

State of Louisiana

***MUNICIPAL POLICE OFFICERS' SUPPLEMENTAL PAY
BOARD MEETING***

NOVEMBER 18, 2020

10:00 a.m.

Municipal Police Officers' Supplemental Pay

Board Meeting

November 18, 2020

10:00 a.m.

MEMBERS AND STAFF PRESENT:

Bry Layrisson, Chairman

Candace Oby

Kay DeBenedetto

Conner Junkin, Esq.

Candy Diez

Soonie Tessier

ALSO PRESENT:

James Blair, Chief, Morgan City Police Department

Mark Griffith, Assistant Chief, Morgan City Police Department

Ted Liner, Captain, Morgan City Police Department

Joseph Hebert, Lieutenant, UNOPD

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Municipal Police Officers' Supplemental Pay Board Meeting
November 18, 2020

MR. LAYRISSON:

All right. I'd like to call this meeting to order. It's the Municipal Police Officers' Supplemental Pay Board, November 18th, 2020, 10:00 a.m.

APPROVAL OF THE MINUTES

MR. LAYRISSON:

The first item on the agenda is the approval of minutes from August 19, 2020. Can I get a motion?

MS. OBY:

I'll motion to approve the minutes.

MR. LAYRISSON:

And I second.

In favor?

(All aye.)

MR. LAYRISSON:

The motion carries.

OLD BUSINESS

MORGAN CITY POLICE DEPARTMENT - KIMBERLY WINTHROW

MR. LAYRISSON:

The next item on the agenda is Morgan City Police Department.

MS. OBY:

All right. So, Candy, just to make sure, we have three gentlemen here from Morgan City Police Department. Are these applications out of order?

1 **MS. DIEZ:**

2 Yes.

3 **MS. OBY:**

4 Okay. So I can't find it.

5 **MS. DIEZ:**

6 They are in count alphabetical order, sorry.

7 **MR. LAYRISSON:**

8 All right.

9 **MS. OBY:**

10 So just a rundown on -- on how -- how we got here. In March, we received her
11 application. Our staff returned the application because her job title was a correctional
12 officer. Morgan City sent a letter saying -- asking for additional review and approval, so
13 the Board -- we had our Board meeting in May. The Board reviewed the application
14 and the job description, you know, attached, and we denied her application because of
15 her job duties and the detailed job description. So then, in August -- no, I'm sorry. The
16 Board reviewed her application, I'm sorry, and asked for a letter with more specific job
17 duties.

18 Then, in July, Morgan City sent in more job duties, provided a detailed description,
19 so in August, the Board actually reviewed her application, but denied it because of the
20 job title and description was that of a correctional officer. And so, in September, the
21 Chief sent in another letter of -- requesting for an appeal for us to again review the
22 application. So that's the letter that you're reading right there. It's his most recent letter,
23 and their justification as to why they believe she qualifies.

24 It's my understanding that this is a Civil Service position, and she is in a position of
25 a correctional officer. However, from what they say in the letter, it's saying she maybe

1 takes on additional job duties, but she -- she does -- she has the Correctional Peace
2 Officer certificate.

3 So that's where -- that's where we are.

4 **MR. LAYRISSON:**

5 Okay.

6 **MS. OBY:**

7 I feel like if she is performing the duties of a corrections officer/jailer or
8 communications officer, then I feel like they should actually hire her in that position and
9 not had her in a classified position that's just a correctional officer, because it is a
10 classified -- I mean, it's a classified position.

11 **MS. DEBENEDETTO:**

12 And the -- the reason that we always had that breakout and way back when in time
13 when we first started allowing these blended duty officers to start receiving was for
14 smaller towns that were not under a Civil Service system that truly had a person who
15 was working in their parish jail or handling their prisoners, but also a law enforcement
16 officer. They had -- just had blended duties.

17 This is a Civil Service town that has, you know -- has specific classifications and job
18 duties that they are supposed to adhere to, so...

19 **MS. OBY:**

20 Who do we have here? We have Chief and --

21 **MS. DEBENEDETTO:**

22 And perhaps, before -- before we hear anymore, you know, we need to really put on
23 the record that our attorney, our esteemed attorney, Paul, has officially retired, and
24 Conner -- and, Conner, it's going to take me forever to get your name, okay, so -- your
25 last name?

