



ACTIONS/MINUTES
STATE POLICE COMMISSION
GENERAL BUSINESS MEETING
THURSDAY, SEPTEMBER 19, 2024
10:00 A.M.

JEFF LANDRY
GOVERNOR

JASON HANNAMAN
EXECUTIVE DIRECTOR

STATE POLICE COMMISSION, VETERANS MEMORIAL AUDITORIUM, SUITE 1247,
DEPT. OF AGRICULTURE & FORESTRY BLDG., 5825 FLORIDA BLVD., BATON ROUGE, LA 70806

- I. Call to Order
The State Police Commission convened its monthly general business meeting at 10:03 A.M. on Thursday, September 19, 2024.
- II. Roll Call
Present were Chairman Eulis Simien, Jr., Vice-Chairman Monty Montelongo, Commissioners Mark “Aubrey” Cole, and Michael Dubos. Jared Caruso-Riecke and Ross Bourgeois were absent. There was a quorum. Additionally, Commission Referee Lenore Feeney, Deputy Director Aarika Dorsey, and Executive Director Jason Hannaman were present.
- III. Moment of Silence
A moment of silence was observed.
- IV. Pledge of Allegiance
Chairman Eulis Simien led the Pledge of Allegiance.
- V. Opportunity to Address the Commission by employees or others concerning items on the agenda. (Please submit a speaker request form prior to the meeting being called to order.)
Mr. Robert Burns of Sound Off Louisiana appeared and requested to speak on the WAE agenda item. He raised questions on WAE positions and the approval process and made statements regarding a WAE position filled by retired Lt. Melissa Matey.

Executive Director Hannaman addressed the Commission regarding the WAE approval process provided under State Police Commission (SPC) 4.1(d)1. He advised that it is standard practice to receive requests from the Appointing Authority for temporary authorization and then submit those temporary requests for reauthorization to the Commission.

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- VI. Director’s Report
 - Legislative Audit Report:
The Executive Director provided the Commission with an update regarding the Legislative Auditor’s Procedural Report for July 2022 - May 2024. The audit of the Commission’s controls revealed no exceptions in any reviewed areas, resulting in an outstanding audit. Special recognition was given to Ms. Debbie Givens for her exceptional, timely, and thorough responses to the auditor’s documentation requests, which played a significant role in achieving this successful result.

- FY 23/24 Closeout
The Executive Director reported on the fiscal year 2023/24 close-out, noting that expenditures reached 98% of the appropriation. The commissioners had no questions regarding this report.
- Monthly Expenditures
The Commission's attention was directed to the Commission's Monthly Expenditure Report, which had been provided for review. There were no questions regarding the report.
- FY 25/26 Executive Budget
The commissioners were updated about the FY 25/26 budget request, due by the end of October. Executive Director Hannaman noted that the budget request could include a revised cadet application process, as outlined in agenda item #6. There were no questions regarding the budget report.
- Promotional Exam:
The Commission's attention was directed to the recent mandatory promotional exam conducted on May 22, 2024, which included 382 who took the test. Executive Director Hannaman noted that an optional promotional exam will occur on October 17, 2024.
- Training:
The commissioners were advised that their two annual trainings, Ethics and Preventing Sexual Harassment, are due by the end of the calendar year.

Chairman Simien introduced the Commission's newest member, Mr. Michael Dubos.

VII. Business

1. Consideration of the meeting minutes from May 9, 2024.
On motion duly made by Vice-Chairman Montelongo, seconded, and unanimously passed; the Commission voted to adopt the meeting minutes from May 9, 2024.
In Favor: All
Opposed: None
2. Ratification of a temporary exception to State Police Commission Rule 7.5, Rejection of Application, granted by the Executive Director under interim authority pursuant to SPC Rule 3.1(k).
Executive Director Hannaman provided an overview of Rule 7.5(a)2 which requires the Director to reject applications for examination if the applicant does not meet the minimum qualifications or any other requirements set for admission.

In May, Executive Director Hannaman received a request from the Colonel of State Police regarding recruitment for an accelerated POST Cadet Class, specifically targeting individuals with prior POST experience. This class aims to fill positions ahead of major 2025 events, including the Super Bowl and Mardi Gras.

