

MINUTES
STATE POLICE COMMISSION

JANUARY 26, 1998

The State Police Commission convened its monthly meeting at 9:07 a.m. on Monday, January 26, 1998 in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chair Lori A. Landry and Members Joseph S. Cage, Jr., Theodore J. Newnam and Baxter W. Welch. Absent were Vice-Chairman Gary M. Clark and Members Michael T. Johnson and Helen O. Mendell.

Pursuant to the provisions of State Police Commission Rule 2.1(b), an election was held and Gary M. Clark was elected Chairman, with Theodore J. Newnam elected Vice-Chairman. Vice-Chairman Newnam then proceeded to conduct the meeting, in the absence of Chairman Clark.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the December 15, 1997 meeting.

There were no employees present at the Employees' Opportunity to Address the Commission.

A presentation was received from Lieutenant Colonel Ronald B. Jones concerning developments in the pending pay plan and management operations at the State Police Training Academy.

The Commission held a public hearing on proposed changes to the State Police Commission Rules. A presentation was made by Nancy DeWitt and Wanda Raber of

the Human Resources Office. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adopt the following rule changes, to be effective July 01, 1998, pending implementation of the new pay plan. Repeal and reenact Chapters 1, 6 and 8, in their entirety, and amendment of State Police Commission Rules 12.3(b), 17.11, 17.19 and 17.24.

The Commission received a presentation from Director Johnson concerning promotional testing policies of other states.

There being no further business, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn its meeting at 11:14 a.m., until Monday, February 16, 1998.

Respectfully submitted:

Theodore J. Newnam, Vice-Chairman

Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

FEBRUARY 16, 1998

The State Police Commission convened its monthly meeting at 9:10 a.m. in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chairman Gary M. Clark, Vice-Chairman Theodore J. Newnam and Members Michael T. Johnson and Baxter W. Welch. Absent were Members Joseph S. Cage, Jr., Lori A. Landry and Helen O. Mendell.

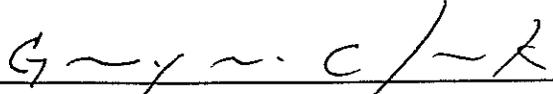
The Commission received comments from Howard Elliott, Cheney Joseph and Floyd Falcon concerning a proposed settlement of the appeal of Michael T. Derrick, Docket No. 98-90-T. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the settlement.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the January 26, 1998 meeting.

At the employees' opportunity to address the Commission, comments were received from Colonel Whittington, voicing his appreciation to the members for their service on the Commission.

There being no further business, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn its meeting at 9:18 a.m., until Monday, March 16, 1998.

Respectfully submitted:



Gary M. Clark, Chairman



Debra L. Johnson, Director



MINUTES

STATE POLICE COMMISSION

MARCH 16, 1998

The State Police Commission convened its monthly meeting at 9:15 a.m. on Monday, March 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 Theodore J. Newnam; and Members Joseph S. Cage, Jr. and Baxter W. Welch. Absent were Members Michael T. Johnson, Lori A. Landry and Helen O. Mendell.

On motion duly made, seconded and passed, the Commission voted to approve the Minutes from the February 16, 1998 meeting.

There were no employees present at the Employees' Opportunity to Address the Commission.

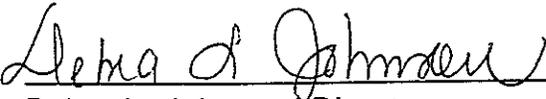
The Commission received a written presentation and comments from Colonel Whittington, Genevieve May, Wanda Raber, Nancy DeWitt and Bill Spencer concerning the pay plan amendments and job specification changes, which include minimum qualification changes for the positions of Pilot, Master Pilot, Deputy Command Pilot and Command Pilot. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the requests. The pay plan amendments will become effective when approved by the Governor. The minimum qualification changes became effective upon adoption.

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 the Commission's legal contract. 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 until Monday, April 20, 1998.

Respectfully submitted:



Gary M. Clark, Chairman



Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

APRIL 20, 1998

The State Police Commission convened its monthly meeting at 9:20 a.m. on Monday, April 20, 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 Theodore J. Newnam; and Members Joseph S. Cage, Jr. and Baxter W. Welch, Michael T. Johnson and Lori A. Landry . Absent was Member Helen O. Mendell.

