***State of Louisiana***

***MUNICIPAL POLICE OFFICERS' SUPPLEMENTAL PAY***

***BOARD MEETING***

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***NOVEMBER 10, 2021***

***10:00 a.m.***

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**Municipal Police Officers' Supplemental Pay**

**Board Meeting**

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**November 10, 2021**

**10:00 a.m.**

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**MEMBERS AND STAFF PRESENT:**

Bry Layrisson, Chairman

 Ternisa Hutchinson

 Kay DeBenedetto

 Connor Junkin, Esq.

 Wayne Tedesco

 Candy Diez

 Suzanne Tessier

**ALSO PRESENT:**

 Chief Randy Fandal, Slidell Police Department

 Toni Brown, Slidell Police Department

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**Municipal Police Officers' Supplemental Pay Board Meeting**

**November 10, 2021**

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**MR. LAYRISSON:**

 This is Chairman Bry Layrisson. I'm calling the November 10, 2021, Municipal Police Officers' Supplemental Pay Board of Review meeting to order.

**APPROVAL OF THE MINUTES**

**MR. LAYRISSON:**

The first item on the agenda is to review and approve the minutes from the

August 11, 2021, meeting. Can I get a motion to approve those minutes?

**MS. HUTCHINSON:**

 I'll make a motion to approve the minutes.

**MR. LAYRISSON:**

Do I have a second?

**MS. DEBENEDETTO:**

You will need to be the second.

**MR. LAYRISSON:**

I'll second -- I'll second that. The minutes are approved.

**OLD BUSINESS**

SLIDELL POLICE DEPARTMENT

Toni Brown

**MR. LAYRISSON:**

 Okay. The next item, old business. Ms. Kay, can you take over?

**MS. DEBENEDETTO:**

Let me first say -- and I'm sorry, we didn't put this on the agenda, but we need to give you -- the Board an update on if -- unless everybody doesn't know, that Candace has left us to go on to a wonderful new job opportunity. We're very happy for her. And in -- since she has left, a new director of our team -- manager of our team has been appointed, and that is Mr. Wayne Tedesco who set this call up. Wayne is -- Wayne is the financial services. He's still getting all of his tech stuff straight. Wayne has been with the Department of Public Safety and has been a -- a team manager on one of our other teams. He's an excellent candidate for this position, and he will get -- he will ensure that Supplemental Pay continues to progress smoothly.

 What we do not have a decision on yet is who is going to be the Department of Public Safety's representative on the Board. We're still waiting for approval on that so -- and since we do have a quorum today with two Board members, we -- they said we could go ahead with the meeting. And, hopefully, before the next meeting, we will definitely have a -- an appointee to the Board.

 Okay. The first item up -- and let me ask, Mr. Fandal, which item are you here for today?

**MS. TESSIER:**

He's on Slidell. I think he's on mute. There you go.

**MR. FANDAL:**

The appeal for Toni Brown.

**MS. DEBENEDETTO:**

Okay. Well, good, because that's what we want to go to first. We have an appeal. This is a young lady who was approved at the May meeting. Her effective date was not determined at that meeting. The office set her effective date is 7/1/16. Then we realized that the Personnel Action Form had 4/15/21 as her effective date, so we have corrected that, and her department is appealing that effective date.

 She was hired as a police clerk in June of 2010, and became the training coordinator in July of 2016. But if you will look on her application -- and I'm sorry. Did -- Connor?

**MS. HUTCHINSON:**

He just sent an email.

**MS. DEBENEDETTO:**

Is Connor on? He just sent an email.

**MS. HUTCHINSON:**

Saying he has technical issues, and he is -- he said he is having technical issues getting in.

**MS. DEBENEDETTO:**

Wayne, do you see something for him to get in?

**MR. TEDESCO:**

 No. Everybody has been approved and admitted. Let's see.

**MS. HUTCHINSON:**

 Maybe someone needs to email him and tell him to try to get back in the meeting.

**MS. TESSIER:**

Do you want me to do that; do you want me to do that?

**UNIDENTIFIED SPEAKER:**

I'm doing that.

**MS. TESSIER:**

Okay.

**MS. DEBENEDETTO:**

 Okay. Can we pause for just a minute while we make sure, because, particularly for an appeal, Connor we'll need to be on?

