

LOUISIANA DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONS

SUPPLEMENTAL PAYMENTS TO LAW ENFORCEMENT PERSONNEL

STRATEGIC PLAN

FISCAL YEAR 2026-2027 through 2030-2031

MISSION

The mission of this agency is to satisfy all constitutional and statutory requirements in regards to State Supplemental Pay. Supplemental Payments to Law Enforcement Personnel is divided into three programs specifically targeting three groups: municipal police officers, firefighters, and constables and justices of the peace. Each program strives to achieve the same goal.

GOAL

- I. To comply with the statutory requirements governing state supplemental pay.

OBJECTIVE I.1. To process monthly payments to all eligible municipal police officers through June 30, 2031.

STRATEGY I.1.1. Maintain a database with municipal police officers who apply for supplemental pay

STRATEGY I.1.2. Maintain a tracking system that will detail when payments are made to municipal police officers

PERFORMANCE INDICATORS

Input: Number of eligible municipal police officers

Outcome: Percentage of eligible municipal police officers paid

OBJECTIVE I.2. To process monthly payments to all eligible firefighters through June 30, 2031.

STRATEGY I.2.1. Maintain a database of firefighters who apply for supplemental pay

STRATEGY I.2.2. Maintain a tracking system that will detail when payments are made to firefighters

PERFORMANCE INDICATORS

Input: Number of eligible firefighters

Outcome: Percentage of eligible firefighters paid

OBJECTIVE I.3. To process monthly payments to all eligible constables and justices of the peace through June 30, 2031.

STRATEGY I.3.1. Maintain a database of constables and justices of the peace for supplemental pay

STRATEGY I.3.2. Maintain a tracking system that will detail when payments are made to constables and justices of the peace

PERFORMANCE INDICATORS

Input: Number of eligible constables and justices of the peace

Outcome: Percentage of eligible constables and justices of the peace

LOUISIANA DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONS

SUPPLEMENTAL PAYMENTS TO LAW ENFORCEMENT

PERSONNEL FISCAL YEAR 2026-2027 through 2030-2031

APPENDIX

1. Our principal clients and users are local parishes who are paid the sum total of all constables and justices of the peace payments each month as well as individual clients/users receiving direct payment such as municipal police, marshals and firemen. The local parishes administer the distribution of payments to the individual constables and justices of the peace within their districts. Local parishes in this instance would be considered principal clients/users while individual constables and justices of the peace would be considered secondary clients/users. In addition, our principal clients and users include all local municipal police, marshals and firemen who receive supplemental pay. These payments for municipal police, marshals and firemen are made directly to the recipients on a monthly payment distribution schedule. Each recipient is considered individual clients/users in these cases.
2. Potential external factors beyond the control of this agency include but are not limited to the following: further reduction in staff; change in the legislation affecting the entities to which Supplemental Payments to Law Enforcement Personnel provides assistance; increases or decreases in legislatively mandated monthly supplemental payment amounts; and sufficient appropriations to support continued payments.
3. The statutory authority for these programs are: Louisiana Revised Statute 40:1667 to 40:1667.9 Et Seq., Louisiana State Constitution Article 7, Section 10.(D)(3)(a-d); Louisiana Revised Statute 40:1666 to 40:1666.9 Et Seq., Louisiana State Constitution Article 7, Section 10.(D)(3)(a-d); and Louisiana Revised Statute 13:2591.A Et Seq.
4. Objectives and strategies were developed primarily by internal/external assessments, mandatory process priorities, master plans and legislative review and input of proposed plan.
5. The primary persons who will benefit by each objective are included in the plan objectives: the Office of Management and Finance, Supplemental Pay Division, will continue processing monthly supplemental pay to benefit all eligible municipal police, firefighters and constables and justices of the peace.
6. Supplemental Payments to Law Enforcement Personnel is administered by the Department of Public Safety and Corrections, Public Safety Services, (DPS&C, PSS). Although DPS&C, PSS is administratively responsible, the payments are issued from a separate budget unit. Within the Supplemental Pay budget unit are three programs: Municipal Police Officers, Firefighters, and Constables and Justices of the Peace. Separation of programs and budget and review processes are in place to avoid duplication, as well as provide assurance to the state. No true duplication of efforts have been identified.
7. See attached Indicator Documentation sheets.

8. Performance indicators are used to evaluate the effectiveness of this program. These indicators will allow the agency to evaluate cost effectiveness, the processes used to provide these services, and the services provided.
9. All data used in preparing this Strategic Plan will be preserved and maintained for a period of at least three years, or longer, if required by record retention laws.
10. Human Resources Policies Beneficial to Women and Families Link:
This agency has no employees.

