

MINUTES
STATE POLICE COMMISSION

JANUARY 26, 2000

The State Police Commission convened its monthly meeting at 9:05 a.m. on Wednesday, January 26, 2000, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Members Gary M. Clark, Lori A. Landry, Steve Thompson and Baxter W. Welch.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the December 20, 1999 meeting.

Pursuant to the provisions of State Police Commission Rule 2.1(b), an election was held for Chairman and Vice-Chairman. On motion duly made and seconded, by unanimous vote of the members present, the Commission elected Welch as Chairman and Clark as Vice-Chairman. Member Theodore J. Newnam arrived at 12:30 p.m. Members Joseph S. Cage, Jr. and Michael T. Johnson were absent. Vice-Chairman Clark departed at 2:45 p.m.

The Commission received comments from Charlie Dupuy, Wilbert Sanders and Al Martin concerning lack of notification of the promotional application period. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to issue a special promotional announcement, via lotus notes. The closing date for the announcement is February 7, 2000. Applications will be received via certified mail only. These applicants will be tested on the previously established promotional exam make-up date of February 11, 2000.

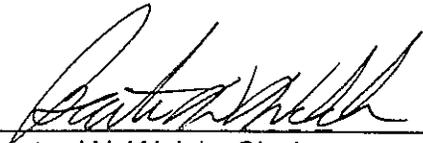
The Commission received comments from Jim Mitchell regarding a request for payment of shift differential for all employees in the Gaming Enforcement Section. On motion duly made and seconded, by unanimous vote of the members present, and pursuant to the provisions of State Police Commission Rule 6.16(a), the Commission voted to approve the request. Payments may be made at a rate of \$0.50 per hour for work performed during any time period other than 8:00 a.m. to 4:30 p.m., Monday through Friday, effective January 26, 2000. The special rate applies to regular shifts only. Special details or hours worked which are compensated by overtime do not apply. Payment of the shift differential ends upon separation of an employee from the Gaming Enforcement Section.

Continuation of 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 5:00 p.m., the Commission continued the remainder of this matter until its February 21, 2000 meeting.

The Commission had no questions on items submitted on the Director's Report. Promotional examination make-up policy was reiterated. Member Landry asked questions concerning a letter from Louisiana College on the nomination of Member Johnson for reappointment.

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 5:15 p.m.

Respectfully submitted:



Baxter W. Welch, Chairman



Debra L. Johnson, Director



MINUTES
STATE POLICE COMMISSION
FEBRUARY 21, 2000

The State Police Commission convened its monthly meeting at 9:15 a.m. on Monday, February 21, 2000, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chairman Baxter W. Welch and Members Joseph S. Cage, Jr., Michael T. Johnson, Lori A. Landry and Theodore J. Newnam. Vice-Chairman Gary M. Clark and Member Steve Thompson were absent.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the January 26, 2000 meeting.

During the employees' opportunity to address the Commission, Charles Dupuy, President of the Louisiana State Troopers' Association, introduced the new LSTA Board members, recently elected in January. The board members are as follows:

Troop A - Craig Jewell	Troop B - Tim Fitzpatrick
Troop C - Bryan Zeringue	Troop D - Stephen Lafargue
Troop E - Robert Murphy	Troop F - Roger Jaubert
Troop G - Brian Kendrick	Troop I - Jerry Overfelt
Troop L - Robert Mills	Headquarters - Frank Coates
Retirees - Tanny DeVillier	Executive Director - David DeVillier

Continuation of 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 testimony and closing arguments. At the conclusion, the Commission took the matter under advisement, with a written decision to be forthcoming.

The Commission reviewed the Director's Report, which items are outlined in item four of the agenda, and asked questions relevant to the various portions of the report. The Commission also discussed issues relevant to two unqualified applicants participating in the recently administered promotional examinations, and supported the notification to Colonel Whittington of the events surrounding the testing. The Commission also requested that a letter be sent to Colonel Whittington regarding dissemination of information to commissioned personnel on lotus notes, requesting the designation of a responsible party from the Department for distribution of information. A discussion was had concerning work hours, time sheets and leave status for the Director, which included review of Executive Order MJF 96-79. It was requested that this matter be placed on the March 20, 2000 agenda for further discussion. Member Newnam voiced concerns with the span of control of the commissioned personnel. An update on the feasibility of the Department of State Civil Service administering state police examinations was requested. The Commission requested that approved Minutes of their meetings be placed on the bulletin board section of lotus notes.

