

FIRE SUPPLEMENTAL PAY MEETING MINUTES
JULY 30, 2025

A regular Municipal Fire Supplemental Pay Board of Review meeting for July 30, 2025, occurred at the Hilton New Orleans Riverside, Two Poydras St., New Orleans, LA 70130 in the Prince of Wales Room.

Board Vice Chairman Dwayne Thevis called the meeting to order.

ROLL CALL

The following board members and staff were present:

Board Members:

Voting:

Dwayne Thevis
Frank Cusimano
Richard Parker
Earl Borden

Staff:

Candy Diez
Kathy Benoit
Misty Bentley
Jordan Moreau
Becca Robison
Sherlyn Shumpert
Susanne Tessier

Visitors:

James Boheman
Ken Bouvier
Jonathan Cailleteau
Charles Hudson
Michael Kimble
Chris Mickal
Thomas Stone

APPROVAL OF MINUTES

No corrections to the previous meeting's minutes were brought forward. The Minutes of February 5, 2025, had been corrected to reflect the attendance of Earl Borden and presented for secondary review. Frank Cusimano motioned to approve and dispense with the reading of the minutes for either meeting. Richard Parker seconded the motion, and the motion passed unanimously.

APPEALS

Randy Hardy of Jefferson Parish East Bank Consolidated Fire District requested reconsideration of his application due to his job duties being more expansive than the formal job description submitted previously with his application. Upon testimony from Charles Hudson, the board

FIRE SUPPLEMENTAL PAY MEETING MINUTES
JULY 30, 2025

reversed their previous decision. Frank Cusimano motioned to Approve, Richard Parker seconded the motion, and the motion passed with one opposed, Earl Borden.

OLD BUSINESS:

Earl Borden brought up the issue of potentially having virtual meeting access again without using the proper Open Meetings Law procedure per RS 42.19.A.(1)(cc). This discussion resulted in two research questions regarding using another organization's equipment for virtual meetings and other limitations regarding this process. Earl Borden motioned to have legal counsel on these things, Richard Parker seconded the motion, and it passed unanimously.

Subsequently, Earl Borden requested that staff research the technological requirements for setting up such meetings in case we must purchase equipment for this purpose. Earl Borden made the approving motion, Richard Parker seconded the motion, and it passed unanimously.

NEW BUSINESS

Military Orders

Six sets of military orders were brought before the board. Staff requested that the board review and approve or deny continued payment of supplemental pay for these recipients during these orders based on the orders and the auditors' four permitted criteria.

Earl Borden informed staff that departments could pay however they deemed appropriate. However, many choose to pay only the required 15 days. The issue regarding the key language, "*Active Duty*," being used in a manner that subverts the original intent of the term—resulting in many individuals receiving dual benefits that may be undue—was discussed and formally acknowledged as a concern.

While everyone present deeply values and appreciates the sacrifices made by our service members, we must administer the Supplemental Pay program with the utmost integrity and fiscal responsibility due to both the taxpayers and our service members.

The board decided they would like the affected recipients to speak, voluntarily or by subpoena, at the upcoming board meeting. The specific research question for our legal counsel regards whether or not they can subpoena these recipients. They agreed to table further discussion until that meeting, so the board could assess whether the continued supplemental pay for these recipients was appropriate. Frank Cusimano proposed this motion, seconded by Richard Parker, and carried unanimously.

Michael Kimble, the Fire Chief of the Baton Rouge Fire District, testified on behalf of Jean Paul Thibodaux. During his testimony, he presented military orders that differed from those previously provided to us, and he indicated that he would email the new orders to us. Earl Borden suggested creating a document outlining the four criteria provided by the auditors, allowing the department submitting military orders to indicate which criteria the submitted

FIRE SUPPLEMENTAL PAY MEETING MINUTES
JULY 30, 2025

orders meet. The creation of this document was added as a friendly amendment, and they unanimously reaffirmed their approval of the amended motion.

Bayou Cane Fire Protection District

Kimberly Saulters, a Paramedic, was on the agenda because of her job title. Paramedic is a job title subject to the considerations under House Bill No. 320, which did not pass. They approved this one because they previously accepted a similar one. Earl Bordon made the motion to approve this applicant. Richard Parker seconded his motion, and it passed unanimously.

