

State of Louisiana

***MUNICIPAL POLICE OFFICERS' SUPPLEMENTAL PAY
BOARD MEETING***

FEBRUARY 10, 2021

10:00 a.m.

Municipal Police Officers' Supplemental Pay

Board Meeting

February 10, 2021

10:00 a.m.

MEMBERS AND STAFF PRESENT:

Bry Layrisson, Chairman

Ternisa Hutchinson

Candace Oby

Kay DeBenedetto

Conner Junkin, Esq.

Candy Diez

Soonie Tessier

ALSO PRESENT:

David McDavid, Chief, Zachary Police Department

John Pourciau, City of New Orleans Police Department

Michael Glaser, City of Kenner, Police Department

Bryan Zeringue, Thibodaux Police Department

Monika Gerhart, City of New Orleans Police Department

Christy Goodley, City of New Orleans Police Department

Stephanie Miles, City of Kenner Police Department

Brandy Burns, Zachary Police Department

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**Municipal Police Officers' Supplemental Pay Board Meeting
February 10, 2021**

MR. LAYRISSON:

Okay. We're going to call this February 10th meeting to order, the Municipal Police Officers' Supplemental Pay Board.

APPROVAL OF THE MINUTES

MR. LAYRISSON:

The first item on the agenda is the approval of the minutes from the November 18th meeting. Do I have a motion to approve those minutes?

MS. OBY:

I'll make a motion.

MR. LAYRISSON:

Do I have a second.

MS. HUTCHINSON:

I'll second.

MR. LAYRISSON:

The motion carries.

OLD BUSINESS

MR. LAYRISSON:

The first item under Old Business, Kenner Police Department.

MS. OBY:

Bry, can I -- can we make a motion to go ahead and move New Orleans PD, amend the agenda and move them to the first item?

MR. LAYRISSON:

1 We can. Do I have a second?

2 **MS. HUTCHINSON:**

3 I'll second.

4 **NEW BUSINESS**

5 NEW ORLEANS POLICE DEPARTMENT - FURLOUGH EMPLOYEES

6 **MR. LAYRISSON:**

7 Okay. NOPD, the furlough of employees. Who from NOPD would like to speak
8 first to address this issue with the Board?

9 **MR. POURCIAU:**

10 Hello, sir. This is John Pourciau, Mayor Cantrell's Chief of Staff, along with -- with
11 Chief Goodley, to speak to the Board in regards to this issue.

12 **MR. LAYRISSON:**

13 Go ahead, sir.

14 **MR. POURCIAU:**

15 Okay. First of all, thank you all very much for giving us a chance to speak on this.
16 And also, Ms. Abadie, it's always good to hear somebody say my name right without
17 having to try too hard on it, so I appreciate that.

18 So, today, I think from -- from the City's perspective, this is -- this is relatively cut
19 and dry as far as our concern. It -- it's our understanding that there was intended to be a
20 -- a cut in the NOPD supplemental pay based off the fact the City had to endure
21 furlough in regards to budget cuts related to COVID, in that, the furlough situation is
22 being treated like a leave-without-pay situation where it would end up resulting in a
23 reduction in the supplemental pay for our police officers, and we have great concerns
24 about that for several reasons. One of them being that the furlough was a -- was a
25 mandatory piece that our -- our NOPD officers didn't have a choice in -- in taking, but

1 also, giving issues of COVID and all the work that they've had to do in relation to that,
2 but also the hurricane season that we all know was -- was really strong, and we had our
3 NOPD officers that had to work really hard to -- to account for that throughout the year
4 and even preparing for hurricanes that didn't end up coming. And so it was -- it was a
5 really hard year on our officers, and there are just great concerns for us about a furlough
6 situation that was dealt with, in part because of the budgetary cut -- concerns that we
7 had, you know, that -- that related from CARES Act funding issues to -- to getting just
8 the nuts-and-bolts of the stuff on the ground, that -- that those issues, it is unfair for our
9 officers to have to deal with both having to get hit with the furlough and then on top of
10 that getting hit with the reduction in their supplemental pay.

11 **COURT REPORTER:**

12 One second, Mr. Pourciau, you're -- Mr. Pourciau, you're speaking so fast, I need
13 you to slow down.

14 **MR. POURCIAU:**

15 Yes, ma'am. Okay. I'll -- I'll go a little slower, and I apologize if I was motor-
16 mouthing that.

17 I think the -- the basics of the argument for us are that, as we understand it, the -- our
18 furlough officers are being treated as if they were officers with -- who are under a leave-
19 without-pay situation. We believe that a furlough situation is different than a leave-
20 without-pay piece, in that, our officers should not get hit both with the furlough that the
21 City had to put in based off of our budgetary concerns, and then on top of that get hit
22 with the further reduction in their supplemental pay because of the treatment of the
23 supplemental pay as a -- a leave-without-pay situation, which we think is a different
24 thing than our furlough situation.

25 So, with that, I'll --

1 **MR. LAYRISSON:**

2 John?

3 **MR. POURCIAU:**

4 Yes, sir.

5 **MR. LAYRISSON:**

6 This is Chairman Layrisson. If you would, explain some of the specifics of the
7 furlough for the Board, such as, the hours that the officers ended up working., give us
8 the specifics of how -- how that went down.

9 **MR. POURCIAU:**

10 Sure. And -- and, actually, sir, if you don't mind, I'll kick it off to Chief Woodley to
11 -- to explain that a bit more in depth, and he can give you some of those specifics.

12 **MR. GOODLEY:**

13 Good morning, everyone. Thank y'all for y'all's time.

14 **MS. OBY:**

15 One second. Before you answer any of the Board's questions, we'd just like to have
16 our attorney just swear you in so that you're -- you know, swear that you're speaking the
17 truth.

18 **MR. GOODLEY:**

19 Yes, ma'am.

20 **MR. JUNKIN:**

21 Chief, please, raise your right hand.

22 (Witness sworn.)

23 **MS. OBY:**

24 Thank you.

25 **MR. GOODLEY:**

1 All right. Good morning, everyone. On behalf of the City of New Orleans,
2 Honorable Mayor LaToya Cantrell, and the New Orleans Police Superintendent Shaun
3 Ferguson, I would like to thank the Board for just taking the time to review this matter
4 regarding possible reduction in the State supplemental pay for our NOPD officers.

5 The furlough that actually-- that we're actually talking about occurred in the fourth
6 quarter. It was basically six furlough days that had to be incurred by the third -- by the
7 fourth quarter, which was, in essence, a ten percent reduction in pay across the board for
8 all City employees, that applied to the New Orleans Police Department, as well. So
9 what we're looking at right now, those discussions began early on with impacts that it
10 would have had on our officers that relates to accruing sick and furlough days, that
11 relates to like their retirement plans, and also the State supplemental pay.

