

MINUTES

STATE POLICE COMMISSION

JANUARY 27, 1992

The State Police Commission convened its monthly meeting at 9:15 a.m. on Monday, January 27, 1992, in Classroom No. 3, Administration Building, Louisiana State Police Training Academy, 7901 Independence Boulevard in Baton Rouge, Louisiana. Present were Chairman James R. Conway, III and Members Ollie G. Christian, Joseph T. Booth, Roane E. Hathorn, Clifford V. Johnson and Helen E. Mendell. Commissioner Booth departed the meeting at 10:40 a.m. and returned at 12:05 p.m. Also present were Jane Orr, Debra Johnson, Gilda Russ and Norman W. Ershler. Commissioner Richard N. Kinsey was absent.

Colonel Paul W. Fontenot addressed the Commission relative to his appointment as Deputy Secretary with the Department of Public Safety and Corrections, his background and experience in the Office of State Police.

The Commission received a presentation from Russell J. Culotta relative to his request for an amendment to State Police Commission Rule 11.26(e)2. After receiving comments from Mr. Culotta, Jane Orr, James E. Jordan, Jr., Rosemary Hannie and Norman W. Ershler, the Commission considered but took no action to amend the Rule.

The Commission received comments from Russell J. Culotta, James C. Dixon, James E. Jordan, Jr., Walter L. Smith, III, Jane Orr, Norman W. Ershler and Rosemary Hannie relative to the proposals to amend, adopt and reenact Chapters 7, 8 and 9 of the State Police Commission Rules. On motion duly made, seconded and

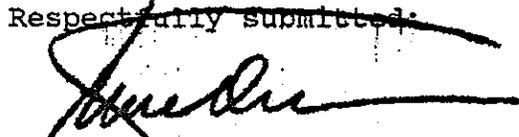
passed, the Commission voted to adopt the changes to the aforementioned Chapters of the Rules.

The Commission received a presentation from Norman W. Ershler relative to the status of appeals pending before the Commission.

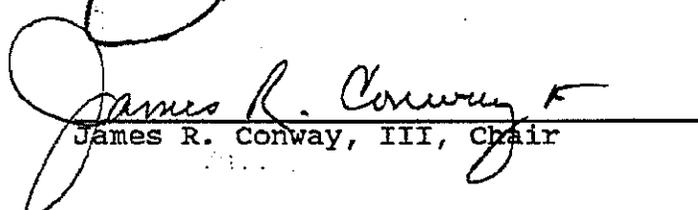
Ms. Russ advised the Commission that the February 17, 1992 meeting was being cancelled due to the lack of pending items requiring Commission action.

There being no further business, the Commission adjourned its meeting at 7:15 p.m., until Monday, March 16, 1992.

Respectfully submitted:



Jane Orr, Executive Director



James R. Conway, III, Chair

MINUTES
STATE POLICE COMMISSION

APRIL 20, 1992

The State Police Commission convened its monthly meeting at 9:13 a.m. on Monday, April 20, 1992, in Classroom No. 17, Second Floor, Dormitory Building, State Police Training Academy, 7901 Independence Boulevard in Baton Rouge, Louisiana. Present were Chairman James R. Conway, III and Members Ollie G. Christian, Joseph T. Booth, Roane E. Hathorn, Clifford V. Johnson and Richard N. Kinsey. Commissioner Helen E. Mendell was absent. Also present were Jane Orr, Debra Johnson, Gilda Russ and Norman W. Ershler.

On motion duly made, seconded and passed, the Commission voted to approve the Minutes of the January 27, 1992 meeting.

After receiving comments from Joseph T. Booth, Russell J. Culotta and Jane Orr, the Commission considered, but deferred taking any action regarding adoption of State Police Commission Rule 6.5(g).

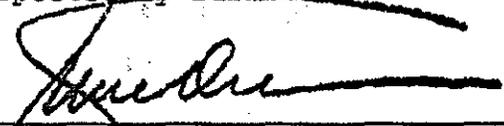
The Commission received comments from the following individuals regarding the proposed pay plan: Jane Orr, Anthony Genusa, Russell Culotta, James Jordan, Joseph Booth, Rosemary Hannie, Wanda Raber, Don McDonald, Wayne Winkler, Mike Field and Mike O'Neal. On motion duly made, seconded and passed, the Commission voted to forward the proposed pay plan to the Governor for approval and funding. Commissioner Richard N. Kinsey opposed the proposed pay plan. (See Attachment A hereto.)