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 appeal of Michael Brooks. Upon the conclusion of the executive session, the Commission reentered into its public session.

As added to the Agenda by letter from Chairman Welch dated February 17, 2000, the Commission, in an open session, discussed the character and professional competence of the Director. Discussion ensued concerning areas members had questions and concerns with, including the Director's activities. This matter was continued until March 20, 2000.

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 12:40 p.m.

Respectfully submitted:



Baxter W. Welch, Chairman



Debra L. Johnson, Director



MINUTES

STATE POLICE COMMISSION

MARCH 20, 2000

The State Police Commission convened its monthly meeting at 9:05 a.m. on Monday, March 20, 2000, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard in Baton Rouge, Louisiana. Present were Chairman Baxter W. Welch; Vice-Chairman Gary M. Clark; and Members Lori A. Landry, Theodore J. Newnam and Steve Thompson. Absent were members Joseph S. Cage, Jr. and Michael T. Johnson.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the February 21, 2000 meeting.

During the employees' opportunity to address the Commission, Charles Dupuy, President of the Louisiana State Troopers' Association, and Mr. David DeVillier, Executive Director of the Louisiana State Troopers' Association, made the following presentation:

- requested that all promotional scores from the January 2000 exams be reviewed for validation by an independent agency;
- complained of the lack of integrity of the Director and staff of the Commission;
- complained of the lack of test security, including the carrying, storing and mailing of promotional testing materials;
- alleged that the scoring process is not safe, in that scores were changed by Commission staff;
- presented a vote of no confidence in the Director and staff of the Commission;
- requested that all promotions be frozen until examination validation is complete;
- requested that an investigation take place concerning the tampering by Commission staff with promotional testing materials;
- re-urged a 1996 vote of no confidence in the Director and staff of the Commission;
- complained of the manner in which the Director and staff of the Commission

- process and speak to commissioned personnel;
- offered a recent poll of LSTA members regarding complaints of the Director and the staff of the Commission;
- acknowledged that most LSTA members were fearful of participating in the poll for fear of retaliation by Commission staff in future testing and appeals;
- complained of the manner in which calls are answered by the Director and staff of the Commission, in that LSTA members received invalid answers to questions posed;
- requested that the Commission evaluate their Director and staff on their job performance over the last four years;
- requested immediate termination of the Director;
- complained about improprieties with fraternization by Director and staff of the Commission concerning the passing of information;
- complained that promotional examinations are not applicable to duties and functions of the Louisiana State Police;
- offered support for the recommendations previously submitted by the Testing Task Force and requested implementation of all recommendations; and
- requested that after re-scoring of all exams, that the mean score be recalculated, if necessary.

The Commission received comments from Wilbert Sanders, President of the Central State Troopers Coalition, and Larry Williams, First Vice- President of the Central State Troopers Coalition, appeared and made the following presentation:

- opposes invalidation of testing process, and requests that scores remain legally binding, and that the promotional process continue; and
- opposes the request of the LSTA in calling for the termination of the Director or staff of the Commission.

The Commission received the following comments from Trooper Chuck Wagner:

- disputes the number of requests received by the Commission for promotional score regrading;
- supports review of the scores by independent firm;
- requests initiation of an investigation into the staff's involvement in the testing process;
- requests that all promotional exams be re-scored;
- complained that the Director and staff of the Commission treat callers rudely and will not receive certain calls;
- complained that the Director dates troopers;
- alleged that promotional examinations do not deal with state police issues;
- disputes his score achieved on the open book portions of the sergeant examination; and
- suggests that promotional examinations should consist of LSA R.S. 14 and 32,

and Procedural Orders only.

The Commission received the following comments from Trooper Charron Leachman:

- complained that she placed a call to the Commission offices regarding the content of the recently administered exams, and that her call was not returned; and
- suggested that applicants should be provided with a list of the specific questions that were omitted by the testing firm from the Sergeants' examination.

The Commission received the following comments from Trooper Anthony Pitts:

- that he accepts the scores he has received on promotional examinations;
- does not challenge the questions on exams; and
- does not question the integrity of the exam, or the administration of the exams by the staff of the Commission.

Captain Genny May requested that she be permitted to address the Commission in an executive session concerning her testimony given in an executive session in 1996. The Commission received comments from Ms. Johnson regarding examination development, administration and scoring.

