



**MINUTES  
DEPUTY SHERIFFS' SUPPLEMENTAL PAY BOARD  
MEETING OF SEPTEMBER 5, 2024**

The items listed on the Agenda are incorporated and considered to be a part of the minutes herein.

Chair Lindsay Schexnayder called the meeting to order. Then Bridget Theriot called the roll.

**MEMBERS PRESENT:**

Ternisa Hutchinson, as designee for the Commissioner of Administration

Gary Bennett, as designee for Louisiana Sheriffs' Association

Lindsay Schexnayder, as designee for the State Treasurer

**OTHER PERSONS PRESENT:**

Bridget Theriot, Fiscal Analyst for the State Treasurer's Office

Nicholas Boudreaux, Fiscal Manager for the State Treasurer's Office

Hunter Pax, Fiscal Analyst for the State Treasurer's Office

Mr. Bennett moved approval of the minutes for the July 8, 2024, meeting, seconded by Ms. Hutchinson, and without objection, the minutes were approved.

Item 3a - Ms. Theriot presented to the board emails from several parishes to gain clarification to Act 376 of the 2023 Regular Session which established the Law Enforcement Recruitment Incentive Fund, in regard to the eligibility criteria to "Attain POST-certification within one year of the date on which employment begins". Due to manpower and academy dates available, deputies are enrolled to attend an academy, however, will not complete the academy and obtain the required POST-certification within the one-year. Mr. Bennett moved approval and seconded by Ms. Hutchinson, that a deputy enrolled in an academy to attain the POST-certification prior to the one-year anniversary date on which the employment began, will be eligible for the Law Enforcement Incentive Payment as long as the deputy successfully completes the academy and receives the POST-certification.

Item 3b – The board support staff received several inquiries for clarification of who is deemed a newly-employed law enforcement officer for Act 376 of the 2023 Regular Session which established the Law Enforcement Recruitment Incentive Fund.

Item 3.b.i - Ms. Theriot presented to the board an email from the Rapides Sheriff's Office Academy Director requesting the eligibility status of Correctional Peace Officers and Dispatchers that are Level 2 POST certified. The board agreed that Correctional Peace Officers that meet all requirements are eligible for the incentive payment. The board determined that Dispatchers are not eligible for the incentive payment.

Item 3.b.ii – Ms. Theriot presented to the board an email from the Tangipahoa Parish Sheriff's Office Payroll and Benefits Coordinator requesting the eligibility status of an officer who had previously served time as a Reserve deputy or a Firefighter. The board determined that a Reserve deputy is not a full-time employee of an eligible law enforcement agency, and a Firefighter is not a law enforcement officer, therefore the officer upon hire as a newly employed law enforcement officer is eligible for the incentive payment.

Item 3c – Ms. Theriot presented to the board an email from the Plaquemine Parish Sheriff's Office Special Operations Division Captain, a request for clarification on the affects of military leave on the eligibility criteria, "Maintain continuous full-time employment with an eligible agency for at least two years from the date on which employment begins.", within Act 376 of the 2023 Regular Session which established



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the Law Enforcement Recruitment Incentive Fund. It was determined by the Board that an officer called to active duty would run concurrent with the two-year commitment requirement. An officer entering military service required to attend basic training followed by subsequent specialty school training is not called to "active duty", however, will not be required to repay the incentive payment as long as when he returns fulfills the two-year commitment requirement. This military training service would NOT run concurrent with the two-year law enforcement commitment.

Item 3d – Ms. Theriot presented to the board an email from the Lafayette Sheriff's Office, Human Resource Coordinator in regard to Act 376 of the 2023 Regular Session which established the Law Enforcement Recruitment Incentive Fund, as to which office may apply for the incentive payment. If an officer was hired on or after July 1, 2023, by an eligible law enforcement agency and that agency did not apply for the incentive payment, then the officer transferred to a different eligible law enforcement agency with no more than a 15 day break in service, can the second eligible law enforcement agency apply for the incentive payment? It was moved by Ms. Hutchinson and seconded by Ms. Schexnayder, that the officer would be eligible for the incentive payment. The newly eligible law enforcement agency MUST verify from the prior agency that the officer did not receive the incentive payment, the hire date of the officer, and that the officer was not termed for cause. The law enforcement agency may contact the Louisiana Commission on Law Enforcement for verification of employment.

Additional clarification per the Act 376 of the 2023 Regular Session which established the Law Enforcement Recruitment Incentive Fund, regarding the Determination Letters sent to officers to reimburse the State for incentive payments due to any item listed in section F.(1), to discuss the action of the State Treasurer's Office to contact the officer when an invalid address is submitted. The State Treasurer's Office will contact the eligible law enforcement agency to verify the last known address and resubmit the Determination Letter. The last Determination Letter date will be used to calculate the twelve-month time period as to when the incentive payment is reimbursed to the State. After the twelve-month period, subsequent letters will be sent appropriately to turn over to Debt Collections.

Item 4a - Ms. Theriot presented to the board a written request from the Jefferson Davis Parish Sheriff's Office to provide a ruling on the eligibility of an employee with the job description listed as Mechanic/Inmate Custodian to receive the Deputy Sheriff Supplemental Pay. The board directed the Support Staff for the DSSP board to request a percentage break down of the job duties listed in order for the board to make a ruling. The Sheriff's Office sent a job description to the Board but did not have a percentage breakdown. The board directed the Support Staff for the DSSP board to request again the percentage breakdown of the job duties, specifically to inquire if the position performed mechanical duties.

Item 4b – Ms. Theriot presented to the board for clarification of eligible prior service to receive the Deputy Sheriff Supplemental Pay. Dispatchers are eligible to receive the Deputy Sheriffs' Supplemental Pay, therefore dispatcher prior service does qualify to count as one year of prior service.



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Item 4c – Ms. Theriot discussed the Determination of Eligibility-Prior Year Back Pay for the following deputies:

No.	Parish	Deputy	Amount	Dates
1	East Feliciana	Myers, Jamie	\$1,073.28	5/8/2024-6/30/2024
2	East Feliciana	Spillman, Brian	\$1,515.52	4/15/2024-6/30/2024
3	East Feliciana	Thompson, Chelsea	\$2,293.00	3/8/2024-6/30/2024
4	Franklin	Givens, Alex	\$197.20	6/21/2024-6/30/2024
5	Franklin	Marzell, Pat	\$19.72	6/20/2024
6	Orleans	Ezell, Jeffery	\$3,059.16	1/29/2024-6/30/2024
7	Orleans	Williamson, Farrell	\$1,200.00	5/1/2024-6/30/2024
8	Rapides	Abdelatif, Samer	\$698.60	5/27/2024-6/30/2024
		<b>TOTAL</b>	<b>\$10,056.48</b>	

Item 4c was considered in globo. Ms. Hutchinson moved approval, seconded by Mr. Bennett that Ms. Theriot as Support Staff of the DSSP Board would request payment for the deputies submitted.

There was no Other Business to discuss.

**AT CONCLUSION OF MINUTES:**

Ms. Hutchinson moved to adjourn, seconded by Mr. Bennett, and without objection, the meeting was adjourned.