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STATE OF LOUISIANA
MUNICIPAL POLICE SUPPLEMENTAL PAY
BOARD OF REVIEW

BOARD MEETING - NOVEMBER 4, 2010, 10:30 A.M.

BOARD MEMBERS PRESENT:

- Jeff LeDuff, Chairman
- Danielle LeBoeuf
- Ternisa Hutchinson

STAFF PRESENT:

- Paul Schexnayder, Esq.
- Susan Roberts

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1 CALL TO ORDER

2 **MR. LEDUFF:**

3 Meeting called to order.

4 OLD BUSINESS

5 City of West Monroe - Randall Duke

6 **MR. LEDUFF:**

7 We have Mr. Randall Duke from the City of West Monroe
8 here who is going to give us some clarification on his
9 position.

10 Tell us a little bit about your position, because we have
11 some questions.

12 **MR. DUKE:**

13 Yes, sir. Originally, I started with the City of West
14 Monroe. It was in 2005, with the Community Development
15 Department, and under that Department, the City started to do
16 what we call code enforcement, but it is not really what
17 typical governments call code enforcement. It is not building
18 inspections or anything along those lines. It was really the
19 citations of nuisance-type violations.

20 After doing that for a few years, it was -- they came to
21 the conclusion that it really needed to be under a law
22 enforcement-type position, so I was then transferred to the
23 Marshal's Office and -- where I currently am now. I believe
24 that was in 2008. After working with it some more, it was
25 decided it would be best to P.O.S.T certified, because, you

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1 know, I run into all kind of -- just any kind of criminal
2 element, you know.

3 **MR. LEDUFF:**

4 When were you P.O.S.T certified?

5 **MR. DUKE:**

6 November of last year.

7 **MS. LEBOEUF:**

8 2009.

9 **MR. LEDUFF:**

10 Okay.

11 **MR. DUKE:**

12 And, basically, my duties now, I do everything that the,
13 you know, the regular Marshals do, you know, the courtroom,
14 the -- serving subpoenas. I do inmate, not necessarily
15 transfer, but supervision, doing some litter abatements, and
16 what not, and I still do, you know, municipal type-citations
17 and some of them are State.

18 And I wanted to also say that it was completely my fault
19 on the first application, because -- you know, I'm not putting
20 the blame off on anybody else, but we had a new secretary at
21 the Marshal's Office that had never turned in a state
22 supplemental package, and I said, I'll take of it, and,
23 basically, it was told to me, now you are P.O.S.T. certified,
24 you work for the Marshal's Office, you send something in. It
25 doesn't matter if you plant petunias. It is --

1 You know, in hindsight -- in hindsight, here we are now,
2 and after reviewing it with the City attorney, he said, yes,
3 you know, that would definitely would throw up a flag.

4 **MR. LEDUFF:**

5 Paul, what do you see?

6 **MR. SCHEXNAYDER:**

7 It sounds much better now that he has explained it.

8 **MR. LEDUFF:**

9 Yes, it does.

10 **MR. DUKE:**

11 And that is why I want to apologize. Because in -- like
12 I say, in hindsight, I could see where it was very confusing
13 and misleading, and it was completely my ignorance of the
14 situation.

15 **MS. ROBERTS:**

16 So you work for the Marshal's Office?

17 **MR. DUKE:**

18 Yes, ma'am.

19 **MS. HUTCHINSON:**

20 But you always have, right?

21 **MR. DUKE:**

22 No, no.

23 **MR. SCHEXNAYDER:**

24 No.

25 **MR. LEDUFF:**

1 No.

2 **MR. DUKE:**

3 I have always worked with the City. I started with the
4 City, and then I transferred to the Marshal's Office in 2008.

5 **MR. LEDUFF:**

6 And you are enforcing State laws?

7 **MR. DUKE:**

8 State laws, municipal, yes.

9 **MS. LEBOUF:**

10 And he was P.O.S.T. certified in '09.

11 **MS. HUTCHINSON:**

12 You said "always," but when you were -- when you
13 submitted in February.

14 **MS. LEBOUF:**

15 It was in December.

16 **MS. HUTCHINSON:**

17 December?

18 **MS. LEBOUF:**

19 Yes, December 7th, the application date.

20 **MS. HUTCHINSON:**

21 Okay. But you were in -- you were a code enforcement
22 officer?

23 **MR. DUKE:**

24 Uh-huh.

25 **MS. HUTCHINSON:**

1 And now?

2 **MR. DUKE:**

3 Well, probably, the original job description was an old
4 one. And like I say, I was under the mentality of, hey, you
5 are in the Marshal's Office, you are P.O.S.T certified, just
6 send something in. And so, then, after talking with the
7 Marshal, and I didn't want to burden him with it, well, I
8 said, I'll just take care of it. It is no big deal. Here is
9 the package, you know, I put everything in, and after he
10 reviewed, he was, like, well, you know, you are not going to
11 get it with that.

12 **MS. HUTCHINSON:**

13 So the first job description you sent as a code
14 enforcement was not even --

15 **MR. DUKE:**

16 Well, the first job description was from when I was
17 working with the City in 2005.

18 **MS. LEBOEUF:**

19 2005.

20 **MR. DUKE:**

21 And I just used it as --

22 **MS. HUTCHINSON:**

23 Because you didn't really have a job description from the
24 2008, so you used it from another job to submit to us?

25 **MR. DUKE:**

1 Yes, uh-huh.

2 **MR. SCHEXNAYDER:**

3 So are there other City Marshals?

4 **MS. ROBERTS:**

5 Yes.

6 **MR. SCHEXNAYDER:**

7 And they get supplemental pay?

8 **MS. ROBERTS:**

9 Yes.

10 **MS. LEBOEUF:**

11 And are their duties similar to this job description?

12 **MR. DUKE:**

13 Yes, ma'am. But I must say that I am out on the street
14 more than any of the other ones.

15 **MS. HUTCHINSON:**

16 Do you have something with their job duties?

17 **MS. ROBERTS:**

18 I haven't gotten an app for West Monroe. His is the
19 first one in a while. I do have Marshals, though, that get
20 supplemental pay with West Monroe, but I --

21 **MS. HUTCHINSON:**

22 So you don't have a job description?

23 **MS. ROBERTS:**

24 Not recent. Because, usually, they don't have to send me
25 a job description. All they normally send me is the --

1 **MR. LEDUFF:**

2 The certification?

3 **MS. ROBERTS:**

4 -- their commission card, their oath of office, on a
5 Marshal is all that we require they send us.

