

*State of Louisiana*

***FIREMENS' SUPPLEMENTAL PAY BOARD***

***COMMISSION MEETING***

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***SEPTEMBER 16, 2020***

***10:00 a.m.***

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**Firemens' Supplemental Pay Board Commission**

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**September 16, 2020**

**10:00 a.m.**

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**MEMBERS AND STAFF PRESENT:**

Brien Ruiz, Chairman  
Richard Parker  
Ronald Schillace  
Charles Williams  
Kay DeBenedetto  
Candace Oby  
Mark Campbell  
Paul Schexnayder, Esq.  
Susanne Tessier

**OTHERS PRESENT:**

Jerry Tarleton, Chief St. George FD  
Dustin Yates, St. George FD

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**Firemens' Supplemental Pay Board Commission**  
**September 16, 2020**

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**MR. RUIZ:**

All right. We'll call the meeting for September 16, 2020,  
Supplemental Pay Board for Fire to order.

Roll call, please.

**MS. DEBENEDETTO:**

Mr. Ruiz.

**MR. RUIZ:**

Here.

**MS. DEBENEDETTO:**

Mr. Thevis.

(No response.)

**MS. DEBENEDETTO:**

Mr. Schillace.

**MR. SCHILLACE:**

Here.

**MS. DEBENEDETTO:**

Mr. Parker.

**MR. PARKER:**

Here.

**MS. DEBENEDETTO:**

Mr. Williams.

**MR. WILLIAMS:**

1 Here.

2 **MS. DEBENEDETTO:**

3 We have four Board members present, which is a quorum.

4 **MR. RUIZ:**

5 Okay. Review and approval of the minutes for the July 20th  
6 meeting.

7 **APPROVE MINUTES OF JULY 20, 2020 MEETING**

8 **MR. SCHILLACE:**

9 I think we went over them. Everything appears to be in order.  
10 I'm going to make a motion to approve the minutes of July 20, 2020,  
11 meeting.

12 **MR. PARKER:**

13 Second.

14 **MR. RUIZ:**

15 All in favor, signify by saying "aye."

16 (All aye.)

17 **MR. RUIZ:**

18 Opposed?

19 (No response.)

20 **MR. RUIZ:**

21 The motion carries.

22 **OLD BUSINESS**

23 **Ascension Parish No. 3**

24 **Zachary Causey**

25 **MS. DEBENEDETTO:**

1           Okay. We have Ascension Parish No. 3, Zachary Causey. We are  
2 bringing this before y'all because he was approved at the last meeting.  
3 He was on the new hire list, but we realized that we did not have his  
4 correct effective date, so we just wanted to bring it forth and approve his  
5 effective date back to 6/03/19, instead of 6/03/20.

6 **MR. SCHILLACE:**

7           Okay. And then we're -- at the last meeting, we accepted the -- the  
8 letter from the Chief by him admitting that he had prior service.

9 **MS. DEBENEDETTO:**

10           No, that's different. This is -- this is Ascension. This is not --

11 **MR. SCHILLACE:**

12           That's Zachary, right?

13 **MS. DEBENEDETTO:**

14           Yeah.

15 **MR. RUIZ:**

16           No. His name is Zachary.

17 **MR. SCHILLACE:**

18           Oh, I'm looking -- okay.

19 **MR. PARKER:**

20           I thought it was that at first too.

21 **MR. SCHILLACE:**

22           Scratch that.

23 **MS. DEBENEDETTO:**

24           It's okay, because I can get confused too. Okay.

25 **MR. SCHILLACE:**

1 His name is Zachary Causey. We had an issue with Zachary --

2 **MR. RUIZ:**

3 So when he came on, it needs to be changed -- on this little piece of  
4 paper y'all gave me, it's got 6 --

5 **MS. DEBENEDETTO:**

6 Yes. It really should be 6/03/19, 2019. He did have prior service.

7 **MR. RUIZ:**

8 And Act 110 is --

9 **MS. DEBENEDETTO:**

10 It will be all Act 110 money, that is correct.

11 **MR. SCHILLACE:**

12 I -- I make a motion to approve.

13 **MR. PARKER:**

14 I'll second it.

15 **MR. RUIZ:**

16 Hearing a second, any more discussion?

17 (No response.)

18 **MR. RUIZ:**

19 Hearing none, we'll call for a vote. All in favor, signify by saying

20 "aye."

21 (All aye.)

22 **New Orleans Fire Department**

23 **Robert Eiserloh**

24 **MS. DEBENEDETTO:**

25 Okay. Next, we have Robert Eiserloh from the New Orleans Fire

1 Department. This was on the agenda also at the last meeting. We -- it  
2 was not approved because we did not have an approved personnel action  
3 form showing his actual hiring -- official hiring in our date. Since that  
4 meeting, I have talked with the New Orleans Fire Department Human  
5 Resource Director. She has sent a form which is attached. It's this  
6 requisition detail. She did explain that, with an unclassified appointment,  
7 they don't use their regular Civil Service forms. They have this  
8 requisition system that goes through all of their approvals and it is  
9 approved and it does show his official hire date of 8/11/2019. They  
10 actually said he didn't report to work until 8/25/2019, so that would be  
11 his effective date, if approved.

12 **MR. SCHILLACE:**

13 So he's looking at a year of back pay.

14 **MR. RUIZ:**

15 I'm sorry. I wasn't here at the last meeting, but you said something  
16 about him -- he's not part of a Civil Service. What does he do?

17 **MS. DEBENEDETTO:**

18 He is an unclassified appointment.

19 **MR. WILLIAMS:**

20 He -- I think he was -- that's the one that retired?

21 **MS. DEBENEDETTO:**

22 He was -- he was --

23 **MR. PARKER:**

24 Yes.

25 **MS. DEBENEDETTO:**

1 -- chief and then he retired.

2 **MR. WILLIAMS:**

3 And he was rehired?

4 **MS. DEBENEDETTO:**

5 And they have brought him back on in an unclassified appointment.

6 **MR. SCHILLACE:**

7 According to the letter from Chief McConnell, this is an interim  
8 basis, so they need him for the waiting. And then, in the meantime, then  
9 they're going to be taking applications for the position -- for a permanent  
10 position, but this is just an interim position. So, basically, he's coming  
11 out of retirement to fill this position until a permanent position is being  
12 filled, so he was drawing State pay when he was on the job, retired, now  
13 he's coming back to the job during the duration. It doesn't say how long,  
14 so I don't know how long he's going to be as an interim, but, I mean, this  
15 has been a year now, so...

16 **MR. RUIZ:**

17 So I ain't never heard of an interim person getting supplemental pay,  
18 and I've been here a long time.

19 **MS. DEBENEDETTO:**

20 Well, actually, we have lots of interims and provisionals.

21 **MR. RUIZ:**

22 Provisional is different, to me.

23 **MS. DEBENEDETTO:**

24 Okay.

25 **MR. RUIZ:**



1           It might be the same. To me, it's two different people.

2           **MR. SCHILLACE:**

3           It -- it states in the letter that he does respond to incidents. He's on  
4 call 24/7, and, quite naturally, you know, being that he already received  
5 supplemental pay when he was on the job, he met all the qualifications  
6 and still does now as far as Firefighter I and worked the minimum 35  
7 hours a week, as well as respond to calls.

8           **MR. RUIZ:**

9           Paul, what you -- can you look at this?

10          **MR. SCHEXNAYDER:**

11          This is the first I've seen it, but as long as -- I think as long as he's  
12 working full-time in the position, he meets the requirements.

13          **MR. RUIZ:**

14          Okay.

15          **MR. SCHILLACE:**

16          So, with that said, I make a motion to approve.

17          **MR. PARKER:**

18          I'll second it.

19          **MR. RUIZ:**

20          Hearing a second, any further discussion?

21          (No response.)