On motion duly made, seconded and passed, the Commission voted to adopt revisions to State Police Commission Rules 6.4, 6.7, 6.10

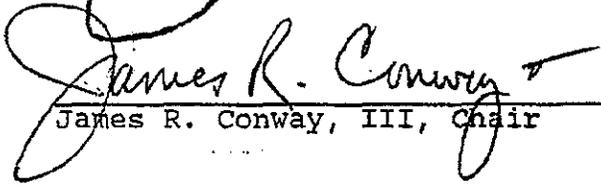
and 6.14. (See Attachment B hereto.)

There being no further business, the Commission adjourned its meeting at 12:00 noon, until Monday, June 15, 1992.

Respectfully submitted:



Jane Orr, Executive Director



James R. Conway, III, Chair

	Min.	6/mo.	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	Max
GS-01	668	695	723	752	783	815	848	882	918	955	994	1034	1043
GS-02	715	744	774	805	838	872	907	944	982	1022	1063	1106	1116
GS-03	765	796	828	862	897	933	971	1010	1051	1094	1138	1184	1194
GS-04	818	851	886	922	959	998	1038	1080	1124	1169	1216	1265	1277
GS-05	876	912	949	987	1027	1069	1112	1157	1204	1253	1304	1357	1367
GS-06	936	974	1013	1054	1097	1141	1187	1235	1285	1337	1391	1447	1461
GS-07	1002	1043	1085	1129	1175	1222	1271	1322	1375	1430	1488	1548	1564
GS-08	1073	1116	1161	1208	1257	1308	1361	1416	1473	1532	1594	1658	1674
GS-09	1148	1194	1242	1292	1344	1398	1454	1513	1574	1637	1703	1772	1791
GS-10	1228	1278	1330	1384	1440	1498	1558	1621	1686	1754	1825	1898	1916
GS-11	1314	1367	1422	1479	1539	1601	1666	1733	1803	1876	1952	2031	2050
GS-12	1406	1463	1522	1583	1647	1713	1782	1854	1929	2007	2088	2172	2194
GS-13 Cadet	1504	1565	1628	1694	1762	1833	1907	1984	2064	2147	2233	2323	2347
GS-14 Trooper	1609	1674	1741	1811	1884	1960	2039	2121	2206	2295	2387	2483	2511
GS-15 Master Trooper	1722	1791	1863	1938	2016	2097	2181	2269	2360	2455	2554	2657	2687
GS-16	1842	1916	1993	2073	2156	2243	2333	2427	2525	2626	2732	2842	2874
GS-17 Sergeant	1971	2050	2132	2218	2307	2400	2496	2596	2700	2808	2921	3038	3076

	Min.	6/mo.	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	Max
GS-18 Pilot	2110	2195	2283	2375	2470	2569	2672	2779	2891	3007	3128	3254	3292
GS-19 Lieutenant and Polygraphist	2257	2348	2442	2540	2642	2748	2858	2973	3092	3216	3345	3479	3522
GS-20 Deputy Command Pilot	2415	2512	2613	2718	2827	2941	3059	3182	3310	3443	3581	3725	3768
GS-21 Captain and Applied Tech. Director	2584	2688	2796	2908	3025	3146	3272	3403	3540	3682	3830	3984	4032
GS-22 Command Pilot and Forensic Science Laboratory Director	2765	2876	2992	3112	3237	3367	3502	3643	3789	3941	4099	4263	4314
GS-23 Major	2958	3077	3201	3330	3464	3603	3748	3898	4054	4217	4386	4562	4615
GS-24	3165	3292	3424	3561	3704	3853	4008	4169	4336	4510	4691	4879	4938
GS-25 Chief of Staff	3387	3523	3664	3811	3964	4123	4288	4460	4639	4825	5018	5219	5285
GS-26	3624	3769	3920	4077	4241	4411	4588	4772	4963	5162	5369	5584	5654
GS-27 Deputy Superintendent	3878	4034	4196	4364	4539	4721	4910	5107	5312	5525	5746	5976	6050
GS-28	4149	4315	4488	4668	4855	5050	5252	5463	5682	5910	6147	6393	6473
GS-29	4440	4618	4803	4996	5196	5404	5621	5846	6080	6324	6577	6841	6927
GS-30	4750	4940	5138	5344	5558	5781	6013	6254	6505	6766	7037	7319	7410