6 **MR. LEDUFF:**

7 Right. Okay.

8 **MS. ROBERTS:**

9 So I wouldn't necessarily --

10 **MR. LEDUFF:**

11 Really.

12 **MR. DUKE:**

13 And also, I don't know if I said it before. We had a new
14 secretary that had never sent in an application.

15 **MR. LEDUFF:**

16 Well, you just left a lot of questions with the original
17 letter.

18 **MS. ROBERTS:**

19 Yes, most definitely.

20 **MR. DUKE:**

21 Yes. I'll consider myself an expert in that now, and if
22 we get any in the future, I will definitely be the liaison to
23 write it.

24 **MR. LEDUFF:**

25 Yes, right, help somebody else.

1 **MS. ROBERTS:**

2 And we really don't get that many apps. I mean, people
3 don't move around that much up there, really.

4 **MR. DUKE:**

5 Right.

6 **MR. LEDUFF:**

7 I say we move to approve him.

8 **MS. HUTCHINSON:**

9 I'll second.

10 **MR. LEDUFF:**

11 Are we good?

12 **MS. LEBOEUF:**

13 Yes.

14 **MR. LEDUFF:**

15 All right. I guess the question is, it goes back to
16 effective date?

17 **MS. ROBERTS:**

18 Well, I have him on hire 12/15/08, that is when he took
19 his oath of office, so one year from that date?

20 **MS. HUTCHINSON:**

21 His P.O.S.T?

22 **MS. LEBOEUF:**

23 His P.O.S.T. is November of '09.

24 **MS. HUTCHINSON:**

25 November 2009. He isn't eligible for it until --

1 **MS. ROBERTS:**

2 12/15/09, one year from his hire date?

3 **MR. LEDUFF:**

4 Yes.

5 **MS. ROBERTS:**

6 Well, his P.O.S.T. is 11/20/09, so one year would be
7 after that date?

8 **MR. LEDUFF:**

9 Right.

10 **MS. ROBERTS:**

11 Is that what you all have?

12 **MS. HUTCHINSON:**

13 Okay. I am sorry.

14 **MR. LEDUFF:**

15 One year after this date.

16 **MS. ROBERTS:**

17 Yes.

18 **MR. LEDUFF:**

19 You understand that there is a one-year waiting period?

20 **MR. DUKE:**

21 Yes, sir.

22 **MR. LEDUFF:**

23 And you are fast approaching it, so we don't have any
24 back pay issues, so -- but we approve for supplemental pay.

25 And when would he get his first check, in December?

1 **MS. ROBERTS:**

2 Actually, the first check will be -- because his
3 effective date is 12/15/09, he will get his first check -- I
4 can only pay him right now, July 1st to current, so his first
5 check will be November 30th, unless you all see something
6 different.

7 **MS. LEBOEUF:**

8 Okay. He started in December of '08, but he wasn't
9 P.O.S.T. certified until November of '09.

10 **MS. ROBERTS:**

11 Right.

12 **MR. LEDUFF:**

13 Right.

14 **MS. ROBERTS:**

15 And he has to serve a year anyway, so a year from '08.

16 **MS. LEBOEUF:**

17 Right. So, yes, okay, that is right. So December '08,
18 and December '09, will be when he was eligible. Okay.

19 **MS. ROBERTS:**

20 Okay.

21 **MR. LEDUFF:**

22 Right.

23 **MS. LEBOEUF:**

24 I sorry -- I had the dates wrong.

25 **MS. ROBERTS:**

1 His first check would be November 30th.

2 **MR. LEDUFF:**

3 Okay. I got you.

4 **MS. ROBERTS:**

5 And he will need Act 110 money, and I don't have a date
6 on that.

7 **MR. DUKE:**

8 What is that?

9 **MS. ROBERTS:**

10 I don't have a date on your Act 110 money, which is money
11 that is due you for the prior year --

12 **MS. LEBOEUF:**

13 Prior to the fiscal year, prior to June 30th.

14 **MR. DUKE:**

15 Okay.

16 **MR. LEDUFF:**

17 Good, good. Thank you.

18 **MR. DUKE:**

19 All right. I apologize for the confusion and wasting
20 your time with it, but I appreciate it.

21 **MS. LEBOEUF:**

22 No, that is okay. We figured it out.

23 **MR. DUKE:**

24 You all have good day.

25 **MS. LEBOEUF:**

1 You too. Thank you.

2 **MS. ROBERTS:**

3 Okay. Do we need to go back and approve our minutes, or
4 did you all do that when I wasn't --

5 **MR. LEDUFF:**

6 No, we didn't.

7 **MS. ROBERTS:**

8 Okay. I didn't know if we needed to go ahead and approve
9 our minutes?

10 I guess because he was waiting on us, so...

11 **APPROVAL OF THE MINUTES OF PREVIOUS BOARD MEETING**

12 **MR. LEDUFF:**

13 I make a motion that we approve minutes from the last
14 State Supplemental Board meeting.

15 **MS. HUTCHINSON:**

16 I second.

17 **MS. LEBOEUF:**

18 It doesn't matter. I'll second it.

19 **OLD BUSINESS**

20 **Gretna Police Department - Christopher Tapie**

21 **MS. ROBERTS:**

22 And then we have Gretna Police Department. We are still
23 -- Paul has submitted --

24 Did you submit it?

25 **MR. SCHEXNAYDER:**

1 Yes. I assuming it is going to take a while, like the
2 other one did, for them to getting around to doing the
3 decision after we submitted it.

4 Hammond Police Department

5 **MS. ROBERTS:**

6 Okay. And the next is the firearms qualifications from
7 Hammond Police Department. Did we make any decisions on that?

8 **MS. LEBOEUF:**

9 I think that, as long as the positions are eligible, the
10 decision, based on what I get from P.O.S.T, is that, as long
11 as they were P.O.S.T certified, the decision to carry weapons
12 and the duties are -- would be an administration of the
13 Hammond Police Department or the respective police department.

14 Is there anything, Paul, that you see?

15 **MR. SCHEXNAYDER:**

16 The only thing is, you know, the first provision for
17 getting supplemental pay that deals with officers, in general,
18 says, "bearing arms," but there are so many other
19 classifications that don't have that. So I don't think the
20 fact that they are not requiring them to carry a firearm --
21 you know, if it were depending strictly on that paragraph, but
22 there are so many other paragraphs that don't require it, so...