22          **MR. RUIZ:**

23          Hearing none, all in favor, signify by saying "aye."

24          (All aye.)

25          **MS. DEBENEDETTO:**

1 And that would be as of 8/25/2019.

2 **St. George Fire Department**

3 **Justin Arnone**

4 **MR. RUIZ:**

5 St. George.

6 **MS. DEBENEDETTO:**

7 Okay. St. George Fire Department, we have some guests here from  
8 the St. George Fire Department. At the last meeting, we brought him  
9 before the Board simply because of his job title, which is Chief of  
10 Medical Services, and y'all would -- wanted some additional clarification  
11 and a chance perhaps to ask him questions about his job duties.

12 **MR. SCHILLACE:**

13 I'm just now seeing the note. There was something about the -- the  
14 years of service and the requirement on the qualifications; do you recall  
15 that, Kay?

16 **MS. DEBENEDETTO:**

17 No.

18 **MR. RUIZ:**

19 Does he have prior service?

20 **MS. DEBENEDETTO:**

21 Is that a qualification in the job description?

22 **MR. SCHILLACE:**

23 I just now -- I see a note that I put that, during our discussion, we  
24 asked about years of services -- about the years of time and --

25 **MS. OBY:**

1           We talked about that in the actual job description that they provided,  
2           it says on the second to last paragraph that they -- the person must have at  
3           least five years of full-time emergency medical services experience with  
4           a paid fire department, and two years must include fire suppression. But  
5           we -- the -- we don't see where they had -- this person had any prior  
6           service.

7           **MR. SCHILLACE:**

8           Chief, can you elaborate on that?

9           **MR. TARLETON:**

10          Yes. My name is Jerry Tarleton. I'm the Chief --

11          **MR. RUIZ:**

12          Can you swear him in, please?

13          (Chief Tarleton was sworn.)

14          **MR. TARLETON:**

15          This is a newly-created position we created less than -- a little bit  
16          more than -- a little bit less than two years ago. The job description that  
17          -- the plan that we created under Civil Service is for anybody that comes  
18          past -- the five years of paid experience would apply to anyone hired  
19          after Justin. Justin is a new position, the first appointee in that position.  
20          He does come with some fire service experience. He was an full-time  
21          employee with the Department of EMS in East Baton Rouge Parish, but  
22          he does some contracting work with Central, I believe, and Zachary also.  
23          And he responds to calls. He has gear. He's subject to call.

24          **MR. SCHILLACE:**

25          Okay. That -- that clears up a lot for me.

1 **MR. RUIZ:**

2 So no prior service as a firefighter?

3 **MR. TARLETON:**

4 No. He's worked for us over a year.

5 **MS. OBY:**

6 So this is a classified position?

7 **MR. TARLETON:**

8 It is now, yeah.

9 **MR. RUIZ:**

10 He worked --

11 **MS. OBY:**

12 Do you have a PAF?

13 **MR. TARLETON:**

14 Not yet. The position hadn't been approved by Civil Service. We're  
15 going through the process. He is a provisional appointee.

16 **MR. SCHILLACE:**

17 But, just as you stated, he's the first to --

18 **MR. TARLETON:**

19 Yes.

20 **MR. SCHILLACE:**

21 -- that would be in this position, and then -- and as far as Civil  
22 Service regs, after it's approved, then he'll have to meet these  
23 qualifications.

24 **MR. TARLETON:**

25 Yes, sir, that's correct.

1 **MR. SCHILLACE:**

2 The five years and all of that?

3 **MR. TARLETON:**

4 Yes, sir.

5 **MR. SCHILLACE:**

6 But if he's the first and being him an appointee, he does meet  
7 everything else, as far as Firefighting I, he does a minimum of 35 hours a  
8 week, and he responds to fire calls?

9 **MR. TARLETON:**

10 Yes, sir.

11 **MR. RUIZ:**

12 What's his duty when he responds to a fire call?

13 **MR. TARLETON:**

14 Most of his duties would probably be to rehab, take care of any  
15 medical issues.

16 **MR. RUIZ:**

17 So he ain't fighting fire?

18 **MR. TARLETON:**

19 He potentially could, yes.

20 **MR. RUIZ:**

21 Well, that ain't what you said.

22 **MR. SCHILLACE:**

23 It's no different than a fire inspector being on a fire scene.

24 **MR. RUIZ:**

25 Fire inspectors who would come through the ranks.

1 **MR. SCHILLACE:**

2 Not necessarily.

3 **MR. RUIZ:**

4 They don't have to, but most of them did.

5 **MR. SCHILLACE:**

6 Well, my bureau (phonetic) didn't. They didn't come through the  
7 ranks. They were -- it was a -- it wasn't a promotion or anything.

8 Everybody is set up different.

9 **MS. DEBENEDETTO:**

10 Well, can I interject one thing?

11 **MR. SCHILLACE:**

12 Sure.

13 **MS. DEBENEDETTO:**

14 The staff's concern would be that this is a Civil Service department,  
15 and we don't have any kind of Personnel Action Form verifying their hire  
16 date.

17 **MR. RUIZ:**

18 I -- I kind of agree with the staff.

19 **MR. SCHILLACE:**

20 He's -- he's in the process of doing that part.

21 **MS. OBY:**

22 Well, do they have something from Civil Service?

23 **MS. DEBENEDETTO:**

24 No.

25 **MS. OBY:**

1 Anything?

2 **MS. DEBENEDETTO:**

3 No. All they have is a letter from their chief, which would be  
4 acceptable in a town that's not a Civil Service department, but this is a  
5 Civil Service department.

6 **MS. OBY:**

7 So how long does it usually take to get a position approved? I mean,  
8 it's been six months.

9 **MR. TARLETON:**

10 I mean, it could take ten years, depending on the process and the  
11 back up. In this past year, Civil Service Board hasn't been meeting,  
12 obviously, because of the COVID issue.

13 **MS. OBY:**

14 Do you --

15 **MS. DEBENEDETTO:**

16 Wouldn't you have had to done -- had to have done something back  
17 in March of 2019 to hire him?

18 **MR. TARLETON:**

19 No. I can grant the position -- go through the process with Civil  
20 Service and formally approve and design the system, and then the Civil  
21 Service Board eventually would approve the system, and it all goes  
22 through the State Examiner's Office. We're in that process today.

23 **MS. OBY:**

24 So he's been working for a year and a half in this position and still  
25 not approved?

1 **MR. TARLETON:**

2 Still not classified.

3 **MS. OBY:**

4 That's up to the Board. I don't know.

5 **MR. SCHILLACE:**

6 I know there's other departments in the state that we have approved  
7 as such, when it comes to medical, I know it was a big issue a few years  
8 back. There's been a lot of discussion, and it seems like that's where the  
9 fire service is today, mainly medical, more than fire.

10 **MR. RUIZ:**

11 Still, he should be a classified person before we approve their  
12 supplemental pay, in my opinion. I'm only one Board member.

13 **MR. SCHILLACE:**

14 But he's in -- he's in the process of doing that.

15 **MR. RUIZ:**

16 It can take -- it can take ten years, according to the Chief.

17 **MR. SCHILLACE:**

18 Well, I totally understand what you're saying, but under normal  
19 circumstances, yeah, but we're not living under normal circumstances  
20 with the pandemic and everything else going on. Everything is being  
21 pushed back. And like the Chief said, I know there's -- and this is  
22 something that's not -- simply not having the meetings.

23 **MS. DEBENEDETTO:**

24 Well, but this happened back in March of 2019.

25 **MR. SCHILLACE:**



1 Nineteen, right.

2 **MS. DEBENEDETTO:**

3 There was no hinderance at that time.

4 **MR. SCHILLACE:**

5 No, it -- no, there wasn't.

6 **MS. DEBENEDETTO:**

7 And we see plenty of Civil Service Personnel Action Forms as  
8 provisional appointees, which that's fine because it's gone through the  
9 approving authority cycle. But this, we have nothing approving his hire  
10 date.

