

LOUISIANA STATE BOARD OF PRIVATE SECURITY EXAMINERS

Held on Monday, April 30, 2018

SPECIAL BOARD MEETING

Louisiana State Board of Private Security Examiners

15703 Old Hammond Highway

Baton Rouge, Louisiana

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1 APPEARANCES:
2 MEMBERS OF THE COMMISSION,
3 CHAIRWOMAN MARIAN H. PIERRE
4 VICE CHAIRWOMAN MARIA LANDRY
5 RITCHIE RIVERS
6 DURELL PELLEGRIN
7 MARK WILLIAMS
8 EDWARD ROBINSON, SR.
9 WILBERT SANDERS, JR.
10 MISTY FINCHUM
11 HECTOR ECHEGOYEN
12
13 STEPHANIE RICHARDSON, COMPLIANCE INSPECTOR 3
14 WENDY ALDRIDGE, COMPLIANCE INSPECTOR 3
15 BRIDGETTE HULL, EXECUTIVE ASSISTANT
16 FABIAN P. BLACHE, III, EXECUTIVE DIRECTOR
17 RONALD CROUCH, ATTORNEY
18 SHARON VALLERY, ADMINISTRATIVE COORDINATOR 4
19 ALLISON SALAMONI, COMPLIANCE INSPECTOR 2
20 SUMMER METOYER, ADMINISTRATIVE COORDINATOR 2
21 EBONY MURRELD, WAE RECEPTIONIST
22 TINA JANES, COMPLIANCE INSPECTOR 2
23 ERIC BERTHELOT, STATE LICENSED INSTRUCTOR
24 REPORTED BY: KELLY S. PERRIN, CCR
25

1 SPECIAL BOARD MEETING

2 P R O C E E D I N G S

3 CHAIRPERSON PIERRE:

4 Good morning. The meeting is now in
5 session.

6 Would everyone please stand for the
7 Pledge of Allegiance?

8 (PLEDGE OF ALLEGIANCE)

9 CHAIRPERSON PIERRE:

10 Thank you. Good morning, everyone. I'm
11 going to ask that we have roll call, please?

12 MS. RICHARDSON:

13 Ritchie Rivers?

14 MR. RIVERS:

15 Here.

16 MS. RICHARDSON:

17 Mark Williams?

18 MR. WILLIAMS:

19 Here.

20 MS. RICHARDSON:

21 Marian Pierre?

22 CHAIRPERSON PIERRE:

23 Here.

24 MS. RICHARDSON:

25 Wilbert Sanders?

1 MR. SANDERS:

2 Here.

3 MS. RICHARDSON:

4 Hector Echegoyen?

5 MR. ECHEGOYEN:

6 Here.

7 MS. RICHARDSON:

8 Maria Landry?

9 MS. LANDRY:

10 Here.

11 MS. RICHARDSON:

12 Edward Robinson?

13 MR. ROBINSON:

14 Here.

15 MS. RICHARDSON:

16 Durell Pellegrin?

17 MR. PELLEGRIN:

18 Here.

19 MS. RICHARDSON:

20 Misty Finchum?

21 MS. FINCHUM:

22 Here.

23 CHAIRPERSON PIERRE:

24 We have a quorum. Thank you.

25 MS. LANDRY:

1 Full Board.

2 CHAIRPERSON PIERRE:

3 Yes, we have a full Board.

4 MS. LANDRY:

5 Yes.

6 CHAIRPERSON PIERRE:

7 Okay. I'm going to ask that -- thank you
8 all for coming. We're going to proceed with
9 the meeting today to discuss an EEOC report
10 that was given -- that was done by the EEOC
11 office. I'm going to ask that we go into
12 Executive Session.

13 But before we do, I'm going to ask one of
14 the supervisors to read Revised Statute 42:16,
15 which gives us the right to go into Executive
16 Session and kind of explains the reason we're
17 going into Executive Session.

18 Would you mind reading that for me?

19 MS. ALDRIDGE:

20 Sure. Discussion of the character,
21 professional competence, or physical or mental
22 health of a person provided that such person
23 is notified in writing at least 24 hours
24 exclusive of Saturdays, Sundays, and legal
25 holidays before the scheduled time contained

1 in the notice of the meeting at which such
2 Executive Session is to take place; and that
3 such person may require that such discussion
4 be held at an open meeting.

5 CHAIRPERSON PIERRE:

6 With that being said, I'm going to make a
7 motion that we go into Executive Session. If
8 Mr. Blache or Ms. Hull has any objection to us
9 going into Executive Session to discuss the
10 EEOC Report, please say so.

11 MR. BLACHE:

12 Okay.

13 CHAIRPERSON PIERRE:

14 I don't think I prefaced that --

15 MR. BLACHE:

16 Yeah.

17 CHAIRPERSON PIERRE:

18 -- but Mr. Blache and Ms. Hull have the
19 authority or have the right to have this heard
20 in an open meeting and object to the Executive
21 Session.

22 MR. BLACHE:

23 Okay. Is there an option to move to
24 Executive Session at a later time if it
25 becomes necessary?

1 CHAIRPERSON PIERRE:

2 Ron?

3 MR. CROUCH:

4 Sure.

5 MR. BLACHE:

6 And that's my --

7 MR. CROUCH:

8 And at that point, you would have to have
9 the right to be in that Executive Session.

10 MR. BLACHE:

11 Okay. But I could be in the Session if I
12 was allowed to?

13 MR. CROUCH:

14 Wait. I don't understand the question.
15 If there's an Executive Session to discuss the
16 agenda item, the personnel involved in it
17 cannot be in the Executive Session.

18 MR. BLACHE:

19 Okay.

20 MR. CROUCH:

21 Their right is to request that it be done
22 at an open meeting.

23 MR. BLACHE:

24 Okay. Then, we'll do it in open meeting.

25 CHAIRPERSON PIERRE:

1 You're requesting that we do it in open
2 meeting?

3 MR. BLACHE:

4 Yes.

5 MS. HULL:

6 Open meeting.

7 CHAIRPERSON PIERRE:

8 Open meeting. So it's been requested by
9 Mr. Blache and Ms. Hull that the discussion of
10 the EEOC Report be done in public, in public.
11 So there will be no need for Executive
12 Session. Unless we find the need later to
13 discuss something further, we will do it in
14 open meeting.

15 MS. LANDRY:

16 Okay. How did you --

17 CHAIRPERSON PIERRE:

18 The rules --

19 MR. CROUCH:

20 Ms. Chairman, just as a point of order,
21 if that does transpire during the meeting,
22 that would be an additional agenda item that
23 would require --

24 CHAIRPERSON PIERRE:

25 To expand --

1 MR. CROUCH:

2 -- vote by the Board members to add as an
3 agenda item.

4 CHAIRPERSON PIERRE:

5 To expand to open meeting. So do we need
6 to do that now to expand --

7 MR. CROUCH:

8 No.

9 CHAIRPERSON PIERRE:

10 No?

11 MR. CROUCH:

12 No, not unless you decide to go into
13 Executive Session.

14 CHAIRPERSON PIERRE:

15 Okay. All right. Then, let me just
16 thank all of you for coming. Let me just say
17 that we want to do this in a fair and orderly
18 manner. Any speakers will fill out a speaker
19 card which have the name and address on it.
20 And we would ask that each speaker have three
21 minutes. That would be other than Mr. Hull --
22 Ms. Hull or Mr. Blache.

23 Any speakers would have three minutes.
24 And could someone keep the time for that? The
25 signature cards are -- where are the signature

1 cards?

2 The signature cards, anyone wanting to
3 speak on this subject will fill out that
4 speaker card. We'll take the items one by
5 one. We'll go into -- I think there's 13
6 items on this report. We will review those 13
7 items and we will give Mr. Blache and Ms. Hull
8 an opportunity to speak on these matters.

9 MR. BLACHE:

10 I think it would be only appropriate to
11 talk about the items for which there is
12 alleged to be some sort of a finding. The
13 report is -- stands on its own.

14 CHAIRPERSON PIERRE:

15 Okay.

16 MR. BLACHE:

17 Any items on that report that were deemed
18 unfounded should not be discussed.

19 CHAIRPERSON PIERRE:

20 I would agree to that. Any questions?

21 Any Board Members questions about that --

22 MR. RIVERS:

23 I think it --

24 CHAIRPERSON PIERRE:

25 -- that we will talk about the results of

1 the investigators? Because everybody has had
2 an opportunity, I think, to read it in its
3 entirety. So we would go to the investigators
4 --

5 MR. RIVERS:

6 I would think we should speak on all of
7 the items on the report.

8 CHAIRPERSON PIERRE:

9 Yeah, we --

10 MR. BLACHE:

11 I think -- I understand that you would
12 think that, Mr. Rivers, but that would be
13 inappropriate. DPS did an investigation.

14 MR. RIVERS:

15 Mr. Crouch, can you give us an opinion on
16 that?

17 MR. BLACHE:

18 I'm speaking, sir. Let's have an opinion
19 on both sides of the discussion.

20 MR. CROUCH:

21 The legal question is what?

22 MR. RIVERS:

23 We have 13 items listed on the report and
24 to discuss all 13 items that's listed.

25 CHAIRPERSON PIERRE:

1 Well --

2 MR. CROUCH:

3 And I believe Mr. Blache is asking that
4 that discussion be limited only to those that
5 have some foundation. I would suggest to the
6 Board, you have the authority to do whatever
7 you want. I mean, I -- there's nothing in the
8 law that would limit you in how you discuss
9 something that's on your agenda.

10 CHAIRPERSON PIERRE:

11 Well, I mean, everyone in here will have
12 an opportunity to ask questions about whatever
13 is on the results of the investigation as to
14 the findings of the investigators. But I
15 agree with Ron, that we have an investigation
16 that has been done, we've had an opportunity
17 to read each person's testimony. So I would
18 suggest that we read the Investigators'
19 Impressions is what they're calling it or to
20 each allegation.

21 MR. RIVERS:

22 I have no problem with that, but that we
23 do all 13.

24 CHAIRPERSON PIERRE:

25 Yes, we will.

1 MR. BLACHE:

2 All right. The next thing I would like
3 to ask is that the Board take a motion on
4 recusing Mr. Rivers from the meeting. And I
5 will defer -- I'll refer my comments to the
6 members of the Ethics Committee, who were all
7 apprized last year right around
8 October/September that I opened an
9 investigation at this agency, which was the
10 result of -- the reason why Ms. Jane Ryland
11 was placed on administrative leave at that
12 time.

13 That investigation has a criminal nexus.
14 That investigation involves allegations of
15 forgery and other impropriety. Mr. Crouch was
16 involved in assisting me in placing employees
17 under oath for that investigation. That
18 investigation is still open and ongoing.

19 And I believe that creates an overt and
20 implicit bias on the part of Mr. Rivers, who
21 also was quoted in the media as having said
22 that I was on administrative leave when the
23 Board was directed not to even talk to the
24 media. I think I am going to unnest and
25 unearth a plethora of information that shows

1 that Mr. Rivers has had an agenda against me
2 since 2016 and based upon the fact that I am
3 the person who opened the investigation.

4 And Ms. Stephanie Richardson is here
5 today and she can confirm that that
6 investigation is active. I believe that he
7 should be recused from these proceedings and
8 not allowed to participate.

9 MR. RIVERS:

10 What I told the news was that's what I
11 saw on TV last night.

12 MR. BLACHE:

13 Sir, I'm -- my -- I'm not discussing --
14 I'm not discussing what you told the news.
15 I'm discussing the fact that --

16 MR. RIVERS:

17 That was the only --

18 MR. BLACHE:

19 -- you are under investigation by this
20 agency.

21 MR. RIVERS:

22 That's fine.

23 MR. BLACHE:

24 And as a member of this Board, you are
25 still regulated by this agency.

1 MR. ECHEGOYEN:

2 Okay. Is anybody going to give an
3 opinion on whether we're going to do that or
4 not? Can we vote on that? Is that --
5 Ms. Chairman, I'm trying to figure out, I'm on
6 us, are we going to allow this to happen or
7 are we not going to allow this to happen?

8 He already stated that it's up to us. So
9 why don't we just submit it to a vote and see
10 if that's what we're going to do.

11 MR. CROUCH:

12 I think it would require a motion and a
13 second and a vote.

14 MR. ECHEGOYEN:

15 So let me make a motion to --

16 CHAIRPERSON PIERRE:

17 But I -- go ahead.

18 MR. ECHEGOYEN:

19 -- to let Mr. Rivers stay on the Board,
20 and let's see who is going to vote yes or no.

21 MR. BLACHE:

22 The motion is not about Mr. Rivers being
23 on the Board, sir. The motion is about
24 whether or not Mr. Rivers can participate in
25 this proceeding based upon the basis of the

1 proceeding, his involvement in this process,
2 and the fact that his company has been under
3 investigation by me and my Compliance Section
4 Chief since August/September of last year.
5 He's aware of it. And that is an overt and
6 implicit bias, and it doesn't belong in this
7 discussion.

8 MR. ECHEGOYEN:

9 It's my understanding -- it's my
10 understanding by listening to the attorney
11 that we have actually the last say in saying
12 in whether he stays or not and not you.

13 MR. BLACHE:

14 I didn't say -- I -- that was not what I
15 said. I was clarifying what we're talking
16 about. You said that he stays on the Board.

17 MR. ECHEGOYEN:

18 So I -- what are we going to do?

19 CHAIRPERSON PIERRE:

20 Well, I don't think it's a matter of
21 whether he stays on the Board.

22 MR. BLACHE:

23 Right.

24 CHAIRPERSON PIERRE:

25 It's whether or not he participates in

1 this hearing.

2 MR. BLACHE:

3 Correct. That's what -- that's what I
4 was saying the motion is revolving around, his
5 recusal from this hearing.

6 MR. ECHEGOYEN:

7 And so are we going to accept the recusal
8 or are we not going to accept the recusal?
9 Are we going to vote on this or not?

10 MR. WILLIAMS:

11 It's something that has to be voted on.
12 And I'd like to make a motion that because of
13 the fact that the other person that you were
14 speaking about as far as with Mr. Rivers is
15 not here at the present time. I think that it
16 would be inappropriate for us to even just
17 recuse him when she's not here to defend
18 herself. So --

19 MR. BLACHE:

20 I'm -- there's not going to be any
21 testimony in regards to this.

22 MR. WILLIAMS:

23 I'm -- I'm just going to make a motion
24 that I think he should stay up here on this
25 Panel.

1 MR. CROUCH:

2 Let -- let -- let --

3 CHAIRPERSON PIERRE:

4 Okay. Wait. Well, so let me ask you a
5 question. Is your motion that -- is your
6 motion that Mr. Rivers should not be excluded
7 from this hearing?

8 MR. WILLIAMS:

9 No, he should not be excluded.

10 CHAIRPERSON PIERRE:

11 Okay. That's your motion.

12 MR. CROUCH:

13 Let me -- a point of order. Again, you
14 can do whatever you want, but it doesn't --
15 for him to remain on the Board doesn't require
16 a vote.

17 MR. WILLIAMS:

18 No, I'm not saying that.

19 MR. CROUCH:

20 He's being asked to be recused --

21 CHAIRPERSON PIERRE:

22 Recused.

23 MR. CROUCH:

24 -- from the Board, and that -- for him to
25 be recused requires a motion, a second, and a

1 majority vote.

2 MR. ECHEGOYEN:

3 I make a motion to deny that --

4 MR. WILLIAMS:

5 It was already --

6 CHAIRPERSON PIERRE:

7 He already made the motion. The motion

8 was already made. Is there a second? The

9 motion --

10 MR. ECHEGOYEN:

11 I'll second.

12 MR. PELLEGRIN:

13 To be clear, the motion is for Ritchie to
14 stay in this meeting?

15 MR. WILLIAMS:

16 Yes.

17 CHAIRPERSON PIERRE:

18 No, not to stay in this meeting; to --

19 MR. ECHEGOYEN:

20 Participate.

21 CHAIRPERSON PIERRE:

22 He could -- no --

23 MR. BLACHE:

24 Yes, that's correct. That's correct.

25 CHAIRPERSON PIERRE:

1 To be recused, not to stay in the
2 meeting.

3 MS. LANDRY:

4 Recused.

5 CHAIRPERSON PIERRE:

6 He could stay in the meeting, but he
7 would be recused from voting in the meeting.

8 MR. BLACHE:

9 I'm asking that he be recused from the
10 meeting.

11 CHAIRPERSON PIERRE:

12 Okay.

13 MR. WILLIAMS:

14 He wants him out the meeting.

15 MR. BLACHE:

16 Based upon the information that I will be
17 --

18 MR. PELLEGRIN:

19 I -- I disagree with that.

20 MR. BLACHE:

21 Okay.

22 MR. ECHEGOYEN:

23 I disagree with that too.

24 CHAIRPERSON PIERRE:

25 Wait. There's been a motion and a

1 second.

2 (MULTIPLE SPEAKERS SPEAKING)

3 MR. PELLEGRIN:

4 Well, let's make a motion and vote.

5 CHAIRPERSON PIERRE:

6 Okay. I think Mr. Williams made a
7 motion.

8 MR. WILLIAMS:

9 I made a motion that he stay in the
10 meeting.

11 CHAIRPERSON PIERRE:

12 Mr. Hector --

13 MR. ECHEGOYEN:

14 Second.

15 CHAIRPERSON PIERRE:

16 -- seconded.

17 MR. RIVERS:

18 Let's be clear on the motion. Are we
19 clear on the motion that's made?

20 CHAIRPERSON PIERRE:

21 I'm clear on the motion. Are you clear
22 on the motion?

23 MR. RIVERS:

24 Okay. Can you clear it with everyone?

25 CHAIRPERSON PIERRE:

1 The motion is -- and, Mr. Williams, if
2 you want to repeat it, you can.

3 MR. WILLIAMS:

4 Yes. I made a motion that Mr. Rivers
5 stay in the meeting and not be recused.

6 CHAIRPERSON PIERRE:

7 Not be recused.

8 MS. LANDRY:

9 No, not be recused from the meeting.

10 CHAIRPERSON PIERRE:

11 Not be recused.

12 MR. WILLIAMS:

13 And not be recused from the meeting.

14 CHAIRPERSON PIERRE:

15 That's your motion?

16 MR. WILLIAMS:

17 That's my motion.

18 CHAIRPERSON PIERRE:

19 Did you hear the motion, Ritchie?

20 MR. RIVERS:

21 Yeah, that I not be recused.

22 CHAIRPERSON PIERRE:

23 Was it clear?

24 MR. RIVERS:

25 That I not be recused.

1 MS. LANDRY:

2 That he not be recused.

3 CHAIRPERSON PIERRE:

4 The motion is that you be recused.

5 MR. RIVERS:

6 No, that's not the motion he made.

7 MR. WILLIAMS:

8 No, that's not the motion I made.

9 CHAIRPERSON PIERRE:

10 Okay. Okay. Your motion is that

11 Mr. Rivers not be recused; right?

12 MR. WILLIAMS:

13 Yes, that's the motion.

14 CHAIRPERSON PIERRE:

15 Is that the motion you're seconding?

16 MR. ECHEGOYEN:

17 Yes.

18 CHAIRPERSON PIERRE:

19 It's been moved and seconded. And, now,
20 we'll have a roll call vote.

21 MS. HULL:

22 Stephanie, just say the names.

23 MS. RICHARDSON:

24 Misty Finchum?

25 MS. FINCHUM:

1 Agree.

2 MS. RICHARDSON:

3 Durell Pellegrin?

4 MR. PELLEGRIN:

5 Agree.

6 MS. RICHARDSON:

7 Mark Williams?

8 MR. WILLIAMS:

9 Agree.

10 MS. RICHARDSON:

11 Ed Robinson?

12 MR. ROBINSON:

13 Disagree.

14 MS. RICHARDSON:

15 Marian Pierre?

16 CHAIRPERSON PIERRE:

17 Disagree.

18 MS. RICHARDSON:

19 Maria Landry?

20 MS. LANDRY:

21 I'm abstaining.

22 MS. RICHARDSON:

23 Ed Robinson?

24 MR. ROBINSON:

25 I'm in.

1 MS. RICHARDSON:

2 I'm sorry.

3 Wilbert Sanders?

4 MR. SANDERS:

5 Disagree.

6 MS. RICHARDSON:

7 Hector Echegoyen?

8 MR. ECHEGOYEN:

9 Agreed.

10 MS. RICHARDSON:

11 Ritchie Rivers?

12 MR. RIVERS:

13 Agreed.

14 MR. BLACHE:

15 He can't vote.

16 CHAIRPERSON PIERRE:

17 He can't vote.

18 MS. RICHARDSON:

19 I didn't think so. I'm sorry.

20 CHAIRPERSON PIERRE:

21 So do we have a count, the yeas and the
22 nays?

23 MS. HULL:

24 Three, three, three. She's out. He
25 can't vote.

1 CHAIRPERSON PIERRE:

2 How many yeas and how many nays?

3 MS. HULL:

4 Yea, yea, yea. No, no.

5 MR. BLACHE:

6 An abstain -- an abstain vote.

7 MR. ECHEGOYEN:

8 You've got one abstained.

9 MR. BLACHE:

10 There's a vote with the names.

11 CHAIRPERSON PIERRE:

12 How many yeas and how many nays?

13 MR. BLACHE:

14 So that's -- that's 4/4.

15 CHAIRPERSON PIERRE:

16 4/4. So if I can't vote -- if I could
17 only vote to break a tie --

18 MR. RIVERS:

19 No, it's 4/3.

20 MR. BLACHE:

21 You have an abstained.

22 MR. RIVERS:

23 Yes. So it's 4/3, not 4/4.

24 MR. PELLEGRIN:

25 Who voted for Ritchie to stay on? Raise

1 your hand, please.

2 MR. BLACHE:

3 Right.

4 MS. HULL:

5 Four.

6 MR. PELLEGRIN:

7 Four. All right. Who voted not that can
8 vote? Two.

9 MR. BLACHE:

10 Three.

11 MS. HULL:

12 Three.

13 MR. BLACHE:

14 Three and an abstained.

15 MR. PELLEGRIN:

16 Can the Chair vote? I thought she could
17 only vote on a tie.

18 MR. RIVERS:

19 Which three voted?

20 CHAIRPERSON PIERRE:

21 There's no tie.

22 MR. BLACHE:

23 No. No.

24 MR. RIVERS:

25 There is no three. Which three voted?

1 MR. BLACHE:

2 Mr. Sanders.

3 MR. RIVERS:

4 Okay.

5 MR. BLACHE:

6 Ms. Pierre.

7 MR. RIVERS:

8 She can't vote. She's the President.

9 MR. ECHEGOYEN:

10 She's the Chairman.

11 MS. LANDRY:

12 With a tie.

13 CHAIRPERSON PIERRE:

14 With a tie. There's no tie.

15 MR. BLACHE:

16 Okay. Gotcha.

17 CHAIRPERSON PIERRE:

18 Okay, then. The vote has been taken, so

19 Mr. Rivers will be allowed to stay in the

20 meeting and to vote.

21 MR. ECHEGOYEN:

22 Thank you.

23 CHAIRPERSON PIERRE:

24 You're welcome. Okay. So the next thing

25 to decide on is whether or not we're going to

1 hear all of the allegations and the decisions
2 that were made by the investigators.
3 Everybody has their copy in front of them.
4 And if anybody needs another copy, please
5 advise the staff.

6 Ms. Richardson, do you have a copy of --
7 does somebody have a copy of the EEOC Report?

8 MS. LANDRY:

9 I do not.

10 CHAIRPERSON PIERRE:

11 You don't. Well, you can -- I can share
12 my copy with you so you could read the first
13 allegation.

14 MR. BLACHE:

15 We're reading the impressions; correct?

16 CHAIRPERSON PIERRE:

17 We're reading the impressions.

18 MR. BLACHE:

19 The impressions, the findings.

20 CHAIRPERSON PIERRE:

21 First, we'll have to do the allegations,
22 and then we'll read what they say and then the
23 impressions from them.

24 MR. BLACHE:

25 Okay.

1 CHAIRPERSON PIERRE:

2 We'll read the allegations that were made
3 and the impressions of the -- the finding of
4 the EEOC.

5 MR. BLACHE:

6 Uh-huh.

7 CHAIRPERSON PIERRE:

8 Does everyone agree with that? Any
9 questions?

10 If there are no questions, could you get
11 a copy -- could you -- but that's okay.
12 You're just going to read the allegations --

13 MR. BLACHE:

14 Yeah.

15 CHAIRPERSON PIERRE:

16 -- and then we'll go to the impressions.
17 Okay. Have the speaker cards been put out?

18 Wendy, are the speaker cards put out yet?

19 MS. ALDRIDGE:

20 Yes, they're right there.

21 CHAIRPERSON PIERRE:

22 They need to be on that table so that
23 everybody can have access to them.

24 MR. ECHEGOYEN:

25 Who is really good on math? Just a

1 question, who is really good on math among us,
2 like really, really good on math, like dead
3 on?

4 MS. LANDRY:

5 Why has this question been asked?

6 MR. ECHEGOYEN:

7 Because we got to learn how to count.
8 Apparently, that's a problem, and it's only
9 nine of us.

10 MS. HULL:

11 We really don't do a lot of math in Board
12 meetings.

13 MR. ECHEGOYEN:

14 Huh?

15 MS. HULL:

16 We don't do a lot of math in Board
17 meetings.

18 MR. ECHEGOYEN:

19 Well, apparently, we go one through nine
20 from now on. So I was kind of trying to
21 lighten the mood a little bit.

22 MR. CROUCH:

23 Marian, is the record clear on the
24 genesis of this report and who did the
25 investigation?

1 CHAIRPERSON PIERRE:

2 Okay. Well, let me just -- I'm going to
3 have Stephanie read the first page of this and
4 explain who was involved in the investigation
5 and the EEOC persons who handled the
6 investigation.

7 Stephanie, if you'll read from March
8 29th, an anonymous? Can you read that?

9 MS. RICHARDSON:

10 Okay. On March 29th, 2018, an anonymous
11 complaint --

12 CHAIRPERSON PIERRE:

13 I'm sorry.

14 MS. RICHARDSON:

15 I'm sorry.

16 CHAIRPERSON PIERRE:

17 The other thing you need to put is who it
18 was prepared by.

19 MS. RICHARDSON:

20 Okay. Investigative Report, prepared by
21 Carol Tillman, Byron Sam, EEO Investigators.
22 On March 29th, 2018, an anonymous complaint
23 was emailed to the Louisiana Board of Private
24 Security Examiners Board Members alleging a
25 number of improprieties against Executive

1 Secretary, Mr. Fabian Blache, III and
2 Executive Assistant, Bridgette Hull. At the
3 request of the Board Members and because the
4 allegations were related to sexual harassment
5 and race discrimination, the PSS EEO
6 investigators opened a preliminary
7 investigation into the allegations on
8 April 3rd, 2018.

9 After interviewing all 12 of the
10 employees of the LSBPSE, the EEO investigators
11 determined that several employees met to
12 discuss concerns they had regarding Mr. Blache
13 and Ms. Hull. The EEO investigators
14 identified the author of the anonymous
15 complaint was Ms. Metoyer, Administrative
16 Coordinator 2, with the assistance of Ms.
17 Murreld, WAE employee. The other employees,
18 Ms. Janes, Ms. Hampton, and Ms. Rochester
19 said, although they did have some input
20 regarding some of the concerns, they did not
21 see the email sent to Ms. Pierre until just
22 before it was sent.

23 The following employees were interviewed:
24 Mr. Fabian Blache, Executive Secretary, black
25 male; Ms. Bridgette Hull, Executive Assistant,

1 white female; Wendy Aldridge, Compliance
2 Inspector 3, white female; Stephanie
3 Richardson, Compliance Inspector 3, white
4 female; Cindy Eidson, Compliance Inspector 2,
5 white female; Kim Hampton, Compliance
6 Inspector 2, white female; Tina Janes,
7 Compliance Inspector 2, white female; Renee
8 Rochester, Compliance Inspector 2, white
9 female; Allison Salamoni, Compliance Inspector
10 2, white female; Sharon Vallery,
11 Administrative Coordinator 4, white female;
12 Summer Metoyer, Administrative Coordinator 2,
13 white female; and Ebony Murreld, WAE
14 Receptionist, black female.

15 Investigation: The complainant, Ms.
16 Metoyer, was interviewed by EEO Investigators
17 Byron Sam and Carol Tillman on April 4th, 2018
18 in the office of Legal Affairs Conference
19 Room. Ms. Metoyer stated her name and that
20 she works for the Louisiana Board of Private
21 Security Examiners as an Administrative
22 Assistant 2. Ms. Metoyer admitted to
23 investigators that she authored the email
24 complaint.

25 She told the investigators there was not

1 a specific event that occurred; but over time,
2 we all eventually got tired of the way that we
3 have been treated in the workplace. And being
4 a Civil Service employee, we know that the
5 type of things that was going on in the
6 office, we shouldn't have to be subjected to.
7 The way we are being talked to, addressed, it
8 just got to a point where it is almost
9 unbearable.

10 Ms. Janes and I share an office and we
11 often confide in each other about our working
12 conditions. It just got to a point we need to
13 have something -- done was left out -- about
14 this. We have no HR Department in our office,
15 so we feel we have nobody we can -- that we
16 feel we can go and talk to or anything. So,
17 basically, all we have is each other.

18 The week that the letter was submitted,
19 we realized there is a Board meeting, and this
20 would be a good time to be heard with
21 everybody coming into town because everybody
22 are from all different places.

23 It's pretty intimidating dealing with
24 Mr. Blache. He has a very strong personality
25 and we've gone to him with complaints before

1 just with matters inside of the office with no
2 resolutions. We wanted to remain anonymous.
3 We weren't sure how the Board would handle it
4 or if they would take it to him.

5 Between the formal complaints and the
6 interviews of office employees, 13 allegations
7 were articulated. The evidence related to
8 each is summarized below.

9 Am I reading all --

10 CHAIRPERSON PIERRE:

11 No.

12 MS. RICHARDSON:

13 Just the allegations or the --

14 CHAIRPERSON PIERRE:

15 You're reading just the allegations and
16 we're going to read the impressions from the
17 investigators.

18 MS. RICHARDSON:

19 Okay. Allegation No. 1: Ms. Bridgette
20 Hull was not qualified for the Executive
21 Assistant position.

22 Investigators' Impression: Although some
23 of the employees said they were not told about
24 the vacancy or asked if they wanted the
25 position, when asked by investigators if they

1 would have gone from a classified position
2 into an unclassified, all said no.

3 CHAIRPERSON PIERRE:

4 Would you read the findings, the
5 Investigator Tillman was advised by?

6 MS. RICHARDSON:

7 Okay. Investigator Tillman was advised
8 by the Compensation Section of Civil Service
9 that all the Boards established under the
10 Governor's Office are allowed two unclassified
11 positions, which are not under Civil Service,
12 and Civil Service Rules do not apply to these
13 individuals. As such, there is no
14 qualification requirements under Civil Service
15 classification for Ms. Hull's position.

16 Based on this information, it is in
17 Mr. Blache's authority to hire who he sees fit
18 for the unclassified Executive Assistant
19 position.

20 CHAIRPERSON PIERRE:

21 Okay. And in that, they say, see
22 Attachment B for Civil Service Rule, Chapter
23 4, a copy of that is affixed to your reports
24 for your review.

25 Do we have any questions or any comments

1 by the Board Members?

2 MS. LANDRY:

3 I do.

4 CHAIRPERSON PIERRE:

5 The Chair recognizes Ms. Maria Landry.

6 MS. LANDRY:

7 The one -- a couple of things I need to
8 find out, and maybe somebody can answer.
9 Maybe, Mr. Crouch, you can answer this. In
10 the Revised Statute, it does state -- now let
11 me find my paper -- that if it is a management
12 position in an unclassified position --

13 MR. PELLEGRIN:

14 It's 67.

15 MS. LANDRY:

16 Yeah, 67. If it is a management
17 position, which I don't know if Executive
18 Assistant is considered a management position,
19 that does have several qualifications.

20 MR. CROUCH:

21 I don't know the answer to that. It's --
22 it wasn't part of the investigation. It
23 wasn't a question that we were asked from
24 them.

