

POLICE SUPPLEMENTAL PAY MEETING MINUTES
June 12, 2024

A regular meeting of the Municipal Police and Marshals Supplemental Pay Board of Review for June 12th, 2024 occurred at the Louisiana Department of Public Safety, Management and Finance Building in suite 201.

Chief Kip Judice called the meeting to order.

ROLL CALL

The following board members and staff were present:

Board Members:

Voting:

Ternisa Hutchinson

Kip Judice

Jonas Martin

Jim Craft

Carl Richard

Non-voting:

Adrienne Bordelon

Staff:

Kay Debenedetto

Misty Bentley

Gail Holland

Jordan Moreau

Visitors:

Patrick VanDyke

Darrell Bradley

Joel B. Breaux

APPROVAL OF MINUTES

Jim Craft motioned to approve and dispense with the reading of the minutes for the February 21, 2024 meeting. Jonas Martin seconded the motion and the motion passed unanimously.

APPEALS

None.

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OLD BUSINESS

Angela Smith- At the previous meeting, the Incentive Pay for Kenner Police Officer Angela Smith was discussed and tabled. The question of whether her prior service at the Sheriff's office, where she did not receive supplemental pay, would disqualify her from receiving Incentive Pay was addressed. Our legal counselor, Gail Holland, noted that additional details were not received from the Treasury and thus her advice would be that her prior service rendered her ineligible per incentive pay regulation. Jim Craft made a motion to deny incentive pay eligibility for Angela Smith. Ternisa Hutchinson seconded the motion which carried unanimously.

NEW DEPARTMENTS

New Municipality Questionnaire- The board discussed the New Municipality Questionnaire. The New Municipality Questionnaire was still under consideration before this meeting and thus would not be part of the consideration process for the new department to be discussed next. This was understood and accepted so we moved into the subsequent discussion.

Lafayette Parish Communication District- A new municipality under consideration for inclusion was discussed based on the application for Shaughn Y. Bobinox. Jim Craft, Chief Justice, Adrian Bordelon, and Kay Debenedetto discussed whether a department that is purely 911 dispatching for Fire, Police, and Ambulances and not composed of POST-certified law enforcement officers should be considered for our supplemental pay. Mrs. Debenedetto provided historical reverence of a prior 911 department noting that they had been denied before for those reasons. Chief Justice wanted to consider how the lack of this department would affect the Lafayette Police Department and asked that we table this discussion so that a representative could come to participate in further discussion. Jim Craft made the motion to table this discussion and Jonas Martin seconded the motion. The board unanimously agreed to table this for future discussion.

Lillie Police Department- Regarding the department of Lillie, this department was entered into the SuMPay system by Natalya Besse before its formal approval by the board. Following a brief discussion, Jonas Martin motioned to recognize the Lillie Police Department. This was seconded by Jim Craft and the board was unanimously accepted.

NEW BUSINESS

Patrick VanDyke- A discussion was held surrounding the Commissioner of Fire and Police for the city of Alexandria's position being one of a town administrator and existing outside of a department. He was sworn in by Gail Holland and testified that he is POST-certified and would step in as Chief of Police or Fire in an emergency. It was determined to hold an executive session of the voting board members and our legal counsel. Upon returning from this session, voting unanimously affirming to denial of Commissioner VanDyke's eligibility for supplemental pay. Ternisa Hutchinson made the motion to affirm the denial, it was seconded by Jim Craft, and carried unanimously.

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Annqunett Young- The administrative assistant to the Bastrop City Marshal was discussed surrounding her job title and responsibilities. It focused on the fact that to be considered for supplemental pay, in that position, it must be a civil classified position which it is not. Delving further into her details it was discovered that she is a POST-certified individual who performs other duties not indicated in her packet. It was determined that acceptance would require some changes be made and the applicant could reapply. The motion was made by Jonas Martin to deny her, seconded by Ternisia Hutchinson, and unanimously agreed upon by the board.

Chelsea Leblanc- An officer with a level two POST certificate that the Board had previously determined could only be used for Jailers. Jailer is not her job title. There was a discussion between Adrienne Bordelon, Chief Justice, and Jim Craft about prior decisions of the Board, multiple applicable statutes, and the bearing of POST statutes and decisions on the actions of the Supplemental Pay Board. Adrienne Bordelon asserted the importance of consistency in our board's decisions. Reference was 40:2405 and Chief Justice asserted that it only says that she had to complete an approved POST certification without specification. Bordelon and Craft clarified that POST regulations come into play in the approval process where POST approves certain certificates for specific jobs and we have to take that into account.

Chief Justice asserted that POST has no bearing on what the Police Board does which Jim Craft pointed out would be an issue if Chief Justice got the program moved to being administered under their auspices, where he frequently states the Supplemental Pay program should be, because they would definitely take these factors into account.

It was determined that we would defer this discussion until Rebekah Taylor could be present to participate in the discussion and Jim Craft made a motion to the end. Jonas Martin seconded this motion which was unanimously approved by the board.

Marshal Charles Culpepper- There was a question about the acceptableness of a level 2 certificate for a Marshal and his application was quickly approved. Motion made by Jonas Martin and seconded by Jim Craft with further unanimous approval.

POST Law Discussion- This discussion was requested by Chief Justice but it was reasserted that we would wait for Rebekah Taylor as already discussed. However, we would still discuss two affected officers.