12 So, back in October, I believe, the discussions started with our HR team, our Human
13 Resources, that actually reached out to the State to see what potential impacts the
14 furlough days would have on the State supplemental pay. They did not get a response
15 back from the State probably until December of 2020, and, actually, the update was
16 made that -- it looks like it would have been prorated to where in the month of February,
17 they would have incurred the -- a prorated pay, in essence, a \$100 reduction from their
18 State supplemental pay for the month of February, being the month that we're talking
19 about right now. So we do believe that that's actually an impact that is no fault of the
20 officers, if you will, but they're still incurring impacts from the furlough days regarding
21 State supplemental pay at this point.

22 So that's really it in a nutshell, and I'm happy to answer any questions if y'all have
23 any.

24 **MR. LAYRISSON:**

25 Conner, do you have anything you want to address on this?

1 **MR. JUNKIN:**

2 Yes, sir. You said it was a six-day --

3 **MR. GOODLEY:**

4 It was six days -- basically, one -- one furlough day for every pay period in the last
5 quarter of 2020, so it equated to six furlough days in total for the last quarter of 2020.

6 **MR. JUNKIN:**

7 Was it six consecutive days?

8 **MR. GOODLEY:**

9 No. It was one per pay period, one per quarter, that's -- one per pay period, which
10 equated to six per that quarter.

11 **MR. JUNKIN:**

12 So -- and you said it was essentially a ten percent reduction in pay effectively, so
13 this wasn't a period of time in which they were just furloughed and furloughed from
14 employment for, say, a week?

15 **MR. GOODLEY:**

16 Negative, no.

17 **MS. OBY:**

18 And I have a question. So these officers stayed at home, you're saying, it's like they
19 did not work and they were not paid?

20 **MR. GOODLEY:**

21 They did work -- given the opportunity to work other incomes, just not on City time,
22 so, in essence, they could have still worked details and things of that nature. So they
23 were still able to earn extra income, if you will, but they just had to have a mandatory
24 furlough day within the pay period for that quarter, one per -- six pay periods, I'm sorry,
25 yeah, for six pay periods, one furlough day for the last quarter of 2020.

1 **MR. JUNKIN:**

2 But on those -- on those furlough days, there was no change in the payroll. They
3 were still -- they still existed on the City's payroll?

4 **MR. GOODLEY:**

5 Absolutely, absolutely. And they -- on that furlough day, they could have actually
6 worked extra income, a detail, if you will, or -- on that side. Like I said, this was no
7 fault of the officers, but they're still facing negative impacts behind the -- the furlough
8 days. So I just wanted to bring that to everybody's attention and thank the Board for
9 reviewing this matter.

10 **MR. JUNKIN:**

11 Do you -- do you recall when the -- you said there was interactions with the City's, I
12 guess, HR department to try to figure out how to organize this. Did -- was the reduction
13 -- reduction in pay and the decision to make it one day per pay period, was that -- was
14 there any alternatives to that, such as having a reduced number of hours per day?

15 **MR. GOODLEY:**

16 That would have been a decision made by -- I think the guidance came through the
17 Chief Administrative Offices on that side about how every City employee would be --
18 furlough days.

19 **MR. POURCIAU:**

20 And just to chime in real quick on that too, sir, so because of the combination of
21 both classified and unclassified folks, it somewhat complicates the -- the issue of a
22 furlough-day situation versus just a reduction-in-hours piece, but if -- you know, I think
23 it was -- it was definitely a situation where the City was trying to look at all potential
24 options to deal with -- with some budgetary cuts.

25 **MR. LAYRISSON:**

1 Conner, do you have a suggestion on where the Board should -- should move
2 forward with this request?

3 **MR. JUNKIN:**

4 I -- I don't really have any suggestions I can make. What I can say is that the
5 Louisiana Administrative Code, the rule states that -- the rule does not specify between a
6 layoff and a furlough, and I believe that decision -- that was considered back in May of
7 2020, during a Board meeting. Section 507 of the Supplemental Pay Rules states that
8 leave without pay is treated the same as a resignation in the Supplemental Pay system,
9 and the -- what's giving me hesitation in this is that it wasn't -- this wasn't some just, you
10 know, they have a week off or something of that nature. It was just the one day per pay
11 period, so it would almost be a -- they would have -- there would be a resignation and a
12 reapplication within 48 of themselves, which seems just needlessly -- needlessly
13 bureaucratic. So the -- the Board would need to make a decision as to whether or not
14 these -- I guess these employees -- if they were going to treat this type of furlough
15 situation, which seems more like a -- just kind of situational reduction in pay rather than
16 a true -- true period of furlough, if they're going -- if they would treat this as a leave
17 without pay that would necessarily be a resignation per the Louisiana Administrative
18 Code rules. But that would be a decision for the Board, whether or not it wanted to treat
19 it like this, or considering the exceptional circumstances in kind of context of this
20 furlough whether or not they wanted to just see if there would need to be -- I don't know
21 if -- prorated reduction in pay or if it just -- if they just needed to -- would need to be
22 waived.

23 I would also note, if -- while the Board is considering that, is that, as per eligibility
24 of pay, the Administrative Code Rule 911 states that there -- the cutoff date is for the
25 16th of the month, so if an employee works through the 16th day of the month, they're

1 eligible for the entire check for the month, that is what the Code Rule says. So if they
2 do believe that this -- the special circumstances of this furlough can essentially be
3 waived within the context of Section 507, leave without pay, then these officers may
4 qualify for the entire -- for their entire supplemental pay check.

5 **MR. LAYRISSON:**

6 Okay. Ternisa, do you have any comment on this?

7 **MS. HUTCHINSON:**

8 No. I'm just listening. I didn't -- based on the original information, I thought it was
9 just kind of like equivalent of leave without pay, but based on what Conner is saying
10 now that -- I'm not -- I'm not sure since it's not clear.

11 **MS. OBY:**

12 I -- I would kind of second what Ternisa is saying. I don't think that our
13 Administrative Rules specifically address a furlough situation, and maybe instead of us
14 trying to make this furlough situation fit into what our rules currently address, maybe as
15 the Board, we need to seek more legal counsel and maybe we need to address updating
16 our Administrative Rules before we make a final decision.

17 **MR. JUNKIN:**

18 To cut in right there, I mean, we can -- the rules are something that can definitely be
19 addressed. However, the -- it would not be -- a change in the rules would not apply
20 retroactively to a decision made by the Board today, and that period -- and that time can
21 take some time.

22 And to clarify what I mean by what -- how this furlough situation, if treated under
23 the current rules as a leave without pay, how that would work procedurally is that for
24 every one of those six days, there would have to be a -- essentially, a notice and new
25 application for each one of these officers for each one of those six days, and as -- as far

1 as the rules were --

2 **MS. GERHART:**

3 If I may, this is Monika Gerhart. I'm the State Relations Director for Mayor
4 Cantrell. I do all the legislative work.