The public hearing of the appeal of Larry M. Cooper, Jr., Docket No. 99-98-T, 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. Counsel for appellant urged a Motion for Continuance. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to grant the Motion for Continuance, and reschedule the hearing of this matter for Monday, April 17, 2000.

The Commission received the following comments from Captain Genny May in an open general business session:

- comments made not as a captain from State Police, nor LSTA or CSTC;
- dismayed about LSTA meeting on March 19, 2000 and things that transpired at the meeting;

- never seen trooper against trooper, brother against brother and black against white to the proportion that it is now;
- the promotional exams has plagued State Police over the years;
- current exams have caused State Police to make promotions that they wouldn't have made;
- people that should have been promoted can't hit a lick on the test;
- there is something wrong with a system that continues to work against a good membership;
- you can't have a test where you make in the 90's on every test, and then score a 50;
- reiterated a total lack of trust in the Commission;
- doesn't agree with all conclusions of the testing task force;
- requested an independent review of the whole testing process by a consultant that understands how a testing process is worked, and receive a recommendation on another exam;
- to give the current test again would be a travesty and allow the level of distrust to continue and make matters worse and worse; and
- requested that Commission respond to the issues raised in the morning session;

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to have Cooperative Personnel Services re-score all answer sheets from the January 2000 promotional examinations, both by computer and manually; to mail the results of the re-scoring to the Chairman of the Commission; and that the Chairman meet with the Director to review and compare the re-scoring results to those scores previously processed.

The Commission reviewed the Director's Report, which items are outlined on the agenda, and asked questions relevant to the various portions of the report. A discussion was had concerning the leave status for the Director, which included review of Executive Order MJF 96-79. It was requested that this matter be placed on the April 17, 2000 agenda for further discussion.

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 evaluation of the Director's work performance. 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 3:00 p.m.

Respectfully submitted:



Baxter W. Welch, Chairman



Debra L. Johnson, Director

1

2

3

COMMITTEE MINUTES

STATE POLICE COMMISSION

APRIL 17, 2000

Beginning at 9:18 a.m. on Monday, April 17, 2000 in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana, the following Commission members met as a committee: Chairman Baxter W. Welch and Members Lori A. Landry and Steve Thompson. The following members were not present: Vice-Chairman Gary M. Clark and Members Joseph S. Cage, Jr., Michael T. Johnson and Theodore J. Newnam.

The following information was received by the committee:

Comments were received from Colonel Whittington including introduction of Max H. McDaniel, Ph.D., hired to conduct a statistical analysis of the January promotional examination process; was unaware of the continued utilization of examinations from Cooperative Personnel Services; expressed displeasure with Cooperative Personnel Services; understands Commission resources are limited; described a moral problem in the Department; voiced his lack of confidence in the examination process; informed that no promotions would be made until he received statistical analysis of exams from McDaniel and has confidence in the exams; reurged request for Department of State Civil Service to administer examinations; praised Commission for their efforts; has a career goal to resolve promotional exam issues; and requested that McDaniel perform an analysis of how exams are administered by Commission staff and make appropriate recommendations.

Member Lori Landry advised of the receipt of a letter from David DeVillier, LSTA,

the contents of which were not disclosed. Copies of the correspondence were provided to the members.

Pursuant to the agenda, the hearing in the appeal of Larry M. Cooper, Jr., Docket No. 99-98-T was convened by Norman W. Ershler, Commission Referee. At the outset of the hearing, the parties offered a joint stipulation of settlement, which was received by the Referee to be submitted to the Commission for approval. The hearing was then adjourned.

The committee had a discussion with Max McDaniel in which he outlined what steps would be taken in his review process; identified documentation he currently has and what other documents he may need to obtain; recommended against utilization of stock exams; and does not recommend open book portions for promotional exams.

The committee reviewed the Director's Report, which items were outlined on the agenda, and asked questions relevant to the various portions of the report.

At the conclusion of the Director's Report, on motion duly made and seconded, by unanimous vote of the members present, the committee voted to adjourn at 11:25 a.m.

