

STATE OF LOUISIANA
MUNICIPAL POLICE SUPPLEMENTAL PAY
BOARD OF REVIEW



BOARD MEETING - SEPTEMBER 2, 2010, 10:30 A.M.

BOARD MEMBERS PRESENT:

Jeff LeDuff, Chairman

Danielle LeBoeuf

Ternisa Hutchinson

STAFF PRESENT:

Susan Roberts

Paul Schexnayder, Esq.

MICHELLE S. ABADIE, CCR
13797 Joor Road
Central, Louisiana 70818 (225-261-5109)

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CALL TO ORDER

1
2 **MR. LEDUFF:**

3 All right. We'll call the meeting to order.

OLD BUSINESS**Gretna Police Department - Christopher Tapie**

4
5
6 **MS. ROBERTS:**

7 Okay. The first thing we have on our agenda in "Old
8 Business" is Christopher Tapie, and Paul is going to discuss
9 that.

10 **MR. SCHEXNAYDER:**

11 Yes. I sent out a draft of the Attorney General's
12 opinion request.

13 **MS. ROBERTS:**

14 I'm sorry. Can we go back? I'm sorry. I forgot the
15 approval of the minutes, that's the first thing on our agenda.
16 I'm sorry.

APPROVAL OF THE MINUTES

17
18 **MR. LEDUFF:**

19 I make a motion that we approve the minutes from the
20 last --

21 **MS. HUTCHINSON:**

22 I'll second.

OLD BUSINESS**Gretna Police Department - Christopher Tapie**

23
24
25 **MS. ROBERTS:**

1 Now we can go on to Gretna and Paul.

2 **MR. SCHEXNAYDER:**

3 Yes. I did a draft of the Attorney General's opinion
4 request for Mr. Tapie. I ran it by Frank, and they were
5 concerned about addressing the issue of -- or something, so I
6 did is, I actually made a little change to the draft and I
7 sent it out to you all for you all to look at. It is up to
8 you all if you all want to send it out like it is.

9 **MS. LEBOEUF:**

10 Is it on it; you don't have it?

11 **MS. HUTCHINSON:**

12 Oh, I thought you were talking about this.

13 **MS. ROBERTS:**

14 Do you want me to go copy it real quick?

15 **MR. SCHEXNAYDER:**

16 Yes. I only have a couple of copies.

17 (Brief recess.)

18 **MR. LEDUFF:**

19 I make a motion that we forward the letter to the
20 Attorney General's Office for an opinion on the military
21 status and how that is to be viewed as it pertains to the one
22 man receiving supplemental pay.

23 **MS. HUTCHINSON:**

24 I'll second.

25 **MR. SCHEXNAYDER:**

1 I'll send the letter to you for your signature.

2 **MR. LEDUFF:**

3 That will be fine.

4 **Shreveport Police Department - Communications Officers**

5 **MS. ROBERTS:**

6 Okay. The next thing we have on our agenda is the
7 Shreveport Police Department, and Paul is going to discuss
8 that, also.

9 **MR. SCHEXNAYDER:**

10 Yes. We got the opinion back, and it's just like we
11 thought. The dispatchers have to be P.O.S.T. certified.
12 I'm not sure why it took so long to get the opinion, but --

13 **MS. LEBOEUF:**

14 Do we have to notify Shreveport?

15 **MR. SCHEXNAYDER:**

16 I think they got notice, as well.

17 **MS. LEBOEUF:**

18 Oh, do you?

19 **MR. SCHEXNAYDER:**

20 I think usually they do that. I know I forwarded it to
21 Chief Whitehorn at the time.

22 **MS. ROBERTS:**

23 Do I need to send him a copy of the letter, this letter?

24 **MS. LEBOEUF:**

25 I would. I mean, they appealed the Board and our

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1 decision was to send a letter to request an opinion, so I
2 would just do a simple cover letter to whoever the chief is or
3 assistant chief or whatever, please, see attached, something
4 like that.

5 **MS. ROBERTS:**

6 Okay. I will. I will take care of that.

7 **NEW BUSINESS**

8 **Firearm Qualifications**

9 **MS. ROBERTS:**

10 The next thing we have, this is not really necessarily
11 any individual. I have been getting quite a bit of phone
12 calls on wanting information in regards to if you cannot meet
13 your qualifications with your firearms. I think they told me
14 they have one year to qualify, and then you get an additional
15 six months to qualify after that.