On motion duly made, seconded and passed, the Commission voted to approve the Minutes from the March 16, 1998 meeting.

There were no employees present at the Employees' Opportunity to Address the Commission.

The Commission received comments from Nancy DeWitt concerning individual pay adjustments for Troopers Mark Cardon, James Franks, Katie Morel and Wayne Montet. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the request. The individual pay adjustments will be made effective February 17, 1998.

The Commission received comments from Nancy DeWitt concerning extraordinary duty pay for Field Training Officer Sergeant. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the request. The extraordinary duty pay will become effective May 29,

1998.

The Commission received comments from Debra L. Johnson, Director, State Police Commission, concerning the repeal and reenactment of State Police Commission Rules 12.3(a) and 12.7(a). On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the request.

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 the Commission's legal contract. At the conclusion of the executive session, the Commission reentered into its public session.

The public hearing of the appeal of James E. Bentley, Docket No. 98-91-S was continued until the May 18, 1998 meeting.

The public hearing of the appeal of Ben E. Johnson, Docket No. 97-88-O was called. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to appoint Norman W. Ershler as Referee for the taking of testimony in this matter. After hearing argument on appellee's Motion for Summary Disposition, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted enter executive session to consider appellee's motion. After reconvening in public session, the Commission voted to deny appellee's Motion for Summary Disposition. At the conclusion of testimony, exhibits and oral arguments, the Commission took this matter under advisement, with a written decision to 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 the Johnson appeal. Upon conclusion of the executive session, the Commission reentered into a public session. There being no further business, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn its meeting until Monday, May 18, 1998.

Respectfully submitted:



Gary M. Clark, Chairman



Debra L. Johnson, Director



MINUTES
STATE POLICE COMMISSION

MAY 18, 1998

The State Police Commission convened its monthly meeting at 9:06 a.m. Monday, May 18, 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 Theodore J. Newnam and Members Joseph S. Cage, Jr., Michael T. Johnson, Lori A. Landry and Baxter W. Welch. Member Helen O. Mendell was absent. Vice-Chairman Newnam departed the meeting at 11:30 a.m.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the April 20, 1998 meeting.

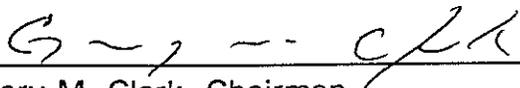
At the employees' opportunity to address the Commission, comments were received from Jerry Patrick, President of the Louisiana State Troopers Association, regarding selection of a new promotional testing instrument. A special meeting of the Commission has been scheduled for June 2, 1998 in Baton Rouge. At this meeting, Mr. Patrick is invited to address the Commission to express in detail concerns of the members of the Association as regards promotional testing.

On motion duly made, seconded and passed, by unanimous vote of the members present, the Commission voted to repeal and reenact State Police Commission Rules 13.12(a) and (d).

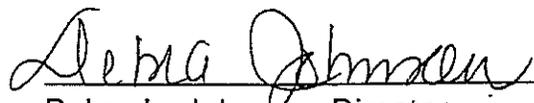
The public hearing of the appeal of James W. Bentley, Docket No. 98-91-S, was called. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to appoint Norman Ershler as Referee for the taking of testimony in this matter. Testimony, evidence and arguments were received until 4:50 p.m. Due to the lateness of the hour, the continuation of this matter has been scheduled for Monday, July 20, 1998.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter an executive session to discuss the Johnson appeal. At the conclusion of the executive session, the Commission reentered into a public session. There being no further business, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn its meeting, at 5:30 p.m., until Tuesday, June 2, 1998.

Respectfully submitted:



Gary M. Clark, Chairman



Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

JUNE 15, 1998

The State Police Commission convened its monthly meeting at 9:00 a.m. on Monday, June 15, 1998, in the Conference Room, State Police Region 3 Headquarters, 5903 Coliseum Boulevard (La. Highway 28 West) in Alexandria, Louisiana. Present were Chairman Gary M. Clark; Vice-Chairman Theodore J. Newnam; and Members Joseph S. Cage, Jr., Michael T. Johnson and Baxter W. Welch. Members Lori A. Landry and Helen O. Mendell were absent.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the May 18, 1998 meeting.

There were no employees present to address the Commission at the employees' opportunity.