Respectfully submitted:



Baxter W. Welch, Chairman



Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

MAY 15, 2000

The State Police Commission convened its monthly meeting at 9:15 a.m. on Monday, May 15, 2000, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana. Present were Chairman Baxter W. Welch and Members Joseph S. Cage, Jr., Michael T. Johnson, Lori A. Landry and Steve Thompson. Vice-Chairman Gary M. Clark arrived at 9:25 a.m. Member Theodore J. Newnam was absent.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the March 20, 2000 meeting.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the committee minutes from the April 17, 2000 meeting.

There were no employees present to address the Commission.

The Commission received a presentation from Lt. Colonel Dave Hunter and Tina Boudreaux relative to the establishment of an unclassified position of State Police Deputy Superintendent for 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 request.

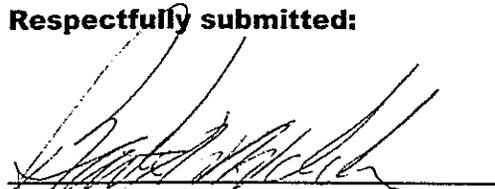
The Commission reviewed the Director's Report, which items are outlined on the agenda, and asked questions relevant to the various portions of the report.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to enter into an executive session to discuss personal information on outside activities; personnel matters; and pending appeals. Upon conclusion of the executive session, the Commission reentered into its public session.

The Commission requested that their June meeting be changed to June 28, 2000 and include the Director's three month performance evaluation; that the July 17, 2000 meeting proceed as scheduled; and that beginning in August 2000, meetings be scheduled on the third Thursday of each month.

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 10:55 a.m.

Respectfully submitted:



Baxter W. Welch, Chairman


Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

June 28, 2000

The State Police Commission convened its monthly meeting at 9:10 a.m. on Monday, May 15, 2000, in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana. Present were Chairman Baxter W. Welch and Members Michael T. Johnson, Lori A. Landry and Theodore J. Newnam. Member Steve Thompson arrived at 9:25 a.m. Vice-Chairman Gary Clark and Joseph S. Cage, Jr. were absent.

At the outset of the meeting, the Chairman announced that Items Number 5 and 6 on the agenda would be deferred until next month's meeting.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the May 15, 2000 meeting.

There were no employees present to address the Commission at the Employee Opportunity.

The Commission received comments from Debra Johnson on General Circular No. 105, which includes changes to State Police Commission Rule 12.4. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to repeal, reenact and adopt changes to Rules 12.4(a), (b), (e), (f) and (g).

The Commission received comments from Debra Johnson concerning a contract for professional services with Cooperative Personnel Services for promotional examinations to be administered in January 2001. Charles Dupuy, President of the Louisiana State Troopers Association, was permitted to question Johnson on the job

analysis to be conducted by CPS. Chairman Welch advised Dupuy that he would secure the answer to his questions and get back with him. Ms. Johnson informed the Commission of the need to move quickly with the contract in order for work to begin in July to have the exams completed for utilization in January 2001. No action was taken on this item.

Member Michael Johnson questioned Debra Johnson about comments attributed to her in an article in the Advocate. No questions were answered nor comments made by Ms. Johnson. Chairman Welch advised Member Johnson that he would secure the answer to his questions and get back with him.

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.

Respectfully submitted:



Baxter W. Welch, Chairman



Debra L. Johnson, Director

COMMITTEE MINUTES
STATE POLICE COMMISSION

JULY 17, 2000

The State Police Commission convened its monthly meeting at 9:07 a.m. on Monday, July 17, 2000 in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana. Present were Chairman Baxter W. Welch and Members Joseph S. Cage, Jr., Lori A. Landry, and Theodore J. Newnam. Member Steve Thompson arrived at 9:15 a.m. Vice-Chairman Gary M. Clark arrived at 9:17 a.m. Member Michael T. Johnson was absent. Member Lori A. Landry departed the meeting at 9:25 a.m. Chairman Baxter W. Welch departed the meeting at 12:50 p.m.

At the outset of the meeting, the Commission extended greetings and congratulations to newly appointed Colonel Terry C. Landry. Colonel Landry briefly addressed the Commission regarding his appointment. Colonel Landry will update the Commission on his goals and objectives for the department at a later meeting.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the June 28, 2000 meeting.

There were no employees present to address the Commission at the Employee Opportunity.

