

MINUTES
STATE POLICE COMMISSION
December 12, 2013

The State Police Commission convened its monthly meeting at 9:10 A.M. on Thursday, December 12, 2013 in Conference Room 308, Office of Management and Finance/OMV Building, 7979 Independence Boulevard, Baton Rouge, Louisiana. Present were Chairman Jason Turner, Vice Chairman Joe Cage and Members Franklin Kyle, Freddie Pitcher, W. Lloyd Grafton, and attorneys Lenore Feeney and William Norfolk. Member William Goldring 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 10, 2013 meeting.

Under Employee Opportunity to Address the Commission, Assistant Superintendent, Lieutenant Colonel Charlie Dupuy and Ronnie Jones provided an overview on the upcoming 2014 State Police Academy which is scheduled to begin January 12, 2014. The current Certificate of eligibility was renewed for this cadet class. However, the department is having a difficult time filling the vacancies using the current list. Therefore, the Superintendent of State Police requested that the commission authorize the director to temporarily modify the entrance examination requirements and supplement the current register of eligible cadet applications with the names of any State Police employees currently holding permanent status in the Civil Service position of DPS Police Officer who are POST certified, in good standing, currently employed full-time and meet all minimum eligibility requirements for employment as a State Police Trooper. The department also requested that the director be authorized to substitute in lieu of the cadet examination a staff evaluation of each submitted application to confirm the minimum criteria have been met. All such applications will be eligible for appointment to the position of State Police Cadet subject to further review, evaluation and selection by the Superintendent of State Police. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the temporary modification of the entrance examination requirements and to allow current DPS Police Officers to apply for the upcoming academy.

A Comparative Pay Study and Pay Incentives Study was presented by Operational Development Captain Jason Starnes and Lieutenant Colonel Charlie Dupuy. The findings of this study have determined that the pay of Louisiana State Police is not competitive with other law enforcement agencies either in or out of the state of Louisiana. Louisiana State Police rank 42nd in the nation in regards to salary and related benefits. Due to the disparity of pay, it is becoming increasingly difficult to find qualified applicants. Historically, LSP was the highest paid law enforcement agency within Louisiana. This is no longer the case. Retirement is no longer considered an incentive because it is now the same as other state agencies. Competitive wages are imperative in seeking the most qualified applicants for employment. The study is currently being vetted by Louisiana State University Shreveport. Once vetted, the department would like to address the Commission with a proposed pay grid that they may then take to the legislature to begin to seek funding.

Ginger Krieg, Human Resources Director, presented a Proposed Crisis Leave Policy Revision that would allow troopers to donate to the crisis leave pool of civilian employees. The donations would be limited to annual leave donations only. After discussion it was decided to postpone this request until the January 2014 meeting so that the Commission may hear from Louisiana State Troopers Association on this topic.

Under Commission Business, the Commission entered into Executive Session to discuss other matters.

At the Conclusion of 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 10:30 A.M.

Respectfully submitted:



Jason Turner, Chairman



Cathy Derbonne, Executive Director