5 And hearing you all grapple with this, I just want to put in context for you, this is
6 something that came up again and again State legislative session. I don't know if you
7 remember Louisiana and the nation experienced a number of protests during 2020, and
8 there were bills pending relative to potential reduction in pay for police -- municipal
9 police statewide, and that was primarily in the context of -- the context of the bills was
10 really about sort of defunding the police, right. Yet, what we heard from jurisdictions
11 statewide is that budgets were decimated by the complete loss of revenue, sales tax
12 revenue, in particular, due to the pandemic, and so jurisdictions statewide are making
13 very, very, very difficult decisions about what to do with their City budgets. So, as John
14 mentioned, you know, everyone is furloughed. I -- I come to work and -- and don't get
15 paid one day every -- every pay period right now. The Mayor comes to work and does
16 not get paid one day every pay period right now.

17 The City of New Orleans, you know, because of its very, very, very difficult
18 situation made a -- made a decision to take NOPD off the furlough for 2021, right, but
19 that came at -- comes at a cost to everybody. And so I know that cities like Baton
20 Rouge have not yet had to make these furloughs. You know, we hope that sales taxes
21 resume, that we make it through these pandemics together, but as a member of the
22 Louisiana Municipal Association, you know, we work closely with the Sheriff's
23 Association, the Police Juries Association, what we hear from jurisdictions statewide is
24 that everyone is similarly situated. The city budgets are in -- just a very tough spot.

25 So, in the context of the Louisiana legislature, the debate was, look, we're doing

1 everything that we can to protect our officers and our officers' budgets, but at that same
2 time, the pandemic is real, right, and the loss of revenue is real.

3 And so I just wanted to add that, that this conversation that you're having in terms of
4 these extenuating circumstances is not the first time that this has come up, and these are
5 issues that I think a lot of folks are grappling with.

6 **MR. LAYRISSON:**

7 Okay. This is Chairman Layrisson, again. Candace and Ternisa, when we -- when I
8 looked at this prior to this meeting, you know, we were looking at the Administrative
9 Rules of leave without pay. Conner has brought up some additional points that I was
10 not aware of. From what I understand, and, Conner, correct me if I'm wrong, but there's
11 nothing in our Administrative Rules that applies to furloughs, and I think -- go ahead,
12 Conner.

13 **MR. JUNKIN:**

14 I was just going to say, the word "furlough" does not appear. The section is --
15 Section 507 is regard to leave without pay. I mean, getting down to the nuts and bolts of
16 it, I mean, a furlough by definition is a leave of absence in which the individual doesn't
17 get paid, but, like I said, there's -- there's extenuating circumstances that can be taken
18 into consideration by the Board here.

19 **MR. LAYRISSON:**

20 Yeah. Given these circumstances and due to the fact that there is nothing that says
21 that they're not eligible because of furloughs, obviously, we need to address amending
22 our Administrative Rules, but it is my opinion that these officers are eligible, and I'm
23 going to make a motion that we approve the full pay for the New Orleans Police
24 Department officers.

25 **MS. HUTCHINSON:**

1 I'll make a --

2 **MR. LAYRISSON:**

3 If you're not comfortable with that, you can amend it.

4 **MS. HUTCHINSON:**

5 I'll make a motion to approve based on the furlough was not consecutive dates and
6 so those officers didn't have a like -- like a lapse. I think probably what's intended is
7 that a person is not working for a period of time. So I'll make a motion to approve --
8 second.

9 **MR. LAYRISSON:**

10 All in favor?

11 (All aye.)

12 **MR. LAYRISSON:**

13 Okay. Motion carries.

14 **MR. POURCIAU:**

15 Thank you all so much. We really appreciate it.

16 **MR. LAYRISSON:**

17 You're welcome. Y'all have a good day.

18 **MR. GOODLEY:**

19 Thank you so much. Thank you, Chief Layrisson. Thank you, Board members.
20 Thank y'all for y'all consideration.

21 **OLD BUSINESS**

22 KENNER POLICE DEPARTMENT

23 **MR. LAYRISSON:**

24 Okay. Moving on to the -- back to Old Business. The first item on the agenda is
25 the Kenner Police Department.

1 **MS. OBY:**

2 Okay. So does everyone have the recommendation from Conner, our attorney; did
3 everyone receive that?

4 **MR. JUNKIN:**

5 And just as a quick brief, it's like that -- that memorandum. Have y'all -- have the
6 representatives been let in?

7 **MS. OBY:**

8 Yes. They are in, so -- yeah, that is --

9 **MR. JUNKIN:**

10 What I wanted to say is that that memorandum is -- that's an internal memorandum
11 that is subject to the attorney-client privilege that was submitted to the Board. The
12 Board may waive that privilege and offer it, but I just needed to make that clear on the
13 record.

14 **MS. OBY:**

15 Yeah. Has -- has -- Ternisa and Bry, were you able to read that? That was the --
16 the email that Conner sent out on the 26th. If you need me to send it --

17 **MR. LAYRISSON:**

18 I have reviewed it.

19 **MS. OBY:**

20 Okay. If you need me to send it to you, Ternisa, I can send it to you right quick.

21 **MS. HUTCHINSON:**

22 Yes, that's fine.

23 **MS. OBY:**

24 Do you see that from Conner?

25 **MR. JUNKIN:**

1 It was sent on the 26th. I don't know if it -- if it went out to them. I apologize for
2 that.

3 **MS. OBY:**

4 I may -- it may have come from -- from me. Maybe I forwarded it to you. I'm
5 going to send it to you right quick.

6 **MS. HUTCHINSON:**

7 Yeah.

8 **MS. OBY:**

9 It's kind of long, but --

10 **MR. LAYRISSON:**

11 Do we need to -- I'm sorry. Conner, do we need to make a motion to move it, or
12 can we just allow Candace to summarize it for the parties involved?

13 **MS. OBY:**

14 Actually, Ternisa, it's probably in that email -- it's in the email I sent y'all yesterday
15 evening.

16 **MS. HUTCHINSON:**

17 Let's see.

18 **MR. JUNKIN:**

19 Just to briefly -- Chief Layrisson, to answer your question, I believe you're
20 reference the attorney-client privilege?

21 **MR. LAYRISSON:**

22 Correct.

23 **MR. JUNKIN:**

24 Okay. The -- it doesn't -- I can say it would probably likely be wise to do it by
25 motion. However, that would be for essentially disclosure of the entire -- or subject --

1 regarding the release of the memorandum itself. If you want to -- if you want to discuss
2 what was -- what was -- you were advised of, that's perfectly fine. You probably do not
3 need a motion for that, but if you were to release the entire memorandum itself, that
4 would -- it probably would be wise to do -- do a motion to waive that privilege.

5 **MR. LAYRISSON:**

6 Candace, are you comfortable with just giving a brief summary on it to the parties
7 involved? I think that will speed up this whole process.

