



ACTION/MINUTES

LOUISIANA STATE POLICE COMMISSION
GENERAL BUSINESS MEETING
THURSDAY, MAY 11, 2023
10:00 A.M.

John Bel Edwards
Governor

Jason Hannaman
Executive Director

*STATE POLICE COMMISSION, VETERANS MEMORIAL AUDITORIUM, SUITE 1247,
DEPT. OF AGRICULTURE & FORESTRY BLDG., 5825 FLORIDA BLVD., BATON ROUGE, LA 70806*

I. Call to Order

The State Police Commission convened its monthly general business meeting at 10:01 A.M. on Thursday, May 11, 2023.

II. Roll Call

Present were Chairman Eulis Simien, Jr., Commissioners Monty Montelongo, Jared Caruso-Riecke, Harold Pierite, Sr., Bernell Nevil, Jr., and Mark "Aubrey" Cole. Absent was Vice-Chairman Brian Crawford. There was a quorum. Commission Referee Lenore Feeny, Deputy Director Aarika Dorsey, and Executive Director Jason Hannaman were also present.

III. Moment of Silence

A moment of silence was observed.

IV. Pledge of Allegiance

Chairman Eulis Simien led the Pledge of Allegiance.

V. Opportunity to Address the Commission by employees or others concerning items on the agenda. (Please submit a speaker request form prior to the meeting being called to order.)

Felicia Cooper appeared and provided comments regarding agenda item #2. She spoke on the high cost of vehicle towing rates within Ouachita Parish as well as opposition to pay increases for the state police service.

Dinelle Hardin appeared and provided comments regarding agenda item #2. She requested that the Commission place the proposed increase for the Louisiana State Police Troopers on hold. Additionally, she advised her belief that Carl Cavalier should be reinstated with the state police service. She commented that the Commission should be doing more to intervene in personnel matters of the Louisiana State Police (LSP).

Chairman Simien responded to Ms. Hardin and discussed the authority and limitations of the Commission as provided for in the Louisiana Constitution. Additionally, he emphasized the need to keep wages competitive to recruit and retain good officers.

The Commission took a 10-minute recess; the meeting was called back to order at 10:40 A.M.

VI. Business

1. Consideration of the meeting minutes from April 13, 2023

On motion duly made by Commissioner Riecke, seconded, and unanimously passed; the Commission voted to approve the meeting minutes from April 13, 2023.

In Favor: All

Opposed: None

2. Public Hearing to consider proposed changes to the Classification and Pay Plan (Details contained in Exhibits A and B of General Circular No. 231)

Executive Director Hannaman provided an overview of the proposed changes. As outlined in the Louisiana Constitution, Exhibits A and B require approval by the Commission, the governor, and an appropriation of sufficient funds by the legislature to become effective.

Exhibit A is a proposed change to the State Police Service Pay Schedule that would raise Cadet entrance rates from \$46,600 to \$56,000 and upon graduation their pay would increase from \$49,000 to \$59,000. The proposed adjustment to the payment schedule would roll up through the entire grid and would cap out after 20 steps rather than the current 22-step structure. House Bill No. 635 sponsored by Representative Hollis is expected to provide the necessary appropriations for the change to the pay schedule.

Commissioner Riecke commented that this is not a reward or punishment system but an attempt to pay Louisiana Troopers close to the Southern state average so as to assist in the retention and recruitment of good Troopers.

Lt. Colonel Chavez Cammon, LSP Assistant Superintendent and Chief of Staff, offered his condolences to Ms. Hardin and her family. He expressed his commitment to work every day to do what is right and what is expected of the agency. Lt. Col. Cammon advised that Colonel Davis attended the Ways and Means Committee this past Tuesday in support of this much-needed pay raise. Additionally, Lt. Col. Cammon updated the Commission on the actions of the department in working with The Bowman Group to complete a top-to-bottom assessment and are looking to receive a report of recommendations very soon. The Bowman Group is focused on training, use of force, hiring, and disciplinary issues. Lt. Colonel Cammon emphasized that Louisiana State Police is competing with state police agencies across the United States and other local law enforcement agencies as they struggle to recruit and bring individuals into the ranks and make the agency a better place.

On motion duly made by Commissioner Riecke, seconded, and unanimously passed; the Commission voted to approve Exhibit A of General Circular No. 231.

In Favor: All

Opposed: None

Executive Director Hannaman discussed Exhibit B; adjustments to Chapter 6 of the State Police Commission Rules. Following approval of Exhibit A, it was necessary to amend rules 6.4 and 6.17 to correlate with the twenty steps on the new pay schedule. Additionally, a new recruitment incentive rule was proposed as Rule 6.30; this was a direct response to the proposed recruitment incentive fund legislation in House Bill No. 563. The bill reads that any requests for an incentive payment for a law enforcement officer employed by the Office of State Police shall be submitted pursuant to rules promulgated by the State Police Commission.