The public hearing of the appeal of Jay D. Sandifer, Docket No. 00-100-T was called. At the outset of the hearing, on motion duly made and seconded, by unanimous vote of the members present, the Commission voted to assign Norman Ershler as Referee for the taking of testimony in this matter. Prior to the beginning of the hearing,

Member Lori Landry informed the parties that Superintendent Colonel Terry Landry was her uncle and, although this did not create a legal or ethical conflict of interest, she believed that it might create an appearance of a conflict, and that she was therefore recusing herself from this hearing. Ms. Landry did not participate in this appeal hearing. At the conclusion of receiving all stipulations, exhibits, testimony and closing 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 Sandifer appeal. At the conclusion of the executive session, the Commission reentered into its public session.

The Commission received a presentation from Debra Johnson relative to the items specified on the agenda as the Director's Report from May and June 2000. The Commission instructed Ms. Johnson to extend the contract of Norman Ershler for the remainder of Fiscal Year 2000/01. Ms. Johnson also reported on the feasibility of rebudgeting funds from 1999/00. Title 39:82B allows rebudgeting of funds only for monies against which bona fide obligations exist. Inasmuch as we are not currently in the process of developing new promotional examinations, carry forward money is inappropriate.

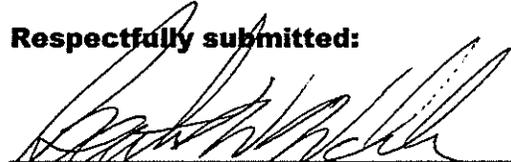
The Commission was also advised that a new contract for Cooperative Personnel Services to prepare promotional exams for January 2001 was sent to the Office of Contractual Review. Some changes in the new contract are as follows: conduct on-site job analysis update; transport exams to test site; administer examinations; and

individually seal answer sheets; mail scores directly to candidates. Following review of the exams by Dr. Max McDaniel and also by recommendation of Keith Pyburn, exams will no longer be offered to candidates on as many dates.

Ms. Johnson advised the Commission of her approval to changes in qualifications for the previously established unclassified position of State Police Deputy Superintendent/Patrol. Chairman Welch had questions in reference to whether or not that change should have been approved by the Director or by a vote of the Commission. Welch further instructed Ms. Johnson to have the Department resubmit updated position descriptions for all unclassified jobs at the August 17, 2000 meeting, and at that time a decision will be made concerning whether to revoke or continue the previously granted unclassified authority.

There being no further business on the Commission's agenda, by motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn at 12:55 p.m.

Respectfully submitted:


Baxter W. Welch, Chairman


Debra L. Johnson, Director



MINUTES

STATE POLICE COMMISSION

AUGUST 17, 2000

The State Police Commission convened its monthly meeting at 9:40 a.m. in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana. Present were Chairman Baxter W. Welch and Members Patrick M. LaSalle, Theodore J. Newnam and Steve Thompson. Vice-Chairman Gary M. Clark and Member Joseph S. Cage were absent. Member Lori A. Landry was removed effective July 21, 2000; and Member Michael T. Johnson was removed effective August 9, 2000 by Governor Murphy J. "Mike" Foster. Member Patrick M. LaSalle was appointed effective July 21, 2000, and was administered the oath of office at the outset of the meeting. There still exists one vacancy as of this meeting date.

At the beginning of the meeting, Chairman Welch advised that the Commission has been in executive session for forty-five minutes to discuss pending litigation. He further explained that the Commission had received a letter dated June 26th regarding possible allegations of racial, hostile work force and racial discrimination. Chairman Welch stated that the Commission was committed to investigating the charges fully and to report back to the Commission the findings of the said investigation. Welch also informed that he will keep "you" posted of the events as they unfold.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the July 17,

2000 meeting.

There were no employees present for the employee opportunity to address the Commission.

The Commission received updated position descriptions on all unclassified positions. These documents were provided to the Commission the morning of the meeting. Appearances were made by Colonel Landry and Lt. Colonel Baxter regarding the updates. Discussion ensued regarding the effect of these positions in the unclassified service. Chairman Welch requested that the Commission receive an update on all unclassified positions, to include minimum qualification changes, at the Commission's September 21, 2000 meeting. The Commission also asked its counsel to meet with counsel for the Office of State Police to discuss possible rule revisions regarding these positions generally and its oversight of the unclassified positions which the Commission has created.

The Commission received a presentation from Colonel Landry and Lt. Colonel Baxter regarding changes to the minimum qualifications of the unclassified position of Deputy Superintendent/Patrol. These changes had been given interim approval by Director Johnson on July 14, 2000. On motion duly made and seconded, by vote of Members LaSalle, Newnam and Thompson, the minimum qualification changes were approved. Chairman Welch opposed the changes.