25 MS. LANDRY:

1 Okay.

2 MR. CROUCH:

3 And let me -- let me, for the record, let
4 me make clear --

5 MS. LANDRY:

6 Okay.

7 MR. CROUCH:

8 -- the investigation -- the EEO Carol and
9 Byron are the EEO Section for Department of
10 Public Safety. They're housed within the
11 Office of Legal Affairs and they operate under
12 the supervision of our general counsel. I am
13 not part of that. I was not part of the
14 investigation, so I can't -- I didn't see the
15 report until the same time you guys saw the
16 report.

17 MS. LANDRY:

18 Uh-huh.

19 MR. CROUCH:

20 And so I didn't have an opportunity to
21 look into it, and it's not my job to look into
22 those conclusions. That's not part of my food
23 chain.

24 MS. LANDRY:

25 Okay.

1 MR. CROUCH:

2 Now if you want me to render a legal
3 opinion, I can, but it will take some time to
4 research.

5 MS. LANDRY:

6 Okay. I don't know whether I'm --

7 CHAIRPERSON PIERRE:

8 I -- Ron, I think in fairness, I'd like
9 you to look into it.

10 MR. CROUCH:

11 Okay.

12 CHAIRPERSON PIERRE:

13 I think the Board would like you to look
14 into it. I think everybody would agree that
15 we need to look into it, because we don't --
16 we're not clear on what that position is,
17 whether it's a supervisory position or a
18 management position. It says, assistant to
19 the Executive Director. It doesn't say what
20 the -- whether or not they have management
21 decisions or they're just a supervisor.

22 MR. CROUCH:

23 Is there a job description that went
24 along with it?

25 MS. LANDRY:

1 Yes, there is -- well, I don't know if
2 Ms. Hull has a job description. But in R.S.
3 42:67, they do give the qualifications for
4 management and what those duties would be
5 considered as a management position as far as
6 exercise in important policy making, policy
7 determine or other executive functions,
8 directs the work of an organizational unit, is
9 held accountable for the success of one or
10 more specific programs or projects, monitors
11 progress towards organizational goals, and
12 periodically evaluates and makes appropriate
13 adjustments to those goals.

14 And if she does any of these things, then
15 she would fall under a management position,
16 which would mean she would have to have a
17 bachelor's degree from an accredited college
18 or university.

19 However, appropriate work experience
20 related to the decision of appointment or
21 employment may be substituted on a year for
22 year basis of such degree or three years of
23 responsibility managerial experience. So
24 that's --

25 MR. CROUCH:

1 That -- that sounds to me like a
2 description of a Civil Service position.

3 CHAIRPERSON PIERRE:

4 Uh-huh, it is.

5 MR. CROUCH:

6 Unclassified positions generally do not
7 contain any specific job descriptions that go
8 along with them.

9 MR. BLACHE:

10 Okay.

11 MS. LANDRY:

12 Okay. I -- I think I got this from
13 unclassified though.

14 MR. CROUCH:

15 Okay. Gotcha.

16 MR. BLACHE:

17 So --

18 MR. CROUCH:

19 Thank you. So glad you looked into it.

20 MS. LANDRY:

21 Yeah.

22 MR. BLACHE:

23 Yeah. So thank you for raising those
24 points. The same position that Ms. Hull holds
25 is the same position that two other gentlemen

1 held that is -- that was designated as the
2 investigator position. The Boards and
3 Commissions have an Executive Director
4 position and they have one unclassified. It's
5 also referred to as a confidential assistant's
6 position.

7 Ms. Hull does not have any supervisory
8 nexus in her job. She doesn't evaluate
9 programs and things of that nature. She's a
10 direct extension of me, and I'm the one that
11 does that. She doesn't do people's
12 performance evaluations or anything of that
13 nature.

14 As far as during the investigative
15 process, it was very clear that as long as I
16 articulate in writing when and where employees
17 would need to liaise with her in my absence on
18 something that I've tasked them to do or her
19 or and them to do, that's perfectly fine. I
20 think the genesis of it is that it says, as
21 such, there is no qualification requirements
22 under Civil Service classification for
23 Ms. Hull's position. And that -- that was
24 correct.

25 I mean, this was discussed and looked at

1 very clearly. This is not a management
2 position. It's the same exact job code that
3 the two previous investigators held. Now when
4 those investigators were here, and my staff is
5 here, so they can speak to this, those
6 investigators did in fact function in a
7 supervisory capacity at least in their
8 opinion. They explained that to me when I
9 arrived. That's still the same position that
10 Ms. Hull holds, but I have never tasked her to
11 do people's performance evaluations or set
12 goals and structure or things of that nature.

13 I've asked her to coordinate with student
14 workers and a WAE temporary employee. And
15 then on several occasions, I've asked her to
16 get with other members of the staff to share
17 her knowledge of processes and things that are
18 merging with the new system. That doesn't
19 rise to the level of supervision.

20 MS. LANDRY:

21 Okay.

22 MR. ECHEGOYEN:

23 I have some questions.

24 CHAIRPERSON PIERRE:

25 Questions? Comments?

1 The Chair recognizes Mr. Hector.

2 MR. ECHEGOYEN:

3 I appreciate it. Madam Chair, is it
4 appropriate for us to listen to one of the
5 workers who made the complaint to tell us
6 their part of the story?

7 CHAIRPERSON PIERRE:

8 Well, if that's if -- what I'm saying, if
9 they want to make a statement.

10 MR. ECHEGOYEN:

11 Yeah, we --

12 CHAIRPERSON PIERRE:

13 They can't be forced to make a statement.

14 MR. ECHEGOYEN:

15 Oh, I'm not going to force anybody. I
16 understand. Does any of you have anything to
17 say about it, about what we just -- what the
18 description of --

19 MS. METOYER:

20 Yes. Bridgette did recognize herself as
21 a supervisor.

22 MR. ECHEGOYEN:

23 Can you please stand up so we can hear
24 you?

25 CHAIRPERSON PIERRE:

1 No. What needs to happen, Hector, if she
2 wants to speak, she needs to fill out a
3 speaker's card, which is what we said. And
4 every speaker would have three minutes. If
5 they choose -- if anyone chooses to speak, I
6 think we said that in the beginning that they
7 have --

8 MR. ECHEGOYEN:

9 Yeah, you did.

10 CHAIRPERSON PIERRE:

11 -- that they would have three minutes,
12 and that includes employees.

13 MR. ECHEGOYEN:

14 Is that what you want to do? Go ahead
15 and fill out that card so we can have three
16 minutes with you, please. Thank you.

17 Okay. I think it's important for us in
18 order to draw conclusions and vote on this
19 matter that is so serious to hear all sides of
20 the story; right?

21 CHAIRPERSON PIERRE:

22 Well, I think every one of these -- I
23 don't agree with that because I think every
24 one of the employees that work here were
25 interviewed by EEOC. They've had an

1 opportunity to put whatever they wanted on the
2 record. And Ms. Metoyer's information is on
3 the record and it's a part of the record. So
4 I don't see the need to have speakers on this
5 subject now.

6 MS. HULL:

7 She was the author of the whole meeting.

8 MR. ECHEGOYEN:

9 What?

10 MS. LANDRY:

11 What?

12 MS. HULL:

13 She was the author of this meeting we're
14 having today.

15 MR. ECHEGOYEN:

16 Okay. I still would like to hear her
17 side if that's --

18 CHAIRPERSON PIERRE:

19 But you're reading -- Mr. Hector --

20 MR. ECHEGOYEN:

21 Echegoyen. That's fine. You can call me
22 Hector.

23 CHAIRPERSON PIERRE:

24 Mr. Hector, you're reading that in her
25 statement. Her statement is here. This

1 report was sent to every Board Member giving
2 them an opportunity to read what Ms. Metoyer
3 had to say to the investigators. Everything
4 is in this report.

5 MR. ECHEGOYEN:

6 If that is the case --

7 CHAIRPERSON PIERRE:

8 I just think --

9 MR. ECHEGOYEN:

10 If that is the case, Ma'am, then why do
11 we have the necessity to listen to Mr. Blache
12 tell us about how things are with respect to
13 his secretary?

14 CHAIRPERSON PIERRE:

15 Because he's the defendant.

16 MR. ECHEGOYEN:

17 And I understand that. But what I'm
18 saying is that he made it very clear that his
19 secretary was nothing but a helper; correct?
20 She was just helping you?

21 MR. BLACHE:

22 She was exactly as the document
23 describes.

24 MR. ECHEGOYEN:

25 Right. So she was not making any

1 decisions about --

2 MR. BLACHE:

3 No. She takes all of her views and
4 direction from me.

5 MR. ECHEGOYEN:

6 That's right. So I'm trying to find a
7 little clarification on that. And this report
8 seems to be pretty complex to me.

9 CHAIRPERSON PIERRE:

10 Complex?

11 MR. ECHEGOYEN:

12 Yeah.

13 MR. BLACHE:

14 I -- I want to make a statement.

15 MR. ECHEGOYEN:

16 Yeah, please do.

17 MR. BLACHE:

18 For the record, first of all, let's be
19 crystal clear, this is a report addressing
20 allegations. Okay?

21 CHAIRPERSON PIERRE:

22 Not proof.

23 MR. ECHEGOYEN:

24 Yeah.

25 MR. BLACHE:

1 Let's clear about that.

2 MR. ECHEGOYEN:

3 I am very clear about that.

4 MR. BLACHE:

5 Okay. So with that being the case, I'm
6 going to restate what I said earlier. First
7 and foremost, what we should be focused on if
8 you want to have a discussion is what
9 allegedly was founded. Anything unfounded
10 should not be further discussed. It's
11 inappropriate.

12 If someone made an allegation against
13 you, Mr. Hector Echevoyen, and it was
14 investigated and unfounded, in an open
15 meeting, we don't need to discuss that.
16 That's done. The lid is shut.

17 The DPS EEO people have done their job.
18 Whether I agree with all the parts of it or
19 not, and I will address those things, I have
20 no problem with that. But as it comes to
21 anything for which there is not a finding
22 where they said that something may have
23 occurred or did occur, we shouldn't even be
24 discussing it. It's litigious. It's libelous
25 and it's slanderous.

1 And I'm cautioning you the way I did back
2 in July of last year when I stood before --
3 June of last year when I stood in front of
4 this Board and I told you then, I'm your
5 Executive Director, I'm your Chief
6 Administrator Officer, I'm here to give you
7 good advice too. I know my statutes. I know
8 my rules.

9 We talked about that committee that was
10 formed and where that whole thing went.
11 That's all in the public record. Anybody who
12 wants to see it can go to June 28th and read
13 the minutes and August 1st, and read those
14 minutes. I -- I have been above Board with
15 this organization with this Board from the day
16 I got here. I told this Board when I got here
17 and when this new Board was seated, if you
18 don't want me to do the job that I was hired
19 to do and you want me to maintain a status
20 quo, get somebody else.

21 But the whole process here, I'm going to
22 go back to the first page of the report, is
23 that the author of the report was Summer
24 Metoyer. It also says that there was some
25 conversation with some other employees.

1 Great. I'm more than open to hearing that.

2 This report alleges in the paragraph that
3 by Ms. Richardson that they have nobody they
4 can talk to, right. She said that. Ms.
5 Metoyer wrote this. Are we in agreement with
6 that? Correct?

7 So then why on January 20th did I get an
8 email -- text message from her telling me that
9 I insist upon, and I'm very open about making
10 sure that I always want my employees to talk
11 to me.

12 MS. METOYER:

13 This investigation is not about me.

14 MR. BLACHE:

15 Excuse me. I'm talking.

16 MS. METOYER:

17 It's about you.

18 MR. BLACHE:

19 I have the floor. Excuse me.

20 MS. METOYER:

21 And I don't know why they're allowing you
22 to --

23 MR. BLACHE:

24 Excuse me.

25 CHAIRPERSON PIERRE:

1 Excuse me.

2 MR. PELLEGRIN:

3 Why are we getting away from the
4 foundation of the meeting that --

5 MR. RIVERS:

6 Let's stick with the foundation.

7 MR. PELLEGRIN:

8 -- is --

9 MR. BLACHE:

10 Yeah, the foundation of it --

11 MR. PELLEGRIN:

12 -- completely away from what we said, the
13 direction that we were going to go in.

14 MS. METOYER:

15 I am not the one under investigation
16 here. You are.

17 CHAIRPERSON PIERRE:

18 Ms. Metoyer?

19 MR. BLACHE:

20 The foundation of it is --

21 CHAIRPERSON PIERRE:

22 Ms. Metoyer?

23 MR. BLACHE:

24 -- that we read the report into the
25 record; right?

1 CHAIRPERSON PIERRE:

2 We're going to ask that we have order and
3 that we speak in order. Please don't speak
4 out.

5 Anyone found to be speaking out or not
6 obeying the rules of this Committee will be
7 asked to leave this Board meeting.

8 MR. BLACHE:

9 I am --

10 CHAIRPERSON PIERRE:

11 Rather than have that happen, let's
12 please follow the order in which we said we'd
13 follow.

14 MR. RIVERS:

15 I think that --

16 MR. BLACHE:

17 And I -- let me make my point. I am
18 standing here defending myself without
19 counsel.

20 MR. RIVERS:

21 -- that applies to everyone.

22 MR. BLACHE:

23 So let me make my point and I'll show you
24 why this is germane. If we're going to stand
25 here and talk about this report and the

1 veracity of this report, the only thing we
2 should be talking about is those things for
3 which the investigators allegedly found some
4 veracity. Okay. That's very important.

5 In the first paragraph of the report,
6 there's an allegation in effect that I can't
7 be talked to. But yet January 20th of this
8 year, I'm told, you are always open and
9 adamant about us discussing how we feel;
10 January 20th from Summer Metoyer. Okay.

11 If we're going to talk about the
12 foundations and the pillars of this report,
13 then the ones that don't stand need to be
14 addressed. And if we're going to talk about
15 the content of these allegations, then the
16 only thing we should be talking about is that
17 which was founded. That's the only
18 appropriate approach.

19 MR. ECHEGOYEN:

20 All right. I agree with that. I
21 think -- is that what we're doing, right,
22 we're going to talk about what was founded?

23 CHAIRPERSON PIERRE:

24 Yes, that's what we said in the
25 beginning.

1 MR. ECHEGOYEN:

2 All right. Let's go ahead and do that
3 now.

4 MR. CROUCH:

5 Ms. Landry, I think I have an answer for
6 you --

7 MS. LANDRY:

8 Okay. Good.

9 MR. CROUCH:

10 -- partially, as I read the statute.

11 MS. LANDRY:

12 Okay.

13 MR. CROUCH:

14 Is there a job description, a written job
15 description for Ms. Hull in existence?

16 MR. BLACHE:

17 It's --

18 MR. CROUCH:

19 That is in existence?

20 MR. BLACHE:

21 Yes, it's with Civil Service and it's
22 uploaded into the portal as the Administrative
23 Assistant position.

24 MR. CROUCH:

25 Okay. That -- you have to take that job

1 description, whatever it says, and lay it down
2 next to this statute and see if her job duties
3 --

4 MR. BLACHE:

5 Uh-huh. I agree with that. I agree with
6 that.

7 MS. LANDRY:

8 Okay. So --

9 MR. CROUCH:

10 Wait.

11 CHAIRPERSON PIERRE:

12 Okay.

13 MR. CROUCH:

14 We have to talk one at a time. Okay.

15 MS. LANDRY:

16 Yeah.

17 MR. CROUCH:

18 You have to lay that job description down
19 next to the statute to see how they compare.

20 MS. LANDRY:

21 Okay.

22 MR. CROUCH:

23 And then you can make a judgment about
24 whether her job description brings her into
25 that statutory requirement of background,

1 education, and so forth.

2 CHAIRPERSON PIERRE:

3 Okay.

4 MS. LANDRY:

5 Okay.

6 MR. CROUCH:

7 That make sense?

8 MS. LANDRY:

9 Yeah.

10 CHAIRPERSON PIERRE:

11 Okay.

12 MS. LANDRY:

13 Go ahead.

14 CHAIRPERSON PIERRE:

15 Okay. I was just getting ready to ask
16 that they get us a copy of that. Thank you.

17 MS. LANDRY:

18 That's what I was thinking.

19 CHAIRPERSON PIERRE:

20 Okay. Yeah. We will have someone
21 download that, Ron, that job description
22 that's been uploaded.

23 MS. LANDRY:

24 Mr. Blache --

25 CHAIRPERSON PIERRE:

1 And --

2 MS. LANDRY:

3 Mr. Blache can supply it to us.

4 MR. CROUCH:

5 And --

6 MR. BLACHE:

7 I can do that.

8 MS. LANDRY:

9 Okay.

10 MR. CROUCH:

11 And, ultimately, it's for the Board to
12 decide whether those --

13 MS. LANDRY:

14 Thank you.

15 MR. BLACHE:

16 Yes, ma'am.

17 CHAIRPERSON PIERRE:

18 Right. Okay.

19 MR. RIVERS:

20 Mr. Ron, in your opinion --

21 MR. CROUCH:

22 Legal opinion?

23 MR. RIVERS:

24 Yes.

25 MR. CROUCH:

1 Okay.

2 MR. RIVERS:

3 If she wants to speak and she's filled
4 out her form that we said needed to be filled
5 out, should we let her speak?

6 MR. CROUCH:

7 I think you -- how y'all control this
8 meeting is entirely up to you, but it ought to
9 be done in an orderly manner.

10 CHAIRPERSON PIERRE:

11 Well, let me -- let me just address that,
12 please, Ron, and let me address that. The
13 thing is that we made a decision in the
14 beginning of this meeting what would happen,
15 but we said that we would allow speakers. And
16 at the end of this report, we will allow
17 speakers.

18 But what I'm saying to you is that I
19 don't think we need to rehash a statement
20 that's already here. I think we need to deal
21 with the facts, the findings of the EEOC.
22 This was reported to EEOC to give them an
23 opportunity to give us the results of their
24 findings.

25 The results of their findings are here.

1 Whether we agree with them or disagree with
2 them, they have made those decisions that we
3 have asked them to make and was referred to
4 EEOC with our request. So, now, they've made
5 some decisions, and we need to read the
6 decisions that were made after their thorough
7 investigation of 12 people.

8 MR. WILLIAMS:

9 I think -- I think I'd like to speak for
10 a second or do I need fill out a speaker card
11 too?

12 CHAIRPERSON PIERRE:

13 No, sir, you do not.

14 MR. WILLIAMS:

15 The thing is that I feel that's happening
16 here is it's saying that Ms. Metoyer, she
17 wanted to speak, and she was told not to speak
18 at this moment. That's understandable.
19 Actually, I thought it was something that
20 should have been done in Executive Session
21 anyway. But because we're not allowed to go
22 in it, I don't want to put her on the spot in
23 front of everybody either.

24 But here's the thing, the meeting
25 shouldn't be dictated by the person that we're

1 actually here to -- what we're dealing with.
2 And I think that's what's happening. You
3 never once, when Mr. Fabian, Mr. Blache, when
4 he stepped up just now, he was proving his
5 point, which was a good point and I will say
6 that.

7 MR. BLACHE:

8 Thank you.

9 MR. WILLIAMS:

10 It was a good point. You never stopped
11 him from talking, but you -- but hold up.
12 Wait a minute. But you jumped up and you were
13 quick to say, Ms. Metoyer, if you speak out
14 again or speak out loud, then you will be
15 asked to leave this meeting. That's --
16 that's -- please, please let me finish.

17 MR. BLACHE:

18 Go ahead.

19 MR. WILLIAMS:

20 I don't think that that was the right way
21 that should have been dealt like that. I
22 don't think it should have been handled like
23 that. I'm sorry. I -- I'm just giving my
24 opinion.

25 MR. BLACHE:

1 I am the subject of this.

2 CHAIRPERSON PIERRE:

3 Yeah.

4 MR. WILLIAMS:

5 Yes, you are.

6 MR. BLACHE:

7 So because I chose to have it open for
8 this moment --

9 MR. WILLIAMS:

10 Yes, sir.

11 MR. BLACHE:

12 -- and I'm defending myself here against
13 potentially --

14 MR. WILLIAMS:

15 I do understand.

16 MR. BLACHE:

17 -- nine of my bosses that make up an
18 elective body, which is my boss, and in the
19 presence of the public, I have every right to
20 speak and defend myself.

21 MR. WILLIAMS:

22 But she has every right too.

23 MR. BLACHE:

24 I'm not saying that she doesn't.

25 MR. WILLIAMS:

1 But you --

2 MR. BLACHE:

3 I'm not commenting on that.

4 MR. WILLIAMS:

5 But you didn't tell her to sit down and

6 --

7 MR. BLACHE:

8 I'm not directing the meeting, sir.

9 MR. WILLIAMS:

10 She -- that's right. That's right.

11 MR. BLACHE:

12 Okay.

13 MR. WILLIAMS:

14 That's right. You -- you said exactly
15 what I was thinking.

16 MR. BLACHE:

17 I'm not directing the meeting.

18 MR. WILLIAMS:

19 The Chairman didn't take -- she didn't
20 take -- it was a way it should have been said
21 and it was a way it should have been handled.
22 And I'm just saying right now that it -- I
23 don't think that that was handled properly.
24 It was another way it should have been said.
25 And we can discuss later how we do that or if

1 we want to do this right now in open meeting,
2 we can.

3 CHAIRPERSON PIERRE:

4 We can.

5 MR. WILLIAMS:

6 But I don't think that it should have
7 been handled -- Mr. Blache got his chance to
8 speak. Guess what? By the time we go through
9 everything -- I'm seeing you trying to hit the
10 gavel.

11 By the time we go through everything
12 that's in this booklet, will we even remember
13 that Ms. Metoyer wanted to say anything?

14 CHAIRPERSON PIERRE:

15 We have her card right here.

16 MR. WILLIAMS:

17 Okay. So since we have her card, allow
18 her to speak.

19 CHAIRPERSON PIERRE:

20 Well, Mr. Williams, let me just say
21 something to you. We said in the beginning of
22 this meeting that they would be allowed to
23 have three minutes after we finish this
24 report.

25 MR. WILLIAMS:

1 Yes, we did.

2 CHAIRPERSON PIERRE:

3 And so that applies to Ms. Metoyer and
4 anyone else who wants to speak. The cards
5 were there so they could fill out the cards if
6 they wanted to speak. And at the end of this,
7 if Ms. Metoyer wants to say anything, she has
8 every right just like everyone else in this
9 audience has.

10 MR. WILLIAMS:

11 Mr. Blache?

12 MR. BLACHE:

13 Sir?

14 MR. WILLIAMS:

15 Do you think that you spoke longer than
16 three minutes, sir?

17 CHAIRPERSON PIERRE:

18 Wait. Let him --

19 MR. WILLIAMS:

20 Just a question.

21 MR. BLACHE:

22 I think -- Mr. Williams, let me say
23 something, okay, because I've been down this
24 path with you in June and July.

25 MR. WILLIAMS:

1 Yes, sir. Yes, sir.

2 MR. BLACHE:

3 I'm going to -- I'm going to say what I
4 have to say, okay.

5 MR. WILLIAMS:

6 Do that, sir.

7 MR. BLACHE:

8 I don't have a three-minute limit.

9 MR. WILLIAMS:

10 Oh.

11 MR. BLACHE:

12 Do you have three minutes to read this
13 into the record?

14 MR. WILLIAMS:

15 I --

16 MR. BLACHE:

17 I think you're being combative and snarky
18 with me.

19 MR. WILLIAMS:

20 Snarky?

21 MR. BLACHE:

22 And I don't appreciate it.

23 MR. WILLIAMS:

24 I'm not being combative.

25 MR. BLACHE:

1 And I'm letting you know that. I don't
2 appreciate it.

3 MR. WILLIAMS:

4 I'm just giving everybody a fair chance.

5 CHAIRPERSON PIERRE:

6 Okay. Mr. Williams, the reason the
7 speakers have three minutes -- sit back for a
8 minute.

9 MR. ROBINSON:

10 Yeah.

11 CHAIRPERSON PIERRE:

12 The reason the speakers have three
13 minutes to speak is because they are speakers.
14 The reason Mr. Blache and Ms. Hull have an
15 opportunity to say and to defend themselves in
16 the presence of this Board and they chose to
17 do it publicly so they can have their say as
18 it relates to what's here in this report.

19 MR. WILLIAMS:

20 I understand.

21 CHAIRPERSON PIERRE:

22 So if anybody out there in this audience
23 is one of those defendants, then they have
24 that right too, to plead their case before
25 this Board.

1 MR. WILLIAMS:

2 I do understand. Okay.

3 CHAIRPERSON PIERRE:

4 Okay.

5 MR. WILLIAMS:

6 I do understand.

7 CHAIRPERSON PIERRE:

8 Okay. No. Well, you asked about why
9 they didn't have three minutes or something
10 like that.

11 MR. WILLIAMS:

12 Let's just not forget to give them they
13 time. That's all I ask. Let's -- let's try
14 to remember that.

15 CHAIRPERSON PIERRE:

16 Thank you. We'll move on.

17 Okay. Where were we, Ms. Richardson?

18 MS. RICHARDSON:

19 I believe we were going to move on to
20 Allegation No. 2; two correct?

21 CHAIRPERSON PIERRE:

22 Is that --

23 MR. BLACHE:

24 Is there a finding on Allegation No. 2?

25 MS. LANDRY:

1 Yes, there is.

2 MR. BLACHE:

3 Okay. Thank you. I'm searching for it
4 right now.

5 MS. RICHARDSON:

6 I'm sorry. I am also. I haven't seen
7 this, so --

8 MR. BLACHE:

9 Yeah.

10 MS. RICHARDSON:

11 -- yes. The impressions is what I was
12 reading.

13 MR. ECHEGOYEN:

14 The Board Member just told you that it
15 was. She did.

16 MR. BLACHE:

17 What?

18 MR. ECHEGOYEN:

19 She just said that there was; is that
20 correct, Ms. Marian?

21 CHAIRPERSON PIERRE:

22 I'm sorry. I didn't understand what you
23 said. I'm sorry.

24 MR. ECHEGOYEN:

25 She just told us that there was founded,

1 correct, the second allegation?

2 MR. BLACHE:

3 She's looking.

4 CHAIRPERSON PIERRE:

5 No, that it was not founded. No, we're
6 looking for the job description. It has been
7 put on hold getting a copy of the job
8 description to confer with the statement that
9 Ms. Landry made.

10 MR. ECHEGOYEN:

11 Okay.

12 CHAIRPERSON PIERRE:

13 So that's what I thought we did. Is that
14 not what we did?

15 MR. RIVERS:

16 It says it is founded.

17 MR. BLACHE:

18 Okay.

19 MS. LANDRY:

20 Yes, that's what we did.

21 MR. BLACHE:

22 And now, we're moving to No. 2. And we
23 were asking if there was a finding, and
24 Ms. Landry said there is.

25 MS. LANDRY:

1 Yes.

2 MR. BLACHE:

3 Right.

4 CHAIRPERSON PIERRE:

5 There is a finding.

6 MS. RICHARDSON:

7 Allegation No. 2: Mr. Blache shows
8 Ms. Hull favoritism by allowing her to come
9 and go as she pleases, and she does not fill
10 out time sheets or leave slips.

11 Investigators' Impression: Ms. Hull,
12 Mr. Blache, and Ms. Richardson corroborated
13 that Ms. Hull works all times of the night and
14 day and is on call 24/7 and goes out on
15 inspections with Mr. Blache late at night and
16 on weekends. Mr. Blache advised that he can
17 tell what she has worked by the logs.

18 The investigators asked Ms. Vallery for
19 Ms. Hull's time sheets and leave slips for the
20 past six months, November 2017 through March
21 2018. Ms. Vallery advised that she did not
22 have any time sheets or leave slips for
23 Mr. Blache; that she enters his time as 40
24 straight hours a week.

25 Ms. Vallery provided time sheets and

1 leave slips for Ms. Hull for this time period;
2 however, she was missing time sheets for the
3 following dates: 11/13 through 11/19/2017,
4 12/11 through 12/31/2017 and 1/15 to present
5 2018.

6 When questioned about the missing time
7 sheets, Ms. Vallery said that is all she has.
8 And it says, see Exhibit C, which you all
9 should have at the back.

10 CHAIRPERSON PIERRE:

11 And Exhibit C was the time sheets that
12 was presented by Ms. Vallery --

13 MR. BLACHE:

14 Right.

15 CHAIRPERSON PIERRE:

16 -- for the times that was just indicated.

17 MS. RICHARDSON:

18 Okay. And continuing on, it says, based
19 on the witnesses' statements above, there is
20 enough evidence to support that Ms. Hull does
21 not work consistent hours and that she works
22 all hours of the night and some weekends.
23 Ms. Hull does not consistently fill out time
24 sheets to show her hours worked or leave
25 taken.

1 Mr. Blache also does not fill out time
2 sheets to show his hours are worked or leave
3 taken. Ms. Hull and Mr. Blache testified that
4 it is their understanding they do not need to
5 fill out time sheets because they are
6 unclassified salaried employees.

7 Executive Order No. JBE2016-48 Rules and
8 Policies on Leave for Unclassified Service
9 provides for the rules, policies on annual
10 compensatory sick, special, military, and
11 other leave for certain officers and employees
12 who are in the unclassified position. See
13 Exhibit D for Executive Order.

14 CHAIRPERSON PIERRE:

15 Which is attached to your report.

16 MS. LANDRY:

17 Yes.

18 MR. PELLEGRIN:

19 So can that be read?

20 CHAIRPERSON PIERRE:

21 Well, yeah. You can go on and read it.

22 MS. LANDRY:

23 Well, I just need to read one section if
24 that's okay because it is about recordkeeping.

25 CHAIRPERSON PIERRE:

1 Uh-huh.

2 MS. LANDRY:

3 And it said, leave records shall be
4 maintained for all unclassified; and then it
5 says, daily and leave -- daily attendance and
6 leave records shall be maintained for all
7 unclassified employees.

8 MR. BLACHE:

9 Okay.

10 MS. LANDRY:

11 So whether that's time sheets or not, I'm
12 not sure.

13 MR. BLACHE:

14 Right. I'll --

15 MS. LANDRY:

16 So maybe you can clarify.

17 MR. BLACHE:

18 Yeah. I will address me. As an
19 appointing authority and in my career in Civil
20 Service and State Service, I don't know a
21 single appointing authority that's ever had to
22 do a time sheet. We have been audited by the
23 legislative auditor on a full audit, an audit
24 last year with an audit that looked at time
25 and records, and there was no exceptions noted

1 with the way my records are kept.

2 MS. LANDRY:

3 Right.

4 MR. BLACHE:

5 That's my only comment.

6 MS. LANDRY:

7 And I'm so much concerned --

8 MR. BLACHE:

9 Yes, ma'am.

10 MS. LANDRY:

11 I'm more concerned about Ms. Hull's time
12 sheets.

13 MR. BLACHE:

14 Now my -- it was my understanding, and I
15 think Ms. Vallery is here, so she can correct
16 me if I'm wrong, that at some point there was
17 a discussion between she and Ms. Hull about
18 the need for her to do time sheets, because
19 she is a salaried and unclassified employee;
20 is that correct?

21 MS. VALLERY:

22 She, when we spoke and she stopped
23 filling out the time sheets, she said that she
24 no longer had to do it.

25 MR. BLACHE:

1 She told you that?

2 MS. VALLERY:

3 Yes.

4 MS. LANDRY:

5 Okay. And this is stating --

6 MR. BLACHE:

7 Right. I understand what you're saying.

8 MS. LANDRY:

9 I understand and --

10 MR. BLACHE:

11 No, I totally understand that. And I --

12 MS. LANDRY:

13 Okay. And that's Section 22, Fabian.

14 MR. BLACHE:

15 Yes, ma'am. And I'm asking that question

16 because I wasn't aware of how that

17 conversation took place --

18 MS. LANDRY:

19 Okay.

20 MR. BLACHE:

21 -- or when the time sheet filling out

22 stopped.

