



## ACTION/MINUTES

LOUISIANA STATE POLICE COMMISSION  
GENERAL BUSINESS MEETING  
THURSDAY, AUGUST 10, 2023  
9:00 A.M.

John Bel Edwards  
Governor

Jason Hannaman  
Executive Director

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*STATE POLICE COMMISSION, VETERANS MEMORIAL AUDITORIUM, SUITE 1247,  
DEPT. OF AGRICULTURE & FORESTRY BLDG., 5825 FLORIDA BLVD., BATON ROUGE, LA 70806*

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- I. Call to Order  
The State Police Commission convened its monthly general business meeting at 9:06 A.M. on Thursday, August 10, 2023.
- II. Roll Call  
Chairman Eulis Simien, Jr., Commissioners Jared Caruso-Riecke, Bernell Nevil, Jr., and Mark "Aubrey" Cole were present. Absent was Vice-Chairman Brian Crawford. There was a quorum. Commission Referee Lenore Feeney, Deputy Director Aarika Dorsey, and Executive Director Jason Hannaman were also present. Commissioner Monty Montelongo arrived at 9:30 A.M.
- III. Moment of Silence  
A moment of silence was observed.
- IV. Pledge of Allegiance  
Chairman Eulis Simien led the Pledge of Allegiance.
- V. Opportunity to Address the Commission by employees or others concerning items on the agenda. (Please submit a speaker request form prior to the meeting being called to order.)  
Jay O'Quinn, Executive Director of the Louisiana State Trooper's Association, appeared and spoke on agenda item #2; his comments were in support of the provisional pay schedule and in appreciation of the actions of the State Police Commission to improve compensation for the state police service.

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- VI. Business
    1. Consideration of the meeting minutes from May 11, 2023  
On motion duly made by Commissioner Riecke, seconded, and unanimously passed; the Commission voted to approve the meeting minutes from May 11, 2023.  
In Favor: All  
Opposed: None
    2. Ratification of a provisional pay schedule for the state police service adopted by the Executive Director under interim authority pursuant to SPC Rule 3.1(n).  
Executive Director Hannaman provided an update for the commissioners regarding the status of the pay grid adopted by the Commission at its May 2023 meeting. He advised that in June, based on the funding forecast for FY 23/24, the Appointing Authority submitted a request to implement a provisional pay grid and provided an attestation statement of the funds appropriated by the legislature. The provisional grid proposed was approximately two-thirds (2/3) of the pay increase approved by the Commission in May.

Under SPC Rule 3.1(n), interim approval of a provisional grid was granted by Executive Director Hannaman on June 23, 2023. The grid and supporting documentation were forwarded to the governor and received approval effective July 1, 2023. In accordance with SPC Rules, the provisional grid approved under interim authority was presented to the Commission for ratification.

A motion was made by Commissioner Riecke to ratify the Executive Director's interim approval of a provisional pay schedule for the state police service.

Chairman Simien inquired about a possible review later in the year on whether additional funding would be generated by the tax to fully implement the grid adopted by the Commission in May. Executive Director Hannaman advised his understanding that the funding mechanism would be reviewed later in the year. The pay grid adopted in May was not rescinded; therefore, if the funding is realized and the agency submits a new attestation statement, then the request can be submitted to the governor for full implementation.

The motion was seconded and unanimously passed.

In Favor: All

Opposed: None

3. Consideration of a request from the Office of State Police for annual review and authorization of LSP Trooper WAE positions effective October 1, 2023, through September 30, 2024. (Representative of the agency to be available to answer any questions of the Commission.)

Executive Director Hannaman provided background information on the process that led to the annual review of these positions as well as directed the attention of the Commission to the binders prepared by Deputy Director Dorsey through her diligent work in collaboration with the department to gather all the necessary information needed for full consideration of the request.

Lt. Colonel Chavez Cammon, LSP Assistant Superintendent and Chief of Staff, appeared on behalf of the Office of State Police. He updated the Commission on the current count of 170 vacancies in the department as well as the 40 new cadets that graduated the prior week. Lt. Col. Cammon advised the department's support for the request and the need for WAE positions to fill critical roles; he answered questions from the commissioners.

On motion duly made by Commissioner Cole, seconded, and unanimously passed; the Commission voted to approve the request for annual review and authorization of LSP Trooper WAE positions through September 30, 2024.

In Favor: All

Opposed: None

4. Consideration of a motion to revise the established compensation schedule for the four (4) unclassified State Police Commission administrative positions effective August 10, 2023.