11 **MR. SCHILLACE:**

12 The one that we just approved in New Orleans, is that a Civil Service  
13 position?

14 **MS. DEBENEDETTO:**

15 But it does have a hire cycle. It looks different than the Personnel  
16 Action Form, but it did go through their Civil Service as an unclassified.

17 **MR. RUIZ:**

18 I didn't like that one either.

19 **MR. SCHILLACE:**

20 If it's unclassified, then they're not Civil Service, correct?

21 **MS. DEBENEDETTO:**

22 It's still a Civil Service -- I am an unclassified position, but it's  
23 approved by and governed by the State Civil Service System.

24 **MR. TARLETON:**

25 The job description that you have was created through the Civil

1 Service System. It just hasn't been formally adopted.

2 **MS. DEBENEDETTO:**

3 Or approved by them.

4 **MR. SCHILLACE:**

5 Okay. That part has already been established through the Civil  
6 Service.

7 **MR. CAMPBELL:**

8 For future hirees.

9 **MR. SCHILLACE:**

10 For -- for future hirees.

11 **MR. RUIZ:**

12 All I can tell you, Ronnie, is pass a motion and see what happens.

13 **MR. PARKER:**

14 What does -- what's the law say on it?

15 **MR. SCHILLACE:**

16 Is there something to prevent this from -- from happening?

17 **MR. SCHEXNAYDER:**

18 There's no clear pronouncement in the law that says one way or the  
19 other.

20 **MR. RUIZ:**

21 So it's -- it's up to the Board?

22 **MR. SCHEXNAYDER:**

23 Right.

24 **MR. SCHILLACE:**

25 I feel, under the circumstances and the testimony of the Chief and

1 what I have before me that have been approved by the local Civil Service  
2 Board, I -- I don't see any grounds to deny this, so, therefore, I make a  
3 motion to approve.

4 **MS. DEBENEDETTO:**

5 There has been nothing approved by the Civil -- we don't have  
6 anything approved by the Civil Service Board.

7 **MR. RUIZ:**

8 I understand what Ronnie is saying. Ronnie is saying that he -- he  
9 accepts all this information that was provided by the State Examiner's  
10 Office and the process that they're trying to create it.

11 Does he have a second for the motion? Does he have a second for  
12 his motion?

13 **MR. PARKER:**

14 I think I would need a little more clarification.

15 **MR. RUIZ:**

16 The Chief is here if you want to ask him more questions.

17 **MR. PARKER:**

18 Just what have you done -- have we had any done in the past -- you  
19 know, I've only been here maybe two years now, but I don't recall  
20 anything like this coming across the Board. How have we handled this  
21 stuff in the past? Have we set a precedent?

22 **MR. SCHILLACE:**

23 Basically, upon the -- the advice of the attorney is -- is -- the Board  
24 has used -- and the attorney just stated that there -- there's nothing law --  
25 there's no clarity, so, therefore, we kind of give the benefit toward the

1 firefighter. I mean, there's nothing concrete stating that we cannot do  
2 this.

3 **MR. RUIZ:**

4 No. We can -- we definitely can vote to give the gentleman  
5 supplemental pay.

6 **MR. SCHILLACE:**

7 Oh, yeah, we can.

8 **MR. RUIZ:**

9 If we decide to do that, but we go by -- and Paul too, but they've  
10 reviewed all the paperwork for us in advance.

11 **MR. SCHILLACE:**

12 Right.

13 **MR. RUIZ:**

14 They put everybody's names on here who we approve. So -- what  
15 I'm saying is, I just don't -- I don't -- I just don't like the idea that we're  
16 going to approve a position that's not approved by Civil Service. It  
17 would be different if he was coming up through the ranks and was  
18 already getting supplemental pay prior to this, but he's coming straight up  
19 the streets without no prior -- prior service and wanting this Board to  
20 give him supplemental pay without being classified.

21 **MS. DEBENEDETTO:**

22 Well, the staff's concern is that we hold fast to requiring all  
23 applications have an official hire document, and if you are a Civil Service  
24 department, that official document is a Personnel -- some type of  
25 Personnel Action Form. So if we approve this without a Personnel

1 Action Form --

2 **MS. OBY:**

3 I think I would feel better if we had something from Civil Service,  
4 something saying this position has been applied for, we're still in the  
5 process, or something --

6 **MR. RUIZ:**

7 Can you get that, Chief?

8 **MR. TARLETON:**

9 Yes.

10 **MR. PARKER:**

11 That's what I was about to ask you, do you have it?

12 **MS. OBY:**

13 You know, there's -- there's nothing that tells us that it was even sent  
14 to Civil Service.

15 **MR. TARLETON:**

16 We can send y'all a PAF, if you need that as the paperwork, and  
17 then, eventually, when he's confirmed, they can send me another one,  
18 PAF.

19 **MS. OBY:**

20 So the -- the PAF would say that it's provisional?

21 **MR. TARLETON:**

22 Yes. And his original hire date.

23 **MS. OBY:**

24 Yeah. I mean, that's what we usually did.

25 **MR. TARLETON:**

1           Okay. We can get that to y'all.

2           **MR. PARKER:**

3           I would be more comfortable if -- if that's what we have done in the  
4           past having that, I would have no problem approving. Is that what you  
5           agree?

6           **MR. SCHILLACE:**

7           Okay.

8           **MR. TARLETON:**

9           No problem.

10          **MR. RUIZ:**

11          Paul?

12          **MR. SCHEXNAYDER:**

13          Just to clear it up, in our rules -- this is not in the law, but in our  
14          rules, we require supporting documentation that the department upon his  
15          employment, attach a copy of the Civil Service Personnel Action Form.  
16          So it is in our rules of the Board.

17          **MR. RUIZ:**

18          Well, what I would like for you to do, Chief, is -- is to go back, get  
19          the paperwork in order, resubmit it to our -- our staff here, and we'll -- at  
20          our next meeting, we'll approve him with his -- with his back pay.

21          **MR. TARLETON:**

22          We can do it.

23          **MR. PARKER:**

24          Do we need a motion to table that until he does that, or --

25          **MR. RUIZ:**

1           We can.

2           **MS. DEBENEDETTO:**

3           You can defer --

4           **MR. RUIZ:**

5           You can defer.

6           **MS. DEBENEDETTO:**

7           -- pending the additional documentation.

8           **MR. PARKER:**

9           I make a motion to --

10          **MR. SCHILLACE:**

11          As far as my motion, it just died to the lack of a second?

12          **MR. RUIZ:**

13          Yeah.

14          **MR. SCHILLACE:**

15          For the record.

16          **MR. PARKER:**

17          I make a motion to defer until we get more documentation from the  
18 Chief.

19          **MR. SCHILLACE:**

20          Second.

21          **MR. RUIZ:**

22          All in favor -- any more discussion?

23          (No response.)

24          **MR. RUIZ:**

25          Hearing none, all in favor of the motion , signify by saying "aye."

1 (All aye.)

2 **MR. RUIZ:**

3 The motion carries.

4 **MR. TARLETON:**

5 Thank you for your time.

6 **MR. PARKER:**

7 Thank you, Chief.

8 **MR. SCHILLACE:**

9 One quick question, will the Chief have to come back and appear  
10 before the Board?

11 **MS. DEBENEDETTO:**

12 Not if we've received the documentation.

13 **MR. SCHILLACE:**

14 Okay.

15 **MR. RUIZ:**

16 No. If he'll send that email like they said --

17 **MR. TARLETON:**

18 Well, if you need me to, I'd be happy to. It's no problem.

19 **MR. RUIZ:**

20 No.

21 **MS. DEBENEDETTO:**

22 Thank you so much.

23 **MR. RUIZ:**

24 Thank you.

25 **NEW OR NAME CHANGE DEPARTMENT**



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**Schriever Fire Protection District**

**Christopher James Bourgeois**

**MR. RUIZ:**

Okay. What's this new or name change departments?