8 **MS. OBY:**

9 Yeah, that's fine. And -- and, Conner, correct me if I'm wrong, do we have to
10 waive attorney -- the client-attorney privilege just to -- to speak on it?

11 **MR. JUNKIN:**

12 No. If you're just -- if you're just speaking about what was advised to you, then
13 that's fine.

14 **MS. OBY:**

15 Okay. Okay. Yeah. I --

16 **MR. JUNKIN:**

17 And this way, if you speak -- if you do speak up, I mean, it is something that can
18 just be waived by you speaking it, so if -- well, the main thing that I was trying to point
19 to -- or concerned was the release of the full memorandum itself. But if you just want
20 to discuss the contents, you can do that, and I can correct you whenever needed.

21 **MS. OBY:**

22 Okay. Yeah. Let's just do that. I did send it to you, Ternisa.

23 **MS. HUTCHINSON:**

24 I just got it.

25 **MS. OBY:**

1 **MS. TESSIER:**

2 If it's not in there, no.

3 **MS. OBY:**

4 Because it looks like all of these are correctional officers for Kenner PD.

5 **MR. LAYRISSON:**

6 Well, we have the chief on here. Let's have the chief speak and see if he can
7 describe their job duties. The main thing, are they full time, what's their job
8 description, and do they have arrest authority?

9 **MS. OBY:**

10 Chief?

11 **MR. GLASER:**

12 Yes. Do you want to me in?

13 **MS. OBY:**

14 Yeah. Conner, can you swear Chief Glaser in?

15 **MR. JUNKIN:**

16 Chief, please, raise your right hand.

17 (Witness sworn.)

18 **MR. GLASER:**

19 Yes. The correctional peace officers we have here at the Kenner Police Department
20 are all full-time employees. Their primary job duties is to work in our jail. They are
21 eligible to work, you know, off-duty details. They have full arrest powers. They're just
22 classified in the jail under our Civil Service system, that's -- that's what they carry. But
23 they have full arrest powers, and they're full time.

24 **MS. OBY:**

25 And these -- these officers all have their Basic Certificate, correct, or is it the Peace

1 Officer's Certificate?

2 **MR. GLASER:**

3 They have the P.O.S.T. Certificate.

4 **MS. OBY:**

5 P.O.S.T., okay.

6 **MR. GLASER:**

7 We send every one of them through our, you know, full-time academy. It's not just
8 the correctional academy.

9 **MS. OBY:**

10 Do y'all have any questions, Bry or Ternisa?

11 **MR. LAYRISSON:**

12 No, I'm fine. Ternisa, do you have anything?

13 **MS. HUTCHINSON:**

14 No.

15 **MS. OBY:**

16 I just -- one other question. I know you said that their main duties are at the jail, so
17 would you say their primary duties, are -- are jail duty -- you know, at the jail, and that
18 they can arrest and those types of things?

19 **MR. GLASER:**

20 That's correct. Yes, they work in -- they primarily work in the jail.

21 **MR. LAYRISSON:**

22 Conner, did you feel that they are eligible?

23 **MR. JUNKIN:**

24 I -- my position as counsel, I'm a nonvoting member of the Board, so I -- I can only
25 advise.

1 **MR. LAYRISSON:**

2 Okay. Well, these officers are full time. They have the -- have graduated the
3 P.O.S.T. academy, and, as the Chief stated, they do have arrest authority. They do
4 work things outside of the jail. They do make arrests, interview, and interrogations,
5 and what not inside of the jail. So I make a motion that we approve the three
6 correctional officers from the Kenner Police Department.

7 **MS. DEBENEDETTO:**

8 And I just want to say, you know, historically, it's been the primarily hired to
9 perform and what they spent the major portion of their time doing.

10 **MR. LAYRISSON:**

11 Well, it looks like my --

12 **MS. OBY:**

13 And I was going to say --

14 **MR. LAYRISSON:**

15 -- motion has failed for a lack of a second.

16 **MS. OBY:**

17 I was going to say, I mean, I just go back to that the statute does specifically say
18 that their primary duties -- I'm trying to find that. Conner, do you know exactly where
19 that is?

20 **MR. JUNKIN:**

21 Essentially, what we're looking at is Louisiana Revised Statute 40:1667.1(c)(1), (2),
22 and (3). Subsection C, overall, is where we can have the consideration of duties for
23 eligibility. So the -- to boil it down, it's the full-time basis -- it says, for example,
24 Section (c)(1) says, any person employed on a full-time basis by any municipality or
25 tribe and all of whose compensation out of public funds is paid solely from municipal

1 or tribal funds for full-time work as a duly-commissioned law enforcement officer for
2 the performance of primary duties which encompass the enforcement of State laws and
3 municipal or tribal ordinances, including actual enforcement of State and local traffic
4 laws, making a physical arrest, testifying in court, bearing arms, and other like
5 functions. Of course, that is just (c)(1).

6 You can also -- perhaps I can guide you to (c)(3), which states any person employed
7 on a full-time basis, et cetera, for full-time work as a duly-commissioned law
8 enforcement officer in providing necessary services to line officers in the performance
9 of their duties.

10 There's an addition seven other -- I'm sorry -- eight other subsections there that you
11 can read. However, Subsection (c)(1) and (c)(3) are likely the most applicable, but that
12 is where the statute guides us for eligibility determinations. So it does say employed
13 full time and performance of primary duties.

14 **MR. LAYRISSON:**

15 What do we define as primary duties?

16 **MS. OBY:**

17 Well, the Chief --

18 **MR. LAYRISSON:**

19 Well, but it doesn't make it the primary duties as a patrol officer or -- they're full-
20 time employees paid by the municipality who meets the P.O.S.T. requirements whose
21 primary duties are in law enforcement. They are -- that's their primary duties. It
22 doesn't specify that correctional officers aren't eligible.

23 We'll give five seconds for a second, and if no second, then the motion fails.

24 Okay. The motion fails.

25 **MR. JUNKIN:**

1 As a quick -- as a quick insight, I'll just -- there's not necessarily a time requirement
2 for a second. The other members needed some additional --

3 **MS. OBY:**

4 Just reading the -- you know, the statute that says that their primary duties should
5 encompass the enforcement of State laws that include the actual enforcement of local
6 traffic laws and making physical arrests, that part just, you know, makes me feel like
7 they don't really fit into -- their primary duties do not include actual enforcement of
8 traffic laws and making physical arrests and testifying in court. Their primary duties
9 are maintaining the jail, is what --

10 **MR. LAYRISSON:**

11 I would second that with -- you're correct on the traffic, but their primary duties are
12 making arrests and they do testify in court. They make arrests for illegal contraband
13 within the facilities. They make arrests for cell phones and what not being brought into
14 the facilities.

15 **MR. JUNKIN:**

16 I was going to briefly step in and say, Candace, you are correct in your citing to
17 Subsection (c)(1). However, you -- you can also consider Subsection (c)(3) which was
18 providing necessary services to line officers in the performance of their duties. That
19 may be also something that the Board might want to consider.