1 **MR. JUNKIN:**

2 Junkin.

3 **MS. DEBENEDETTO:**

4 Conner Junkin, J-U-N-K-I-N, is now representing the Board. This is his first full-
5 time meeting.

6 **MR. JUNKIN:**

7 I've been to --

8 **MS. DEBENEDETTO:**

9 You've been to meetings before.

10 **MR. JUNKIN:**

11 Yeah. I've been coming for about, I guess, like a year and half now, so, yeah.

12 **MR. LAYRISSON:**

13 Okay. Chief, would you like to explain to us the duties that this officer is doing?

14 **CHIEF BLAIR:**

15 When I came in, in 2015, we had a shortage of manpower.

16 **MR. LAYRISSON:**

17 Let him swear you in.

18 **MR. JUNKIN:**

19 (Witness sworn.)

20 **CHIEF BLAIR:**

21 When I came in as Chief in 2015, we had a shortage of manpower within the
22 department of six to eight people. We also had a budget reduction of over \$100,000. So
23 one of my concerns was how do I effectively fill that gap and help supplement the road
24 officers. One of that was to get these correctional officers, those who are capable of
25 doing it, into a law enforcement position by getting them Level 2 P.O.S.T. certified.

1 Under Civil Service, I can't determine -- I have no choice in what title is on the PA
2 form. They changed that. It -- everything is done by computer now. I've put
3 correctional officer. I've put basic correctional officer. I also put peace officer. But
4 what I can do under Civil Service is work those classified employees up to a limit of 30
5 days outside of their class, if needed. And these employees help fill the gaps on the
6 road, on road patrol, in a law enforcement capacity, and in events, shortages, and
7 catastrophic events. We've had five named storms in our city over this past --

8 **MR. LAYRISSON:**

9 Up to -- up to 30 days in what timeframe?

10 **CHIEF BLAIR:**

11 In any capacity under Civil Service. And I have the ability to work them up -- up to
12 30 days at any one time.

13 **MR. LAYRISSON:**

14 Okay.

15 **CHIEF BLAIR:**

16 And that was my concern and to fill in these gaps in our department in assisting our
17 road patrol in enforcement duties in the city.

18 **MR. LAYRISSON:**

19 Have they been filling in these gaps?

20 **CHIEF BLAIR:**

21 Yes, they have, and, you know, like I said, these officers fill an important role and
22 they -- yes, they are correctional officers by list on the PA form, but their duties have
23 expanded, and these officers play an important role in our department. And they meet
24 the qualifications as listed on the documentation that I received, and they do have a
25 basic correctional certificate, which they do have. By the fact that they are Level 2

1 certified, they are now law enforcement officers, certified by the State of Louisiana as a
2 P.O.S.T. certified basic correctional peace officer. They can enforce state laws. And I
3 think, therefore, they qualify for State supplemental pay.

4 And it -- it has a caveat with that. It provides them more training. It provides them
5 a -- an avenue to -- to receive more training and required more training by P.O.S.T.
6 certifications. They have to receive that certification. So the benefit is a win-win for
7 everybody, for our city, for our department, and for those employees.

8 **MR. LAYRISSON:**

9 Okay.

10 **MS. OBY:**

11 I have a question. Is there any reason why you -- you haven't just gone to Civil
12 Service to change her job title?

13 **CHIEF BLAIR:**

14 To what?

15 **MS. OBY:**

16 To what she actually is. What is she?

17 **CHIEF BLAIR:**

18 She's a correctional officer under Civil Service. Okay. That job title --

19 **MS. OBY:**

20 But you're saying that she performs police officer duties.

21 **CHIEF BLAIR:**

22 Occasionally, yes.

23 **MS. OBY:**

24 Not full-time?

25 **CHIEF BLAIR:**

1 Not full-time. Because, like I said, I can work -- she is in a law enforcement
2 capacity now.

3 **MS. DEBENEDETTO:**

4 Civil Service, of course, was created to protect employees and give them a working
5 job description, but you can have a new job description created within Civil Service that
6 would cover this blended duty thing. You could have a jailer/a correctional officer/a
7 police officer created. But if you are continuing to work this person outside of her job
8 class routinely, then that is a violation of Civil Service.

9 **CHIEF BLAIR:**

10 Up to 30 days.

11 **MS. OBY:**

12 So she's not a full-time police officer?

13 **CHIEF BLAIR:**

14 No.

15 **MS. OBY:**

16 Then I don't think she qualifies.

17 **CHIEF BLAIR:**

18 What is the difference between this and a garage mechanic that works for a Sheriff's
19 department that has a title of deputy?