MONTHLY SALARIES - 125 PAY GRADES

YEARS OF SERVICE 0-1 YR. AFTER 1 AFTER 2 AFTER 3 AFTER 4 AFTER 5 AFTER 6 AFTER 7 AFTER 8 AFTER 9 AFTER 10 AFTER 11 AFTER 12 AFTER 13 AFTER 14 AFTER 15

PAY GRADES	RANK	0-1 YR.	1 YR.	2 YR.	3 YR.	4 YR.	5 YR.	6 YR.	7 YR.	8 YR.	9 YR.	10 YR.	11 YR.	12 YR.	13 YR.	14 YR.	15 YR.
1	CADET	1,618	1,683	1,750	1,820	1,893	1,969	2,047	2,129	2,214	2,303	2,395	2,491	2,599	2,694	2,802	2,914
2	PROB.	1,683	1,750	1,820	1,893	1,969	2,047	2,129	2,214	2,303	2,395	2,491	2,599	2,694	2,802	2,914	3,030
3	TROOPER	1,750	1,820	1,893	1,969	2,047	2,129	2,214	2,303	2,395	2,491	2,599	2,694	2,802	2,914	3,030	3,152
4	FIRST CLASS	1,820	1,893	1,969	2,047	2,129	2,214	2,303	2,395	2,491	2,599	2,694	2,802	2,914	3,030	3,152	3,278
5	SENIOR	1,893	1,969	2,047	2,129	2,214	2,303	2,395	2,491	2,599	2,694	2,802	2,914	3,030	3,152	3,278	3,409
6	TROOPER	1,969	2,047	2,129	2,214	2,303	2,395	2,491	2,599	2,694	2,802	2,914	3,030	3,152	3,278	3,409	3,545
7	TROOPER	2,047	2,129	2,214	2,303	2,395	2,491	2,599	2,694	2,802	2,914	3,030	3,152	3,278	3,409	3,545	3,687
8	SERGEANT	2,129	2,214	2,303	2,395	2,491	2,599	2,694	2,802	2,914	3,030	3,152	3,278	3,409	3,545	3,687	3,835
9		2,214	2,303	2,395	2,491	2,599	2,694	2,802	2,914	3,030	3,152	3,278	3,409	3,545	3,687	3,835	3,988
10	LIEUTENANT	2,303	2,395	2,491	2,599	2,694	2,802	2,914	3,030	3,152	3,278	3,409	3,545	3,687	3,835	3,988	4,147
11		2,395	2,491	2,599	2,694	2,802	2,914	3,030	3,152	3,278	3,409	3,545	3,687	3,835	3,988	4,147	4,313
12		2,491	2,599	2,694	2,802	2,914	3,030	3,152	3,278	3,409	3,545	3,687	3,835	3,988	4,147	4,313	4,486
13	CAPTAIN	2,599	2,694	2,802	2,914	3,030	3,152	3,278	3,409	3,545	3,687	3,835	3,988	4,147	4,313	4,486	4,665
14		2,694	2,802	2,914	3,030	3,152	3,278	3,409	3,545	3,687	3,835	3,988	4,147	4,313	4,486	4,665	4,852
15	MAJOR	2,802	2,914	3,030	3,152	3,278	3,409	3,545	3,687	3,835	3,988	4,147	4,313	4,486	4,665	4,852	5,046
16		2,914	3,030	3,152	3,278	3,409	3,545	3,687	3,835	3,988	4,147	4,313	4,486	4,665	4,852	5,046	5,248
17	CHIEF OF STAFF	3,030	3,152	3,278	3,409	3,545	3,687	3,835	3,988	4,147	4,313	4,486	4,665	4,852	5,046	5,248	5,458
18		3,152	3,278	3,409	3,545	3,687	3,835	3,988	4,147	4,313	4,486	4,665	4,852	5,046	5,248	5,458	5,676
19	DEPUTY SUPT.	3,278	3,409	3,545	3,687	3,835	3,988	4,147	4,313	4,486	4,665	4,852	5,046	5,248	5,458	5,676	5,903
20		3,409	3,545	3,687	3,835	3,988	4,147	4,313	4,486	4,665	4,852	5,046	5,248	5,458	5,676	5,903	6,139
21		3,545	3,687	3,835	3,988	4,147	4,313	4,486	4,665	4,852	5,046	5,248	5,458	5,676	5,903	6,139	6,385
22		3,687	3,835	3,988	4,147	4,313	4,486	4,665	4,852	5,046	5,248	5,458	5,676	5,903	6,139	6,385	6,640
23		3,835	3,988	4,147	4,313	4,486	4,665	4,852	5,046	5,248	5,458	5,676	5,903	6,139	6,385	6,640	6,906
24		3,988	4,147	4,313	4,486	4,665	4,852	5,046	5,248	5,458	5,676	5,903	6,139	6,385	6,640	6,906	7,182
25		4,147	4,313	4,486	4,665	4,852	5,046	5,248	5,458	5,676	5,903	6,139	6,385	6,640	6,906	7,182	7,469

