

State of Louisiana

FIREMENS' SUPPLEMENTAL PAY BOARD

COMMISSION MEETING

JULY 20, 2020

10:00 a.m.

Firemens' Supplemental Pay Board Commission

July 20, 2020

10:00 a.m.

MEMBERS AND STAFF PRESENT:

Richard Parker

Ronald Schillace

Dwayne Thevis

Charles Williams

Kay DeBenedetto

Candace Oby

Mark Campbell

Paul Schexnayder, Esq.

Susanne Tessier

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Firemens' Supplemental Pay Board Commission
July 20, 2020

MR. THEVIS:

All right. Roll call.

MS. DEBENEDETTO:

We'll do the roll call.

We have Mr. Parker.

MR. PARKER:

Present.

MS. DEBENEDETTO:

Mr. Ruiz is absent.

Mr. Schillace.

MR. SCHILLACE:

Here.

MS. DEBENEDETTO:

Mr. Thevis. Did I say that right, Thevis?

MR. THEVIS:

Present. That's close enough.

MS. DEBENEDETTO:

Mr. Williams.

MR. WILLIAMS:

Here.

MS. DEBENEDETTO:

All right. We have four Board members, which is a quorum.

1 **MR. THEVIS:**

2 I would like to motion to amend the agenda to include the election of
3 officers for the Board meeting -- for the Board.

4 **MS. DEBENEDETTO:**

5 Yes.

6 **MR. PARKER:**

7 You mean as a motion?

8 **MR. THEVIS:**

9 Yes.

10 **MR. PARKER:**

11 I'll second it.

12 **MS. DEBENEDETTO:**

13 Okay. Do y'all have any nominations for chairman?

14 **MR. SCHILLACE:**

15 Are we going to vote on his motion first?

16 **MS. DEBENEDETTO:**

17 Oh, sorry.

18 **MR. THEVIS:**

19 Right.

20 **MR. SCHILLACE:**

21 I'll make a motion.

22 **MR. THEVIS:**

23 I have a motion to amend the agenda.

24 All in favor?

25 (All aye.)

1 **MR. THEVIS:**

2 Anybody opposed?

3 (No response.)

4 **MR. THEVIS:**

5 The motion passes.

6 **ELECTION OF OFFICERS**

7 **MS. DEBENEDETTO:**

8 Do y'all have a motion to nominate someone for chairman?

9 **MR. SCHILLACE:**

10 Yeah. I'd like to nominate Brien Ruiz as chairman.

11 **MR. PARKER:**

12 I'll second it.

13 **MR. THEVIS:**

14 All in favor of Brien as chairman.

15 (All aye.)

16 **MR. THEVIS:**

17 Opposed?

18 (No response.)

19 **MR. THEVIS:**

20 The motion passes. Brien is our chairman.

21 Any nominations for vice-chair?

22 **MR. PARKER:**

23 I nominate Dwayne Thevis.

24 **MR. SCHILLACE:**

25 I'll second that motion.

1 **MR. THEVIS:**

2 Motion for Dwayne Thevis as vice-chair.

3 All in favor.

4 (All aye.)

5 **MR. THEVIS:**

6 Opposed?

7 (No response.)

8 **MR. THEVIS:**

9 Motion passes for Dwayne Thevis as vice-chair.

10 **APPROVE MINUTES OF MARCH 12, 2020 MEETING**

11 **MR. THEVIS:**

12 Approve the minutes of the March 12th meeting. Has everybody
13 reviewed them?

14 **MR. SCHILLACE:**

15 I will make a motion that we approve the minutes of March 12,
16 2020.

17 **MR. PARKER:**

18 I'll second it.

19 **MR. THEVIS:**

20 Okay. Motion and second to approve the meeting -- the minutes of
21 the meeting from March 12th.

22 All in favor?

23 (All aye.)

24 **MR. THEVIS:**

25 Opposed?

1 (No response.)

2 **MR. THEVIS:**

3 The motion carries.

4 **MS. OBY:**

5 Dwayne, can you sign one of these copies? I know we usually have
6 Brien sign.

7 **MS. DEBENEDETTO:**

8 I have the original.

9 **MS. OBY:**

10 Oh, you have.

11 **MS. DEBENEDETTO:**

12 Yes. Can I just catch them after the meeting?

13 **MS. OBY:**

14 Yeah, that's fine.

15 **MS. DEBENEDETTO:**

16 I'll catch you after the meeting to sign.

17 **OLD BUSINESS**

18 **St. George Fire Department**

19 **Justin Arnone Chief of Medical Services**

20 **MR. THEVIS:**

21 Old business. St. George Fire Department.

22 **MS. DEBENEDETTO:**

23 This was from the last meeting. We brought it up, and y'all asked if
24 he would appear. And Mark --

25 **MR. CAMPBELL:**

1 Well, we never did get it -- we never did have the meeting, and it
2 was never brought up.

3 **MS. DEBENEDETTO:**

4 Okay.

5 **MR. CAMPBELL:**

6 Both of those. Neither one of those were brought up.

7 **MS. DEBENEDETTO:**

8 All right. So this is the first time?

9 **MR. CAMPBELL:**

10 Exactly.

11 **MS. OBY:**

12 So he -- his application, he is applying, and he is the Chief of
13 Medical Services.

14 **MR. PARKER:**

15 Okay. If I remember correctly, I thought there was a question about
16 him responding to calls. And I'm reading in his -- his job duties
17 (unintelligible) class and examples of work, and it says that he responds
18 to fire and emergency calls to direct emergency medical operations and
19 use of medical equipment. So he does respond to fire calls. I think, if I
20 remember correctly, at the last meeting, that was what was in question.

21 **MR. CAMPBELL:**

22 Okay. Well, maybe it was --

23 **MS. DEBENEDETTO:**

24 I think it was the meeting before.

25 **MR. CAMPBELL:**

1 March 12th. Okay.

2 **MR. PARKER:**

3 Yeah. So he meets the requirements as far as the hours. He meets
4 the requirements as far as he's a Firefighter Certified I. And the question
5 was, does he respond to calls, and it -- it states that he does respond to
6 calls, if I remember correctly. Other than that, I think that was the only
7 thing that was in question.

8 **MS. DEBENEDETTO:**

9 Well, I believe y'all had wanted him to appear.

10 **MR. PARKER:**

11 Right. And I think --

12 **MS. DEBENEDETTO:**

13 And Mark did call him, but he is not here.

14 **MR. THEVIS:**

15 I don't think we had his -- his job classification real clear. That was
16 the whole problem.

17 **MR. PARKER:**

18 Right. We didn't -- we didn't know whether or not he responded to
19 calls, so I don't think we had this documentation as far as the features of
20 his job duties.

21 **MR. CAMPBELL:**

22 And, Candace, I think that in their -- what you would question also
23 was what the job requirements were, and he didn't have one of those
24 things.

25 **MR. SCHILLACE:**

1 Now, is this a firefighter that was maybe receiving supplemental
2 pay --

3 **MR. CAMPBELL:**

4 No.

5 **MR. SCHILLACE:**

6 -- and then transferred to this new class?

7 **MR. CAMPBELL:**

8 No, sir.

9 **MR. SCHILLACE:**

10 No?

11 **MS. OBY:**

12 Oh, I know what you're talking about, Mark. Okay.

13 So, yeah. So I think in the job description it says that -- it says that
14 he must have at least five years of full-time emergency medical services
15 experience with a paid fire department and two years which must include
16 experience in fire suppression operations.

