

Youngsville Municipal Police Civil Service Board

Appeal of Termination - Lloyd Henry

August 20, 2025



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Appeal of Termination - Lloyd Henry - August 20, 2025

LLOYD HENRY

APPEAL OF TERMINATION

YOUNGSVILLE MUNICIPAL POLICE

CIVIL SERVICE BOARD

Youngsville City Council Chambers

201 Iberia Street

Youngsville, Louisiana

on Wednesday, August 20, 2025

at 5:00 p.m.

CITIZENS FOR A
New Louisiana

Appeal of Termination - Lloyd Henry - August 20, 2025

APPEARANCES

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BOARD MEMBERS:

Mr. Tracy Girard

Mr. Jacob Held

Mr. Louis "Randy" Vanicor

Ms. Laurie Segura, Board Secretary

Appeal of Termination - Lloyd Henry - August 20, 2025

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

INDEX

Page

SERGEANT CODY LOUVIERE

14

Direct by Mr. Corry

14

Cross by Mr. Beck

27

Re-Direct by Mr. Corry

45

Re-Cross by Mr. Beck

49

Direct by Mr. Held

49

CHIEF JP BROUSSARD

55

Direct by Mr. Corry

55

Cross by Mr. Beck

56

LLOYD HENRY

58

Direct by Mr. Beck

58

Cross by Mr. Corry

79

Direct by Mr. Vanicor

85

Direct by Mr. Held

86

Direct by Mr. Vanicor

90

Direct by Mr. Held

92

Re-Direct by Mr. Beck

93

Re-Cross by Mr. Corry

95

CHIEF RICKEY BOUDREAUX

97

Direct by Mr. Beck

97

Appeal of Termination - Lloyd Henry - August 20, 2025

1	TYRA DORSEY	107
2	Direct by Mr. Beck	107
3	Cross by Mr. Corry	110
4	Re-Direct by Mr. Beck	111
5	ERIC SEGURA	112
6	Direct by Mr. Beck	112
7	Cross by Mr. Corry	114
8	Direct by Mr. Held	116
9	OFFICER LOUIS BERGES	117
10	Direct by Mr. Beck	118
11	Cross by Mr. Corry	120
12	SERGEANT LARRY HOLLAND	121
13	Direct by Mr. Beck	121
14	Cross by Mr. Corry	122
15	JADE BROUSSARD	123
16	Direct by Mr. Beck	123
17	Cross by Mr. Corry	125
18	Re-Direct by Mr. Beck	126
19	Closing Argument by Mr. Corry	128
20	Closing Argument by Mr. Beck	129
21	Direct by Rebuttal by Mr. Corry	135
22	Ruling by the Board	137
23		
24		
25		

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. GIRARD:

2 The Hearing of Lloyd Henry's
3 appeal.

4 Do I have a motion to move forward
5 with this -- this appeal?

6 MR. VANICOR:

7 I make a motion to continue to do
8 that.

9 MR. GIRARD:

10 Do I have a second?

11 MR. HELD:

12 I second the motion.

13 MR. GIRARD:

14 Any objections by the public?

15 All those in favor of moving
16 forward with the appeal, say aye.

17 MR. HELD:

18 Aye.

19 MR. VANICOR:

20 Aye.

21 MR. GIRARD:

22 Aye.

23 Motion passes.

24 We can now proceed.

25 MR. LANDRY:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 This will be the Appeal Hearing of
2 Lloyd Henry that was timely filed.

3 Are there any preliminary matters?
4 And I guess I would ask that the
5 attorneys for the respective parties
6 announce their names for the record.