16 **MR. LEDUFF:**

17 Right, 18 months.

18 **MS. ROBERTS:**

19 And these people cannot pass the firearms qualifications.
20 Therefore, they are asking me if -- they are going to take
21 their guns from them now. They're not going to be police
22 officers anymore. They are just going to like make them
23 communications officers, whatever. Are they still eligible
24 for their supplemental pay?

25 **MR. LEDUFF:**

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1 If I don't qualify in 18 months, I will lose my State
2 supplemental pay.

3 **MS. LEBOEUF:**

4 Yes. I mean, what does --

5 **MS. ROBERTS:**

6 P.O.S.T., I talked to P.O.S.T., and P.O.S.T. is really --
7 they couldn't give me any -- they don't send them anything
8 that they lose their P.O.S.T. because of something to do with
9 -- I really don't understand why they don't, but they are
10 trying to fix it now where they will be able to tell them
11 that, your P.O.S.T. is no longer valid, but right now, they
12 are not doing that. But they are under the same agreement
13 with me, because I said, well, in order -- one of the
14 qualifications to get supplemental pay is, you must be
15 P.O.S.T. certified.

16 **MR. LEDUFF:**

17 P.O.S.T. certified.

18 **MS. ROBERTS:**

19 If you're not firearms qualified, you're not -- how are
20 you --

21 **MS. LEBOEUF:**

22 You're P.O.S.T. certified, but if P.O.S.T. is not
23 rescinding their certification.

24 **MS. ROBERTS:**

25 They are not doing anything because they don't have -- I

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1 don't understand what she was telling me, that maybe they
2 don't have the -- I don't understand what she said, but they
3 don't do anything with it.

4 **MS. HUTCHINSON:**

5 Can you maybe call them back and find out?

6 You have to be P.O.S.T. certified to --

7 **MR. LEDUFF:**

8 And to maintain that State supplemental pay, I have to
9 continue, that's the one requirement that I do have. It
10 doesn't tell me that I have be able to drive a car or I have
11 to make so many arrests a year or I have to do it in any
12 specific location, but P.O.S.T. does say that I have to
13 requalify every year, with a maximum of 18 months.

14 **MS. ROBERTS:**

15 Yes, that's what they told me.

16 **MS. LEBOEUF:**

17 And does your police department send something to
18 P.O.S.T. that says, these people have qualified, or you just
19 keep records of it?

20 **MR. LEDUFF:**

21 Yes, we send them.

22 **MS. LEBOEUF:**

23 Okay. Well, then --

24 **MR. LEDUFF:**

25 We have a form we send P.O.S.T.

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1 **MS. LEBOEUF:**

2 P.O.S.T. needs to tell us something.

3 **MS. ROBERTS:**

4 She is saying they are in the process of doing this. I
5 don't know if it is because of -- I don't understand all that,
6 but they are in the process of being able to do that, but they
7 don't right now.

8 **MS. HUTCHINSON:**

9 Okay. Who are you talking to at P.O.S.T.; is she like
10 the top person?

11 **MS. ROBERTS:**

12 I doubt it. She is the person that does testing and
13 stuff.

14 **MS. LEBOEUF:**

15 I would send a letter on behalf of the Supplemental Pay
16 Board to whoever is over P.O.S.T. or whoever is over the
17 certifications, and request -- and request something.

18 **MS. ROBERTS:**

19 Right. I tried to get them to come today, and it was
20 short notice and she already had something conflicting, but
21 from what I gathered, it wouldn't be a problem, but it was
22 short notice with me trying to get her to come. I had already
23 talked to them. As soon as I got -- because I have been
24 getting so many phone calls about this, so I started calling
25 P.O.S.T., and I go, okay, do they lose their P.O.S.T. She

1 told me, no, that they do not lose their P.O.S.T., is what she
2 is saying, but they're trying to change it so that they would.
3 It is something to do with the statute that they can't lose
4 their P.O.S.T., but she said that wouldn't have anything to do
5 with us because our requirement is they have to be P.O.S.T.
6 certified with their firearms. It was so messed up.

7 **MS. LEBOEUF:**

8 It doesn't make any sense.

9 **MS. ROBERTS:**

10 Well, it didn't.

11 **MS. LEBOEUF:**

12 And there's no information on the warrants, no
13 information from the people, just phone calls?

14 **MS. ROBERTS:**

15 The ones that called me -- yes, because they --

16 **MR. LEDUFF:**

17 Isn't it in the law, Paul?

18 **MR. SCHEXNAYDER:**

19 Well, I was just showing that to Susan, you know. They
20 define a police officer, you know, is a person employed on a
21 full-time basis to do commissioned law enforcement work, and
22 it says "bearing arms."