23 MS. LANDRY:

24 Okay. Thank you.

25 MR. BLACHE:

1 Yes, ma'am.

2 MR. RIVERS:

3 I have a motion.

4 CHAIRPERSON PIERRE:

5 The Chair recognizes. You've got a
6 thousand motions. Mr. Rivers?

7 MR. PELLEGRIN:

8 Are we allowed to ask a followup question
9 or not?

10 CHAIRPERSON PIERRE:

11 Yeah. He's asking one.

12 MR. PELLEGRIN:

13 Okay.

14 CHAIRPERSON PIERRE:

15 The Chair has recognized Mr. Ritchie
16 Rivers.

17 MR. PELLEGRIN:

18 Okay.

19 MR. RIVERS:

20 Ms. Vallery, you advise in your statement
21 that, she was told, Ms. Hull, that she did not
22 need to fill out a time sheet. And then it
23 says that you questioned Mr. Blache about
24 that, and he told you that that was correct;
25 that neither Mr. Blache or Ms. Hull needed to

1 fill out a time sheet; is that correct? You
2 did speak to him about this --

3 MS. VALLERY:

4 Yes.

5 MR. RIVERS:

6 -- and he told you that?

7 MS. VALLERY:

8 That she was unclassified and --

9 MR. BLACHE:

10 Say that again. I'm sorry. I couldn't
11 hear you.

12 MS. VALLERY:

13 You told me that she was unclassified and
14 she was salaried.

15 MR. BLACHE:

16 I don't distinctly remember the
17 conversation. I would think that if
18 Ms. Vallery brought it to me, we discussed it
19 and came to some sort of conclusion on it. So
20 I'm okay with that.

21 CHAIRPERSON PIERRE:

22 Okay. In Section 3 --

23 MS. HULL:

24 I thought leave slips are -- they were
25 attached to the documents.

1 MR. BLACHE:

2 Okay.

3 CHAIRPERSON PIERRE:

4 They are here.

5 MS. HULL:

6 Yeah.

7 MR. BLACHE:

8 Okay. Very good.

9 CHAIRPERSON PIERRE:

10 Okay. Mr. Durell?

11 MR. PELLEGRIN:

12 Okay. So I guess the question that I
13 have is, when she came to you and said that
14 she didn't have to fill these out, did you
15 bring that to Mr. Blache?

16 MS. VALLERY:

17 I did speak to him about it --

18 MR. PELLEGRIN:

19 Okay.

20 MS. VALLERY:

21 -- and we talked about it.

22 MR. PELLEGRIN:

23 All right.

24 MS. VALLERY:

25 Because she is unclassified and she's

1 salaried.

2 MR. BLACHE:

3 Okay.

4 MR. PELLEGRIN:

5 Okay. Just wanted to make sure that you
6 questioned him.

7 MS. VALLERY:

8 Yes.

9 CHAIRPERSON PIERRE:

10 And I'd like to refer you to Section 3.
11 And it says, full-time employees, it says, for
12 each full-time, unclassified officer or
13 employee, each appointing authority, the
14 appointing authority shall establish
15 administrative work weeks of not less than 40
16 hours per week. Was that established?

17 MR. BLACHE:

18 Yes.

19 MS. HULL:

20 It was more than that.

21 MR. BLACHE:

22 Yes.

23 CHAIRPERSON PIERRE:

24 Okay.

25 MR. RIVERS:

1 Well, but we have no record of that
2 because you don't keep time sheets; correct?

3 MS. HULL:

4 No, sir, you do have plenty of records of
5 that. The last time y'all came, y'all took
6 all of my time sheets from whenever I was WAE,
7 and I've worked way more than 40 hours a week.
8 I've put in my work for the last year and a
9 half here.

10 MR. RIVERS:

11 So when you were WAE, you weren't a
12 salaried employee; correct?

13 MS. HULL:

14 Correct.

15 MR. RIVERS:

16 So if you worked over 40 hours a week, we
17 were paying you overtime; right?

18 MR. BLACHE:

19 No.

20 MS. HULL:

21 No.

22 MR. RIVERS:

23 How would you --

24 MR. BLACHE:

25 No, we --

1 MR. RIVERS:

2 -- go over 40 hours and not violate the
3 Labor Law of an hourly employee and not pay
4 them overtime?

5 MR. BLACHE:

6 WAEs are paid straight hour per hour for
7 their work.

8 MR. RIVERS:

9 So they can work overtime and we don't
10 have to --

11 MR. BLACHE:

12 It's not -- it's construed as -- they
13 don't earn leave. They don't have benefits.
14 It is just straight hours.

15 MR. RIVERS:

16 But I understand if the Labor Law -- does
17 the Labor Law not in fact say, if an employee
18 works more than 40 hours in a week that they
19 are to be paid time and a half?

20 MR. BLACHE:

21 WAE employees don't earn overtime.

22 MR. ECHEGOYEN:

23 But that's not the question. The
24 question is, do --

25 MR. BLACHE:

1 I can't address that beyond my response.
2 That would have to be something that Ms.
3 Vallery would have --

4 MS. VALLERY:

5 WAE employees work straight time. They
6 are not --

7 MR. ECHEGOYEN:

8 So --

9 MS. VALLERY:

10 They're not compensated for any overtime
11 hours. They do not receive benefits. They do
12 not receive holiday pay. It's just straight
13 time for their working hours.

14 MR. BLACHE:

15 Yep. Correct.

16 MS. HULL:

17 So the hours I worked that was late, 12,
18 13, 14 hours a day, even the night that y'all
19 came and I stayed 'til nine o'clock helping
20 y'all out --

21 MR. RIVERS:

22 I wasn't here at nine o'clock.

23 MR. BLACHE:

24 Yes, sir. That was --

25 MS. HULL:

1 Yes, y'all were.

2 MR. BLACHE:

3 Yes, July 26th.

4 MR. RIVERS:

5 I was not here that day.

6 MR. BLACHE:

7 You were.

8 CHAIRPERSON PIERRE:

9 Well, I think, Mister -- I think -- if we
10 don't have -- Mister (inaudible), did you have
11 a question? I heard you say something. Did
12 you have a question?

13 MR. RIVERS:

14 What's that?

15 CHAIRPERSON PIERRE:

16 Mr. Hector, did you have a question?

17 MR. ECHEGOYEN:

18 No, I did not.

19 CHAIRPERSON PIERRE:

20 Oh, I heard you saying something. Okay.

21 Well, if -- are there any more questions?

22 If there aren't any --

23 MR. CROUCH:

24 Ms. Chairperson, would you -- would you,

25 for the court reporter's assistance, people

1 that speak to identify themselves --

2 MR. BLACHE:

3 Oh, yes.

4 CHAIRPERSON PIERRE:

5 Okay.

6 MR. CROUCH:

7 -- because she can't tell.

8 CHAIRPERSON PIERRE:

9 Okay.

10 MR. CROUCH:

11 She's taking this down and it's going to
12 be unclear.

13 CHAIRPERSON PIERRE:

14 Well, we're trying to -- we're trying to
15 recognize the speakers. And as the Chair, I'm
16 trying to recognize the speakers --

17 MR. CROUCH:

18 Not necessarily Board Members, but --

19 CHAIRPERSON PIERRE:

20 -- but when they were speaking out of
21 turn, I can't.

22 MR. CROUCH:

23 Not necessarily Board Members, but --

24 CHAIRPERSON PIERRE:

25 Yes, sir. Thank you. We will.

1 Could we move on? So that's No. 2; is
2 that correct?

3 MS. RICHARDSON:

4 Correct.

5 MR. BLACHE:

6 Yes.

7 MS. RICHARDSON:

8 Okay. Allegation No. 3: Mr. Blache
9 allows Ms. Hull to act inappropriately in
10 meetings and other times with Mr. Blache.

11 CHAIRPERSON PIERRE:

12 The impression?

13 MS. RICHARDSON:

14 Investigators' Impression: Ms. Metoyer,
15 Ms. Salamoni, Ms. Eidson, Ms. Rochester, Ms.
16 Hampton, and Ms. Murreld corroborated one
17 another's testimony that they have seen what
18 they believe to be unprofessional behavior on
19 the part of Ms. Hull, and Mr. Blache allowing
20 this behavior. Ms. Hull admitted Mr. Blache
21 massaged her neck. She sat on the corner of
22 his desk at meetings and draped her feet over
23 the side of the chair, saying she catches on
24 faster, insinuating she was bored at the
25 meetings, so that is why she lounged on the

1 couch.

2 No one except Ms. Murreld said they saw
3 any kissing or touching other than neck or
4 back massages. Ms. Murreld, in the written
5 complaint, said she knew Mr. Blache and
6 Ms. Hull had a sexual relationship; but when
7 interviewed, said she did not. Ms. Murreld
8 also told investigators that she is revengeful
9 toward Ms. Hull because of a statement
10 Ms. Hull allegedly made that Ms. Murreld may
11 have passed a Civil Service test, but she,
12 Ms. Hull, would get paid anyway.

13 The Investigators questioned
14 Ms. Murreld's credibility because she was also
15 bitter that her WAE hours were almost up, and
16 Mr. Blache did not get her a permanent
17 position.

18 With regards to the allegation that
19 Mr. Blache and Ms. Hull had a sexual
20 relationship, during the interviews, no one
21 had any knowledge to support this claim.
22 Mr. Blache and Ms. Hull admitted to being
23 friends but denied having any intimate
24 involvement.

25 MR. BLACHE:

1 Hence the reason why I said, if there's
2 no finding, I don't believe it should be in
3 this discussion.

4 CHAIRPERSON PIERRE:

5 Any questions or any comments from the
6 Board?

7 Okay. If there's no questions or
8 comments, we'll move on to Allegation 4.

9 MS. RICHARDSON:

10 Allegation No. 4: Ms. Metoyer alleged
11 that Ms. Hull is the only one with the IT
12 passwords, and she thinks Ms. Hull went into
13 her computer and generated errors so she,
14 Ms. Hull, could give them to Mr. Blache to get
15 Ms. Metoyer in trouble. She said Ms. Hull
16 also did this to Ms. Janes.

17 The Investigators' Impression: The EEO
18 investigators determined during the course of
19 the interviews that Ms. Metoyer was having
20 problems performing to standards. Mr. Blache
21 testified that Ms. Hull does not have the
22 capability to get into anyone's computer.

23 This allegation would take further
24 investigation to make a determination.

25 CHAIRPERSON PIERRE:

1 So, again, no determination was made.

2 MS. RICHARDSON:

3 Correct.

4 CHAIRPERSON PIERRE:

5 Okay. Any questions?

6 MS. RICHARDSON:

7 Allegation No. 5: Ms. Metoyer stated
8 that when she met with Mr. Blache to complain
9 about the way Ms. Hull talks to her, and that
10 he, Mr. Blache, is showing her favoritism, she
11 alleged that Mr. Blache began yelling and
12 threw a small stapler at the office wall.

13 Investigators' Impression: Ms. Hull had
14 a voice recording of her conversation with
15 Ms. Metoyer when they met to discuss the
16 errors Ms. Metoyer had made. Investigators
17 listened to the recording and Ms. Hull's
18 demeanor was very calm and professional with
19 Ms. Metoyer. While Ms. Hull knew she was
20 recording the conversation, Ms. Metoyer
21 presumably did not know. Ms. Metoyer's
22 recollection was not supported by the
23 recording.

24 Regarding the allegation that Mr. Blache
25 yelled and threw a stapler, Mr. Blache denies

1 that he yelled or threw a stapler against the
2 wall. Ms. Richardson did not hear Mr. Blache
3 yell and curse and throw something against the
4 wall, and her office is right next door. And
5 Mr. Blache called her in just following the
6 alleged yelling and throwing of the stapler.

7 Ms. Hampton is not sure if it was
8 Ms. Metoyer in the office with Mr. Blache when
9 she heard yelling and something hitting the
10 wall. Ms. Murreld's office is all the way on
11 the other side of the building, but she said
12 she heard Ms. Richardson being called in to
13 Mr. Blache's office, and he asked her had he
14 written Ms. Hull up before.

15 CHAIRPERSON PIERRE:

16 So any questions or any comments from the
17 Board?

18 Okay. There's no questions or no
19 comments. We'll move on to six.

20 MS. RICHARDSON:

21 Allegation No. 6: Mr. Blache and Ms.
22 Hull went to the Rose Bowl in California for
23 New Year's Eve 2017. It also alleged that
24 during this trip, Mr. Blache, while in his
25 hotel room, dropped his pants and exposed his

1 private parts to Ms. Hull. Ms. Murreld, in
2 her interview, advised she was told this by
3 Ms. Hull.

4 The Investigators' Impression:

5 Mr. Blache testified that this was a personal
6 trip for both him and Ms. Hull and that he did
7 not claim any expenses for reimbursement.
8 Ms. Hull said that it was not a personal trip
9 and said the company Proto Tech reimbursed Mr.
10 Blache for her flight and she stayed with the
11 owners of the company. Ms. Vallery confirmed
12 that the PSE was not charged with any travel
13 related costs due the Mr. Blache and
14 Ms. Hull's trip.

15 Ms. Hull and Mr. Blache each denied the
16 allegation that Mr. Blache exposed himself to
17 her in his hotel room. While Mr. Blache said
18 that he definitely took leave for his time out
19 of the office during this trip, but because he
20 did not complete leave slips or time sheets,
21 there is no record to reflect such.

22 Ms. Hull stated she left for the trip on
23 Thursday, December 28th, 2017 and returned on
24 January 3rd, 2018. Ms. Hull did not fill a
25 out a time sheet or leave slips for the week

1 of December 25th, 2017 through December 31st,
2 2018. Monday, December 25th, and Tuesday,
3 December 26th were legal and designated
4 holidays and she would not have needed to take
5 leave.

6 Ms. Hull thinks she left for the trip on
7 Thursday, December 28th, 2017. As such, if
8 the trip was personal and not work-related,
9 she should have taken leave for December 28th
10 and Friday, December 29th, 2017. Ms. Hull did
11 not fill out a time sheet for Monday,
12 January 1st through Sunday, January 7th, 2018.

13 Ms. Hull showed Monday, January 1st and
14 Tuesday, January 2nd, 2018 as holidays.
15 Ms. Hull testified that when they arrived back
16 on Wednesday, January 3rd, 2018, she took sick
17 leave for that day. Ms. Hull's time sheet
18 reflects eight hours' sick leave, but her
19 leave slip reflected that the eight hours
20 taken was scratched through and changed to 6.5
21 hours.

22 Ms. Hull did not claim the time it took
23 her to travel home from the airport. This
24 suggest that Ms. Hull believed this trip to be
25 work related. Mr. Blache advised that they

1 came back from the trip around 9:30 a.m. and
2 he went to work. Mr. Blache did not take any
3 leave. See Exhibit D for time sheet and leave
4 slip for Ms. Hull.

5 CHAIRPERSON PIERRE:

6 Exhibit D has the time sheet from
7 Ms. Hull attached to your report. Any
8 questions or comments?

9 MR. RIVERS:

10 I have a -- can I have the floor?

11 CHAIRPERSON PIERRE:

12 Yes, sir.

13 MR. RIVERS:

14 My question is, why did the company pay
15 you, Fabian, for her flight? What was --

16 MR. BLACHE:

17 Because they were basically courting her
18 to possibly go to work for her -- for them.

19 MR. RIVERS:

20 It was what now?

21 MR. BLACHE:

22 They were courting her to possibly go to
23 work for them.

24 MR. RIVERS:

25 So why did they pay you?

1 MR. BLACHE:

2 Because I -- I -- she doesn't have a
3 credit card. And I paid for the ticket with
4 my personal card, and they reimbursed me for
5 her flight.

6 MR. RIVERS:

7 Okay. And then there's some discrepancy
8 where Ms. Hull said that she was on a
9 work-related trip and you said that y'all were
10 not on a work-related trip according to this.

11 MS. HULL:

12 I was going for maybe a new job, and it
13 was an experience for me. On the other hand,
14 him being an older person, it wasn't play time
15 for him. I went --

16 MR. RIVERS:

17 But I understand, but you didn't take
18 leave or anything according to this. You said
19 it was work related, like you --

20 MR. BLACHE:

21 She means employment related, not work
22 related, not related to working here. That
23 was a personal trip, and that's what the
24 investigation bears it as.

25 MR. SANDERS:

1 Since that was a personal trip, there's
2 no need for us to go into that now. We can
3 probably go on to the next one.

4 MR. RIVERS:

5 Let me see. Let me read this.

6 CHAIRPERSON PIERRE:

7 Does that conclude your questions?

8 MR. RIVERS:

9 One second, please.

10 CHAIRPERSON PIERRE:

11 Sure.

12 MR. RIVERS:

13 All right. Right here, it says Ms. Hull
14 advised that the trip to the Rose Bowl was not
15 a personal trip.

16 MS. HULL:

17 It was an experience for me.

18 MR. RIVERS:

19 I --

20 MS. HULL:

21 That --

22 MR. BLACHE:

23 You can ask her that question. I have --
24 that's not my response.

25 MS. HULL:

1 When I say that it was not -- what did I
2 say?

3 MR. RIVERS:

4 You said it's not a personal trip. So if
5 it's not a personal trip, then you go
6 represent the Louisiana State Board of Private
7 Security Examiners?

8 MS. HULL:

9 No.

10 MR. RIVERS:

11 So did you fill out leave and take off to
12 go on that trip?

13 MR. BLACHE:

14 We were closed those days.

15 MS. HULL:

16 It was a holiday. Monday and Tuesday,
17 end of the week and --

18 MR. BLACHE:

19 It was New Year's holiday.

20 MS. HULL:

21 -- then the next Monday and Tuesday, we
22 were off.

23 After Christmas, beginning of the New
24 Year, where were you at?

25 MR. RIVERS:

1 Well, I was just reading where Mr. Blache
2 said he definitely took leave for this trip
3 and advised that the trip took place on --

4 MS. HULL:

5 If you look on the bottom of it, I have
6 leave slips on there too.

7 MR. BLACHE:

8 I took leave slips because I left on
9 Thursday -- Friday, I believe it was, whatever
10 the last day of the week was before the two
11 days that the Governor gave us off.

12 MR. RIVERS:

13 Okay. I'm just trying to clarify what's
14 in the report.

15 MR. BLACHE:

16 That's fine.

17 CHAIRPERSON PIERRE:

18 Does that conclude your question?

19 MR. RIVERS:

20 Thank you.

21 CHAIRPERSON PIERRE:

22 Ms. Landry?

23 MS. LANDRY:

24 I just have one comment. And it's just
25 that your leave slip was changed to 6.5 hours,

1 6.5 hours of work related where you were paid?
2 I'm not understanding. I'm not understanding.
3 That's why I'm asking.

4 MS. HULL:

5 I wouldn't understand it either because
6 usually Ms. Sharon will give me a work slip or
7 a leave slip and she says, hey, fill this out
8 and put these hours on it. Because I was
9 unaware off how to fill one out when I first
10 started working here.

11 MS. LANDRY:

12 Okay. So if you were paid 6.5 hours,
13 then --

14 MR. BLACHE:

15 Which day is that? I'm sorry. I'm just
16 trying to help.

17 MS. LANDRY:

18 On the 3rd. On January 3rd.

19 MR. BLACHE:

20 January 3rd?

21 MS. LANDRY:

22 Yes.

23 MR. BLACHE:

24 Okay. What day of the week was that?

25 Let's see.

1 MS. LANDRY:

2 That she took leave for that day.

3 MS. HULL:

4 When I came back and I went and did an
5 inspection?

6 MR. BLACHE:

7 Oh.

8 MS. LANDRY:

9 Oh, I don't know.

10 MR. BLACHE:

11 Okay. I see what you're saying.

12 CHAIRPERSON PIERRE:

13 She took leave that day, it says, and she
14 filled out a time sheet for eight hours --

15 MR. BLACHE:

16 Okay.

17 CHAIRPERSON PIERRE:

18 -- and it was struck through and put 6.5
19 hours.

20 MS. LANDRY:

21 I understand. It reflects eight hours of
22 sick leave.

23 CHAIRPERSON PIERRE:

24 Uh-huh. She said she was sick.

25 MS. LANDRY:

1 Right.

2 CHAIRPERSON PIERRE:

3 She said she took sick leave for the day,
4 the January 3rd.

5 MS. LANDRY:

6 That was in -- okay. I'm -- I'm not -- I
7 just didn't know if it was changed to 6.5
8 hours of work.

9 MR. BLACHE:

10 I gotcha.

11 MS. LANDRY:

12 That's what I was just -- I was just
13 needing clarification.

14 CHAIRPERSON PIERRE:

15 Right. Any other questions or comments
16 as it relates to that one?

17 MR. PELLEGRIN:

18 I do.

19 CHAIRPERSON PIERRE:

20 Go ahead.

21 MR. PELLEGRIN:

22 I just want to kind of nail this thing
23 down a little bit more.

24 MR. BLACHE:

25 Sure.

1 MR. PELLEGRIN:

2 So Ms. Hull stated she left for the trip
3 on Thursday, December 28th. Was that a
4 working day here?

5 MR. BLACHE:

6 I think the day of the trip was the 29th.

7 MS. HULL:

8 I told them I wasn't sure exactly what
9 day it was, the 28th --

10 MR. BLACHE:

11 Yeah.

12 MS. HULL:

13 -- or the 29th, but I was actually out
14 because my son was sick. So I wasn't here
15 that Wednesday before I left for the trip.

16 MR. PELLEGRIN:

17 That was the 27th.

18 MS. HULL:

19 And we were closed that Monday and
20 Tuesday.

21 MR. PELLEGRIN:

22 Okay. Wednesday was the 27th. We
23 talking about 2017; correct?

24 MR. BLACHE:

25 The departure day, I believe, was

1 December 29th.

2 CHAIRPERSON PIERRE:

3 Thursday the 28th.

4 MR. PELLEGRIN:

5 Okay. So that would have been a Friday?

6 MR. BLACHE:

7 Yes.

8 MR. PELLEGRIN:

9 So the report says you left for the trip
10 on December 28th, and that's a Thursday. It's
11 not -- is that not a fact?

12 MR. BLACHE:

13 Yeah, that's incorrect. It was the 29th.
14 And I'm pretty sure I have the itinerary.

15 MR. PELLEGRIN:

16 Okay. So was it Thursday or Friday that
17 you left?

18 MS. HULL:

19 I was off the whole week. I told them I
20 didn't remember exactly what day I left --

21 MR. PELLEGRIN:

22 Okay.

23 MS. HULL:

24 -- because Monday and Tuesday were
25 holidays and was out because my son was sick

1 before I left.

2 MR. PELLEGRIN:

3 Gotcha.

4 MS. HULL:

5 And so I wasn't here that whole week or
6 until the next week.

7 MR. PELLEGRIN:

8 And then on the following week, January 1
9 was New Year's Day, so you'd be off that day.

10 MS. HULL:

11 So then, I was off.

12 MR. PELLEGRIN:

13 When did you return?

14 MS. RICHARDSON:

15 Tuesday was a holiday also.

16 MS. HULL:

17 Yeah.

18 MR. PELLEGRIN:

19 It was?

20 MS. RICHARDSON:

21 Yes.

22 MS. HULL:

23 And then Wednesday would have been the
24 3rd.

25 MR. PELLEGRIN:

1 Correct.

2 MS. RICHARDSON:

3 Which must be when the sick --

4 CHAIRPERSON PIERRE:

5 Sick leave, the 3rd.

6 MS. RICHARDSON:

7 Yes.

8 MS. HULL:

9 Yes.

10 MR. BLACHE:

11 Because I was here Wednesday morning at

12 9:30.

13 MR. PELLEGRIN:

14 And was the -- that week that you were
15 out, was there a leave slip for that?

16 MR. BLACHE:

17 I don't -- I don't have that in front of
18 me to answer that.

19 MS. HULL:

20 Is it on the -- is it on the back of
21 that?

22 MR. PELLEGRIN:

23 I don't see anything for that whole week.

24 CHAIRPERSON PIERRE:

25 Well, here's -- here's what I have here.

1 MS. FINCHUM:

2 I have a question real quick, Madam
3 Chair.

4 CHAIRPERSON PIERRE:

5 When he concludes his --

6 MS. FINCHUM:

7 Sure.

8 CHAIRPERSON PIERRE:

9 -- you'll be next, Misty.

10 MS. FINCHUM:

11 No problem.

12 CHAIRPERSON PIERRE:

13 Okay. Here's one here that says it's
14 through January 1st through January 5th.

15 MR. BLACHE:

16 Right.

17 CHAIRPERSON PIERRE:

18 And on January 4th, it says -- it says a
19 holiday January 1st or the 3rd, and the 3rd
20 being eight hours and five minutes -- here,
21 let me pass this down to you.

22 MS. LANDRY:

23 Six hours.

24 MR. BLACHE:

25 Six hours.

1 MS. FINCHUM:

2 I just have to -- want to make a
3 statement.

4 CHAIRPERSON PIERRE:

5 Okay. When he finishes --

6 MS. FINCHUM:

7 It goes with what we're talking about.

8 CHAIRPERSON PIERRE:

9 Okay. Well, when he finishes, when he
10 concludes, then you can speak.

11 Are you finished? You want this copy?

12 MR. ROBINSON:

13 No, he said he got it.

14 MR. PELLEGRIN:

15 That's the same copy I got.

16 CHAIRPERSON PIERRE:

17 Yeah. You found it?

18 MR. PELLEGRIN:

19 Yeah.

20 CHAIRPERSON PIERRE:

21 Okay. So it's --

22 MR. PELLEGRIN:

23 I was just particularly interested in the
24 last week of December.

25 MS. RICHARDSON:

1 I'm sorry.

2 CHAIRPERSON PIERRE:

3 The last week?

4 MR. PELLEGRIN:

5 Yeah.

6 CHAIRPERSON PIERRE:

7 Oh, okay.

8 MS. RICHARDSON:

9 In the Investigator Impressions, it does
10 say Ms. Hull did not fill out a time sheet or
11 leave slips for the week of December 25th,
12 2017 through December 31st.

13 CHAIRPERSON PIERRE:

14 Yes. Okay.

15 MS. RICHARDSON:

16 Is that --

17 MR. PELLEGRIN:

18 Yeah, that's --

19 MS. FINCHUM:

20 That's the statement I wanted to make is
21 that in the report, it says that that time
22 sheet is missing.

23 CHAIRPERSON PIERRE:

24 Yeah.

25 MS. FINCHUM:

1 That's why we can't find it.

2 CHAIRPERSON PIERRE:

3 Yeah.

4 MR. RIVERS:

5 Madam Chair?

6 CHAIRPERSON PIERRE:

7 Mr. Rivers?

8 MR. RIVERS:

9 Ms. Hull --

10 CHAIRPERSON PIERRE:

11 They're still on six; right?

12 MR. RIVERS:

13 Ms. Hull --

14 CHAIRPERSON PIERRE:

15 Let's just go back just for a second.

16 (MULTIPLE SPEAKERS SPEAKING)

17 MR. PELLEGRIN:

18 I know what the report says. I was just
19 asking her if she completed a time sheet.

20 CHAIRPERSON PIERRE:

21 Sure.

22 MR. PELLEGRIN:

23 So do you remember filling out one or
24 not?

25 MS. HULL:

1 I can't say that I do.

2 MR. PELLEGRIN:

3 Okay. All right. Thank you. Yeah, it's
4 been a while ago, so I can understand.

5 CHAIRPERSON PIERRE:

6 Now, Mr. Rivers, you can ...

7 MR. RIVERS:

8 Ms. Hull -- as you've said, everyone
9 works for you here. Who would she report her
10 time in and time off to? Who is her direct
11 supervisor?

12 MR. BLACHE:

13 Well, okay. So the way time is handled
14 here is the time sheets are created by
15 Ms. Vallery. And all the time sheets flow in
16 and out of her office. Then after they're
17 compiled, they're brought to me in a folder,
18 along with everything else I have to sign,
19 like bank statements and reconciliations and
20 things of that nature. And then, if it's
21 there for me to sign off, I sign off.

22 MR. RIVERS:

23 So you're actually the last man. You're
24 in charge of --

25 MR. BLACHE:

1 Yes.

2 MR. RIVERS:

3 -- approving her?

4 MR. BLACHE:

5 Yes.

6 MR. RIVERS:

7 And how much sick time is she allowed per
8 year?

9 MR. BLACHE:

10 I don't know what those calculations are
11 because I believe we accrue sick time at a --
12 is it a flat rate no matter what and annually
13 accrues differently based upon your time and
14 service?

15 MS. VALLERY:

16 Annual and sick leave are the same --

17 MR. BLACHE:

18 I don't calculate all that.

19 MS. VALLERY:

20 -- are the same amount; which in her
21 case, is 1.844 hours per week for sick and
22 annual.

23 MR. RIVERS:

24 Okay.

25 CHAIRPERSON PIERRE:

1 That's calculated (inaudible).

2 MR. RIVERS:

3 And another question, so you would keep
4 up with if she is going over her allotted
5 time? Would you have that, those numbers, if
6 she's going over her allotted -- taking off
7 more than she actually has allotted?

8 MS. VALLERY:

9 She did not take -- she did not turn in
10 time slips or leave slips for anything that
11 she didn't have time for. She -- you know,
12 the time that she took that I don't have leave
13 slips --

14 MR. BLACHE:

15 She has (inaudible).

16 MS. VALLERY:

17 -- I don't know.

18 MR. RIVERS:

19 So we don't know if she's above or under
20 her allotted hours?

21 MS. VALLERY:

22 No, do not.

23 CHAIRPERSON PIERRE:

24 I have a question.

25 Are you finished, Mr. Rivers?

1 MR. RIVERS:

2 Yes.

3 CHAIRPERSON PIERRE:

4 Ms. Vallery, are you the timekeeper
5 for -- do you keep everybody's requests for
6 time off and slips, and do you keep the
7 accrued time that they have based on the hours
8 that they work?

9 MS. VALLERY:

10 Yes, I do.

11 CHAIRPERSON PIERRE:

12 Thank you.

13 MS. FINCHUM:

14 I have a payroll question. I guess it's
15 for you, Ms. Sharon. How often is Ms. Hull
16 paid? Is it every two weeks, every month?
17 How is that?

18 MS. VALLERY:

19 Weekly.

20 MS. FINCHUM:

21 Weekly?

22 MS. VALLERY:

23 Yes.

24 CHAIRPERSON PIERRE:

25 Any questions or comments?

1 Let's go to No. 7, please.

2 MS. RICHARDSON:

3 Allegation No. 7: Ms. Hull showed
4 employees in the office where she had a tattoo
5 removed from her private area and the
6 employees were offended and shocked.

7 The Investigators' Impression:

8 Ms. Salamoni, Ms. Richardson, and
9 Ms. Rochester corroborated one another's
10 testimony that Ms. Hull showed them where a
11 tattoo had been removed from her pubic area.
12 Ms. Rochester was shocked and Ms. Salamoni was
13 offended.

14 While Ms. Hull denied showing her
15 coworkers that particular tattoo, she admitted
16 sh has shown her tattoos to everybody. During
17 the interview, she pulled her pants down to
18 show the investigators a different tattoo to
19 the left of her pubic area.

20 MS. HULL:

21 My hip bone.

22 CHAIRPERSON PIERRE:

23 I'm sorry. Did you say something?

24 MS. HULL:

25 It's my hip bone.

1 MS. RICHARDSON:

2 Go on to Allegation No. 8?

3 CHAIRPERSON PIERRE:

4 Any --

5 MR. RIVERS:

6 Madam --

7 CHAIRPERSON PIERRE:

8 Any --

9 MR. RIVERS:

10 Madam Chair? So all of this was done
11 during working hours here at this office;
12 correct?

13 MS. HULL:

14 That's their impressions of it.

15 MR. RIVERS:

16 And that's what the ladies stated in
17 their report. Thank you.

18 MS. HULL:

19 Did I show you my tattoo during working
20 hours?

21 MS. RICHARDSON:

22 I don't recall if it was during working
23 hours really.

24 MR. RIVERS:

25 It was here at this office; correct?

1 MS. RICHARDSON:

2 Yes.

3 CHAIRPERSON PIERRE:

4 Any questions or comments?

5 MS. LANDRY:

6 Just clarification -- I mean, just
7 comment on that, it was -- that did happen
8 when the investigators were here though?

9 MS. HULL:

10 On the hip bone.

11 CHAIRPERSON PIERRE:

12 It says she --

13 MS. HULL:

14 I showed --

15 (MULTIPLE SPEAKERS SPEAKING)

16 MS. LANDRY:

17 No. No. No. No. During the interview,
18 she pulled her pants --

19 CHAIRPERSON PIERRE:

20 Yeah, but --

21 MS. LANDRY:

22 -- she pulled her pants down to show the
23 investigators a different tattoo to the left
24 side.