20 **MS. OBY:**

21 Chief, do your officers provide necessary services to line officers in performance of
22 their duties to these officers?

23 **MR. GLASER:**

24 Yes. Yes. With every arrest that's made, they do the -- you know, the criminal
25 history run on -- for the police officer, interview them on intake. It all goes in the

1 officer's report. So, you know, the jailers do all the searches, you know, once the
2 officer releases them to them in the jail and before they're put into a holding tank and/or
3 a cell.

4 **MS. OBY:**

5 Okay. Well, with that information, I'll go ahead and second Bry's motion to accept
6 the applications under Subsection (c)(3), that they provide the necessary services to line
7 officers.

8 **MR. LAYRISSON:**

9 All in favor, certify by saying "aye."

10 (All aye.)

11 **MR. LAYRISSON:**

12 The motion carries.

13 Thank you, Chief. Have a good day.

14 **MS. OBY:**

15 And that -- and I don't know if that needs to go on record, we're approving
16 Elizabeth Dennis, Troy Eierman, and Michael Morey.

17 **MORGAN CITY POLICE DEPARTMENT**

18 TAMMY ASHLEY, LANCE RICHARD, AND KIMBERLY WINTHROW

19 **MR. LAYRISSON:**

20 Are we ready to move forward?

21 **MS. HUTCHINSON:**

22 Yes.

23 **MR. LAYRISSON:**

24 Okay. The next item on the agenda is the Morgan City Police Department. Do we
25 have any representatives from this department?

1 (No response.)

2 **MR. LAYRISSON:**

3 Do we have any job descriptions on these three applicants?

4 **MS. OBY:**

5 We don't -- I don't know if we have job descriptions, but I do want to bring up the
6 fact that these particular officers do not have the Basic P.O.S.T. It looks like they only
7 have the Basic Correctional Peace Officer Certificate.

8 **MR. LAYRISSON:**

9 And I don't have Conner's opinion in front of me, but what did that address on that
10 Basic Peace Officer versus -- in regards to eligibility?

11 **MR. JUNKIN:**

12 The opinion didn't address necessarily the P.O.S.T -- sorry -- the -- the difference
13 varieties of certification letter, essentially, because what the statute says is that they
14 must be -- have completed and passed a Council-certified training program as defined
15 in Revised Statute 40:2405. So, if their certification is one of the P.O.S.T. certified is a
16 certified training program, then it may qualify, but it did not address --

17 **MR. LAYRISSON:**

18 Without any job descriptions, I don't think we can make a vote on it.

19 **MS. OBY:**

20 It does look like they do have job descriptions for -- for these Morgan City --

21 **MS. TESSIER:**

22 These three do have a job description attached.

23 **MR. LAYRISSON:**

24 Okay.

25 **MS. OBY:**

1 And it's a correctional officer is what -- I just don't understand -- you know, the
2 decision we made with Kenner, you know, they were all P.O.S.T. certified with their
3 Basic P.O.S.T. I don't agree -- it's definitely different, right, the certification?

4 **MR. LAYRISSON:**

5 Absolutely, absolutely.

6 **MS. OBY:**

7 Conner, do you know where -- I know I'm asking, you probably -- don't look for it.
8 I have the statute in front of me. Do you know where it talks about the P.O.S.T.
9 certificates and the different --

10 **MR. JUNKIN:**

11 Well, I can tell you that I'm looking at some of the applications in the packet that
12 was submitted, and the certification, for example, that was submitted with Lance
13 Richard, it does have the signature from -- his certificate does have in the top left does
14 have the P.O.S.T. Council -- P.O.S.T. Council watermark, essentially, and a signature
15 by the governor and the chairman. So it is -- whatever -- whatever the program that he
16 made his certification from does appear to have been approved by the P.O.S.T. Council
17 for any additional, you know, proof of authorization or certification from the P.O.S.T.
18 Council. We would have to reach out to them regarding what these training programs
19 are that they were certified under.

20 **MS. OBY:**

21 Doesn't -- I thought that the statute specifically addressed these different types of
22 P.O.S.T.s.

23 **MS. DEBENEDETTO:**

24 No, Candace, I don't believe that it does.

25 **MS. OBY:**

1 It doesn't?

2 **MS. DEBENEDETTO:**

3 No.

4 **MS. OBY:**

5 Okay.

6 **MS. DEBENEDETTO:**

7 And, frankly, I think the classes have changed since we did our schedule way back
8 when. We really need to get some direction from P.O.S.T. as to what the -- the
9 different classifications that they issue, what exactly are they issuing. Why is there a
10 difference? Why, you know --

11 **MR. JUNKIN:**

12 And, regardless of that, 40:1667.1(a)(1) the only requirement is that it's a --
13 completed and passed a Council-certified training program. It doesn't --

14 **MS. OBY:**

15 It says, provided through R.S. 40.2405. So do we know what that statute refers to?
16 No?

17 **MR. JUNKIN:**

18 Yes. You can -- you can pull that up, and let's see.

19 **MS. OBY:**

20 I'm going to say -- I'm just going to say -- I'm going to say I make a motion that we
21 deny -- I mean, we deny these applications based on the fact that they do not have the
22 Basic P.O.S.T. certificate.

23 **MS. HUTCHINSON:**

24 I'll second.

25 **MR. LAYRISSON:**

1 Give me one second, because they -- which one are we looking at? They sent in
2 some letters that --

3 **MR. JUNKIN:**

4 I would note that on the applications it does -- the check mark is -- has that they
5 said they've been P.O.S.T. certified. Granted, that might be a misunderstanding of what
6 they -- but I'll point that out.

7 **MS. OBY:**

8 Right. It's just a different type of certification. It's not -- it's my understanding it's
9 not as detailed and rigorous as the Basic P.O.S.T.

10 **MR. LAYRISSON:**

11 There's three levels, Basic Law Enforcement, Basic Correctional Peace Officer, and
12 then certification for jailer training officers.

13 So we have a motion and a second. Let's have a vote on it. All those in favor of the
14 motion, certify by saying "aye."

15 (All aye.)

16 **MR. LAYRISSON:**

17 The motion carries.

18 **NEW BUSINESS**

19 COVINGTON POLICE DEPARTMENT

20 JAMES LABONTE

21 **MR. LAYRISSON:**

22 The next item on the agenda under New Business is the Covington Police
23 Department.

24 **MS. TESSIER:**

25 So this officer was approved at our November Board meeting, and he is receiving

1 supplemental pay now. However, his chief notified us that they had submitted the
2 incorrect employment dates, so we are just changing his effective date. His original
3 effective date was November 23rd of '20, and the correct date should have been May
4 14th of '20. So he's due some back pay.