17 **MR. CAMPBELL:**

18 Right.

19 **MS. OBY:**

20 I just -- it just came to me as a question because he doesn't have any
21 prior service on his application. So I'm -- and he may have this
22 experience, this five years of whatever experience, but we just -- I just
23 was bringing that up as a question because we don't know that.

24 **MR. SCHILLACE:**

25 And, Mark, you said you tried to make contact with him?

1 **MR. CAMPBELL:**

2 I did make contact with him, and I invited them to the meeting for --
3 whenever that was --

4 **MS. OBY:**

5 June.

6 **MR. CAMPBELL:**

7 June, I guess it was.

8 **MS. OBY:**

9 It was June 8th.

10 **MR. CAMPBELL:**

11 Well, it was when Tropical Storm --

12 **MS. DEBENEDETTO:**

13 It was June 8th, yes.

14 **MR. CAMPBELL:**

15 It was canceled because of Tropical --

16 **MS. OBY:**

17 Yeah, Cristobal.

18 **MR. CAMPBELL:**

19 Right. It was canceled because of that. They were coming.

20 **MR. SCHILLACE:**

21 Okay.

22 **MR. CAMPBELL:**

23 And I did not invite him to this meeting because I guess I mistakenly
24 didn't think that we had brought it up into a prior meeting and that he was
25 asked to come. But he was coming to the one at Cristobal. They -- and

1 the fire chief.

2 **MR. SCHILLACE:**

3 Okay. So, Candace, you're saying there's another question?

4 **MS. OBY:**

5 Well, if you look at the back of his -- his job requirements for this
6 position --

7 **MR. CAMPBELL:**

8 That's what St. George calls out as a job requirement.

9 **MS. OBY:**

10 So this -- to be a medical -- a Chief of Medical Emergency Services,
11 it says that he has to have five years of experience. Now, I don't know if
12 this five years of experience would have qualified him for supplemental
13 pay, but we just don't have a record of him for being on --

14 **MR. SCHILLACE:**

15 Is this a Civil Service classification?

16 **MS. DEBENEDETTO:**

17 No.

18 **MR. THEVIS:**

19 No. That's St. George's --

20 **MS. OBY:**

21 Is St. George Civil Service?

22 **MS. DEBENEDETTO:**

23 They say no.

24 **MR. SCHILLACE:**

25 That this is not a Civil Service class?

1 **MS. OBY:**

2 I'm surprise St. George is not Civil Service.

3 **MS. DEBENEDETTO:**

4 Well, they marked "no" on the application, and they do not have a
5 Personnel Action Form.

6 **MS. OBY:**

7 Right.

8 **MR. THEVIS:**

9 Well, St. George is not -- is not Civil Service.

10 **MS. OBY:**

11 Civil Service? Oh, okay.

12 I don't know. That was just the questions that we had because --

13 **MR. SCHILLACE:**

14 Well, I mean --

15 **MS. OBY:**

16 I don't -- he may have experience somewhere else or doing -- you
17 know, this medical service experience somewhere else, but it says he has
18 to be at a fire department. And you would think that if he had this
19 medical service experience that he would be on supplemental pay. He
20 got his Firefighter I.

21 **MR. PARKER:**

22 Yeah. I -- I see what you're saying. I agree with you. If that was
23 indicated anywhere where those two years suppression experience came
24 from.

25 **MS. OBY:**

1 Right.

2 **MR. PARKER:**

3 I mean, you see where the medical comes from, but you don't see the
4 suppression.

5 **MS. OBY:**

6 Yeah. I mean, well, even medical, I don't know -- I mean --

7 **MS. DEBENEDETTO:**

8 I mean, they didn't provide any past experience.

9 **MS. OBY:**

10 And I know it's not our job to --

11 **MS. DEBENEDETTO:**

12 Right.

13 **MS. OBY:**

14 -- say whether he qualifies for this position or not. It just was
15 something that came to our attention when we were reading through it.

16 **MR. PARKER:**

17 But that's something we would use as gauge is if he met the past
18 qualifications if he was in suppression or a regular firefighter.

19 **MS. OBY:**

20 Right. I don't know what suppression is. What is that?

21 **MR. CAMPBELL:**

22 Putting out fire.

23 **MR. PARKER:**

24 Fighting the fires.

25 **MS. OBY:**

1 Oh, okay.

2 **MR. WILLIAMS:**

3 I make a motion that we just table it until the next meeting so we can
4 have them come.

5 **MS. OBY:**

6 Okay.

7 **MR. CAMPBELL:**

8 Okay.

9 **MR. SCHILLACE:**

10 I second the motion.

11 **MR. THEVIS:**

12 We have a motion and a second to table the St. George approval of
13 Justin Wayne Arnone.

14 All in favor?

15 (All aye.)

16 **MR. THEVIS:**

17 Opposed?

18 (No response.)

19 **MR. THEVIS:**

20 No opposed. The motion carries so we have them come in front of
21 us at the next meeting.

22 **MR. PARKER:**

23 Just him or him and the chief?

24 **MR. THEVIS:**

25 Him and the chief.

1 **MR. CAMPBELL:**

2 And both have agreed to come.

3 **MR. THEVIS:**

4 Correct.

5 Is there any other old business?

6 **MR. CAMPBELL:**

7 So there's not on the agenda about Ville Platte.

8 **MR. THEVIS:**

9 They're under new business.

10 **MR. CAMPBELL:**

11 Yes, they are. Excuse me.

12 **MR. THEVIS:**

13 No problem.

14 Any other old business?

15 (No response.)

16 **MR. THEVIS:**

17 Seeing there's no old business, we'll move to new or name changes
18 for departments.

19 **NEW OR NAME CHANGES FOR DEPARTMENTS**

20 **Paradis Volunteer Fire Department - Noah Bruce Allshouse**

21 **MR. THEVIS:**

22 We have Paradis, which is a -- this is a new department?

23 **MR. CAMPBELL:**

24 Yes.

25 **MS. DEBENEDETTO:**

1 It's a new department. They did complete the questionnaire. You
2 have it there in your packets. And they have sent in an application for
3 one firefighter, Noah Bruce Allshouse.

4 And I don't think we had any red flags about the questionnaire. Are
5 y'all familiar with this new department, anybody know about them?

6 **MR. PARKER:**

7 They've been around for a long time.

8 **MR. THEVIS:**

9 They've been around for a long time.

10 **MS. DEBENEDETTO:**

11 Probably just have their first full-time firefighter.

12 **MR. PARKER:**

13 I think they were all -- all volunteer.

14 **MR. THEVIS:**

15 Yeah.

16 **MS. DEBENEDETTO:**

17 Okay. That's usually what it is.

18 **MR. PARKER:**

19 Unless there's any problem with it, I make a motion we approve it.

20 **MR. THEVIS:**

21 Motion by Mr. Parker to accept Paradis.

22 **MR. WILLIAMS:**

23 Second.

24 **MR. THEVIS:**

25 Second by Charles.

1 All in favor?

2 (All aye.)

3 **MR. THEVIS:**

4 Opposed?

5 **MS. DEBENEDETTO:**

6 Would you also make a motion to approve the firefighter, because
7 we didn't put him on the list?

8 **MR. PARKER:**

9 I'm about to do that too.

10 **MS. DEBENEDETTO:**

11 Okay.

12 **MR. THEVIS:**

13 Do you want to make the motion?

14 **MR. PARKER:**

15 Yeah. I'll just amend the motion to approve the department and the
16 firefighter.

17 You do the second.

18 **MR. WILLIAMS:**

19 I'll second the amendment.

20 **MR. THEVIS:**

21 Okay. All in favor?

22 (All aye.)