20 **MS. DEBENEDETTO:**

21 The Sheriff's --

22 **CHIEF BLAIR:**

23 And it puts her -- it -- but -- but that is an unfair advantage.

24 **MS. OBY:**

25 Is he a full-time Sheriff's officer?

1 **CHIEF BLAIR:**

2 Let me finish. That is a disadvantage to a Civil Service employee based on that job
3 title. If a mechanic -- a deputy Sheriff -- if I'm a -- if I'm a deputy Sheriff and I work
4 strictly as a mechanic and I spent zero time on the road in a law enforcement capacity
5 but because of the title of deputy it's not an issue, and that's a disadvantage to a Civil
6 Service employee. And I think we're getting too hung up on the title on their PA form.
7 I can't control that. I wish I could. I wish I can put them as deputy -- I mean, officer -- I
8 -- I have no -- I can't control that.

9 **MS. DEBENEDETTO:**

10 My suggesting coming from my HR experience would be that if you have this
11 routinely occurring in your department, then, yes, I would recommend you move
12 forward to create a new job title within Civil Service. That happens routinely.

13 **CHIEF BLAIR:**

14 And the question now, is she --

15 **MR. LAYRISSON:**

16 You could -- you could have a police officer working in communications.

17 **CHIEF BLAIR:**

18 Correct, up to 30 days. I can take a police officer and work him as dispatch for 30
19 days.

20 **MS. DEBENEDETTO:**

21 But not routinely.

22 **CHIEF BLAIR:**

23 It happens routinely. I can work them up to 30 days.

24 **MS. OBY:**

25 When you say up to -- up to 30 days --

1 **CHIEF BLAIR:**

2 I can work him five -- I can work him once a week two or three days a month as a
3 dispatcher to fill in when I have a shortage of dispatchers. So it is routinely. But -- but
4 my -- my feeling is that, once you become Level 2 certified, you become a law
5 enforcement officer in the State of Louisiana. You're there to help enforce the law.

6 **MS. DEBENEDETTO:**

7 The law does state you have to be performing the job.

8 **CHIEF BLAIR:**

9 And she's capable of performing the job now.

10 **MS. DEBENEDETTO:**

11 Capable of, but is she performing the job?

12 **CHIEF BLAIR:**

13 She is.

14 **MS. OBY:**

15 I just -- I just think the question is, is she a full-time police officer, and the answer
16 is, no.

17 **CHIEF BLAIR:**

18 What's the difference between her and, like I said, a maintenance worker at a
19 Sheriff's Department?

20 **MS. OBY:**

21 Is he a full-time police officer? I mean, that --

22 **CHIEF BLAIR:**

23 But what makes them a full-time police officer?

24 **MR. LAYRISSON:**

25 Let me ask you this, Kyle.

1 **CHIEF BLAIR:**

2 It's the P.O.S.T. certification.

3 **MR. LAYRISSON:**

4 If she was classified as a police officer working X amount of hours a week as a
5 dispatcher, would she qualify, if her title was different?

6 **MR. JUNKIN:**

7 Yes. I mean, the concern is whether or not it's the -- what the law states is that it's a
8 full-time basis, that is -- that is what is established in the law as the qualifications and
9 the disqualifications.

10 **CHIEF BLAIR:**

11 Full-time basis is what as a law enforcement officer for the State of Louisiana, once
12 you become a Level 2 P.O.S.T. certified --

13 **MS. OBY:**

14 Does the statute specifically exclude correctional officers?

15 **MR. JUNKIN:**

16 In (unintelligible).

17 **MS. OBY:**

18 Yeah. I don't -- I don't --

19 **MR. LAYRISSON:**

20 All right. Hang on.

21 **MR. JUNKIN:**

22 I haven't (unintelligible) specifically for correctional officers; however, I would say
23 that the 1667.1, Subsection D.3, states that the following people shall not be deemed to
24 be a municipal officer entitled to additional pay of State funds, personnel employed as
25 law enforcement officers on less than a full-time basis or on an hourly basis. And if it's

1 something that's --

2 **CHIEF BLAIR:**

3 As what, as, say, a clerical worker or --

4 **MR. JUNKIN:**

5 As a law enforcement officer, and --

6 **MS. OBY:**

7 So, if you're a law enforcement officer that's part-time, you don't qualify?

8 **MR. JUNKIN:**

9 Yes.

10 **CHIEF BLAIR:**

11 She is a full-time, based on her P.O.S.T. certification as a basic correctional officer
12 -- may I, can I have it?

13 **MS. OBY:**

14 This?

15 **MR. JUNKIN:**

16 Is she conducting the law enforcement officer duties full-time?

17 **CHIEF BLAIR:**

18 Now she is, because she has a basic, Level 2 police certification. She is qualified
19 and certified to do that. And in this handout that I received as an example of why she
20 was refused, on the bottom it says, classification as correctional officer. That's true.
21 This is the only classification to use correction officer certificate. She doesn't have that.
22 She has a Level 2. Right above that, it says can use basic correctional peace officer
23 certificate, which she does.