St. George Fire Protection District #2

Jacquelyn O'Keefe, a Paramedic, was on the agenda because of her job title. Paramedic is a job title subject to the considerations under House Bill No. 320, which did not pass. They approved this one because they previously accepted a similar one. Earl Bordon made the motion to approve this applicant. Frank Cusimano seconded his motion, and it passed unanimously.

MEMBER APPOINTMENT CONFIRMATION LETTERS:

The missing Member Appointment Confirmation Letters were discussed, but no documents have yet been provided to our board members, even though they have followed up with their paperwork.

LAGOV ACCOUNTS RECEIVABLES UPDATE

Candy Diez presented information concerning the LaGov Accounts Receivable report. The continued status is that few departments are paying the municipal invoices than was anticipated with the change to municipal pay.

BUDGET PROJECTIONS

We let them know that because of the end of the Fiscal Year, we had no budget projections at this time.

NEW APPLICATIONS

Since the last board meeting, 165 new Supplemental Pay applications have been received and reviewed, totaling \$84,220.00 in funding. Approval was granted upon a motion by Frank Cusimano, seconded by Richard Parker, and carried unanimously.

NEW ACT 110 MONEY APPROVAL

Since the last board meeting, 105 applicants were determined to be entitled to Act 110, totaling \$215,180.00. The year-to-date total stands at \$351,553.00. Approval of Act 110, based on the existing applicants being found acceptable for supplemental pay, was initially granted upon a motion by Frank Cusimano, seconded by Richard Parker, and carried unanimously. However, as Jonathan Cailleteau of the Covington Fire Department requested to address the board regarding Act 110, the prior motion was withdrawn by a motion from Frank Cusimano, seconded by Richard Parker, and carried unanimously.

FIRE SUPPLEMENTAL PAY MEETING MINUTES
JULY 30, 2025

Public Comment

Sherlyn Shumpert: OK, would you please state your name for the record? We're now at the public discussion on new Act 110 money. Will you please state your name for the record?

Jonathan Cailleateau: Jonathan Cailleateau

Sherlyn Shumpert: Please raise your right hand. Do you solemnly swear or affirm that the testimony or an information intend to offer is the truth.

Jonathan Cailleateau: Or I do.

Susanne Tessier: Can you spell your last name?

Jonathan Cailleateau: That's fine. *he spells it*

Good evening or good afternoon, everybody. My name is Jonathan Cailleateau. I'm the fire prevention officer for the Covington Fire Department. I have sent emails, letters, and questions to the board. Act 110 money, I have been told that historically we only submitted in August, and I have emails back that, but I have looked it up, the police board or jury- I don't know, we actually call that- submits them multiple times throughout the year. I have it as: in 2025, you did one in February; in 2024, they did one in March, October, and November; in 2023, I have it in February, September, and November, and in 2022, 2022 is as far back as I went, February, April, and September. The way that Act 110 is being done right now, we are looking at two different budget years. Right now, we're on our 3rd technically because you have from 2023 to now. So, there are applications that are being turned in, and this started off in my personal information, and it made me mad, and I'm OK with it, but now we're past that. Now we're looking at multiple accounts where people aren't receiving their money for 2 to 3 years. I just want to know what the board can do to fix this somehow. Is there a way we can try to get it done more frequently?

Candy: So, I just want to say, I'm Candy, I'm the one that you talked to a couple of times, it wasn't pleasant. That is very false because I'm the one who handles that 110 that goes before JLCB, and I only do Police and Fire at the same time once a year. So, I'm not sure if you're asking about if maybe it's the sheriff's.

Jonathan Cailleateau: No, no, it's on JCLB's website, where it says Act 110

Candy Diez: And what are the names?

Jonathan Cailleateau: Names, I don't know them I didn't write those names down but they are there for Act 110.

Candy Diez: It's not for Police. It's not for state supplemental pay, Police, Fire, or Marshal, none of those three, because I handle it myself personally.

Jonathan Cailleateau: So if we log on to JLCB's website and look for them right now and go into their meetings, their Minutes, I wouldn't find that you all submitted something? OK....