23 **MR. LEDUFF:**

24 Right.

25 **MR. SCHEXNAYDER:**

1 There are other categories that doesn't have that term
2 "bearing arms" in it, but the very first one says "bearing
3 arms."

4 **MS. HUTCHINSON:**

5 So you could look at it, if you're a communications
6 officer, would a communication officer get supplemental pay?

7 **MR. SCHEXNAYDER:**

8 No.

9 **MS. HUTCHINSON:**

10 No. So, when you leave your policeman position to become
11 a communications, then you no longer get your supplemental
12 pay.

13 **MS. ROBERTS:**

14 But dispatchers do, and if they move them to dispatchers,
15 they can get it. People know all the ways around it.

16 **MS. LEBOEUF:**

17 But you're not getting anything official on a warrant
18 that says, this person is no longer a police officer, he is
19 now a dispatcher, or he's now a communication officer?

20 **MS. ROBERTS:**

21 No. The ones that are calling me are wanting to move
22 into communications/dispatcher positions because they wouldn't
23 have to carry a gun, but they could keep their pay.

24 **MR. LEDUFF:**

25 They would, because the amendment says that.

1 **MS. ROBERTS:**

2 Well, yes, now.

3 **MS. LEBOEUF:**

4 And until P.O.S.T. does something, so we're at a -- we're
5 stuck in the middle, but you've haven't gotten anything
6 official, first of all, from the town?

7 **MS. ROBERTS:**

8 No.

9 **MR. LEDUFF:**

10 If they put them -- or a dispatcher, we've got to pay
11 them.

12 **MS. ROBERTS:**

13 This town is about to do it, because they have several
14 people -- it's Hammond. They are about to do it.

15 **MS. LEBOEUF:**

16 But they're not sending you something official on their
17 warrant or something to appeal to the Board?

18 **MS. ROBERTS:**

19 They're waiting -- no. They're waiting to move them
20 whenever I tell them that they can still get supplemental pay.
21 They are going to leave them where they are at --

22 **MS. LEBOEUF:**

23 We can't tell them that, right?

24 **MR. SCHEXNAYDER:**

25 No, not officially.

1 **MS. LEBOEUF:**

2 Right.

3 **MS. ROBERTS:**

4 They want to know if they will still be in an eligible
5 position if they move them -- if they can't pass -- they want
6 to know, if they can't pass their firearms and they can't
7 carry a gun, can they still get supplemental pay.

8 **MS. LEBOEUF:**

9 That needs to be a request to the Board from the Hammond
10 Police Department, in my opinion.

11 **MR. SCHEXNAYDER:**

12 Yes. Then we can forward that to P.O.S.T., because,
13 eventually, it all comes down to whether they are P.O.S.T.
14 certified.

15 **MS. LEBOEUF:**

16 That's right.

17 **MS. ROBERTS:**

18 Right. Okay. And I'll give -- what I can do, if you all
19 want me to is, get a letter together and send to P.O.S.T. and
20 ask them to tell me, if these people do not -- not naming any
21 names, say, if someone cannot pass their firearms
22 qualifications, are they still eligible for supplemental --
23 well, they're --

24 **MS. LEBOEUF:**

25 Are they still going to be P.O.S.T. certified.

1 **MS. ROBERTS:**

2 Yes, are they still P.O.S.T. certified. Because it's not
3 like I'm just getting one or two calls about this. I'm
4 getting a lot of calls. Obviously, it's coming.

5 **MS. LEBOEUF:**

6 And if want to tell them that, tell them that, have your
7 chief put a request to the Board in writing.

8 **MS. ROBERTS:**

9 Okay.

10 **MS. HUTCHINSON:**

11 But don't tell P.O.S.T. you're asking --

12 **MS. LEBOEUF:**

13 And that will get it off of somebody -- it won't be
14 hearsay anymore. If they put that request in writing, then
15 that's something on record that they are in the process of
16 trying to change their jobs because they don't -- and then you
17 send that to P.O.S.T.

18 **MS. ROBERTS:**

19 I did get an e-mail from Hammond's training officer, but
20 it wasn't addressed to the Board. It was an e-mail asking me
21 to tell him if he could still get supplemental pay if he moved
22 these individuals to --

23 **MS. LEBOEUF:**

24 Then my advice to him would be to send a formal request
25 to the Board.

1 **MS. ROBERTS:**

2 Okay.

3 **MR. LEDUFF:**

4 Because the way around it is, don't move anyone --

5 **MS. LEBOEUF:**

6 To a dispatcher or a communications officer, yes.

7 **MS. ROBERTS:**

8 Okay. I'm going to tell him what you just said.

9 **MR. LEDUFF:**

10 Right.

11 **MS. ROBERTS:**

12 But should I get something sent to P.O.S.T. now or wait
13 for that; should we go ahead and do that to have it before the
14 next meeting?