7 MR. CORRY:

8 Michael Corry here on behalf of the
9 Appointing Authority.

10 MR. BECK:

11 Joe Beck on behalf of the Lloyd
12 Henry.

13 And we do -- do have a couple of
14 preliminary matters at this time.

15 MR. LANDRY:

16 Mr. Corry, do you have any
17 preliminary matters?

18 MR. CORRY:

19 Other than just offer, file and
20 introducing our exhibit book.

21 MR. LANDRY:

22 Okay. Mr. Beck?

23 MR. BECK:

24 And we'd like to sound for all the
25 witnesses that we've subpoenaed. And if

Appeal of Termination - Lloyd Henry - August 20, 2025

1 they're here, we'd like to swear them in
2 and place them under the rule of
3 sequestration.

4 And we'd also like the Chairman to
5 give us a ruling on our objection of the
6 Board's ruling to exclude a supplemental
7 exhibit that we have filed. And we have
8 a written objection and ask that it be
9 placed in the record.

10 MR. CORRY:

11 Our three witnesses are Chief
12 Broussard, Deputy Chief Thompson and
13 Former Chief Cody Louviere.

14 MR. LANDRY:

15 Do you want to -- Mr. Chairman, do
16 you want to address his objection to the
17 Board's ruling to exclude at this time,
18 and then we can bring the witnesses in?
19 Because I really don't think that there
20 should be any argument or testimony in
21 front of the witnesses.

22 MR. BECK:

23 Certainly.

24 MR. GIRARD:

25 The Board, the paperwork was set

Appeal of Termination - Lloyd Henry - August 20, 2025

1 for deadline of July 8th. And the
2 paperwork wasn't turned in until August.
3 And that's why, it had to be turned in,
4 from what I understand, seven days prior
5 to -- to the hearing and it wasn't.

6 And the only reason we extended the
7 hearing was so that counsel, y'all
8 agreed, to depose one of the witnesses
9 that couldn't be here.

10 MR. CORRY:

11 We did that --

12 MR. GIRARD:

13 So we didn't --

14 MR. CORRY:

15 -- last week.

16 MR. GIRARD:

17 -- we didn't -- we didn't move the
18 deadline back, we just moved the hearing
19 date back.

20 MR. BECK:

21 Just so the record is clear. We
22 extended the hearing because one of the
23 State's witnesses was not available, and
24 that would be the Chief, the Chief was
25 out of town. I requested a continuance

Appeal of Termination - Lloyd Henry - August 20, 2025

1 because one of our witnesses was
2 unavailable and that was denied.

3 And so, instead, we did a
4 deposition of Assistant Chief Latiolais.
5 So -- and the exhibit was turned in
6 seven days before the trial of this
7 matter, which would have been
8 Wednesday -- which would have been last
9 Wednesday.

10 So for that reason and the reasons
11 cited in the -- in the written
12 objection, I would just like it placed
13 in the record and we object to the
14 ruling. Thank you.

15 MR. LANDRY:

16 So if you would get your witnesses
17 in here, and you want to call your
18 witnesses out, for the record, and then
19 we'll bring them in here.

20 MR. BECK:

21 Yes. We have Former Chief Cody
22 Louviere, Assistant Chief Gabe Thompson,
23 Captain John Davidson, Former Chief
24 Rickey Boudreaux, Officer Louis Berges,
25 Officer Jade Broussard, Former Sergeant

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Eric Segura, Officer Tyra Dorsey,
2 Sergeant Larry Holland, and Human
3 Resources Officer, Cristin Boudreaux.

4 MR. LANDRY:

5 Do y'all want to call them in
6 there? I mean --

7 MR. BECK:

8 I can bring them.

9 MR. LANDRY:

10 Thank you. Just have them all come
11 in at the same time. We're going to get
12 all the witnesses so we can do it one
13 time. If we can get all the witnesses
14 to come up front.

15 MR. LANDRY:

16 So Counsel, are any of y'all
17 missing your witnesses, any witnesses?

18 MR. BECK:

19 Is Former Chief Rickey Boudreaux,
20 he's present?

21 CHIEF JP BROUSSARD:

22 He's on his way.

23 MR. BECK:

24 He is?

25 MR. LANDRY:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Okay. So I'm going to require you
2 to be responsible to advise him. We'll
3 have to swear him in --

4 MR. BECK:

5 Yes, sir.

6 MR. LANDRY:

7 -- and the rule of sequestration.
8 I don't want him to come in here while
9 there is testimony.