24 **MR. JUNKIN:**

25 And you said she's certified to do it full-time, but does she perform the duties full-

1 time?

2 **CHIEF BLAIR:**

3 In addition to her basic correctional duties.

4 **MS. DEBENEDETTO:**

5 Her commission card is as a corrections officer, so, even within your department,
6 she's not commissioned as law enforcement.

7 **CHIEF BLAIR:**

8 That can change. I could change that. I could change --

9 **MS. OBY:**

10 You could also change her classification with Civil Service.

11 **MR. LAYRISSON:**

12 Let -- let's take a five-minute recess.

13 (BRIEF RECESS.)

14 **MR. LAYRISSON:**

15 All right. We're going to call this meeting back to order.

16 I suggest that we give our attorney some more time to review this specifically, and
17 we'll make a determination at the next meeting. And if she is approved, she will receive
18 back pay to the date requested.

19 **CHIEF BLAIR:**

20 And I want to add this. If -- if I do change her classification to peace officer -- or
21 police officer, then it goes the -- it's a two-way street, basically. If I work her in
22 corrections, I can only work her for 30 days outside of her classification, and if -- if -- if
23 -- you know.

24 **MS. DEBENEDETTO:**

25 Create a -- a new job description though with a blended correctional officer/police

1 officer would allow you -- would allow her to be eligible and would allow you to work
2 her where you need in that department.

3 **CHIEF BLAIR:**

4 Again -- and -- and I agree with you. If it was easy, I would do that.

5 **MS. DEBENEDETTO:**

6 Well, nothing is every easy.

7 **CHIEF BLAIR:**

8 No, nothing is ever easy. But I think in this case making a decision based on a
9 word on the Civil Service PA form is unfair to her, and it's unfair to the department and
10 it puts us at a disadvantage. That's why we fully explained -- and that's why I fully
11 explained what her job duties are going to be. She's classified as a correctional officer,
12 but the minute she became a Level 2 P.O.S.T. certified peace officer for the State of
13 Louisiana, even though she's listed as a correctional officer on her PA form, her job
14 duties and her job ability and performance changed.

15 And I -- I would ask the Board again to reconsider her application, because she does
16 meet the qualifications for the Level 2 P.O.S.T. certification. She does -- she is now,
17 based on that certification, a law enforcement officer full-time with the State of
18 Louisiana, and she's -- has the ability to enforce the laws of the State of Louisiana. And
19 she's not -- she can do it off duty or on duty. She can -- and act -- and that's a benefit to
20 our community, that's a benefit to our department. And I -- I just -- like I said, I'm -- I'm
21 asking the Board to reconsider it and -- and grant her the ability.

22 **MR. LAYRISSON:**

23 Conner, does she qualify under number three there on that list? The way --

24 **MR. JUNKIN:**

25 I -- I would need more time to -- to review it before I --

1 **MR. LAYRISSON:**

2 I agree with a lot you said, Chief. Let's give our attorney a little more time to make
3 sure that we can approve her. We will bring it back up at the next meeting. If she is
4 approved, she will receive back pay to the date of the application.

5 **CHIEF BLAIR:**

6 Again, I appreciate y'all's position, and -- and I understand it, and that's why I'm
7 here to clarify to try to clarify and add some insight on it.

8 **MR. LAYRISSON:**

9 We've had this issue with other departments because of Civil Service and the ability
10 to not be flexible with the titles.

11 **MS. DEBENEDETTO:**

12 And understand, I think I create -- I know that I created this in like 2002, you know.
13 The world has changed since then. We may need to adjust exactly our termination (sic)
14 on this.

15 **MR. LAYRISSON:**

16 We need to look -- Conner needs to look at it. Because the way I understand it, if
17 you're P.O.S.T. certified and you're full-time, you qualify, you know. It doesn't say in
18 there whether you're a detective, a patrol officer, so -- our new attorney needs to give us
19 some new 2020 advice.