23 **MR. THEVIS:**

24 Opposed?

25 (No response.)

1 **MR. THEVIS:**

2 The motion carries.

3 **NEW OR NAME CHANGE DEPARTMENTS**

4 **Walker Volunteer Fire Department**

5 **Livingston Parish FPD #4**

6 **MR. THEVIS:**

7 Okay.

8 **MS. DEBENEDETTO:**

9 Next, is the Walker Fire Department. There's a letter in your packet.
10 And they just are requesting really to change their name. We currently
11 have them on as the --

12 **MR. CAMPBELL:**

13 Walker Fire Department.

14 **MS. DEBENEDETTO:**

15 Walker Fire -- Walker Volunteer Fire Department, and they want
16 their name to be changed to the Livingston Parish Fire Protection District
17 4. And, again, we're just bringing that up to see if y'all have any
18 knowledge of or any issues with --

19 **MR. THEVIS:**

20 All of their -- their legal name, under trucks, everything, is all
21 Livingston 4. There's nothing that's Walker anymore.

22 **MR. CAMPBELL:**

23 Absolutely.

24 **MR. THEVIS:**

25 So --

1 **MR. SCHILLACE:**

2 Do we need a motion to this effect, or this is just an in-house for y'all
3 to do?

4 **MS. DEBENEDETTO:**

5 Right.

6 **MS. OBY:**

7 I think it's just an in-house thing.

8 **MR. SCHILLACE:**

9 In-house for y'all to do? This is just an FYI for the Board?

10 **MS. DEBENEDETTO:**

11 Yes, yes.

12 **MR. SCHILLACE:**

13 So no -- no action is needed.

14 **MS. DEBENEDETTO:**

15 And to see if there was anything, if y'all had, you know --

16 **MR. SCHILLACE:**

17 We'll just note it as a FYI for the Board and no action taken. It's in-
18 house for y'all to deal with.

19 **NEW BUSINESS**

20 **MR. THEVIS:**

21 Under new business, we have a couple of new applicants, Morgan
22 City Fire Department, Stanley Crochet, Jr.; New Orleans Fire
23 Department, Robert Eiserloh; Ville Platte Fire Department, Courtney
24 Edwards; and Zachary Fire Department, Gregory P. Noel.

25 **MS. OBY:**

1 I don't have Morgan City.

2 **MS. DEBENEDETTO:**

3 Oh, I'm sorry. Wait. Y'all -- none of y'all do. I have them. These
4 we added -- sorry, I added them at home, and I --

5 **MR. THEVIS:**

6 I have Courtney, and I have Gregory.

7 **MS. DEBENEDETTO:**

8 Here. I have copies for y'all. I'm sorry. That's the problem with
9 doing something -- some things at home and some things in the office.

10 **MS. OBY:**

11 Wait. That's New Orleans. Do you have Morgan?

12 **MS. DEBENEDETTO:**

13 I'm sorry. I -- oh, gee, yes. Here's Morgan City. They need both of
14 them.

15 **MR. SCHILLACE:**

16 Mark?

17 **MR. CAMPBELL:**

18 Yes, sir.

19 **MR. SCHILLACE:**

20 Did you get the response yet?

21 **MR. CAMPBELL:**

22 We got the PAF, but we don't have the application for the one that
23 Mr. --

24 **MS. DEBENEDETTO:**

25 We returned the application.

1 **MR. CAMPBELL:**

2 Well -- and so before the meeting started, that's what I was doing. I
3 called them, and they said, ooh, I don't know that I have the application,
4 but I can send you the PAF right now. And they did send the PAF, so I
5 don't know what you want to do with this.

6 **MS. DEBENEDETTO:**

7 Let's get through the agenda first.

8 **MR. SCHILLACE:**

9 You should have the application.

10 **MR. CAMPBELL:**

11 He asked if we had the application.

12 **MS. DEBENEDETTO:**

13 We don't have the application. We returned it.

14 **MR. SCHILLACE:**

15 Oh, okay.

16 **MS. DEBENEDETTO:**

17 It's the office procedure that whenever there is an application that is
18 missing documentation, we return it with a letter of what they need, and
19 they will need to send it back.

20 **MR. SCHILLACE:**

21 Okay. Because they have to have them resend it.

22 Let me ask this. First of all, for your sake, when we were talking
23 about Kolby Newman, Tangipahoa Parish Fire District 1, where he
24 submitted an application but did not send a PDF (sic).

25 **MR. CAMPBELL:**

1 PAF.

2 **MR. SCHILLACE:**

3 PAF. You got the PAF. I faxed it, but didn't get the application that
4 was sent back to -- back to the office period. So that's the only thing I'm
5 missing.

6 In this particular situation, this is the firefighter that was there. He
7 left, went to another department, and came back. This has -- this has
8 been since --

9 **MR. CAMPBELL:**

10 March 19th or March 13th.

11 **MR. SCHILLACE:**

12 Since March. Here we are in July. The next meeting in September.
13 Basing you've got everything, you had to send it back. Now you've got
14 everything that was requested. What I'm asking is, you can approve this
15 -- you have to get your application back, but it is ready to be approved. I
16 mean, to me, it was kind of a financial hardship for this particular
17 firefighter. Considering the circumstances we're all living in, the minus
18 \$500, okay, less he's bringing home to his family.

19 What I'm asking, can you amend to approve this once you get the
20 application back, and it's --

21 **MS. DEBENEDETTO:**

22 Candace, do you want to address that?

23 **MS. OBY:**

24 I mean, I mean, we've done it before, but I -- so that -- I don't even
25 know --

1 **MR. SCHILLACE:**

2 The reason being, the next meeting won't be until September -- won't
3 be until September, and he won't get this until October.

4 **MS. DEBENEDETTO:**

5 It's the -- simply the Personnel Action Form. We have the
6 application. Let me fill Candace in, because she hasn't had an
7 opportunity to look at this one.

8 **MR. SCHILLACE:**

9 Right.

10 **MS. DEBENEDETTO:**

11 We had the application. Soonie reviewed it. It did not have the
12 Personnel Action Form verifying the hire date back at the new
13 department.

14 **MS. OBY:**

15 We had one, but it was the wrong date?

16 **MS. TESSIER:**

17 Right.

18 **MS. DEBENEDETTO:**

19 It had the original one where he was -- it's one where he's gone from
20 one to the other to the next.

21 **MS. OBY:**

22 Right, right.

23 **MS. DEBENEDETTO:**

24 So we returned it.

25 **MS. OBY:**

1 Okay. Was that the only thing missing, that's all it was?

2 **MS. TESSIER:**

3 Yes.

4 **MS. OBY:**

5 Can they fax it to us right now? I mean --

6 **MS. DEBENEDETTO:**

7 I mean --

8 **MS. OBY:**

9 Because we accept faxes and copies now, right?

10 **MS. DEBENEDETTO:**

11 Yeah. I mean, they could have emailed us the copy.

12 **MS. OBY:**

13 Can you get them to send it to us right now?

14 **MR. SCHILLACE:**

15 Yeah.

16 **MS. DEBENEDETTO:**

17 Tell them to email it to our -- email it, just like with that one.

18 **MR. SCHILLACE:**

19 The -- the application?

20 **MS. OBY:**

21 Yeah. Just the application, and then we can go through the agenda,

22 and, hopefully, we'll have it --

23 (Off-the-record discussion.)