23 **MS. HUTCHINSON:**

24 So then the other paragraph that don't require it, they
25 meet --

1 **MR. SCHEXNAYDER:**

2 Yes, exactly, they meet those qualifications.

3 **MS. HUTCHINSON:**

4 -- those qualifications. And do they have other -- I
5 guess that we deny other communication officers and
6 correctional officer that are -- I guess that are P.O.S.T.
7 certified; do you know?

8 **MS. ROBERTS:**

9 I don't think if they were P.O.S.T. certified we have
10 denied them, but we have never had any that came back and
11 asked us this, that they weren't going to meet firearms.

12 **MR. LEDUFF:**

13 Right.

14 **MS. ROBERTS:**

15 I've had people call me and question me, because they
16 were doing their 18 months and they knew that they had to go
17 and shoot, and if they didn't pass, they were concerned that
18 it would affect their supplemental pay, but they never called
19 back, so I assume that they passed their firearms.

20 **MS. LEBOEUF:**

21 Yes. So it was never an issue?

22 **MS. ROBERTS:**

23 Uh-uh. This is the first time it is an issue.

24 And I've talked to three people in their office, and all
25 three of them told me these people cannot pass their firearms

1 and they are having to move them. It is more than one person,
2 from what I gather. It is not just one person.

3 **MR. SCHEXNAYDER:**

4 We've never had an issue specifically where they say,
5 we're not requiring them to carry a firearm?

6 **MS. ROBERTS:**

7 No, never, ever, uh-uh. This is the first. I just
8 don't -- I can't imagine. I mean, I --

9 **MS. LEBOEUF:**

10 Well, I can't imagine how they can be a -- their job
11 duties, their job titles, be in their job title without fully
12 performing their duties and meeting their requirements, and I
13 would think that one of them would be to carry a firearm.

14 **MS. HUTCHINSON:**

15 Right.

16 **MS. ROBERTS:**

17 Right. And this is not a small department, like he was
18 saying a five or ten department. This is department is a
19 larger department, and they have a firearm training --

20 **MS. LEBOEUF:**

21 Yes. I'm not going to --

22 **MS. ROBERTS:**

23 Yes. This guy -- exactly -- this Lieutenant Hawk
24 (phonetic).

25 **MR. LEDUFF:**

1 He is the guy.

2 **MS. ROBERTS:**

3 He is the guy. I'm talking to their training person.

4 **MS. HUTCHINSON:**

5 Something doesn't sound right.

6 **MS. ROBERTS:**

7 He doesn't -- he wants us to tell them, because, you
8 know, they don't want to be the ones to say, you can't get
9 your supplemental pay. They want us to either say they can or
10 can't get it because they are not passing their training.

11 **MS. LEBOEUF:**

12 I don't know how we can -- I don't know. I am not really
13 comfortable with just saying yes or no.

14 **MS. HUTCHINSON:**

15 I am not either.

16 **MS. ROBERTS:**

17 Can you get an Attorney General on that?

18 **MS. LEBOEUF:**

19 I don't know the next step, you know.

20 **MR. SCHEXNAYDER:**

21 We are just talking in general. Do we have any
22 specific --

23 **MS. ROBERTS:**

24 Names?

25 **MR. SCHEXNAYDER:**

1 -- names?

2 **MS. ROBERTS:**

3 He has names. He is moving these people. I talked to
4 him yesterday. He didn't give them to me. But he obviously
5 is doing this, because when I talked to him yesterday -- I
6 thought they were coming to the meeting today. Yes. They
7 were planning on coming, but he wants me to call him this
8 afternoon and let him know what the status is of this.

9 **MR. SCHEXNAYDER:**

10 Because I'm just curious which paragraph they do fit
11 under, you know? Obviously, No. 1, isn't going to fit that,
12 no.

13 **MS. LEBOEUF:**

14 No.

15 **MR. SCHEXNAYDER:**

16 But, say, like a radio dispatcher, it doesn't say
17 anything about them carrying firearms.

18 **MR. LEDUFF:**

19 It says the position has to be P.O.S.T. certified.

20 **MR. SCHEXNAYDER:**

21 Exactly.

22 **MS. LEBOEUF:**

23 You know, what is confusing is, the first part of of the
24 second to last sentence, he says, "we are considering."

25 **MR. SCHEXNAYDER:**

1 I know.

2 **MS. LEBOEUF:**

3 And then the second part, he says, "because we're not
4 requiring them to carry a firearm." So it sounds like it
5 doesn't matter what we say one way or the other, he is doing
6 it.

7 **MS. ROBERTS:**

8 Yes, right, that is what I gather exactly what you just
9 said.

10 **MR. SCHEXNAYDER:**

11 And what if we said they can't get supplemental pay
12 without it, is he going to switch to -- and make them carry?

13 **MR. LEDUFF:**

14 I don't think they will.

15 **MS. ROBERTS:**

16 Well, can they if they don't pass it?

17 **MR. LEDUFF:**

18 No. If they don't pass, they can't carry it.

19 **MS. HUTCHINSON:**

20 Right. So can't we just put that in the manual that, you
21 know, P.O.S.T. is not going to take your certification away,
22 but if you are not eligible to carry a firearm, then --

23 **MS. ROBERTS:**

24 Yes. Do you have that authority, like they were saying,
25 they can make their administrative changes, can we? I don't

1 know.

2 **MR. SCHEXNAYDER:**

3 We don't have the authority. I don't think the Board --

4 **MS. LEBOEUF:**

5 Right, that is right. No. We would have to do that
6 through the legislature.

7 **MS. ROBERTS:**

8 Let me ask you all this. Can we -- I was going to say
9 can we get an opinion?

10 **MS. LEBOEUF:**

11 I say we defer it and do more research.

12 **MR. SCHEXNAYDER:**

13 We would have to get specific.

14 **MS. ROBERTS:**

15 Right. And can I ask you all this? Can we -- when he
16 gives me these names, can their pay be suspended until we get
17 clarification, because we're going to be overpaying these
18 people?