The Commission received a presentation by Colonel Landry and Lt. Colonel Baxter requesting an amendment to the Pay Plan to include a new job classification of State Police Joint Operations Coordinator, at the P-7 level. After lengthy discussion and questions by Commission members,

requested that Ms. Johnson submit a recommendation regarding the unclassified service. Chairman Welch questioned Ms. Johnson about the timing of her interim approval of the minimum qualification changes for the unclassified position of Deputy Superintendent/Patrol. Chairman Welch expressed his concerns about the late delivery of the updated position descriptions of all unclassified positions, and the Commission's inability to review such a voluminous packet the morning of the meeting. The reasons for the Director proposing adoption of Rule 2.15 were discussed, and possible scenarios reviewed.

The Commission received a presentation from Director Johnson regarding attendance at the upcoming State Police & Highway Patrol Hiring & Promotion Summit, October 1 through 5, 2000, in Idaho. Ms. Johnson advised that she had approved travel for Gilda Green to attend the conference, and was requesting permission for her to attend. Ms. Johnson also extended the invitation for two Commission members to attend. Ms. Johnson's request for travel was not approved. Members LaSalle and Thompson said they would advise if they were available to attend.

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 Leonard and Sandifer pending appeals, as well as the request for public investigation filed by Kenneth D. Bailey. At the conclusion of the executive session, the Commission reentered into its public session.

Chairman Welch inquired as to why Director Johnson's time sheet was not included in the July or August Director's Report. Welch requested

Colonel Landry requested that this matter be withdrawn from the agenda and rescheduled for September 21, 2000.

Agenda Item Number 6 - Adoption of State Police Commission Rule 2.15 was withdrawn from the agenda, and rescheduled for presentation on September 21, 2000. The proposal was revised to include the requirement of the Director to state reasons in writing, and forward a copy to each Commission member.

Agenda Item Number 7 - Repeal and Reenactment of State Police Commission Rule 13.33, General Circular No. 108, was withdrawn.

The public hearing of the appeal of Michael S. Leonard, Docket No. 00-101-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. At the conclusion of receiving all stipulations, exhibits, evidence, testimony and closing arguments, the Commission took this matter under advisement, with a written decision to be forthcoming.

The Commission received a presentation from Ms. Johnson on the Director's Report, which included all items listed in Item Number 9 on the agenda. Ms. Johnson also updated the members on the status of the development of new promotional examinations by Cooperative Personnel Services and the Department's modified assessment center. Discussion was also had concerning the Department's unclassified positions as regards violation of State Police Commission Rules, and the effect of unclassified positions on the merit system. The feasibility of eliminating unclassified positions was discussed. The Commission

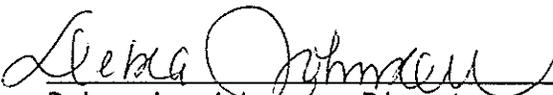
that she provide him with time sheets from January 2000 to present, and that she familiarize herself with the new Executive Order regarding leave for unclassified appointees.

There being no further business on the Commission's agenda, by motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn at 4:45 p.m.

Respectfully submitted:



Baxter W. Welch, Chairman



Debra L. Johnson, Director

J

J

J

COMMITTEE MINUTES
STATE POLICE COMMISSION

SEPTEMBER 21, 2000

Beginning at 9:20 a.m. on Thursday, September 21, 2000 in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana, the following Commission members met as a committee: Members Patrick M. LaSalle, Theodore J. Newnam and Steve Thompson. The following members were not present: Chairman Baxter W. Welch; Vice-Chairman Gary M. Clark; and Member Joseph S. Cage, Jr.

The following information was received by the committee:

A presentation was received from Dr. Max McDaniel, Lt. Colonel Danny Baxter and Colonel Terry Landry regarding the assessment center recently administered to Lieutenant candidates. The Commission was informed that the Department will not conduct assessments for Sergeant candidates, and that the assessment scores for Lieutenant candidates will be utilized by the promotional panel at the Department level.

Norman Ershler discussed the meeting held regarding the classified/unclassified service. This matter will be discussed at the October 19, 2000 meeting.