24 **MS. OBY:**

25 She said she just emailed it, so I'll get Mark to go get it.

1 **MS. DEBENEDETTO:**

2 Okay. Do y'all want to do Morgan City?

3 **Morgan City Fire Department - Stanley Crochet, Jr.**

4 **MR. THEVIS:**

5 Okay.

6 **MS. DEBENEDETTO:**

7 What -- this application we are bringing up for a -- for a couple of
8 things. He is retired from -- this is the New -- I'm sorry. This is Morgan
9 City Fire Department, Stanley Crochet. He has one full year of full-time
10 prior service at a Sheriff's Office. Then he went on a provisional
11 appointment with Morgan City, and he received his Firefighter I on
12 3/18/2020. His application hire date is 4/01/2020.

13 I guess our -- our biggest concern is, first, whether you would accept
14 the prior service at the Sheriff's Office.

15 **MR. SCHILLACE:**

16 Paul, what's -- what's your advice as our legal counsel on this? I
17 don't recall this in the past.

18 **MR. SCHEXNAYDER:**

19 That's -- that's not fire service.

20 **MR. WILLIAMS:**

21 It's not suppression.

22 **MR. PARKER:**

23 Yeah. I agree. I mean, my understanding is, it has to be within the
24 fire service, the prior service, to get credit for fire supplemental pay.

25 **MR. SCHILLACE:**

1 I -- I would just simply state, based on our legal counsel advice, you
2 have to have one year of fire service.

3 **MS. DEBENEDETTO:**

4 Okay. So let's then move on into the next issue of -- and I think a lot
5 of fire departments do not truly understand that, to us, a provisional
6 appointment is the same as a real appointment. I mean, it counts towards
7 their years of service. Okay. And so, on the application, they put his
8 permanent -- or his -- his probational appointment date of April 1, 2020,
9 but they did send the Personnel Action Form where his provisional
10 appointment started January 15, 2020. And I think we can use that --

11 **MR. PARKER:**

12 Yeah.

13 **MS. DEBENEDETTO:**

14 -- and say his start -- the start of his year would be that January 1st of
15 2020, which would make him effective January the -- I'm sorry --
16 January the 15th of 2020, which would make his effective date January
17 the 15th of 2021.

18 **MR. SCHILLACE:**

19 Right, right. That makes sense.

20 **MS. DEBENEDETTO:**

21 Okay. So if y'all would make a motion to approve that, we can go
22 ahead and approve him now, and we'll just hold it.

23 **MR. SCHILLACE:**

24 I make motion to approve for to this take effect January 15, 2021.

25 **MR. SCHEXNAYDER:**

1 Well, the only issue there is, he wasn't a firefighter until March.

2 **MR. PARKER:**

3 He wasn't certified Firefighter I.

4 **MR. SCHILLACE:**

5 Oh, okay.

6 **MR. THEVIS:**

7 -- March 18, '20.

8 **MR. PARKER:**

9 But we hire rookies all the time in Jefferson Parish, and their
10 supplemental pay clock don't start until they get their Firefighter I.

11 **MR. CAMPBELL:**

12 That's not -- is that right, Candace?

13 **MS. OBY:**

14 Yeah. Their -- their supplemental pay doesn't start until they get
15 Firefighter I, but their employment -- their work -- their year experience
16 starts when they start working.

17 **MR. PARKER:**

18 So it's not -- it's not when they get the --

19 **MS. DEBENEDETTO:**

20 As long as they get the their Firefighter I within that one year of
21 prior service.

22 **MR. THEVIS:**

23 Okay.

24 **MS. OBY:**

25 Yeah. So like, if I'm hired and I don't have the Firefighter I, and I'm

1 -- but I'm working as a firefighter on January 1st. and then I get my
2 Firefighter I in November that year, I can get -- start getting my
3 supplemental pay in -- the next January.

4 **MR. PARKER:**

5 Right.

6 **MS. OBY:**

7 Because I've worked for a whole year, and within that year, so it's
8 like the day that you have everything. On January 1 the second year, I
9 have my year experience, I have my Firefighter I, I'm working full time
10 as a firefighter, I qualify.

11 **MR. THEVIS:**

12 Okay.

13 **MR. SCHILLACE:**

14 I got you.

15 **MR. THEVIS:**

16 We have a motion. Do we have a second?

17 **MR. PARKER:**

18 I'll second the motion.

19 **MR. THEVIS:**

20 All in favor?

21 (All aye.)

22 **MR. THEVIS:**

23 Opposed?

24 (No response.)

25 **MR. THEVIS:**

1 The motion carries.

2 **MS. DEBENEDETTO:**

3 All right.

4 **New Orleans Fire Department - Robert Eiserloh**

5 **MR. THEVIS:**

6 Next, we have New Orleans Fire Department.

7 **MS. DEBENEDETTO:**

8 Okay. This one came in, and this is someone who is retired from the
9 New Orleans Fire Department, and they have put him back on and are
10 sending in a new application for -- hang on, I'm going to get to his title --
11 as the Deputy Superintendent of Planning.

12 Our problem with this letter, it's -- okay. New Orleans is a Civil
13 Service town, number one, Civil Service department. They don't have
14 Personnel Action Forms for this employee. What they have is this
15 Executive Memorandum for Action, where they are requesting him to be
16 placed on an interim basis at the New Orleans Fire Department. This is
17 not -- this letter is not the approved letter. And, I mean, it seems that he
18 would still have to have a Personnel Action Form, even if it's an
19 unclassified position. But the problem that the staff mostly has is with
20 the word "interim." Is that full time?

21 **MR. SCHILLACE:**

22 Give us a couple -- give me, at least, a couple of minutes, time to
23 read this.

24 My first question is, when he was on the job, he was receiving
25 supplemental pay?

1 **MS. DEBENEDETTO:**

2 Yes.

3 **MR. SCHILLACE:**

4 So he left, retired apparently with a disability, now he's rehired. So a
5 situation like that, Paul, I think it is -- he met the qualifications when he
6 was on the job, and this -- it's no different than someone leaving the
7 department and then coming back.

8 **MS. DEBENEDETTO:**

9 But we don't have a Personnel Action Form stating that he's full-time
10 firefighter -- or full time in his position.

11 **MS. OBY:**

12 It's an unclassified position.

13 **MS. DEBENEDETTO:**

14 He could -- he would still have a Personal Action Form though.

15 **MS. OBY:**

16 Oh.

17 **MR. SCHILLACE:**

18 So if we get a letter stating that -- that fact from the chief, would that
19 suffice?

20 **MS. DEBENEDETTO:**

21 I mean, they are a Civil Service town.

22 **MR. THEVIS:**

23 So you think he's just filling this -- this is just a temporary spot, huh?

24 **MR. PARKER:**

25 Well, that -- that -- and I get what -- what y'all are saying about

1 interim. It could be -- mean temporary, not necessarily part timed, but it
2 could mean temporary. He might be doing it for three months. He might
3 be doing it for three years. You know, when they appoint an interim
4 chief until they hire a full-time chief, you know, it's the same thing, you
5 know.

6 **MR. WILLIAMS:**

7 Well, if you read at the bottom -- the bottom where it's -- what
8 position, it says it's to hire -- whoever will eventually fill the position.
9 He's not permanent in the position/

10 **MR. PARKER:**

11 Right, right. I think -- I think -- and I agree. I know -- I know
12 Robert personally and I know his history with the Department. He's been
13 there since '84, getting supplemental pay the whole time and all. But I
14 would like to get clarification on, is he working 40 hours a week.
15 Whether it's going to be for six months or a year, I don't think that
16 matters, but just to clarify that he's going to be putting in at least the full-
17 time hours that we require.