**MR. FANDAL:**

 While we waiting on Mr. Connor, I appreciate y'all giving us opportunity to speak this morning. How's everybody been doing?

**MS. DEBENEDETTO:**

 It's been a little crazy in our office.

**MR. FANDAL:**

Ours -- ours, as well.

**MS. DEBENEDETTO:**

Wayne, do you see anything from him yet?

**MR. TEDESCO:**

No, I don't. I'm continuously looking here.

**MS. DEBENEDETTO:**

 Let's see.

**MS. TESSIER:**

Is he the one that has the phone number showing?

**MS. HUTCHINSON:**

That's Wayne, I think.

**MS. DIEZ:**

That's Wayne.

**MS. DEBENEDETTO:**

How about this -- yeah, that's got to be him. Wayne, how about 225-925-4482, that's got to be Connor's number.

**MR. TEDESCO:**

That's -- that's my number.

**MS. DEBENEDETTO:**

Oh, okay.

**MS. HUTCHINSON:**

Did anyone tell him to try to like log out of the Zoom and then try to get back in, and then the host, I think, will have to let him back in.

**MS. DEBENEDETTO:**

Let's try. Let me send him this again.

 (Off-the-record discussion.)

**MS. DEBENEDETTO:**

Okay. Well, let's go ahead then. We can -- if -- when he gets connected, we'll get him on. So, okay, let's get back to -- sorry for the confusion -- the Slidell Police Department, Toni G. Brown, training coordinator.

 Chief, do you have something you want to add to her appeal?

**MR. FANDAL:**

Sure. When we were -- when we were notified that they -- y'all were going by the application date, that was a mistake I had made on that application date. I was asked during the minutes of the -- during that last meeting, when it was originally approved what date to go with by Ms. Tessier, and I -- I did say the application date. But when -- when we actually got the approval back, that was -- I feel the Board did take the correct action by -- by allowing her to back date to 2016. She was let down by a prior administration years ago. She got her qualifications and everything, and they didn't put in for her to get the supplemental pay. I really appreciate the Board taking the action they took, and I feel that was the correct action. So I would definitely like to stick with the Board's original approval date.

**MR. LAYRISSON:**

 Ternisa, can you hear me?

**MS. HUTCHINSON:**

Yes.

**MR. LAYRISSON:**

Okay. This individual graduated from supplemental -- I mean, from the P.O.S.T. academy in 2014. She was hired as a full-time police officer with arrest authority and became the training coordinator on 7/1/2016. Her eligibility should have started on 7/1/2017. So I feel that she is eligible from 7/1/2017, until current, and I make a motion that we approve her with that effective date, 7/1/2017.

**MS. HUTCHINSON:**

 I'll second.

**MR. LAYRISSON:**

 Motion carries.

 Thank you, Chief. Have a good day.

**MR. FANDAL:**

Thank y'all very much.

VIDALIA POLICE DEPARTMENT

Orville Mohon

**MR. LAYRISSON:**

Ms. Kay?

**MS. DEBENEDETTO:**

Okay. Next, we have old business, the Vidalia Police Department, Orville Mohon,

**MS. TESSIER:**

 Mohon, I think.

**MR. DEBENEDETTO:**

Mohon.

**MS. TESSIER:**

Mohon.

**MS. DEBENEDETTO:**

And he was deferred at the last meeting. He was approved August 19th of '20, and he's owed Act 110 from last year. He does not have a basic P.O.S.T. certificate. His department was writing animal control in his job title on the warrant. Now they are writing inmate custodian working with trustees, animal control.

 Were they notified of this board meeting? Has anyone --

**MS. TESSIER:**

They sent a letter. I -- the letter should be in the packet. At our last meeting, Bry wanted to know his breakdown of his duties and if he had arrest authority, and they did send a letter, and I included that letter.

**MS. DEBENEDETTO:**

Okay. Let me get to it.

**MR. LAYRISSON:**

According to his letter -- according to the city, he spends 60 percent of his duties as an inmate custodian, 20 percent as a crossing guard, and 20 percent as an animal control officer What P.O.S.T. certificate does he have?

**MS. DEBENEDETTO:**

 Correctional officer, the Basic Correctional Peace Officer.