**MS. DEBENEDETTO:**

This is the Schriever Fire Protection District, and it is a new department. They have completed the new department questionnaire and an application for Christopher James Bourgeois.

**MS. OBY:**

Did they submit a copy of their IRS determination letter, or they don't have one?

**MS. DEBENEDETTO:**

No.

**MR. SCHILLACE:**

Where is this located at? Whose -- whose district --

**MR. PARKER:**

That's in Houma or --

**MR. SCHILLACE:**

Oh, oh, yeah, yeah. Okay. All right.

**MR. RUIZ:**

I wouldn't have known either.

**MS. OBY:**

Do y'all know, I mean, is this a legitimate municipal --

**MR. RUIZ:**

I'm sure it is.

1 **MS. OBY:**

2 It's a municipal?

3 **MR. PARKER:**

4 Yeah. I know a guy that used to be chief there. He -- he was the  
5 president of LSFA at one point. They're in a different fire department --  
6 or fire district.

7 **MR. SCHILLACE:**

8 Yeah. Okay. I know what you're talking about.

9 **MR. PARKER:**

10 Have been for quite some time. I've actually -- prior to seeing it, I  
11 figured they were already in it.

12 **MS. DEBENEDETTO:**

13 No.

14 **MR. RUIZ:**

15 All the paperwork is in line?

16 **MR. SCHILLACE:**

17 So we've got to vote on this separate, the department first and then  
18 the employee?

19 **MS. DEBENEDETTO:**

20 That's correct.

21 **MR. SCHILLACE:**

22 Okay.

23 **MS. DEBENEDETTO:**

24 Now, as Candace did point out, we do not have their tax information.

25 **MS. OBY:**

1 Well, we have the EIN, but they didn't attach their IRS letter of  
2 determination, but -- I'm just -- so they're -- this is a municipal entity?

3 **MR. RUIZ:**

4 Is this a fire district or municipal?

5 **MR. PARKER:**

6 I believe it's a fire district.

7 **MS. DEBENEDETTO:**

8 That's what they're saying.

9 **MS. OBY:**

10 Under what parish is this?

11 **MR. RUIZ:**

12 Lafourche.

13 **MR. SCHILLACE:**

14 Either Lafourche or Terrebonne.

15 **MR. PARKER:**

16 Yeah. Like I say, they're in the general Houma area.

17 **MR. RUIZ:**

18 I think it's Lafourche.

19 **MS. OBY:**

20 Schriever; is that correct?

21 **MR. PARKER:**

22 Schriever.

23 **MR. RUIZ:**

24 Schriever.

25 **MS. OBY:**

1 Schriever, that's the -- the town that it's located in?

2 **MR. PARKER:**

3 Correct.

4 **MS. OBY:**

5 Okay. I mean, I don't -- because, I mean, because they have a tax  
6 I.D. number, so --

7 **MR. RUIZ:**

8 They got a tax I.D. number?

9 **MS. OBY:**

10 Yeah. They put it on here.

11 **MR. RUIZ:**

12 We need a motion to recognize Schriever as a --

13 **MR. PARKER:**

14 I make a motion to recognize Schriever as Fire Protection District as  
15 an official district in the state.

16 **MR. RUIZ:**

17 Do I have a second?

18 **MR. WILLIAMS:**

19 Second.

20 **MR. RUIZ:**

21 Any more discussion?

22 (No response.)

23 **MR. RUIZ:**

24 Hearing none, all in favor, signify by saying "aye."

25 (All aye.)

1 **MR. RUIZ:**

2 The motion carries.

3 Now, Christopher James Bourgeois, I guess that's how you say his  
4 last name.

5 **MR. PARKER:**

6 Bourgeois.

7 **MS. DEBENEDETTO:**

8 Bourgeois.

9 **MR. RUIZ:**

10 Bourgeois. He's the fire chief, or is this an employee?

11 **MR. SCHILLACE:**

12 Fire inspector. He was the fire chief.

13 **MS. OBY:**

14 He is an inspector and operations manager.

15 **MR. PARKER:**

16 Yeah.

17 **MS. OBY:**

18 It's sign by Paul Covernfield (phonetic).

19 **MR. PARKER:**

20 Who -- who is in Terrebonne Parish.

21 **MR. RUIZ:**

22 Terrebonne.

23 **MR. SCHILLACE:**

24 Terrebonne.

25 **MS. DEBENEDETTO:**

1           So my question would be, they don't have a fire chief -- a full-time  
2 chief in this district?

3           **MS. OBY:**

4           Probably the only person they hired that has their firefighter --

5           **MR. PARKER:**

6           Could be -- could be they have a volunteer chief and just starting to  
7 hire a paid staff.

8           **MR. CAMPBELL:**

9           Right. That was the case last month with --

10          **MR. PARKER:**

11          Right. A lot of the departments on the West Bank in Jefferson  
12 Parish -- well, most of them now have paid chiefs, but , like, where I'm at  
13 you have -- we have just paid firefighter operators, and the chief is a  
14 volunteer.

15          **MS. DEBENEDETTO:**

16          We do have departments like that. It's just --

17          **MR. PARKER:**

18          Yeah.

19          **MS. OBY:**

20          I mean, the only thing -- I mean, I don't know if y'all know what all  
21 this means, but like I don't see the whole like responding to fires, but  
22 maybe I'm overlooking it.

23          **MR. PARKER:**

24          Well, I see it listed him as an inspector. Now, I don't know what an  
25 operations manager would do, but --

1 **MS. OBY:**

2 I mean, like I have a list of his minimum requirements, and then it  
3 talks about his duties, and it has office duties and then stations and  
4 equipment duties, but I don't really see like how y'all say like the bunker  
5 gear and stuff.

6 **MR. RUIZ:**

7 So he used to work for Bayou Cane Fire, it says on here.

8 **MS. DEBENEDETTO:**

9 Yes.

10 **MS. OBY:**

11 He worked there as a fire captain.

12 **MR. RUIZ:**

13 Just he's got previous service.

14 **MR. CAMPBELL:**

15 Under response, Candace, it says respond to all dispatched  
16 emergency incidents while on duty, including but not limited to fires --

17 **MS. OBY:**

18 Okay.

19 **MR. SCHILLACE:**

20 It looks like he's got everything.

21 **MR. PARKER:**

22 Yeah. I'm reading the duties. It sort of sounds like -- kind of an  
23 admin chief position.

24 **MR. RUIZ:**

25 Yeah.

1 **MR. PARKER:**

2       Depending on what they've got him doing.

3 **MR. RUIZ:**

4       Does everything.

5 **MR. SCHILLACE:**

6       Right. I make a motion to approve.

7 **MR. WILLIAMS:**

8       I second.

9 **MR. RUIZ:**

10       Hearing a motion and a second, do we have any further discussion?

11       (No response.)

12 **MR. RUIZ:**

13       Hearing none, all in favor of the motion, signify by saying "aye."

14       (All aye.)

15 **MR. RUIZ:**

16       The motion carries.

17 **MS. DEBENEDETTO:**

18       And that effective date would be 3/01/2020.

19 **MR. RUIZ:**

20       Okay. So Act 110 money comes in.

21 **MS. DEBENEDETTO:**

22       Yes.

23 **MR. RUIZ:**

24       I guess when he doesn't get his money, they'll get in touch with y'all.

25       Well, he might know what Act 110 money is.



1 **MS. DEBENEDETTO:**

2 I'm in the process of drafting up something, because we get a lot of  
3 questions, you know, about what is Act 110 money.