18 **MS. DEBENEDETTO:**

19 And something official.

20 **MR. SCHEXAYDER:**

21 What is this for?

22 **MS. DEBENEDETTO:**

23 That, I believe, is just a screenprint of their payroll system that
24 shows he's being paid, but I think what -- what we're, of course, always
25 concerned about is the actual official hiring action.

1 **MR. SCHEXNAYDER:**

2 Right.

3 **MS. DEBENEDETTO:**

4 And so, I mean, I think if they had something from the Civil Service
5 Board stating that he was full time.

6 **MS. OBY:**

7 Yeah. I think if he's a -- if it's a Civil Service town. I think we
8 should always have a PAF, and that's pretty much how we go. If it's not
9 Civil Service, then, of course, you're not going to have a PAF, and we
10 would accept this letter. But this is a Civil, you know --

11 **MR. SCHILLACE:**

12 So this is a Civil Service classification title for this position?

13 **MS. OBY:**

14 Well, it's an unclassified position.

15 **MR. SCHEXNAYDER:**

16 I think it was classified -- I think it was classified before -- that's
17 what I have.

18 **MS. OBY:**

19 Oh, okay.

20 **MR. WILLIAMS:**

21 The chief that is now taking his position that he retired from, they
22 basically swapped positions.

23 **MS. DEBENEDETTO:**

24 The fact that it's unclassified still has to go through the Civil Service
25 Board. He was unclassified when he retired. At Civil Service, you

1 know, you have classified positions and unclassified positions, but you
2 still have to have their approval to hire these unclassified positions.

3 And, I mean, this letter isn't even the approval -- the approval for this
4 letter is not -- this is simply their request to be able to hire. It's not an
5 approved copy.

6 **MR. THEVIS:**

7 Okay. So if we actually got a -- a PAF on this --

8 **MS. DEBENEDETTO:**

9 Then he'd be -- the fact that he's interim isn't a problem. We have --
10 you know, I mean, part time is okay as long as it is full time.

11 **MR. PARKER:**

12 Even if it's not a PAF, something in writing stating he's working full-
13 time hours.

14 **MS. DEBENEDETTO:**

15 I think we would still need a PAF since it is a Civil Service town --
16 Civil Service department.

17 **MR. PARKER:**

18 I make a motion that we table this and y'all reach back out to them
19 and get the proper information you need.

20 **MS. DEBENEDETTO:**

21 We'll send them a letter.

22 **MR. CAMPBELL:**

23 I'll second that motion.

24 **MR. THEVIS:**

25 Okay. Motion and second to table New Orleans for a letter

1 requesting a PAF on clarification on the hours worked by Mr. Robert.

2 All in favor?

3 (All aye.)

4 **MR. THEVIS:**

5 Opposed?

6 (No response.)

7 **MR. THEVIS:**

8 The motion carries.

9 **Ville Platte Fire Department - Courtney Denea Edwards**

10 **MR. THEVIS:**

11 Ville Platte Fire Department.

12 **MR. SCHILLACE:**

13 I don't have Ville Platte.

14 **MS. DEBENEDETTO:**

15 Okay. Mark, I think this was yours, huh?

16 **MS. OBY:**

17 It's in here.

18 **MR. CAMPBELL:**

19 Yeah. Is there an application in there?

20 **MS. DEBENEDETTO:**

21 Yeah. It's in the packet.

22 **MR. THEVIS:**

23 I know this one, so I'll let him have mine.

24 **MR. CAMPBELL:**

25 So that is a lady that has applied for State supplemental pay, and her

1 title --

2 **MR. THEVIS:**

3 Is secretary.

4 **MR. CAMPBELL:**

5 -- yes, secretary. I know that there is a provision in there about
6 secretary to the fire chief, and so I don't know if that covers it all. I don't
7 know if she has -- in previous meetings, the Board has asked about
8 bunker gear and making calls to the fire -- a fire or another event. She
9 does have her Firefighter I, so I'm just bringing it before the Board.

10 And she is another one that I -- I didn't think was brought before the
11 Board, and I don't think it was brought before the Board. And I had
12 invited them to the meeting that was canceled, and they were going to
13 come, the chief and the lady. So I -- I don't know if y'all are going to
14 require any additional information for her or what she has provided is
15 sufficient.

16 **MR. PARKER:**

17 I'd -- I'd like to know if she responds to calls.

18 **MR. THEVIS:**

19 This -- Courtney has been a secretary for Chris, and she was the
20 secretary for Ted Demorulle before that. What happened is, like every
21 other department, they're -- hours in a day. So Chris actually forced her
22 to get her Fire I. She does run tankers, you know. She does assist in fire
23 suppression. She has her gear. But it's on the daytime hours while she's
24 working.

25 **MR. SCHILLACE:**

1 She -- she works at least 35 hours a week?

2 **MR. THEVIS:**

3 She works 8:00 to 5:00 every day, Monday through Friday.

4 **MR. SCHILLACE:**

5 She has her Firefighter I. So she -- in my opinion, she meets the
6 qualifications.

7 **MR. WILLIAMS:**

8 What was the reason -- what happened at the first meeting?

9 **MR. THEVIS:**

10 Because they wanted the chief and her in here to make sure she
11 responded. But since then, I've talked to Chris. I've been over there a
12 couple times, and she is responding to calls, you know. He showed me a
13 copy of the run log where she responded and the unit that she's running.
14 It looks like she runs a lot the tankers, you know. So I don't know how
15 much she's actually into the fire suppression side of it, but, you know.

16 **MR. PARKER:**

17 She's responding an apparatus to the calls.

18 **MR. THEVIS:**

19 Right.

20 **MR. SCHILLACE:**

21 As long as she's responding.

22 **MR. THEVIS:**

23 Yeah. She's -- you know, she's bringing tanker in, and she's bringing
24 tankers to first alarms.

25 **MR. SCHILLACE:**

1 Yeah. Paul, any -- any thoughts on this?

2 **MR. SCHEXNAYDER:**

3 Well, the law says the employee -- and the employee who is eligible,
4 expressly excludes any person hired primarily to perform secretarial and
5 clerical duties, and it don't include secretaries. So secretaries are
6 excluded, but if she's running calls, then it might be an exception to this.

7 **MR. SCHILLACE:**

8 Let me ask this. If her title was changed, would that clarify a lot?

9 **MR. SCHEXNAYDER:**

10 Well, it would help, but just knowing that she's responding to calls, it
11 sounds like she's --

12 **MS. DEBENEDETTO:**

13 I mean, can we make an exception to the statute?

14 **MR. SCHILLACE:**

15 I would -- I would suggest that they change her title to administrative
16 assistant instead of secretary.

17 **MR. SCHEXNAYDER:**

18 Well, we -- what we -- what we have to say is that she's not hired
19 primarily to perform secretarial duties. We'd have to find out. The
20 statute excludes those people. If you're hired to perform secretarial
21 duties, you're excluded.

22 (Off-the-record discussion.)

23 **MR. SCHILLACE:**

24 I make a motion that we table this and bring it back up before the
25 Board at the next meeting.

1 **MS. DEBENEDETTO:**

2 Paul, don't you think it would be better if they would reapply with
3 the new job title?

4 **MR. SCHEXNAYDER:**

5 Oh, yeah, definitely.

6 **MR. THEVIS:**

7 Yeah. Exactly. That's what I'm -- that's what I'm going to tell him
8 just to --

9 **MS. DEBENEDETTO:**

10 So -- well, we really do need to deny this application, and then they
11 can resubmit a new application.

12 **MR. THEVIS:**

13 Okay.

14 **MR. SCHILLACE:**

15 Okay. I amend that motion to -- I'll simply make a motion to deny
16 this application and have them resubmit.

17 **MS. DEBENEDETTO:**

18 Well, the letter to them would say that it is denied because of her
19 classification as secretary to the chief, so...