ANNUAL SALARIES - (25 PAY GRADES)

PAY GRADES	RANK	YEARS OF SERVICE ----- 0-1 YR. AFTER 1 AFTER 2 AFTER 3 AFTER 4 AFTER 5 AFTER 6 AFTER 7 AFTER 8 AFTER 9 AFTER 10 AFTER 11 AFTER 12 AFTER 13 AFTER 14 AFTER 15																								
		0-1 YR.	AFTER 1	AFTER 2	AFTER 3	AFTER 4	AFTER 5	AFTER 6	AFTER 7	AFTER 8	AFTER 9	AFTER 10	AFTER 11	AFTER 12	AFTER 13	AFTER 14	AFTER 15									
1	CADET	19,416	20,193	21,000	21,840	22,714	23,623	24,567	25,550	26,572	27,635	28,740	29,890	31,086	32,329	33,622	34,967									
2	PROB. TROOPER	20,193	21,000	21,840	22,714	23,623	24,567	25,550	26,572	27,635	28,740	29,890	31,086	32,329	33,622	34,967	36,366									
3	TROOPER FIRST CLASS	21,000	21,840	22,714	23,623	24,567	25,550	26,572	27,635	28,740	29,890	31,086	32,329	33,622	34,967	36,366	37,820									
4	SENIOR TROOPER	21,840	22,714	23,623	24,567	25,550	26,572	27,635	28,740	29,890	31,086	32,329	33,622	34,967	36,366	37,820	39,333									
5	MASTER TROOPER	22,714	23,623	24,567	25,550	26,572	27,635	28,740	29,890	31,086	32,329	33,622	34,967	36,366	37,820	39,333	40,967									
6		23,623	24,567	25,550	26,572	27,635	28,740	29,890	31,086	32,329	33,622	34,967	36,366	37,820	39,333	40,967	42,543									
7	SERGEANT	24,567	25,550	26,572	27,635	28,740	29,890	31,086	32,329	33,622	34,967	36,366	37,820	39,333	40,967	42,543	44,245									
8		25,550	26,572	27,635	28,740	29,890	31,086	32,329	33,622	34,967	36,366	37,820	39,333	40,967	42,543	44,245	46,014									
9		26,572	27,635	28,740	29,890	31,086	32,329	33,622	34,967	36,366	37,820	39,333	40,967	42,543	44,245	46,014	47,855									
10	LIEUTENANT	27,635	28,740	29,890	31,086	32,329	33,622	34,967	36,366	37,820	39,333	40,967	42,543	44,245	46,014	47,855	49,769									
11		28,740	29,890	31,086	32,329	33,622	34,967	36,366	37,820	39,333	40,967	42,543	44,245	46,014	47,855	49,769	51,760									
12		29,890	31,086	32,329	33,622	34,967	36,366	37,820	39,333	40,967	42,543	44,245	46,014	47,855	49,769	51,760	53,830									
13	CAPTAIN	31,086	32,329	33,622	34,967	36,366	37,820	39,333	40,967	42,543	44,245	46,014	47,855	49,769	51,760	53,830	55,983									
14		32,329	33,622	34,967	36,366	37,820	39,333	40,967	42,543	44,245	46,014	47,855	49,769	51,760	53,830	55,983	58,223									
15	MAJOR	33,622	34,967	36,366	37,820	39,333	40,967	42,543	44,245	46,014	47,855	49,769	51,760	53,830	55,983	58,223	60,552									
16		34,967	36,366	37,820	39,333	40,967	42,543	44,245	46,014	47,855	49,769	51,760	53,830	55,983	58,223	60,552	62,974									
17	CHIEF OF STAFF	36,366	37,820	39,333	40,967	42,543	44,245	46,014	47,855	49,769	51,760	53,830	55,983	58,223	60,552	62,974	65,493									
18		37,820	39,333	40,967	42,543	44,245	46,014	47,855	49,769	51,760	53,830	55,983	58,223	60,552	62,974	65,493	68,112									
19	DEPUTY SUPT.	39,333	40,967	42,543	44,245	46,014	47,855	49,769	51,760	53,830	55,983	58,223	60,552	62,974	65,493	68,112	70,837									
20		40,967	42,543	44,245	46,014	47,855	49,769	51,760	53,830	55,983	58,223	60,552	62,974	65,493	68,112	70,837	73,670									
21		42,543	44,245	46,014	47,855	49,769	51,760	53,830	55,983	58,223	60,552	62,974	65,493	68,112	70,837	73,670	76,617									
22		44,245	46,014	47,855	49,769	51,760	53,830	55,983	58,223	60,552	62,974	65,493	68,112	70,837	73,670	76,617	79,682									
23		46,014	47,855	49,769	51,760	53,830	55,983	58,223	60,552	62,974	65,493	68,112	70,837	73,670	76,617	79,682	82,869									
24		47,855	49,769	51,760	53,830	55,983	58,223	60,552	62,974	65,493	68,112	70,837	73,670	76,617	79,682	82,869	86,184									
25		49,769	51,760	53,830	55,983	58,223	60,552	62,974	65,493	68,112	70,837	73,670	76,617	79,682	82,869	86,184	89,631									