4 **MR. RUIZ:**

5 I get phone calls on it.

6 **MS. DEBENEDETTO:**

7 Yes. Okay.

8 **NEW BUSINESS**

9 **Natalbany Fire Department**

10 **Jay Edward Tenhundfeld**

11 **MR. RUIZ:**

12 New business.

13 **MS. DEBENEDETTO:**

14 New business. Soonie, do you want to tell us what your review of  
15 these two new applications was? I'm going to throw you under the bus  
16 here.

17 **MS. TESSIER:**

18 Sure. I mean, the --

19 **MS. DEBENEDETTO:**

20 Sorry. Soonie has been reviewing all of the new applications.

21 **MR. RUIZ:**

22 She's -- she's new?

23 **MS. OBY:**

24 Yeah. We used to have Rhonda, lady --

25 **MR. RUIZ:**

1 I've met her.

2 **MS. OBY:**

3 We've --

4 **MR. RUIZ:**

5 She took her place.

6 **MS. OBY:**

7 Yeah.

8 **MR. RUIZ:**

9 Okay.

10 **MS. TESSIER:**

11 Okay. So let me see if I can -- oh, this one is on active -- military  
12 active duty.

13 **MR. RUIZ:**

14 Which one?

15 **MS. TESSIER:**

16 Jay Edward Tenhundfeld.

17 **MS. DEBENEDETTO:**

18 The Natalbany Fire Department.

19 **MR. RUIZ:**

20 Yeah, I know that. I just didn't know which -- all right. My  
21 apology. I didn't read the whole thing.

22 **MS. TESSIER:**

23 So we got a copy of his military orders. They're in the back there,  
24 and they state that he is on active duty for training.

25 **MS. OBY:**

1           So he's been on active duty since he was hired, or --

2           **MS. DEBENEDETTO:**

3           Well, this is -- this is the real caveat. He has been in his one-year  
4           service period. Before he completed his one-year service period, he went  
5           to this active military duty training. So do we approve him now that he's  
6           -- by calendar made a year, but he has not been on the job in the  
7           department for one year, or do we wait until he comes back? If he were  
8           already receiving supplemental pay, he would continue to receive as long  
9           as he was under active duty.

10          **MR. PARKER:**

11          Just active duty, not training or --

12          **MS. DEBENEDETTO:**

13          But since he had not yet completed one year on-the-job training --  
14          he's been there for one year service time, but he's not been on the job for  
15          one year.

16          **MR. RUIZ:**

17          Do we know -- do we know if the city was continuing to pay him  
18          while he was there?

19          **MS. DEBENEDETTO:**

20          We don't -- we did not ask that question, no.

21          **MR. RUIZ:**

22          Well, it makes a difference to me.

23          **MS. DEBENEDETTO:**

24          Well, okay. We can find that out for sure.

25          **MR. RUIZ:**

1 Well, what I'm saying is, if the city is continuing to pay him, it's like  
2 he's there.

3 **MR. SCHEXNAYDER:**

4 Well, let me -- let me read you what the law says. An employee who  
5 is ordered to active military duty in the Armed Services of the United  
6 States before the completion of one-year service and who have  
7 completed and passed the certified fireman's training program, the  
8 department will -- prior to such military service shall be eligible to  
9 receive extra compensation beginning one year from its initial hire date.

10 **MR. PARKER:**

11 So that's says it in black and white.

12 **MR. SCHILLACE:**

13 Yeah.

14 **MR. PARKER:**

15 It's in black and white.

16 **MS. DEBENEDETTO:**

17 Understand, we're still always going to bring that to the Board.

18 **MR. RUIZ:**

19 That's no problem. I understand what you're trying to do.

20 Thank you, Paul.

21 Do I have a motion?

22 **MS. OBY:**

23 That's the -- that is the first time I've ever heard anything that is  
24 nicely written and specific in that statute. Is that amazing?

25 **MR. RUIZ:**

1 I know.

2 **MR. RUIZ:**

3 Do I hear a motion?

4 **MS. OBY:**

5 Nothing else is specific.

6 **MR. SCHILLACE:**

7 That was too simple, that's right.

8 **MR. PARKER:**

9 I'll make a motion to approve.

10 **MR. SCHILLACE:**

11 I'll second.

12 **MR. PARKER:**

13 And we'll just 4/1/19 -- what was the start date?

14 **MS. DEBENEDETTO:**

15 What's his effective date?

16 **MS. TESSIER:**

17 Hang on just one second.

18 **MS. DEBENEDETTO:**

19 One second, please. Yes. Because he has no prior service --

20 **MS. TESSIER:**

21 It should be 4/19/20, so that's not -- yeah.

22 **MS. DEBENEDETTO:**

23 -- and he -- no. It would be 1/04/20.

24 **MR. RUIZ:**

25 Yeah. That's what she said.

1 **MS. DEBENEDETTO:**

2 What, you said 1/04/20?

3 **MR. RUIZ:**

4 It should be '20 instead of '19.

5 **MS. TESSIER:**

6 It should be -- yeah, 4/1/20, not '19.

7 **MS. DEBENEDETTO:**

8 Why 4?

9 **MS. TESSIER:**

10 Because his letter --

11 **MS. OBY:**

12 They sent a letter.

13 **MS. DEBENEDETTO:**

14 Oh, there's a -- there's a discrepancy between his application and his  
15 letter.

16 **MS. TESSIER:**

17 Yeah. His date that he wrote in the application is not the correct  
18 date, but we got a letter from the chief giving us his corrected, which is  
19 4/1/19.

20 **MS. OBY:**

21 Well, wait. So there's a letter dated April 9th of '20, that says he was  
22 hired on April 1st of '20. Then there's a letter from July 24th of '20, that  
23 says he was hired on April 1st of '19.

24 **MS. DEBENEDETTO:**

25 Yes. Because Soonie questioned the hire dates, and they sent that

1 second letter.

2 **MR. RUIZ:**

3 I'm guessing the second one is the correct --

4 **MS. OBY:**

5 So his actual date --

6 **MS. DEBENEDETTO:**

7 So they made two errors. They made an error on the application,  
8 and then they made an error in their letter.

9 **MS. OBY:**

10 So his effective date is really April 1st of '20?

11 **MR. RUIZ:**

12 Correct.

13 **MS. DEBENEDETTO:**

14 Correct.

15 **MS. OBY:**

16 Because that's when he makes his year.

17 **MS. TESSIER:**

18 That's one year.

19 **MS. OBY:**

20 Okay. So he will just have April, May -- three months of back pay  
21 only.

22 **MS. DEBENEDETTO:**

23 Right.

24 **MS. OBY:**

25 So we need to change our Act 110 amount, Soonie?

1 **MS. TESSIER:**

2 That's correct.

3 **MR. RUIZ:**

4 So it's 1,500?

5 **MS. OBY:**

6 \$1,500 back pay, yes.

7 **MR. PARKER:**

8 So there some questions he made before he was deployed.

9 **MR. CAMPBELL:**

10 So you'll correct that and give it back to me?

11 **MS. TESSIER:**

12 Yes.

13 **MR. RUIZ:**

14 We made a motion to pass that, didn't we?

15 **MR. SCHILLACE:**

16 Did we get a second? Who seconded?

17 **MR. PARKER:**

18 I made the motion.

19 **MR. RUIZ:**

20 Okay. We'll do it again. I thought we did it.

21 **MR. PARKER:**

22 I thought --

23 **MR. RUIZ:**

24 Did we vote on it? We did.

25 Okay. Let's go to the next guy.



1 **COURT REPORTER:**

2 You didn't vote. You did motion and second.

3 **MR. RUIZ:**

4 Okay. All in favor of the motion, signify by saying "aye."

5 (All aye.)