19 **MS. HUTCHINSON:**

20 I don't know.

21 **MS. LEBOEUF:**

22 If we say, no, but if it comes back that we say that it
23 is denied or they can be. I don't know that we have the --

24 **MS. HUTCHINSON:**

25 Can you do that, can you take their supplemental?

1 **MS. ROBERTS:**

2 I do it.

3 **MR. LEDUFF:**

4 You do it?

5 **MR. SCHEXNAYDER:**

6 You do?

7 **MS. ROBERTS:**

8 Yes. I suspend pay all the time until I get -- like, if
9 a town calls me and says -- I don't know -- they might give me
10 a reason of, this person, I'm not sure yet, but they are
11 running out of sick leave and they are going to be -- they
12 don't want to overpay. So they are, like, suspend their pay
13 for these many days, and we'll make the difference up if
14 something were to happen after I do check it.

15 **MS. HUTCHINSON:**

16 But have we made -- the Supplemental Pay Board said, I'm
17 going to suspend your pay because the Board is not sure if you
18 meet the qualifications? The other times it was because,
19 okay, you are not going to be receiving pay from the town.

20 **MS. LEBOEUF:**

21 Right.

22 **MS. ROBERTS:**

23 Right.

24 **MS. HUTCHINSON:**

25 And those are rules that you have that you --

1 **MS. ROBERTS:**

2 I have suspended the pay of the chiefs.

3 **MS. HUTCHINSON:**

4 But that was because they didn't meet --

5 **MS. LEBOEUF:**

6 That was because they didn't meet the qualifications.

7 **MS. HUTCHINSON:**

8 -- the criteria. It was just something that was --

9 **MR. SCHEXNAYDER:**

10 Yes. We don't --

11 **MS. LEBOEUF:**

12 That wasn't our determination.

13 **MS. ROBERTS:**

14 I bet Kay would know more about it, because, you know,
15 she was --

16 **MS. LEBOEUF:**

17 I don't think we have ever done it.

18 **MS. ROBERTS:**

19 I don't either. Not that I know of, Ternsia, I don't.
20 But if we overpay them while we're finding out, then we're not
21 going to get this money back. This is going to be our fault.
22 Well, they are going to say that, you all didn't tell us to
23 take them off, we didn't take them off, so, therefore, we are
24 not going to reimburse you all. That is why I am wondering
25 while we are -- if we have to get an opinion or if we have to

1 find out -- I don't see what -- of course, I suspend people's
2 pay all the time, and I just send them a letter, due to this,
3 your pay is being suspended until we can get clarification.

4 **MR. LEDUFF:**

5 We are going to need to who this is.

6 **MS. ROBERTS:**

7 They are going to tell -- I'm sure when once they do it,
8 they are going to tell me these people did not qualify with
9 firearms.

10 **MR. LEDUFF:**

11 I guess my question would be, if it was my department, I
12 would write back and say, well, they still have their weapons.
13 They still have the same functions. We have not taken the
14 weapons yet.

15 **MS. ROBERTS:**

16 Right.

17 **MR. LEDUFF:**

18 I guess that is an answer we need to know.

19 **MS. HUTCHINSON:**

20 Uh-huh. I was going to say, can we ask them, well, when
21 are you going to take their firearms?

22 **MR. LEDUFF:**

23 Right.

24 **MS. ROBERTS:**

25 Or are you going to move them, take their firearms away,

1 and they are not going to be required to carry a firearm in
2 their new position?

3 **MS. HUTCHINSON:**

4 And what is that new position, are they going to say?

5 **MR. SCHEXNAYDER:**

6 That is the thing. We need to know their position.

7 **MS. LEBOEUF:**

8 Yes.

9 **MR. LEDUFF:**

10 Right.

11 **MS. HUTCHINSON:**

12 Because if they become secretaries --

13 **MS. LEBOEUF:**

14 He is just sending a generic letter.

15 **MS. ROBERTS:**

16 Yes, right.

17 **MS. LEBOEUF:**

18 And he contradicts himself in that one sentence.

19 **MS. ROBERTS:**

20 This is the conversation I'm having with him on the
21 phone. Before he even put it in writing, he is asking me all
22 this stuff. I'm, like, first of all, you need to put it in
23 writing, because I will never remember all of this.

24 **MS. LEBOEUF:**

25 And I wouldn't -- I wouldn't talk to him on the phone. I

1 wouldn't give him a decision. I wouldn't tell him anything.

2 **MS. ROBERTS:**

3 Okay. Type up a letter. They are going to call me this
4 afternoon, so should I just tell them -- I mean, I know --

5 **MS. LEBOEUF:**

6 Once we decide.

7 **MR. LEDUFF:**

8 I say, we send them a letter asking when this move will
9 take effect, what positions, what will the new positions be.

10 **MS. LEBOEUF:**

11 Yes.

12 **MR. LEDUFF:**

13 If they are going to remain as -- are they remaining as
14 correctional officers and communication officers? I mean, are
15 they being moved to new positions, or are they remaining --

16 **MS. LEBOEUF:**

17 Can we get a job description from them?

18 **MR. LEDUFF:**

19 Yes. I mean, we are owed that.

20 **MS. HUTCHINSON:**

21 So we can compare and do a side-by-side, yes.

22 **MS. ROBERTS:**

23 I'll type a letter -- old and new?

24 **MS. HUTCHINSON:**

25 Old and new.

1 **MR. SCHEXNAYDER:**

2 We might even need somebody from them to come and talk to
3 us.

4 **MR. LEDUFF:**

5 To come and talk to us.

6 **MS. LEBOEUF:**

7 Well, they might. Yes.

8 **MS. ROBERTS:**

9 Well, should we do this then, I'll send them a letter and
10 go, we will need -- we will need to know -- well, I'm going to
11 type it up.

12 **MS. LEBOEUF:**

13 Yes.

14 **MS. ROBERTS:**

15 But, basically, we need to know when the move will take
16 place, the old job description, the new job description. What
17 were the other things you all told me?

18 **MS. HUTCHINSON:**

19 You know, what are the new titles, too. I need to know
20 what the new titles are.

21 **MR. LEDUFF:**

22 The names of the officers.

23 **MS. ROBERTS:**

24 Officers.

25 **MS. HUTCHINSON:**

1 Uh-huh.

2 **MS. ROBERTS:**

3 And we will request your presence at our next schedule
4 Board meeting on February whatever?

5 **MR. LEDUFF:**

6 Right.

7 **MS. HUTCHINSON:**

8 Along with someone who can us give a clear description of
9 what are the daily duties or the new duties. I mean, I just
10 don't want somebody to come for show.