25 CHAIRPERSON PIERRE:

1 Yeah, but that wasn't here. Oh, I
2 thought your question was whether it was done
3 here.

4 MS. LANDRY:

5 No.

6 CHAIRPERSON PIERRE:

7 You're asking during working hours.

8 MS. LANDRY:

9 Right.

10 MR. BLACHE:

11 Right.

12 CHAIRPERSON PIERRE:

13 Okay. Any questions or comments?

14 MS. LANDRY:

15 Madam Chairwoman, I'd like to reserve
16 some comments after everything is over with.

17 CHAIRPERSON PIERRE:

18 Thank you. Okay. On any particular --

19 MS. LANDRY:

20 No.

21 CHAIRPERSON PIERRE:

22 On everything?

23 MS. LANDRY:

24 On everything, please.

25 CHAIRPERSON PIERRE:

1 Okay. We'll do that.

2 Can we go to No. 8?

3 MS. RICHARDSON:

4 Allegation No. 8: Ms. Hull showed
5 employees pictures of her ex-husband naked
6 sleeping with another woman.

7 The Investigators' Impression: Ms. Hull
8 denied showing employees a picture of her
9 ex-husband naked. Ms. Salamoni said Ms. Hull
10 showed her the picture of Ms. Hull's
11 ex-husband ejaculating with his new girlfriend
12 without her consent and that she was shocked
13 and scarred by this. The fact that Ms.
14 Salamoni told Ms. Metoyer shortly after it
15 happened, Ms. Hull told Ms. Eidson about the
16 picture, and all three corroborated that the
17 text stated something to the effect of the
18 girlfriend now being with Ms. Hull's
19 ex-husband is sufficient evidence to support a
20 conclusion that Ms. Hull did show the
21 inappropriate text to Ms. Salamoni.

22 CHAIRPERSON PIERRE:

23 Any questions or comments?

24 MR. WILLIAMS:

25 Yes, I have a question.

1 CHAIRPERSON PIERRE:

2 Mr. Williams?

3 MR. WILLIAMS:

4 Did this happen at work as well?

5 MR. BLACHE:

6 I wouldn't know, because I wasn't --

7 MR. WILLIAMS:

8 Ms. Salamoni was here, Ms. Hull was here.

9 I'm just wondering if it happened here or
10 outside of here.

11 CHAIRPERSON PIERRE:

12 I think you're going to have to address
13 that to Ms. Hull.

14 MR. WILLIAMS:

15 No, that's what I'm -- that's who I'm
16 addressing it to.

17 MS. HULL:

18 I didn't hear any person say that I deny
19 it because the allegation is saying I showed
20 pictures of him sleeping naked. Their opinion
21 of what was supposedly seen was not what was
22 stated that was showed. And it was actually
23 something on Facebook that was looked up.
24 That's why Ms. Eidson didn't see it because it
25 was deleted. And I didn't put it there.

1 So when you go looking for things, you
2 may find them. And it wasn't nothing I done
3 on my part.

4 CHAIRPERSON PIERRE:

5 Does that answer?

6 MS. HULL:

7 So if you get on Facebook at work and
8 you're looking for something because I may
9 have said something about something, then
10 you're more than likely may see something.

11 MR. WILLIAMS:

12 Okay. I mean --

13 MR. BLACHE:

14 I guess the manner in which, obviously,
15 something that's posted on social media,
16 somebody goes on a social media site and you
17 scroll through it, things may appear, I guess
18 is her point.

19 MS. HULL:

20 And what they said --

21 MR. BLACHE:

22 I don't know what that was.

23 MS. HULL:

24 -- was showed and they said they seen
25 something totally different. It's not what

1 the allegation is saying that was supposedly
2 said it was seen.

3 MR. WILLIAMS:

4 Madam Chairwoman?

5 MS. LANDRY:

6 Well, this with the --

7 MR. WILLIAMS:

8 Madam Chairwoman?

9 CHAIRPERSON PIERRE:

10 Are you --

11 MS. LANDRY:

12 I'll wait 'til I can be heard.

13 CHAIRPERSON PIERRE:

14 Were you --

15 MR. WILLIAMS:

16 Yeah, I was asking a question.

17 CHAIRPERSON PIERRE:

18 Go ahead.

19 MR. WILLIAMS:

20 Would it be possible for me to ask

21 Ms. Salamoni?

22 CHAIRPERSON PIERRE:

23 No, you -- Ms. Salamoni can speak after

24 this. She can --

25 MR. WILLIAMS:

1 I can't ask a question?

2 CHAIRPERSON PIERRE:

3 Yeah, you can ask a question,

4 Mr. Williams.

5 MR. WILLIAMS:

6 That's all I'm saying.

7 CHAIRPERSON PIERRE:

8 Okay.

9 MR. WILLIAMS:

10 That's all I was saying.

11 Ms. Salamoni, was -- did that take place
12 here or did you look on Facebook and see it?

13 MS. SALAMONI:

14 It happened here, and I do not have
15 Facebook.

16 MR. WILLIAMS:

17 Okay. That's all I wanted to know.

18 CHAIRPERSON PIERRE:

19 Okay. So, Mr. Williams --

20 MR. WILLIAMS:

21 I'm done.

22 CHAIRPERSON PIERRE:

23 Does that conclude?

24 MR. WILLIAMS:

25 Yeah, that was the only question I had.

1 CHAIRPERSON PIERRE:

2 Okay. Any other questions or comments?

3 Of course, Mr. Rivers?

4 MR. RIVERS:

5 All right. Ms. Salamoni said that
6 occurred here. Earlier when we asked you, you
7 said that all these employees work for you,
8 correct, that you're their supervisor?

9 MR. BLACHE:

10 That's correct.

11 MR. RIVERS:

12 So all this is taking place under your
13 supervision in this office?

14 MR. BLACHE:

15 I'm not supervising 12 computer screens
16 at one time, Mr. Rivers. So what you're
17 trying to do there is disingenuous. I did not
18 know about it. No one brought it to my
19 attention. And I will address all of these
20 things that you're trying to intimate when we
21 get past this.

22 CHAIRPERSON PIERRE:

23 Okay. Any more questions or any
24 comments?

25 MS. LANDRY:

1 Well, I'd like to reserve my comments for
2 later.

3 CHAIRPERSON PIERRE:

4 Okay.

5 MR. ECHEGOYEN:

6 Yeah, she's trying to say something.

7 CHAIRPERSON PIERRE:

8 Please make it a part of the record that
9 Ms. Landry wants to reserve her comments on
10 this for later.

11 MR. RIVERS:

12 We have a --

13 MS. SALAMONI:

14 May I make a comment? This was not on
15 the working computers. This was on her
16 personal cell phone. So this would not have
17 been under Fabian. This would have just been
18 just her.

19 CHAIRPERSON PIERRE:

20 Thank you.

21 MS. SALAMONI:

22 It was not a working state computer.

23 CHAIRPERSON PIERRE:

24 Thank you.

25 MR. BLACHE:

1 Thank you.

2 CHAIRPERSON PIERRE:

3 Any more questions or comments about
4 eight?

5 Let's move on to nine.

6 MR. BLACHE:

7 Nine -- nine is --

8 CHAIRPERSON PIERRE:

9 I'm -- I'm talking.

10 MR. BLACHE:

11 Oh, I'm sorry. I was --

12 CHAIRPERSON PIERRE:

13 I'm going. I'm saying --

14 MR. BLACHE:

15 Yes, I'm sorry.

16 CHAIRPERSON PIERRE:

17 -- are we on nine; right?

18 MR. BLACHE:

19 Yeah.

20 MS. RICHARDSON:

21 Mr. Blache has requested that he we not
22 read No. 9.

23 MR. BLACHE:

24 Yeah, it's unfounded.

25 CHAIRPERSON PIERRE:

1 It's unfounded.

2 MR. BLACHE:

3 And I don't want that read.

4 MS. RICHARDSON:

5 Okay. Allegation No. 10 -- should I go
6 on to No. 10 or?

7 CHAIRPERSON PIERRE:

8 Yes, please.

9 MS. RICHARDSON:

10 Okay. Allegation No. 10: Mr. Blache
11 referred to the older white employees on more
12 than one occasion and in private meetings as
13 old ass crackers.

14 Investigators' Impression: Although
15 Mr. Blache denied referring to Ms. Janes,
16 Ms. Hampton, and Ms. Vallery as crackers or
17 old ass crackers, Ms. Murreld and Ms. Metoyer
18 said -- stated that they witnessed on -- that
19 they witnessed on separate occasions -- I
20 think there was a word missing there -- that
21 they witnessed that on separate occasions.
22 There is evidence to support a determination
23 that Mr. Blache more likely than not referred
24 to white employees as crackers.

25 CHAIRPERSON PIERRE:

1 Thank you. Are there any questions or
2 comments from the Board?

3 MS. LANDRY:

4 I'll reserve my comments for the record.

5 CHAIRPERSON PIERRE:

6 And it -- and it says there's evidence to
7 support more likely --

8 MR. PELLEGRIN:

9 That's kind of confusing.

10 CHAIRPERSON PIERRE:

11 It is.

12 MR. BLACHE:

13 Well, yeah, I would agree with you.

14 MR. PELLEGRIN:

15 I have a question for Fabian.

16 CHAIRPERSON PIERRE:

17 More likely --

18 MR. BLACHE:

19 The --

20 MR. PELLEGRIN:

21 I have a question for Fabian if I --

22 MR. BLACHE:

23 Let me clarify.

24 CHAIRPERSON PIERRE:

25 I'm sorry.

1 MR. PELLEGRIN:

2 Can I have a question for Fabian?

3 MR. BLACHE:

4 Yes.

5 CHAIRPERSON PIERRE:

6 Yes, you can.

7 MR. PELLEGRIN:

8 Did you make that statement?

9 MR. BLACHE:

10 No, sir --

11 MR. PELLEGRIN:

12 Okay.

13 MR. BLACHE:

14 -- not in that -- not in that context. I
15 explained when I spoke with the media folks
16 that after what occurred with the two
17 incidences where employees here were founded
18 unequivocally to have used the word nigger, I
19 explained to my staff in a staff meeting and
20 in satellite staff meetings if, for those who
21 weren't present, that using that kind of
22 language, calling Jews kikes or Asian people
23 gooks or it would be tantamount to me walking
24 around this office calling people crackers,
25 and it would be inappropriate and it wouldn't

1 be tolerated. And I wrote people up
2 accordingly for having done it.

3 MS. LANDRY:

4 I have a comment.

5 CHAIRPERSON PIERRE:

6 Go ahead.

7 MS. LANDRY:

8 I'm understanding that there is evidence
9 to support that you did, Mr. Blache, say those
10 words. That's the way I read this.

11 MR. BLACHE:

12 I -- I read it that way too.

13 MS. LANDRY:

14 Okay.

15 MR. BLACHE:

16 I just patently disagree with it because
17 it didn't happen that way.

18 MS. LANDRY:

19 Okay. I'm just giving the Investigators'
20 Impression --

21 MR. BLACHE:

22 No, I -- absolutely.

23 MS. LANDRY:

24 -- which you yourself said you want to
25 read the Investigators' Impressions.

1 MR. BLACHE:

2 Yes. Yes. Absolutely.

3 MS. LANDRY:

4 Okay. Thank you. Thank you, Ms. Pierre.

5 CHAIRPERSON PIERRE:

6 You're welcome. Any other comments or
7 questions?

8 If there's no other comments or
9 questions, we'll go to 11.

10 MS. RICHARDSON:

11 Allegation No. 11: Ms. Hull brings
12 teenagers into the office to work.

13 Investigators' Impression: Mr. Blache
14 said he knew about the teenager helping
15 Ms. Hull in the office and said he did not
16 have a problem with it because the teenager
17 was not paid.

18 That's the end to that Impression.

19 CHAIRPERSON PIERRE:

20 Thank you. That was clear.

21 Okay. Any questions or comments from the
22 Board?

23 MR. WILLIAMS:

24 Yeah, I do.

25 CHAIRPERSON PIERRE:

1 Mr. Williams?

2 MR. WILLIAMS:

3 First of all, just the fact that you
4 brought teenagers in or allegedly brought
5 teenagers in to work in the office, some of
6 that information, some of that paperwork has a
7 lot of sensitive information on there, social
8 security numbers, date of births, things of
9 that nature. Whose to -- and it's not saying
10 that any of one of them would have done it,
11 any one of them did it, but let's just say for
12 the, I guess just to mention it, that what if
13 somebody would have gotten somebody's social
14 security number, their date of birth, their
15 address, anything that's on that paperwork, we
16 open ourselves to identify theft and things of
17 that nature. And I'm just looking at it, you
18 say you knew about it because she wasn't paid.

19 MR. BLACHE:

20 Sir, we --

21 MR. WILLIAMS:

22 I'm not trying to point the finger.

23 MR. BLACHE:

24 Sir, we -- no, I understand.

25 MR. WILLIAMS:

1 I'm not pointing the finger. I'm just
2 saying --

3 MR. BLACHE:

4 I --

5 MR. WILLIAMS:

6 -- that information is very sensitive to
7 a lot of people. Everybody up here that's on
8 this Board that have contracts into this
9 office or paperwork in this office, their
10 social security number is on here.

11 MR. BLACHE:

12 Well, let me say this, we hire student
13 workers.

14 MR. WILLIAMS:

15 Uh-huh.

16 MR. BLACHE:

17 There is no State required specific
18 guidance or training that they are given.
19 They come here and they file paperwork. We've
20 had dozens of student workers. When I got
21 here, we had four or five of them.

22 So I don't know exactly what the real
23 concern is. If we were obviously bringing
24 people with known criminal histories and
25 background -- and DPS, for example, you know,

1 there's a requirement where material that has
2 proprietary information like that has to be
3 quarantined or maintained in a manner that
4 they can't get to it. We're talking about a
5 teenager that came to file some termination
6 papers.

7 MS. HULL:

8 Because we're behind on work. We're like
9 four or five months behind putting things in.
10 So if they can alphabetize something and --

11 MR. BLACHE:

12 And they were alphabetizing stuff.

13 MS. FINCHUM:

14 I would just like to make a statement
15 about that.

16 MR. BLACHE:

17 Yes, ma'am.

18 MS. FINCHUM:

19 The student workers that we hire are on
20 our payroll; correct?

21 MR. BLACHE:

22 Yeah, they're on our payroll.

23 MS. FINCHUM:

24 Because to me, that's a distinct
25 difference when we just have a teenager --

1 MR. BLACHE:

2 It doesn't mitigate the exposure.

3 MS. FINCHUM:

4 Can I finish, please?

5 MR. BLACHE:

6 Yeah. Sure.

7 MS. FINCHUM:

8 It is to me when we have someone that's
9 coming in here doing those types of things
10 that's not on our office payroll, I do think
11 that --

12 MR. BLACHE:

13 Okay.

14 MS. FINCHUM:

15 My personal opinion is that that is very
16 different.

17 MR. BLACHE:

18 Okay. Okay.

19 CHAIRPERSON PIERRE:

20 Mr. Rivers?

21 MR. RIVERS:

22 And then the liability of if one of those
23 people, one of these juveniles, as they said,
24 was hurt here or something happened to them in
25 this office, the liability that we're faced

1 with as a Board of the Louisiana State Board
2 of Private Security Examiners. If they're
3 not -- if they're our employee, then we're
4 probably covered by our insurance. But when
5 we bring in people to work that come in and
6 work in this office and we let them come in
7 and work, we open ourself up for a huge
8 liability.

9 MR. BLACHE:

10 Well, I think if that is accurate, which
11 I don't know that -- I don't necessarily agree
12 with it in the manner you're stating. But if
13 that's accurate, then any time we bring in any
14 family member, any child, forget -- teenagers
15 are at least more responsible. If we bring in
16 younger children, for example, then we're
17 exposed to the same liability if they get hurt
18 on the premises as well. And for the entire
19 history of this agency since it stood in this
20 building, people have brought family members
21 and had other family members come in and do
22 exactly the same thing that Ms. Hull has done
23 with their kids.

24 MR. RIVERS:

25 But we're allowing these juveniles to

1 come in and do work for us, so I don't think
2 that's a liability issue.

3 MR. BLACHE:

4 I -- I understand.

5 CHAIRPERSON PIERRE:

6 But -- and you know what, Mr. Ritchie, I
7 agree with you, but then that would -- that
8 would also go -- that would also be the same
9 principal that we would have to apply to
10 family members bringing their children into
11 this office --

12 MR. RIVERS:

13 I agree.

14 CHAIRPERSON PIERRE:

15 -- because it exposes us to liability
16 also.

17 MR. RIVERS:

18 I agree totally.

19 CHAIRPERSON PIERRE:

20 Yeah, that --

21 MR. RIVERS:

22 I don't think we should bring them in.

23 CHAIRPERSON PIERRE:

24 That's what I'm saying, I agree with you.
25 So then that might be something we look at

1 going forward as it relates to Rules and
2 Regulations, which we need to put our policies
3 and procedures in place to eliminate that.

4 And so is there any other questions or
5 comments?

6 MS. RICHARDSON:

7 So go on?

8 CHAIRPERSON PIERRE:

9 Yes, please.

10 MS. RICHARDSON:

11 Allegation No. 12: Ms. Janes alleged
12 that she went into the office and Ms. Hull was
13 seen having her boyfriend in the office during
14 the early morning hours.

15 The Investigators' Impression: Based on
16 the testimony, it appears that some employees
17 are allowed to come in to work at odd hours of
18 the night and early morning. There is no
19 evidence that there was any inappropriate
20 behavior occurring from what Ms. Janes
21 witnessed.

22 Further, Mr. Blache said he knew about
23 Ms. Hull needing to go into the office
24 accompanied by a friend to retrieve her
25 medicine.

1 That's the end of that one.

2 CHAIRPERSON PIERRE:

3 Any questions or comments as it relates
4 to that?

5 MR. RIVERS:

6 I have a question.

7 CHAIRPERSON PIERRE:

8 Go ahead.

9 MR. RIVERS:

10 According to the report, you came in to
11 get your medicine around midnight; correct?
12 And then she saw you here early the next
13 morning. So, evidently, you didn't come to
14 get your medicine. You came to --

15 MS. HULL:

16 I come to get my medicine, my glasses. I
17 have seizure medicine and I sat down and I
18 started to straighten a few things on my desk
19 before I just walked out after I had taken it.

20 MR. RIVERS:

21 Because the report says that saw -- I
22 think it said they saw you around 9:00 a.m.
23 and the --

24 MS. HULL:

25 I was leaving with Stephanie.

1 MR. RIVERS:

2 -- guy that was with you was still here
3 around 9:00 a.m.; correct?

4 MS. HULL:

5 Well, he rode with me actually. And it's
6 kind of dangerous with all the other things
7 that we have going on, which is why we have
8 the camera system in. So I wouldn't have
9 brought anyone with me if I was coming to do
10 anything other than get my medicine.

11 I took it. I sat down. I fixed some of
12 the renewals I had scattered all over my desk
13 while my medicine set in before I got back out
14 on the road and drove. And then Ms. Janes
15 came in. I spoke to her, and then I left out.
16 And I talked with Mr. Blache about that before
17 I came in.

18 MS. RICHARDSON:

19 I believe Ms. Janes -- the time it was
20 2:30 a.m.

21 MR. RIVERS:

22 But I think Ms. Vallery said something
23 later that they didn't share a -- somewhere I
24 read where someone had said like 9:00 a.m. as
25 well. Ms. Vallery said that she knew the

1 boyfriend was there, but she did not know that
2 they were there all night. She was not aware.
3 Ms. Vallery said she saw them --

4 MS. HULL:

5 That relates back to the teenage girl.

6 MR. RIVERS:

7 -- around nine a.m.

8 MS. RICHARDSON:

9 Yeah, I don't think that -- oh --

10 MR. RIVERS:

11 I'm just reading what it states here.

12 MS. RICHARDSON:

13 No, but in involves -- like, if you read
14 the whole thing, it involves the teenagers
15 too. Like, I think Ms. Vallery kind of made a
16 comment of it and put that all in one
17 paragraph.

18 MR. RIVERS:

19 It just says the boyfriend or friend came
20 to get the medicine.

21 MS. RICHARDSON:

22 Right. And she said -- she says the
23 boyfriend was just sitting in Ms. Hull's
24 office and the teenager was putting papers in
25 order. So it's like the -- it's two different

1 allegations, I think, that they lumped into
2 one, into Ms. Vallery's statement right here.

3 MS. FINCHUM:

4 Madam Chairwoman?

5 CHAIRPERSON PIERRE:

6 Ms. Finchum? Oh, you're waiting for me?

7 MS. FINCHUM:

8 Yes, ma'am. Would you mind asking
9 Ms. Vallery to clarify that for us since it is
10 a little confusing?

11 CHAIRPERSON PIERRE:

12 Okay. Ms. Vallery?

13 MS. VALLERY:

14 What do you want me to clarify?

15 MS. FINCHUM:

16 Is that two different incidences that
17 you're talking about when the -- I'll read the
18 sentence to you. Sorry. It says, she says
19 the boyfriend was just sitting in Ms. Hull's
20 office and the teenager was putting papers in
21 order.

22 MS. VALLERY:

23 That was the one time.

24 MS. FINCHUM:

25 So there was a boyfriend here and a

1 teenager with Ms. Hull at the same time?

2 MS. VALLERY:

3 There was a guy here.

4 MS. FINCHUM:

5 At the same time as -- I'm sorry. I'm
6 just trying to better understand.

7 MS. VALLERY:

8 Okay.

9 MS. FINCHUM:

10 So were there two people with her?

11 MS. VALLERY:

12 Yes.

13 MS. FINCHUM:

14 Okay. So this was the same instance?

15 MS. VALLERY:

16 Uh-huh.

17 MS. FINCHUM:

18 Okay.

19 CHAIRPERSON PIERRE:

20 Is that it?

21 MS. FINCHUM:

22 Yes, ma'am. I just wanted to clarify.
23 Thank you so much.

24 CHAIRPERSON PIERRE:

25 Okay. So it was one incident; is that

1 correct?

2 MS. VALLERY:

3 That's the one I talked about.

4 CHAIRPERSON PIERRE:

5 Okay. All right. Thank you,
6 Ms. Vallery.

7 And the last one?

8 CHAIRPERSON PIERRE:

9 Allegation No. 13: Ms. Janes alleged
10 that her husband has an illness, and when she
11 attempted to turn in the FMLA paperwork in the
12 event she needs to care for him, Mr. Blache
13 told her something to the effect of, I
14 wouldn't do that if I were you.

15 The Investigators' Impression: With
16 regard to Ms. Janes's allegation that
17 Mr. Blache discouraged her from turning in her
18 FMLA application so she could care for her
19 sick husband, Mr. Blache denied doing so and
20 the investigation revealed that Ms. Janes's
21 FMLA paperwork was in fact processed and she
22 had been approved for FMLA as requested.

23 CHAIRPERSON PIERRE:

24 I have -- FMLA papers have to be signed
25 by their authority, their authority, the

1 person in this office. That would have had to
2 be signed by Mr. Blache; is that correct?

3 MS. RICHARDSON:

4 As far as I know, but that would be a
5 question for Sharon.

6 MS. VALLERY:

7 Yes.

8 CHAIRPERSON PIERRE:

9 For Sharon. Okay. So it was signed by
10 Mr. Blache, so that was unfounded that she was
11 discouraged, because it was approved. And a
12 copy of the approval is in your packet.

13 Any questions or comments?

14 MR. BLACHE:

15 Do I have --

16 CHAIRPERSON PIERRE:

17 If there's no questions --

18 MR. BLACHE:

19 Yeah. Do I have an opportunity to
20 address this report?

21 CHAIRPERSON PIERRE:

22 Yes, you do.

23 MR. ROBINSON:

24 Yeah.

25 MR. BLACHE:

1 Thank you.

2 MR. PELLEGRIN:

3 Could we take a short break before we do
4 that?

5 MR. BLACHE:

6 Sure. Yeah, a good bio break.

7 MR. PELLEGRIN:

8 So a motion for recess?

9 MR. BLACHE:

10 Motion for recess?

11 MS. FINCHUM:

12 Second the motion.

13 MR. ROBINSON:

14 Second.

15 MS. LANDRY:

16 Wait. We need to make a motion.

17 Somebody already made a motion. We need to --

18 MR. BLACHE:

19 Okay.

20 CHAIRPERSON PIERRE:

21 Do I have a motion?

22 MR. BLACHE:

23 You've got a second from Ed.

24 MR. PELLEGRIN:

25 Second.

1 CHAIRPERSON PIERRE:

2 Somebody seconded it?

3 MS. FINCHUM:

4 I seconded.

5 MR. BLACHE:

6 Okay.

7 CHAIRPERSON PIERRE:

8 What was the motion?

9 MS. FINCHUM:

10 Recess.

11 MR. PELLEGRIN:

12 Recess.

13 CHAIRPERSON PIERRE:

14 Okay. Good. All in favor?

15 (AYES BY ALL)

16 CHAIRPERSON PIERRE:

17 Okay. Recess.

18 (A short recess was taken in the
19 proceedings.)

20 CHAIRPERSON PIERRE:

21 The meeting is back in order. I think
22 when we left off, Mr. Blache wanted to say
23 something.

24 MR. BLACHE:

25 Yeah, I wanted to address the report.

1 Now, I am of the mindset -- first of all, let
2 me say this. Obviously, I'm very passionate
3 about what's going on here. This is not my
4 first rodeo with something like this. I'm
5 going to do my best to, you know, make sure
6 that I'm not cutting anybody off if they have
7 a question or comment or whatever the case may
8 be, so just bear with me.

9 You know, last year in June, we had a
10 Board meeting. And in that Board meeting, we
11 elected a chairman and we went immediately
12 into Executive Session when that meeting
13 ended. The very first thing that I was asked
14 in that meeting were questions about how I was
15 handling Civil Service staff, particularly,
16 with respect to one staff member who no longer
17 works here at the agency. Let me paint a
18 picture for you.

19 I had recently notified the Board that I
20 had an incident where a staff member of mine
21 was reported to me for using a derogatory
22 racial slur against African American people.
23 I was, at the time, the first ethnic minority
24 employee in this agency's history. I -- my
25 predecessor was here 22 years, and I was the

1 first one, and at the time, the only one.

2 And when that incident occurred, it
3 occurred right along the time that I had
4 promoted this individual to be my Executive
5 Assistant, the position that Ms. Hull now
6 holds, and I found about it after the fact.

7 And I followed the protocol because I
8 looked in the folder and found a signed
9 document for harassment and followed the DPS
10 protocol and reported it to the same agency
11 that conducted this report that you have that
12 we've discussed today. I notified the Board
13 via email about that incident.

14 Only a couple of Board Members, and when
15 I say couple, I mean maybe two tops, ever
16 commented to me in that particular moment
17 about that. And I understood that because I
18 could see if I was sitting in your shoes that
19 I would want to wait and reserve judgment on
20 the issue until the report was complete.

21 That report completed from '16 into '17.
22 And in June of '17 in this Executive Session,
23 there were only certain individuals that had
24 anything to say to me about what the racial
25 slur was, which was a bunch of fuckin' nigger

1 lovers. That was the comment. And I say it
2 without reservation because it hit me hard,
3 and I'm going to say it. And if someone is
4 offended by it, I apologize, but that was what
5 was founded in the investigation.

6 Shortly thereafter, the finding, which
7 came out in December of '16/January '17, and
8 early in June, I had another incident
9 unfortunately where an employee used the term,
10 stupid niggers. You might understand why, by
11 the middle of June when I walked into this
12 building, my mindset would be, I guess really
13 when it all comes down to it in the eyes of
14 many people, I'm just the nigger, but I don't
15 handle it that way. It's pretty obvious how I
16 conduct myself.

17 There are people that have been calling
18 me about this. They have concerns about
19 what's going on now. They understand who I am
20 and what I'm about. But what bothered me the
21 most about that and what is -- and it relates
22 to why we're here today is because there was a
23 conspicuous silence.

24 There should have -- this Board, in my
25 opinion, should have unanimously either

1 individually or collectively said something to
2 me to the effect of, we're sorry that you're
3 having to do deal with this, in essence. I
4 got that from some members. I got a phone
5 call from a couple of members about that
6 saying, hey, I saw that email; look, that's
7 really awful Okay.

8 And I -- I'll be happy for the purposes
9 of transparency to say who those individuals
10 were that did so. It was Mr. Robinson. It
11 was Ms. Pierre. It was Ms. Landry. It was
12 Mr. Sanders. It was Mr. Pellegrin and even
13 Mr. Echegoyen called me and said that's the
14 one thing that ires him the most is when
15 things cross into racial lines. And I
16 appreciated that.

17 But nevertheless, in this June meeting,
18 we go into this Executive Session and I get
19 questioned about my handling of someone who
20 has already been founded to have engaged in
21 this behavior and we go through this whole
22 thing about their term of their service, their
23 years of experience, and all of this at
24 length. In that process with that employee, I
25 did a reprimand, I told them it would not be

1 tolerated, and I let them go right back to
2 their desk.

3 I re-tasked them with things. I took
4 away a lot of their supervisory
5 responsibility. Because the comment that was
6 made when it was done in July of '16 was done
7 in the presence of that person's subordinates.

8 And I conferred with Elizabeth
9 Montalbano, the Executive Director of Employee
10 Relations for Civil Service and asked her if
11 it would be okay for me to remove those
12 responsibilities, even though that person was
13 classified as an Administrative Supervisor.
14 And she said, absolutely. Then, there was a
15 temper tantrum that resulted from that. And
16 then, there was the meeting.

17 And then, there was the July 26th meeting
18 that got canceled, but a meeting took place
19 anyway. And then, there was a lot of
20 discussion with Mr. Ron in here on August 1st
21 about that meeting and about the scope of what
22 that meeting was about and the interviews that
23 were being conducted with my staff and
24 questions about people's anatomy and their
25 opinions and stuff that just went way beyond

1 the reach of what this Board statutorily is
2 allowed to do.

3 And in, if my recollection serves me
4 correctly, Mr. Crouch advised the Board that
5 you could be fined for that. That's a -- you
6 don't want to go there. There's a way you go
7 about doing these things. And you can't just
8 start conducting investigations if you want to
9 with Committees that are statutorily mandated
10 to do certain things.

11 I endured that and I had the same
12 conversation I'm about to have with you now in
13 a different way on August 1st when we
14 rescinded the Chair vote and tabled electing a
15 new Chair until the meeting because of what
16 occurred that day.

17 Yes, Mr. Rivers, you were here until nine
18 o'clock that night. That's a fact. And
19 Ms. Hull was here making copies of things for
20 you and the Committee at the time. I just
21 wanted to make that clear because you said you
22 weren't. You were here. You were here.

23 MR. RIVERS:

24 I don't think so.

25 MR. BLACHE:

1 That's fine.

2 MR. RIVERS:

3 Continue.

4 MR. BLACHE:

5 Here's the bottom line, when that meeting
6 ended in August, I walked out of this room
7 shaking everyone's hands and asking for your
8 support to help me do what I'm about to do for
9 this industry. The truth of the matter is
10 that some of you shook my hand genuinely and
11 others of you were throwing rocks and hiding
12 your hand at the same time. And that's how we
13 wound up here today.

14 I'm going to tell you why, July 27th, the
15 day after the illegal meeting, several of you
16 showed up in my office to talk to me. That
17 was July 27th. Mr. Rivers was in my office.
18 Mr. Williams was there. I think Mr. Echegoyen
19 was there. I think Mr. Williams came a little
20 bit later that day, but you guys were in my
21 office and we were having a conversation.

22 And in that conversation, there was a
23 discussion about the way the employees felt
24 about the way the, I call it the inquest was
25 handled, and they were very upset. They were

1 very disrupted. In the midst of what we were
2 trying to do a year post recovering from the
3 great flood, which we're still recovering
4 from, my staff was subjected to a Committee
5 overreach that resulted in a great disruption
6 and some serious feelings. And I had, in
7 essence, warned the Board and the Committee
8 not to venture pass the statutory mandate of
9 the Board, but it happened.

10 In that discussion, one of my employees
11 was asked to come in to talk to Mr. Echegoyen,
12 Mr. Rivers. I don't remember if you were
13 there yet, Mr. Mark, I don't remember. And
14 they were asked a bunch of questions about
15 what had occurred.

16 In that process, and I'm going to play
17 something for you, there was -- there were
18 some comments made. So I'll play this one
19 first. Let me just regulate this real quick.