6 **MR. RUIZ:**

7 The motion passes. Thank you.

8 **Wilmer Fire Department**

9 **Dylan Mitchell**

10 **MR. RUIZ:**

11 Wilmer.

12 **MS. TESSIER:**

13 Okay. So the next one, Dylan Mitchell from Wilmer Fire  
14 Department, there's a letter, I think it's the fourth page in, from the fire  
15 chief and they're requesting back pay from 9/17/15, but I'm still waiting  
16 on a certificate of prior service from when he worked at Tangipahoa  
17 Parish. I've emailed and I haven't gotten anything back.

18 **MR. RUIZ:**

19 So when did he go to work for this -- these people?

20 **MS. OBY:**

21 Wilmer?

22 **MR. RUIZ:**

23 Uh-huh.

24 **MS. OBY:**

25 September 17, 2015.

1 **MR. RUIZ:**

2 And they're asking for back pay from this date all the way to '15, five  
3 years?

4 **MS. TESSIER:**

5 I guess so.

6 **MR. RUIZ:**

7 I think the chief owes him his money for not doing his job.

8 **MS. OBY:**

9 It looks like in the letter it said something about a former chief.

10 **MR. WILLIAMS:**

11 Yeah. They didn't follow up with the paperwork.

12 **MS. OBY:**

13 And there's -- we don't have anything -- do we have anything in our  
14 rules about how far back we go?

15 **MR. SCHEXNAYDER:**

16 No.

17 **MS. OBY:**

18 I know there's -- there's nothing in the statute.

19 **MR. SCHEXNAYDER:**

20 No.

21 **MR. SCHILLACE:**

22 This is in my area, and I -- I can -- I'm somewhat aware of some  
23 issues in the past with former fire chiefs with this department, and this  
24 could be part of the problem pertaining to this. I'm not speaking for or  
25 against, but I'm just stating, you know, what I do -- what little I do know

1 about this department when it comes to their past chiefs.

2 **MR. PARKER:**

3 I've got a question though. They're asking for all the way back to  
4 2015? His Firefighter I cert is December of 2016.

5 **MS. OBY:**

6 Yeah. So he wouldn't be eligible until December of --

7 **MR. PARKER:**

8 He wouldn't be eligible all the way back to '15.

9 **MS. TESSIER:**

10 Right.

11 **MS. OBY:**

12 He would be eligible --

13 **MR. PARKER:**

14 He would be eligible one year from 20 -- December 2016, right?

15 **MS. DEBENEDETTO:**

16 No. He would be eligible December 1, '16.

17 **MS. OBY:**

18 Because he has prior service already.

19 **MR. PARKER:**

20 Correct, right.

21 **MR. SCHILLACE:**

22 Okay. All right. You had a good point there.

23 **MR. RUIZ:**

24 So instead of \$30,000, it would be --

25 **MS. OBY:**

1 Which we don't even have --

2 **MR. PARKER:**

3 25,000.

4 **MS. OBY:**

5 Which we don't have documentation for that prior service, so we  
6 would just go from -- a year from his employment date, which would be  
7 September of '16, but then he didn't get certified until December of '16,  
8 so it would be effective December of '16. Does that make sense?

9 **MR. PARKER:**

10 Correct.

11 **MR. RUIZ:**

12 I understand.

13 **MS. DEBENEDETTO:**

14 Yes. I believe Soonie has asked it multiple times for prior service  
15 from the other town and has never gotten it.

16 **MS. TESSIER:**

17 I'm still waiting on it.

18 **MR. RUIZ:**

19 Which would be Tangipahoa?

20 **MS. OBY:**

21 Yeah.

22 **MS. DEBENEDETTO:**

23 Yeah.

24 **MS. OBY:**

25 And we don't have that information because he wasn't getting

1 supplemental pay because he wasn't firefighter certified when he was at  
2 Tangipahoa, so we don't -- we don't know -- we don't have that  
3 information.

4 **MR. RUIZ:**

5 My question to y'all is --

6 **MR. PARKER:**

7 So he wouldn't be eligible if he wasn't Firefighter I.

8 **MS. OBY:**

9 Right. It would be effective 12/1/16.

10 **MR. PARKER:**

11 Yeah.

12 **MR. RUIZ:**

13 My question, so you -- say we would approve it and it's Act 110  
14 money, would each -- how would that work, because it will all be filed in  
15 to next year's Act 110 -- December's Act 110 money, or would -- because  
16 you're talking about multiple years of --

17 **MS. OBY:**

18 If it's approved as a -- so our cutoff for Act 110 --

19 **MR. RUIZ:**

20 Do you understand what I'm asking?

21 **MS. OBY:**

22 Yeah. I was going to say, our cutoff for the Act 110 is this Board  
23 meeting. So -- because we have to get it to JLCB in October to make it  
24 to the November meeting to get it approved to add it by December.

25 **MR. RUIZ:**

1 I understand.

2 **MS. OBY:**

3 So whatever you approve is going to go on what's submitted, and if  
4 they approve it, then it will all come out of this year's budget. So you're  
5 looking at what --

6 **MR. PARKER:**

7 About 24 grand.

8 **MS. OBY:**

9 Yeah. '17, '18, '19, '20.

10 **MR. RUIZ:**

11 Is this guy the fire chief?

12 **MR. PARKER:**

13 All it says -- I think it says he's an operator. Yeah, position title  
14 operator.

15 **MS. OBY:**

16 Yeah.

17 **MS. DEBENEDETTO:**

18 I mean, I understand what you're asking, and it's -- it's something  
19 that we've been concerned about for years in the fact that we allow  
20 because of a chief that wasn't good at paperwork or a secretary who lost  
21 it, these things to go on for years before, and then it comes up with these  
22 huge high-dollar amounts. Unfortunately, we've never been able to get a  
23 Board that put some time frame on that or there's never been any  
24 repercussions to towns who wait years to submit this paperwork or even  
25 just months to submit the paperwork.

1           At the point of hiring, they should already planning to submit this  
2 paperwork, and they wait until the one year is done and a few months  
3 later, and then they send it in and so that firefighter is affected because he  
4 has to wait to get all of his money. We -- a lot of times if they had prior  
5 service, they could have been receiving and should have been receiving.

6 **MR. RUIZ:**

7           Even -- even if the chief -- I can't get them to understand this that, if  
8 you submit the paperwork to us in advance, then they're not going to start  
9 getting their money until their date is approved.

10 **MS. DEBENEDETTO:**

11           That's exactly right.

12 **MR. RUIZ:**

13           Y'all are going to make sure of that. Y'all not going to give them no  
14 extra money.

15 **MS. DEBENEDETTO:**

16           And we have lots of towns who do that.

17 **MR. RUIZ:**

18           I know. You've got lots of towns that do the opposite, like my fire  
19 chief.

20           My question is to Paul. Can this Board make a rule -- like, say, not  
21 on this gentleman because it's here already, but can this Board make a  
22 rule saying we can only go back two years?

23 **MR. SCHEXNAYDER:**

24           Well --

25 **MR. RUIZ:**

1 Or do we have to do that legislatively?

2 **MR. SCHEXNAYDER:**

3 Yeah. That's the problem. With doing a rule, you have to have  
4 some authority to make a rule, reasonable authority for setting that limit  
5 in the law.

6 **MR. RUIZ:**

7 Correct.

8 **MR. SCHEXNAYDER:**

9 So, yes, so legislatively would be the way to go.

10 **MS. OBY:**

11 And, look, let me just mention this as well. I mean, every year, you  
12 guys know you run out of budget. You run out of budget to pay these  
13 people, and so you're coming to a point where you're going to pay  
14 someone almost \$30,000, that's going to eat up, you know --

15 **MR. RUIZ:**

16 Five guys ' pay.

17 **MS. OBY:**

18 Exactly. So, I mean, that's something to consider. It's something  
19 that you can discuss -- you know, consider in your decision to pay this  
20 person is -- is the, you know -- the budget for the year, but I'm just saying  
21 that.