The request proposed a special exception to allow applicants who do not meet the typical two-year minimum POST experience requirement to take the cadet examination, provided they are on track to complete the full two years of POST experience by September 16, 2024 and that prior to hire/entry into the cadet class that they complete this two years of POST experience.

Executive Director Hannaman approved this special exception under the authority granted by SPC Rule 3.1(k) to assist with the recruitment efforts, given the unique nature of the upcoming 2025 events and the Governor's initiative to increase law enforcement presence in the New Orleans area.

On motion duly made by Vice-Chairman Montelongo, seconded, and unanimously passed; the Commission voted to approve the request to ratify the interim action.

In Favor: All

Opposed: None

Chairman Simien, following a request from the department, proceeded with the agenda in the following order: **Item #5**, **Item #4**, and then **Item #3**.

3. Consideration of a request from the Office of State Police for annual review and reauthorization of 82 LSP Trooper WAE positions effective October 1, 2024, through September 30, 2025. (Representative of the agency to be available to answer any questions of the Commission.)

Executive Director Hannaman provided an overview to the Commission regarding the request and highlighted the binder of job duties and organizational charts compiled by Deputy Director Dorsey for all WAE positions submitted for reauthorization.

Colonel Robert Hodges, State Police Superintendent, appeared on behalf of the Office of State Police to discuss the request. He highlighted the continued need for the positions due to the current active trooper count being below 900; however, he is looking forward to adding additional Cadet Classes. The retirees hired into the WAE positions provide institutional knowledge that is of significant importance to the agency.

Colonel Robert Hodges briefed the Commission about the Retired Lieutenant Melissa Matey, highlighting her distinguished service and contributions to the agency. She is the founder of the DPS Loss and Local Outreach for Suicide Prevention Team, an initiative aimed at providing critical support for those impacted by loss. Lt. Matey created and continues to coordinate the agency's Loss Team.

Commissioner DuBos questioned whether the department has the necessary structure and resources in place to effectively monitor her performance, given that she is working remotely and out of the country, as part of her husband's international deployment. Colonel Hodges advised a partnership with the State Department for secure transmissions for her remote work; additionally, he advised that the department could account for Lt. Matey's remote work product. He emphasized the importance to the department for her continued involvement with the Loss and Local Outreach for Suicide Prevention Team.

Chairman Simien reiterated the long-term desire of the Commission for the department to become less reliant on WAE positions and to shift to full-time commissioned personnel for these duties. Additionally, Chairman Simien mentioned the significance of having greater representation of females across the department and in the WAE positions as the agency moves forward with future recruitment; Colonel Hodges agreed.

On motion duly made by Commissioner Cole, seconded, and unanimously passed; the Commission voted to approve the request for the reauthorization of 82 LSP Trooper WAE positions effective October 1, 2024, through September 30, 2025.

In Favor: All

Opposed: None

4. Consideration of a request from the Office of State Police to establish a new LSP Trooper WAE position in the Applied Technology Unit effective October 1, 2024, through September 30, 2025. (Representative of the agency to be available to answer any questions of the Commission.)

Colonel Robert Hodges, State Police Superintendent, appeared on behalf of the Office of State Police to discuss the WAE position in the Applied Technology Section. Colonel Hodges emphasized the importance of having the Commission's approval to continue fulfilling and training WAE troopers to meet these critical needs.

On motion duly made by Vice-Chairman Montelongo, seconded, and unanimously passed; the Commission voted to approve the request from the Office of State Police to establish a new LSP Trooper WAE position in the Applied Technology Unit effective October 1, 2024, through September 30, 2025.

In Favor: All

Opposed: None

5. Public hearing to consider proposed changes to the State Police Cadet minimum qualifications as detailed in General Circular No. 237.

- Public Comments

Colonel Robert Hodges, State Police Superintendent, and Major Robert Burns appeared on behalf of the Office of State Police. Major Burns spoke in favor of the proposed changes to reduce ambiguity for Cadet applicants by adding POST "Level 1" clarifying language to the POST minimum qualification option. Chairman Simien received confirmation from Major Burns that this change would make it clear that there is a heightened standard for LSP Cadets.

