

MINUTES  
STATE POLICE COMMISSION

February 12, 2015

The State Police Commission convened its monthly meeting at 9:15 A.M. on Thursday, February 12, 2015, in Suite 208, Office of Management and Finance/OMV Building, 7979 Independence Boulevard, Baton Rouge, Louisiana. Present were Chairman Franklin M. Kyle, III and Members Joe Cage, Thomas J. Doss, Donald Breaux, and William Goldring. Freddie Pitcher, W. Lloyd Grafton, attorneys William Norfolk and Lenore Feeney 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 8, 2015, meeting.

Under Employee Opportunity to Address the Commission, Colonel Michael D. Edmonson welcomed Thomas J. Doss to the Commission. Colonel Edmonson thanked the board of directors for guidance with the pay grid, knowing this was not a great time but the right time and being the biggest impact to Louisiana State Police ever in history in a trying economic time. Before, LSP was at a disadvantage when it came to hiring and retaining officers. Correcting the grid will bring LSP in line with the other state law enforcement agencies. Donald Breaux commended Frank Besson, the Louisiana State Troopers Association President, on his letter response in the Time Picayune to NOPD regard to trooper presence in New Orleans. Colonel Edmonson reiterates that Louisiana State Police receives no money to serve in New Orleans.

Adoption of Provisional Pay Plan and in accordance, with the Senate Amendment No. 2 to House Bill 1 of the 2015 Legislative Session, Appropriated in the amount of \$10.1 Million, all employees within the Classified Service received a 20% increase to entry level troopers and the remainder of this percentage to be consistent throughout the pay grid. This new pay grid was redesigned to increase the percentages amongst levels and ranks/schedules, which will help to add incentive for those employees who seek promotion. Colonel Edmonson mentioned some of the inadequacies were due to the compression of LSP's pay grid, which was done when an across the board pay increase

was implemented in 2007, Governor Blanco increased all commissioned officers' salaries \$3,000 and then HB-1 also provided funding for the purposes of ensuring that state troopers would be the highest paid law enforcement officers in the state of Louisiana, which added an additional \$1,300 bringing the total to \$4,300. Equitable salary benefits are one tool that helps employers recruit and retain police officers. Another reason for the inequities is because other agencies recently redesigned their pay structure through State Civil Service Commission allowing them to earn higher salaries. The new structure gives them significantly higher maximum annual salaries than the state police. Cathy Derbonne, Director reports the new pay grid was redesigned to set a formalized standard of increase based on years of service. This increase is designed to reach a maximum benefit in pay after 25 years of service; therefore, it constitutes longevity more than merit. It was necessary for the State Police Commission to redesign its pay grid in order to remain competitive with other state law enforcement agencies. On motion duly made and seconded, by unanimous vote of the members present, the Commission voted to approve the Adoption of the Provisional Pay Plan.

Under Commission business, Executive Director, Cathy Derbonne reviewed the 7-year Budget Summary. In addition, the State Police Commission has achieved an unparalleled level of success based on the quality of its employees, and discussion for the director to receive a Market Grade Salary Adjustment to be effective February 2, 2015, was introduced, and will be considered at the next board meeting. The overview of the FY 15-16 Executive Budget for the State Police Commission is scheduled on March 23, 2015. The Legislative Auditor report for State Police Commission disclosed no findings involving internal control and its operations that are necessary to bring to management's attention were identified. No findings of noncompliance with applicable laws and regulations or other matters that are required to be reported were identified. Reminder notice given to members required to file a Tier 2 Personal Financial Disclosure Statement due by May 15, 2015. In addition, a reminder of the Notice of hearing of Tracey Plaisance, Docket No. 14-216-S, is scheduled for March 12, 2015.

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 10:05 A.M.

Respectfully submitted:



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Franklin M. Kyle, III, Chairman



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Cathy Derbonne, Director