22 **MR. RUIZ:**

23 I kept trying to tell Chad that we needed more money in our budget.  
24 I don't like the idea that when that gentleman and spoke to us that had --  
25 had explained to us the budget from financial, explained to us about the



1 money -- remember when he came?

2 **MS. OBY:**

3 Chad. His name is Chad as well.

4 **MR. RUIZ:**

5 You know, I -- I don't understand how -- how come we can't get the  
6 proper amount of money budgeted each year, at least the amount that we  
7 think it is, instead of having to go get extra money at the end of the year.  
8 I know we used to rely on the police, but we -- you came in here and told  
9 us we can't rely on the police no more.

10 **MS. DEBENEDETTO:**

11 Well, that came from an era when supplemental pay was still \$260  
12 or \$300 a month. And it was -- how do I say this? It was more -- or less  
13 fluidness in the approval of positions. It -- pretty much, you had to be a  
14 police officer or a firefighter to get supplemental pay, and there was more  
15 control over the group and so we could better project what we were going  
16 to do during the year. Since we've added so many different classes on to  
17 both fire and police and the amount has gone up to the \$500, it is really  
18 hard to predict -- you can take last month's, but every month we increase.  
19 Every month the budget increases, because we keep adding more and  
20 more. We've gone from 10,000 to 13,000 recipients.

21 **MR. RUIZ:**

22 The only people that's retiring is people in Baton Rouge.

23 **MS. OBY:**

24 Uh-huh.

25 **MR. RUIZ:**

1 I see them on Facebook every day.

2 **MS. DEBENEDETTO:**

3 So, yes. But the budget is fluid in that concern. The budget process  
4 has changed a lot since those times too. So although, yes, we always run  
5 out, we can pretty much always get a supplemental.

6 **MR. SCHILLACE:**

7 This other letter I'm looking at, this is based on when he was  
8 working for Wilmer. They also show a time when he worked for  
9 Tangipahoa Parish Fire District 1.

10 **MS. DEBENEDETTO:**

11 Right. But we have not gotten --

12 **MR. SCHILLACE:**

13 No, that's Amite.

14 **MR. RUIZ:**

15 Amite. All right.

16 **MS. DEBENEDETTO:**

17 We have requested several times a prior service certificate for that  
18 town, and they have not submitted it. And he was not receiving for that  
19 town either because he did not work his full year -- or he didn't have his  
20 Firefighter I.

21 **MS. OBY:**

22 He didn't have his firefighter -- he didn't get his Firefighter I until he  
23 was at Wilmer. So we don't know -- we don't have any verification that  
24 he really worked at Tangipahoa or not. We don't know.

25 **MR. CAMPBELL:**

1           Would the -- actually show '16?

2           **MS. OBY:**

3           You have a sub -- there?

4           **MR. CAMPBELL:**

5           Yeah.

6           **MS. OBY:**

7           So he submitted an application -- he submitted an application from  
8           Tangipahoa 1, and it was approved in December of last year. He -- he  
9           submitted an application --

10          **MR. SCHILLACE:**

11          I thought this name kind of rang a bell.

12          **MS. OBY:**

13          He submitted an application from Tangipahoa 1 in December of  
14          2019, and it was approved. And he got back pay.

15          **MS. TESSIER:**

16          So he's at Tangipahoa now?

17          **MS. OBY:**

18          He's at Tangipahoa right now, according -- he got paid in July at  
19          Tangipahoa. So this is saying that he left Tangipahoa -- he was working  
20          at both places at one time?

21          **MS. DEBENEDETTO:**

22          Yes. I'm sorry. I didn't have the application in front of me, so  
23          sometimes it doesn't -- I did speak with the -- we did contact them and  
24          talked to the fire chief, and he is and has been working for both  
25          Tangipahoa No. 1 and Wilmer full time at both departments. He is now

1 leaving or has left Tangipahoa, so he's requesting to receive it in Wilmer.

2 **MS. OBY:**

3 So he'll have to get back pay from before he started at Tangipahoa  
4 when he was working at Wilmer.

5 **MS. DEBENEDETTO:**

6 Right.

7 **MS. OBY:**

8 Oh, I --

9 **MS. DEBENEDETTO:**

10 He wants to get from all the time that he never received at Wilmer  
11 before he went to Tangipahoa. Then he received for a period at  
12 Tangipahoa. Now he's left Tangipahoa, is still working at Wilmer, so  
13 now he wants to start receiving from Wilmer.

14 **MR. RUIZ:**

15 I ain't got no problems with him receiving from Wilmer, but I got a  
16 problem with paying him all the way to 2016 from Wilmer.

17 **MR. WILLIAMS:**

18 So we would only owe him --

19 **MS. OBY:**

20 We would owe him -- we would owe him from December 1, '16, to  
21 five, ten, fifteen -- to August 1 -- August 31, 2019.

22 **MR. RUIZ:**

23 So three years.

24 **MS. DEBENEDETTO:**

25 Right. Plus, from July of this year forward at Wilmer, yeah.

1 **MS. OBY:**

2 So July, August, September. So, yeah, you're looking at he -- three  
3 years. You're looking at three years, December '16, December '17,  
4 December '18, then August '19, and then the three years of this year --

5 **MR. SCHILLACE:**

6 Three months.

7 **MS. OBY:**

8 -- three months of this year.

9 **MR. CAMPBELL:**

10 He's already been paid for that.

11 **MS. OBY:**

12 He was paid for July, so he -- it would be August and September, so  
13 two months. So three years and two months, is that --

14 **MR. CAMPBELL:**

15 Uh-huh.

16 **MR. SCHILLACE:**

17 Three years and two months?

18 **MR. CAMPBELL:**

19 \$23,000.

20 **MR. SCHILLACE:**

21 23,000?

22 **MR. CAMPBELL:**

23 Yes, sir.

24 **MR. RUIZ:**

25 I definitely believe the gentleman deserves supplemental pay starting

1 from Wilmer, the -- the two months that we didn't pay him. Going  
2 back --

3 **MS. OBY:**

4 I have \$19,500; is that right?

5 **MR. RUIZ:**

6 That might be right.

7 **MR. CAMPBELL:**

8 Yeah, three years total.

9 **MR. WILLIAMS:**

10 Two months.

11 **MR. CAMPBELL:**

12 Two months. Okay. I thought you said ten months.

13 **MS. OBY:**

14 Wait, no, that's not right, because I missed August, so that's eight.

15 **MR. RUIZ:**

16 I think about 18,000.

17 **MS. OBY:**

18 What's eight times five, 30,000?

19 **MR. CAMPBELL:**

20 Forty.

21 **MS. OBY:**

22 Forty?

23 **MR. RUIZ:**

24 But I'm not good in math.

25 **MS. OBY:**

1           So 18, 19, 20, 21, 22 -- 23,500. Is that what you got?

2           **MR. CAMPBELL:**

3           I got 23,000, but --

4           **MS. OBY:**

5           Somewhere around there, almost \$25,000.

6           **MR. RUIZ:**

7           I really ain't got a problem paying him if he can come to this Board  
8           and tell me why it took him so long to get the money.

9           **MR. SCHILLACE:**

10          I think it's due to the prior chiefs that -- he didn't do the paperwork.

11          **MR. RUIZ:**

12          We don't know that. We're assuming that.

13          **MR. PARKER:**

14          Right.

15          **MS. OBY:**

16          Well, I mean, I don't know if it comes -- I mean, I don't know. If it  
17          was me, I mean, he let this go on as well.

18          **MR. RUIZ:**

19          I mean, if it was the chief's fault totally, I'd give the guy his money  
20          and -- and send the chief a letter.

21          **MS. OBY:**

22          But he let it go on as well. It seems like you should have heard  
23          about this before.

24          **MR. RUIZ:**

25          Yeah, that's the point I'm making.

1 **MS. OBY:**

2 If your chief doesn't -- you know, I -- you know, you come to the  
3 Board and say, hey, I sent -- here's my application. My chief won't sign  
4 it, you know.