20 **MR. THEVIS:**

21 Okay.

22 **MS. OBY:**

23 Are y'all all going to talk to him and tell him to reclassify her,
24 because I don't feel like that's our job.

25 **MR. THEVIS:**

1 Yeah. I'll reach out -- I'll reach out to him.

2 **MS. OBY:**

3 Okay.

4 **MR. CAMPBELL:**

5 And that would require a new PAF and everything.

6 **MS. OBY:**

7 Yes.

8 **MS. DEBENEDETTO:**

9 Right.

10 **MR. PARKER:**

11 All right. You got the motion to deny?

12 **MR. THEVIS:**

13 Yes.

14 **MR. PARKER:**

15 I'll second it.

16 **MR. THEVIS:**

17 Okay. All in favor?

18 (All aye.)

19 **MR. THEVIS:**

20 Opposed?

21 (No respond.)

22 **MR. THEVIS:**

23 The motion carries to deny Ville Platte.

24 **Zachary Fire Department - Gregory Paul Noel**

25 **MR. THEVIS:**

1 Zachary Fire Department.

2 **MR. CAMPBELL:**

3 Do you want me to --

4 **MS. DEBENEDETTO:**

5 Yeah. That's also yours.

6 **MR. CAMPBELL:**

7 Yeah. That one was discussed previously, and Gregory Noel was
8 not given a prior service by -- by his former chief -- what's his name? All
9 the stuff is not attached to here. Anyhow, his previous fire chief would
10 not sign his prior service form, and so the Board had asked me to go back
11 and try one more time and to talk to the chief.

12 Michelle, you knew the chief. What's his name?

13 **COURT REPORTER:**

14 Joel Hancock.

15 **MR. CAMPBELL:**

16 Joel Hancock. Thank you. So Chief Hancock -- I called Chief
17 Hancock, and he says, basically, he -- or not, basically, he told me, Mark,
18 you can call me five more times, and I'm still not going to fill out a prior
19 service form. He felt jilted by chief -- or by Noel because he didn't -- he
20 spent -- Hancock spent a lot of money on training him and then he left,
21 and he felt like that guy owed him money. So he did write -- I asked
22 him, I said, would you put that in writing that you -- that he did work and
23 that he -- that you're refusing to fill out a form? And he said, absolutely,
24 and so he did. I don't see it attached to here, but he did send an email
25 stating that. So that was all that was required by the Board last time we

1 talked about it is that -- for me to reach out one more time to them, and --
2 and I did. So he is working at Zachary, still working at Zachary. It's just
3 that he doesn't have the prior service form.

4 **MS. OBY:**

5 Well, in the letter that the chief sent, it says that -- when he started or
6 no?

7 **MR. CAMPBELL:**

8 It didn't say when he started. It didn't list any dates. I can go get it
9 off of my email if you'd like me to.

10 **MS. TESSIER:**

11 Is this it?

12 **MR. CAMPBELL:**

13 Do you -- okay. Is that it? Yeah.

14 **MS. DEBENEDETTO:**

15 On August 1, 2018, Mr. Noel signed a Fire Protection District 6
16 training cost reimbursement agreement to be employed by the District for
17 two years.

18 **MR. CAMPBELL:**

19 That's -- that's part of his rebuttal.

20 **MS. DEBENEDETTO:**

21 Okay. On May 6th, Mr. Noel verbally told the chief that he was
22 leave -- oh, I'm sorry. I understand. Mr. Noel verbally told the chief that
23 he was leaving to go work for Zachary Fire Department. I advised him
24 that he signed a contract and that he needs to honor it. He refused and
25 was terminated on May 6, 2019. I told Mr. Noel at that time that he was

1 in his working test period as far as Civil Service goes and don't come
2 asking for a prior year of service -- I'm sorry -- for supplemental pay
3 because I wasn't going to sign one. I have received calls from Zachary
4 Fire about this, and they told me the same thing.

5 I mean, he doesn't have the right to deny that. She does -- he -- I'm
6 sorry. He does have prior service.

7 **MS. OBY:**

8 Yeah. We just didn't have anything in writing saying --

9 **MS. DEBENEDETTO:**

10 Yeah.

11 **MR. CAMPBELL:**

12 Right. It was only Noel saying that, hey, I can't get a prior service.

13 **MR. WILLIAMS:**

14 Would the letter from the retirement system be -- I mean, it has the
15 date.

16 **MS. DEBENEDETTO:**

17 Not the retirement system.

18 **MR. WILLIAMS:**

19 It shows that he -- it shows him --

20 **MS. DEBENEDETTO:**

21 Are they -- they are Civil Service town.

22 Candace, what do you think about accepting something from the
23 Civil Service Board?

24 **MS. OBY:**

25 I was going to say, does that say when he was hired?

1 **MS. DEBENEDETTO:**

2 Yes. The -- the email? It says when he was hired and when he
3 resigned.

4 **MS. OBY:**

5 And it's from the chief?

6 **MS. DEBENEDETTO:**

7 It's from the chief.

8 **MR. CAMPBELL:**

9 Yep.

10 **MS. DEBENEDETTO:**

11 Well, that's true.

12 **MS. OBY:**

13 I mean, I -- he's basically giving us his prior service form just in an
14 email form.

15 **MS. DEBENEDETTO:**

16 Well, yeah.

17 **MR. THEVIS:**

18 Richard?

19 **MR. PARKER:**

20 That's -- that's what I was about to ask you. To me, I think that's
21 him verifying he gave a date that he was -- signed a contract, it was 2018.
22 So I think he -- he met the requirements for the prior service in that. If he
23 don't want to sign a form, we have no way to really force him to do it,
24 you know. I mean, the -- as far as the retirement system, the only thing I
25 have a problem with that is the chief didn't sign it, you know. But I think

1 what he's got right there, I mean, emails are accepted legal documents
2 today --

3 **MR. SCHEXNAYDER:**

4 Yeah. I mean -- and there's nothing in the law that says exactly what
5 we have to have. It just says one year of prior service.

6 **MR. PARKER:**

7 So I -- I would think -- I mean, if y'all don't have a problem with
8 that, I'll make a motion to approve him.

9 **MS. DEBENEDETTO:**

10 Okay. So that would mean the effective date would be -- excuse me
11 -- okay. He started on August -- on August 1st of 2018, and left there on
12 May 6th of 2019, and started with Zachary on May 14th of 2019. So
13 that's how many days difference? Eight days difference.

14 **MS. OBY:**

15 It says August on there or September?

16 **MS. DEBENEDETTO:**

17 It says August on his email.

18 **MS. OBY:**

19 Oh, wow.

20 **MS. DEBENEDETTO:**

21 Yeah.

22 **MR. SCHEXNAYDER:**

23 Everything else says September.

24 **MS. OBY:**

25 Everything else says September.

1 **MS. DEBENEDETTO:**

2 I know, but it does say on August -- well --

3 **MR. CAMPBELL:**

4 No. The letter is dated August.

5 **MS. DEBENEDETTO:**

6 It says, on August 1st, Mr. Noel signed a Fire Protection District 6
7 Training Cost Reimbursement Agreement. It doesn't necessarily mean he
8 was employed on that date. So -- okay. So we'll take the September 1st?