- Consideration of Proposed Changes

On motion duly made by Vice-Chairman Montelongo, seconded, and unanimously passed; the Commission voted to approve the proposed changes to the State Police Cadet Minimum qualifications as detailed in General Circular No. 237.

In Favor: All

Opposed: None

6. Consideration of a recommendation from the Executive Director, in accordance with SPC Rule 3.1(o), to move forward with the development and acceptance of a 2-year professional services agreement with NEOGOV to modernize the cadet application and recruitment process.

Executive Director Hannaman outlined a recommendation to move to a new cadet application and management system under NEOGOV, a platform designed to streamline the recruitment process. This recommendation is in part of continuing conversations with the LSP Recruitment team and Capt. Johnnie Brown to improve the cadet applicant experience.

The NEOGOV platform would replace the current paper-based system, providing a fully centralized digital experience for applicants, simplifying their journey from application to onboarding; the goal would be to launch a version of the system by the end of this calendar year.

Chairman Simien inquired about the budgetary impact. Executive Director Hannaman detailed the terms of the subscription service for the current year and advised that the request would be built into the upcoming fiscal year 25/26 budget request.

Vice-Chairman Montelongo inquired about the submission and tracking of applicants in new system. Executive Director Hannaman provided an overview of the tracking and workflow capabilities, highlighting the drastically improved user experience for applicants.

On motion duly made by Commissioner DuBos, seconded, and unanimously passed; the Commission voted to approve the recommendation from the Executive Director.

In Favor: All

Opposed: None

7. Consideration of a motion to go into Executive Session to conduct the annual Performance Review of the Executive Director.

On motion duly made by Chairman Simien, seconded, and unanimously passed; the Commissioners voted to go into Executive Session at 10:58 A.M.

Roll Call Vote:

In Favor: Commissioners Cole, DuBos, Vice-Chairman Montelongo, and Chairman Simien

Opposed: None

On motion duly made by Chairman Simien, seconded, and unanimously passed; the Commission voted to end Executive Session at 11:15 A.M.

Roll Call Vote:

In Favor: Commissioners Cole, DuBos, Vice-Chairman Montelongo, and Chairman Simien

Opposed: None

8. Consideration of a motion to approve the Fiscal Year 2023-2024 Performance Evaluation of the Executive Director effective July 15, 2024.

On motion duly made by Vice-Chairman Montelongo, seconded, and unanimously passed; the Commission voted to rate the performance of the Executive Director for fiscal year 2023-2024 as Outstanding with a corresponding 3% salary adjustment effective July 15, 2024.

In Favor: All

Opposed: None

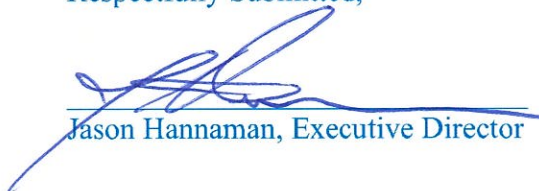
VIII. Opportunity to Address the Commission by employees or others on matters not on the agenda. (Please submit a speaker request form prior to the meeting being called to order.)

- Ms. Belinda Parker Brown appeared before the Commission regarding the lawsuit filed against the Louisiana State Police Commission. She expressed her intention to serve the Commission's attorney with legal documentation related to the case.
- Ms. Rita McDonald appeared in support of Ms. Parker and the pending litigation. She also expressed concerns about her prior interactions with a State Police Trooper.
- A request was received from Mr. Robert Burns of Sound Off Louisiana to speak on LSP and LSPC accountability. Additionally, he clarified that the State Police Commission staff have never inhibited his requests for public records and have fully complied with each request submitted.

IX. Adjourn

There being no further business on a motion duly made by Chairman Simien, seconded, and unanimously passed; the Commission voted to adjourn at 11:30 A.M. on Thursday, September 19, 2024.

Respectfully Submitted,



Jason Hannaman, Executive Director



Eulis Simien, Jr. Chairman