20 This is Summer Metoyer July 27th, 2017.
21 And I'm going to take you on a journey here
22 for a minute because I want you to write these
23 dates down. July 27th, 2017, she has worked
24 for me now for five or six months, five
25 months, having a conversation about how she

1 felt about this illegal Committee meeting and
2 the questions that were asked. And this is
3 the comment that she makes to Mr. Rivers and
4 Mr. Echegoyen.

5 (THE FOLLOWING IS A TRANSCRIPTION OF AN
6 AUDIO RECORDING PLAYED DURING THE BOARD
7 MEETING AND MAY CONTAIN PORTIONS THAT ARE
8 INAUDIBLE, WHICH WILL BE NOTED IN THE
9 TRANSCRIPTION BELOW)

10 AUDIO RECORDING:

11 MS. METOYER:

12 I feel like Misty grilled me and she was
13 asking questions that weren't -- that don't
14 pertain to my current situation. And,
15 honestly, guys, Fabian is the best boss that I
16 have ever had. And nobody asked me that.
17 Nobody asked about how I feel about him.

18 (WHEREUPON, TRANSCRIPTION OF AUDIO
19 RECORDING ENDED)

20 MR. BLACHE:

21 The reason why I have that recording is
22 because once June 28th happened and we went
23 into Executive Session and I saw who emerged
24 as adversarial towards me and I realized that
25 the conversations I was having with this Board

1 offline didn't match what was going on in that
2 meeting, and I realized where we were about to
3 travel, I genuinely became very suspect and I
4 started recording a lot of my conversations.

5 I didn't record a conversation with
6 everybody on this Board. I wouldn't do that
7 to you. But in the instances where I had a
8 documented bona fide reason for doing so, I
9 exercised my legal right to do it. That was
10 one of those moments.

11 That meeting was canceled because it was
12 illegal. I warned it. Mr. Ron confirmed it.
13 That conversation took place and the
14 conversation was about the feelings of
15 Ms. Metoyer. At that time, at that time, I
16 was the best boss she had ever had. Okay.

17 Then, I take you forward, I gave you a
18 document earlier where she says, January 20th
19 of 2018, and I have this presently in my phone
20 and I can produce this to verify the year, she
21 says:

22 You've always been open and adamant about
23 us discussing how we feel.

24 Always. Not sometimes. She didn't say,
25 you've been adamant. She said, always.

1 Because that's the truth, and I have staff
2 here who will confirm that.

3 I have meetings here regularly. I always
4 open the floor to my staff. My door is always
5 open to them, even when it's closed. They
6 have never had an instance to knock on my door
7 and I say, wait a minute, hold up. It's
8 always one word, come. Star Trek, geek.
9 Okay. I do it all the time.

10 July 27th, 2017, I'm the best boss in the
11 world. January 20th, I've always been open
12 and adamant about discussing how they feel.
13 And we did discuss how she felt about
14 something.

15 February 14th, Valentine's Day,
16 Valentine's Day, 8:15 p.m., I get this message
17 from Summer Metoyer on my phone, which I still
18 have, preserved it:

19 I just want you to know, I am so grateful
20 for my amazing job and such a kickass boss. I
21 am so blessed.

22 I said, that is very kind of you. Thank
23 you. I'm glad you're on my team.

24 She said, me too.

25 February 15th, 8:09 a.m., would it be

1 okay with you if I take off tomorrow for my
2 birthday. We have massages scheduled.

3 So, now, I've taken you from July 27th to
4 January where you get affirmation in her own
5 words that I'm always adamant about people
6 talking to me, which is true. And then
7 February 14th, I'm still the best thing since
8 sliced bread.

9 Somehow, miraculously, between February
10 14th and March 28th when the mystery email
11 showed up with Mr. Rivers, I went from being
12 the best boss in the world to trash with
13 salacious, ludicrous, absurd, concocted, made
14 up allegations thrown at me. But I'm not
15 done.

16 Let me tell you what happened, what else
17 happened around that time. On September 17th,
18 just before we slid into the new year, I did
19 Ms. Metoyer's evaluation and I told her, it
20 was successful, meets our expectations. I
21 said, focus on productivity parameters we
22 discussed and let me know how I can help you
23 achieve your goals.

24 That's in writing. I said, focus on the
25 next assessment is attention to detail. Thank

1 you for all your help.

2 Why did I say that? I said that because
3 Summer was notoriously known for and prone to
4 making mistakes. She spent an inordinate
5 amount of time on her cell phone while
6 working. I had to talk to her about that.
7 She spent an inordinate amount of time talking
8 to her roommate in the room. I had to talk to
9 her about that, and she was making mistakes;
10 mistakes that were material and tangible and
11 had significant consequences.

12 I'll give you an example of one of those
13 mistakes. She had an exchange with Wendy, who
14 was her supervisor. Stephanie had been her
15 supervisor. She was no longer being
16 supervised by them when she wrote this letter,
17 by the way. She was being supervised by me.
18 She was under my scrutiny at this point, a
19 very important thing to know.

20 And Wendy asks Summer February 9th that
21 she had companies coming back to us saying
22 they hadn't received notice. Why is that
23 important? Summer was tasked with taking over
24 the responsibility for sending the notices out
25 for renewals, for insurance, for company

1 registrations, et cetera, company licenses and
2 guard registrations when Ms. Ryland resigned
3 and went to work at another agency. Summer
4 was tasked with that work.

5 There were numerous incidences where
6 people were not receiving notices, which
7 impacts our ability to execute the fines
8 Because if you remember, Misty, right, we
9 talked in the meeting last year about if the
10 notices aren't going out, is it really okay to
11 fine them. And I said I would calibrate --
12 the June 29th meeting will reflect that I said
13 I would calibrate it according to what we
14 wanted to do.

15 We had a big discussion about it. And I
16 said I would make sure that we would reboot
17 those fine notices going out immediately and
18 that we would get them out. That's in the
19 minutes of the meeting.

20 Ms. Metoyer was the one tasked with doing
21 that. Her response to Wendy expressing
22 concern was, I send out letters every day as
23 long as they're being generated.

24 Well, no, she generates the letters. So
25 it's not they're being generated. There's

1 nothing that generates them for her. There's
2 a process she engages to do so.

3 If there is not a letter being sent out
4 to a company, it's because the system didn't
5 generate one.

6 That would be inaccurate. It's because
7 you didn't capture it or you might have missed
8 it. Not a problem. Focus to attention to
9 detail. That's the point of the comment.

10 Regardless, I've made it clear that
11 companies have tried to use that as an excuse
12 to not pay fines. It is their responsibility
13 to make sure their renewals are in. These are
14 simply reminders.

15 No, we established in the meeting that
16 the statute does say that we have to do a
17 60-day notice for company renewals. And it's
18 in rule where we added we would do it for
19 guard registrations.

20 And she said, they are still held
21 accountable for fines that are due. She's not
22 involved directly at that time in dealing with
23 the fines. But in this case, they were sent,
24 so this is a moot point.

25 That's her disposition talking to a

1 supervisor about something that she was asked
2 a simple question about it.

3 So now, I'm going to bring this to Mr.
4 Durell. February 22nd, Mr. Durell -- or on or
5 about February 22nd, Mr. Durell calls me and
6 says to me, as he should have, Fabian, we got
7 a fine for a company renewal. I can't find a
8 notice.

9 I said, Summer -- and I remember exactly
10 what I told you. I said, Summer sends them
11 out every day, I'm going to look into it and
12 I'm going to get right back to you.

13 I contacted Bridgette at that time and
14 said, please get to Summer and ask her to
15 produce the same email that went to Loomis
16 with a 60-day renewal notice because they've
17 been fined for it. And if the notice didn't
18 go out, as we agreed, we were not going to
19 enforce that fine.

20 I called Mr. Durell back within a few
21 minutes and I told him erroneously, yes, it
22 went out. I just received an email from
23 Summer indicating that she found it. And she
24 did in fact send me an email that says, found
25 it.

1 The problem is that the email that she
2 sent me wasn't the sent email with the
3 attachment. It was simply an email saying,
4 found it, the same day with an attachment that
5 was supposed to be the notice. It was
6 Ms. Hull who discovered, when looking at it,
7 that it did not have a date on top of it.

8 All the notices come out with a date. So
9 if I run a date range, I get notices, I get a
10 date.

11 This email says, found it, here's the
12 document. But there's no date on top. It
13 doesn't wash. It doesn't make sense;
14 February 22nd.

15 So I had a conversation with her about
16 it. She explained to me that, no, no, I did
17 it. I don't know why I can't find the email.
18 That's what the system generated.

19 I said, so when you said found it, you
20 didn't find it, you generated one and sent me
21 what you should have sent. And then somehow,
22 the date didn't wind up on top.

23 Durell can affirm that what occurred was
24 they were fined, and then we refunded the
25 fine, because I determined that the notice had

1 not gone out.

2 Okay. Then on March 26th, I met with her
3 to discuss leave balances. You had a
4 question, did Ms. Hull overextend her leave
5 balances.

6 I had a conversation with Ms. Metoyer
7 because her leave balances were reported to me
8 by Ms. Vallery to be 4.10 hours. In a year,
9 she would accrue 156 hours. She started in
10 February. This was now March and she was down
11 to 4.10 hours and taking off the next Friday
12 and Monday.

13 I didn't berate her. I brought her in my
14 office and had a conversation with her where I
15 said, you've got to figure out a way to not do
16 this. This is a performance issue. Everybody
17 that runs a business understands that.

18 I said, we have lots of work to do here.
19 There's lots of opportunities for overtime.
20 Why don't you work some overtime and build
21 some K time. Use the K time and let your
22 annual leave accrue so that you don't wind up
23 in this situation. Because if you bankrupt
24 your leave hours three times in a row in a
25 12-month period, it could be grounds for

1 separation.

2 I can do that. Okay. In fact, I'm going
3 to get with Bridgette.

4 And we had a whole conversation. I'm not
5 going to bore you with it. I have the entire
6 conversation. I can prove every single
7 syllable of what I'm saying.

8 The report says, quote -- paraphrase
9 maybe, Ms. Metoyer was experiencing multiple
10 performance issues. That's a motive.

11 You folks all have had instances where
12 you've had employees separate under bad terms
13 and they start badmouthing you or saying
14 something or file a suit that's frivolous or
15 whatever the case may be.

16 It also said that Ms. Murreld described
17 herself as revengeful. So we're hanging our
18 hats today on a report 67 pages long that has
19 virtually, with respect to me, and I'll
20 address -- you can address your part
21 separately and I'll help you do that, because
22 you don't have anybody to represent you
23 either -- with respect to me, one suspect
24 finding may more than likely have occurred.
25 That's not what it says in Jane's report. In

1 Jane's report, it says it happened.

2 I am owed the benefit of the doubt
3 because I didn't do that. And then, twice in
4 my organization, it happened. And both of
5 those employees remained here. One chose to
6 leave because of the investigation that I
7 initiated, and the other one is still here
8 working.

9 I love my staff. People make mistakes.
10 I understand that. I'm not the heavy-handed
11 unapproachable person that Ms. Metoyer tried
12 to make me out to be because that's a lie.

13 The July incidents, there was this whole
14 discussion about Bridgette. Mr. Rivers says
15 to me, well, you know, I had some concerns
16 about Bridgette from things that I been
17 hearing.

18 Hearing from who? Who are you liaising
19 with at my agency that I run with Civil
20 Servants on behalf of the State of Louisiana
21 that's telling you things about Bridgette
22 Hull? That's a problem.

23 The conversation was about Summer being
24 pretty well educated. And do you remember the
25 comment that you made to me about Ms. Hull at

1 that meeting, Mr. Rivers?

2 MR. RIVERS:

3 No, I don't.

4 MR. BLACHE:

5 You don't? Okay. I'll play it for you.

6 (THE FOLLOWING IS A TRANSCRIPTION OF AN
7 AUDIO RECORDING PLAYED DURING THE BOARD
8 MEETING AND MAY CONTAIN PORTIONS THAT ARE
9 INAUDIBLE, WHICH WILL BE NOTED IN THE
10 TRANSCRIPTION BELOW)

11 AUDIO RECORDING:

12 MR. RIVERS:

13 (Inaudible)

14 MR. ECHEGOYEN:

15 I was impressed with the way Bridgette
16 handled herself --

17 MR. RIVERS:

18 Uh-huh.

19 MR. ECHEGOYEN:

20 -- after this happened to (inaudible). I
21 was really impressed. Oh, it was beyond
22 impressed. I mean, look --

23 (WHEREUPON, TRANSCRIPTION OF AUDIO
24 RECORDING ENDED)

25 MR. BLACHE:

1 I'm sorry. I just want to say something.
2 We would -- one of the first allegations is of
3 her competence for her job, her ability to
4 have the job. Mr. Echegoyen, three times,
5 talks about how impressed he was with
6 Ms. Hull.

7 (THE FOLLOWING IS A TRANSCRIPTION OF AN
8 AUDIO RECORDING PLAYED DURING THE BOARD
9 MEETING AND MAY CONTAIN PORTIONS THAT ARE
10 INAUDIBLE, WHICH WILL BE NOTED IN THE
11 TRANSCRIPTION BELOW)

12 AUDIO RECORDING:

13 MR. RIVERS:

14 (Inaudible)

15 MR. ECHEGOYEN:

16 I was real impressed with the way
17 Bridgette handled herself --

18 MR. RIVERS:

19 Uh-huh.

20 MR. ECHEGOYEN:

21 -- after this to -- I was really
22 impressed. Oh, it was beyond impressed. I
23 mean, look, if you have all the (inaudible)
24 and you have all these titles and this fancy
25 stuff and (inaudible) here, if your work

1 productivity and your ability to fix problems
2 on the go, it's zero, who cares what you want?
3 Who cares who you are?

4 MR. BLACHE:

5 Exactly.

6 MR. ECHEGOYEN:

7 It could be you, me, him or (inaudible)
8 Tim Buck II, if it's not working out for what
9 we need for the productivity of what --

10 MR. RIVERS:

11 I think she --

12 MR. ECHEGOYEN:

13 (Inaudible)

14 MR. RIVERS:

15 I think Summer is way more intelligent
16 than Bridgette.

17 UNKNOWN:

18 Uh-huh.

19 MR. RIVERS:

20 Bridgette was much smoother in that
21 conversation in talking about ...

22 (WHEREUPON, THE TRANSCRIPTION OF AUDIO
23 RECORDING ENDED)

24 MR. BLACHE:

25 Everything I'm going to say here today, I

1 can prove. This report is a bunch of junk
2 with a lot of conjecture and two people who
3 discredited in the report cosigning their
4 comments. I'm going to try to hold my
5 composure here.

6 We didn't read one of those things into
7 this record. This is salacious garbage. If
8 we have process improvement opportunities, do
9 your job and help me do that.

10 I came in here after my predecessor was
11 on extended leave with pay for six months. Do
12 you know that? Do any of you know that? It
13 wasn't in the media. Six months. You know
14 why?

15 Because one of the investigators, the
16 same job -- that holds the same job
17 classification that this young lady holds
18 right here, the same job code was badging his
19 way into the movie theater for six hours a day
20 sitting in the theater on the State dime. The
21 second one was proven through a private
22 investigation conducted by Wiser Security to
23 be faking inspections.

24 You made a comment in the meeting with
25 Delta Tactical, Mr. Rivers, about why am I out

1 there at that time of night. Do you do
2 security 24 hours a day?

3 MR. RIVERS:

4 Yes, we do.

5 MR. BLACHE:

6 Okay.

7 MR. RIVERS:

8 I don't, but we have guards.

9 MR. BLACHE:

10 So when Delta Tactical works from 10:30
11 to three in the morning, when am I supposed to
12 inspect them? My predecessor sure didn't get
13 off his duff and inspect them. He sent
14 someone on the media. In 22 years, he hadn't
15 done an inspection really and he also said
16 that he had never revoked a license.

17 But the rule is clear that any time
18 somebody lapses insurance or posts someone
19 with an unauthorized weapon, it's grounds for
20 immediate revocation or suspension prior to
21 the hearing, which means the Board doesn't
22 convene to do that. That's administrative.
23 Twenty-two years you didn't do it?

24 You've got the audacity to get on
25 television and talk about fines. Okay.

1 Fines, oh, that sounds like a lot of money.
2 We've talked about this. We know what the
3 fines were supposed to be charged at.

4 I'm doing my job. And every time I turn
5 around, I'm spending more time defending doing
6 my job than getting support from the Board
7 Members as a whole. I'm not -- look, there
8 are those of you up there that get it and say
9 so. And there are those of you that I believe
10 in my heart, I'm not going to just say the way
11 things were said in that report, I believe
12 just have a bias and an agenda and it's
13 surfaced for the second time. This is not
14 even July, a year later we're doing this
15 again. And I say, shame on you for that.

16 I'm not just -- I'm looking at you
17 because I have a particular issue with you,
18 some of the things that you have done with me.
19 And I'm going to talk about that right now.

20 In December of 2016, you received a
21 \$2,000 fine, Mr. Rivers. And you walked into
22 my office. Well, first you called me because
23 you were pissed. And you asked me if I was
24 going to be in my office because you wanted to
25 talk to me. And you came into my office to

1 talk to me.

2 And you sat down and you were hot. And I
3 acknowledged it, and I said I understood why
4 you were passionate about it. And we talked
5 through the fines. And what you did in that
6 meeting was you invoked your relationship with
7 Governor Edwards nine times, nine times and
8 your proximity to him as your friend. That
9 was very intimidating. That was very unfair
10 of you.

11 You also told me that you called the
12 Attorney General's office and you called two,
13 a senator and two representatives who are all
14 lawyers and that they all agreed with you that
15 I was applying the fines wrong. And your
16 statement was, I even called the frickin'
17 Governor and talked to the Governor last
18 night.

19 Would you like me to play it?

20 MR. RIVERS:

21 Whatever you need to play.

22 MR. BLACHE:

23 Yeah.

24 MR. RIVERS:

25 Go ahead and play it.

1 MR. BLACHE:

2 Yeah.

3 (THE FOLLOWING IS A TRANSCRIPTION OF AN
4 AUDIO RECORDING PLAYED DURING THE BOARD
5 MEETING AND MAY CONTAIN PORTIONS THAT ARE
6 INAUDIBLE, WHICH WILL BE NOTED IN THE
7 TRANSCRIPTION BELOW)

8 AUDIO RECORDING:

9 MR. BLACHE:

10 I have not had one person call into
11 question what I've been doing (inaudible). I
12 did -- this is not --

13 MR. RIVERS:

14 I --

15 MR. BLACHE:

16 And as a Board Member --

17 MR. RIVERS:

18 Right.

19 MR. BLACHE:

20 -- we've got to be on the same page.

21 MR. RIVERS:

22 Yeah. Well, and I'll be honest, I mean I
23 spoke to two representatives last night and
24 both are lawyers. I talked to a senator who
25 is a lawyer. I even talked to the frickin'

1 Governor and talked to the Governor about it.

2 MR. BLACHE:

3 Uh-huh.

4 MR. RIVERS:

5 And I talked to Jeff Landry.

6 MR. BLACHE:

7 Yeah.

8 MR. RIVERS:

9 I mean Jeff and I are close, close
10 friends, very close friends. And John Bel and
11 I grew up together and we are friends as well.
12 I just felt like on me, I got two people less
13 than 30 days that I got to get a thousand
14 dollars on.

15 MR. BLACHE:

16 Uh-huh.

17 MR. RIVERS:

18 One was flooded. I told Jeff and John
19 Bel, I said, man, look, y'all got to get past
20 all this. And, you know, John Bel and I
21 talked and I told John Bel, I said, you know,
22 I said, you're way over here to the left and
23 he's way over here to the right and it's like
24 (inaudible).

25 MR. BLACHE:

1 Uh-huh.

2 MR. RIVERS:

3 And I said, no, (inaudible).

4 MR. BLACHE:

5 Yeah.

6 MR. RIVERS:

7 I -- I ate lunch with John Bel last week
8 and --

9 (WHEREUPON, THE TRANSCRIPTION OF AUDIO
10 RECORDING ENDED)

11 MR. BLACHE:

12 So you had lunch with John Bel last
13 week --

14 MR. RIVERS:

15 Just --

16 MR. BLACHE:

17 No, sir, I'm not --

18 MR. RIVERS:

19 Just to clarify that, when I came to your
20 office that day, we weren't talking about my
21 fine.

22 MR. BLACHE:

23 Oh, yes, we were.

24 MR. RIVERS:

25 We were talking about fines together.

1 MR. BLACHE:

2 Oh, no, sir.

3 MR. RIVERS:

4 That is not the way --

5 MR. BLACHE:

6 I will play that for you too.

7 MR. RIVERS:

8 -- that the Board --

9 MR. BLACHE:

10 That is incorrect.

11 MR. RIVERS:

12 -- had ever charged fines.

13 MR. BLACHE:

14 What -- what does that matter?

15 MR. RIVERS:

16 That's --

17 MR. BLACHE:

18 Okay. First, wrong. I will play it for
19 you. We're talking about your fines.

20 MR. RIVERS:

21 We're talking about fines that --

22 MR. BLACHE:

23 Sir, you just made a statement on the
24 record that you were not talking about your
25 fines. You were.

1 MR. RIVERS:

2 That's not so.

3 MR. BLACHE:

4 Okay.

5 MR. RIVERS:

6 We were talking about fines in general.

7 MR. BLACHE:

8 Well, let me -- no, sir. Now, I will be
9 happy to play that for you too.

10 MR. RIVERS:

11 No, the --

12 MR. BLACHE:

13 No, you're not going to do this to me.

14 MR. RIVERS:

15 Okay. It's not a matter of doing this to
16 you, it's the truth.

17 MR. BLACHE:

18 This ends today. This ends -- you're
19 lying.

20 MR. RIVERS:

21 Mr. Blache --

22 MR. ECHEGOYEN:

23 Hey, guys, just -- just be civil, please.

24 MR. BLACHE:

25 No, I'm -- I'm trying to. I -- I offered

1 the -- I'm offering the facts and I'm telling
2 you what you said, and you're telling me you
3 didn't.

4 MR. RIVERS:

5 We were talking about fines in general
6 because --

7 MR. BLACHE:

8 No, sir.

9 MR. RIVERS:

10 -- because you --

11 MR. BLACHE:

12 No, sir.

13 MR. RIVERS:

14 -- you came in for the charging fine --

15 MR. BLACHE:

16 No, sir.

17 MR. RIVERS:

18 -- that's completely different than we
19 had been charged for the past 20 years.

20 MR. BLACHE:

21 And I, for 20 minutes, explained it to
22 you, took you to the rules. I made --

23 MR. RIVERS:

24 That's what we were talking about.

25 MR. BLACHE:

1 We were talking about your --

2 MR. RIVERS:

3 That's not so.

4 MR. BLACHE:

5 You walked in -- okay. Yes, sir.

6 CHAIRPERSON PIERRE:

7 Mr. Rivers and Mr. Blache --

8 MR. BLACHE:

9 Yep.

10 CHAIRPERSON PIERRE:

11 -- we can't --

12 MR. BLACHE:

13 Yep.

14 CHAIRPERSON PIERRE:

15 -- both of you talk at the same time.

16 MR. BLACHE:

17 Yep.

18 CHAIRPERSON PIERRE:

19 The court reporter is going to have a
20 difficult time --

21 MR. BLACHE:

22 Yep. I'm sorry.

23 CHAIRPERSON PIERRE:

24 -- keeping tack of what we're saying
25 here.

1 MR. BLACHE:

2 Uh-huh.

3 (THE FOLLOWING IS A TRANSCRIPTION OF AN
4 AUDIO RECORDING PLAYED DURING THE BOARD
5 MEETING AND MAY CONTAIN PORTIONS THAT ARE
6 INAUDIBLE, WHICH WILL BE NOTED IN THE
7 TRANSCRIPTION BELOW)

8 AUDIO RECORDING:

9 MR. RIVERS:

10 Oh, I was just yesterday popped with
11 \$2,000 worth of fines.

12 (WHEREUPON, THE TRANSCRIPTION OF AUDIO
13 RECORDING ENDED)

14 MR. BLACHE:

15 I'm sorry?

16 MR. RIVERS:

17 We talked about a letter you sent me.

18 MR. BLACHE:

19 You said --

20 MR. RIVERS:

21 Didn't we talk --

22 MR. BLACHE:

23 Yesterday --

24 MR. RIVERS:

25 -- about fines in general --

1 MR. BLACHE:

2 Sir.

3 MR. RIVERS:

4 -- Mr. Blache.

5 MR. BLACHE:

6 Sir.

7 MR. RIVERS:

8 It's that simple.

9 MR. BLACHE:

10 No.

11 MR. RIVERS:

12 I have nothing else to say other than
13 that.

14 MR. BLACHE:

15 Well, you just said that we weren't
16 talking about your fines and you just said,
17 you popped me for \$2,000 worth of fines.

18 MR. RIVERS:

19 And we talked about the way fines --

20 MR. BLACHE:

21 That's what we were talking about.

22 MR. RIVERS:

23 -- had been administered for the last --

24 MR. BLACHE:

25 So my statement is corrected.

1 MR. RIVERS:

2 -- (inaudible) and how you changed that.

3 MR. BLACHE:

4 You came here to discuss with me your
5 fines.

6 MR. RIVERS:

7 And --

8 CHAIRPERSON PIERRE:

9 I think --

10 MR. BLACHE:

11 That's --

12 CHAIRPERSON PIERRE:

13 Let me just say. I think we've addressed
14 this back and forth.

15 MR. BLACHE:

16 Great.

17 CHAIRPERSON PIERRE:

18 I think we need to move on.

19 MR. BLACHE:

20 Great.

21 CHAIRPERSON PIERRE:

22 It's 12 o'clock now --

23 MR. BLACHE:

24 Yes.

25 CHAIRPERSON PIERRE:

1 -- we need to move on --

2 MR. BLACHE:

3 Yes.

4 CHAIRPERSON PIERRE:

5 -- Mr. Blache, if you mind moving on --

6 MR. BLACHE:

7 Yeah.

8 CHAIRPERSON PIERRE:

9 -- because we need to bring this meeting
10 to --

11 MR. BLACHE:

12 Yes. I'll be happy to.

13 CHAIRPERSON PIERRE:

14 We still have a lot to go over.

15 MR. BLACHE:

16 Yes.

17 CHAIRPERSON PIERRE:

18 And we don't have a lot of time to go to
19 do it.

20 MR. BLACHE:

21 In that meeting on July 27th, Mr. Rivers
22 told Ms. Metoyer at the conclusion of their
23 discussion, if you ever have a problem, if you
24 ever have anything that you need to talk
25 about, including Fabian, call me. That is

1 where the whole genesis of this issue that
2 results in today began.

3 Because as the Board Chairman, you told
4 my Civil Servant employee that if they have a
5 problem, call you. There was no problem
6 July 27th. I was the best boss in the world.

7 But when the performance issues emerged
8 between February and March and the date of the
9 issuance of this salacious allegation letter,
10 then all of a sudden, there emerged an issue.
11 That is extremely suspect, convenient, and
12 just down right inappropriate.

13 No agency is perfect. I'm not perfect.
14 My staff isn't perfect. We work together as a
15 team in the process to prove all the time to
16 do just that.

17 This has resulted in the complete delay
18 of eLicensure. It's having an impact on the
19 industry. It's styming our ability to go
20 forward and do what we need to do.

21 I'm sure, because I was alerted to it,
22 that you've, you know, received information
23 from partners in this industry from Fortune
24 500 companies that tell you what they think
25 about what's going on here at the Board. But

1 to sit here and do this makes no sense
2 whatsoever. No sense whatsoever.

3 And, again like, because Ms. Pierre asked
4 me to and because you guys, obviously, in the
5 interest of time, I've got lots of ways that I
6 can take this. My interest, as I said in June
7 and July and August, was to simply get to a
8 point where you had the comfort level you
9 needed.

10 I figured between the full legislative
11 audit, the subsequent audit, and then our
12 interactions and Mr. Ron's counsel and the
13 whole nine yards, I thought we had gotten way
14 past whatever bad feelings emerged from that.
15 But I will tell you, I know for a fact that we
16 didn't because I had particular Members of the
17 Board contact me and say, I feel like we're
18 fractured, I feel like there's division, I
19 feel like we're not working in concert.

20 And I hope we get there, because the
21 things that you are doing are very positive
22 for the state. I would hope that they are. I
23 run everything that I'm doing by the Board
24 first and foremost. But this document that
25 we're talking about today is the result of

1 retaliation for concern about employment based
2 on performance issues and an act of
3 desperation.

4 So when it comes to anything that I did
5 particularly that the Board Members would have
6 an issue or concern with, some of them we can
7 discuss, some of them you can direct me how
8 you want to do it just like we did when you
9 directed me on how we wanted to handle the
10 notices and the fines. And others, we can sit
11 together through Committees and/or a total
12 Board involvement and make policy and
13 procedure around it.

14 But for me to have to stand here again
15 just a few months later dealing with this kind
16 of stuff when I'm being pressured with
17 relationships and political juxtapositions and
18 all that, I shouldn't have to deal with that.
19 You guys are the Board. You're the ones shat
20 should be playing the politics out there in
21 the field.

22 I'm here to run an agency. And I can't
23 be left alone for a short nap to do that
24 without something popping up where somebody is
25 trying to create something out of something.

1 And I think it's unfair and I think it's
2 unjust. And I just want to get back to doing
3 my job.

4 CHAIRPERSON PIERRE:

5 Does that conclude your presentation,
6 Mr. Blache?

7 MR. BLACHE:

8 Well, yeah, for now unless there's some
9 need for me to go further. But at this point
10 in time, I think I've made my point.

11 CHAIRPERSON PIERRE:

12 Okay. Any questions or comments?

13 MR. RIVERS:

14 I'd like to just state for the record so
15 we'll have it that I received an email that
16 was addressed to Ms. Pierre. And according to
17 the EEOC report, it said it was sent to
18 Ms. Pierre in a couple of different locations.
19 When we arrived at the meeting that morning, I
20 received it the night before the meeting. I
21 went to our counsel and showed him the email
22 that I had received --

23 MR. BLACHE:

24 Uh-huh.

25 MR. RIVERS:

1 -- and asked his advice on how we needed
2 to proceed with that email.

3 MR. BLACHE:

4 Okay.

5 MR. RIVERS:

6 And that's how we got here.

7 MR. BLACHE:

8 Yes.

9 MR. RIVERS:

10 It's nothing personal --

11 MR. BLACHE:

12 I understand.

13 MR. RIVERS:

14 -- with me and you. I just received an
15 email. And as a Board Member, I felt it my
16 obligation to at least speak to our counsel
17 about it.

18 MR. BLACHE:

19 I have no -- I have no issues, Mr.
20 Rivers, with you ever doing what you feel
21 you're obligated to do if you get something
22 on -- something said about me or otherwise.

23 Here's my issue: The Board was directed,
24 it is my understanding, not to discuss
25 anything with the media. You were the first

1 person to be quoted and only person to be
2 quoted in an article saying that I was placed
3 on administrative leave.

4 MR. RIVERS:

5 And that's not what was said.

6 MR. BLACHE:

7 Okay.

8 MR. RIVERS:

9 I was called by the media. I answered my
10 cell phone one day --

11 MR. BLACHE:

12 Well -- okay.

13 MR. RIVERS:

14 -- and the media asked a question.

15 MR. BLACHE:

16 Uh-huh.

17 MR. RIVERS:

18 And what I told her was, that's what I
19 saw on TV last night. That was my comment.

20 MR. BLACHE:

21 That's -- okay.

22 MR. RIVERS:

23 So it was on TV the night before --

24 MR. BLACHE:

25 Okay.

1 MR. RIVERS:

2 -- that you were placed on administrative
3 leave.