6.4 Rates in Pay Plan

- (a) The pay range for each job shall consist of a range minimum and maximum, with the range divided into equal increments of 4%, except for the final increment which may be either 4% or less.
- (b) Subject to the provisions of Rule 6.10(c), 6.11, 16.14, 6.15, 17.11(e) and 6.16 each employee in the State Police service shall be paid at a rate within the range for the job to which his position is allocated that corresponds to his/her years of service as a commissioned officer with State Police.

6.7 Rate of Pay Upon Promotion

- (a) Repealed effective _____.
- (b) When an employee is given a promotion the rate of pay in the new class shall be at the step that corresponds to his/her years of service as a commissioned officer of State Police.
- (c) No change
- (d) No change
- (e) Repealed effective _____.

6.10 Rate of Pay upon Demotion

When an employee is demoted for any reason under any circumstances, the pay shall be reduced as follows:

- (a) The rate of pay in the class into which he/she is demoted shall be on the step that corresponds with his/her total years of service as a commissioned officer of State Police.
- (b) Repealed effective _____.
- (c) Repealed effective _____.
- (d) No change

6.14 Merit Increase

- (a) When a new employee has been continuously employed, without a break in service of one or more working days for a period of six months, he/she becomes eligible for, and may be granted, a merit increase of one step provided

that the appointing authority has determined that the employee's performance merits such an award.

- (b) At the end of an employee's twelfth month of continuous employment, the employee may be granted a merit increase of one step if the appointing authority has determined that his/her performance merits such an award. At the end of each subsequent twelve month period of such continuous employment the employee will be eligible for an additional merit increase until that employee reaches the maximum period. This date of eligibility shall be known as an anniversary date and shall not change with such continuous employment within the classified service.