9 **MR. CAMPBELL:**

10 Not May?

11 **MS. OBY:**

12 September -- September 1st is when he would start his one-year
13 experience.

14 **MS. DEBENEDETTO:**

15 Yeah.

16 **MS. OBY:**

17 So then --

18 **MS. DEBENEDETTO:**

19 So that gave him eight months and six days, so the effective date
20 would be --

21 **MS. OBY:**

22 It's up here at the top, September 17, 2019.

23 **MS. DEBENEDETTO:**

24 Yes.

25 **MR. SCHILLACE:**

1 So, basically, you have everything you need.

2 **MS. DEBENEDETTO:**

3 Yes. So if y'all want to make a motion to approve him.

4 **MR. PARKER:**

5 I'll make a motion to approve him --

6 **MS. DEBENEDETTO:**

7 Effective September 17th?

8 **MR. PARKER:**

9 -- for that effective date, September 17th of '19, you said?

10 **MR. SCHILLACE:**

11 I'll second the motion.

12 **MR. THEVIS:**

13 Thank you, Ronnie.

14 All in favor?

15 (All aye.)

16 **MR. THEVIS:**

17 Opposed?

18 (No response.)

19 **MR. THEVIS:**

20 The motion carries to accept Zachary.

21 **MR. SCHILLACE:**

22 Okay. Kay, do we need to bring up Kolby Newman? I think you --
23 you received everything, or it's --

24 **MS. DEBENEDETTO:**

25 Candace, do you have it?

1 **MS. OBY:**

2 Oh, who?

3 **MR. THEVIS:**

4 Kolby Newman.

5 **MR. CAMPBELL:**

6 Newman.

7 **MR. SCHILLACE:**

8 Kolby Newman.

9 **MS. OBY:**

10 Oh, Kolby, okay. Here's -- I got an app --

11 **MR. CAMPBELL:**

12 Do you want me to pass them out?

13 **MS. OBY:**

14 Yeah. We made some copies for everyone.

15 Do you want to amend the agenda?

16 **MR. SCHILLACE:**

17 I'll make a motion to amend the agenda to add Kolby Newman,

18 Tangipahoa Parish Fire District #1.

19 **MR. PARKER:**

20 Second it.

21 **MR. THEVIS:**

22 Motion and a second to amend the agenda to add Tangipahoa Fire

23 District #1.

24 All in favor?

25 (All aye.)

1 **MR. THEVIS:**

2 Opposed?

3 (No response.)

4 **MR. THEVIS:**

5 Motion carries.

6 **Tangipahoa Fire District #1 - Kolby Newman**

7 **MS. DEBENEDETTO:**

8 Okay. Give us one second to look at this.

9 **MS. OBY:**

10 So the application has that his appointment date was March 13,
11 2020, but if you look at the PAF, it has effective March 19th. The
12 application says March 19, 2020 -- I mean, the PAF. And the PAF says,
13 you know, that he resigned on March 13th, and then he was -- Civil
14 Service approved his -- approved his reemployment on the Board
15 meeting held on March 18th, but the actual effective date on the PAF
16 says March 19th. So that would be the date that we would need to go
17 with.

18 **MR. SCHILLACE:**

19 Okay. Other than that, everything else appears to be in order, from
20 what I can see, correct, Candace?

21 **MS. OBY:**

22 Uh-huh.

23 **MR. SCHILLACE:**

24 Okay. I'll make a motion to approve Tangipahoa Fire District 1
25 Kolby Newman.

1 **MR. WILLIAMS:**

2 Second.

3 **MR. THEVIS:**

4 Second, Charles.

5 All in favor?

6 (All aye.)

7 **MR. THEVIS:**

8 Opposed?

9 (No response.)

10 **MR. THEVIS:**

11 The motion carries to accept Tangipahoa for Kolby Newman.

12 **LAYOFFS AND MILITARY LEAVE DUE TO COVID-19**

13 **MR. THEVIS:**

14 Layoffs and military leave.

15 **MS. DEBENEDETTO:**

16 In other business, or do y'all want to -- oh, we -- we have on the
17 agenda to talk about layoffs and military leave due to COVID-19. We
18 have had the situation in both Fire Supplemental Pay and Police
19 Supplemental Pay that a lot of departments are having to do temporary
20 closures and/or layoffs due to COVID-19. And our -- we've talked with
21 the Fire Board also. And what we've been doing -- and we just need y'all
22 to make a motion to agree with this -- is that, as long as the department
23 was still paying the employee or putting them on some type of approved
24 leave, then we would continue to get their -- they would continue to get
25 their supplemental pay. If they actually had to do a layoff, then we

1 would, of course, have to take them off of supplemental pay, but as soon
2 as they came back to the department in a paid status, they could reinstate
3 their supplemental pay.

4 **MR. SCHILLACE:**

5 I don't have a problem with that.

6 **MR. PARKER:**

7 But they wouldn't receive back pay? They wouldn't receive back
8 pay?

9 **MS. DEBENEDETTO:**

10 No, not for the time that they were actually laid off, but they could
11 go on immediately. They could just notify us on the warrant.

12 **MR. PARKER:**

13 Right.

14 **MS. DEBENEDETTO:**

15 We would just put them in a suspension status on the warrant instead
16 of actually terminating them. And so, as soon as the department goes
17 back to full time, then we'd start paying them again. You know, they just
18 have to give us a letter.

19 **MR. SCHILLACE:**

20 I don't have a problem with that.

21 **MS. DEBENEDETTO:**

22 And we're trying to adopt a more definite policy on military leave.
23 When -- when a recipient of supplemental pay gets called up for active
24 duty military, then they continue to receive their supplemental pay. If the
25 orders do not state "active duty," if it's for training or whatever, then

1 we're -- they're not going to get their supplemental pay. We seem to be
2 getting a lot of really long-term training situations, for a year or more,
3 that they want to continue to receive their supplemental pay, and unless
4 the orders -- the official military orders say "active duty," then we will
5 remove them from supplemental pay.

6 Any problems with that, issues?

7 **MR. PARKER:**

8 So if they're called for COVID and it doesn't say "active," they don't
9 get paid.

10 **MR. THEVIS:**

11 Okay. Motion?

12 **MR. SCHILLACE:**

13 Now, this is just FYI to the Board?

14 **MS. DEBENEDETTO:**

15 Yeah, unless y'all have any issues.

16 **MR. THEVIS:**

17 Okay.

18 **NEW APPLICATIONS APPROVED JUNE 19, 2020 (96)**

19 **MS. DEBENEDETTO:**

20 All right. New applications, I just want to put on the record that
21 back on June the 19th, we did an electronic vote to approve the 96
22 applications on the first list for supplemental pay, and those were -- we
23 got a five Board member --

24 **MR. CAMPBELL:**

25 June 8th, June 8th.

1 **MS. DEBENEDETTO:**

2 The actual vote was on June 19th.

3 **MR. CAMPBELL:**

4 Oh, okay.

5 **MR. THEVIS:**

6 Yeah.

7 **MS. DEBENEDETTO:**

8 It was the list from the meeting that was postponed due to Cristobal.

9 **MS. OBY:**

10 Yeah. The meeting was supposed to be June 8th.

11 **MR. CAMPBELL:**

12 Okay.

13 **MS. OBY:**

14 But we really did it on June 19th.

15 **MS. DEBENEDETTO:**

16 So that was 96 applicants, which, thankfully, all did get put on in the
17 month of June, and so there were no Act 110 issues at all with that.