**MS. TESSIER:**

 He does have arrest authority. It's at the bottom of that letter.

**MR. LAYRISSON:**

Correct.

**MS. TESSIER:**

 That was another question that came up last time.

**MR. LAYRISSON:**

 Inmate custodians, corrections officers, do qualify for supplemental pay. Crossing guard, 20 percent of his duties, as a chief of police, I would consider that also traffic control. So it's in my opinion that, according to this letter, 80 percent of his duties fall under things that would be qualified to receive supplemental pay. So I'll make a motion to approve his supplemental pay.

**MS. HUTCHINSON:**

I'll second.

**MR. LAYRISSON:**

 The motion carries.

**MS. DEBENEDETTO:**

 And what effective date are we going to put on that?

**MS. TESSIER:**

Well, he's already receiving payments, so I think we're good with his effective date.

**MS. DEBENEDETTO:**

 Okay. He has not -- we -- we never took him off?

**MS. TESSIER:**

 Right, that's right.

**MS. DEBENEDETTO:**

 Okay. All right. So that was approved -- he is approved and already on?

**MS. TESSIER:**

 Yes.

BOSSIER CITY POLICE DEPARTMENT

Kristian Mikal Scaglione

**MS. DEBENEDETTO:**

 Next, we have the Creola Police Department, William J. Maddox, Assistant Chief.

**MS. TESSIER:**

I think you skipped Bossier.

**MS. HUTCHINSON:**

Right.

**MS. TESSIER:**

Bossier City.

**MS. DEBENEDETTO:**

 I sure did. Bossier Police Department, Kristian Scaglione, police officer. We had a question on her prior service. She was a university at -- worked at a university police department. We did get Connor's opinion.

 Connor, are you talking to us yet?

 (No response.)

**MS. DEBENEDETTO:**

 Okay. Connor did look at and did agree that any public university would be considered as a municipality, and so we -- I -- and I sent out a list of all of the public and private universities. And he was at LSU Health Sciences Police Department, so that would -- that would constitute a public university. So we're just looking to approve his prior service from 6/15/19, to 4/13/21 -- I'm sorry -- yes, that's right.

**MR. JUNKIN:**

This is Connor. I'm in here now.

**MS. DEBENEDETTO:**

 Oh, okay. Thanks, Connor. We've all had problems this morning.

 Okay. So -- Soonie --

**MR. LAYRISSON:**

 I make a motion that we approve this officer for supplemental pay based on his prior service.

**MS. DEBENEDETTO:**

 Soonie, would you give us the effective date?

**MS. TESSIER:**

 Effective is, um, 4/21/21.

**MS. HUTCHINSON:**

I'll second.

**MR. LAYRISSON:**

 Motion carries.

CREOLA POLICE DEPARTMENT

William J. Maddox

**MS. DEBENEDETTO:**

 Okay. Next, we have the Creola Police Department, William J. Maddox, Assistant Chief. We also had a university police department prior service question on him. He was with the LSU Alexandria Police Department. So his prior service would qualify.

 Soonie, can you give us an effective date?

**MS. TESSIER:**

 Yes, 1/21/21.

**MS. DEBENEDETTO:**

 Board?

**MR. LAYRISSON:**

 I make a motion that we approve him for supplemental pay.

**MS. HUTCHINSON:**

I'll second.

DENHAM SPRINGS POLICE DEPARTMENT

Timothy James Swim

**MS. DEBENEDETTO:**

 Next, we have the Denham Springs Police Department. His prior service was also at a university police department, McNeese, Northwestern, and LSU Baton Rouge, so those would qualify.

 Soonie, can you give us an effective date?

**MS. TESSIER:**

 11/2/20.

**MR. LAYRISSON:**

 I make a motion that we approve this officer for supplemental pay.

**MS. HUTCHINSON:**

 I second.

HAMMOND POLICE DEPARTMENT

John O'Reilly Lewis

**MS. DEBENEDETTO:**

 And now we have the Hammond Police Department, John -- John O'Reilly Lewis. His prior service was at a university police department, Tulane University Police department. Now, gee, I want to say Tulane is a private.

**MS. TESSIER:**

It is.