PERFORMANCE INDICATOR DOCUMENTATION

Program: Municipal Police Officers

Objective: OBJECTIVE I.1: To process monthly payments to all eligible municipal police officers through June 30, 2031.

Indicator Name: Number of eligible municipal police officers

Indicator LaGov PI Code: 24177

1. Type and level:

Input

Key

2. Rationale, Relevance, Reliability:

The indicator provides a measure of the eligible municipal police officers.

3. Use:

The indicator will be used to help direct resource allocation.

4. Clarity:

The indicator name clearly identifies what is being measured.

5. Data Source, Collection and Reporting:

Source – Database

Collection – Monthly

Reporting – Quarterly on a state fiscal year basis

6. Calculation Methodology:

Simple count of the number of municipal police officers eligible to be paid

7. Scope:

Aggregate

8. Caveats/Limitations:

None.

9. Validity, Reliability, and Accuracy:

Data collection is standard and documentation procedures assure reliability and accuracy of data.

10. Responsible Person:

Name/Title – Candy Diez, Administrative Program Director 2

Phone – 225-925-4519

Email – Candy.Diez@la.gov

PERFORMANCE INDICATOR DOCUMENTATION

Program: Municipal Police Officers

Objective: OBJECTIVE I.1: To process monthly payments to all eligible municipal police officers through June 30, 2031.

Indicator Name: Percentage of eligible municipal police officers paid

Indicator LaGov PI Code: 24176

1. Type and level:

Outcome

Key

2. Rationale, Relevance, Reliability:

The indicator provides a measure of the eligible municipal police officers paid. The indicator directly measures achievement of objective.

3. Use:

The indicator will be used to help direct resource allocation.

4. Clarity:

The indicator name clearly identifies what is being measured.

5. Data Source, Collection and Reporting:

Source – Database

Collection – Monthly

Reporting – Quarterly on a state fiscal year basis

6. Calculation Methodology:

Division of the number of eligible municipal police officers paid by the number of eligible municipal police officers

7. Scope:

Disaggregate

8. Caveats/Limitations:

None.

9. Validity, Reliability, and Accuracy:

Data collection is standard and documentation procedures assure reliability and accuracy of data.

10. Responsible Person:

Name/Title – Candy Diez, Administrative Program Director 2

Phone – 225-925-4519

Email – Candy.Diez@la.gov

PERFORMANCE INDICATOR DOCUMENTATION

Program: Firefighters

Objective: OBJECTIVE I.2: To process monthly payments to all eligible firefighters through June 30, 2031.

Indicator Name: Number of eligible firefighters

Indicator LaGov PI Code: 24179

1. Type and level:

Input
Key

2. Rationale, Relevance, Reliability:

The indicator provides a measure of the eligible firefighters.

3. Use:

The indicator will be used to help direct resource allocation.

4. Clarity:

The indicator name clearly identifies what is being measured.

5. Data Source, Collection and Reporting:

Source – Database
Collection – Monthly
Reporting – Quarterly on a state fiscal year basis

6. Calculation Methodology:

Simple count of the number firefighters eligible to be paid

7. Scope:

Aggregate

8. Caveats/Limitations:

None.

9. Validity, Reliability, and Accuracy:

Data collection is standard and documentation procedures assure reliability and accuracy of data.

10. Responsible Person:

Name/Title – Candy Diez, Administrative Program Director 2
Phone – 225-925-4519
Email – Candy.Diez@la.gov

PERFORMANCE INDICATOR DOCUMENTATION

Program: Firefighters

Objective: OBJECTIVE I.2: To process monthly payments to all eligible firefighters through June 30, 2031.

Indicator Name: Percentage of eligible firefighters paid

Indicator LaGov PI Code: 24178

1. Type and level:

Outcome

Key

2. Rationale, Relevance, Reliability:

The indicator provides a measure of the eligible firefighters paid. The indicator directly measures achievement of objective.

3. Use:

The indicator will be used to help direct resource allocation.

4. Clarity:

The indicator name clearly identifies what is being measured.

5. Data Source, Collection and Reporting:

Source – Database

Collection – Monthly

Reporting – Quarterly on a state fiscal year basis

6. Calculation Methodology:

Division of the number of eligible firefighters paid by the number of eligible firefighters

7. Scope:

Disaggregate

8. Caveats/Limitations:

None.

