

MINUTES

STATE POLICE COMMISSION

JANUARY 25, 1999

The State Police Commission convened its monthly meeting at 9:05 a.m. on Monday, January 25, 1999, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana. Present were Chairman Gary M. Clark, Vice-Chairman Theodore J. Newnam and Members Lori A. Landry and Baxter W. Welch. Members Joseph S. Cage, Jr. and Michael T. Johnson were absent.

Pursuant to the provisions of State Police Commission Rule 2.1(b), an election was held for the positions of Chairman and Vice-Chairman. Gary M. Clark was elected Chairman and Baxter W. Welch was elected Vice-Chairman.

During the employees' opportunity to address the Commission, comments were received from Colonel William R. Whittington concerning 1998 accomplishments of the State Police, as well as goals for the upcoming year.

The Commission received comments from Genny May concerning the status of proposals by the Testing Task Force.

The Commission received comments from Genny May and Nancy DeWitt concerning a request by the Department to adjust the pay of individuals holding unclassified positions. On motion duly made and seconded, by unanimous vote of the members present, the Commission approved the request, retroactive to January 1, 1999.

The Commission received comments from Nancy DeWitt, Wanda Raber and Genny May concerning a request by the Department to adjust the pay of Troopers Mark Cardon, Wayne Montet, Katie Morel, James Anderson and James Franks, pursuant to State Police Commission Rule 6.16(c). On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve this request, retroactive to January 1, 1999.

The Commission received comments from Debra Johnson concerning her visit with Governor Foster relative to Commission vacancies/appointments, the request for an additional staff position and additional monies for development of new promotional examinations.

The Commission received comments from Norman Ershler concerning the decision by the Court of Appeal, First Circuit in the matter of Morgan vs. Department of Public Safety and Corrections, Office of State Police, No. 98 CA 0448, (Docket No. 97-87-O). Pursuant to the remand by the Court of Appeal, this matter will be scheduled for hearing on March 15, 1999.

There being no further business, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss possibilities of an investigation, pursuant to Chapter 16 of the Rules. At the conclusion of the executive session, the Commission reentered into its public session.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn its meeting at 10:45 a.m., until Monday, March 15, 1999.

Respectfully submitted:

Gary M. Clark, Chairman

Debra L. Johnson, Director



MINUTES

STATE POLICE COMMISSION

FEBRUARY 15, 1999

The February 1999 meeting of the State Police Commission was canceled due to the lack of agenda items.



MINUTES

STATE POLICE COMMISSION

MARCH 15, 1999

The March 15, 1999 meeting of the State Police Commission was canceled due to the lack of agenda items.



MINUTES

STATE POLICE COMMISSION

APRIL 19, 1999

The State Police Commission convened its monthly meeting at 9:08 a.m. on Monday, April 19, 1998, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chairman Gary M. Clark; Vice-Chairman Baxter W. Welch; and Members Joseph S. Cage, Jr., Lori A. Landry, Theodore J. Newnam and Steve D. Thompson. Member Michael T. Johnson arrived at 9:15 a.m.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the January 25, 1999 meeting.

During the employee opportunity to address the Commission, comments were received from Wilbert Sanders, President of the Louisiana Chapter of the Central State Troopers Association concerning his recent election, as well as the goals and missions of the organization.

The Commission received comments from William Whittington and Ronald Jones concerning the establishment of an unclassified position of Deputy Superintendent-Chief of Staff. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to grant this request.

The Commission received a presentation from Henry Whitehorn concerning the status of the recommendations of the Testing Task Force.

On motion duly made and seconded, by unanimous vote of the members

present, the Commission voted to enter into an executive session to discuss pending appeals. Upon conclusion of the executive session, the Commission reentered into its public session.

There being no further business on the Commission's agenda, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn at 10:50 a.m., until Monday, May 17, 1999.

Respectfully submitted:

Gary M. Clark, Chairman

Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

MAY 17, 1999

The May 17, 1999 meeting of the State Police Commission was canceled due to the lack of agenda items.



MINUTES

STATE POLICE COMMISSION

JUNE 21, 1999

The State Police Commission convened its monthly meeting at 9:05 a.m., in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chairman Gary Clark; Vice-Chairman Baxter Welch; and Members Lori Landry, Theodore Newnam and Steve Thompson. Members Joseph Cage and Michael Johnson were absent.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the April 19, 1999 meeting.

At the employee opportunity to address the Commission, Member Newnam asked Nancy DeWitt to research the issue of supplemental pay for Troopers.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to repeal and reenact State Police Commission Rule 9.1(a).