5 **MS. DEBENEDETTO:**

6 Which we have plenty of people who do that.

7 **MR. PARKER:**

8 If I had \$500 a month sitting on the table, I would have been fighting  
9 every month to make sure I get it.

10 **MS. OBY:**

11 Right. I mean, but you're -- I mean, and you're looking at -- and I  
12 don't know what these guys do. I mean, I find it hard to believe that you  
13 can work two full-time jobs at one time, but that's just me.

14 **MR. RUIZ:**

15 Well -- they do it -- a lot of places do because they work, the way we  
16 work, a full 24 hours off, and on, then you're off 24 hours.

17 **MS. OBY:**

18 Okay.

19 **MR. RUIZ:**

20 It all depends on how you --

21 **MS. OBY:**

22 It's shift work, yeah.

23 **MR. RUIZ:**

24 Yeah. You know, you can do it. You can't draw two supplemental  
25 pays, but you can -- you can do it.



1 **MS. DEBENEDETTO:**

2 You can always approve him effective the date that he left  
3 Tangipahoa and then leave it to them to --

4 **MS. OBY:**

5 Well --

6 **MS. DEBENEDETTO:**

7 Huh?

8 **MS. OBY:**

9 Oh, you mean -- you mean effective --

10 **MS. DEBENEDETTO:**

11 Yeah, like --

12 **MS. OBY:**

13 July, like pay him back for August, just these last two month?

14 **MS. DEBENEDETTO:**

15 Yes. Right, right, right.

16 **MS. OBY:**

17 Okay.

18 **MS. DEBENEDETTO:**

19 We could do that and get him on this month to get that, and then he  
20 could appeal for the previous time at Wilmer, and, therefore, they'd have  
21 to come --

22 **MR. RUIZ:**

23 I think -- I think we need to let him appeal.

24 **MR. PARKER:**

25 Yeah.

1 **MR. RUIZ:**

2 And then if he can come here and prove to us that it wasn't his  
3 negligence, then eventually he'll get the rest of his money. That's just my  
4 opinion. I'm not going to make a motion, because I don't make motions,  
5 but that's my opinion. So it's up to y'all if y'all want to --

6 **MR. PARKER:**

7 So we're going to approve him contingent --

8 **MS. OBY:**

9 You -- you would approve him --

10 **MS. DEBENEDETTO:**

11 He -- let's see. He left -- let's see what I have in Tangipahoa.

12 **MR. SCHILLACE:**

13 You said that we approved him back in December, so, basically,  
14 what he needs to do now is a transfer from Tangi back to Wilmer.

15 **MS. DEBENEDETTO:**

16 Right.

17 **MR. SCHILLACE:**

18 That's what he needs to submit.

19 **MS. DEBENEDETTO:**

20 Correct, as of -- well, we could do that off of this application, as of  
21 8/30 -- as of 8/01. He's been paid through July 31 of this year. So you  
22 could approve him effective 8/01 at Wilmer. We'll get him put on, and  
23 then he can appeal for the prior time before he was receiving at  
24 Tangipahoa.

25 **MS. OBY:**

1           So he would be \$1,000 this month, and he'll get his \$500 going  
2 forward.

3           **MR. SCHILLACE:**

4           I'll go along with that.

5           **MR. PARKER:**

6           Yeah.

7           **MR. RUIZ:**

8           Can I have a motion, please?

9           **MR. SCHILLACE:**

10          I make a motion to approve just as was previous stated for this to  
11 take effect August 1, 2020.

12          **MR. RUIZ:**

13          We all understand?

14          **MR. WILLIAMS:**

15          Yeah.

16          **MR. RUIZ:**

17          Do I have a second, please?

18          **MR. WILLIAMS:**

19          I'll second.

20          **MR. RUIZ:**

21          All right. Any more discussion?

22          (No response.)

23          **MR. RUIZ:**

24          Hearing none, all in favor, signify by saying "aye."

25          (All aye.)

1 **MR. RUIZ:**

2 The motion carries.

3 And will y'all send him a letter?

4 **MS. DEBENEDETTO:**

5 We'll send him a letter.

6 **MR. RUIZ:**

7 That way he knows his options.

8 **MS. DEBENEDETTO:**

9 Right.

10 **MR. RUIZ:**

11 That's fine. Thank you.

12 **NEW APPLICATIONS SUBMITTED FOR APPROVAL -74**

13 **MR. RUIZ:**

14 All right. 74 new applications. It looks like Baton Rouge hired just  
15 as many as -- that retired.

16 **MS. DEBENEDETTO:**

17 I'm going to tell y'all, turnover is rampant right now. I understand all  
18 the things that are going on, but in both fire and police, we are -- I get --  
19 we get, what, three, four resignations a day.

20 **MR. RUIZ:**

21 They've got a Wilmer.

22 **MS. DEBENEDETTO:**

23 Yeah. I was going to point that out to y'all, as you see. And look at  
24 how long it took for that one. He was employed 9/24/2018, but, of  
25 course, then he didn't get his -- they must not send them to school. He

1 didn't get his firefighter certificate until '20, until March of this year.

2 **MR. WILLIAMS:**

3 And it still doesn't look like they submitted earlier.

4 **MR. SCHILLACE:**

5 This is a very small department, like just a one-man department and  
6 volunteer chief, and the chief --

7 **MR. RUIZ:**

8 That's two.

9 **MR. SCHILLACE:**

10 Well, now, yeah, yeah, I guess two now.

11 **MR. PARKER:**

12 That's what I was about to ask you is it like a one-man volunteer and  
13 does everything, secretary and --

14 **MR. SCHILLACE:**

15 Yeah, and they'll have a monthly meeting or something like that  
16 maybe, maybe not, but it's a rural area that's --

17 **MR. RUIZ:**

18 It's like Hester and all of them --

19 **MR. SCHILLACE:**

20 Oh, it's smaller than Hester.

21 **MR. RUIZ:**

22 Smaller?

23 **MR. SCHILLACE:**

24 Smaller than Hester, yeah.

25 I make a motion to approve the 74 applications.

1 **MR. PARKER:**

2 I'll second it.

3 **MR. RUIZ:**

4 Have any more discussion?

5 (No response.)

6 **MR. RUIZ:**

7 Hearing none, all in favor, signify by saying "aye."

8 (All aye.)

9 **MR. RUIZ:**

10 The motion passes.

11 **TIME AND DATE OF NEXT MEETING**

12 **MR. RUIZ:**

13 December 10th, is that a good day for everybody?

14 (All agreed.)

15 **MR. RUIZ:**

16 All right. Our next meeting will be on Thursday, December 10th,  
17 10:00 a.m.

18 **MOTION TO ADJOURN**

19 **MR. SCHILLACE:**

20 I'll make a motion to adjourn.

21 **MR. WILLIAMS:**

22 Second.

23 **MR. RUIZ:**

24 All in favor, signify by saying "aye."

25 (All aye.)

CERTIFICATE

I, MICHELLE S. ABADIE, Certified Court Reporter in and for the State of Louisiana, as the officer before whom this hearing was reported, and during which, testimony was taken after duly being sworn by me, that on September 16, 2020, a meeting for the Firemens' State Supplemental Board was held, that this testimony and matters were reported by me, was prepared and transcribed by me, and that the foregoing pages, numbered 1 through 62, inclusive, is a true and correct transcript to the best of my ability and understanding; that I am not related to counsel or to the parties herein, nor am I otherwise interested in the outcome of this proceeding.

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MICHELLE S. ABADIE, CCR #24032  
CERTIFIED COURT REPORTER

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BRIEN RUIZ, CHAIRMAN

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DWAYNE THEVIS, VICE-CHAIRMAN

MICHELLE S. ABADIE, CCR  
CERTIFIED COURT REPORTER