9. Validity, Reliability, and Accuracy:

Data collection is standard and documentation procedures assure reliability and accuracy of data.

10. Responsible Person:

Name/Title – Candy Diez, Administrative Program Director 2

Phone – 225-925-4519

Email – Candy.Diez@la.gov

PERFORMANCE INDICATOR DOCUMENTATION

Program: Constables and Justices of the Peace

Objective: OBJECTIVE I.3: To process monthly payments to all eligible constables and justices of the peace through June 30, 2031.

Indicator Name: Number of eligible constables and justices of the peace

Indicator LaGov PI Code: 24181

1. Type and level:

Input
Key

2. Rationale, Relevance, Reliability:

The indicator provides a measure of the eligible constables and justices of the peace.

3. Use:

The indicator will be used to help direct resource allocation.

4. Clarity:

The indicator name clearly identifies what is being measured.

5. Data Source, Collection and Reporting:

Source – Database
Collection – Monthly
Reporting – Quarterly on a state fiscal year basis

6. Calculation Methodology:

Simple count of the number of constables and justices of the peace eligible to be paid

7. Scope:

Aggregate

8. Caveats/Limitations:

None.

9. Validity, Reliability, and Accuracy:

Data collection is standard and documentation procedures assure reliability and accuracy of data.

10. Responsible Person:

Name/Title – Candy Diez, Administrative Program Director 2

Phone – 225-925-4519

Email – Candy.Diez@la.gov

PERFORMANCE INDICATOR DOCUMENTATION

Program: Constables and Justices of the Peace

Objective: OBJECTIVE I.3: To process monthly payments to all eligible constables and justices of the peace paid through June 30, 2031.

Indicator Name: Percentage of eligible constables and justices of the peace paid

Indicator LaGov PI Code: 24180

1. Type and level:

Outcome

Key

2. Rationale, Relevance, Reliability:

The indicator provides a measure of the eligible constables and justices of the peace paid. The indicator directly measures achievement of objective.

3. Use:

The indicator will be used to help direct resource allocation.

4. Clarity:

The indicator name clearly identifies what is being measured.

5. Data Source, Collection and Reporting:

Source – Database

Collection – Monthly

Reporting – Quarterly on a state fiscal year basis

6. Calculation Methodology:

Division of the number of eligible constables and justices of the peace paid by the number of eligible constables and justices of the peace

7. Scope:

Disaggregate

8. Caveats/Limitations:

None.

9. Validity, Reliability, and Accuracy:

Data collection is standard and documentation procedures assure reliability and accuracy of data.

10. Responsible Person:

Name/Title – Candy Diez, Administrative Program Director 2

Phone – 225-925-4519

Email – Candy.Diez@la.gov

STRATEGY ANALYSIS CHECKLIST

STRATEGY I.1.1. Maintain a database with municipal police officers who apply for supplemental pay.

Analysis

Cost/benefit analysis conducted
 Other analysis used
 Impact on other strategies considered

Authorization

Authorization exists
 Authorization needed

Organization Capacity

Needed structural or procedural changes identified
 Resource needs identified

Time Frame

Already ongoing
 New, startup date estimated
 Lifetime of strategy identified

Time Frame

Impact on operating budget
 Impact on capital outlay
 Means of finance identified

STRATEGY ANALYSIS CHECKLIST

STRATEGY I.1.2. Maintain a tracking system that will detail when payments are made to municipal police officers.

x Analysis

<input type="checkbox"/>	Cost/benefit analysis conducted
<input type="checkbox"/> x	Other analysis used
<input type="checkbox"/> x	Impact on other strategies considered

x Authorization

<input type="checkbox"/> x	Authorization exists
<input type="checkbox"/>	Authorization needed

x Organization Capacity

<input type="checkbox"/>	Needed structural or procedural changes identified
<input type="checkbox"/> x	Resource needs identified

x Time Frame

<input type="checkbox"/> x	Already ongoing
<input type="checkbox"/>	New, startup date estimated
<input type="checkbox"/>	Lifetime of strategy identified

x Time Frame

<input type="checkbox"/> x	Impact on operating budget
<input type="checkbox"/>	Impact on capital outlay
<input type="checkbox"/> x	Means of finance identified

STRATEGY ANALYSIS CHECKLIST

STRATEGY I.2.1. Maintain a database of firefighters who apply for supplemental pay.

