

**MUNICIPAL FIRE AND POLICE CIVIL SERVICE
LAFAYETTE, LOUISIANA
300 N DUGAS ROAD
LAFAYETTE, LOUISIANA 70507
(337) 291-8762**

A meeting of the Lafayette Municipal Fire and Police Civil Service Board was held on September 16, 2020 at 9:00 a.m. in the Municipal Civil Service Office, 705 West University Avenue, Lafayette, Louisiana.

Present at the meeting were Chairman, Paul Mouton; Vice-Chairman, Wayne Prejean; Dwight Prudhomme, Christina Olivier, and Micky Broussard. Rick Zeno, Human Resources Manager; Board Attorney, Candice Hattan; Interim Police Chief, Scott Morgan; Attorneys Michael Corry, Allyson Prejean, Court Reporter, Debbie Chaney; David Stanley, and Board Secretary, Allison Schexnayder were also in attendance.

1. Board authorization to approve minutes of the August 12, 2020 board meeting:

Motion to approve minutes by Wayne Prejean
Motion seconded by Christina Olivier
Opposition: None
Public comment: None
Motion carries unanimously

2. Board authorization to approve Donations of Annual Leave, if any: None

3. Board authorization to approve test scores for Firefighter, Fire Engineer, Fire District Chief, and Police Officer:

Motion to approve test scores by Dwight Prudhomme
Motion seconded by Wayne Prejean
Opposition: None
Public comment: None
Motion carries unanimously

4. Board authorization to approve applications for Fire Captain, Fire Communications Chief, Police Lieutenant, and Police Chief:

The Board reviewed all applications and approved applicants Guy Lebreton, Thomas Griffin, Paul Trouard, Eric Burson, Samuel Wyatt, Edward Reynolds, Bobby Jackson, Stacy Kelly, Jason Mcright, and Thomas Glover.

The Board found Garland Jean-Batistse's application to be incomplete. Mr. Jean-Batiste sent a letter withdrawing his application which Chairman Paul Mouton read into the record.

Motion to approve applications by Christina Olivier
Motion seconded by Wayne Prejean
Opposition: None
Public comment: None
Motion carries

5. Board authorization to accept appeal of Police Department employee, David Stanley:

Motion to accept appeal by Dwight Prudhomme
Motion seconded by Wayne Prejean
Opposition: None
Public Comment: None
Motion carries unanimously

6. Public Hearing: Appeal of Termination by Police Officer, Jeremy Robert:

A motion was made to accept Michael Corry's late filing by Wayne Prejean.
Motion seconded by Christina Olivier
Opposition: None
Public Comment: None
Roll was called and the motion carried unanimously

The Board entered executive session.

Board Member, Dwight Prudhomme: "I just want to say a couple of things. Number one, I've been on this board on two separate occasions and for a few years I've never seen anything like it. It's highly unusual, I think it sets a very questionable precedent. I don't need to see a body cam or any footage because the designated appointing authority and Internal Affairs and everyone else saw that and rendered a verdict of a one-day suspension. Every officer has the right to appeal to this board, understanding that this Board could very well rule to terminate or give a thirty-day suspension or anything else so for the Mayor-President to overrule everything two days later to me in unacceptable so I vote yes."

Board Vice Chairman, Wayne Prejean: "I vote Yes. Double standards, that's my reason."

Board Chairman, Paul Mouton: "Before I vote, I would stress to Mr. Corry the importance of the Civil Service Board and the classified employees. I know that on several occasions after this decision was rendered and Mr. Roberts was terminated, I was approached by many employees concerned that if they were to appeal that they would face some kind of termination or some type of further discipline from the Mayor's office and that concerns me. It concerns me if you were to uphold the termination that what other discipline out there and for how long do you go back? Do you go back five years, four years, one year? And you overturn discipline. The discipline the appointing authority was given to the Chief, you have very senior officers that sat there and watched it. They rendered that decision a one-day suspension and to come back and discipline that officer again or any employee rather, is just wrong. And for that reason, I vote yes."

Board Member, Christina Olivier: "Yes, I'm also voting yes. I believe that our leadership might have shown a lapse of maturity in not trusting the leadership that he appointed in January with interim Chief Morgan."

Board Member, Micky Broussard "I vote yes. The sides of good faith and just cause were met with the original one day suspension and that the employee has the right to appeal and this incident could raise question to any employee such as Officer Mouton stated, that if they filed an appeal with this board, which is in their rights to as an employee of Civil Service, that they could face retaliation from the administration or the appointing authority and that all employees with the Fire and Police Departments should know that this Board is here for them to address their rights and their ability to appeal any disciplinary action or discrimination issues at any time."

A motion was made to reverse the Termination by Dwight Prudhomme.
Motion was seconded by Christine Olivier.
Roll was called and the motion carried unanimously.

A motion was made to make the employee whole regarding his position, salary and seniority by Dwight Prudhomme.
Motion seconded by Wayne Prejean
Roll was called and the motion carried unanimously

Motion to adjourn meeting by Dwight Prudhomme
Seconded by Wayne Prejean



CHAIRMAN, PAUL MOUTON
DECEMBER 9, 2020