MINUTES
STATE POLICE COMMISSION

JUNE 15, 1992

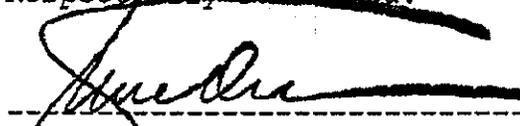
The State Police Commission convened its monthly meeting at 9:15 a.m. on Monday, June 15, 1992, in Classroom No. 17, Second Floor, Dormitory Building, State Police Training Academy, 7901 Independence Boulevard in Baton Rouge, Louisiana. Present were Chair James R. Conway, III, Vice-Chair Ollie G. Christian and Members Joseph T. Booth, Roane E. Hathorn and Richard N. Kinsey. Members Clifford V. Johnson and Helen E. Mendell were absent. Vice-Chair Christian departed the meeting at 10:40 a.m. Also present were Jane Orr, Executive Director; Debra Johnson, Deputy Director; Gilda Russ, Confidential Assistant; and Norman W. Ershler, Chief Counsel.

On motion duly made, seconded and passed, the Commission voted to approve the Minutes from the April 20, 1992 meeting.

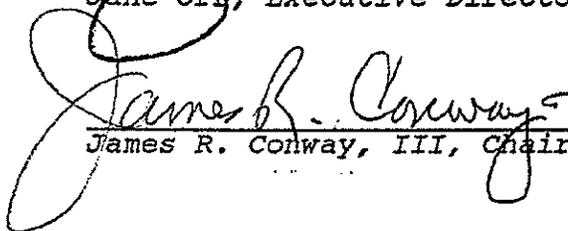
Public hearing of the appeals of Darrell Berry and Willie Giles, (Department of Public Safety and Corrections, Office of State Police), Docket Nos. 91-01-P and 91-04-P (consolidated) was called. Due to the number of witnesses, the Commission was unable to conclude the taking of evidence and argument, and the matter was continued without date.

There being no further business, the Commission adjourned its meeting at 3:10 p.m., until Monday, July 20, 1992.

Respectfully submitted:



Jane Orr, Executive Director



James R. Conway, III, Chair

MINUTES

STATE POLICE COMMISSION

SEPTEMBER 21, 1992

The State Police Commission convened its monthly meeting on Monday, September 21, 1992, at 9:18 a.m. Present were Chair James R. Conway, II, Vice-Chair Ollie G. Christian and Members Joseph T. Booth, Roane E. Hathorn and Richard N. Kinsey. Members Clifford V. Johnson and Helen E. Mendell were absent. Also present were Jane Orr, Executive Director; Debra Johnson, Deputy Director; Gilda Russ, Confidential Assistant; and Norman W. Ershler, Chief Counsel.

On motion duly made, seconded and passed, the Commission voted to approve the Minutes from the June 15, 1992 meeting.

The public hearing of the appeal of Dale E. Greenwood, Docket No. 91-03-P, was called. After receiving testimony, evidence and argument by the parties in connection with the Motion for Summary Disposition filed by the Appellee, the matter was taken under advisement, with a written decision to be forthcoming.

Due to the lateness of the hour, joint request of the parties and scheduling conflicts of the parties involved, the public hearing of the appeals of Darrell Berry and Willie Giles, Docket Nos. 91-01-P and 91-04-P, was continued. The matter will be rescheduled for hearing on Monday, January 25, 1993, with an agenda to be forthcoming.

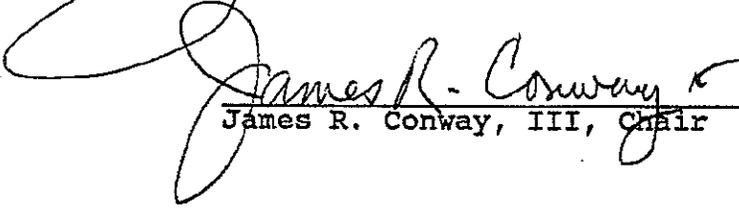
Lieutenant Booth requested that Ms. Orr draft an amendment to State Police Commission Rule 8.20(a). Lieutenant Booth suggested that the Rule should be amended to include selection from the top ten grade groups, rather than the current top five grade groups. Lieutenant Booth asked that this matter be submitted to the Commission for adoption at its next monthly meeting.

There being no further business, the Commission adjourned its meeting at 1:30 p.m., until Monday, October 19, 1992.

Respectfully submitted:



Jane Orr, Executive Director



James R. Conway, III, Chair