Analysis

<input type="checkbox"/>	Cost/benefit analysis conducted
<input checked="" type="checkbox"/>	Other analysis used
<input checked="" type="checkbox"/>	Impact on other strategies considered

Authorization

<input checked="" type="checkbox"/>	Authorization exists
<input type="checkbox"/>	Authorization needed

Organization Capacity

<input type="checkbox"/>	Needed structural or procedural changes identified
<input checked="" type="checkbox"/>	Resource needs identified

Time Frame

<input checked="" type="checkbox"/>	Already ongoing
<input type="checkbox"/>	New, startup date estimated
<input type="checkbox"/>	Lifetime of strategy identified

Time Frame

<input checked="" type="checkbox"/>	Impact on operating budget
<input type="checkbox"/>	Impact on capital outlay
<input checked="" type="checkbox"/>	Means of finance identified

STRATEGY ANALYSIS CHECKLIST

STRATEGY I.2.2. Maintain a tracking system that will detail when payments are made to firefighters.

Analysis

- Cost/benefit analysis conducted
- Other analysis used
- Impact on other strategies considered

Authorization

- Authorization exists
- Authorization needed

Organization Capacity

- Needed structural or procedural changes identified
- Resource needs identified

Time Frame

- Already ongoing
- New, startup date estimated
- Lifetime of strategy identified

Time Frame

- Impact on operating budget
- Impact on capital outlay
- Means of finance identified

STRATEGY ANALYSIS CHECKLIST

STRATEGY I.3.1. Maintain a database of constables and justices of the peace who apply for supplemental pay.

x Analysis

<input type="checkbox"/>	Cost/benefit analysis conducted
<input checked="" type="checkbox"/> x	Other analysis used
<input type="checkbox"/> x	Impact on other strategies considered

x Authorization

<input type="checkbox"/> x	Authorization exists
<input type="checkbox"/>	Authorization needed

x Organization Capacity

<input type="checkbox"/>	Needed structural or procedural changes identified
<input checked="" type="checkbox"/> x	Resource needs identified

x Time Frame

<input type="checkbox"/> x	Already ongoing
<input type="checkbox"/>	New, startup date estimated
<input type="checkbox"/>	Lifetime of strategy identified

x Time Frame

<input type="checkbox"/> x	Impact on operating budget
<input type="checkbox"/>	Impact on capital outlay
<input checked="" type="checkbox"/> x	Means of finance identified

STRATEGY ANALYSIS CHECKLIST

STRATEGY I.3.2. Maintain a tracking system that will detail when payments are made to constables and justices of the peace.

Analysis

<input type="checkbox"/>	Cost/benefit analysis conducted
<input checked="" type="checkbox"/>	Other analysis used
<input checked="" type="checkbox"/>	Impact on other strategies considered

Authorization

<input checked="" type="checkbox"/>	Authorization exists
<input type="checkbox"/>	Authorization needed

Organization Capacity

<input type="checkbox"/>	Needed structural or procedural changes identified
<input checked="" type="checkbox"/>	Resource needs identified

Time Frame

<input checked="" type="checkbox"/>	Already ongoing
<input type="checkbox"/>	New, startup date estimated
<input type="checkbox"/>	Lifetime of strategy identified

Time Frame

<input checked="" type="checkbox"/>	Impact on operating budget
<input type="checkbox"/>	Impact on capital outlay
<input checked="" type="checkbox"/>	Means of finance identified

**Louisiana Strategic Plan Update
FY 2026-2027 through FY 2030-2031
Top Five Performance Indicators**

Instructions: Use the boxes below to identify the top five performance indicators that highlight the efforts to achieve the agency's vision, mission, and philosophy.

Department and Agency Name: Department of Public Safety – Supplemental Payments to Law Enforcement Personnel
Performance Indicator 1 <i>(Please identify the objective associated with this performance indicator)</i>
Percentage of eligible municipal police officers paid Objective I.1. To process monthly payments to all eligible municipal police officers through June 30, 2031.
Performance Indicator 2 <i>(please identify the objective associated with this performance indicator)</i>
Percentage of eligible firefighters paid Objective I.2. To process monthly payments to all eligible firefighters through June 30, 2031.
Performance Indicator 3 <i>(please identify the objective associated with this performance indicator)</i>
Percentage of eligible constables and justices of the peace Objective I.3. To process monthly payments to all eligible constables and justices of the peace through June 30, 2031.
Performance Indicator 4 <i>(please identify the objective associated with this performance indicator)</i>
Performance Indicator 5 <i>(please identify the objective associated with this performance indicator)</i>