20 **MS. DEBENEDETTO:**

21 Our new attorney can give us a new opinion.

22 **MR. LAYRISSON:**

23 And we will contact you.

24 **CHIEF BLAIR:**

25 I appreciate y'all's time, and y'all have a good day.

1 **MS. OBY:**

2 Thank you.

3 **MR. LAYRISSON:**

4 All right, Chief. Thank you.

5 **MS. DEBENEDETTO:**

6 Thank you.

7 **MS. OBY:**

8 Do we need to vote to defer this?

9 **MS. DEBENEDETTO:**

10 Yes. You need a motion to defer it.

11 **MR. LAYRISSON:**

12 Yes.

13 **MS. OBY:**

14 Okay. I make a motion to defer --

15 **MR. LAYRISSON:**

16 I second.

17 **MS. OBY:**

18 -- Kimberly Withrow to the next Board meeting after we have more information
19 from our legal staff.

20 **MR. LAYRISSON:**

21 I'll second that.

22 All in favor?

23 (All aye.)

24 UNIVERSITY OF NEW ORLEANS

25 INDIVIDUAL APPROVALS BACK PAY AND ACT 110

1 **MR. LAYRISSON:**

2 The next item on the agenda, University of New Orleans.

3 **MS. DEBENEDETTO:**

4 This is just -- I gave you our list that -- when we set the effective date and discussed
5 these at the May 28th meeting, we didn't have the -- we had not yet reviewed the
6 applications. They brought them to that meeting. We have since gone through them in
7 detail. We did find, of the 18 applications that we received, one which is highlighted,
8 that is Susan Cecile Graham, was not eligible based upon the fact that she had more
9 than a five-year break in service and has no P.O.S.T. certificate. She, I think, was
10 under the grandfather clause so long ago, but her five-year break in service, of course,
11 nullifies that grandfather clause. We have instructed her to get with the P.O.S.T.
12 Council to see if they can give her a letter. It's going to be dependent upon them. But
13 at this point in time, she did not go on. The other 17 -- well, 16 of the remaining 17
14 have gone on and are receiving. One is not eligible until the end of this month.

15 **MS. OBY:**

16 Okay. And then this list for Act 110 will be presented at the JLCB meeting Friday.

17 **MS. DEBENEDETTO:**

18 Right.

19 **MS. OBY:**

20 Okay.

21 **MR. LAYRISSON:**

22 All right. I need a motion to approve these applications.

23 **MS. OBY:**

24 I -- I -- I make a motion to approve.

25 **MR. LAYRISSON:**

1 I'll second.

2 All in favor?

3 **MS. DEBENEDETTO:**

4 And to deny Susan?

5 **MR. LAYRISSON:**

6 Yes. We're going to approve these applications and deny Susan Graham.

7 **MS. OBY:**

8 I make a motion to deny Susan Graham.

9 **MR. LAYRISSON:**

10 I'll second.

11 All in favor?

12 (All aye.)

13 **NEW BUSINESS**

14 **BAKER POLICE DEPARTMENT - BARBARA BROWN**

15 **MR. LAYRISSON:**

16 All right. The next item on the agenda is the Baker Police Department.

17 **MS. OBY:**

18 Okay. Y'all going to have to -- Candy?

19 **MR. LAYRISSON:**

20 Is Baker Civil Service?

21 **MS. DIEZ:**

22 Yes.

23 **MS. DEBENEDETTO:**

24 Yes, it is.

25 **MR. LAYRISSON:**

1 Okay. And is she P.O.S.T. certified?

2 **MS. DIEZ:**

3 Yes.

4 **MS. OBY:**

5 So does the -- does the statute say --

6 **MR. LAYRISSON:**

7 Civil Service chiefs are eligible.

8 **MS. OBY:**

9 Are eligible.

10 **MR. LAYRISSON:**

11 Non-Civil Service are not.

12 **MS. OBY:**

13 I mean, I know we had that issue with that -- that one secretary that -- a while ago
14 with Folsom (phonetic).

15 **MR. LAYRISSON:**

16 That's because she was not Civil Service.

17 **MS. OBY:**

18 She was not Civil Service?

19 **MR. LAYRISSON:**

20 Correct.

21 **MS. OBY:**

22 Okay.

23 **MR. LAYRISSON:**

24 I'm not Civil Service, so my secretary is not eligible.

25 **MS. DEBENEDETTO:**

1 And the former Baker secretary to the chief --

2 **MS. OBY:**

3 Received it.

4 **MS. DEBENEDETTO:**

5 -- did receive supplemental pay.