FIRE SUPPLEMENTAL PAY MEETING MINUTES
JULY 30, 2025

Candy Diez: So you so I wanted to finish what I was saying there's not there are people on there from 2023 no fault of ours...(still speaking)

Jonathan Cailleteau: (interrupting) I would like the board to look into that, please.

Candy Diez: (continuing) What I said earlier was that it's from the municipalities not submitting the applications? Where they could have been submitted in 2023, we're not getting them until now.

Jonathan Cailleteau: Is it OK if I say something quick? So, we're going to look at my personal thing. So, I come from a rural harbor fire department, where I worked for 10 months. February 28th, I quit; February 29th, I started at Covington, and it's zero hours of me not being employed. Our admin did take a while to get it turned in because we have to go through 673 people in order to get it done. When it was turned in 2024, it took a while. Now, we're going into another fiscal year. My money was already like dog years to be paid to me. We're into another fiscal year now, so how can we make this a little better?

Frank Cusimano: OK, let me ask you a question. As you said, you have to go through all of these processes to get your application to these people; that's not their fault.

Jonathan Cailleteau: Well, some of it was their fault.

Frank Cusimano: You understand the process. You know, you put an application in, and if it is in May or June, and then it goes past June 30, you are going to get into Act 110. That's the key date- June 30th. It would behoove you to tell your department to get that application as soon as you're hired, as soon as you get firefighters, because we've asked that to come to these ladies as fast as possible, and they could put it in the computer, and when a year comes up, boom, you're on

Jonathan Cailleteau: Yeah, I agree with that for a new hire.

Frank Cusimano: Well, it could be you. I mean, any hire, anybody, for supplemental pay that's eligible. Send that application, and you know, tell your department or whoever, be that your Mayor or your Councilman, whatever- whoever signs your warrant, they need to get those things to these ladies here, and they won't sit on it for a year. I can promise you that.

Jonathan Cailleteau: OK, but so here's the problem with that, and I'm not saying anyone is at fault, but you have level one (review), and it says I have everything I need. Level 2 comes back and says, Oh, we're missing page one from this one. I sent that back, and again, they come back saying that we're missing Page 3. You just had everything you needed, but now there's a missing Page 3. I go back to the one I originally submitted, and why are we doing all these extra steps?

Susanne Tessier: Oh, we don't do that.

Jonathan Cailleteau: Huh, anywho... And so, I would like the board to go ahead and try to implement something, try to figure out a way to make this better because now hundreds of firemen are being affected, not just me; it's no longer about me. (He provides no names or proof.) I can send you the

FIRE SUPPLEMENTAL PAY MEETING MINUTES
JULY 30, 2025

emails again, which have all the information, and they show that they put in names for the Police Department and not for Fire.

Frank Cusimano: And listen, brother, I can see you're upset a little bit. I understand your position. We're a board of review for eligibility. These ladies are the ones who are boots on the ground doing the job. The process starts with the application date, and that process starts in the department. If we can expedite that anyway, then that would take care of the Act 110 money. We've told chiefs all the time, and fill these get words out to these cities that our conventions put your applications in as expeditiously as you can, and I have faith that these ladies will do their job. But, they can't do it if they don't get the application.

Jonathan Cailleteau: I agree with everything you just said. That it is them doing the work, I understand, too. But at the same time, if their name is put in January or February and it doesn't get approved until November, we should be able to put that November name into the next one instead of waiting for two.

Candy Diez: I want to read something that Lieutenant Colonel Graphia sent out not long before he retired to kind of explain the Act 110. So, this is his explanation and this is what he used to tell us to send out. Act 110 payments that have been approved by the board are not automatically processed and paid out to the recipient. DPS must have sufficient funds available in the existing appropriated supplemental pay budget to cover these payments. Once the department is able to certify that sufficient funds exist, these requests are submitted to the JLCB for final approval. The last batch of Act 110 payments was approved by JLCB on September 20th, 2024. Generally, there is not enough money to request or fund more than one batch of Act 110 payments in a single fiscal year. As we get closer to the end of this fiscal year, we will submit another request to JLCB if there is sufficient funding available. I'm not making that up. And they tell me. I don't know all that, and I don't work in budget. They tell me we have the money to get everything together so we can submit it to put on the agenda.