15 **MS. LEBOEUF:**

16 I would go ahead and do it now.

17 **MS. HUTCHINSON:**

18 I just want to know.

19 **MS. ROBERTS:**

20 I do, too.

21 **MS. LEBOEUF:**

22 Yes, I say get it now.

23 **MS. ROBERTS:**

24 Okay. I will.

25 **MS. LEBOEUF:**

1 I say get it now.

2 **MS. ROBERTS:**

3 And I'll make sure I talk to Hammond and tell them they
4 need to submit a formal request, too.

5 **MS. LEBOEUF:**

6 Yes, they do. Let me ask this question. Say, for
7 instance, they just send in their warrant, okay, and it says
8 -- I don't know what they put on there --

9 **MS. ROBERTS:**

10 It's a police officer.

11 **MS. LEBOEUF:**

12 Okay. Say, it's scratched through and they put something
13 else --

14 **MS. ROBERTS:**

15 A position that wouldn't be eligible?

16 **MS. LEBOEUF:**

17 Or a position that is.

18 **MS. ROBERTS:**

19 Then I don't --

20 **MS. LEBOEUF:**

21 Do you just automatically -- say, for instance, they
22 scratch through "police officer" and they put "dispatcher."

23 **MS. ROBERTS:**

24 I wouldn't do anything, because I know if they're -- I
25 shouldn't be assuming --

1 **MS. LEBOEUF:**

2 Because there is no documentation behind it.

3 **MS. ROBERTS:**

4 All I know is that a dispatcher -- because this person
5 had to be P.O.S.T. certified or we would have never put them
6 on in the first place.

7 **MS. LEBOEUF:**

8 So you wouldn't change it?

9 **MS. ROBERTS:**

10 Uh-uh.

11 **MS. LEBOEUF:**

12 Well, that could be what they do.

13 **MS. ROBERTS:**

14 Exactly. But if P.O.S.T. -- and this is what I asked
15 Rebecca, the lady I talk to, I asked her, when you all have
16 whatever you all can do to be telling me who is not meeting
17 their firearms qualifications, will there be a way that you
18 could maybe send me a list of those people so that I will
19 know, these people aren't qualified because they aren't
20 firearms certified, but right now, we don't have any idea
21 unless they are honest and call and tell me, which they do. A
22 lot of them call. So how do we know how many people really
23 aren't qualified?

24 **MS. LEBOEUF:**

25 You don't.

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1 **MS. HUTCHINSON:**

2 P.O.S.T. needs to do something.

3 **MS. LEBOEUF:**

4 They do.

5 **MS. ROBERTS:**

6 That's what I said when I called her.

7 **MS. LEBOEUF:**

8 They do.

9 **MR. SCHEXNAYDER:**

10 They're reluctant to make a decision. I've dealt with
11 them before.

12 **MS. LEBOEUF:**

13 They're reluctant to put anything in writing, but this
14 may force them to. I mean, we have to. We have to know.

15 **MR. LEDUFF:**

16 There's an underlie here that I see that, let's say, they
17 send us the warrant saying that they are moving to dispatcher,
18 but in actuality, they're still doing law enforcement work out
19 there, I'm like --

20 **MS. ROBERTS:**

21 Well, that's -- her big thing was -- when I talked to the
22 girl at P.O.S.T., her big thing was this town -- these towns
23 are so liable if these people are not meeting the requirements
24 but they're still carrying a gun. P.O.S.T. is telling me
25 this, but --

1 **MR. LEDUFF:**

2 If I was on that Board, I would be scared. They would
3 have to get me something in writing, a signed affidavit or
4 something.

5 **MS. ROBERTS:**

6 I talked to them twice about this, and I never can really
7 get a straight answer, so that's why I brought it to you all.

8 **MR. LEDUFF:**

9 Okay. What's the motion on the floor?

10 **MS. LEBOEUF:**

11 To send a letter to P.O.S.T., an official letter to
12 P.O.S.T., from the Board requesting clarification regarding
13 the firearm qualifications and being P.O.S.T. certified.