On motion duly made by Chairman Simien, seconded, and unanimously passed; the Commission voted to approve Exhibit B of General Circular No. 231.

In Favor: All

Opposed: None

3. Public Hearing to consider proposed changes to Chapter 14 of State Police Commission Rules (Details contained in Exhibit C of General Circular No. 231)
Executive Director Hannaman advised that Exhibit C of General Circular No. 231 only requires Commission approval. The proposed changes would remove and renumber selected provisions under 14.1 and place them under a separate rule numbered 14.1.1.

Commissioner Riecke made a motion to consider the proposed rule changes that were promulgated in General Circular No. 231 relative to 14.1.1 (a) and (b), which are a renumbering of current rules.

Commissioner Montelongo advised that the rules are in line with what has been put in place by the department. He highlighted for the Commission several items added by the department to the training curriculum over the last three years. Consistent with nationally recognized training standards, Training within the department now includes implicit bias training to expand awareness, knowledge, and outlook on implicit bias and diversity (racial, ethnicity, gender, sexual orientation, etc.). Active Bystandership for Law Enforcement (ABLE) training has begun within the department to train personnel on peer intervention and create a culture that supports peer intervention. Additionally, de-escalation training and duty-to-intervene policies have been implemented.

Chairman Simien spoke in favor of adopting these changes. Lt. Colonel Cammon added comments in favor of the edits.

The motion was seconded, and the Commission voted unanimously to approve the reestablishing and renumbering of rules relative to 14.1.1 (a) and (b).

In Favor: All

Opposed: None

Executive Director Hannaman provided an overview of the new proposed rule 14.1.1(c) which would require policy and training that protects employees that disclose wrongdoing. For clarification, he advised that under Article X, section 48 of the Louisiana Constitution, the State Police Commission has the authority to require that an Appointing Authority institute an employee training and safety program.

Chairman made a motion to adopt new rule 14.1.1(c).

Chairman Simien advised the Commission on his strong belief in this new rule. He believes that this rule would help protect employees that step up or speak out and ensure that they are not punished. However, it is not intended to provide immunity from discipline for policy violations simply because they spoke up; if they did something wrong, they could be disciplined but not because they spoke up.

Lt. Colonel Cammon spoke in favor of the new rule; however, he asked if the Commission would consider adding to the rule that it does not exempt the employee from any sustained violations of the department's policy.

In consideration of the concerns of the department, Chairman Simien moved to amend the proposed new rule 14.1.1(c) with the inclusion of additional language.

On motion made by Chairman Simien, the proposed new rule 14.1.1(c) as promulgated in General Circular No. 231 would be amended on the floor to read as follows:

14.1.1(c)

Ensure that the department, through established policy and training, protects employees who report possible misconduct and/or policy violations and shall not take or threaten to take adverse personnel or disciplinary actions against an employee because he or she disclosed wrongdoing. However, nothing in this rule shall prohibit discipline or adverse employment action against any employee who violates policies or procedures.”

In Favor: All

Opposed: None

Chairman Simien asked for public comment on the newly amended proposed rule. Ms. Dinelle Hardin provided comments on the newly amended proposed rule and asked that the Commission consider the reemployment of Mr. Cavalier.

On motion duly made by Chairman Simien, seconded, and unanimously passed; the Commission voted to adopt the final version of the proposed new rule 14.1.1(c), as amended on the floor.

In Favor: All

Opposed: None

VII. Director’s Report

Commission Expenditures:

The attention of the Commission was directed to the Commission’s Monthly Expenditure Report that had been provided for its review. There were no other questions regarding the report.

Personal Financial Disclosure Statements

The commissioners were reminded that Personal Financial Disclosure Statements are due to the Board of Ethics by May 15, 2023. Director Hannaman confirmed for the two newest commissioners that they are also required to submit disclosure statements this reporting cycle.

Next Meeting:

The next regular business meeting was set for June 1st; however, the parties requested a continuance to a later date.

VIII. Opportunity to Address the Commission by employees or others on matters not on the agenda. (Please submit a speaker request form prior to the meeting being called to order.)

There was no request by employees or others to address the Commission on matters not on the agenda.

IX. Adjourn

There being no further business on a motion duly made by Chairman Simien seconded, and unanimously passed; the Commission voted to adjourn at 11:24 A.M. on Thursday, May 11, 2023.

Respectfully Submitted,



Jason Hannaman, Executive Director



Eulis Simien, Jr. Chairman