5 **MS. OBY:**

6 I'll make a motion to accept the amended effective date.

7 **MR. LAYRISSON:**

8 I'll second that motion.

9 All in favor, certify by saying "aye."

10 (All aye.)

11 **MR. LAYRISSON:**

12 The motion carries.

13 Before we move on to the next item, Conner, I would like you to look into the issue
14 with Morgan City Police Department for me, please, because I'm looking on the back
15 of the City of Covington's application and it gives the four different levels of P.O.S.T
16 certifications.

17 **MR. JUNKIN:**

18 Yeah. What -- what exactly are you asking --

19 **MR. LAYRISSON:**

20 I would just like -- I'm asking you how do these four different P.O.S.T.
21 certifications, which ones will be eligible to receive supplemental pay if their job
22 descriptions meet the requirements.

23 **MR. JUNKIN:**

24 I -- I can --

25 **MR. LAYRISSON:**

1 That's just something -- yeah, there's four different ones. Just so we clarify this for
2 the Board in the future, I need you to try to determine which ones are eligible for
3 supplemental pay and which are not.

4 **MS. OBY:**

5 And we may need to get with P.O.S.T., like what Kay -- Kay was saying, we may
6 need to get with P.O.S.T. and get some clarifications on, you know, what each
7 certification entails. Because, yeah, I think it does need to be more clear for us to
8 make, you know, the right decision.

9 **MS. DEBENEDETTO:**

10 Chief and Conner, I am in the process of trying to get that working to both clarify
11 the levels of P.O.S.T. and, you know, Conner, we'll pass all that by you to, you know,
12 make sure we're looking at it correctly. This form that you're looking at is very old. I
13 did this back in the -- in the '90s probably. So I did look and see that there are some
14 differences now on what the P.O.S.T. Council has, and I am planning on getting with
15 someone and getting -- at P.O.S.T. and getting them to give us clarification on their
16 different levels, the training it's composed of, and then we may have to make some
17 changes to our Administrative Rules and/or the statutes based on that.

18 **MS. OBY:**

19 I was going to say, maybe we can even get a legal opinion or like Attorney
20 General's opinion on, do all of these P.O.S.T. certificates qualify, you know, according
21 to the statute, or only the Basic. You know, it's my understanding that they have to
22 have the Basic P.O.S.T., that is what the requirements are. But Morgan City is -- you
23 know, they can always request us to -- you know, since we've denied them, they can
24 always ask us to re -- they can always appeal it to the Board.

25 **MR. LAYRISSON:**

1 have the Basic P.O.S.T. certificate. He has the Basic Correctional Peace Officers
2 certificate. They have -- there is a job description in there, and it is for a corrections
3 officer.

4 **MS. OBY:**

5 Okay. Is this the one that they said his -- his job title is a -- is a dispatcher?

6 **MS. TESSIER:**

7 That's right.

8 **MS. OBY:**

9 But the job description says they are a correctional officer?

10 **MS. TESSIER:**

11 That's correct.

12 **MS. DEBENEDETTO:**

13 The commission is as a communications officer.

14 **MR. LAYRISSON:**

15 According -- if I'm reading this correctly, according to the minutes from the
16 Council meeting, he was hired as a full-time dispatcher, but then there was a motion
17 and a second to hire him as a full-time dispatcher.

18 **MS. OBY:**

19 Wait. A dispatcher qualifies specifically in statute. I think my issue would be is
20 that they don't have, again, the Basic P.O.S.T. They have the -- this Basic Peace
21 Officers Certificate.

22 **MS. HUTCHINSON:**

23 And is he a dispatcher? What are his job duties?

24 **MR. LAYRISSON:**

25 According to his commission he is a corrections officer.

1 **MS. HUTCHINSON:**

2 Right. A communications officer. So is he dispatcher, communications officer, or
3 correction -- correctional officer?

4 **MS. TESSIER:**

5 I have an email here, and that didn't make it into your packet. I don't know how.
6 I'm sorry. But the email from the chief says that he is a dispatcher and corrections
7 officer. All of my dispatchers are commissioned as corrections officers as soon as they
8 complete the corrections academy. So he's both.

9 **MS. HUTCHINSON:**

10 Okay. So he does not have the --

11 **MR. LAYRISSON:**

12 What this probably -- excuse me. I'm sorry.

13 **MS. HUTCHINSON:**

14 You can go ahead.

15 **MR. LAYRISSON:**

16 What this probably is is a small department that has a jail, and the corrections
17 officers -- I mean, the dispatchers have to serve as the corrections officers, as well. But
18 I don't believe he has the correct P.O.S.T. certificate; is that right?

19 **MS. OBY:**

20 That's correct. He -- he doesn't have the -- the P.O.S.T. for patrol -- like a patrol
21 officer. He has the P.O.S.T. for -- for corrections officer.

22 **MS. HUTCHINSON:**

23 I'll make a motion to deny based on not having the correct P.O.S.T. certification.

24 **MS. OBY:**

25 I second.

1 **MR. LAYRISSON:**

2 All those in favor, certify by saying "aye."

3 (All aye.)

4 **MR. LAYRISSON:**

5 The motion passes.

6 THIBODAUX POLICE DEPARTMENT

7 RYAN ORDOYNE

8 **MR. LAYRISSON:**

9 The next item on the agenda is the Thibodaux Police Department.

10 **MS. TESSIER:**

11 This is Officer Ryan Ordoyne, and he is a trustee guard. He has a Basic P.O.S.T.
12 Certificate.

13 **MS. OBY:**

14 Do we have someone here from Thibodaux?

15 **MR. ZERINGUE:**

16 Yes, ma'am. You've got the chief, Chief Zeringue, Thibodaux PD. Can you hear
17 me?

18 **MS. OBY:**

19 Yes.

20 **MR. LAYRISSON:**

21 Chief, would you like to describe his job?

22 **MR. ZERINGUE:**

23 Yes, sir. Basically, I think y'all have a copy of the job description. That job
24 description is -- HR put the job descriptions together, and that's an old job description
25 before -- that was in place before I became chief.

1 Once I became chief, I made sure that any trustee guard went through the P.O.S.T.
2 academy and got certified as P.O.S.T. so they have all police powers. They oversee
3 trustees while trustees are performing their duties. And some of the things that are
4 listed in that brief job description at the time is what they oversee with the trustees.
5 And I also utilize them outside of that to assist with shifts if needed and also work
6 detail, et cetera.

7 **MS. OBY:**

8 Yeah. And if y'all look at Page 50 -- it looks like it's on Page 58 of 105 of that .pdf
9 with all the applications.

10 **MS. DEBENEDETTO:**

11 Also, it seems his commission is as a -- it's a noncommissioned employee.

12 **MS. HUTCHINSON:**

13 Right.

14 **MR. LAYRISSON:**

15 I did see that.

16 **MR. ZERINGUE:**

17 Yeah. He is commissioned though. He is a commissioned employee. He is a
18 commissioned employee. I don't know why the ID has that on it. I'd have to check on
19 that, but he has -- he has went through the P.O.S.T. academy. He's certified. He -- he's
20 trained like every other officer yearly. And also I've got them doing extra training
21 outside of what is required.