Executive Director Hannaman presented a revised pay schedule for the four unclassified State Police Commission administrative positions. The existing pay grid and performance adjustment schedule were adopted in 2019. The governor approved a three percent increase in the range maximum for the State Civil Service administrative schedule effective July 1, 2023; therefore, the proposal would be an alignment with comparable State Civil Service pay ranges as well as similar revisions to the market/performance adjustment rates.

On motion duly made by Commissioner Riecke, seconded, and unanimously passed; the Commission voted to adopt a revised compensation schedule for the four (4) unclassified State Police Commission administrative positions effective August 10, 2023.

In Favor: All

Opposed: None

5. Consideration of a motion to go into Executive Session to conduct the annual Performance Review of the Executive Director.

On motion duly made by Commissioner Riecke, seconded, and unanimously passed; the commission voted to go into Executive Session at 9:25 A.M.

Roll Call Vote:

In Favor: Commissioners Riecke, Cole, Nevil, and Chairman Simien

Opposed: None

On motion duly made by Commissioner Riecke, seconded, and unanimously passed; the Commission voted to end Executive Session at 9:45 A.M.

Roll Call Vote:

In Favor: Commissioners Riecke, Cole, Nevil, and Chairman Simien

Opposed: None

Chairman Simien noted to let the record reflect that Commissioner Montelongo arrived, joined the meeting, and participated in the performance evaluation of the Executive Director.

6. Consideration of a motion to approve the Fiscal Year 2022-2023 Performance Evaluation of the Executive Director effective July 15, 2023.

Chairman Simien made a motion to approve the performance evaluation of Executive Director Hannaman effective July 15, 2023.

Chairman Simien provided comments on behalf of the commissioners in support of the annual performance rating. The performance evaluation form adopted by the Commission granted an overall rating of exceptional/outstanding and awarded a 2% performance adjustment.

The motion was seconded, and the Commission voted unanimously to approve the annual performance evaluation as moved by the Chairman.

In Favor: All  
Opposed: None

The Commission recessed for a break at 9:50 A.M.

Following a 10-minute recess, the meeting was called back to order at 10:00 A.M.

#### **APPEAL HEARING – 10:00 A.M.**

7. In the matter of Russell Graham (Department of Public Safety and Corrections, Office of State Police), Docket No. 22-264-S. Mary Ann White representing Mr. Graham. Gail Holland and Tunde M. Animashaun represent the Office of State Police.

- Public hearing

Attorney Mary Ann White appeared on behalf of the appellant, Lt. Russell Graham. Attorneys Gail Holland and Tunde M. Animashaun appeared on behalf of the Department of Public Safety and Corrections, Office of State Police.

The Commission recessed for a break at 10:55 A.M.

The meeting was called back to order and the hearing resumed at 10:58 A.M.

The Commission recessed for a break at 12:22 P.M.

The meeting was called back to order and the hearing resumed at 1:01 P.M.

The Commission recessed for a break at 1:40 P.M.

The meeting was called back to order and the hearing resumed at 1:46 P.M.

The Commission recessed for a break at 2:45 P.M.

The meeting was called back to order and the hearing resumed at 2:50 P.M.

The Commission recessed for a break at 4:52 P.M.

The meeting was called back to order and the hearing resumed at 5:00 P.M.

The Commission recessed for a break at 6:57 P.M.

The meeting was called back to order and the hearing resumed at 7:02 P.M.

- Executive Session to discuss investigative proceedings regarding allegations of misconduct.  
Deferred until September 14, 2023.

- Public discussion of appeal and possible vote  
Deferred until September 14, 2023.

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VII. Director's Report

The commissioners were updated on the status of the FY22/23 end-of-year closeout which ended with the Commission spending approximately 98 percent of its budgetary appropriation. There were no questions regarding the report.

The attention of the Commission was directed to the Commission's monthly expenditure report for the current fiscal year that had been provided for its review. There were no other questions regarding the report.

The commissioners were updated on the status of the new State Police Commission website that was launched in July.

The next regular business meeting was set for Thursday, September 14, 2023.

Additionally, the commissioners were advised that the nominees from Loyola University were received and forwarded to the governor for consideration. There could be a new commissioner selected as soon as the September meeting.

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VIII. Opportunity to Address the Commission by employees or others on matters not on the agenda. (Please submit a speaker request form prior to the meeting being called to order.)

There was no request by employees or others to address the Commission on matters not on the agenda.

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IX. Adjourn

There being no further business on a motion duly made by Chairman Simien the Commission adjourned at 7:07 P.M. on Thursday, August 10, 2023.

Respectfully Submitted,

  
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Jason Hannaman, Executive Director

  
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Eulis Simien, Jr. Chairman