4 MR. BLACHE:

5 I understand.

6 MR. RIVERS:

7 I didn't leak anything to the media.

8 MR. BLACHE:

9 That's -- that's fine. You know, the
10 point of the matter is simply this, you got
11 the email, you brought it, you made the
12 comment to the media, you --

13 MR. RIVERS:

14 I think the media called several of us.

15 MR. BLACHE:

16 I don't -- I don't know who they called.

17 MR. ECHEGOYEN:

18 They called me about 17 times.

19 MR. BLACHE:

20 Yeah.

21 MR. ECHEGOYEN:

22 I never answered the phone.

23 MR. BLACHE:

24 That's probably a wise thing to do. I
25 tend to do that in most cases myself.

1 CHAIRPERSON PIERRE:

2 They also called me.

3 MS. LANDRY:

4 Yeah, they called me too.

5 MR. ROBINSON:

6 I never got a call. I never saw the
7 letter.

8 MS. LANDRY:

9 I did not answer or return the call.

10 MR. BLACHE:

11 Well, I just want to reiterate that one
12 point that with respect to the one finding
13 that there is in the report, alleged finding,
14 sort of kind of finding, I mean it just didn't
15 happen that way. And in the two instances
16 where I had to endure, in essence, being the
17 nigger of the agency, I reprimanded the
18 employees and told them what I expected of
19 them and that I was disappointed and let's
20 move on and keep doing the work of the State.

21 MR. ECHEGOYEN:

22 I have a comment. On that recording, do
23 you have -- is that Summer is her name?

24 MR. BLACHE:

25 Yes.

1 MR. ECHEGOYEN:

2 The lady that helped me to --

3 MR. BLACHE:

4 Yes.

5 MR. ECHEGOYEN:

6 -- get through the educational part of
7 it?

8 MR. BLACHE:

9 Yes. She's the one that authored the --

10 MR. ECHEGOYEN:

11 She's the author of the letter?

12 MR. BLACHE:

13 Yes.

14 MR. ECHEGOYEN:

15 Okay. So that comment was made -- when I
16 came in here, as you know, and I was asked to
17 see what the parameters of the educational
18 portion was, I was given a book with one page
19 in front and nothing else. That's what I was
20 given. So I asked Fabian to please help me
21 try to put the parameters in order --

22 MR. BLACHE:

23 Uh-huh.

24 MR. ECHEGOYEN:

25 -- so I can go back to my peers in my

1 district and tell them what they needed to
2 work on to be able to put it together so they
3 can do it. Mr. Miguez is one of them.

4 MR. BLACHE:

5 Mr. Miguez.

6 MR. ECHEGOYEN:

7 The Governor of (inaudible) and some of
8 the others. We're talking about people that
9 put four or five, \$6 million in building a
10 range and doing all this stuff and building
11 classrooms that are going to promote the rest
12 of the industry forward.

13 MR. BLACHE:

14 Uh-huh.

15 MR. ECHEGOYEN:

16 And so I sat down with her because I was
17 on that Committee and we put something
18 together. I sent some of the same stuff to
19 every member of this Board just to firearms,
20 which it was not only my passion, but it was
21 my concern because we've had several
22 accidents. I remember mentioning the fact of
23 the shotgun --

24 MR. BLACHE:

25 Yes.

1 MR. ECHEGOYEN:

2 -- without the --

3 MR. BLACHE:

4 You demonstrated that.

5 MR. ECHEGOYEN:

6 Yeah, and I demonstrated that and I
7 showed them why is it that accidents are
8 caused and whatnot. And so after that was
9 done, sitting down, I was impressed. And then
10 when we talked to you that night, that
11 whatever the time might be, you know, you were
12 very helpful to me, as the rest of the ladies.
13 Summer worked with me for over four or five
14 hours looking at them all and looking at other
15 things.

16 And remind you, I'm already a new member
17 of the Board, you know. I got three different
18 jobs to deal with and I travel overseas all
19 the time. And so looking at that, I was
20 impressed and I didn't have a problem with it,
21 you know.

22 It wasn't until my personal assistant
23 sent me a video of something in the media that
24 I saw pictures and whatnot. And I was very
25 confused by it because I missed, I think, two

1 or three meetings prior to because I had been
2 absent on it.

3 MR. BLACHE:

4 Uh-huh.

5 MR. ECHEGOYEN:

6 But just to clarify, that's --

7 MR. BLACHE:

8 Uh-huh. Yeah.

9 MR. ECHEGOYEN:

10 Things can be taken out of content.
11 People's interpretation of things sometimes is
12 different than all, and it depends on a number
13 of things. But I have seen, when I left this
14 Board, that discomfort amongst us.

15 And the fact that when I talked to you, I
16 think I believe, over the phone and I talked
17 to Wendy to put stuff on the Board or
18 whatever, she definitely told me, I am -- what
19 did she say to me? She said, I am very
20 uncomfortable, I feel really uncomfortable
21 talking about it, I can't talk about this
22 stuff. You need to talk to --

23 MS. ALDRIDGE:

24 About this.

25 MR. ECHEGOYEN:

1 -- the Chairman of the Board. Refer your
2 questions and comments. And that is something
3 that I had not encountered in my experience,
4 but we're here now being here. And so I
5 was -- I'm finding about, you know, where do
6 we go from here?

7 And as far as reading emails, you know, I
8 try to read emails. Sometimes, I go places
9 where, unfortunately, I have limited time to
10 be able to speak with my children and/or my
11 wife and then I don't have a phone anymore, I
12 have just email, you know. That's just part
13 of my job.

14 So I hope that we can find consensus to
15 be able to talk about this and we have full
16 participation of that. Although, at the
17 beginning of this meeting, I will tell you
18 that it's my impression that there are some
19 feelings emerged here. And, yeah, it is
20 personal because they're attacking you, Fabian
21 --

22 MR. BLACHE:

23 Yes.

24 MR. ECHEGOYEN:

25 -- at that level.

1 MR. BLACHE:

2 Absolutely.

3 MR. ECHEGOYEN:

4 But nevertheless, remember that you took
5 that job as the boss. And that's why the
6 office starts with you.

7 MR. BLACHE:

8 Uh-huh.

9 MR. ECHEGOYEN:

10 And you brought those ladies here; is
11 that correct? You hired them; correct?

12 MR. BLACHE:

13 I had inherited some ladies and I
14 hired --

15 MR. ECHEGOYEN:

16 You --

17 MR. BLACHE:

18 -- and I hired some.

19 MR. ECHEGOYEN:

20 Right. The one in question, the one that
21 wrote the email?

22 MR. BLACHE:

23 Yeah. Yeah.

24 MR. ECHEGOYEN:

25 Okay. Thank you.

1 CHAIRPERSON PIERRE:

2 Okay. Any other questions or comments?

3 Does anyone else have any questions or

4 comments?

5 MR. ROBINSON:

6 I don't have any questions, but --

7 CHAIRPERSON PIERRE:

8 You have any comments?

9 MR. ROBINSON:

10 Comments is that everything has been
11 professional. They've helped me out a whole
12 lot with my security agency. And
13 Mr. Williams, who is my Human Resource, they
14 call here and they get all kind of assistance.
15 And, matter of fact, they came -- I sent two
16 people to the training so that we could be
17 above on this to know when April 1st come,
18 that we were prepared to work with them.

19 So I haven't -- you know, I think we on a
20 witch hunt, but I think we're changing. I've
21 got a license in Florida and guards have to
22 come with their license and everything ready
23 before you can even hire them, you know. So
24 we understand change. You know, a lot of us
25 hate change.

1 I'm 74, I hate change. I hate using the
2 computer, but I got to do it. But my point is
3 that you got to make those changes. And if
4 we're going to be -- I've traveled to
5 Iceland --

6 MR. BLACHE:

7 IASIR, yeah.

8 MR. ROBINSON:

9 -- twice and I've spoken to other boards,
10 Florida, Ohio, and the thing. Some of them
11 are not as advanced as what we are and want to
12 get that way. So I think, you know, we're
13 holding up something that we need to be about
14 where are we going in the future, you know.
15 What we going to do?

16 You know, we all have issues in our
17 internal organization, but we all got to
18 figure out a way to work it out. And I'm not
19 going to be derogatory or accept any
20 derogatorism in my organization, and I have
21 mixed. You know, we can't live like that.
22 The world is going like that right now.
23 United States is going right now.

24 You know, we being more divided than we
25 are being together. So I think this Board

1 sometimes is divided. We have to figure out a
2 way as a new Board to come together and say,
3 okay, at the end of the day, what is good for
4 the State of Louisiana, okay, and what is good
5 for our companies to make sure our people are
6 on the right track. Okay. That's my
7 statements.

8 CHAIRPERSON PIERRE:

9 Thank you, Mr. Robinson. Does that
10 conclude your statement?

11 MR. ROBINSON:

12 Yes.

13 CHAIRPERSON PIERRE:

14 Okay. Thank you. Any other statements?

15 MS. LANDRY:

16 Yeah, I just want to say this, and I'm
17 referring strictly to everything in this
18 report, putting all personalities aside, I
19 want everybody to know that. But as the
20 Executive Director and as the Assistant to the
21 Executive Director, I just find there is
22 definitely a level of impropriety and
23 unprofessionalism. And we see that in the
24 report and we see that by several of the
25 people are interviewed.

1 Sure, you have half the people who say
2 one thing, half the people who say another
3 thing in this report. And so the glass is
4 half full and the glass is half empty.

5 And but whether or not some of these
6 allegations are true or not, I think there are
7 several things in here that show a level of
8 unprofessionalism. I mean, as far as I know,
9 it wouldn't -- it wouldn't be tolerated in my
10 office. Showing tattoos would not be
11 tolerated in my office, especially below the
12 beltline, you know. Whether it's on social
13 media, whether it's not on social media,
14 showing it to somebody just because it's on
15 Facebook in an office environment is -- it
16 brings in a level of unprofessionalism,
17 especially if somebody is the Executive
18 Assistant.

19 Does that mean that you're doing your
20 job, you know, wrong? That doesn't mean that
21 you're not performing your duties the way you
22 should be. I just think it shows a level of
23 unprofessionalism and unbecoming to being an
24 Executive Assistant in this office. And those
25 are my comments.

1 CHAIRPERSON PIERRE:

2 Any other comments or statements?

3 MR. WILLIAMS:

4 Yeah.

5 CHAIRPERSON PIERRE:

6 Questions?

7 MR. WILLIAMS:

8 I have one.

9 CHAIRPERSON PIERRE:

10 Okay. Mr. Williams?

11 MR. WILLIAMS:

12 If I can be less snarky, I guess. I
13 don't know what that word means.

14 CHAIRPERSON PIERRE:

15 Well, that --

16 MR. WILLIAMS:

17 I'm -- I'm getting there. Actually, the
18 only -- I have a couple of problems, but the
19 main thing that I guess that I'm having a
20 problem with is the recording, the recordings.

21 MR. BLACHE:

22 Okay.

23 MR. WILLIAMS:

24 I'm pretty sure that anybody up here who
25 have guards that work for them, because they

1 all do, if a guard recorded a conversation
2 that either one of you had and you took that
3 recording to the media or took it to somebody
4 outside the media or Facebooked it or whatever
5 the case had been, anybody up here would have
6 been a certain level pissed. And I'm just
7 sitting here thinking that, not to be nasty
8 about it, but he has a lot of recordings. And
9 I'm just saying --

10 MR. BLACHE:

11 I have a lot more than recordings.

12 (MULTIPLE SPEAKERS SPEAKING)

13 MR. WILLIAMS:

14 But that's what I'm saying is --

15 MS. LANDRY:

16 As long as a person knows, has the
17 knowledge of the recording, it's okay.

18 MR. WILLIAMS:

19 And that's what I'm thinking. So whose
20 to stop him -- whose to say that anybody else
21 up here was recorded? I mean I've said things
22 to Fabian. I've said things when he got
23 invited to go speak at one of the conferences,
24 I was one of the people, I won't say the
25 first, I'm pretty sure I wasn't, but I was one

1 of the people that called you and said, hey,
2 look, that's good. I even sent you an email.

3 MR. BLACHE:

4 You did.

5 MR. WILLIAMS:

6 I said, that's good, man.

7 MR. BLACHE:

8 He did.

9 MR. WILLIAMS:

10 That works for the industry.

11 MR. BLACHE:

12 Yeah.

13 MR. WILLIAMS:

14 I think you doing a good job that helps
15 the industry come along.

16 MR. BLACHE:

17 Uh-huh.

18 MR. WILLIAMS:

19 I didn't stick one person out above
20 anybody else, but I sure wouldn't have
21 expected for me to send a email or call you on
22 the phone and then later on be subject to
23 sitting in a meeting in a Board meeting with
24 something of this magnitude and have that
25 recording played back to me.

1 MR. BLACHE:

2 Let me say this, Mr. Mark, and I
3 appreciate your comment, I do. I would,
4 generally speaking, expect kind of the same.
5 The problem is is that we went down this path
6 before, okay. When you put a question mark
7 over your head like that, I mean it becomes
8 hard to deal with. I got -- I have a
9 salacious report here with all kinds of
10 falsehoods in it that I'm sitting here having
11 to defend.

12 And we're talking about me verifying that
13 somebody says they didn't talk about a topic
14 or didn't say this or didn't say that, and I'm
15 proving that they did. That recording was
16 happening, to be quite frank with you, sir,
17 and I'm being honest with you, because Mr. Ron
18 was coming to me with me that day to conduct
19 additional interviews on two separate
20 incidences that I had mentioned to you folks
21 that I was conducting internal investigations
22 on.

23 It wasn't until all this started brewing
24 up and I started trying to find stuff related
25 to my comments that I wanted to make about the

1 investigation component that I even realized
2 that I had captured that day in the manner
3 that I had.

4 But one thing that I am notorious for is
5 I try to just be as straight forward and as
6 honest, sometimes brutally maybe, as I can be.
7 And so in this situation today, I could have
8 sat here and played the political game with
9 you guys and held all those cards close to my
10 chest and run somewhere and file a lawsuit if
11 I wanted to show the disparate impact because
12 there is disparate impact. It is crystal
13 clear.

14 You know, one employee can say something
15 and another employee can say something, and
16 all of a sudden, there's a different way and
17 manner in which it's going to be handled.
18 That's just patently not fair.

19 And at some point, either the Board is
20 going to work with me or I'm going to have to
21 find myself in another position to say and
22 show what really happened and what really is
23 going on. Because there is these offline
24 conversations, there's these meetings about
25 company fines that never happened that

1 happened. That -- look, it's hard to defend a
2 lie.

3 MR. WILLIAMS:

4 How can --

5 MR. BLACHE:

6 It's hard to defend a lie. And when I
7 can prove that something is right, and
8 hopefully, you'll understand that when you're
9 talking to me offline, online, here, Executive
10 Session, wherever, you know that I'm telling
11 you the truth.

12 MR. WILLIAMS:

13 Understandable. Only thing, just a small
14 thing here -- two things, actually; one, all
15 those recordings took place before this.
16 That's the first thing.

17 And second thing, how can you work with
18 the Board now if the Board feels like they
19 going to be recorded every time they talk to
20 you?

21 MR. BLACHE:

22 How can I --

23 MR. WILLIAMS:

24 I mean me personally --

25 MR. BLACHE:

1 I'm not working --

2 MR. WILLIAMS:

3 Personally --

4 MR. BLACHE:

5 Yeah. Uh-huh.

6 MR. WILLIAMS:

7 -- I will talk with you --

8 MR. BLACHE:

9 Uh-huh.

10 MR. WILLIAMS:

11 -- I just won't talk to you here. We'll
12 have to meet somewhere totally way up out of
13 here because I don't want to be recorded. I
14 don't want to be --

15 MR. BLACHE:

16 Why -- why --

17 MR. WILLIAMS:

18 -- put on --

19 MR. BLACHE:

20 Is what you talk about not good --

21 MR. WILLIAMS:

22 No.

23 MR. BLACHE:

24 -- for the light of day?

25 MR. WILLIAMS:

1 No. No. No. I just have a problem
2 with, one, being recorded. And, secondly, if
3 you play a smidget of the recording, it's not
4 saying the whole story of what was recorded.
5 That's all I'm saying.

6 If I tell you, just like I said -- just
7 like I said just now, I said, Fabian, I wrote
8 you a -- I hit you on a email and I even
9 talked to you. I came to the office and I
10 told you what good a job you were doing for
11 the industry and everything. Did I not say
12 that? I did.

13 Okay. I don't want to come back later
14 and said -- and then you play the recording
15 and say, even Mark Williams said, Fabian, you
16 doing a good job. But you didn't put that I
17 said for the industry.

18 You said -- I said, Fabian, you doing a
19 good job and it benefits the industry. It
20 benefits the State of Louisiana. Thank you.
21 That's what I said.

22 But if you play just a small smidget of
23 it and say, look, even Mark Williams said,
24 Fabian, you did a good job, I mean I guess
25 that's the way people get elected to the

1 presidency and every damn thing else. People
2 play a smidget and that's what happens.

3 I'm sorry. I'm sorry. Please forgive
4 me, y'all. I tend to get a little bit -- I'm
5 sorry. I do apologize honestly.

6 But all I'm saying is is that that's how
7 everything happens. And it starts with this,
8 unfortunately, it starts with the recordings.
9 I don't know, you might have me on there
10 somewhere, I'm pretty sure you do, it doesn't
11 matter because I don't say anything to put
12 myself out there, but I might be on the news
13 tomorrow saying that I said a cuss word or
14 something like that. But I'm just saying, we
15 -- everything starts with that.

16 And it doesn't -- and kind of like what
17 Ms. Maria said, it doesn't mean that you're
18 not doing a good job. It doesn't mean
19 Ms. Hull wasn't doing a good job, okay. It's
20 just she said something about
21 unprofessionalism.

22 I'm saying something about the
23 recordings. To me, if you record your boss,
24 and technically, that's what we are, your
25 bosses, unfortunately, you got nine of us, and

1 you can't record any one of us. I just don't
2 see the point behind that.

3 MR. BLACHE:

4 I think I made the point crystal clear.

5 MR. WILLIAMS:

6 Your point was because you felt that you
7 were being attacked or you felt that your --

8 MR. BLACHE:

9 I have -- I have been under attack and
10 it's been documented and it's reflected in the
11 other records.

12 MR. ECHEGOYEN:

13 Madam Chairman, can I make a comment?

14 MR. BLACHE:

15 So what -- I don't understand what we're
16 talking about.

17 MR. WILLIAMS:

18 Yeah, it's totally what we're talking
19 about; one, the recordings period. That's all
20 I'm speaking on is the recordings. I don't --
21 I don't feel like I could come into this
22 office and talk to anybody in here now about
23 anything without being recorded.

24 MR. BLACHE:

25 Mr. Echegoyen actually made a

1 recommendation in the June meeting that I buy
2 a \$14,000 phone system that records all
3 conversations.

4 MR. WILLIAMS:

5 I don't -- I don't speak for -- I don't
6 speak --

7 MR. BLACHE:

8 And that's on the record.

9 MR. WILLIAMS:

10 I understand, but I don't speak for
11 Hector and Hector doesn't speak for Mark. So
12 all I'm saying is I don't appreciate being
13 recorded without my knowledge of knowing it.

14 MR. BLACHE:

15 I don't appreciate salacious allegations
16 made about me that are unsubstantiated.

17 CHAIRPERSON PIERRE:

18 Let -- let me -- let me just --

19 MR. WILLIAMS:

20 We can move on. I'm not making a point
21 and it's making --

22 MR. ECHEGOYEN:

23 Madam Chair, just a quick comment?

24 CHAIRPERSON PIERRE:

25 Go ahead.

1 MR. ECHEGOYEN:

2 Just a quick one.

3 CHAIRPERSON PIERRE:

4 Okay.

5 MR. ECHEGOYEN:

6 About five hours -- no, just a quick one.

7 So I --

8 CHAIRPERSON PIERRE:

9 Just a quick one.

10 MR. ECHEGOYEN:

11 A really quick one. That's how I got
12 three kids. So I'm going to tell you guys
13 that what you're trying to do and say is that
14 when you record a conversation that sometimes
15 the circumstances is not there. Do you --
16 does that make sense?

17 What he's trying to tell you is that the
18 totality of circumstances are not there if
19 you're just playing a recording based on
20 something that you want to make a point on,
21 but not the whole thing. And so going back
22 to, things sometimes get taken out of context
23 a lot.

24 CHAIRPERSON PIERRE:

25 And I think that's exactly what's being

1 said here is that some of the comments that
2 were made in this report that we're reviewing,
3 and some of those are taken out of context.
4 These are just allegations. This is just an
5 opinion of the EEOC findings based on the
6 information that was given to them.

7 Whether it's truthful or not, we don't
8 know. We don't know whether the people were
9 being perfectly candid with the Board -- with
10 the EEOC officers or they were not. They were
11 not asked to -- I mean, even though they took
12 an oath to say the truth, but does that mean
13 that they told the truth? We don't know.

14 What Mr. Blache and I think Ms. Hull is
15 trying to do today is to tell us that some of
16 these things may have been taken out of
17 content. And I think what the other thing
18 that they're saying is that it's our
19 obligation as a Board, it's our obligation as
20 a Board to operate within the sense of Civil
21 Service duties to create a forum of public
22 accountability that would help preserve the
23 blessings of democracy without allowing our
24 outside pressures or impediments keeping us
25 from making decisions that are best for the

1 interest of this industry, agency, and the
2 state. I think that's our obligation.

3 And our obligation is to do it
4 collectively, to put biases aside. I have no
5 prejudice or no preferences. But I just say,
6 as a Board, as an agency, we need to try to
7 move this agency forward. And whatever that
8 takes, that's what we need to do.

9 Do we have a fiduciary duty? Yes, we do.
10 Should we have policies and procedures in
11 place? Should we have a description or duties
12 for Mr. Fabian Blache? Yes, we should. Did
13 we? No, we didn't.

14 So we have an obligation and we play a
15 part in this too because, as his bosses, as
16 Mr. Williams has said, he has nine of them, we
17 should have come together and said, here's
18 your job description, here's what we expect
19 you to do, here's the dos and don'ts from our
20 side of the table.

21 When you hire somebody, don't you tell
22 them what their job duties are? Don't you
23 tell them what your expectations are and what
24 the dos and don'ts of your operation is? I
25 think all of us do. I know I do.

1 We have policies and procedures in our
2 office that they must abide by. And as far as
3 recording, everybody I meet with my office, I
4 mean guards, they record what I say. But I
5 haven't said anything that I don't want to be
6 said again, because I learned a long time ago,
7 if you say the truth, you don't have to
8 remember what you say. So I don't have to
9 remember what I say to any guards. And they
10 do have a right to tape me talking to them,
11 and they do it all the time.

12 I would just ask that this Board continue
13 to operate or start to operate as a cohesive
14 entity, that our objective is to move this
15 industry forward, not to impede the progress
16 of this industry at all. I think people are
17 looking at us. And I was so excited about
18 being on this Board, because I was excited
19 about working with all of you and looking at
20 the new things. And the previous Board vetted
21 very carefully their selection for their
22 Executive Secretary, and that was Fabian
23 Blache.

24 And so they did their due diligence. It
25 was our job to make sure that all the other

1 things were in place when we took office.
2 When we decided that we would say that we took
3 a oath where we're going to be on the Board,
4 it was our obligation to make sure that, even
5 if the previous Board did not put things in
6 place, even if they did not have a job
7 description, we should have been asking, let
8 me see the job description that was written
9 for Mr. Blache. And then we should have taken
10 the time to make sure that that was done;
11 meaning, that those rules and regulations,
12 policies and procedures within the Statute
13 were done.

14 As it relates to the other people that
15 work here that are Civil Service employees,
16 you had a place to go to air your complaints;
17 that is to the Civil Service Commission.
18 There is something on their website, I think
19 it was 2007 or 2009 that gave some of the
20 answers to the questions some of you have
21 said. It says, what do you do if this
22 happens; what do you do if that happens? And
23 there is a whistleblower piece in there that
24 protects any of you, Civil Service, from
25 having any retaliation of any kind from

1 anyone.

2 MR. BLACHE:

3 True.

4 CHAIRPERSON PIERRE:

5 And those hearings are your first line
6 of, I guess, of defense. So I don't know
7 whether it would be appropriate for all of you
8 or this agency or this Board to consider
9 having all of you take a course as it relates
10 to workplace harassment, discrimination, and
11 stuff like that. Because sometimes -- I've
12 had my staff do this. I've had my guards do
13 this.

14 And so sometimes people don't realize
15 what they're saying and how offensive it is.
16 This course teaches you that. This course was
17 done by Phillips and -- Fisher and Phillips
18 and they -- that's all they do is employment
19 law.

20 So we found it useful, because when
21 people took this course, they were saying, oh,
22 I didn't know that was a problem or I didn't
23 know I couldn't say this or that. And so
24 maybe that's a course -- maybe that's
25 something this Board might look into allowing

1 all of you, all the people that work in this
2 office to take this course. You may find it
3 very interesting.

4 But in all, I'd like to continue to say
5 that I want to work with each and every one of
6 you, but we have to work as a unit. We can't
7 work separately or divided. We have to work
8 as a unit if we're going to move this agency
9 forward. And thank you for listening to me.

10 MR. RIVERS:

11 I have one comment. Mr. Blache, you had
12 pointed out that I had addressed fines with
13 you. Is it not so that several Board Members
14 had addressed the way the fine structure --

15 MR. BLACHE:

16 Yeah.

17 MR. RIVERS:

18 -- had been changed?

19 MR. BLACHE:

20 Yes. In fact -- yes, sir. That's a good
21 question. In fact, it was the Members of the
22 Committee that you formed called the Finance
23 Committee.

24 MR. RIVERS:

25 But I know of several Board Members

1 individually called you about fines because we
2 weren't receiving letters or different things.

3 MR. BLACHE:

4 Ms. Finchum and I had a conversation
5 about some fines and we figured out what was
6 going on there. Mr. Williams and I had a
7 conversation about some fines.

8 MR. RIVERS:

9 I just wanted to make it -- the point
10 that there were several Board Members because
11 you changed the structure of the way fines had
12 been charged, so we all were questioned on how
13 that was --

14 MR. BLACHE:

15 Not all.

16 MR. RIVERS:

17 -- going.

18 MR. BLACHE:

19 Not all.

20 MR. RIVERS:

21 Or some of us.

22 MR. BLACHE:

23 Yes.

24 MR. RIVERS:

25 And then I think that we had allowed for

1 Ms. Metoyer to -- she said she wanted to speak
2 and we need to let her speak at some point.
3 We don't want to forget that.

4 CHAIRPERSON PIERRE:

5 Well, I haven't forgotten that. You
6 said -- we said at the end when we finished --

7 MR. RIVERS:

8 Okay.

9 CHAIRPERSON PIERRE:

10 -- if any. You were allowed as a Board
11 Member to speak. All the Board Members have
12 had an opportunity to speak to bring this to a
13 conclusion. We've been here an awful long
14 time. Thank you all for your patience.

15 If there is any other Board Members that
16 would like to say anything or comment on the
17 information that we have received or make a
18 statement -- I think you've made your
19 statement; is that correct?

20 MS. LANDRY:

21 Yeah, I made a good bit of it, but I'll
22 reserve all the others.

23 CHAIRPERSON PIERRE:

24 Okay.

25 MS. LANDRY:

1 I'll reserve my comments until the end.

2 CHAIRPERSON PIERRE:

3 Okay. Well, if there's any other Members
4 that would like to make a statement, I'd like
5 them to make the statement before the --
6 before we allow the public to have their
7 comments.

8 MR. CROUCH:

9 I want to be sure, I think this is
10 correct, all the Civil Service employees, you
11 get emails from Civil Service about taking
12 these courses online; correct?

13 UNKNOWN:

14 We've taken them.

15 MR. CROUCH:

16 Yeah.

17 UNKNOWN:

18 We take them.

19 MR. CROUCH:

20 Yeah. There's a whole battery of courses
21 that --

22 CHAIRPERSON PIERRE:

23 Okay. But --

24 MR. CROUCH:

25 -- Civil Service --

1 CHAIRPERSON PIERRE:

2 -- I'd just like to know, but have they
3 taken them?

4 MR. CROUCH:

5 They have to take them.

6 CHAIRPERSON PIERRE:

7 And who it was that have taken them?

8 MR. CROUCH:

9 They don't have a choice but to take
10 them.

11 CHAIRPERSON PIERRE:

12 Okay. So everybody that's Civil Service
13 have taken them?

14 MS. VALLERY:

15 Ethics and harassment.

16 MR. CROUCH:

17 Ethics, sexual harassment. What's some
18 of the others?

19 CHAIRPERSON PIERRE:

20 Is this done on a yearly basis?

21 MS. VALLERY:

22 Annual basis.

23 CHAIRPERSON PIERRE:

24 Okay. So when was the last time you guys
25 took it?

1 MS. VALLERY:

2 July of last year.

3 UNKNOWN:

4 July.

5 CHAIRPERSON PIERRE:

6 Is that everybody? Everybody takes it at
7 the same time?

8 MR. BLACHE:

9 Yeah, they took it.

10 MS. VALLERY:

11 At the beginning of our new fiscal year.

12 CHAIRPERSON PIERRE:

13 Oh, okay. Thank you. I appreciate that.

14 MS. LANDRY:

15 Even if classified and unclassified?

16 CHAIRPERSON PIERRE:

17 No, only classified employees that Civil
18 Service does --

19 MS. HULL:

20 Ms. Pierre, I think I took the ethics, it
21 was online.

22 CHAIRPERSON PIERRE:

23 Okay.

24 MS. HULL:

25 I have a link to it.

1 CHAIRPERSON PIERRE:

2 Okay. Great. So somebody gave you the
3 link to it and so you were able to take it,
4 but you're not compelled to take it?

5 MS. HULL:

6 No, ma'am.

7 CHAIRPERSON PIERRE:

8 Because it is a Civil Service
9 requirement.

10 MR. CROUCH:

11 On the Civil Service website --

12 CHAIRPERSON PIERRE:

13 Right.

14 MR. CROUCH:

15 -- they keep track of all of our training
16 requirements.

17 CHAIRPERSON PIERRE:

18 Right.

19 MR. CROUCH:

20 And it has to be or (inaudible).

21 CHAIRPERSON PIERRE:

22 Okay. Thank you, Ron. I appreciate it.

23 MR. CROUCH:

24 Yes.

25 CHAIRPERSON PIERRE:

1 Okay. Any other comments or questions by
2 the Board as to the 13 allegations?

3 No questions? No comments?

4 Okay. So we'll open it up to the public
5 to have three minutes. They'll speak for
6 three minutes. Could somebody be a timekeeper
7 for us, please?

8 And I think you have the names of the
9 people who have signed their card to speak?

10 MS. ALDRIDGE:

11 We have two. We have Summer Metoyer and
12 Eric Berthelot.

13 MR. ROBINSON:

14 And you got somebody behind you.

15 MS. ALDRIDGE:

16 Oh, Ebony Murreld.

17 CHAIRPERSON PIERRE:

18 Okay. I would ask that the speakers not
19 direct their comments to any person, that they
20 be civil in what they say, and we'll welcome
21 your comments. Somebody is going to call the
22 names of the people. I don't know who is
23 first or second. I don't know.

24 MS. ALDRIDGE:

25 Summer Metoyer?

1 MS. LANDRY:

2 Is she here? Did she go outside?

3 CHAIRPERSON PIERRE:

4 Call the next person, please. And if she
5 comes back, we'll call her up.

6 MS. ALDRIDGE:

7 Eric Berthelot?

8 MR. BERTHELOT:

9 Stand here and talk or --

10 CHAIRPERSON PIERRE:

11 You could, yeah, you could stand up.

12 MR. BERTHELOT:

13 I'm a licensed security guard trainer,
14 and I know several of you; Hector Echegoyen,
15 (inaudible) in firearms and we've shot
16 together. Mr. Williams, I appreciate your
17 comments about being recorded. My little
18 brothers in blue, we wish we wouldn't be
19 recorded all the time. But in our training,
20 standard of (inaudible), what better way to
21 train than to conduct yourselves as security
22 guards as if you're being recorded every time?
23 You react better. You behave better. I
24 know for training security guards, the passion
25 that they have from days in the past, and I

1 know the former Director that was here, he's a
2 friend of mine. But daylight to dark or dark
3 to daylight, what's happening now, people have
4 tears in their eyes thanking us for bringing
5 up firearms training.

6 People have been licensed for ten years,
7 never heard of the word misfire, side
8 alignment, or basic stuff, ladies with
9 fingernails this long that can't function a
10 firearm. And, now, I think I'm the first
11 person that's failed people and come back and
12 go through that class.