11 **MS. ROBERTS:**

12 I'm sure the chief is coming, that is who I think is.

13 **MS. HUTCHINSON:**

14 Right. He needs to bring somebody else.

15 **MR. LEDUFF:**

16 And the young man that will take my place is from right
17 next door. He is from Ponchatoula, so I'm sure he will
18 have --

19 **MS. LEBOEUF:**

20 Some insight.

21 **MR. LEDUFF:**

22 -- insight.

23 **MS. ROBERTS:**

24 When will this move take place, job descriptions, old and
25 new, new title -- what will their new titles be.

1 **MR. LEDUFF:**

2 Uh-huh.

3 **MS. HUTCHINSON:**

4 And can we put until such time we receive this, we're
5 suspending your supplemental pay?

6 **MS. LEBOEUF:**

7 I don't know if we can do that.

8 **MS. HUTCHINSON:**

9 Can we do that?

10 **MR. SCHEXNAYDER:**

11 I don't know. I don't believe.

12 **MS. HUTCHINSON:**

13 I mean, do we the have authority? I never looked at it
14 to see if we can.

15 **MR. SCHEXNAYDER:**

16 I would wait.

17 **MS. ROBERTS:**

18 Okay. It doesn't bother me to bill.

19 **MS. LEBOEUF:**

20 Well -- and what we would have to do, though, is, we
21 would have to just determine that -- whatever date we meet and
22 determine that they are not eligible, you are not going to be
23 able to go back anyway.

24 **MR. LEDUFF:**

25 You are right.

1 **MS. HUTCHINSON:**

2 Right.

3 **MS. LEBOEUF:**

4 Anyway, you know, I mean, it will have to just be that
5 day forward.

6 **MS. ROBERTS:**

7 Okay. I get what you are saying. Right. I do see what
8 you're saying. It wouldn't matter.

9 **MS. HUTCHINSON:**

10 So we need to give them a deadline, like, tell them, we
11 need it by X date, for the next meeting. Do we know when the
12 next meeting is?

13 **MS. ROBERTS:**

14 We need this information, and you need to be --
15 February 3rd, I think. Yes, February --

16 **MR. LEDUFF:**

17 I probably won't here.

18 **MS. LEBOEUF:**

19 I wonder if --

20 **MS. ROBERTS:**

21 I could do it earlier, I mean.

22 **MS. HUTCHINSON:**

23 Can we do earlier, because that is a long time in
24 between?

25 **MS. ROBERTS:**

1 We can do it in January. I can do it whenever. It is
2 easier for me them sooner -- together.

3 **MS. HUTCHINSON:**

4 Just because it is an issue, because they may not be
5 eligible.

6 **MR. LEDUFF:**

7 They may not be eligible tomorrow, and we're not going to
8 know the information until February.

9 **MS. ROBERTS:**

10 When do you all want to do it?

11 **MS. HUTCHINSON:**

12 As long as it is a reasonable time for them to get the
13 information back. They should have all that information --
14 like a week-and-a-half or two weeks.

15 **MS. ROBERTS:**

16 Yes. We can meet whenever you all want to meet. You all
17 tell me that, and I'll set it up.

18 **MS. LEBOEUF:**

19 Can we have a special?

20 **MS. ROBERTS:**

21 Uh-huh. I do them for Fire -- we do them for Fire all
22 the time, uh, Paul?

23 **MR. SCHEXNAYDER:**

24 Not all the time.

25 **MS. LEBOEUF:**

1 Can we do one before November 30th?

2 **MS. HUTCHINSON:**

3 Can we do it before November 30th?

4 **MS. ROBERTS:**

5 Oh, that was funny. Look at his eyes, that was funny.

6 He will be gone by then.

7 **MS. LEBOEUF:**

8 No. December 1st.

9 **MS. HUTCHINSON:**

10 December 1st.

11 **MS. LEBOEUF:**

12 Yes. That is all the big hoopla. He backed it up 30
13 days. Okay. Sorry.

14 **MS. ROBERTS:**

15 Okay. Do you all want to do a special meeting just to do
16 this?

17 **MS. LEBOEUF:**

18 I mean, I think we should.

19 **MR. SCHEXNAYDER:**

20 I don't think that is enough time.

21 **MS. ROBERTS:**

22 It is more than -- yes, it is enough time. They have
23 personnel.

24 **MS. HUTCHINSON:**

25 This is something they are doing.

1 **MS. LEBOEUF:**

2 I'd give them to the end of the month.

3 **MS. ROBERTS:**

4 Okay.

5 **MS. LEBOEUF:**

6 And then, when you get the information, then let us
7 schedule a meeting.

8 **MS. ROBERTS:**

9 Once I get it back.

10 **MS. HUTCHINSON:**

11 Or give them two weeks.

12 **MS. ROBERTS:**

13 I'm thinking two weeks.

14 **MS. LEBOEUF:**

15 And once you get the information back, then we will
16 schedule a meeting, that is what I say.

17 **MS. ROBERTS:**

18 Okay. I'll send it out.

19 Paul, are you going to be here this afternoon, because
20 I'll need to do this.

21 **MR. SCHEXNAYDER:**

22 No.

23 **MS. ROBERTS:**

24 Really, you won't?

25 **MR. SCHEXNAYDER:**

1 I've got a meeting.

2 **MS. ROBERTS:**

3 Tommorrow, will you be here?

4 **MR. SCHEXNAYDER:**

5 Okay.

6 **MS. ROBERTS:**

7 Tomorrow you will get with me, and maybe we can get this
8 done where I can get it in the mail tomorrow?

9 **MR. SCHEXNAYDER:**

10 Tomorrow. Okay.

11 **MS. ROBERTS:**

12 Okay. Do you all have to do anything like vote or --

13 **MS. LEBOEUF:**

14 I make a motion that we defer.

15 **MR. LEDUFF:**

16 Okay. I second.

17 **MS. HUTCHINSON:**

18 Second.

19 **MS. ROBERTS:**

20 Sounds good. Okay.

21 **NEW BUSINESS**

22 **Eddie Stewart - Clinton Police Department**

23 **MS. ROBERTS:**

24 Clinton Police Department, Eddie Stewart. This is
25 someone that I had actually calculated the date on, and I

1 basically used -- he was appointed on 6/29/09, and I gave him
2 an effective date of 6/29/2010. Well, I talked to Chief
3 LeDuff about him, and, obviously, he does have some prior
4 service, but I'm am very -- okay. I know that he can't count
5 -- he can count the Louisiana Department of Public Safety to
6 keep his P.O.S.T. current, but he can't count that as far as,
7 you know, his eligible time --

8 **MR. LEDUFF:**

9 His time.

10 **MS. ROBERTS:**

11 -- right, his eligible time, but he has six months and 21
12 days with the Sheriff's Office that he didn't get supplemental
13 pay with them.

