

MINUTES  
STATE POLICE COMMISSION  
AUGUST 18, 2011

The State Police Commission convened its monthly meeting at 9:10 A.M. on Thursday, August 18, 2011 in Class Room 5, Building A, State Police Training Academy, 7901 Independence Boulevard, Baton Rouge, Louisiana. Present were Chairman Mark Oxley, Co-Chairman Jason Turner, Members Joseph Cage, William Goldring, Franklin Kyle, and William Norfolk, Attorney. Freddie Pitcher was absent.

On motion duly made and seconded by unanimous vote of the Members present, the Commission voted to approve the Minutes from the May 19, 2010 meeting.

There were no employees present for the Employee Opportunity to Address the Commission.

Under consideration of Rule Change 11.34 (Crisis Leave Pool), Sergeant Frank Besson, Operational Development, proposed a recommended change to Chapter 11.34 allowing the donation of sick leave to the crisis leave pool and changing the time period from one calendar year to a twelve (12) month period, which is in accordance with both departmental policy and the Family Medical Leave Act. Currently the crisis leave pool is a pool of shared annual leave which may be used by employees who cannot work due to a crisis situation and who have insufficient appropriate paid leave to cover the absence needed for the crisis situation. An employee using leave from the crisis leave pool shall receive leave in sufficient quantity to ensure his wage replacement is 75% of the pay he would receive in a regularly scheduled work week. The addition of the donation of sick leave will make it easier for employees to donate to the crisis leave pool. David Young, Director of Louisiana State Troopers Association, stated that LSTA highly endorsed this proposed rule change. On motion duly made and seconded by unanimous vote of the Members present, the Commission voted to approve that a 30 day notice of rule change general circular will be submitted and a public hearing will be set for Thursday, September 15, 2011.

Chairman Mark Oxley addressed the Commission, providing background information on General Circular 157: Revision of Chapter 10 Performance Planning and

Review (PPR) Focus Date. He stated that traditionally, an employee's performance evaluation is completed annually by their direct supervisor on their anniversary date. The recommended change would require that performance evaluations of all employees would be completed no earlier than June 2 nor later than August 1 annually. This would allow all evaluations to be completed at the same time. Chairman Oxley stated that he had spoken with several supervisors and they appeared to be divided in their opinions as to whether or not the change would benefit them. Dale Hall, Chief of Staff, stated that the proposed changes were a result of employees failure to be rated on a timely basis, causing Human Resources to list them as "unrated." Without a satisfactory rating, an employee is ineligible for a merit increase. By mandating that all evaluations be completed at the same time, the burden on HR is lessened and the possibility of an employee not receiving a timely rating is diminished. Fredrick Skinner, Human Resources, stated that this rule change will benefit HR, supervisors and employees. David Young, Director of Louisiana State Troopers Association, stated that LSTA had no objection to the rule change. He did, however, ask for a point of clarification on whether the merit increase would still be applicable on the employee's anniversary date, regardless on when the last evaluation was completed. On motion duly made and seconded by unanimous vote of the Members present, the Commission voted to approve the revisions of Chapter 10 Performance and Planning Review (PPR) Focus Date.

The 2011 Promotional Testing process was discussed. Vice-Chairman Jason Turner acknowledged that there were major flaws in the testing cycle and stated that the Commission would work with the Department, LSTA and individual members to improve the testing process. Colonel Michael Edmonson, Superintendent of Louisiana State Police, stated that the Department desired to utilize their own leadership class rather than continue to utilize CPTP. He stated that the current budget cuts have made it harder to attend CPTP classes and that there are currently fewer classes being offered and in fewer locations. The new hands-on curriculum will ensure that troopers will learn the things they need in order to be successful. All troopers, regardless of promotional aspirations, will be strongly encouraged to attend these leadership classes. Ronnie Jone , Confidential Assistant, stated that in the past, 36 competencies were identified and CPTP classes were developed to address each competency. Troopers were required to attend

and successfully complete CPTP classes before they were allowed to take the promotional exam. He stated that the Department needs to reevaluate what courses can be developed to substitute for CPTP. In the upcoming months, the Department will develop a new course track which will mix traditional classroom and on-line classes. Chairman Mark Oxley emphasized the need to avoid this year's mistakes. He stated that the pool of questions developed by the Subject Matter Experts has become shallow which led to the use of repetitive questions. He urged all parties to continue working together to improve this process. David Young, Director of Louisiana State Troopers Association, encouraged the Department to clarify to troopers whether CPTP will continue to be utilized. Colonel Edmonson will send out an explanatory letter.

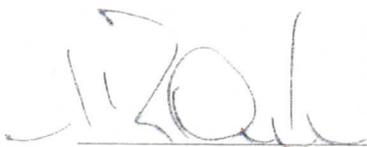
Colonel Michael Edmonson, Superintendent of Louisiana State Police, expressed his desire for a new academy class to offset employees lost through attrition. He stated that since July 1, 2011 there are 30 vacancies with no funding to fill the positions. LSP is exempt from the mandated hiring freeze but was not allocated money for new positions. There is a possibility of having a joint academy with Wildlife and Fisheries and/or Department of Corrections. He stated that the annual attrition rate is 40-50 troopers.

Under Commission Business, Chairman Mark Oxley commended Troop G for a successful 2011 Louisiana State Troopers Association Convention. A possible appeal date was discussed for the appeal of Barry Branton, Docket No. 10-194-D.

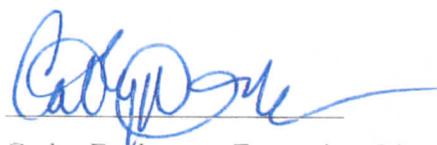
On motion duly made and seconded by unanimous vote of the Members present, the Commission voted to enter into executive session to discuss other matters.

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 11:30 a.m.

Respectfully submitted:



Mark Oxley, Chairman



Cathy DeBonne, Executive Director