13 I know we had lunch, I didn't record the
14 call, but --

15 CHAIRPERSON PIERRE:

16 But it was okay.

17 MR. BERTHELOT:

18 -- but you were talking about wondering
19 if your guards were actually getting the
20 training? Were they going to the class and
21 calling and checking on them? Those things
22 are going away with what with Fabian is doing
23 overall for every great thing that happens.
24 And I think y'all are impressed because of
25 something magnificent happening here.

1 There is a equal force pushed against
2 what's happening here. Y'all are coming
3 together. I know several of you. It's a
4 great thing happening what he's done with EMS
5 re-created here and it's a great positive
6 movement.

7 Yes, there's going to be forces opposing
8 it. Yes, there's going to be mistakes made.
9 But we can get by this, folks. You're doing
10 great things. Lives will be saved.

11 The level of professionalism in the
12 security guard industry will greatly increase
13 if we can just get by this and let bygones be
14 bygones. And I understand the passion and
15 concerns. I sympathize with some of your
16 points, but don't let that stop with the
17 progress and the things you're about to do.
18 Thank you.

19 CHAIRPERSON PIERRE:

20 Thank you.

21 MS. ALDRIDGE:

22 We have Ebony Murreld?

23 MS. MURRELD:

24 Yes, I would just like to --

25 CHAIRPERSON PIERRE:

1 Ms. Murreld, would you mind standing,
2 please?

3 MS. MURRELD:

4 Oh, I'm sorry.

5 CHAIRPERSON PIERRE:

6 Thank you.

7 MS. MURRELD:

8 -- to express about a couple of the
9 statements and the reports, because I am not a
10 bitter employee. And I have plenty of
11 off-the-book records with Mr. Blache about
12 Bridgette and their relationship. And she
13 could testify because she was -- I have it on
14 speaker phone to testify basically that they
15 did have a sexual relationship, but I did tell
16 the investigators that I do not know if they
17 actually had sex, but they had sexual conduct
18 and touching and kissing and rubbing and et
19 cetera.

20 So I just wanted to clear that out
21 because it made it seem like I was lying about
22 it, but I did say I did not know if they had
23 the actual sex. But I've been knowing
24 Bridgette for over ten years and she's the one
25 who got me this job. So she confided in me

1 about everything with Fabian.

2 And once Fabian found out that I knew
3 about their relationship, he would call me
4 seven, six o'clock at night while I'm at
5 practice with my daughter asking about
6 relationship advice on how to get Bridgette to
7 be with him and et cetera. So I just wanted
8 to clear up that and in the statement that I
9 was not overexaggerated on this as a witch
10 hunt because it's not.

11 CHAIRPERSON PIERRE:

12 Thank you.

13 MR. ECHEGOYEN:

14 Thank you.

15 CHAIRPERSON PIERRE:

16 Next person?

17 MS. ALDRIDGE:

18 Summer Metoyer.

19 CHAIRPERSON PIERRE:

20 Did Ms. Metoyer leave?

21 MS. RICHARDSON:

22 I was told she left.

23 CHAIRPERSON PIERRE:

24 She left. Okay. So if Ms. Metoyer left,
25 I don't know what we could do about that. Did

1 she go to lunch or something or ...

2 MS. ALDRIDGE:

3 Yeah.

4 CHAIRPERSON PIERRE:

5 Oh, she just left?

6 MS. RICHARDSON:

7 Do you want me to try to call her?

8 CHAIRPERSON PIERRE:

9 No.

10 MS. RICHARDSON:

11 Okay.

12 CHAIRPERSON PIERRE:

13 I don't think that's necessary. Nobody
14 knows why she left or --

15 MS. MURRELD:

16 I think she went to lunch.

17 CHAIRPERSON PIERRE:

18 Okay. Well, is it the pleasure of the
19 Board to wait until she comes back? Her
20 statement is here, I mean. So I -- I don't --

21 MR. ROBINSON:

22 This is going on --

23 (MULTIPLE SPEAKERS SPEAKING)

24 CHAIRPERSON PIERRE:

25 Yeah, but it's getting late in the hour.

1 MS. LANDRY:

2 I would like Stephanie to call her to see
3 if she's anywhere close. If she's not close,
4 then --

5 MR. ECHEGOYEN:

6 Yeah. Can we at least make a call to see
7 if --

8 CHAIRPERSON PIERRE:

9 I think that it would have been -- if she
10 wanted to speak, she could have said that she
11 was leaving and she would be back.

12 MR. RIVERS:

13 Are you going to call her?

14 MS. RICHARDSON:

15 I am, but I will have to say that I --
16 Summer has --

17 CHAIRPERSON PIERRE:

18 Yeah, I got it. Okay. So Summer has
19 asked that Stephanie nor Wendy contact her.

20 MS. LANDRY:

21 Okay.

22 MS. RICHARDSON:

23 Speak to her even while she was employed
24 here.

25 CHAIRPERSON PIERRE:

1 So as a legal --

2 MR. RIVERS:

3 Well, can someone else from the Board
4 contact her, please?

5 CHAIRPERSON PIERRE:

6 No. I think -- I think that if
7 Ms. Metoyer wanted to speak, all she had to do
8 was tell us that she was leaving and that she
9 would be back and --

10 MR. RIVERS:

11 I think as a Board --

12 (MULTIPLE SPEAKERS SPEAKING)

13 CHAIRPERSON PIERRE:

14 Oh, I understand that.

15 MR. CROUCH:

16 The email from her that you forwarded to
17 me, does everybody know about that?

18 CHAIRPERSON PIERRE:

19 The email --

20 MS. RICHARDSON:

21 The text?

22 MR. CROUCH:

23 The text correspondence.

24 CHAIRPERSON PIERRE:

25 I don't know if they're aware of --

1 MS. RICHARDSON:

2 No, they do not.

3 CHAIRPERSON PIERRE:

4 Okay. There was a text sent and we
5 could -- could you -- could you print it out?
6 I don't know if you could print it out.

7 MR. CROUCH:

8 I don't know -- I don't know how to do
9 that.

10 CHAIRPERSON PIERRE:

11 So, anyway, there was a text that was
12 sent. Ms. Metoyer contacted, apparently, text
13 Ms. Stephanie and Ms. Wendy and asked them not
14 to get in touch with her, not to contact her
15 in any way, to speak with her attorney. So
16 that was the text.

17 MS. RICHARDSON:

18 I can read it to you.

19 CHAIRPERSON PIERRE:

20 Well --

21 MS. RICHARDSON:

22 I can read it if you --

23 CHAIRPERSON PIERRE:

24 Read it.

25 MS. LANDRY:

1 Please do.

2 CHAIRPERSON PIERRE:

3 Would you mind reading it?

4 MS. RICHARDSON:

5 Okay. So this was Saturday night at 5:32
6 and it was directed, texted to Wendy and
7 myself:

8 From this point forward, I will not be
9 speaking to you. You can speak to my attorney
10 if you have anything to say to me. You have
11 put me in a hostile work environment being
12 that you are both my supervisors.

13 Attempting to file a police report on my
14 husband for expressing his concern for my well
15 being is not criminal. Nothing he said or did
16 was criminal.

17 But making your employees feel
18 uncomfortable in the workplace is criminal.
19 If you continue to make me uncomfortable
20 forcing me to have my doors open while you two
21 convene in private all day is unacceptable.
22 This is not a private place of employment.
23 You cannot do things as you please. There are
24 rules. I will press charges against you for
25 harassment in the workplace.

1 CHAIRPERSON PIERRE:

2 Okay.

3 MS. RICHARDSON:

4 And both Wendy and I are very upset about
5 this because we have been brought into this
6 and we are just trying to do our job, which
7 it's very upsetting --

8 CHAIRPERSON PIERRE:

9 Yeah.

10 MS. RICHARDSON:

11 -- to not be able to get our job done.
12 And, I mean, I can't speak for Wendy, but I am
13 like super passionate for this place. I mean,
14 I think I've talked to most of y'all on the
15 phone or your employees or whatever, and our
16 compliance issues have just -- I mean, we
17 address them. The people come in, and they
18 end up just thanking us at the end. Yes, they
19 end up having to pay fines, but we are making
20 a huge difference in this industry. Huge.

21 You know, there's just so many company
22 owners that just realized that the rules and
23 the laws had always been there but never
24 enforced. So that's all that's happening now
25 is things are being enforced.

1 And now for this to -- I mean, Wendy and
2 I were put in this position as far as being
3 supervisors over the office, when obviously
4 there's an employee who doesn't really care
5 for this place, I don't know. But we -- just
6 very upsetting that we could be brought, you
7 know, charges pressed against us just for, you
8 know, being supervisors, I guess.

9 CHAIRPERSON PIERRE:

10 Okay. Thank you.

11 MS. RICHARDSON:

12 I'm sorry.

13 CHAIRPERSON PIERRE:

14 Thank you, Ms. Stephanie. I appreciate
15 that. Let me -- let me just say this to you,
16 I think -- I think we've heard. Everybody has
17 had their comments.

18 MS. LANDRY:

19 She --

20 CHAIRPERSON PIERRE:

21 Okay.

22 MS. MURRELD:

23 Ms. Landry said I can speak. For the
24 text message that Summer sent to Stephanie and
25 Wendy, it was because her husband came in and

1 Wendy and them felt intimidated by her
2 husband, so they called Allison and Renee in
3 the office and tried to record the
4 conversation of --

5 MS. ALDRIDGE:

6 Ma'am --

7 MS. RICHARDSON:

8 That's absolutely hearsay.

9 MS. ALDRIDGE:

10 I feel like I have to speak to that now
11 because my name was brought into it. When he
12 came into the office, family members have
13 always been able to come into the office.
14 Nobody's ever stopped them. That's not a
15 issue. We are a very kind of laid back office
16 in that respect.

17 However, I did not hear what he was
18 saying. I could hear a very raised voice,
19 sounded like in the hallway that would have
20 been coming from him. After he left, I was
21 approached by two staff members that told me
22 specifically he made them feel uncomfortable.
23 One said she was shaking after her interaction
24 with him.

25 So Stephanie and I convened. We decided

1 to call legal at that point because we did not
2 want to do anything that we were not supposed
3 to do. Again, family members are allowed in
4 here. That's not a problem.

5 The problem was what the actions that
6 caused two employees to come. And I have
7 other staff members here who witnesses
8 everything those employees said.

9 So when we called legal, legal spoke to
10 Ms. Pierre. Legal called me back and told me
11 Ms. Pierre was going to be calling us.
12 Ms. Pierre called us, instructed us to make a
13 police report. That's what happened.

14 CHAIRPERSON PIERRE:

15 Okay. And -- and thank you very much for
16 your statements. Ron did call me. And I
17 said, I don't know what I can do from here. I
18 followed, just like you, what the attorneys
19 recommended to me. And so I said, well, what
20 should they do? Call the police, put it on
21 record.

22 And that's exactly what I informed you to
23 do, call the police and make it a matter of
24 record that something happened that you guys
25 felt threatened. That's the only safeguard I

1 could give you from the distance that I was.

2 MS. ALDRIDGE:

3 And as a supervisor, when I have two
4 employees come in and use the language they
5 were uncomfortable and that they are
6 shaking --

7 CHAIRPERSON PIERRE:

8 You should address it.

9 MS. ALDRIDGE:

10 -- I have to address it.

11 CHAIRPERSON PIERRE:

12 Thank you for doing that.

13 MS. ALDRIDGE:

14 Thank you.

15 CHAIRPERSON PIERRE:

16 Thank you both.

17 MR. CROUCH:

18 Madam? Ms. Pierre, could I ask that we
19 take a short recess? Hostile work environment
20 is a term of art and I'd like to call the
21 office and discuss it. Because being a -- I
22 mean, I may recommend that we go into a
23 separate Executive Session to discuss this.

24 CHAIRPERSON PIERRE:

25 Okay. Go ahead.

1 MR. CROUCH:

2 Short, short recess.

3 MR. RIVERS:

4 Does she need to make a motion that we do
5 that?

6 MR. CROUCH:

7 Yes.

8 CHAIRPERSON PIERRE:

9 Okay. I make a motion that we go into --

10 MR. CROUCH:

11 Or just stand at recess?

12 MR. RIVERS:

13 Oh, okay.

14 CHAIRPERSON PIERRE:

15 Okay. We're going to recess.

16 (A SHORT RECESS WAS TAKEN IN THE
17 PROCEEDINGS)

18 CHAIRPERSON PIERRE:

19 Okay. The meeting is back in order.

20 Okay. Mr. Pellegrin?

21 MR. PELLEGRIN:

22 Yeah.

23 CHAIRPERSON PIERRE:

24 Mr. Pellegrin has a statement or comment.

25 MR. PELLEGRIN:

1 Yeah, I just want to address, there was
2 something that came out on the news about
3 Members of the Board being against the
4 eLicensure and the way that we're moving. And
5 I just want say that I'm all for that. I
6 think that all of these things that we're
7 doing are moving in a positive direction,
8 creating more accountability and more
9 transparency.

10 We have a couple of issues that we've
11 heard today. You know, we've talked about
12 that. And we've talked about some of this, I
13 guess for lack of a better term, I'll call it
14 general office politics. And that, you know,
15 that's what we're here to address today. But,
16 you know, we have to all get along and we all
17 have to do the right thing to be a better
18 Board.

19 You know, the Board is -- has a decision
20 to make, has some things to talk about, what
21 direction we're going to go in, and we take
22 that very seriously. And whatever
23 recommendation we come down to, you know, we
24 have the best in mind of the industry at hand,
25 putting office politics aside, any type of

1 politics aside. This is going to be a
2 business decision that we make today.

3 MR. ECHEGOYEN:

4 Ms. Summer is back.

5 CHAIRPERSON PIERRE:

6 Thank you, Mr. Rivers. I see that.

7 You have a paper. Ms. Summer, we called
8 your name, but you weren't here. Are you
9 ready to make your statement, your 3-minute
10 statement?

11 MS. METOYER:

12 Do I need to go up there?

13 CHAIRPERSON PIERRE:

14 I'm sorry. You could just stand up.

15 MS. METOYER:

16 I'll sit. I'm just --

17 CHAIRPERSON PIERRE:

18 I'm sorry?

19 MS. METOYER:

20 -- I'm exhausted.

21 CHAIRPERSON PIERRE:

22 Okay. And we all are. We've been here a
23 long time. We all are exhausted. Okay. But
24 let me just say this to you. Make your
25 statement. We have your comments in the

1 report. Make your statement if you have a
2 statement to make.

3 We're not going to rehash your whole
4 testimony. We're going to allow you, like we
5 allowed the other people to make a statement.
6 And if you want to make that statement, you
7 need to make it now.

8 MS. METOYER:

9 Okay. What I'm saying is I'm just
10 exhausted with this situation. Mr. Blache
11 made it seem like it was just myself and that
12 I had a personal vendetta against him, and
13 that is not the case. It took a lot for
14 myself and these ladies to come together and
15 come forward because he can be very
16 intimidating. He's -- it's hard to go up
17 against something like this.

18 I'm not typically an outspoken person.
19 And all of this has been a lot of anxiety and
20 pressure. And I felt like it was the right
21 thing to do. We were being treated unfairly.

22 I came in several days with anxiety in
23 regards to how he would speak to me. There
24 were good times, you know. He would come in
25 and he would buy us coffee, but there were

1 also really bad times. And those were the
2 ones that I'm speaking about.

3 And I just, all I want is to be able to
4 come to work and do my job, but I'm not able
5 to do that right now. And so that's all that
6 I'm asking for, just to be able to come in and
7 do what I'm expected to do every day. And
8 right now, with everything going on and
9 everything that I'm constantly having to think
10 about, I can't do that. And then -- that -- I
11 mean, that's it. That's all I would like to
12 say.

13 CHAIRPERSON PIERRE:

14 Thank you for your statement.

15 Okay. I'd like to move -- I'd like to
16 make a motion that we go into Executive
17 Session.

18 MR. CROUCH:

19 You don't --

20 CHAIRPERSON PIERRE:

21 Did you -- did you want to speak?

22 MR. CROUCH:

23 No, we don't need to. I just wanted to
24 check with the office regarding the term
25 hostile work environment. We don't -- there's

1 no need to discuss it any further.

2 CHAIRPERSON PIERRE:

3 Okay. That's fine. But not for your
4 Executive Session, but the Board would like to
5 go into Executive Session to discuss this
6 matter further, the EEOC report and our
7 determination of the EEOC report. So I make a
8 motion that we go into Executive Session. I'm
9 going to ask that --

10 MR. CROUCH:

11 Ma'am, I don't -- I don't think you can
12 do that.

13 CHAIRPERSON PIERRE:

14 Oh, I thought you said we could do it
15 later if we want.

16 MR. CROUCH:

17 No. You can do it for a separate matter,
18 but the agenda item of the EEOC, it can be
19 conducted in an Executive Session or it has to
20 be done in an open meeting if the subject of
21 that report asks that it be done in an open
22 meeting.

23 CHAIRPERSON PIERRE:

24 So let me make sure I understand what
25 you're saying. So whatever determinations we

1 make and any further discussions that we want
2 to have, we have to have it publicly?

3 MR. CROUCH:

4 Yes, ma'am.

5 CHAIRPERSON PIERRE:

6 Okay. That's -- just wanted to make sure
7 I understand that.

8 So does anybody have any questions about
9 that?

10 MS. LANDRY:

11 Are you going to make a determination
12 today?

13 CHAIRPERSON PIERRE:

14 I don't know what we're going to do
15 today, but I'm hearing from Staff and I'm
16 hearing from Ms. Summer and others that --
17 that they can't continue. We've been doing
18 this almost a month now, that they can't
19 continue working the way things are.

20 They need to make some decisions. The
21 industry is stifled by the fact that we can't
22 move forward, that we can't make any
23 decisions, sign any new contractors into the
24 state, welcome them into the state. We can't
25 finish the work that they're doing without

1 moving forward and coming to some decision as
2 to what we're going to do today about the
3 Executive Secretary and the Executive
4 Secretary's Assistant.

5 And is that what I'm not hearing from
6 Staff is that they need --

7 MR. BLACHE:

8 Right.

9 CHAIRPERSON PIERRE:

10 -- these things to happen so that they
11 can continue to do the work that they're
12 assigned to do; is that correct?

13 So that's where we are. A decision needs
14 to be made as to whether or not we're going to
15 continue with Mr. Blache and Ms. Hull or are
16 we going to make some decisions as it relates
17 to -- Ron, you want to say something?

18 MR. CROUCH:

19 Oh, I do, because it's particularly, not
20 to use a legal term, hinkey situation. Fabian
21 is the appointing authority for this agency --

22 CHAIRPERSON PIERRE:

23 I understand.

24 MR. CROUCH:

25 -- just as the colonel is the appointing

1 authority for all of public safety. He hires
2 and fires. You guys hire and fire him.

3 CHAIRPERSON PIERRE:

4 Him, right.

5 MR. CROUCH:

6 I'm not sure that you have the authority
7 to do anything about Ms. Hull.

8 CHAIRPERSON PIERRE:

9 We do not.

10 MR. CROUCH:

11 Because she's hired and/or fired by the
12 Executive Director. So ...

13 CHAIRPERSON PIERRE:

14 Okay.

15 MR. BLACHE:

16 And there are things in the report that
17 came about that I wasn't privy to until the
18 report wound up with me --

19 CHAIRPERSON PIERRE:

20 Uh-huh.

21 MR. BLACHE:

22 -- that had I been privy to or if those
23 things had been shared with me, that I could
24 have had an opportunity to address and that I
25 would have to do so once back at my desk.

1 CHAIRPERSON PIERRE:

2 Well, what I'd like to say is that, out
3 of the 13, I guess allegations, there were
4 only three that actually involved you. Two,
5 No. 2 and No. 3 about the favoritism, that was
6 dismissive and they didn't find that to be
7 truthful.

8 No. 3, the credibility of the person they
9 questioned.

10 And No. 9, I guess that's the one we did
11 not discuss any further about the pictures
12 being shown.

13 MR. BLACHE:

14 Uh-huh.

15 CHAIRPERSON PIERRE:

16 So and I guess No. 13, I meant, the one
17 about the allegations about using words that's
18 inappropriate for a business --

19 MR. BLACHE:

20 Uh-huh.

21 CHAIRPERSON PIERRE:

22 -- agency or a business agency --

23 MR. BLACHE:

24 Yes, ma'am.

25 CHAIRPERSON PIERRE:

1 -- of any kind --

2 MR. BLACHE:

3 Uh-huh.

4 CHAIRPERSON PIERRE:

5 -- I think they said that that particular
6 thing, I couldn't understand exactly what
7 their meaning was. It could or it could not
8 be correct is what they're saying.

9 And I think in your explanation, you said
10 that you did say that word, but it was taken
11 out of content; is that correct?

12 MR. BLACHE:

13 That's correct. It was --

14 CHAIRPERSON PIERRE:

15 And that -- that came up --

16 MR. BLACHE:

17 That's correct.

18 CHAIRPERSON PIERRE:

19 -- when you guys were discussing the
20 behavior of the terms used in this office.

21 MR. BLACHE:

22 Correct.

23 CHAIRPERSON PIERRE:

24 Okay. So as it relates to No. 13, the
25 FMLA, I think that was cleared and that was

1 approved and signed by you. So -- I'm sorry,
2 Ron?

3 MR. CROUCH:

4 She held her hand up.

5 MS. JANES:

6 Is there something I can say about in No.
7 13?

8 CHAIRPERSON PIERRE:

9 Yes, ma'am.

10 MS. JANES:

11 I was the one that applied for FMLA. And
12 when I went in and gave it to him, he called
13 Sharon in the office. My husband has Stage IV
14 cancer. And at that point, it had spread. So
15 I was just turning in the paperwork so that I
16 would be covered if I had to take time off.

17 And he told me, he said, you sure you
18 want to do this. And I said, well, I'm only
19 giving you the paperwork because I want to be
20 covered if I have to take off. And he said --
21 he looked at me and he said, you know this is
22 what Jane did. And I took that as a threat at
23 my job.

24 CHAIRPERSON PIERRE:

25 Well, let -- and I thank you for that

1 comment, but I don't know what Jane did. But
2 let me just say this to you. I asked the
3 attorneys to give me a copy of what happened
4 with Ms. Ryland while she was here. And in
5 reading it, Ms. Ryland left on her own accord.

6 MS. JANES:

7 Yes, she --

8 CHAIRPERSON PIERRE:

9 It wasn't -- it wasn't anything that
10 Fabian or anyone else in this agency did.
11 Ms. Ryland took another position and left on
12 her own accord.

13 MS. JANES:

14 She took leave. She took family leave --

15 CHAIRPERSON PIERRE:

16 Yeah.

17 MS. JANES:

18 -- and come back to an empty office. She
19 didn't have the authority that she had when
20 she left. And I took that as a threat to my
21 job.

22 CHAIRPERSON PIERRE:

23 Okay.

24 MS. JANES:

25 And when I asked --

1 CHAIRPERSON PIERRE:

2 You're Civil Service; is that correct?

3 MS. JANES:

4 And that's what they asked me about it
5 and I told them about it.

6 CHAIRPERSON PIERRE:

7 Right. Are you -- you're Civil Service?

8 MS. JANES:

9 Yes.

10 CHAIRPERSON PIERRE:

11 Okay. So you understand that there is
12 nothing that can be done as it relates to your
13 job because you are Civil Service; that you
14 have all the rights and protections of the
15 Civil Service Commission.

16 MS. JANES:

17 I do understand that, but we are an
18 agency and all our own, and there's nobody
19 here to protect us in day-to-day jobs and --

20 CHAIRPERSON PIERRE:

21 That's what Civil Service is for.

22 MS. JANES:

23 I understand.

24 CHAIRPERSON PIERRE:

25 If you go to their -- if you go on that

1 website, there is a number, a name of a
2 person.

3 MS. JANES:

4 I understand.

5 CHAIRPERSON PIERRE:

6 And I think Ms. Stephanie has a name of a
7 person that you can contact as it relates to
8 that. Because in small agencies like this,
9 there is no HR Department. And,
10 unfortunately, we come under DPS, but we're
11 not under their HR Department. That's the sad
12 part about it.

13 MS. JANES:

14 I understand, but you're not there day to
15 day and --

16 CHAIRPERSON PIERRE:

17 Yeah, I understand.

18 MS. JANES:

19 -- we work under very hostile
20 circumstances.

21 CHAIRPERSON PIERRE:

22 Okay. Thank you for your comment.

23 MS. FINCHUM:

24 Madam Chair, may I have a minute?

25 CHAIRPERSON PIERRE:

1 Yes. Ms. Finchum?

2 MS. FINCHUM:

3 I just would like to make a statement.
4 Two things, I'm very appreciative, like Durell
5 was saying, about the movement forward on
6 doing everything electronic and it's a huge
7 benefit to all of us. But the reason that
8 we're here today is about the paperwork and
9 this situation that the Board is put into.
10 And I'm very concerned about how you all, as
11 far as all of the employees, including Mr.
12 Blache himself feel about this situation.

13 Sitting up here watching you and seeing
14 how everyone reacts to what has or hasn't
15 happened in these documents, it's very
16 unsettling to me. And I'm -- I'm concerned
17 that just having this meeting today, I don't
18 know that that's going to change. And that
19 worries me as far as risks involved, liability
20 involved, appropriateness, professionalism and
21 all of those things that are important to all
22 of us.

23 We all run businesses, so we know -- we
24 know what it's like. And most of us have
25 employees and it's just very upsetting for me

1 to see how this has evolved beyond this
2 paperwork right here. So I'm very concerned.

3 CHAIRPERSON PIERRE:

4 Is that -- have you completed your
5 comment?

6 MS. FINCHUM:

7 Yes, ma'am. Thank you.

8 CHAIRPERSON PIERRE:

9 Thank you. All right. So how do we move
10 forward?

11 MR. CROUCH:

12 Motion, then vote.

13 CHAIRPERSON PIERRE:

14 I understand that, but I thought you said
15 we -- because we need to have -- I think some
16 of the members wanted to have further
17 discussion on this rather than just motion and
18 vote, Ron.

19 MR. CROUCH:

20 I understand and you're free to discuss
21 however you want.

22 MS. LANDRY:

23 Yeah. So I will tell you this,
24 Ms. Pierre, I'm -- I -- and I have to go with
25 what Misty said, we know that the industry has

1 moved forward. Right now, I am just not
2 comfortable making a decision. I'm just not,
3 not at this point because I feel like I am
4 going -- I don't want to make the wrong
5 decision. I want to make the decision that's
6 best for this Board as a whole and for this
7 industry.

8 CHAIRPERSON PIERRE:

9 Okay. Let me -- let me just say this.
10 And thank you, Maria, but I agree with you,
11 but I also know that this agency cannot
12 continue to operate another month, another
13 week, another three weeks, two weeks without
14 decisions being made as to how it will move
15 forward. It's stagnated now.

16 And I would like to just refer all of you
17 to the Civil Service Regulations as it relates
18 to these type of actions. It says, corrective
19 actions -- per Civil Service, corrective
20 actions must fit the offense. It is
21 recommended that an agency use the least
22 severe action needed to accomplish the desired
23 results.

24 MR. RIVERS:

25 For Civil Service employees?

1 CHAIRPERSON PIERRE:

2 For -- what are we talking about, huh?
3 Are we not talking about Civil Service
4 employees?

5 MR. RIVERS:

6 Mr. Blache is not a Civil Service
7 employee.

8 CHAIRPERSON PIERRE:

9 We're talking about -- I think -- no. I
10 think Ms. Finchum made a comment, and I am
11 referring to the comment that she just made
12 about her concerns for the Civil Service
13 employees. Is that not what we were talking
14 about?

15 MR. ECHEGOYEN:

16 Well, I think --

17 CHAIRPERSON PIERRE:

18 That's what -- that's what -- that's what
19 I'm referring to as it relates to the Civil
20 Service employees. Because of Ms. Finchum's
21 concern about them, I thought I'd read this
22 into the record as it relates to Civil Service
23 employees.

24 We understand that Mr. Blache is our
25 employee. Whatever we decide about Mr. Blache

1 going forward will be whether we put in
2 benchmarks that he must meet, that we put in,
3 I guess, some appropriate action taken by us
4 that we must seek, whether we put in some
5 policies and procedures that must be followed
6 by him. Those are the actions that this Board
7 can take as it relates to that.

8 But I was only speaking to the comfort
9 level of the Civil Service employees because
10 Civil Service is actually where Civil Service
11 employees go for regress. And that's my
12 comment.

13 Mr. Hector, you had a comment?

14 MR. ECHEGOYEN:

15 Well, just to clarify, we have talk about
16 Civil Service and their employees and stuff,
17 but the decision that we have to make is in
18 reference to Mr. Blache and Mr. Blache only;
19 correct?

20 So we have to make that decision. And
21 now, it's pretty obvious to me that they are,
22 at this time, emotionally not capable of
23 functioning to be able to do the work. So we
24 have to make that decision.

25 Now I understand some people can be

1 prepared to vote and some people cannot be
2 prepared to vote, and that's pretty much their
3 right. But some of us are ready to vote.

4 So my suggestion would be, if you guys
5 want to have a small discussion about it, we
6 could. And if we need to resolve this problem
7 today, that way we can move forward with the
8 business of doing business as a Board.

9 CHAIRPERSON PIERRE:

10 Is that your comment?

11 MR. ECHEGOYEN:

12 Yes.

13 CHAIRPERSON PIERRE:

14 Well, I would say I believe it is my
15 opinion that we need to make some decisions
16 and move forward. Prolonging it will not --
17 will not make it better. You have the
18 allegations before you. We've talked about
19 them. We've reviewed them. So I don't know
20 what else we could -- I don't know what else
21 we could find out --

22 MS. LANDRY:

23 I'll make a motion.

24 CHAIRPERSON PIERRE:

25 -- what else could come to light other

1 than what we have in front of us.

2 MS. LANDRY:

3 Okay.

4 CHAIRPERSON PIERRE:

5 Maria's going to make a motion.

6 MS. LANDRY:

7 I'm going to make a motion. I'd like to
8 make the motion that Mr. Fabian Blache be
9 taken off of administrative leave and put back
10 into the position of Executive Director of the
11 State Board, but I'd like a timeline given to
12 Mr. Blache to give us a job description of
13 Ms. Hull and her qualifications for that job,
14 her work experience, and that it is verified.

15 So if she needs three years of management
16 or whatever experience she needs to go with
17 her job title, I want to make sure that those
18 employment -- that employment, previous
19 employment is verified by you.

20 CHAIRPERSON PIERRE:

21 I'd like to add to that.

22 MS. LANDRY:

23 So I know that was a big motion, but
24 that's the motion.

25 CHAIRPERSON PIERRE:

1 I'd like to amend Ms. --

2 MS. LANDRY:

3 Friendly amendment?

4 CHAIRPERSON PIERRE:

5 -- a friendly amendment to her motion,
6 that this Board puts into place some policies
7 and procedures as it relates to the operation
8 of this agency, and that those policies and
9 procedures are clearly given to Mr. Blache as
10 to what our expectations are and what the
11 rules and regulations will be going forward in
12 this office.

13 Mr. Rivers made a great comment and he
14 brought up something that was really
15 concerning to me, that having family members
16 visit the office, children visit the office,
17 because that is a liability for us -- if
18 anyone is hurt on this property, it is a
19 liability for this Board. So I think all
20 those things should be considered.

21 And I think in the Policies and
22 Procedures Committee, I think we need to come
23 up with some recommendations as to how that
24 looks moving forward. And we need to draft a
25 job description for Mr. Blache.

1 MR. ROBINSON:

2 And I don't -- I don't know where this
3 would fit, but --

4 CHAIRPERSON PIERRE:

5 Well, we still have a motion.

6 MR. ROBINSON:

7 No, I'm talking about your motion --

8 MS. LANDRY:

9 We still have a motion on the table.

10 MR. ROBINSON:

11 -- adding to your motion --

12 CHAIRPERSON PIERRE:

13 Okay. A friendly --

14 MR. ROBINSON:

15 -- that we have somebody or somebody --
16 it's got to be a healing process -- I don't --
17 inside the office because --

18 MS. LANDRY:

19 Is that part of the motion?

20 CHAIRPERSON PIERRE:

21 No, that's not part of the motion.

22 MR. ROBINSON:

23 It's not part of your motion.

24 MS. LANDRY:

25 Okay.

1 MR. ROBINSON:

2 That's what I would --

3 CHAIRPERSON PIERRE:

4 A healing process? I don't know how we
5 would do that. But, anyway --

6 MR. ROBINSON:

7 I'm just saying --

8 CHAIRPERSON PIERRE:

9 -- let me just say, there is a motion on
10 the table.