The Commission received comments from Colonel William R. "Rut" Whittington, Lieutenant Colonel Ronald B. Jones and LSTA President Jerry Patrick concerning recruitment and testing of State Police Cadet applicants, and the feasibility of developing an assessment center approach to promotional examinations.

The Commission received comments from Nancy DeWitt concerning a request for the granting of an incentive award of \$500.00 each for Troopers Harold Carpenter, Roy Frusha and Michael Hataway, pursuant to the provisions of State Police Commission Rule 6.16(d). On motion duly made and seconded, by unanimous

vote of the members present, the Commission voted to grant the request.

The Commission received comments from Nancy DeWitt and Lieutenant Colonel Ronald B. Jones concerning a request for a 14% individual pay adjustment for Trooper James Anderson, while assigned to Protective Services, pursuant to the provisions of State Police Commission Rule 6.16(c). An additional request was made for "blanket authority" to utilize 14% individual pay adjustments for Troopers assigned to Protective Services who do not meet the minimum qualifications of Sergeant. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to grant both requests.

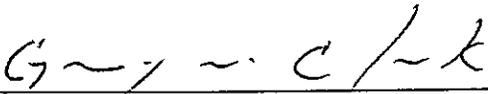
The Commission received comments from Nancy DeWitt and Lieutenant Colonel Ronald B. Jones concerning the adoption, repeal and reenactment of State Police Commission Rules 11.27.1(a), (b), (c), (d); 6.4(b); 6.10(d); 6.15; 6.15(f); 17.14(a), 17.17(c); 17.19(a), (b) and 17.19(c). (See General Circular No. 92.) On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve all rules as proposed, with the exception of Rule 17.19(c). Rule 17.19(c) will become effective on January 1, 1998, commensurate with the implementation of the new Pay Plan.

The Commission received comments from Nancy DeWitt, Lieutenant Colonel Ronald B. Jones, Brian Wynne and William Spencer concerning adoption, repeal and reenactment of State Police Commission Rules 11.21.1(a), (b), (c), (d), (e) and (f). (See General Circular No. 93.) At the conclusion of the discussion, these proposed rules were withdrawn from consideration, with a revised version to be issued on a General Circular for consideration at the July 20, 1998 meeting.

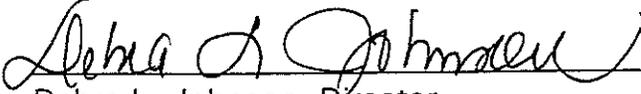
The public hearing of the appeal of Ben E. Johnson, Docket No. 98-91-T was called. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to appoint Norman W. Ershler as Referee for the taking of testimony in this matter. The Commission received testimony, argument and evidence until 5:00 p.m, when the matter was continued until August 1998.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss an upcoming vacancy on the Commission. At the conclusion of the executive session, the Commission reentered into a 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 at 5:20 p.m. to adjourn until Monday, July 20, 1998.

Respectfully submitted:



Gary M. Clark, Chairman



Debra L. Johnson, Director



MINUTES
STATE POLICE COMMISSION

JULY 20, 1998

The State Police Commission convened its monthly meeting at 9:15 a.m. on Monday, July 20, 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 Theodore J. Newnam and Members Lori A. Landry and Baxter W. Welch. Members Joseph S. Cage, Jr. and Michael T. Johnson were absent. Member Helen O. Mendell resigned her position effective July 16, 1998.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the June 15, 1998 meeting.

The Commission received comments from Lieutenant Colonel Ronald Jones concerning the establishment of a committee to discuss the promotional testing process.

The continuation of the public hearing of the appeal of James W. Bentley, Docket No. 98-91-S was called. At the conclusion of the arguments, testimony and exhibits the Commission took this matter under advisement, with a written decision to 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 pending appeals. At the conclusion of the executive session, the Commission reentered into a 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 at 11:45 a.m. to adjourn, until Monday, August 17, 1998.

Respectfully submitted:



~~Gary M. Clark, Chairman~~
Vice
Ted Newnam



Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

AUGUST 17, 1998

The August 17, 1998 meeting was canceled due to the lack of a quorum of members available.