The Commission received comments from Colonel Whittington, Nancy DeWitt, Robert Pinero, Mickey McMorris and Debra Johnson concerning the establishment of two (2) unclassified positions of State Police Major. The Commission requested that Ms. DeWitt update the job description of Lieutenant Colonel/ Deputy Superintendent of Investigations, to more fully delineate duties between the three positions.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to appoint Norman Ershler as Referee for the taking

of testimony in the Appeal of Dane Morgan, Docket No. 97-87-O. At the conclusion of the hearing, the Commission, by unanimous vote of the members present, granted the appeal and took the issue of attorneys fees under advisement. A written decision will be forthcoming.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss personnel matters. At the conclusion of the executive session, the Commission reentered into its public session. There being no further business on the Commission's agenda, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn its meeting until Monday, July 19, 1999.

Respectfully submitted:


Debra L. Johnson, Director

Gary M. Clark, Chairman

MINUTES

STATE POLICE COMMISSION

JULY 19, 1999

The State Police Commission convened its monthly meeting at 9:10 a.m. on Monday, July 19, 1998, in the Commission Offices, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Vice-Chairman Baxter W. Welch; and Members Lori A. Landry, Theodore J. Newnam and Steve D. Thompson. Members Gary M. Clark, Joseph S. Cage and Michael T. Johnson were absent.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the June 21, 1999 meeting.

During the employees' opportunity to address the Commission, comments were received from Wilbert Sanders, President of the Louisiana Chapter of the Central State Troopers Association; and Charlie Dupuy, President of the Louisiana State Troopers Association.

The Commission received comments from Colonel William Whittington, Lt. Colonel Ronald Jones and Nancy DeWitt concerning the establishment of unclassified positions of State Police Major over Gaming Enforcement Services; and State Police Major over Criminal Investigative Services. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to grant this request. Additionally, the Commission voted to have the salaries of the incumbents set according to the rules governing the current pay plan. The Commission also

requested a change in minimum qualifications for the unclassified positions of Lieutenant Colonel to two years at the rank of Captain.

The Commission received comments from Lt. Colonel Dave Hunter, Lt. Colonel Ronald Jones and Nancy DeWitt concerning the utilization of premium pay of \$250.00 per month for incumbents serving in the position of Apprentice Technical Support Officer, pursuant to the provisions of State Police Commission Rule 6.16(e). On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the request.

The Commission received a Director's Report from Debra Johnson including the General Appropriation Bill for Fiscal Year 1999/2000; monthly expenditure report; staff resumes, position descriptions and salary increase requests; report of June Cadet examination; Norman Ershler's May time sheet; Norman Ershler's June time sheet; and appeal status report. The salary increase request was tabled until the August 16, 1999 meeting.

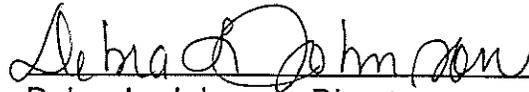
On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss personnel matters. Upon conclusion of the executive session, the Commission reentered into its public session.

There being no further business on the Commission's agenda, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn at 11:48 a.m., until Monday, August 16, 1999.

Respectfully submitted:



Baxter W. Welch, Vice-Chairman



Debra L. Johnson, Director



MINUTES

STATE POLICE COMMISSION

AUGUST 16, 1999

The State Police Commission convened its monthly meeting at 9:00 a.m. on Monday, August 16, 1998, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chairman Gary M. Clark; Vice-Chairman Baxter W. Welch; and Members Lori A. Landry, Theodore J. Newnam and Steve D. Thompson. Member Michael T. Johnson arrived at 9:05 a.m. Chairman Clark departed the meeting at 12:00. Member Joseph S. Cage was absent.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the July 19, 1999 meeting.

The Commission received comments from Colonel Whittington concerning the establishment of an unclassified position of State Police Deputy Superintendent-Patrol and the establishment of a classified position of State Police Deputy Superintendent-Strategic Long Range Planning and Special Projects. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the requests.

The Commission received comments from Colonel Whittington concerning early administration of promotional examinations. The Commission considered, but took no action on this request. It was requested that this matter be deferred until the September 16, 1999 meeting.

The Commission received comments from Colonel Whittington and Major Whitehorn on the recommendations from the Promotional Testing Task Force. Comments were also received from Charlie Dupuy, LSTA; Wilbert Sanders, CSTC; Dwayne White, Ronald Jones and Danny Hart. No action was taken on this matter.

The Commission received a Director's Report from Debra Johnson including monthly expenditures for July 1999; cost of building rent for fiscal year 1999/00; charges for payroll services of \$170.00 for fiscal year 1999/00; examining activity; contract activity; and appeals activity. The Commission requested that the meeting date for September be changed to September 16, 1999.