**MS. DEBENEDETTO:**

 And so that prior service would not be qualified.

 And so, Soonie, can you give us an effective date?

**MS. TESSIER:**

 His effective date would be 10/20/21.

**MR. LAYRISSON:**

 Connor, are you on here?

**MR. JUNKIN**:

 Yep.

**MR. LAYRISSON:**

 Can you clarify for me why prior service from a private university is not recognized?

**MR. JUNKIN:**

 Yeah. So, essentially, what -- what happens is that -- let me scroll down.

So, essentially, what qualifies as a prior is going to be an agency or its public --- or its political subdivisions. The Louisiana Constitution is what defines political subdivision. And, essentially, so what's going to qualify as -- as prior service is going to be the universities that are created and governed by Louisiana law and are controlled by the -- kind of the -- the boards created by the State Legislature for governing these universities.

 Tulane and other private universities, they're not governed or controlled necessarily by -- or they're not created by -- or controlled statutorily by any Louisiana law; therefore, they're not going to qualify as a political subdivision under the kind of statutory framework. Therefore, any service for -- for any type of police department or security under -- for those universities isn't going to qualify for the prior service.

**MR. LAYRISSON:**

 But what about the exception that the police departments are actually controlled by the state agencies, as far as their qualifications and whatnot, would that not be a loophole that would make their prior service eligible being that they have to graduate from the same state academies and have to be recognized by Louisiana P.O.S.T.?

**MR. JUNKIN:**

 I don't believe it -- it falls under whether or not they graduated from the state academies or anything like that. It's more a fact of who they were working for before during that prior service.

**MR. LAYRISSON:**

 Okay. Ternisa, you want to make a motion on this one?

**MS. HUTCHINSON:**

 I'll make a motion to deny based on his prior -- well, wait. No, I'm sorry. Scratch.

 I'll make a motion to -- I'll make a motion to approve with the effective date of 10/10/21, yes.

**MS. DEBENEDETTO:**

 Yes, which is when he worked for the Hammond --

**MS. HUTCHINSON:**

Yes.

**MS. DEBENEDETTO:**

 Well, Soonie, tell me -- no, he went -- when did he go to work for Hammond Police Department?

**MS. HUTCHINSON:**

2020.

**MS. TESSIER:**

 10/20/20.

**MS. DEBENEDETTO:**

 Okay. So 10/20/21, would be one year from his hire date at the Hammond Police Department.

**MR. LAYRISSON:**

 I second that motion.

Christopher David Wadsworth

**MS. DEBENEDETTO:**

 Okay. Next, we have Christopher David Wadsworth from the -- that's also from Hammond.

**MS. TESSIER:**

 Yes.

**MS. DEBENEDETTO:**

 Hammond Police Department. His prior service -- he has both -- I'm sorry. His was at the Office of Juvenile Justice, Probation and Parole.

**MS. TESSIER:**

 Yes. And we -- his prior service certificate from there didn't have his job title on it, and so we have his job title now, and he was a juvenile probation officer when he worked there.

**MR. LAYRISSON:**

 And what is his effective date?

**MS. TESSIER:**

 Well -- or I think we -- we need to find out if that prior service -- does that count as prior service?

**MS. HUTCHINSON:**

 Connor, when I was looking through the email that I got forwarded today, I saw that you had a question about OJJ, if it's part of Department of Public Safety Corrections. Did you ever get an answer, or do you want me to answer it?

**MR. JUNKIN:**

 Yeah. I mean, that -- it -- it -- that -- that would fall under.

**MS. HUTCHINSON:**

Yes, because it is -- the -- the schedule is the Department of Public Safety and Corrections, which includes correction services, public safety services, and --

**MR. JUNKIN:**

 Correct. That's the overall umbrella of DPSCC.

**MS. HUTCHINSON:**

Right, exactly.

**MS. DEBENEDETTO:**

 But, Connor, would, we need to have -- I guess my question to that is, under OJJ, they have many employees who do different jobs at their facility.

**MR. JUNKIN:**

 The -- the analysis -- yes. There would still need to be the analysis of what their -- what they were doing during that prior service.

**MS. DEBENEDETTO:**

 I mean, a probation officer does not enforce laws -- I mean, the police officer laws, I wouldn't think. I don't know.