10 MR. BECK:

11 I will.

12 MR. LANDRY:

13 Mr. Corry, do you have everybody?

14 MR. CORRY:

15 Yes.

16 MR. LANDRY:

17 So y'all are going to be placed --
18 there's been a request for y'all to be
19 placed under the rule a sequestration.
20 Y'all will shortly be sworn in, y'all
21 will be asked to step out. Y'all cannot
22 discuss the case and your testimony with
23 of any of the other witnesses. If the
24 attorneys want to speak with you, y'all
25 can speak with him if you want, just

Appeal of Termination - Lloyd Henry - August 20, 2025

1 don't do that in the presence of any
2 other witnesses so that everybody is
3 coming in here fresh with their
4 information only.

5 If I can get y'all to raise your
6 right hand.

7 (ALL SWORN IN)

8 MR. LANDRY:

9 So I'm assuming they're going to be
10 free to -- they have --

11 MS. SEGURA:

12 They have a sitting room there
13 (indicating).

14 MR. LANDRY:

15 So y'all are free to go, just
16 remember the rule of sequestration.

17 MR. CORRY:

18 We call Cody Louviere, Sergeant
19 Cody Louviere.

20 Were our exhibits accepted?

21 MR. LANDRY:

22 Yes.

23 For the purpose of the record, the
24 Appointing Authority has filed an
25 exhibit book, that I believe you're

Appeal of Termination - Lloyd Henry - August 20, 2025

1 going to provide a copy to the
2 witness.

3 MR. CORRY:

4 Yes, I have a witness copy here.

5 MR. LANDRY:

6 Mr. Beck, do you have any offering
7 of any kind of exhibit book?

8 MR. BECK:

9 Well, we've pre-filed our exhibits.
10 And it's my understanding --

11 MS. SEGURA:

12 I have a copy of it.

13 MR. BECK:

14 Okay. I mean, what we're going to
15 do is since we don't have the burden of
16 proof, we may or may not have to
17 introduce the exhibits. We may or may
18 not call the witnesses, or we may or may
19 not present a case. And so -- but when
20 it comes time, I would ask you --

21 MR. LANDRY:

22 I just want to be sure for the
23 purpose of the record. You have no
24 objection to what's been previously
25 submitted?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. CORRY:

2 No.

3 MR. LANDRY:

4 The purpose is if he so chooses to
5 introduce them.

6 MR. BECK:

7 I have no objections --

8 MR. CORRY:

9 No objection.

10 MR. BECK:

11 -- to approve the submission as
12 well.

13 SERGEANT CODY LOUVIERE,
14 after being first duly sworn, was examined and
15 testified as follows:

16 DIRECT

17 BY MR. CORRY:

18 Q All right. Can you start off by giving us
19 your full name and business address for the
20 record?

21 A Yes. Cody David Louviere. Business address
22 is 316 West Main, Lafayette, Louisiana.

23 Q Who are you currently employed by?

24 A Lafayette Parish Sheriff's Office.

25 Q And who was your prior employer?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Prior employer was the Youngsville -- City of
2 Youngsville, Youngsville Police Department.

3 Q And how long were you with the Youngsville
4 Police Department?

5 A Almost a year and a half. A year and some
6 change.

7 Q And what were the -- what was the time frame?

8 A August 2023 to December to 2024.

9 Q All right. You were the interim chief?

10 A That's correct.

11 Q And as an interim chief between August of
12 2023 and December of 2024, briefly, for the
13 record, what did your duties include?