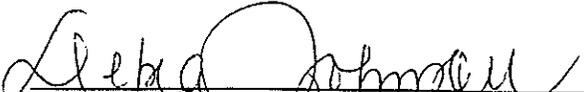
Director Johnson asked the members for any budget recommendations for budget preparation for Fiscal Year 2001/02. The Director's Report was reviewed.

At 10:05 a.m., the committee voted to adjourn.

Respectfully submitted:



Theodore J. Newnam, Member



Debra L. Johnson, Director

MINUTES

STATE POLICE COMMISSION

OCTOBER 19, 2000

The State Police Commission convened its monthly meeting at 9:15 a.m. in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana. Present were Chairman Baxter W. Welch; Vice-Chairman Gary M. Clark; and Members Joseph S. Cage, Jr., Patrick M. LaSalle, Theodore J. Newnam and Steve Thompson. There still exists one vacancy as of this meeting date.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the August 17, 2000 meeting.

During the employee opportunity to address the Commission, comments were received from David DeVillier, Charles Dupuy, Ray Dawson and Nancy DeWitt regarding revision of State Police Commission Rule 8.10(c)2. and 3. Comments were received from Charles Dupuy and Wilbert Sanders requesting that promotional examinations be administered later than January 2001. Comments were received from Mike Harrell regarding the timeliness of posting a cut off date for procedural orders to be included in the January 2001 examinations.

The Commission received a presentation from Lt. Colonel Danny Baxter requesting amendment to the State Police Pay Plan to include a new job classification of State Police Joint Operations Coordinator. Members LaSalle, Clark, Thompson and Cage voted to approve the request. Members Welch and Newnam were opposed.

The Commission received comments from Lt. Colonel Danny Baxter regarding the adoption of State Police Commission Rule 2.15. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adopt the rule.

The Commission received comments from Nancy DeWitt regarding the repeal and reenacting of State Police Commission Rule 6.13(a) and (b). On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to repeal and reenact the rule.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Minutes from the September 21, 2000 committee meeting.

The Commission deferred action until November 16, 2000 on the repeal and reenacting of State Police Commission Rule 8.10(c)2. and 3.

On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve repeal and reenacting of the definition of "Discrimination" in Chapter 1 of the Rules.

The Commission received a memorandum from Norman Ershler in reference to State Police Service Unclassified Positions.

The Commission received a presentation from Ms. Johnson on the Director's Report, which included all items listed in Item Number 9 on the agenda.

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 litigation. At the conclusion of its executive session, the Commission reentered into its public session.

There being no further business on the Commission's agenda, by motion duly made and seconded, by unanimous vote of the members present, the Commission voted to adjourn at 4:00 p.m.

Respectfully submitted:



Baxter W. Welch, Chairman



Debra L. Johanson, Director



MINUTES

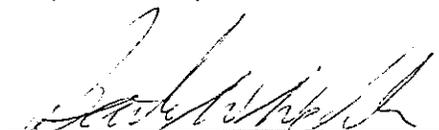
STATE POLICE COMMISSION

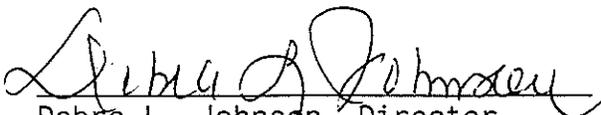
NOVEMBER 16, 2000

The State Police Commission convened its monthly meeting at 9:25 a.m. in the Conference Room, Eleventh Floor, Wooddale Towers Building, 1885 Wooddale Boulevard, Baton Rouge, Louisiana. Present were Chairman Baxter W. Welch and Members Patrick M. LaSalle and Theodore J. Newnam. Vice-Chairman Gary M. Clark and Members Joseph S. Cage, Jr. and Steve Thompson were absent. There still exists one vacancy as of this meeting date. There was not a quorum of members present.

The appeal of Timothy Bender, Docket No. 00-102-S, was called. Referee Norman W. Ershler received testimony and evidence until 3:25 p.m. Tape recordings of the proceedings will be forwarded to the absent members. The continuation of this hearing will be held on December 21, 2000.

Respectfully submitted:



Baxter W. Welch, Chairman

Debra L. Johnson, Director



MINUTES
STATE POLICE COMMISSION
DECEMBER 21, 2000

The December 21, 2000 meeting of the State Police Commission was canceled due to the illness of two members, thereby creating the lack of a quorum.