6 **MR. LAYRISSON:**

7 Yeah.

8 **MR. JUNKIN:**

9 A secretary to the chief, from my understanding, is specifically included.

10 **MS. OBY:**

11 Right. Okay. I'll make a motion to approve Barbara Brown.

12 **MR. LAYRISSON:**

13 I'll second.

14 All in favor?

15 (All aye.)

16 **MS. DEBENEDETTO:**

17 Question on the effective date, let's see, her -- well, her P.O.S.T. certificate is
18 10/27/20, so that would be her effective date.

19 **MS. OBY:**

20 Yes.

21 CITY COURT OF DENHAM SPRINGS - DAVID HOOTER

22 **MR. LAYRISSON:**

23 The next item on the agenda, City Court of Denham Springs, probation officer.

24 **MS. OBY:**

25 So is this a job title question?

1 **MS. DEBENEDETTO:**

2 Well, it's job title question. It's a signature question. We have never had anybody
3 from the City Court of Denham Springs receiving supplemental pay. This is a honing
4 (phonetic) issue. The judge signed it in place of the police chief. He previously
5 worked at the Denham Springs Marshal Office. He does have a basic P.O.S.T.
6 certificate. He wrote this letter on how he transitioned from the Denham Springs
7 Marshal's Office to that of the City Court of Denham Springs as a probation officer.

8 **MS. OBY:**

9 So he doesn't --

10 **MS. DEBENEDETTO:**

11 I think our biggest question is, what does he do?

12 **MS. OBY:**

13 So he doesn't report to the Marshal's Office.

14 **MS. DEBENEDETTO:**

15 He does not report to the police chief. He reports to the judge. I mean, I just
16 don't --

17 **MR. LAYRISSON:**

18 Well, I think the judge is the Marshal -- well, no, he's not. He went from Marshal
19 to the --

20 **MS. DEBENEDETTO:**

21 No. There is a Marshal's Office. There is a Denham Springs Marshal Office.

22 **MR. LAYRISSON:**

23 Yeah, that's right.

24 **MS. DEBENEDETTO:**

25 He worked there and was receiving.

1 **MR. LAYRISSON:**

2 The judge was the previous Marshal, that's where I got it.

3 **MS. DEBENEDETTO:**

4 Oh, okay.

5 **MR. LAYRISSON:**

6 Yeah. That's the judge that came before us at the last meeting representing French
7 Settlement.

8 **MS. DEBENEDETTO:**

9 So, I mean, he's a probation officer.

10 **MS. OBY:**

11 I say we deny it and let him appeal it.

12 **MR. LAYRISSON:**

13 That's why we pay Conner the big dollars. Yes, sir, we need your opinion on this
14 one.

15 **MS. OBY:**

16 I'll -- but I was going to say, let's -- what if we just -- can we just deny it and let
17 them appeal it, or you're not comfortable with that?

18 **MR. LAYRISSON:**

19 Do we -- do we have any probation officers on it?

20 **MS. DEBENEDETTO:**

21 No.

22 **MS. OBY:**

23 No.

24 **MR. LAYRISSON:**

25 Well, then, yeah, we deny it.

1 **MS. DEBENEDETTO:**

2 We have no probation officers. We have no judges.

3 **MS. OBY:**

4 Okay. I make a motion to deny David Hooter --

5 **MR. LAYRISSON:**

6 I'll second.

7 **MS. OBY:**

8 -- based on the fact that he's a probation officer.

9 **MS. DEBENEDETTO:**

10 He has appeal rights, so...

11 **MR. LAYRISSON:**

12 Yeah. All in favor?

13 (All aye.)

14 HARAHAN POLICE DEPARTMENT - CHASE BAGLEY

15 **MR. LAYRISSON:**

16 The next item on the agenda is the Harahan Police Department.

17 **MS. DEBENEDETTO:**

18 This is an easy one. This person was approved at the last meeting on the new
19 application list, but because we have put so many new levels of checking and
20 verification into our own office procedures, we found where we made an error
21 calculating his effective date. So we need to correct that to -- Soonie, tell us what the
22 new date needs to be.