**MS. HUTCHINSON:**

Well, I thought P&P officers did qualify for prior service. No?

**MS. DIEZ:**

I thought so.

**MS. HUTCHINSON:**

Connor?

**MR. JUNKIN:**

 Well, again -- again, this is the -- the question here is not necessarily whether or not their position by the -- the position title qualifies them. It's what are their actual duties.

**MR. LAYRISSON:**

 Yes. It's my opinion that they're eligible. They're -- they're full-time law enforcement officers with the arrest authority, and they're making arrest on a -- on a daily basis, might not be --

**MS. DEBENEDETTO:**

 A probation and parole officer, not a corrections officer?

**MS. HUTCHINSON:**

No, a probation and parole officer.

**MR. LAYRISSON:**

 A parole officer, that's what they do. They're working in the field, checking on their offenders, and they're making sometimes more arrests than a regular police officer.

**MS. HUTCHINSON:**

Right. Because that would -- a correctional officer. I mean, it just happens to be juvenile, as you can see.

**MS. DEBENEDETTO:**

 Okay.

**MS. HUTCHINSON:**

The same as the adult probation and parole officers.

**MS. DEBENEDETTO:**

 Okay. So --

**MR. LAYRISSON:**

 If his prior service is award to him, what would be the effective date?

**MS. TESSIER:**

 The effective date would be 10/20/20.

**MR. LAYRISSON:**

 Okay. I'll make a motion that this officer's prior service be approved and that he -- his effective date for supplemental pay will be 10/20/20.

**MS. HUTCHINSON:**

I'll second.

LAKE CHARLES HARBOR POLICE

Terrance Petite

**MS. DEBENEDETTO:**

 Okay. Next, we have the Lake Charles Harbor Police, Terrence Petite. He has prior service at the Lake Charles Probation and Parole and Northwestern State University Police.

**MR. LAYRISSON:**

 Once again, Suzanne, what would the effect the date be with prior service?

**MS. TESSIER:**

 His effective date would be April 5th of '21, 4/5/21.

**MR. LAYRISSON:**

 I'll make a motion that this officer is approved, and his prior service is approved with an effective date of April 5, '21.

**MS. HUTCHINSON:**

 I'll second.

WARD 3 MARSHAL, LAKE CHARLES

Robert A. Gates

**MS. DEBENEDETTO:**

 Okay. Next, we have the Ward 3 Marshal Office in Lake Charles, Robert A. Gates. He has prior service with McNeese State University, which is a public university.

 Soonie, what would his date be?

**MS. TESSIER:**

 His date would be 4/1/21.

**MR. LAYRISSON:**

 Okay. I make a motion that we approve this officer's prior, and that his effective date to be 4/1/21.

**MS. HUTCHINSON:**

 I'll second.

**NEW BUSINESS**

**MS. DEBENEDETTO:**

 All right. This is, I think a first, we actually have no new business to present to the Board. I -- I -- in all of my years, I don't think we've ever had an agenda with no new business.

 So does anybody have any new business to -- to bring before the Board?

 (No response.)

**MS. DEBENEDETTO:**

 Nope. Okay. Let's go on. I want to give you -- I'm sorry.

**MR. JUNKIN:**

Oh, I was just going to have a question if there was -- what was brought up -- what was if there was anything that was covered or brought up prior to I was able to finally join?

**MS. DEBENEDETTO:**

 No, no. It took us all a while to get going this morning, Connor, so --

**MR. JUNKIN:**

 Okay. So what happened with Orville Mohon, Vidalia?

**MS. TESSIER:**

 He's approved. He got approved.

**MR. JUNKIN:**

 Okay.

**MR. LAYRISSON:**

 He was approved, Connor. We received a letter from the city with a breakdown of his duties and 60 percent inmate custodian, 20 percent animal control, and 20 percent school crossing. So, basically, 80 percent of active enforcement, and, obviously, until we get the legislations changed, we've been approving officers with corrections P.O.S.T.

**MR. JUNKIN:**

 Yeah. The -- the P.O.S.T. wasn't going to be my concern there. It was just, you know, how the rest of those duties panned out.

**MS. DEBENEDETTO:**

 Okay. Before we go on to approve the new -- was that your only question, Connor? I'm sorry.