14 A Administrating the police department,
15 basically overseeing the entire police
16 department.

17 Q You were the Appointing Authority?

18 A That's correct.

19 Q And did you have occasion to have an IA
20 investigation, IA 2024-07 of Lloyd Henry?

21 A Yes, sir. That's correct.

22 Q And how did that investigation -- well, what
23 was the reason that investigation started?

24 A The investigation started due to Mr. Henry
25 being out past the limits of Civil Service

Appeal of Termination - Lloyd Henry - August 20, 2025

1 for an injury that was incurred on work duty.

2 Q Okay. I saw some --

3 A Or --

4 Q -- in the exhibits that were submitted, and
5 we'll get to some of those, it looked like
6 there was a question as to whether it was
7 actual work or work -- work or non-work.

8 A It was actually prior to my time there. And
9 I misspoke, it actually occurred when he was
10 off duty --

11 Q Okay. Tell the --

12 A -- in a department unit.

13 Q Tell the Board what happened.

14 A From my understanding, it had occurred prior
15 to my -- my taking office.

16 I believe Lloyd Henry was off duty using
17 his -- his unit to go to a doctor's
18 appointment, if I'm not mistaken, and was
19 involved in a crash.

20 Q And that was on February 7th of 2023?

21 A That sounds correct.

22 Q And you would have started in August, so a
23 few months later.

24 A I started in August.

25 Q Okay. And so how do we come to have IA

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Investigation 2024-07, what happened?

2 A What happened was, we had several meetings,
3 myself and Lloyd Henry, after I came into
4 office. At one point he told me that he was
5 ready to return to work, his injuries were
6 better, the doctor was going to release him.
7 At which point he was told, great, whenever
8 you're ready to return to work, we obviously
9 have an HR section with the City of
10 Youngsville that we work with to resolve
11 these issues when they're ready to come back
12 to work.

13 I said, when you have your paperwork for
14 release, you need to provide it to HR, get
15 that in and then return to duty. Because we
16 don't have light duty at the Youngsville
17 Police Department, so we were waiting on his
18 release paperwork to be filled out and turned
19 in.

20 Q During your tenure, was there any light duty
21 work with the Youngsville Police Department?

22 A No.

23 Q When did that end?

24 A That ended prior to my being in office.

25 Q And I think the Board probably knows the

Appeal of Termination - Lloyd Henry - August 20, 2025

1 answer to the question, but you can't have
2 light duty for police officers, right?

3 A Correct.

4 Q They're supposed to be --

5 A You're on the road patrolling, even if you're
6 a supervisor, at times you're called to
7 patrol if we're shorthanded, so that's
8 correct.

9 Q So there was no light duty offering, or that
10 was not a condition with the Youngsville --
11 that was not a policy of the Youngsville
12 Police Department?

13 A That's correct. We didn't do light duty for
14 injuries, correct.

15 Q All right. If you will, turn to Exhibit
16 Number 1. Are you there?

17 A Yes, sir.

18 Q And it starts, At Youngsville PD, page 003
19 Bates Stamp.

20 What is this Disposition of Allegation?
21 Tell the Board what this is.

22 A Disposition of Allegation is what's received
23 after an Internal Affairs Complaint is
24 completed. And this particular one for this
25 particular case shows it's sustained.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q All right. And details of the incident, I'm
2 sure the Board has reviewed it, but just
3 briefly tell the Board, give them a summary
4 of the incident.

5 A The summary starts talking about Lieutenant
6 Henry began using sick time in February 2023
7 for his injury. Prior to -- prior to return
8 to work, you need to retrieve paperwork and
9 return it to HR showing that he was released
10 to full duty. He told several
11 administrators, through this time, he started
12 talking to employees telling them that he was
13 on light duty. When that was questioned, he
14 changed his story several times that the
15 paperwork was turned in.

16 During the course of this, HR realized
17 that the paper was never turned into them.
18 They communicated with us, and our department
19 asking where the paperwork was. When he was
20 confronted with this, basically went out on
21 leave again for the same injury stating that
22 he was still hurt and there were more
23 procedures to be done.