23 **MS. TESSIER:**

24 Let me look at his original application.

25 **MS. DEBENEDETTO:**

1 I'm sorry. I thought you had that.

2 **MR. LAYRISSON:**

3 It looks like he's Act 110 for \$5,200.

4 **MS. TESSIER:**

5 His new date --

6 **MS. OBY:**

7 Did we originally approve him for -- effective February, but --

8 **MS. TESSIER:**

9 Yeah, that -- what's on there is right. His new date is 8/19/19, so...

10 **MS. OBY:**

11 Okay. Yeah. Because he -- he was -- I guess we originally said February, but he
12 didn't get his P.O.S.T. until August.

13 **MS. TESSIER:**

14 Right, that's right. It just didn't come out clear on the copy.

15 **MS. DEBENEDETTO:**

16 Okay.

17 **MS. OBY:**

18 I -- I approve changing his effective -- Chase Bagley's effective date to August 19,
19 2019.

20 **MR. LAYRISSON:**

21 And I'll second that motion.

22 All in favor?

23 (All aye.)

24 KENNER POLICE DEPARTMENT

25 ELIZABETH DENNIS, TROY ELERMAN, MICHAEL MOREY

1 **MR. LAYRISSON:**

2 All right. The next item on the agenda is the Kenner Police Department.

3 **MS. DEBENEDETTO:**

4 We have three applications from the Kenner Police Department, again, a
5 Civil Service town, and, again, with correctional peace officers.

6 **MR. LAYRISSON:**

7 I make a motion that we give our attorney time to review these, as well as
8 the previous, and we'll make a decision at the next meeting.

9 **MS. OBY:**

10 Okay. I second.

11 **MR. LAYRISSON:**

12 All in favor?

13 (All aye.)

14 **MS. DEBENEDETTO:**

15 So we're going to defer on all three because they all three have the same --

16 **MR. LAYRISSON:**

17 We need our -- our attorney to determine if correction officers with P.O.S.T.
18 certification are eligible.

19 LAFAYETTE POLICE DEPARTMENT - SKIP BOUDREAU

20 **MR. LAYRISSON:**

21 The next item on the agenda, the Lafayette Police Department.

22 **MS. OBY:**

23 Another effective date correction?

24 **MS. DEBENEDETTO:**

25 Yes. This is exactly the same thing, so the new effective date should be 5/22/19.

1 **MS. OBY:**

2 I make a motion to amend Skip Boudreau's effective date to May 22, 2019.

3 **MR. LAYRISSON:**

4 I'll second that motion.

5 All in favor?

6 (All aye.)

7 MORGAN CITY POLICE DEPARTMENT

8 TAMMY ASHLEY AND LANCE RICHARD

9 **MR. LAYRISSON:**

10 The next item on the agenda, the Morgan City Police Department.

11 **MS. DEBENEDETTO:**

12 And that's -- the theme of this meeting seems to be correctional officers, Morgan
13 City Police Department which is on here twice. Excuse me. That would be my bad.

14 **MS. OBY:**

15 Well, this is new --

16 **MS. DEBENEDETTO:**

17 No, these are -- these are new people. Excuse me. Tammy Ashley and Lance
18 Richard.

19 **MR. LAYRISSON:**

20 Three new ones.

21 **MS. OBY:**

22 So this is -- these are the same -- basically, he could adjust their -- it looks like the
23 same. He's got more than one person --

24 **MR. LAYRISSON:**

25 He's got four on here now, yeah.

1 Okay. The same as the last motion, we'll give our attorney time to review these to
2 see if they're eligible.

3 **MS. OBY:**

4 I'll second to defer.

5 **MR. LAYRISSON:**

6 All in favor?

7 (All aye.)

8 NEW ORLEANS POLICE DEPARTMENT - ALICIA ARMSTRONG

9 **MR. LAYRISSON:**

10 The next item, New Orleans Police Department.

11 **MS. DEBENEDETTO:**

12 Okay. Alicia Armstrong, this one has really been going back and forth and back
13 and forth between their office and ours. This young woman was hired at the New
14 Orleans Police Department in some records kind of classification, and then she was
15 promoted to police officer. And she went and got her P.O.S.T. And she was promoted
16 to police officer on April 7, 2016. She went through their academy. She graduated.
17 She got her P.O.S.T. certificate. She was working on her field officer training and was
18 injured on the job and had to be placed on alternate duties for a period of time. And
19 then she came back to work full-time. She was working full-time the whole entire time.
20 She didn't take any leave without pay as a police officer. I think we've already
21 established in previous that if her job was interrupted for one reason or another she
22 remained a full-time employee, she was in law enforcement, we had a big paperwork
23 issue because it's so old. Okay. We -- I feel comfortable now with what they have
24 submitted to us. They sent us this screenshot showing that she was promoted to a police
25 officer on April 7, 2016. so she could be effective April 7, 2017.