**MR. JUNKIN:**

 Yeah.

DISCUSS RULE CHANGES/UPDATE

SUPPLEMENTAL PAY NEW SYSTEM UPDATE

**MS. DEBENEDETTO:**

 Okay. Just to give y'all an update on where we are with our rule changes, administrative rule changes, we have -- and I don't know if -- if either of y'all got any calls from police departments regarding the statements that we just recently sent out with last month's warrants about past due invoices. We're trying to get a handle on getting those out on a quarterly basis and being more proactive. Although we certainly invoice them as soon as we discover the overpay payment, we have not been sending second and third requests, so we want to get that policy in effect and get that started.

 But we did discover while we were going through the administrative rules and making some updates to that, Connor discovered that we need to add something to the statute which gives us the authority to actually collect overpayments from the town. It is clearly written in the administrative rules, but it's stated nowhere in the statutes.

 Connor, do you want to expound on that any?

**MR. JUNKIN:**

 Not necessarily at this point, but since it's been brought up, so it ends up being a little bit complicated as far as the -- whether the actionability of some of these -- some of these statements. The question has been posed to me regarding a prescription --prescriptive period on some of these, and right now that question is kind of unclear just because we're not sure exactly what type of instrument the statements or these invoices are going to qualify as. These are going out to the municipalities, and as we all know, the municipalities are not the ones that are actually receiving these funds. So we are billing essentially these -- we're sending bills to these municipalities for nothing that they are actually receiving. It's -- you know, supplemental pay is a separate framework from how these individuals are being paid, and we are paying them individually, directly into each person's bank account. So it ends up -- it does end up being a little complicated, how this is being established. And, also, the municipalities don't necessarily have any statutory notice within the law that they can be responsible for these -- overpayments or anything like that.

 Now, there is a base level of, you know, theory of liability that we could -- that could be pursued through the Office of Debt Recovery just because these people are certifying it and authorizing -- or certifying to us that these individuals are qualified and are on their warrants. And often times that's the -- when they should not actually be on the warrant, that is the basis for the overpayment. But, at this time, as far as the authority to recoup the fees from the municipality -- or recoup the overpayments from the municipality for the money that is given to the employees or former employees, things are -- things could be clear within our -- within our statute as far as how we are able to do that and what process needs to be followed.

**MS. DEBENEDETTO:**

 So we just wanted to really let y'all know this was something that we -- that the Department is going to pursue as far as adding that to the statute. We would let you know how it was going to read, what we come up with, in case y'all, of course, get any questions or anything. We are also going to start keeping y'all aware of these outstanding payments by sending you also the monthly -- or the quarterly statements to show which towns actually owe us funds. It's about -- for police, it's -- it's close to 500,000, or maybe even a little bit more, which is owed to the State from overpayments. And, of course, the largest majority of that is the City of New Orleans.

 We are actively working on, with the new system coming up, some better ways to deal with this. And, also, Wayne is a great addition to our team on that end, because he's looking at any other ways we might do our billing process through LAGOV and get a better quality of billing. The system that we are using is extremely old and antiquated.

 So I want to make y'all aware of all of this in case you get phone calls, or if y'all have any objections to putting this into the statute, please, let me know.

**MR. LAYRISSON:**

 Ms. Kay?

**MS. DEBENEDETTO:**

 Yes.

**MR. LAYRISSON:**

 Can I ask you a question?

**MS. DEBENEDETTO:**

 Sure.

**MR. LAYRISSON:**

 Because your hair hadn't turned gray yet, but --

**MS. DEBENEDETTO:**

 Oh, oh, yes, it has. You just can't see it. You just don't know.

**MR. LAYRISSON:**

 When -- how many years ago did we switch from paying the cities to individual officers, and is that something we should consider? Is that going to make the --

**MS. DEBENEDETTO:**

 Well, let -- let me give you some background on that. As you know, my -- my involvement with the supplemental pay goes back to 1990, when I actually took it over from a -- a retired employee, but I -- I was aware of what was going on many years before that. We have always -- the Department of Public Safety has always processed individual payments to the police officers and the firefighters. The sheriffs have always been handled by the Treasury and one payment to the -- to the sheriff.

