my parents, it's  
21 issued to me. I am responsible for it. The actions I  
22 take using it have repercussions that are related to me,  
23 the same as a driver's license, the same as a fishing  
24 license, the same as a nursing license.

25 So what happened on the EMS and fire side was, you

1 know, fire departments told us, Well, wait a minute.  
2 I've got to have somebody sit at a desk all day and enter  
3 all these applications, as opposed to having the people  
4 fill them out on paper and then just collecting them and  
5 writing a check and sending them?

6 And my response to that was, No. And there was a  
7 reason for that. I will tell you what the number one  
8 reason is, especially with the e-license system. Every  
9 time you use your password, it is legally in the State of  
10 Louisiana a way of e-signing documentation.

11 And the important thing is that, I don't want  
12 somebody who lies on a document to be able to say, well,  
13 I didn't fill it out in the first place, my employer did,  
14 because that gives us no leg to stand on going forward.  
15 It exposes the employer, and it exonerates the person who  
16 is responsible for not putting the proper information in  
17 the document.

18 So I will end-cap that with this statement: There's  
19 two ways that we can do this when it comes down to  
20 pulling the trigger on issuing the credential. One of  
21 the ways is that, when a person affiliates in the  
22 application with the company -- Hub, all right? -- it  
23 sends something to you that says, These 11 people just  
24 put in applications listing your organization as their  
25 affiliation. Is that correct?

1           If only ten of them are yours, you select the ten  
2 with the radio button and you say Okay. And then we get  
3 notified immediately, These are ready to go.

4           The other one gets immediately withdrawn  
5 administratively, and they get a notice that happens  
6 immediately saying, Your application for guard  
7 registration with Hub Enterprises was not accepted, and  
8 your application has been withdrawn. Please contact the  
9 state board or reapply, because they might have chosen  
10 you by mistake, whatever the case may be, but there's a  
11 way to do that.

12           MS. PIERRE: There's a way to address dual  
13 commissions also with that system?

14           MR. BLACHE: Yes. Good question.

15           MS. VINSON: Any other questions? I need a  
16 motion to adjourn.

17           MS. PIERRE: Motion to adjourn.

18           MR. WILLIAMS: Second.

19           MS. VINSON: Second. Motion to adjourn at  
20 11:34. All in favor?

21           ALL BOARD MEMBERS: Aye.

22           MS. VINSON: Any opposed? The motion passes.

23                   (End of proceedings.)

24

25

**C E R T I F I C A T E**1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

I, Annette Ross, Certified Shorthand Reporter in and for the State of Louisiana, as the Officer before whom this testimony was taken, do hereby certify:

That the proceedings as herein before set forth in the foregoing 82 pages was reported by me in stenographic machine shorthand, transcribed by me or under my personal direction and supervision, and is a true and correct transcript to the best of my ability and understanding;

That I am not of counsel, nor related to any person participating in this cause, and am in no way interested in the outcome of this event;

That the transcript has been prepared in compliance with the transcript format guidelines required by statute and by rules of the board;

That I have acted in compliance with the prohibition on contractual relationships as defined by Louisiana Code of Civil Procedure Article 1434 and in rules and advisory opinions of the board.

This certification is valid only for a transcript accompanied by my original signature and raised seal on this page.

---

ANNETTE ROSS,

CCR NO. 93001

9th day of July, 2016