22 **MS. HUTCHINSON:**

23 Could we make a motion to defer until we get the updated information, like the
24 updated job description, the updated and correct cards that show that he's a
25 commissioned employee that -- what he actually does? Because, based on the job

1 description, I would vote to deny this person, but based on what you're saying, it's
2 something totally different than the job description itself.

3 **MR. ZERINGUE:**

4 Correct. And I have -- and I have been working with HR to correct some of these
5 job descriptions. I started with the captains and started working my way down. So
6 right now, we -- you know, we're taking them bit by bit. I just hadn't gotten to this --
7 this particular job description, and there's a lot of other job descriptions that have to be
8 changed. But, like I said, this is all old descriptions that was in here way before I
9 became chief. But I -- I understand, and I can accept that and get that corrected and get
10 that back to you.

11 **MR. LAYRISSON:**

12 Yeah. Chief, we're going to -- we're going to table this matter, make sure that we
13 get a detailed job description, and check on his commission because --

14 **MR. ZERINGUE:**

15 I will.

16 **MR. LAYRISSON:**

17 -- I looked at that commission, it doesn't look like he has arrest authority.

18 **MR. ZERINGUE:**

19 Okay. I'll take care of that.

20 **MR. LAYRISSON:**

21 Okay. You have a good day.

22 **MR. ZERINGUE:**

23 Y'all too. Thanks.

24 **MS. HUTCHINSON:**

25 I did make a motion to defer it.

1 **MS. OBY:**

2 I second.

3 **MR. LAYRISSON:**

4 All right. All in favor?

5 (All aye.)

6 **MR. LAYRISSON:**

7 The motion carries.

8 ZACHARY POLICE DEPARTMENT

9 MAUREEN ALLEN, SHELBY FAZZIO, AND

10 ERIKA TEASETT, SHAWNTELL TEASETT

11 **MR. LAYRISSON:**

12 The next item on the agenda is the Zachary Police Department.

13 **MS. TESSIER:**

14 We have four officers from Zachary, and Zachary is requesting that we reimburse
15 them for supplemental pay that they paid to these officers.

16 **MS. OBY:**

17 It looks like Zachary may have either terminated or suspended these officers, and
18 then they went to Civil Service and Civil Service reversed that decision.

19 **MS. TESSIER:**

20 Yes.

21 **MS. OBY:**

22 Do we have that Civil Service paperwork?

23 **MS. TESSIER:**

24 Yes, y'all do.

25 **MR. JUNKIN:**

1 Can anyone point me to -- is there anywhere in these -- in this packet that was
2 submitted that they have any proof of P.O.S.T. certification?

3 **MS. OBY:**

4 These officers from Zachary?

5 **MR. JUNKIN:**

6 Yeah.

7 **MS. OBY:**

8 I don't think -- that wouldn't have been -- they were already approved, right?

9 **MS. TESSIER:**

10 Right. They had already been approved, so I did not include that in this packet.

11 **MS. HUTCHINSON:**

12 They were -- they just weren't paid because they were -- they had the disciplinary
13 action for which was then later rescinded, right?

14 **MS. TESSIER:**

15 Right.

16 **MS. HUTCHINSON:**

17 So Zachary is looking to get reimbursed because they went ahead and paid them as
18 opposed to asking us to pay them.

19 **MS. TESSIER:**

20 That's right, yes.

21 **MS. HUTCHINSON:**

22 And we did not pay them, Candace? I'm making sure we did not pay them during
23 that time?

24 **MS. OBY:**

25 Soonie, Candy, can y'all -- y'all verified that they were not paid?

1 **MS. DIEZ:**

2 I didn't.

3 **MS. TESSIER:**

4 I did not verify that, but I will verify that.

5 **MS. HUTCHINSON:**

6 If they've already been paid by us.

7 **MS. OBY:**

8 Yeah.

9 **MR. JUNKIN:**

10 Well, what are -- what are these required preemployment --

11 **MS. DEBENEDETTO:**

12 Conner, just for some historical, this is the first time you've been exposed to this
13 one, in the past when someone has been suspended or terminated for one reason or
14 another by the town, someone who was currently receiving supplemental pay, and then
15 that was overturned by their Civil Service Commission, if the town was responsible for
16 paying them back their supplemental pay that had been lost, but we -- the Board would
17 consider payment to the town if -- after the town had repaid them according to their
18 Civil Service decision and they wanted to appeal to the Board for some reimbursement
19 of the expenses that they had paid. This is this situation.

20 **MS. OBY:**

21 Yeah. And my -- I see it. I see the Board's decision. It's on Page 71. I would
22 make a motion that we reimburse the town, and let our administrative offices verify that
23 the officers had not already been paid for that time.

24 **MR. LAYRISSON:**

25 I'll second that motion.

1 All in favor --

2 **MR. JUNKIN:**

3 So --

4 **MR. LAYRISSON:**

5 Oh, go ahead, Conner.

6 **MR. JUNKIN:**

7 Well, I just had a brief question. So in this -- in this situation there are emergency
8 hired, and then once they are emergency hired, they -- apparently, they're saying they
9 had P.O.S.T. certification, and then immediately get put on -- they immediately getting
10 commissioned, regardless of their pre -- preemployment capacity? Like they're
11 commissioned officers?

12 **MR. LAYRISSON:**

13 Yes. What this is, is these are commissioned officers, they get terminated by a
14 Civil Service department. When they go to appeal it before the Civil Service Board,
15 they -- they get back pay -- they win the case, they get back pay from the city, and the
16 city has -- in that back pay, the city has to pay the three to six months of supplemental
17 pay, so they go right back to patrol officer, sergeant, whatever their original title was.
18 And now the municipality is trying to seek back pay back from the Board.

19 **MS. OBY:**

20 Conner, where do you see they were hired for emergency reasons? Is that in the --

21 **MR. JUNKIN:**

22 I know on, say, Page -- say, Page 73 for Shelby Fazzio.

23 **MS. TESSIER:**

24 Yeah. She's the only one.

25 **MR. JUNKIN:**

1 Oh, okay. It just happened to be the one I was looking at.

2 **MS. TESSIER:**

3 Uh-huh.

4 **MR. JUNKIN:**

5 Okay.

6 **MS. OBY:**

7 So her application was submitted and approved at a Board meeting already, correct?

8 **MS. TESSIER:**

9 Are you asking me?

10 **MS. OBY:**

11 Yeah.

12 **MS. TESSIER:**

13 I'm assuming since they were -- they were officers, yes. These officers have all
14 resigned.

15 **MS. OBY:**

16 Okay.

17 **MR. JUNKIN:**

18 Correct. This is just for back pay -- this is just reimbursing, essentially, the --

19 **MS. TESSIER:**

20 The town, right.

21 **MR. JUNKIN:**

22 -- the town for supplemental pay that they issued? Why -- if they would have
23 already applied for it, then why wouldn't they have been paid by the Supplemental Pay
24 Board?