MINUTES

STATE POLICE COMMISSION

SEPTEMBER 21, 1998

The State Police Commission convened its monthly meeting at 9:10 a.m. on Monday, September 21, 1998, in the Conference Room, State Police Region 3 Headquarters, 5903 Coliseum Boulevard (La. Highway 28 West), in Alexandria, Louisiana. Present were Vice-Chairman Theodore J. Newnam and Members Joseph S. Cage, Jr., Michael T. Johnson and Baxter W. Welch. Chairman Gary M. Clark and Member 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 July 20, 1998 meeting.

The Commission received comments from Genevieve May, Brian Wynne, Jerry Patrick and Terry Ward concerning promotional testing. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the following policies for Sergeant, Lieutenant and Captain examinations:

- Continue to issue promotional certificates until September 30, 1998;
- Continue to make promotions from certificates issued by September 30, 1998;
- Expire all current scores on September 30, 1998;
- Approve detail rank between October 1, 1998 and establishment of a new promotional list.
- Yearly promotional examinations, beginning in January 1999;
- Test applicants who will become eligible for promotion in the upcoming year; and
- Promotional scores will be effective for one year.

The continuation of the appeal of Ben E. Johnson, Docket No. 98-93-T was called. At the conclusion of this portion of the hearing, and by agreement of the parties,

the Commission assigned Norman Ershler to conclude the taking of evidence. These proceedings will be audio and video taped, with copies of the tapes provided to participating Commission members.

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 a 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 4:00 p.m., until Monday, October 19, 1998.

Respectfully submitted:

Theodore J. Newnam, Vice-Chairman


Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

OCTOBER 19, 1998

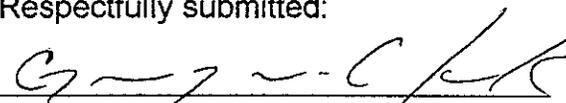
The State Police Commission convened its monthly meeting at 9:20 a.m. on Monday, October 19, 1998, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chairman Gary M. Clark and Members Joseph S. Cage, Jr., Michael T. Johnson and Baxter W. Welch. Vice-Chairman Theodore J. Newnam 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 September 21, 1998 meeting.

The Commission received comments from Debra Johnson and reviewed the budget documents from Fiscal Year 1998/99 and 1999/00, and discussed the duties of the Director's position.

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 10:40 a.m., until Monday, November 16, 1998.

Respectfully submitted:


Gary M. Clark, Chairman


Debra L. Johnson, Director



MINUTES

STATE POLICE COMMISSION

NOVEMBER 16, 1998

The State Police Commission convened its monthly meeting at 9:15 a.m. on Monday, November 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 Theodore J. Newnam and Members Joseph S. Cage, Jr. and Baxter W. Welch. Members Michael T. Johnson and Lori A. Landry were absent. Chairman Clark departed the meeting at 12:15 p.m.

During the employees' opportunity to address the Commission, Captain Genevieve May introduced Sergeant Aaron Chabaud to the Commission, as the new departmental representative on rule changes.

The Commission received comments from Representative Dirk Deville and Bradley Chapelle regarding changing the minimum qualifications for the position of State Police Cadet regarding military service. The Commission received comments from Lt. Colonel Ronnie Jones, on behalf of the Department, regarding the qualification change. The Commission took no action on this request.

The Commission received comments from Nancy DeWitt and Debra Johnson regarding repeal and reenactment of Chapter 10 of the State Police Commission Rules. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adopt Chapter 10.

The Commission received comments from Nancy DeWitt, Wanda Raber and Debra Johnson regarding repeal and reenactment of Chapter 19 of the State Police Commission Rules and changes to the Pay Plan and Transition Guide, adjusting the State Police Pilot jobs to the pay level for the January 1, 1999 Pay Plan that corresponds with the current pay level. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adopt these revisions.

The Commission received comments from Lt. Colonel Ronnie Jones regarding the establishment of an unclassified position of Deputy Superintendent-Investigations. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the request.

The public hearing of the appeal of *Kenneth D. Bailey*, Docket No. 98-94-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 for the taking of testimony in this matter. After receiving all testimony, exhibits and argument from the parties, this matter was taken under advisement, with a written decision to be forthcoming.

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 5:30 p.m., until Monday, December 21, 1998.

Respectfully submitted:

Gary M. Clark
Gary M. Clark, Chairman

Debra L. Johnson
Debra L. Johnson, Director



MINUTES

STATE POLICE COMMISSION

DECEMBER 21, 1998

The December 1998 meeting of the State Police Commission was canceled due to the lack of agenda items.