Earl Bordon: And, I'm sorry Earl Borden, it is getting better. It seems like with the online portal a lot less Act 110 money. We all moving in the right direction and a big thing to the staff and the improvements they made.

Jonathan Cailleteau: But like I said, I have emails to back up my and Brian's conversations. I believe you were in some of them. Another problem is that I find you were talking earlier about doing these forms, these guys are going to the military, and stuff. We have no way of getting in touch with anybody? So if a person were to go into the military, I would have to go through two other people in order to get that done. A person, it is my situation. I'm going into the military, not me. I'm fat. I ain't doing that s**t, but if I'm going to the military, How am I supposed to send it in? I can't send her an e-mail, I can't even call her. You know, how is this possible?

Candy Diez: There's a dedicated phone number for you to call us.

Jonathan Cailleteau: That was blocked until I got in touch with y'all.

Candy Diez: No, we didn't have a number for a while because Lieutenant Colonel Graphia said he felt like it was better for us to respond to emails because we have a paper trail.

Jonathan Cailleteau: And then, if I e-mail you something, it will not let me. I've tried emailing you all the things, so how are we supposed to contact you?

FIRE SUPPLEMENTAL PAY MEETING MINUTES
JULY 30, 2025

Candy Diez: You call the Number 225925....

Jonathan Cailleteau: That was just put on there after I got in touch with you.

Candy Diez: The Munpay email is not blocked. That's open for anybody.

Jonathan Cailleteau: Well, I see we're getting nowhere again, like I've always gotten.

Susanne Tessier: That's really uncalled for.

Jonathan Cailleteau: I agree, I understand, but I'm just so fed up with everyone in the state.

Susanne Tessier: Yeah, you're going a little bit too far, and there's nobody else in the state here but you, so how can you say you speak for everybody in the state? Where are they?

Frank Cusimano: I can understand your frustration rather....

Jonathan Cailleteau: Y'all constantly get frustrated, Chiefs calling you all about things?

Frank Cusimano: We get them.

Jonathan Cailleteau: Alright. So, what do you all want us to sit and put our tails between our legs and walk away? What do you want us to do? We just want answers on how to make it better. That's all I want.

Frank Cusimano: Brother, I think we've given you some answers. I don't think it's one of the answers you want to hear.

Jonathan Cailleteau: So you want us to submit applications faster? We did that. When was my application submitted? I heard July so that's before August right?

Becca Robinson: Your application was submitted in July. You started your employment in February. It could have been submitted to us in February.

Jonathan Cailleteau: It could have been. I agree 100% but our HR department dropped that ball. I agree with that part of everything. I agree 100% but I'm not just talking about my application.

Frank Cusimano: That's the ball to get rolling, but you're directing your attack at them, and it's a timing thing, man. I'm just trying to help you here.

Jonathan Cailleteau: Oh, you're lucky my wife told me I can't be in trouble. You know the sad part is? You got firemen out here putting their lives on the line, and all you guys know this... OK, when I called you, it wasn't, 'How can I help you? What can I do to fix this?' It was, 'How did you receive my number?' Then after months of talking to y'all, you called me on your personal cell phone and said that I attacked you. Oh yeah, I got that e-mail and I got that voicemail.

Candy Diez: No, I have you on speaker, cussing me out.

Jonathan Cailleteau: I never once cursed you out.

Candy Diez: You accused my staff and me of not processing your application and not reviewing and accepting it because you've got phone number....

FIRE SUPPLEMENTAL PAY MEETING MINUTES
JULY 30, 2025

Frank Cusimano: We recognize the problem and we we will work on it.

Jonathan Cailleteau: I hope so, too, and Y'all have a great day.

TIME AND DATE OF NEXT MEETING

Wednesday, November 5, 2025, at 10:00 AM. This was approved by Frank Cusimano, seconded by Richard Parker, and passed unanimously.

ADJOURN

A motion to adjourn was made by Frank Cusimano, seconded by Earl Bordon, and carried with no opposition.

Chairman Brien Ruiz


Signature

Nov 5, 2025
Date

Program Manager Candy Diez


Signature

11-5-2025
Date