11 MR. ROBINSON:

12 I second.

13 MS. LANDRY:

14 Yeah. We need to have a discussion on --

15 CHAIRPERSON PIERRE:

16 Yeah. A discussion on the motion.

17 MR. CROUCH:

18 A second and then discussion.

19 CHAIRPERSON PIERRE:

20 He seconded it.

21 MR. CROUCH:

22 Okay. I'm sorry.

23 CHAIRPERSON PIERRE:

24 Ron, put on your hearing aid, dude.

25 MR. CROUCH:

1 I left this one in Egypt.

2 CHAIRPERSON PIERRE:

3 Okay.

4 MR. CROUCH:

5 Can I make comment? When our office is
6 tasked or Internal Affairs at our office is
7 tasked with doing an investigation, we start
8 with what policy has been potentially
9 violated. The report that you've got is an
10 abbreviated kind of report from our EEOC staff
11 because you don't have a policy.

12 We could not point to particular policies
13 for this agency that said this is the
14 potential policy violation. So as an attorney
15 only, I would just say it is incredibly
16 important that the agency get some policies
17 and procedures in place.

18 CHAIRPERSON PIERRE:

19 Thank you, Ron.

20 MR. CROUCH:

21 Yes.

22 CHAIRPERSON PIERRE:

23 That's exactly what we were just
24 discussing.

25 MR. CROUCH:

1 Right.

2 CHAIRPERSON PIERRE:

3 And that's part of this motion. That's
4 the friendly part of this motion that we have
5 some policies and procedures put into place.

6 MR. CROUCH:

7 Right.

8 CHAIRPERSON PIERRE:

9 So okay. We have a motion. We have a
10 second. And so vote your machines (sic). I'm
11 sorry, no machines. We'll have a roll call
12 vote on the motion.

13 If there's any discussion on the motion?
14 Anybody has any further discussion on the
15 motion?

16 MS. FINCHUM:

17 I do.

18 CHAIRPERSON PIERRE:

19 Okay. Go ahead.

20 MS. FINCHUM:

21 If this is the recommendation, I
22 definitely feel, in addition to that, extreme
23 timelines need to be implemented as well.
24 There has been discussions in the meetings
25 where we've said we're going to implement

1 things that have -- still haven't come about
2 that we've all agreed to do. So I just
3 definitely think it needs to be very specific.

4 CHAIRPERSON PIERRE:

5 Ms. Finchum, she said a timeline would be
6 set for that, but we just didn't give the
7 timeline. So she said it would be done. And
8 what did you say in the motion?

9 Could you read back?

10 MS. LANDRY:

11 Well, Misty could make a recommendation
12 on the timeline.

13 CHAIRPERSON PIERRE:

14 Well, you have to give it a month.

15 MS. LANDRY:

16 Okay.

17 CHAIRPERSON PIERRE:

18 I mean, we all run businesses. So we
19 could -- we should have it -- today is the
20 30th. By the 30th of next month, we should
21 have it all in place. Would everybody agree
22 that a month is enough time? Because I know
23 all of --

24 MS. FINCHUM:

25 Whose going to put those policies and

1 procedures in place?

2 CHAIRPERSON PIERRE:

3 The Policies and Procedures Committee.

4 MS. FINCHUM:

5 Okay. I -- I just want that on the
6 record.

7 CHAIRPERSON PIERRE:

8 The people who are on the Policies and
9 Procedures Committee.

10 MS. FINCHUM:

11 Okay.

12 CHAIRPERSON PIERRE:

13 Okay. And Maria is the Chair of that
14 Committee. Okay.

15 MR. RIVERS:

16 I would just like to state, I do have
17 some concern for the employees here who appear
18 to be subject to a hostile environment with
19 what's been going on in this office. And my
20 concern is how they feel, you know, coming
21 back to work or I have great concern for them
22 and the ability to supervise those employees
23 at this time.

24 CHAIRPERSON PIERRE:

25 Okay. Well, let's deal -- if that's the

1 comment on the motion and stuff like that,
2 maybe we can move forward. Let me just say
3 this to you, I think Mr. Ed said that there's
4 a healing process, and there needs to be a
5 healing process. If that means bringing in
6 someone to deal with a mediator to deal with
7 what's going on in this office, then I'm not
8 opposed to it. Because what we want is we
9 want a cohesive working unit.

10 So maybe it might be something that we
11 could look at, bringing somebody in, an
12 objective person, bringing somebody in, a
13 psychologist or something like that to talk
14 about what your concerns are and to see where
15 those emotions are and to deal with them.
16 Because, of course like anything else, if
17 something has affected you emotionally, then
18 there needs to be a way to process that and
19 deal with that.

20 So that's what I think this Board needs
21 to look at going forward, that we could put
22 something like that in place, if possible.

23 So, now, we're back to the motion. Any
24 more --

25 MR. CROUCH:

1 May -- may I have one more comment?

2 CHAIRPERSON PIERRE:

3 Go ahead.

4 MR. CROUCH:

5 Whatever this Committee is that's going
6 to put the policies and procedures together,
7 if you're going to do it in a month, I'm
8 available to help you.

9 MR. ROBINSON:

10 We need some help.

11 CHAIRPERSON PIERRE:

12 Okay.

13 MR. CROUCH:

14 But that's a --

15 MR. BLACHE:

16 Short timeframe.

17 CHAIRPERSON PIERRE:

18 That's not enough time?

19 MR. CROUCH:

20 That's a short timeframe.

21 MS. LANDRY:

22 I think so too.

23 MR. CROUCH:

24 It really is.

25 CHAIRPERSON PIERRE:

1 Okay. Well, how about --

2 MR. CROUCH:

3 I've got -- you know, I've got the
4 answer.

5 CHAIRPERSON PIERRE:

6 How about a three-month period?

7 MS. LANDRY:

8 But can I -- can I clarify, I -- my
9 timeline was to give Fabian the qualifications
10 and to Ms. Hull's job description.

11 CHAIRPERSON PIERRE:

12 Yes.

13 MR. BLACHE:

14 Well, I only need a week for that.

15 MS. LANDRY:

16 Okay.

17 CHAIRPERSON PIERRE:

18 Okay. So a week for the job description.

19 So --

20 MR. RIVERS:

21 Well, she already has a job description.
22 She already has a job description.

23 CHAIRPERSON PIERRE:

24 No, she asked that it be --

25 MR. BLACHE:

1 It has to be furnished.

2 MS. LANDRY:

3 Right.

4 CHAIRPERSON PIERRE:

5 -- presented to the Board.

6 MR. RIVERS:

7 Okay.

8 CHAIRPERSON PIERRE:

9 All right. So back to --

10 MR. CROUCH:

11 The short answer, the simple answer to
12 your problem is to adopt the policies of the
13 Public Safety Services in the short run --

14 CHAIRPERSON PIERRE:

15 Well, Ron, I --

16 MR. CROUCH:

17 -- and then go back and amend them.

18 CHAIRPERSON PIERRE:

19 Ron?

20 MR. BLACHE:

21 Right.

22 MR. CROUCH:

23 And then you have something in place
24 immediately.

25 CHAIRPERSON PIERRE:

1 Okay. But I don't want to adopt them
2 until we have an opportunity to review them.

3 MR. CROUCH:

4 Okay.

5 CHAIRPERSON PIERRE:

6 Because they may not -- they may not be
7 in compliance with what we want or need here.
8 And I'd just like an opportunity to see them
9 and have the Committee review them, and they
10 could get with you about their concerns about
11 it and they can bring it to use before
12 adoption.

13 MR. CROUCH:

14 I'm just a lawyer.

15 CHAIRPERSON PIERRE:

16 I mean that would be the prudent thing to
17 do to see at first. Don't you -- don't you
18 think it would be better to see what you're
19 going to adopt first?

20 MR. RIVERS:

21 It's kind of a blanket for all the state
22 agencies.

23 CHAIRPERSON PIERRE:

24 No, it's --

25 MR. CROUCH:

1 Well, it's pretty -- yeah, it's pretty
2 tried and true.

3 MR. RIVERS:

4 Yeah.

5 MR. CROUCH:

6 I mean it's been -- it's been litigated,
7 it's been -- it's been proven for a number of
8 years at the -- when V.J. Bella first took
9 over as the Fire Marshal in 1996, the Fire
10 Marshal's Office had no policies and
11 procedures. He adopted it like that and then
12 immediately started going through it and
13 weeding it out.

14 And as you weed it out, you make the
15 employees aware of what's been weeded out, but
16 that's -- I mean, that's just me. I'm just
17 trying to help you.

18 CHAIRPERSON PIERRE:

19 I'm not opposed to it. Could you get us
20 a copy of it? Because I've not seen it.

21 MR. CROUCH:

22 Yeah, it's online. It's available to
23 everyone --

24 CHAIRPERSON PIERRE:

25 Okay. So --

1 MR. CROUCH:

2 -- to the world.

3 CHAIRPERSON PIERRE:

4 Okay. I looked for it too online and I
5 didn't see it.

6 MS. LANDRY:

7 I looked for it online.

8 MR. CROUCH:

9 It may be on our intranet.

10 CHAIRPERSON PIERRE:

11 Yeah.

12 MR. CROUCH:

13 I -- I will --

14 CHAIRPERSON PIERRE:

15 Because it's not online because I looked
16 for it after you and I spoke and I did not
17 find it.

18 MR. CROUCH:

19 Okay. We'll get it to you.

20 CHAIRPERSON PIERRE:

21 So do we have any further discussion on
22 the motion?

23 MR. WILLIAMS:

24 Yeah, let me just say something. I don't
25 know if maybe I'm overlooking something or I'm

1 just not hearing you all. I know you probably
2 sitting there thinking, oh, here go Mark
3 again.

4 Here's the thing, I've kind of grasped
5 the concept that we got a text message in that
6 came in this past weekend. When did you get
7 the text message? This weekend?

8 MS. RICHARDSON:

9 Saturday.

10 MR. WILLIAMS:

11 You got the text message Saturday, and
12 then y'all sent it, y'all did y'all's part, to
13 the Chairman. Of course, that's what you were
14 supposed to do and she said that she would
15 keep us in the loop of everything. I never
16 got that text.

17 Now but before -- hold up. Ms. Chairman,
18 hold on because I know you about to question
19 me on something. All I'm saying is we never
20 --

21 CHAIRPERSON PIERRE:

22 You --

23 MR. WILLIAMS:

24 -- go the text. And you were -- you
25 speak for all of us, I guess that's what you

1 were doing. But at the same time, we clearly
2 have some concern here that there's employees
3 in this office that fear retaliation. They
4 fear for their jobs. And we sitting here
5 saying that it's okay for us to go into --
6 look, one way or the other, the decision --
7 it -- I have nothing to lose here.

8 But at the end of the day --

9 CHAIRPERSON PIERRE:

10 You do.

11 MR. WILLIAMS:

12 No, I do not. But at the end of the day,
13 we have people that do. And we sitting here
14 making decisions on based on saying, well,
15 let's take Mr. Blache and let him do this.
16 And I understand, he -- we never said he did a
17 bad job. I think if we not recognizing
18 anything in this paper here, we never said he
19 did a bad job.

20 We just said that there were some inner
21 office politics that took place that may have
22 or may not have happened or whatever. But at
23 the end of the day, we're going by this like
24 nothing happened. We have counsel saying,
25 let's do this. We have the Chairman saying

1 let's do that. We got everybody saying it's
2 okay to do this and do that and we still have
3 not thought about these employees over here.

4 We -- that's your employees.

5 MR. BLACHE:

6 I know that, sir.

7 MR. WILLIAMS:

8 Not mine. They go --

9 MR. BLACHE:

10 And let me say --

11 MR. WILLIAMS:

12 I'm still talking though.

13 MR. BLACHE:

14 Okay. Yeah. Go ahead.

15 MR. WILLIAMS:

16 That's your employees over there.

17 MR. BLACHE:

18 Yes, sir. That's correct.

19 MR. WILLIAMS:

20 So when they send out letters like this
21 and say, hey, look, I'm being treated poorly
22 or treated unfairly on being asked to do
23 certain things and asked to watch certain
24 things or see certain things, that --
25 that's -- you know, that's a little bit

1 puzzling to me because nobody is sitting up
2 here, seems like, they actually thinking about
3 the employees.

4 We want to give -- we-- look, if you stay
5 here, I'm good with that. I don't have a
6 problem with that. So let me first, let me
7 put that out there first. I don't have a
8 problem with that. I don't have a problem
9 with you and I don't have a problem with
10 anybody on this Board.

11 But what I do have a problem with,
12 because if you go talk to any of my employees,
13 they'll tell you that, Mr. Mark does
14 everything, he treats us like gold. And I'm
15 pretty sure you treated them like gold too up
16 until, I don't know, three months ago maybe,
17 two months, a month ago, something like that.
18 It's still them. It's still your employees.

19 All I'm saying is, if you going to -- if
20 they going to vote to keep you in, come on,
21 man, that's all I'm saying.

22 MR. BLACHE:

23 Uh-huh.

24 MR. WILLIAMS:

25 Nothing against you, but come on.

1 CHAIRPERSON PIERRE:

2 Okay.

3 MR. BLACHE:

4 Mr. Mark -- is Ms. Vallery here?

5 Ms. Vallery -- I want to address one point
6 that you made. You said that I'm retaliating.

7 Ms. Vallery, when something happened with
8 you and I addressed it with you and it was
9 egregious, it was a fireable offense --

10 MS. VALLERY:

11 Yes.

12 MR. BLACHE:

13 -- did I retaliate against you?

14 MS. VALLERY:

15 No, you did not.

16 MR. WILLIAMS:

17 I didn't say you retaliated.

18 MR. BLACHE:

19 But, sir, yes, you --

20 MR. WILLIAMS:

21 I said they fear retaliation.

22 MR. BLACHE:

23 But I'm --

24 MR. WILLIAMS:

25 I didn't say you retaliated.

1 MR. BLACHE:

2 I'm addressing the concern that you
3 expressed that someone should fear
4 retaliation. I don't retaliate. And this
5 lady right here is a prime example of what I'm
6 talking about. She can tell you unequivocally
7 if I would have had any reason or desire to
8 retaliate against someone, it could have
9 certainly been Ms. Vallery in that moment.
10 And that never happened. That is not how I
11 operate. I do not retaliate against people.

12 MR. ECHEGOYEN:

13 You have something to say?

14 CHAIRPERSON PIERRE:

15 Mr. Hector?

16 MR. ECHEGOYEN:

17 Yes?

18 MR. WILLIAMS:

19 Hold on a second.

20 CHAIRPERSON PIERRE:

21 Mr. Williams is still talking.

22 MR. WILLIAMS:

23 Hold on one second, Hector. I'm sorry.

24 MR. ECHEGOYEN:

25 All right.

1 MR. BLACHE:

2 That's all I'm saying.

3 MR. WILLIAMS:

4 And I apologize to anybody who thinks
5 that I'm being a little bit irate here.

6 MR. BLACHE:

7 That's okay.

8 MS. LANDRY:

9 (Inaudible) agree with you.

10 MR. WILLIAMS:

11 Here's the thing. Here's the thing, I
12 didn't say that you retaliated against them.
13 I said they fear retaliation. That's the
14 first thing. I wanted to kind of clarify
15 that.

16 The second thing is, you using Ms. Sharon
17 as, I guess as you could say as the example
18 for that, okay. Now, let's -- you know, we
19 don't want to go back into this again, but
20 this the same lady who you said Ms. Hull said
21 she went to her and said, yeah, I don't have
22 to fill out time sheets. You said that
23 Ms. Sharon told her.

24 MR. BLACHE:

25 Uh-huh.

1 MR. WILLIAMS:

2 It's -- it's just like so many -- it's so
3 many ifs and what ifs and whatnots and
4 everything in this paperwork. The only thing
5 that I can agree with everybody on that I
6 could agree with you on in this paperwork is
7 that the EEOC, somebody messed up. Somebody
8 messed up down there because they did a report
9 and they didn't print all of the facts. They
10 printed some of the facts and some facts got
11 left out of here. Something got left out.

12 Because she said this. You said that.
13 Bridgette said that. And yet we said, well,
14 let's just go on and tell Fabian, hey, look,
15 we going to put some duties thrown at you.
16 How about putting a time clock in this
17 building? That probably would be the first
18 thing. Everybody is working. Nobody knows
19 when anybody is here. They do time sheets.

20 Man, if I was writing on a time sheet, I
21 would write down I was here every day nine to
22 five. And guess what? You know when I
23 strolled through here? At one o'clock. Why?
24 Because nobody in here knows.

25 And guess what? You said, I sign off on

1 a lot of things, I forgot, I forget. Let's
2 just -- let's just be honest. Let's stop
3 sitting -- let's ride -- let's not ride this
4 wave of, okay, Fabian did this, Fabian did
5 that. I told you what you did for the
6 industry.

7 I don't have to crawfish and backspace
8 from it. And I'm not saying, okay, let's just
9 throw Fabian to the wolves. I'm not saying
10 that either. Believe me, I am not saying
11 that.

12 But what I am saying is somebody has to
13 take accountability for the circus that's
14 taking place around here. Because guess what?
15 The one thing that they are saying in the
16 industry is that we don't know how to control
17 our house. That's what they saying. We have
18 problems in the house. We have problems
19 within the industry, and it starts up here.

20 And when we sit here and we let things go
21 and let things slide, guess what? It just
22 kind of goes out to there. That's all I'm
23 saying. I'm not saying nobody is bad or
24 nobody is good, but we overlooked some
25 statements.

1 Ebony in the back said something, and it
2 was totally overlooked. She made her
3 statement. But, automatically, we just
4 assumed that her statement wasn't relevant or
5 it doesn't matter. And so we went on to the
6 next topic. That's all I'm saying.

7 And, Madam Chairman, I'm just going to
8 just say this, you know, Jesus Christ, no
9 disrespect to you or anybody else up in here,
10 you look to him and we look to him to run our
11 industry. And we said thank you. If we
12 didn't say thank you then, I'm saying thank
13 you now. You're saying that some people
14 aren't genuine. I'm being genuine right now
15 when I say thank you.

16 But, Madam Chairman, you sitting up
17 here -- and, honestly, I heard you make a
18 statement earlier, you said earlier in a
19 statement, you said, that's what me and Fabian
20 and Bridgette was trying to get forward to
21 y'all out there. I don't know what it was and
22 I'm not going to sit here and pretend like I
23 remember, but you made the statement.

24 And I was just thinking like, you,
25 Fabian, and Bridgette. Bridgette ain't said

1 nothing. That's the one thing I can say about
2 this, Bridgette ain't denied nothing on this
3 report.

4 CHAIRPERSON PIERRE:

5 I think you misquoted me and I've never
6 said --

7 MR. WILLIAMS:

8 No, I did not. And I knew you would say
9 that.

10 CHAIRPERSON PIERRE:

11 Okay. Go find it, Mark.

12 MR. WILLIAMS:

13 I said -- what? Tell her to print it up.
14 You said -- you said, that's what me, Fabian,
15 and Bridgette was trying to get across.
16 Fabian, you shaking your head like, what, Mark
17 don't know what he's talking about. I know
18 exactly what I'm talking about.

19 And I think it's a sin and ashame that we
20 sitting up here and we overlooking the
21 employees. That's all I'm saying. We are
22 overlooking them employees.

23 Let me ask y'all a question. How long
24 will it be when we walk out of this meeting
25 today when one of them call and say they done

1 got terminated? But I -- but wait. Wait.
2 Wait.

3 CHAIRPERSON PIERRE:

4 Mark, you're going to have to -- you're
5 going to -- you can't dominate this
6 conversation. You can have a comment.

7 MR. WILLIAMS:

8 I'm not dominating.

9 CHAIRPERSON PIERRE:

10 You can have a conversation, but you
11 cannot dominate it.

12 MR. WILLIAMS:

13 I'm not dominating it. You, when you
14 speak, you speak as long as you want to speak.
15 When Fabian speaks, he speaks. Nobody else
16 here on this Board is speaking. So how am I
17 dominating the conversation?

18 CHAIRPERSON PIERRE:

19 I meant, when you accuse me of something,
20 I can't let --

21 MR. WILLIAMS:

22 I'm not accusing you of anything. I said
23 you saying something and --

24 CHAIRPERSON PIERRE:

25 And I said I did not.

1 MR. WILLIAMS:

2 And you did, just like in this same
3 report, in them emails, you said Inspector
4 General's Office was notified or something.
5 Now, they're in on this investigation.

6 CHAIRPERSON PIERRE:

7 No. No. I never said that.

8 MR. WILLIAMS:

9 And then you said, I never said that.

10 CHAIRPERSON PIERRE:

11 No, I quoted what I --

12 MR. WILLIAMS:

13 I pulled up the email --

14 CHAIRPERSON PIERRE:

15 I brought the email about what I said.

16 MR. WILLIAMS:

17 Yeah. Pull it up. Get it.

18 CHAIRPERSON PIERRE:

19 What I said was I was contacted -- I can
20 send it back to all of you. I said I was
21 contacted by them. I didn't say that I -- I
22 said that I referred them to the attorney.

23 MR. WILLIAMS:

24 You said they were involved.

25 CHAIRPERSON PIERRE:

1 No. They said that they were involved.
2 I said I referred them to the attorney. I did
3 not talk to them any further than that because
4 I didn't know who -- the person on the phone,
5 I have no proof that that was the OIG.

6 MR. WILLIAMS:

7 Yeah.

8 CHAIRPERSON PIERRE:

9 So I didn't give him any information. I
10 referred him to the attorneys. Because when
11 talking to someone on the phone, I don't know
12 who I'm talking to. And I wasn't familiar
13 with him, so I referred him to the attorney
14 which is all I did. And I wanted you guys to
15 know that he did contact me. He contacted me
16 by phone.

17 MR. WILLIAMS:

18 Uh-huh.

19 CHAIRPERSON PIERRE:

20 But I still made you aware of it in an
21 effort to keep you in the loop.

22 MR. WILLIAMS:

23 Thank you.

24 CHAIRPERSON PIERRE:

25 I told you everything --

1 MR. WILLIAMS:

2 Thank you for keeping us in the loop.

3 CHAIRPERSON PIERRE:

4 -- that I received.

5 MR. WILLIAMS:

6 We didn't get the -- we didn't get the
7 text message though.

8 CHAIRPERSON PIERRE:

9 Well, you know what? It's Saturday and
10 Sunday, and so I don't -- I get a lot of text
11 messages and stuff like that. So maybe you on
12 Saturday and Sunday are doing that, but not
13 me.

14 MR. WILLIAMS:

15 Okay. That's it.

16 MS. RICHARDSON:

17 I do want to say that I believe that Ms.
18 Pierre gave us -- after Misty spoke, you know,
19 just the issue with the employees is that
20 Civil Service, they have a grievance placed.
21 And I will find that person that they need to
22 contact.

23 MR. WILLIAMS:

24 Thank you.

25 MS. FINCHUM:

1 Thank you so much.

2 MS. RICHARDSON:

3 Because you are correct, there are things
4 that need to be addressed, but I don't think
5 it's addressed in this forum.

6 CHAIRPERSON PIERRE:

7 Setting.

8 MS. RICHARDSON:

9 I think we need to contact the correct
10 Civil Service person.

11 CHAIRPERSON PIERRE:

12 And, Mark, that's exactly what I told the
13 staff this morning is that they have a
14 grievance process with Civil Service.
15 Everybody at Civil Service has a grievance
16 process, and they should use that process --

17 MR. BLACHE:

18 They should.

19 CHAIRPERSON PIERRE:

20 -- if there are any grievances --

21 MR. BLACHE:

22 I agree.

23 CHAIRPERSON PIERRE:

24 -- to get to the bottom of whatever it is
25 and resolve it.

1 MR. BLACHE:

2 I agree with that.

3 MR. WILLIAMS:

4 Well, for the record, this would have
5 been said in Executive Session. But because
6 we were told we couldn't go into Executive
7 Session, it had to be aired out right here.
8 I'm not a -- I'm not one of those people that
9 want to put dirty laundry out for everybody to
10 see. But, unfortunately, we couldn't go into
11 Executive Session, so it had to air out right
12 here.

13 Again, I apologize, wasn't pointing
14 fingers at no one particular person. I think
15 y'all all know me by now. That's how I am, so
16 thank you.

17 Please continue on with the motion.

18 CHAIRPERSON PIERRE:

19 Okay. We have a motion and a second, and
20 a second. We have a motion and a second. So,
21 everybody, we're at the point now of voting.

22 MS. FINCHUM:

23 Can you repeat the motion?

24 MR. RIVERS:

25 Do we need to read the motion again --

1 CHAIRPERSON PIERRE:

2 She can --

3 MR. RIVERS:

4 -- so that everybody is clear on it?

5 CHAIRPERSON PIERRE:

6 She can -- could you read the motion
7 back?

8 COURT REPORTER:

9 I can, but it might take a minute.

10 MS. LANDRY:

11 Oh, she can't --

12 MR. BLACHE:

13 Oh, that was a long time ago.

14 MS. LANDRY:

15 I wrote it down.

16 MR. RIVERS:

17 Durell wants to say something.

18 CHAIRPERSON PIERRE:

19 She can --

20 MR. BLACHE:

21 Durell wants to say something.

22 MR. PELLEGRIN:

23 While she's looking --

24 CHAIRPERSON PIERRE:

25 She can --

1 MS. LANDRY:

2 No, it's way back there.

3 MR. PELLEGRIN:

4 Anyhow, I'm kind of expounding on what
5 Mark just said, you know. And, Fabian, you've
6 done a great job in bringing change. But, you
7 know, from someone who runs a state and it's
8 different than yours, you've got some cultural
9 issues going on here and you need to get that
10 fixed. I mean, you know, when you got --

11 MR. BLACHE:

12 I agree.

13 MR. PELLEGRIN:

14 -- great culture, great things come out
15 of your team --

16 MR. BLACHE:

17 That's right.

18 MR. PELLEGRIN:

19 -- and everybody can move forward. And
20 that's part of your job, and I think you
21 understand that.

22 MR. BLACHE:

23 Yes, sir.

24 MR. PELLEGRIN:

25 And if things would have been addressed

1 in a timely fashion in a certain way, it would
2 have never got to this. And that's my
3 statement.

4 MR. BLACHE:

5 Well --

6 MR. PELLEGRIN:

7 So in moving forward, whatever resources
8 --

9 MR. BLACHE:

10 Right.

11 MR. PELLEGRIN:

12 -- that you need from us to help you get
13 there, you know, we want to support you in
14 doing that. But we've got to get this office
15 thing fixed. Because if not, it's going to
16 keep coming back.

17 CHAIRPERSON PIERRE:

18 Okay. Any other comments before we vote?

19 Okay. Then roll call, please, vote.

20 MS. FINCHUM:

21 Did y'all just repeat the --

22 CHAIRPERSON PIERRE:

23 The motion?

24 MS. FINCHUM:

25 -- motion?

1 MS. LANDRY:

2 I'll -- I'll let you know. I'll tell you
3 what I said.

4 CHAIRPERSON PIERRE:

5 Thank you.

6 MS. LANDRY:

7 My motion was that we take Fabian Blache
8 off of administrative leave, put him back in
9 his position as Executive Director so we can
10 move --

11 CHAIRPERSON PIERRE:

12 The industry.

13 MS. LANDRY:

14 -- the industry forward. And Fabian is
15 to give us a job description of what the --

16 CHAIRPERSON PIERRE:

17 Executive Assistant.

18 MS. LANDRY:

19 -- Executive Assistant position is, if it
20 is a managerial position, and what
21 qualifications does Ms. Hull have for that
22 position.

23 MR. BLACHE:

24 In a week.

25 MS. LANDRY:

1 In one week.

2 CHAIRPERSON PIERRE:

3 Yeah. And I think I added to that.

4 MS. LANDRY:

5 And verified.

6 CHAIRPERSON PIERRE:

7 And I think I added to it that we need to
8 look at some policies and procedures, some
9 expectations, and for Mr. Fabian Blache --

10 MS. LANDRY:

11 Yes.

12 CHAIRPERSON PIERRE:

13 -- that we put that in place so there
14 will be no, as Durell said, there will be no
15 question as to what his duties are or
16 limitations are. And I think someone said
17 something about we would put a timeline on it
18 or something like that.

19 But I think Ron said that there was
20 something we could adopt and later on adopt
21 that. You guys can put it in your Committee
22 and come back to the Board with a decision as
23 it relates to that.

24 But, now, the motion is on board and it
25 has been seconded. And I think it was

1 seconded by Mr. Robinson. And so I would ask
2 that a roll call vote be taken at this time
3 whether to put Mr. Fabian Blache back into his
4 position as Executive Director following the
5 provisos that have been already stated.

6 MS. RICHARDSON:

7 Ritchie Rivers?

8 MR. RIVERS:

9 Against.

10 MS. RICHARDSON:

11 Mark Williams?

12 MR. WILLIAMS:

13 Against.

14 MS. RICHARDSON:

15 Marian Pierre?

16 CHAIRPERSON PIERRE:

17 For.

18 MS. RICHARDSON:

19 Wilbert Sanders --

20 MS. LANDRY:

21 Wait.

22 MR. RIVERS:

23 Wait. Marian Pierre cannot vote.

24 CHAIRPERSON PIERRE:

25 Yeah.

1 MS. LANDRY:
2 She's the --
3 MR. RIVERS:
4 She's the President.
5 MS. LANDRY:
6 She's the Chair.
7 MR. RIVERS:
8 Chair.
9 MS. RICHARDSON:
10 Wilbert Sanders?
11 MR. SANDERS:
12 For.
13 MS. RICHARDSON:
14 Hector Echevoyen?
15 MR. ECHEGOYEN:
16 Against.
17 MS. RICHARDSON:
18 Maria Landry?
19 MS. LANDRY:
20 For.
21 MS. RICHARDSON:
22 Ed Robinson?
23 MR. ROBINSON:
24 For.
25 MS. RICHARDSON:

1 Durell Pellegrin?

2 MR. PELLEGRIN:

3 For.

4 MS. RICHARDSON:

5 Misty Finchum?

6 MS. FINCHUM:

7 Against.

8 MS. RICHARDSON:

9 Four against, four in favor.

10 CHAIRPERSON PIERRE:

11 In favor. So the tie is broken.

12 MS. RICHARDSON:

13 The tie is broken.

14 CHAIRPERSON PIERRE:

15 I'm in favor.

16 MS. RICHARDSON:

17 By Ms. Pierre's vote of in favor.

18 CHAIRPERSON PIERRE:

19 So the vote is five/four. The motion
20 carries.

21 Mr. Fabian Blache, welcome back.

22 MR. BLACHE:

23 Thank you. I appreciate it. I won't let
24 you down.

25 MR. CROUCH:

1 Motion to adjourn?

2 MR. BLACHE:

3 Yes, we need a motion to adjourn.

4 MS. FINCHUM:

5 I make a motion we adjourn.

6 MR. BLACHE:

7 Second?

8 MR. PELLEGRIN:

9 Second.

10 (WHEREUPON, THE MEETING ADJOURNED.)

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1 R E P O R T E R ' S C E R T I F I C A T E

2 I, KELLY S. PERRIN, a Certified Court
3 Reporter, Certificate #23035, in good standing with
4 the State of Louisiana, as the officer before whom
5 this meeting was taken, do hereby certify that the
6 foregoing 305 pages;

7 That this testimony was reported by me in
8 stenographic machine shorthand by Computer-Aided
9 Transcription, transcribed by me or under my
10 personal direction and supervision, and is a true
11 and correct transcript to the best of my ability
12 and understanding;

13 That the transcript has been prepared in
14 compliance with transcript format guidelines
15 required by statute or by rules of the board, that
16 I have acted in compliance with the prohibition on
17 contractual relationships, as defined by Louisiana
18 Code of Civil Procedure Article 1434 and in rules
19 and advisory opinions of the board; that I am not
20 of counsel nor related to any person participating
21 in this cause and am in no way interested in the
22 outcome of this event.

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1 This certification is valid only for a
2 transcript accompanied by my handwritten or digital
3 signature and the image of my State-authorized seal
4 on this page.

5 Signed:

6

7 KELLY S. PERRIN,CCR

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