14 **MR. LEDUFF:**

15 I second that motion.

16 **MS. ROBERTS:**

17 Okay.

18 **NEW APPLICATIONS SUBMITTED FOR APPROVAL**

19 **MS. ROBERTS:**

20 Okay. New applications, we have 189 new applicants.

21 **MS. LEBOEUF:**

22 That's a lot.

23 **MS. ROBERTS:**

24 Yes, there was a lot this time. There was only one
25 person, and I saw this mistake after I had already did it, so

1 I wrote it in on each of you all's. For some reason, I didn't
2 put in the Act 110 on one individual.

3 **MS. LEBOEUF:**

4 Oh, okay.

5 **MS. ROBERTS:**

6 And I added it, so that's the only thing that was out of
7 the ordinary, but it's 189 apps.

8 **MS. LEBOEUF:**

9 It seems that it just keeps going up and up and up.

10 **MS. ROBERTS:**

11 This time of year, though, they had to --

12 **MS. LEBOEUF:**

13 We've got to go back and pay somebody back to July of
14 '09?

15 **MS. ROBERTS:**

16 If they didn't send their app in time, yes.

17 **MS. LEBOEUF:**

18 Yes, I see that.

19 **MS. ROBERTS:**

20 We have -- and they're already calling about this
21 Act 110.

22 **MS. LEBOEUF:**

23 I would be upset if I was him.

24 **MS. HUTCHINSON:**

25 I don't guess you got it on the agenda, but did you all

1 call --

2 **MS. ROBERTS:**

3 I talked to Paula in Budget last week about how --
4 because I don't want to wait until the end -- you know, to
5 June to get this out, so I --

6 **MS. LEBOEUF:**

7 Yes. After each meeting is what we talked about last
8 time.

9 **MS. ROBERTS:**

10 Okay. That's what I wanted to get something from you all
11 to tell me when you all want it done. She was, like, well, do
12 you all want to do it just once?

13 **MS. HUTCHINSON:**

14 No.

15 **MS. ROBERTS:**

16 It's too much.

17 **MS. HUTCHINSON:**

18 Right. And at the end of the year, there's no money.

19 **MS. LEBOEUF:**

20 We talked about last time after each meeting.

21 **MS. ROBERTS:**

22 That's when the Sheriff's does theirs. As soon as the
23 meeting is over, they do theirs. And I already have this
24 typed for -- and I've got a schedule so I can look and see --

25 **MS. HUTCHINSON:**

1 Yes, because it has to be at least 15 working days,
2 otherwise, they won't take it. It will have to be for the
3 October meeting.

4 **MS. ROBERTS:**

5 I will go ahead and get it done, and we can do -- go
6 ahead and send it so we'll be done with it.

7 **MS. HUTCHINSON:**

8 For October.

9 **MS. ROBERTS:**

10 Yes, that's sounds good.

11 **MR. LEDUFF:**

12 I make a motion to accept the new applications.

13 **MS. HUTCHINSON:**

14 I second.

15 **BUDGET MATTERS**

16 **MS. ROBERTS:**

17 Okay. And the last thing we have is the budget
18 projection. It's attached. It's early in the year.

19 **MS. LEBOEUF:**

20 It looks good right now.

21 **MS. ROBERTS:**

22 Yes. It looks real good. It looks nice right now with
23 that Act 110 in there.

24 And that would be it.

25 **SET TIME AND DATE OF NEXT MEETING**

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1 **MS. ROBERTS:**

2 And our next -- I went ahead and put a date for the next
3 meeting, but you all know that it is subject to change,
4 whatever is good for you all.

5

ADJOURN

6 **MR. LEDUFF:**

7 We'll adjourn.

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1 STATE OF LOUISIANA

2 PARISH OF EAST BATON ROUGE

3
4 I, Michelle S. Abadie, Certified Court Reporter in and
5 for the State of Louisiana, as do hereby certify that the
6 foregoing twenty-three (23) pages constitute a true and
7 correct transcription of the meeting held on September 2,
8 2010, regarding the Police Supplemental Pay Board;

9 That the minutes of this meeting was reported by me in
10 the voice writing method and thereafter reduced to printed
11 copy by me;

12 And that I am not related to any of the parties herein,
13 nor am I otherwise interested in the outcome of this matter.



Michelle S. Abadie

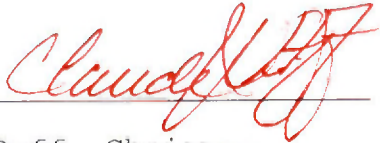
MICHELLE S. ABADIE, #24032

CERTIFIED COURT REPORTER

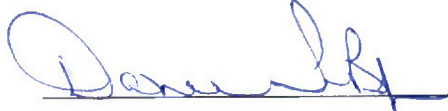
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Jeff LeDuff, Chairman



Danielle LeBoeuf