 We have, in the past, attempted -- there have been two instances where we attempted and made it all the way up to committee to change that to where one of either two things happened, either the sheriffs were starting to be handled the way we do it or that we paid all the municipalities. Each time, it was met with a lot of political resistance, and it -- the matters died in committee.

**MR. LAYRISSON:**

 Which way would you prefer it to be?

**MS. DEBENEDETTO:**

 Oh, there is no doubt in my mind that the proper way to pay supplemental pay is to pay the municipality, because we are not the employer. We are not the paymaster, and we do not collect the taxes. The proper way to handle supplemental pay is for us to process a check. The warranty process would still need to remain. We would still have -- the Board would still have eligibility and approval under their domain, but instead of paying individuals, we would pay the municipality. The municipality would then be charged with paying their employees and collecting all taxes and remitting them and reporting and benefits.

**MR. LAYRISSON:**

 A question for Connor. Connor, can I add that into the new legislation?

**MS. DEBENEDETTO:**

 Connor is not -- on writing statute.

**MR. JUNKIN:**

 Yeah, I can -- I cannot comment or suggest on anything that needs to be -- that should be included in legislation.

**MR. LAYRISSON:**

 Okay.

**MS. DEBENEDETTO:**

 Now -- and I also can tell you, Chief, that Colonel Starns would be very behind moving towards --

**MR. LAYRISSON:**

 I mean, it makes common sense.

**MS. HUTCHINSON:**

Right.

**MS. DEBENEDETTO:**

 And -- and --

**MR. LAYRISSON:**

 And -- paying $20,000, then you can get the money back from the municipalities because it puts the ball in their court.

**MS. DEBENEDETTO:**

 Yeah. And we are at the appropriate juncture in time where we are the developing a new system, and I can tell you that, no matter what happens, we're gonna put capability into the system to either pay individuals or pay the municipalities.

**MR. LAYRISSON:**

 Okay. I have one other thing I'd like to discuss if we have a few more minutes. **MS. DEBENEDETTO:**

 Sure.

**MR. LAYRISSON:**

 Especially since we're talking about all these changes, one of the things that I would like to do is to set more meeting dates, not necessarily official meetings. It could be where a majority of the Board does not show up, so we don't reach those problems, but a month from each date that we have now, you know, in February, we would one in March just -- I want to set four more meetings. And for two things, one, so we can keep talking about all of these admin changes and what -- what we need to do with this legislative, and, two, kind of have a date on everybody's calendar for if we need to call a special meeting. And this meeting, to me, is a prime example. And I'm not calling anyone out, but on this university thing, some of these officers went 12 months without getting their pay, and for us to put one off to the next meeting, sometimes I have a problem with that. Now it's my -- it's all of our faults, and I'm not -- I'm not calling anyone out, but it may be a simple question that we could get answered in four or five days and these officers have to wait another three months. So I think it's just something that we can all talk about, look at. I'm not looking to call a special meeting every other month, but, more importantly, after these last comments we made, I think us as a Board -- or just us as some of the people involved in this process need to be talking more than -- than every quarter.

**MS. DEBENEDETTO:**

 Okay. Well, the -- the number of Board meetings we hold each year is totally up to the Board and the department. We have a minimum -- we have to meet at least quarterly, but we can certainly have more. And we -- at the very end of this agenda, in fact, we are talking about setting dates for the next year since this is our last meeting,

**MR. LAYRISSON:**

 It's not more -- I'm not necessarily calling it meetings now. It's just tentative dates if a special would need to be called, just something that everyone can have on their schedule, but just a voluntary deal for now. Especially -- involved now, and -- and all these new changes that we're trying to make, I just feel like we need to be communicating more often.

**MS. DEBENEDETTO:**

 And that is perfectly fine with us. In fact, as we -- you know, as we are getting better training for our employees and learning, they are learning, you know -- we basically had two brand newbies just a -- just two years ago, so they are now at the point where we are getting a lot of the questions answered to where we can apply those answers to new applications and have less agenda items, which I think would be a good item -- a good thing as long as we know we have clear-cut rules that we can follow.

 So, Soonie, why don't we plan on -- redo a schedule for next year, and we can send that out to -- by email to the Board members and just to get their approval on the new dates for next year.