14 **MS. LEBOEUF:**

15 Oh, he didn't?

16 **MS. ROBERTS:**

17 No, he didn't. And I called them, and they checked on
18 his form that he --

19 **MS. HUTCHINSON:**

20 It was because he was in a job that didn't -- wasn't
21 eligible for supplemental pay?

22 **MS. ROBERTS:**

23 They didn't give me a reason. Plus, they marked on here
24 he didn't get supplemental pay.

25 **MS. LEBOEUF:**

1 It just says, deputy, uniform patrol.

2 **MS. ROBERTS:**

3 Yes. I really don't know why, so that brought me back to
4 Clinton, and he did have some service, but it was more than
5 five years ago. And I didn't know -- you know, if you have
6 ever gotten supplemental pay before, you will have to take a
7 refresher if you have a break of more than five years, and
8 your effective date is the date of your P.O.S.T.

9 **MS. LEBOEUF:**

10 Right.

11 **MS. ROBERTS:**

12 But with this particular guy, he never has gotten
13 supplemental pay, so I don't really know what I can and
14 can't --

15 **MR. LEDUFF:**

16 When he was the chief last time, he didn't get
17 supplemental pay?

18 **MS. ROBERTS:**

19 No. But he wasn't certified either. Look at his
20 P.O.S.T. date and look at the dates he worked there.

21 **MS. LEBOEUF:**

22 His P.O.S.T. is 2006.

23 **MR. LEDUFF:**

24 Okay. Okay.

25 **MS. ROBERTS:**

1 So he wasn't eligible. He might have got P.O.S.T.
2 certified when he worked at the Sheriff's Office maybe, but he
3 wasn't eligible I guess because they didn't maybe count that
4 time. I don't know, but it is very confusing to me. So I
5 didn't know, because he had never gotten supplemental pay,
6 could I count the time, could I not count the time? So I gave
7 him an effective date one year from his hire -- from his
8 appointed date.

9 **MS. HUTCHINSON:**

10 Have you already started paying him supplemental pay?

11 **MS. ROBERTS:**

12 He is on right now, but we need to -- I need you all to
13 look at this and give me approval to decide if he is eligible
14 farther back than what I actually did.

15 **MR. LEDUFF:**

16 How long did you?

17 **MS. ROBERTS:**

18 I went back 6/29/2010.

19 **MS. LEBOEUF:**

20 One year from his hire date.

21 **MS. ROBERTS:**

22 One year.

23 **MS. LEBOEUF:**

24 Wouldn't he only be eligible for six more months?

25 **MS. ROBERTS:**

1 Well, that was what I was thinking, maybe the six months.
2 Because with Clinton, it was more than five year ago when he
3 wasn't getting -- he never got supplemental pay.

4 **MS. LEBOEUF:**

5 Yes. That would be out.

6 **MS. HUTCHINSON:**

7 Right.

8 **MS. LEBOEUF:**

9 That is too much time.

10 **MS. ROBERTS:**

11 So, therefore, I didn't think that would be counted. So
12 the six months and 21 days at the Sheriff's office I would
13 think maybe we could count it, and I would just have to do --
14 add five months and nine days difference.

15 **MR. LEDUFF:**

16 And the Department of Public Safety is out.

17 **MS. HUTCHINSON:**

18 I wonder why he wasn't getting the --

19 **MS. ROBERTS:**

20 At the Sheriff's Office?

21 **MS. HUTCHINSON:**

22 Yes. I don't understand, that is a big --

23 **MS. ROBERTS:**

24 There might be -- maybe he was reserve or something back
25 then, maybe he -- that was reserve time or something like

1 that.

2 **MS. HUTCHINSON:**

3 Right. And I don't think -- I mean, that is a big
4 Sherriff's Office, and I didn't think that you -- not -- so
5 not on the list -- I don't see why they wouldn't have put him
6 on. It is not a little small time, and, oh, we just forgot
7 and we didn't ask you. This is EBR and we send stuff all the
8 time, and I know they update their stuff. There is a reason
9 why he was not receiving supplemental pay.

10 **MS. ROBERTS:**

11 I'm thinking either he was -- for one thing, he wasn't
12 eligible when he was at Clinton, but I would have counted his
13 time if he was a full-time officer, and he just wasn't
14 certified. I would think we would have counted that time.

15 **MS. LEBOEUF:**

16 Well, you know, he didn't get P.O.S.T. until --

17 **MS. ROBERTS:**

18 '06.

19 **MS. LEBOEUF:**

20 A couple of months before he left the Sheriff's Office.

21 **MS. ROBERTS:**

22 Right. So I'm think he got certified at the Sheriff's
23 Office.

24 **MS. LEBOEUF:**

25 So that is one thing for sure, and that is one reason

1 why, I would think, because he didn't get P.O.S.T. certified
2 until February.

3 **MS. HUTCHINSON:**

4 So the only thing that he didn't have --

5 **MS. LEBOEUF:**

6 So he only had two months --

7 **MS. HUTCHINSON:**

8 Two months of being P.O.S.T. certified.

9 **MS. LEBOEUF:**

10 -- of being P.O.S.T. certified.

11 **MS. HUTCHINSON:**

12 Right.

13 **MS. ROBERTS:**

14 I mean, do we count, though -- that is not -- if he would
15 have stayed at the Sheriff's Office, we would have counted his
16 entire time; do you see what I'm saying?

17 **MR. LEDUFF:**

18 Right. He would get credit for it.

19 **MS. ROBERTS:**

20 We would have counted it, regardless, because he was
21 there and he got certified within the six months that he was
22 there, but he just happened to leave there and went to
23 wherever.

24 **MR. LEDUFF:**

25 Eleven weeks of that was the Academy and, you know, they

1 get credit for that time as well, so I would say --

2 **MS. ROBERTS:**

3 I mean, we do count the six months normally. We always
4 count that.

5 **MR. LEDUFF:**

6 Right.

7 **MS. ROBERTS:**

8 It isn't something unusual for me to count that. I'm
9 just concerned about counting the Clinton because it has been
10 so long ago.