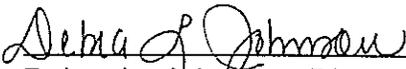
On motion duly made, seconded and passed, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss personnel matters. Upon the conclusion of the executive session, the Commission reentered into its public session.

There being no further business on the Commission's agenda, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn at 12:25 p.m., until Thursday, September 16, 1999.

Respectfully submitted:



Gary M. Clark, Chairman



Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

SEPTEMBER 16, 1999

The meeting was canceled due to the lack of a quorum of members present.



MINUTES
STATE POLICE COMMISSION
OCTOBER 18, 1999

The State Police Commission convened its monthly meeting at 9:05 a.m. on Monday, October 18, 1999, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chairman Gary M. Clark; Vice-Chairman Baxter W. Welch; and Members Joseph S. Cage, Jr. and Theodore J. Newnam. Member Steve D. Thompson arrived at 9:45 a.m. Members Michael T. Johnson and Lori A. Landry were absent.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the August 16, 1999 meeting.

The Commission received comments from Trooper Jason Jacob regarding the issue of a policy change to include an application fee for State Police Cadet applicants. The Commission considered, but took no action, on this issue.

The public hearing of the appeal of R. L. Montgomery, Docket No. 97-84-O was called. This matter was limited to argument on the issues raised in the Request for Summary Disposition filed by appellee. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to grant the Request for Summary Disposition and deny the appeal. A written decision will be forthcoming.

The Commission received a Director's Report from Debra Johnson including monthly expenditure reports for August and September 1999; examining/applicant flow information; appeal status reports from August and September 1999; contract activity

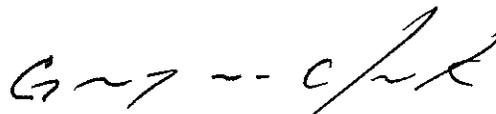
from August and September 1999; open meetings law memorandum and political activity rules. The Commission agreed to convene a meeting on Tuesday, November 9, 1999, at 9:00 a.m. in the same location to assist in drafting the upcoming budget and promotional testing task force issues.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss personnel matters. Upon the conclusion of the executive session, the Commission reentered into its public session.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to grant a five percent pay increase to Gilda Green; and to promote Steve Abadie to the new Analyst position at a salary of \$26,500 annually; and to defer action on a pay increase for the Director until its next meeting, at which time the Commission will be provided with the Director's daily activity log and a review of performance be conducted.

There being no further business on the Commission's agenda, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn its meeting at 10:55 a.m., until Tuesday, November 9, 1999.

Respectfully submitted:



Gary M. Clark, Chairman



Debra L. Johnson, Director

MINUTES
STATE POLICE COMMISSION

NOVEMBER 9, 1999

The State Police Commission convened its monthly meeting at 9:00 a.m. on Tuesday, November 9, 1999, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chairman Gary M. Clark; Vice-Chairman Baxter W. Welch; and Members Lori A. Landry and Theodore J. Newnam. Member Joseph S. Cage, Jr. arrived at 9:05. Member Michael T. Johnson arrived at 9:10 and departed at 12:00. Member Steve D. Thompson was absent.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the October 18, 1999 meeting.

The Commission received comments from Major Whitehorn, Colonel Whittington, Sgt. Dupuy, Tpr. Sanders, Capt. May and Sgt. McLeary regarding cadet and promotional testing issues. No action was taken on these issues.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss pending appeals. Upon the conclusion of the executive session, the Commission reentered into its public session.

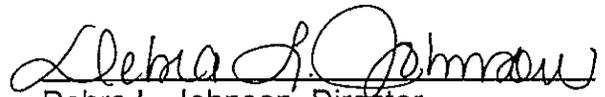
The Commission received comments from Debra Johnson regarding preparation of the budget for fiscal year 2000/01, and the Commission asked pertinent questions based on the information before them. No action was taken on this issue.

The Director urged discussion on her pay raise, which was tabled at the October 1999 meeting. Discussion on the pay raise was had, but no action was taken on this issue.

There being no further business on the Commission's agenda, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn at 12:30 p.m.

Respectfully submitted: :

Gary M. Clark, Chairman


Debra L. Johnson, Director

MINUTES
STATE POLICE COMMISSION
NOVEMBER 16, 1999

The State Police Commission convened its monthly meeting at 9:05 a.m. on Tuesday, November 16, 1999, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Vice-Chairman Baxter W. Welch; and Members Lori A. Landry, Theodore J. Newnam and Steve D. Thompson. Chairman Gary M. Clark and Members Joseph S. Cage, Jr. and Michael T. Johnson were absent.

No one was present to address the Commission during the employee opportunity session.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the November 9, 1999 meeting, with noted changes.