1 **MS. OBY:**

2 And they waiting until now to --

3 **MS. DEBENEDETTO:**

4 They did -- they thought that her break --

5 **MR. LAYRISSON:**

6 Didn't make her eligible.

7 **MS. DEBENEDETTO:**

8 -- her time that she had to be placed on light duty would affect it.

9 **MR. LAYRISSON:**

10 Yeah.

11 **MS. OBY:**

12 Okay.

13 **MR. LAYRISSON:**

14 As far as I'm concerned, light duty is still eligible.

15 **MS. DEBENEDETTO:**

16 I mean, she was still full-time employed. She was still a police officer. She was
17 still doing a lot of the duties that she could do. She worked with her arrest records and
18 things like that.

19 **MR. LAYRISSON:**

20 So what is the effective date that --

21 **MS. DEBENEDETTO:**

22 April 7, 2017.

23 **MS. OBY:**

24 I make a motion to approve Alicia Armstrong's application effective April 7, 2017.

25 **MR. LAYRISSON:**

1 I second.

2 All in favor?

3 (All aye.)

4 NEW APPLICATIONS SUBMITTED FOR APPROVAL - 158

5 **MR. LAYRISSON:**

6 The next item on the agenda, 158 applications.

7 **MS. OBY:**

8 I make a motion to approve all the 158 applications in globo.

9 **MR. LAYRISSON:**

10 I'll second that.

11 All those in favor certify by saying "aye."

12 (All aye.)

13 The motion carries.

14 SET TIME AND DATE OF NEXT MEETING

15 **MR. LAYRISSON:**

16 The next item on the agenda is we're going to set the time and date for the
17 next meeting.

18 **MS. DEBENEDETTO:**

19 For the next four meetings.

20 **MR. LAYRISSON:**

21 Next four meetings.

22 **MS. DEBENEDETTO:**

23 We need to set our schedule for the next calendar year.

24 **MR. LAYRISSON:**

25 Next calendar year, February 10th.

1 **MS. DEBENEDETTO:**

2 I tried to bump them up as much as I could because we want to make sure
3 we can actually get those applications put on our system and stop delaying these
4 people for months and months.

5 **MR. LAYRISSON:**

6 All right. The four dates are February 10, 2021, 10:00 a.m.; May 12th,
7 10:00 a.m.; August 11th, 10:00 a.m.; November 10th, 10:00 a.m.

8 **MS. OBY:**

9 Okay.

10 ADDITIONAL DISCUSSION

11 **MR. LAYRISSON:**

12 And before we close, I would also ask that our attorney review -- I would
13 like at the next meeting to approve -- if possible, to approve a new law of order
14 for supplemental pay that the municipalities have within 12 months to send this
15 in their paperwork on officers that are eligible. After 12 months, the
16 municipalities will be responsible for paying those officers their supplemental
17 pay.

18 **MS. OBY:**

19 Yeah.

20 **MR. JUNKIN:**

21 So that's -- you're seeking to attach a new rule?

22 **MR. LAYRISSON:**

23 Yes.

24 **MS. OBY:**

25 Yeah. A new rule for --

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MR. LAYRISSON:

I need you to find out the guidelines for us. I want to make a new rule that, after 12 months, the municipalities will be responsible for back pay of those officers to try to get away from these four and five-year-old applications.

ADJOURN

MR. LAYRISSON:

Now I need a motion to adjourn.

MS. OBY:

I make a motion to adjourn.

MR. LAYRISSON:

I second that.

THE MEETING WAS ADJOURNED

CERTIFICATE

I, MICHELLE S. ABADIE, Certified Court Reporter in and for the State of Louisiana, as the officer before whom this hearing was reported, and during which, testimony was taken after duly being sworn by me, that on November 18, 2020, a meeting for the Municipal Police Officers' Supplemental Board was held, that this testimony and matters were reported by me, was prepared and transcribed by me, and that the foregoing pages, numbered 1 through 34, inclusive, is a true and correct transcript to the best of my ability and understanding; that I am not related to counsel or to the parties herein, nor am I otherwise interested in the outcome of this proceeding.

MICHELLE S. ABADIE, CCR #24032
CERTIFIED COURT REPORTER

APPROVAL OF THE MINUTES

Bry Layrisson, Chairman

Candace Oby

MICHELLE S. ABADIE, CCR
CERTIFIED COURT REPORTER