**MS. TESSIER:**

 And add some more dates?

**MS. DEBENEDETTO:**

 Yes, yes. You and I will get together a little later today maybe and do that.

**MS. TESSIER:**

 Okay.

**MS. DEBENEDETTO:**

 As far as the new -- was that it, Bry?

**MR. LAYRISSON:**

 Yeah. I mean, I just -- for a year and a half now, I have all these notes of what we want to, you know -- I'm ready to -- to get with my legislature and start drafting the rough draft of this new legislation, and I'd like to have at least one meeting one --unofficial meeting with you and some of the newer employees and let's just start knocking this thing out. And I wanted to line up --

**MS. DEBENEDETTO:**

 I am ready to do that, too.

**MR. LAYRISSON:**

 -- on the administrative side.

**MS. DEBENEDETTO:**

 I am ready to do that, too. In fact, can we -- we can -- can -- I'll set something --

**MR. LAYRISSON:**

 Just get with me after this meeting, yeah, just get with me after this meeting.

**MS. DEBENEDETTO:**

 Okay. As far as the new system, we have good news to report. We have selected a business analyst that will head the technical team for the new system. We have a planned go date. Of course, you know, it's very difficult to get -- to onboard these people. They have to go through a lengthy process and background checks and all of that, so -- and we have -- we're faced with the end of the year right now, so we are looking to really kick off January 1st. We'll have some people on board. We'll get going. We're very excited here in the office to actually get started on this, and we will let y'all know as we move forward through each phase and we will ask your input. We will probably next week be sending out a questionnaire to all of the towns asking them about their technical abilities. Cassie put together a great list of questions on how they -- what platforms they use and that kind of stuff, so we can see what we're looking at and start coaching them to the kinds of things that they will need to do in their offices, email addresses, and those types of things, scanners, and stuff that they will need to start operating in this new world.

 That's all the updates that I had.

**NEW APPLICATIONS FOR APPROVAL - 141**

**MS. DEBENEDETTO:**

We do have some new applications for approval, 141 new applications, which Soonie has reviewed and reviewed and reviewed, and -- and we think we have everything together on those, so if we could have a vote on that.

**MR. LAYRISSON:**

 Soonie, one question, since we're one board member out today, I have to do something a little different. We have two applicants on here from the city of Ponchatoula Police Department. Are they both good to go, everything is good to go for Ponchatoula?

**MS. TESSIER:**

 You mean they're on the spreadsheet?

**MS. HUTCHINSON:**

If they're on the spreadsheet --

**MR. LAYRISSON:**

 New applications.

**MS. HUTCHINSON:**

Typically, if they're on the spreadsheet, they're good to go.

**MS. TESSIER:**

 Yeah. If they're on the spreadsheet, they're good to go. Let me look.

**MR. LAYRISSON:**

 Since normally I abstain on those, and I can't today because we're short.

 So I'll make a motion that we approve all the new applications.

**MS. HUTCHINSON:**

I'll second.

**MR. LAYRISSON:**

 Motion carries.

 Does anybody have anything else before we adjourn this meeting?

**MS. DEBENEDETTO:**

 No. We will be getting you some list of dates, and, Bry, why don't you just give me a call after we finish this?

**MR. LAYRISSON:**

 I'll do it.

**MS. TESSIER:**

 Do we want to approve the next meeting?

**MS. DEBENEDETTO:**

 Well, we can go ahead and approve the next meeting for February the 9th.

**MR. LAYRISSON:**

 Yes.

**MS. DEBENEDETTO:**

 If that's all right with y'all.

**MR. LAYRISSON:**

 February 9th at 10:00 a.m. is the next tentative meeting schedule.

**MS. DEBENEDETTO:**

 Right. And then we'll get you a list of perspective dates.

**ADJOURN**

**MR. LAYRISSON:**

With no more business, I'd like to call this meeting adjourned.

**MS. HUTCHINSON:**

I'll second.

**MS. DEBENEDETTO:**

 Thank you all.

**MR. LAYRISSON:**

 Have a great day.

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, that on November 10, 2021, 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 32, 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

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APPROVAL OF THE MINUTES

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Bry Layrisson, Chairman

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