The Commission received comments from Major Whitehorn, Sgt. Dupuy, Tpr. Sanders and Capt. May on promotional testing issues. Some issues discussed were testing frequency, availability forms, employment of an industrial psychologist and actual examination dates. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to schedule promotional testing January 24 through 28, 2000, with a make up examination on February 11, 2000.

By office policy, these exams will be conducted at the Training Academy. Promotional applications will be accepted December 1, 1999 through January 7, 2000. No availability forms will be taken during the application period. Each promotional

vacancy will be announced for thirty days. The top five grade groups will be compiled as a result of the vacancy announcement, and a certificate of eligibles and forwarded to the Department.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss pending appeals. Upon the conclusion of the executive session, the Commission reentered into its public session.

There being no further business on the Commission's agenda, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn at 11:50 a.m.

Respectfully submitted:



Baxter W. Welch, Vice-Chairman



Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

DECEMBER 20, 1999

The State Police Commission convened its monthly meeting at 9:15 a.m. on Monday, December 20, 1999, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Vice-Chairman Baxter W. Welch; and Members Lori A. Landry, Michael T. Johnson and Theodore J. Newnam. Member Joseph S. Cage, Jr. arrived at 9:18 a.m. Chairman Gary M. Clark and Member Steve Thompson were absent. Member Johnson departed the meeting at 11:10 a.m.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the November 16, 1999 meeting.

The Commission received a presentation from Colonel Whittington regarding the feasibility of State Police contracting with the Department of State Civil Service to administer examinations, in an effort to resolve the choke point in the recruiting process. Appearances were made by Allen Reynolds, Director of Civil Service, and Bill Rowe, Chief of Examining. The Commission directed Ms. Johnson to provide a contact person at Aon to Civil Service. It is envisioned that answer sheets will be mailed by Civil Service to Aon for scoring. The Commission requested that several options regarding test administration be provided, in order that they may see which testing process would best suit their needs. These options should include a proposal for administration of Cadet exams on a monthly basis in Baton Rouge, New Orleans, West

Monroe, Lafayette, Shreveport and Lake Charles. These proposals should be provided to the Commission at their January 2000 meeting. Lastly, it was requested that Ms. Johnson provide the Commission the budget information concerning implementation of additional testing.

A presentation was made by Lt. Kermit Smith regarding the omission of his name from six promotional lists for the position of State Police Captain from July 1999 to November 1999, due to his approved detail rank not being added to his total time in grade as a Lieutenant. The Commission requested that Ms. Johnson review the documents provided by Lt. Smith and provide a confidential full response by fax to the members next week.

An update was provided by Major Henry Whitehorn regarding actions by his testing task force. He reported that he had gathered information from ten other state police departments that prepare and administer their own promotional examinations. That information was not provided to the members. Whitehorn requested permission to explore the possibility of working with an industrial psychologist in order to determine if State Police would be able to develop their own exams. A resume of Dr. Ram N. Aditya from Louisiana Tech University was furnished to the members. Dr. Aditya is willing to discuss the possibility of his involvement, along with Dr. Lisa Grant from North Carolina Highway Patrol, to explore this possibility. An article was also provided to the members regarding the addition of seniority points to examination scores as being discriminatory. The Commission requested that Dr. Aditya come to their meeting in February, and instructed Ms. Johnson to provide Whitehorn with the job analysis for Sergeant, Lieutenant and Captain for Dr. Aditya's review.

The Commission received a presentation from Colonel Whittington, Lt. Colonel Danny Baxter, Nancy DeWitt and Tina Boudreaux regarding the establishment of an unclassified position of State Police Captain in Protective Services. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the request, and established a salary commensurate with the incumbent's years of service, which is included in the current pay rate for Captain.

The Commission received a Director's Report from Ms. Johnson, which included applicant report; contract activity; appeals activity and monthly expenditures. The Commission requested that Ms. Johnson schedule a two day meeting in February with a facilitator recommended by Ms. Landry, to enter into board development, strategic planning, long term planning and mission statements. The Commission also requested that in the future Ms. Johnson include her time sheet in the report.

The public hearing of the appeal of Michael Brooks, Docket No. 99-97-D, was called. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to appoint Norman Ershler as Referee in this case. The Commission received stipulations, testimony, exhibits and evidence, and at 3:00 p.m., the Commission continued the remainder of this matter until an unspecified date in January 2000.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss pending appeals. Upon the conclusion of the executive session, the Commission reentered into its public session.

There being no further business on the Commission's agenda, on motion duly

made and seconded, by unanimous vote of the members present, the Commission voted to adjourn at 3:05 p.m.

Respectfully submitted:


Baxter W. Welch, Vice-Chairman


Debra L. Johnson, Director