11 **MS. LEBOEUF:**

12 I don't think, no, huh-uh.

13 **MS. ROBERTS:**

14 And he wasn't eligible.

15 **MR. LEDUFF:**

16 I think it is out, and I think that the State time is
17 out, so I say six months is --

18 **MS. ROBERTS:**

19 Say five months and nine days.

20 **MS. HUTCHINSON:**

21 And you are saying the reason why is because he was going
22 through the training, then I'm buying it, as long as it just
23 wasn't because it wasn't eligible.

24 **MS. LEBOEUF:**

25 Yes, that he wasn't eligible while he was there.

1 **MS. HUTCHINSON:**

2 But if you think it was because he was in training?

3 **MR. LEDUFF:**

4 I think he was in training.

5 **MS. HUTCHINSON:**

6 Okay.

7 **MS. ROBERTS:**

8 So we just need to add -- I don't have a calendar with
9 me, but I know to do -- it's Act 110, right. It will be some,
10 yes, because I'm going to have to go back. It is probably
11 going to be February.

12 **MS. LEBOEUF:**

13 Five months or so, the difference.

14 **MS. ROBERTS:**

15 Yes, five months and nine days, and I know how to -- I
16 mean, I can calculate it at the desk.

17 **MR. LEDUFF:**

18 Okay. Now do we need a motion?

19 I say we -- I make a motion that on the matter with Eddie
20 Stewart, Clinton Police Department, that we -- his service
21 time with East Baton Rouge Parish Department counts towards
22 his one year of eligibility for State supplemental pay.

23 **MS. HUTCHINSON:**

24 I second.

25

New Orleans Police Department

MICHELLE S. ABADIE, CCR
13797 Joor Road
Baton Rouge, Louisiana 70818 (225-235-9270)

1 **MS. ROBERTS:**

2 Okay. The next thing is -- I'm bringing this up before
3 you all because my supervisor, we've been having a lot of
4 issues with New Orleans. And we've been getting apps from
5 them, and I didn't make copies of this because there are just
6 two this time, but we get them from time to time. Like, the
7 two that I have in my hand, are from September of '07, and we
8 just got these applications. These people have been eligible,
9 because they were certified within their one year, so they
10 have been eligible since September of '08. And my supervisor
11 is trying to tell me -- you know, he's like, you need to talk
12 to the Board about this and see if there is -- you know, do we
13 have to go back to that date? Because we didn't get this app
14 in my office until October 18, 2010, and they have been
15 working since September of '07.

16 **MS. HUTCHINSON:**

17 I would think it would be like one year from getting
18 their application.

19 **MS. ROBERTS:**

20 Well, my thing is, it is -- I know it is not fair to the
21 individuals, but, shoot, if you are eligible, why weren't you
22 complaining?

23 **MS. HUTCHINSON:**

24 Right.

25 **MS. LEBOEUF:**

1 Well, they may have been, and it --

2 **MS. ROBERTS:**

3 Well, it is New Orleans, though. It is New Orleans. And
4 I don't mind telling you all, it is my hardest people to deal
5 with.

6 **MS. LEBOEUF:**

7 Can we say -- do we have the authority, for lack of a
8 better word, to go back one year to the receipt of the
9 application?

10 **MR. SCHEXNAYDER:**

11 I will have to check.

12 **MS. ROBERTS:**

13 And they may appear before the Board, because these two -
14 - both of these two have been calling me wanting to know -- I
15 mean, they have been calling me for six months.

16 **MS. HUTCHINSON:**

17 I want to go a year.

18 **MS. ROBERTS:**

19 A year.

20 **MS. HUTCHINSON:**

21 I don't think we could.

22 **MS. LEBOEUF:**

23 I certainly wouldn't go back to '07.

24 **MS. HUTCHINSON:**

25 No. Something -- no wonder those guys are upset.

1 **MS. ROBERTS:**

2 Maybe -- so we would go back to pay --

3 **MS. HUTCHINSON:**

4 Is there any paper prior?

5 **MS. ROBERTS:**

6 Because it wasn't sent -- apps weren't sent timely?

7 **MR. LEDUFF:**

8 Yes.

9 **MS. HUTCHINSON:**

10 Just how far can you go back to pay them?

11 **MR. SCHEXNAYDER:**

12 I'm not seeing --

13 **MS. HUTCHINSON:**

14 And how long -- does it have a time frame?

15 **MS. LEBOEUF:**

16 No. It doesn't have a time frame.

17 **MR. LEDUFF:**

18 I know I've never read one.

19 **MR. SCHEXNAYDER:**

20 It just says a dollar amount?

21 **MS. LEBOEUF:**

22 Yes, just the dollar amount.

23 **MS. HUTCHINSON:**

24 But if you go back, they need to be at that level. It is
25 not the current level.

1 **MS. ROBERTS:**

2 Oh, right. You go back to whatever that level was at
3 that time, oh, yes, exactly.

4 I mean, this is all the time with them, with their apps
5 not being sent in timely, but these are the oldest I've ever
6 gotten.

7 **MS. LEBOEUF:**

8 Geez.

9 **MR. LEDUFF:**

10 How old are they?

11 **MS. LEBOEUF:**

12 '07.

13 **MS. ROBERTS:**

14 '07, they were hired.

15 **MR. LEDUFF:**

16 I think that the problem will be rectified going forward.

17 **MS. ROBERTS:**

18 That is what I am hearing.

19 **MS. LEBOEUF:**

20 I think so, too, but --

21 **MS. ROBERTS:**

22 So maybe --

23 **MR. LEDUFF:**

24 I know that some new people have been put into place, and
25 I think that this is not so much this administration. I think

1 it is a clean-up job from the former administration. I think
2 some of the fault lies with the previous administration, and I
3 think some of those problems will be rectified.

4 **MS. ROBERTS:**

5 Okay. So what do you all want to rule on this?

6 **MR. LEDUFF:**

7 So, based on the fact that there is no time limit, only a
8 money limit on Act 110 money, that we make a motion that back
9 pay be received.