25 **MS. OBY:**

1 Because the town notified us that they were terminated.

2 **MR. JUNKIN:**

3 I'm saying if we're reimbursing them.

4 **MS. OBY:**

5 Because they -- they weren't paid while -- you know, between the dates --

6 **MR. JUNKIN:**

7 Well, I think, if Ms. Fazzio had already applied and had already been approved,
8 wouldn't pay have been issued at some point following that from the Board?

9 **MS. TESSIER:**

10 Yes. But then she was laid off, so she wasn't paid while she was laid off.

11 **MR. JUNKIN:**

12 So was she approved and then immediately laid off? When was she approved?

13 **MS. TESSIER:**

14 That, I don't know.

15 **MR. MCDAVID:**

16 Can I speak? Maybe I can clarify it.

17 **MS. OBY:**

18 Yes. Do you want to swear him in, Conner?

19 **MR. JUNKIN:**

20 Yeah. Raise your right hand.

21 (Witness sworn.)

22 **MR. MCDAVID:**

23 Chief David McDavid, Zachary PD. The employees, Shawntell Teasett, Maureen
24 Allen, Shelby Fazzio, had over probably ten to fifteen, twenty years employment.

25 Erika Teasett was here about three years. They were disciplined during the time of

1 COVID. During that time also, we were in the process of turning our dispatch
2 communications division over to East Baton Rouge Parish Sheriff's Department due to
3 better resources and to save the city over \$100,000. They were disciplined during this
4 time due to a violation of policy and procedures. At that -- as they came back on duty,
5 we had that layoff. During our agreement, during their appeal, we agreed to let them
6 resign and come back.

7 Now, Shelby Fazzio was a communications officer who was P.O.S.T. certified,
8 wanted to apply to go on the road. She was given the opportunity to take the test and --
9 but she had failed the test and was not hired -- rehired.

10 **MS. OBY:**

11 So do we have -- we don't have -- she was never approved for supplemental pay?

12 **MR. MCDAVID:**

13 Yes, she was. She was a communications officer for probably 12 years. When she
14 was laid off, she was approved to --

15 **MR. JUNKIN:**

16 Okay. So --

17 **MR. MCDAVID:**

18 When she got disciplined and laid off, she was coming back on the road as a police
19 officer, moving from one division to the next, and when she went to take her
20 preemployment test, she failed the -- the test and was not rehired.

21 **MR. JUNKIN:**

22 Okay. So my understanding of what happened is that these -- these were actually
23 long -- long-term employees prior to this and then sometime mid-2020, they got laid
24 off, so that's -- and so that would have caused supplemental pay to be suspended.
25 However, some months later, it was October or whatever, the -- basically, that layoff

1 was rescinded and instead -- they were retroactively reinstated and then resigned
2 voluntarily?

3 **MR. MCDAVID:**

4 No. They were disciplined first, and then we had the layoff. And during the
5 disciplinary hearing, they agreed to resign and we moved forward from there, and we
6 rescinded the disciplinary action.

7 **MR. JUNKIN:**

8 Okay. But also -- did that also rescind the layoff?

9 **MR. MCDAVID:**

10 Yes. They are no longer employed here.

11 **MS. DEBENEDETTO:**

12 But the time that you paid them for, they were still employed, but they had been
13 disciplined and did not receive pay from you or pay from supplemental pay and you
14 had to pay that back as a result of the court appeal?

15 **MR. MCDAVID:**

16 No, a result of the -- coming to agreement with the four employees and -- and the
17 City of Zachary where we rescinded their disciplinary action and was allowed to come
18 back and then they resigned.

19 **MR. JUNKIN:**

20 What I'm -- see, the -- the way I'm looking at it is, and I'm looking at Page 89 for --
21 for following along, is that, for example, on Erika Teasett was terminated July 13th,
22 and I guess that's the result of a disciplinary action, and then she appealed that and was
23 reinstated back to July 13th date. So, rather than being a leave without pay or a
24 termination as months between July 13th and October 17th, the city -- the City of
25 Zachary had paid them supplemental pay and are now requesting reimbursement of that

1 because her resignation is now October 17th, rather than July 13th termination day,
2 which supplemental pay would have stopped paying her on.

3 **MR. LAYRISSON:**

4 Are we ready to make a motion on this?

5 **MR. JUNKIN:**

6 I'm not sure if everybody followed that.

7 **MS. OBY:**

8 Yeah. I just -- I just kind of want our admin staff to maybe pull some more
9 information on like exactly when they were hired and all of that and what they weren't
10 paid versus what the town did pay them before we make a decision to --

11 **MR. LAYRISSON:**

12 Okay. Well, I make a motion that we move this item to the next meeting so that the
13 staff can look into it further.

14 **MS. OBY:**

15 Okay. Chief, we'll -- we'll hear this at the next Board meeting and let you know the
16 date and time.

17 **MR. MCDAVID:**

18 Okay. Thank y'all very much for your time.

19 **MS. OBY:**

20 Thank you.

21 **MR. LAYRISSON:**

22 Do we have a second?

23 **MS. OBY:**

24 Oh.

25 **MS. HUTCHINSON:**

1 I'll second.

2 **MR. LAYRISSON:**

3 All right. All in favor, certify by saying "aye."

4 (All aye.)

5 **MR. LAYRISSON:**

6 The motion carries.

7 **NEW APPLICATIONS SUBMITTED FOR APPROVAL - 98**

8 **MR. LAYRISSON:**

9 The next item on the agenda, New Applications Submitted for Approval, 98
10 applications. All the applications good to go?

11 **MS. OBY:**

12 Soonie, you're muted.

13 **MS. TESSIER:**

14 Yes, they are good to go.

15 **MR. LAYRISSON:**

16 I make a motion that we approve the 98 applications.

17 **MS. HUTCHINSON:**

18 Second.

19 **MR. LAYRISSON:**

20 All those in favor, certify by saying "aye."

21 (All aye.)

22 The motion carries.

23 **SET TIME AND DATE OF NEXT MEETING**

24 **MR. LAYRISSON:**

25 The time and date for the next meeting May 12th, '21, at 10:00 a.m.

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ADJOURN

MS. HUTCHINSON:

I'll make a adjourn to adjourn.

MS. OBY:

I second.

MR. LAYRISSON:

All in favor, certify by saying "aye."

(All aye.)

THE MEETING WAS ADJOURNED

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 February 10, 2021, a meeting for the Municipal Police Officers' 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 48, 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

APPROVAL OF THE MINUTES

Bry Layrisson, Chairman

Candace Oby

MICHELLE S. ABADIE, CCR
CERTIFIED COURT REPORTER