Chief Breaux of Cankton who was present and sworn in to provide testimony. He affirmed that he was appointed to his position and his POST certificate is invalid. This creates an issue because elected chiefs are statutorily free of this regulation but appointed chiefs are not. There was much discussion about the unfairness and contradiction within statutes. He is permitted to be Chief but not get Supplemental pay because of them. It was further discussed that this is a result of Mayors being able to appoint anyone into a position where as elected chiefs tend to be assessed during running such that more consistent selections result and the statutes reflect this reality. A motion to deny was made by Jonas Martin and seconded by Ternisa Hutchinson followed by unanimous agreement.

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Chief Kibodeaux of Morse was not present but it was determined that since he was elected, he could be approved. It was stated that the previous \$300.00 minimum limit on income was no longer a factor as the pay limit had been removed from the statute entirely. Thus, he was approved with a motion from Jim Craft, a second from Jonas Martin, and a unanimous round of 'Ayes'.

Deferral of Departments discussion requested by Chief Justice was held regarding our deferring department who had not submitted sign warrants via the SuMPay Portal three months after the system was active and two months after we had notified all departments that it would only be accepted through the Portal. We affirmed that we had extended grace throughout as people had ongoing difficulty getting into the system but that these people were either not in the system at all nor had they emailed a copy to us, in all cases, or requested help, in some cases. Chief Justice discussed inter-municipality conflict that some departments experience to the detriment of their officers. It was reiterated that without a signed warrant we are statutorily prevented from paying out funds to a department but that Supplemental Pay staff would continue to extend every reasonable effort to ensure that this detriment to the officers was minimized.

Marshal Minutes- Carl Richard brought up the issue of Marshal Office minutes which uniformly is stated to not exist for hiring Marshals but he wanted to get clarity about what we require for affirming hiring details for a Marshal application. Kay Debenedetto stated that we are looking for hiring details to be specified in a PAF or Letter along with the signatures of two members of the hiring authority- the City Marshal and one other as a matter of checks and balances.

BUDGET PROJECTIONS

Ternisa Hutchinson affirmed that we were working closely with budget and there was no chance of pay suspension based on a lack of funds.

NEW ACT 110 MONEY APPROVAL

Act 110 was approved based on the existing applicant having already been found to be acceptable for supplemental pay. This approval was motioned by Ternisa Hutchinson, seconded by Jim Craft, and unanimously approved.

POLICE INCENTIVE PAY APPLICATION REVIEW

It was resolved that based on information from POST and the applications that 37 of 47 applications could be accepted which was motioned by Jim Craft, seconded by Jonas Martin, and unanimously approved in order to focus on only those that required special attention. Jim Craft was disturbed by emails resulting from the lateness of the cut-off for new incentive pay applications and Rebekah's request to receive the list to research from Jordan Moreau which happened expediently when the deadline passed but provided little time for turnaround. We then moved into discussing the ten in question.

Hannah Myers: Had prior service according to POST. She was denied which was motioned by Ternisa Hutchinson, seconded by Jim Craft, and unanimously approved by the board.

Chandler Sigue: Also had previous employment and was therefore denied. Motioned by Jim Craft, seconded by Ternisa Hutchinson, and unanimously approved by the board.

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Michael Bailey: Had substantial prior service resulting in denial. Motioned by Ternisa Hutchinson, seconded by Jim Craft, and unanimously approved by the board.

Breion Bell: POST reported that he was part-time in his position but his application indicated that he was full-time. POST states that to correct this he would need to submit a corrected 201 form to them. A determination to defer was made because of this and Chief Justice stated that he would reach out to that Chief for clarification before the next board meeting. This was motioned by Ternisa Hutchinson, seconded by Jim Craft, and the board unanimously agreed.

Briantony Brown: Had prior service resulting in denial. Motioned by Jim Craft, seconded by Ternisa Hutchinson, and unanimously approved by the board.

Matthew Cormier: POST reported that he was part-time in his position but his application indicated that he was full-time. A determination to defer was made because of this and Chief Justice stated that he would reach out to that Chief for clarification before the next board meeting. This was motioned by Jim Craft, seconded by Ternisa Hutchinson, and unanimously approved by the board.

Darnell Rogers: POST indicated prior service at Richwood without specific dates and no paperwork submitted to POST. Chief Justice stated that he would reach out to this department for clarification. This was motioned by Jim Craft, seconded by Ternisa Hutchinson, and unanimously approved by the board.

Dantrice Johnson: Had prior service resulting in denial. Motioned by Jim Craft, seconded by Ternisa Hutchinson, and unanimously approved by the board.

Christopher Blunt: Had prior service resulting in denial. This was motioned by Ternisa Hutchinson, seconded by Jonas Martin, and the board unanimously agreed.

Ashley Graves: Had prior service but not as an officer thus they moved to approve her. This was motioned by Jim Craft, seconded by Jonas Martin, and the board unanimously agreed.

NEW APPLICATIONS

We stated that we had 192 applications approved and 75 pending for informational purposes.

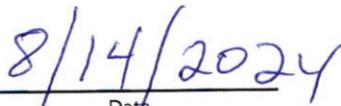
TIME & DATE OF NEXT MEETING

Moved to August 14th, 2024 in the same location.

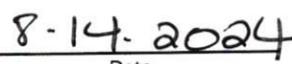
ADJOURN

Move to adjourn made by Jim Craft, seconded by Jonas Martin

Chairman Kip Justice 
Signature


Date

Prog.Mgr. Candy Diez 
Signature


Date