10 **MS. ROBERTS:**

11 One year from their hire date?

12 **MR. LEDUFF:**

13 Yes.

14 **MS. ROBERTS:**

15 Okay.

16 **MS. HUTCHINSON:**

17 I'll second.

18 **NEW APPLICATIONS**

19 **MS. ROBERTS:**

20 The next thing we have on our agenda are our new
21 applications. We have 94 new applications.

22 **MR. LEDUFF:**

23 Do you want to do this?

24 **MS. ROBERTS:**

25 Oh, I'm so sorry. I'm trying not to -- excuse me.

Baton Rouge Police Department - Charles Mondrick

1
2 **MR. LEDUFF:**

3 We have a situation that has popped up today at the Baton
4 Rouge Police Department. As of yesterday, the interim chief
5 was named to replace the guy that is outgoing, and this person
6 was with the Baton Rouge Police Department. He received State
7 supplemental pay. He is coming in under the Civil Service Law
8 with full authority and will be named interim chief publicly
9 today. Application for State supplemental pay has been
10 submitted today, and is there anything to discuss?

11 He has completed all of his eligibilities. He has been
12 gone for a little over a year, a year-and-a-half, a gentleman
13 by the name of Mr. Charles Mondrick.

14 You discuss it and somebody make a recommendation. I
15 don't want to make a recommendation on this.

16 **MS. HUTCHINSON:**

17 We can talk about.

18 **MS. LEBOUF:**

19 Yes. He is eligible. I'll make a motion.

20 **MS. HUTCHINSON:**

21 I wanted to see if his -- if there were any -- it looks
22 fine.

23 **MS. ROBERTS:**

24 He was already -- yes, he was already --

25 **MS. LEBOUF:**

1 It was just a normal rehire, a normal rehire.

2 **MS. ROBERTS:**

3 Yes. He would have been on our list normally.

4 **MS. HUTCHINSON:**

5 Yes.

6 **MR. LEDUFF:**

7 Yes. It no different than --

8 **MS. ROBERTS:**

9 He would have been on a list normally.

10 **MS. HUTCHINSON:**

11 Because it has been less than five years and all that
12 kinds of stuff?

13 **MS. ROBERTS:**

14 Yes. So he can get a check November 30th.

15 **MS. LEBOEUF:**

16 So I will make a motion that he is eligible effective his
17 employment date.

18 **MS. HUTCHINSON:**

19 I will second.

20 **MR. LEDUFF:**

21 All right.

22 **MS. LEBOEUF:**

23 I hope he can meet his firearms.

24 **MR. LEDUFF:**

25 He shot a 120 yesterday.

1 **MS. ROBERTS:**

2 He did good.

3 **MR. LEDUFF:**

4 I checked. Because if he would not have, I would have
5 told him, I am a 120 shooter, and he shot a 120 yesterday.

6 **NEW APPLICATIONS SUBMITTED FOR APPROVAL - 94**

7 **MS. ROBERTS:**

8 Okay. So we have the new applications. We have 94 new
9 applications that I have reviewed. These will go on for
10 November 30th.

11 **MR. LEDUFF:**

12 Anything you see out of the ordinary; everything is good?
13 I make a motion that they be accepted.

14 **MS. HUTCHINSON:**

15 And I'll second it.

16 **BUDGET MATTERS**

17 **MS. ROBERTS:**

18 And then we have the budget matters. I have a copy for
19 you all of the budget projection as of October 31st.

20 **MS. LEBOEUF:**

21 Oh, we are in the positive.

22 **MS. ROBERTS:**

23 I know. I'm, like, yes, Anthony.

24 **MS. LEBOEUF:**

25 Not after 110, though.

1 **MS. HUTCHINSON:**

2 I was about to say, have you done factoring 110?

3 **MS. ROBERTS:**

4 I haven't done it yet.

5 What do you need?

6 **MS. HUTCHINSON:**

7 This doesn't look like the normal sheet.

8 **MS. LEBOEUF:**

9 Yes. The sheet is a little different.

10 **MS. ROBERTS:**

11 Yes. I don't know if he is doing something --

12 **MS. HUTCHINSON:**

13 It is like this is colored.

14 **MS. ROBERTS:**

15 Yes. He usually sends me the other.

16 **MS. LEBOEUF:**

17 That is all right.

18 **MS. HUTCHINSON:**

19 Yes. This is everything, though, isn't it?

20 **MS. ROBERTS:**

21 Yes. This is the total. You know what, maybe he
22 e-mailed it separate, and I was in a rush getting it all this
23 morning.

24 Do you want me to e-mail you a copy, though?

25 **MS. HUTCHINSON:**

1 Yes, please, because this is just municipal.

2 **MS. ROBERTS:**

3 I will. Total.

4 **MS. HUTCHINSON:**

5 Or is this for Fire?

6 **MS. LEBOEUF:**

7 That is everybody.

8 **MS. ROBERTS:**

9 Fire, Police, Constable, Justice, Marshal, it is for all
10 five. Yes.

11 I will e-mail you a copy. In fact, I will e-mail
12 everybody a copy of it this afternoon.

13 **MS. HUTCHINSON:**

14 I hope 110 is not more than --

15 **MS. ROBERTS:**

16 I don't really have as much right now. So I don't have a
17 whole lot, so I think it was good. I haven't looked at Fire,
18 but Police isn't bad so far.

19 SET TIME AND DATE OF NEXT MEETING

20 **MS. ROBERTS:**

21 And then we have -- I have a tentative quarterly Board
22 meeting scheduled for you guys, and we'll get together -- I'll
23 get this letter for Hammond, and I'll contact you all by phone
24 or whatever to see what is good for you all.

25 Okay.

MICHELLE S. ABADIE, CCR
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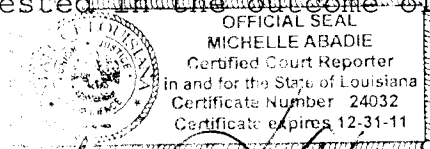
STATE OF LOUISIANA

PARISH OF EAST BATON ROUGE

I, Michelle S. Abadie, Certified Court Reporter in and for the State of Louisiana, as do hereby certify that the foregoing fifty-three (53) pages constitute a true and correct transcription of the meeting held on November 4, 2010, regarding the Police Supplemental Pay Board;

That the minutes of this meeting was reported by me in the voice writing method and thereafter reduced to printed copy by me;

And that I am not related to any of the parties herein, nor am I otherwise interested in the outcome of this matter.



Michelle S. Abadie

MICHELLE S. ABADIE, #24032

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*** APPROVAL OF THE MINUTES ***

Chief Jeff LeDuff, Chairman
replaced by Bry Layrisson

Danielle LeBoeuf

Danielle LeBoeuf

Stephan
Terese Lathrop