18 **NEW APPLICATIONS SUBMITTED FOR APPROVAL (27)**

19 **MS. DEBENEDETTO:**

20 Now, since then -- just to show you how many applications we get,
21 since June, we have received another 27 applications, which the staff has
22 reviewed --

23 **MS. OBY:**

24 This says 29, but this says 27. Is that just a typo?

25 **MS. DEBENEDETTO:**

1 That's probably just a typo from me.

2 **MS. OBY:**

3 Okay.

4 **MS. DEBENEDETTO:**

5 Yes, it is. I'm sorry. 27.

6 **MR. SCHILLACE:**

7 So it is 27 added. Everything appears to be in order?

8 **MS. DEBENEDETTO:**

9 Yes.

10 **MR. SCHILLACE:**

11 I'll make a motion to approve.

12 **MR. PARKER:**

13 I'll second it.

14 **MR. THEVIS:**

15 Motion and second to approve the July list.

16 All in favor?

17 (All aye.)

18 **MR. THEVIS:**

19 Opposed?

20 (No response.)

21 **MR. THEVIS:**

22 The motion carries.

23 **MS. DEBENEDETTO:**

24 One thing we would -- the staff would really like to ask of the Board
25 though, if y'all had an opportunity, any at all opportunity, to talk to these

1 towns, would you, please, state that they need to send in their
2 applications earlier. If you'll look on just these 27 applications, all but
3 two of them have Act 110 money, and most of these applications were
4 months old. They could have gone on a lot -- you know, most of them
5 have prior service, so they could have sent these applications in, and they
6 could have been worked and approved much earlier. And we held up
7 these guys' money.

8 **MR. THEVIS:**

9 I preach and preach that to all of them that I talk to and, I don't
10 know, it's like you just can't get it through their heads. You know, if you
11 hire a guy, submit the application. Clearly, he's got to wait a year, you
12 know, why submit his -- submit his application.

13 **MS. DEBENEDETTO:**

14 We would like to submit applications in as soon as they get their
15 certificates. As soon as they pass their Firefighter I, or if they're hired
16 and already have it -- like today, we approved somebody -- the Board
17 approved somebody that's not going to go on until next January. We do
18 that all the time. We just keep a pending file, and it would severely cut
19 down on this Act 110 money.

20 **MR. SCHILLACE:**

21 I'm just wondering if a little note, real simple note, that one sentence
22 attached to the warrant that you send out every month.

23 **MS. OBY:**

24 We've done that many times.

25 **MR. PARKER:**

1 I think part of the problem -- I can speak for the secretary of Harvey,
2 I've told her that the reason she -- and, usually, she does get it out -- in
3 early enough to make the -- but she waits till they're just about completed
4 their year, and she will send it in to the closest meeting. She don't like to
5 do it because if it's approved and y'all start paying and they already left
6 employment from us and she forgot to send -- take it off, then it's a big
7 hassle of getting the money back. And -- and so she would rather not
8 have to try to remember to notify you to take them off with that because
9 it -- if they knew -- she just don't know. And, I mean, that may be some
10 reason why they do that.

11 **MS. DEBENEDETTO:**

12 And -- it is, and -- and, frankly, they wait until the deadline date to
13 bring in applications, okay.

14 **MR. THEVIS:**

15 Chief, that's the reason you sign the monthly warrant. I mean, you
16 have to take them off then.

17 **MS. OBY:**

18 Yeah. But if they're not receiving it yet --

19 **MR. CAMPBELL:**

20 They're not on it.

21 **MS. OBY:**

22 -- they're not on there.

23 **MR. THEVIS:**

24 Yeah.

25 **MR. PARKER:**

1 Right.

2 **MS. DEBENEDETTO:**

3 But, literally, every one of these applications could have gone on in
4 June.

5 **MR. CAMPBELL:**

6 But you're right, Mr. Parker, that does happen, and it's incumbent
7 upon the town to notify us that they have left.

8 **MR. PARKER:**

9 Right. Because I had this conversation with our secretary in Harvey,
10 and with this -- today, I've got to sign the warrants too and I handle that
11 part of it, and, you know, she told me that's why she prefers not to do it.
12 She prefers to wait. But, again, she is good about it -- as long as the guys
13 don't drag their feet, which we have problems with, getting her to pay for
14 it, she gets it in early. Now, she's good about that. Other departments
15 probably aren't, you know, obviously --

16 **MS. DEBENEDETTO:**

17 As you can see.

18 **MR. CAMPBELL:**

19 But you've eased the requirements also with the --

20 **MS. DEBENEDETTO:**

21 Yeah. We have -- and, please, let them know. We're now accepting
22 emails, good scanned emails, of warrants and applications, and so if y'all
23 could pass that on. We've sent something out, but some people are still
24 not sending us the emails. If we get the emails, we get them in a lot
25 faster, and particularly with -- you know, working at home, we can get to

1 that a lot easier. Mail has been probably our hardest thing during all of
2 this.

3 **MR. CAMPBELL:**

4 For everybody, yes.

5 **MS. DEBENEDETTO:**

6 You know, it's hard to get the mail. A lot of towns -- we have
7 noticed a real increase in the number of towns that are having to request
8 their warrant because they haven't received it. So, you know, we're just
9 trying to -- and if y'all have any meetings or whatever, if y'all could just
10 mention that, we would really appreciate it. Scan all their stuff and send
11 it to us, email it to that box, and get the applications in to us a little
12 earlier, that really, really would help these guys get their money faster.

13 And these applications are not going to actually go on the payroll
14 until August because we're about to cut off this week. So they actually
15 won't get put on until August, and they will only get the two months.
16 They'll get July and August. They'll get \$1,000, and then the rest of it is
17 going to have to be the Act 110.

18 **MR. PARKER:**

19 So it will be September 1st they'll get paid?

20 **MS. DEBENEDETTO:**

21 Yes. August 31st, actually.

22 **MR. SCHILLACE:**

23 I'm glad you mentioned that, because I was going to call him.

24 **MS. DEBENEDETTO:**

25 Yeah, yeah. But it will not be until the end of August.

1 **MR. PARKER:**

2 I had a couple call me and ask me so --

3 **MS. DEBENEDETTO:**

4 I had a really interesting conversation with a firefighter who totally
5 just didn't understand. When I told him he was going to get paid for July
6 and August, well, why aren't we going to get September? So we're not
7 going to get September too? And I'm like, but we don't pay September
8 until the end of September, and he's like, I don't get it until September.
9 And so I explained to him that, yes, we are actually paying the end of the
10 month -- the last day of the month is when we pay, but, of course, it takes
11 the bank usually several days to get it to their accounts, and he was like,
12 oh, well that makes sense, but, gee, we never thought that before.

13 **MR. WILLIAMS:**

14 It's -- it's tradition. Now, you may say throughout the year that it's
15 the first of the month you get your State pay, and that's where they get
16 that from.

17 **MS. DEBENEDETTO:**

18 Right, right. But it's actually for the previous month.

19 **SET THE MEETING DATE AND TIME**

20 **MR. SCHILLACE:**

21 Set the meeting date.

22 **MR. THEVIS:**

23 Set the meeting date and time. Is everyone good with September
24 16th?

25 **MR. SCHILLACE:**

1 I'm good.

2 That's it.

3 **MR. PARKER:**

4 Yeah.

5 **MR. SCHILLACE:**

6 That's it. I'll make a motion to adjourn.

7 **MR. WILLIAMS:**

8 Second.

9 **MR. THEVIS:**

10 Second, Charles.

11 All in favor?

12 (All aye.)

13 **MR. THEVIS:**

14 The meeting is adjourned.

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21 MEETING ADJOURNED

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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 July 20, 2020, a meeting for the Firemens' State 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 60, 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

BRIEN RUIZ, CHAIRMAN

DWAYNE THEVIS, VICE-CHAIRMAN

MICHELLE S. ABADIE, CCR
CERTIFIED COURT REPORTER