24 Q And so when his story changed as to where the
25 paperwork was, that was on or about March

Appeal of Termination - Lloyd Henry - August 20, 2025

1 11th of 2024, when he went back out on sick
2 leave?

3 A Yes, sir. That's correct.

4 Q Did he ever return off of sick leave after
5 that point?

6 A He did not.

7 Q He was terminated for what reason?

8 A Terminated because he was -- he had an
9 aggregate total of 60 weeks of leave that was
10 used, with pay, for his injury.

11 Q And state statute provides, as we've outlined
12 in our brief, he gets a maximum of 52 weeks?

13 A That's correct. Yes.

14 Q And just for the Board's benefit, we had
15 filed a brief long ago. I want to make sure
16 that that was introduced as well.

17 MR. CORRY:

18 I'll offer, file and introduce that
19 as well.

20 MR. LANDRY:

21 Yes. It's accepted.

22 BY MR. CORRY:

23 Q Did he -- did Mr. Henry ever provide to you,
24 or the Youngsville Police Department, or the
25 City of Youngsville, any documentation that

Appeal of Termination - Lloyd Henry - August 20, 2025

1 was ordered by you to be provided?

2 A Not to me, not to my knowledge.

3 Q No Fit-for-Duty?

4 A No.

5 Q And why would you require a Fit-for-Duty for
6 an officer that's been out on sick leave?

7 A We have to ensure that they are fit to
8 perform the job, we have to make sure that
9 their body is in working order, mind and body
10 to -- to perform the job. We can't let
11 someone come back who is still on an injury,
12 and then reinjures or is injured in another
13 situation and we're reliable for allowing a
14 hurt employee back at work.

15 Q And the violation was of Youngsville Police
16 Department General Order 30, as well as the
17 and Revised Statute 33:2214?

18 A Yes, sir. That's correct.

19 Q And page 2 of that Disposition, Youngsville
20 PD 004, that's the Acknowledgment of Receipt
21 of Disciplinary Action, Termination?

22 A Yes, sir.

23 Q And Mr. Henry signed that?

24 A Yes, sir. That's correct, on 9/24 --
25 9/26/24.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. LANDRY:

2 If we can stop one second.

3 Everybody has been placed under the rule
4 of sequestration.

5 CHIEF RICKEY BOUDREAUX:

6 All right.

7 MR. LANDRY:

8 So if you want to, I can swear you
9 in and then we can put you out.

10 CHIEF RICKEY BOUDREAUX:

11 That's fine.

12 (CHIEF RICKEY BOUDREAUX NOW SWORN IN)

13 MR. LANDRY:

14 And you know what the rule of
15 sequestration is?

16 CHIEF RICKEY BOUDREAUX:

17 Oh, yeah.

18 MR. LANDRY:

19 So I believe they're all out there.

20 CHIEF RICKEY BOUDREAUX:

21 Okay.

22 BY MR. CORRY:

23 Q We're back on page 4. This is the
24 Acknowledgment that Mr. Henry signed?

25 A Yes, sir. That's correct.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Indicating he was being terminated?

2 A Yes, sir.

3 Q And then the next page is the General Order
4 30?

5 A Yes, sir.

6 Q Okay. Look at Exhibit 2.

7 A Okay. 014?

8 Q I'm sorry?

9 A Page 014?

10 Q Yes.

11 A Yes, sir.

12 Q What is this document?

13 A It's the Internal Memorandum, Administrative
14 Investigation, letting him know that he was
15 being investigated by the Internal Affairs
16 for the violation -- said violation
17 previous.

18 Q And you have noted there, you have become the
19 subject of an Internal Affairs investigation
20 alleging exceeding 52 weeks aggregate?

21 A Yes, sir.

22 Q All right. And he acknowledged receipt of
23 that on the next page, on August 9th of 2024?

24 A Yes, sir. That's correct.

25 Q And the date of that notice was August 8?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Yes.

2 Q And your investigation and termination
3 occurred on September 26, just, what, six
4 weeks later?

5 A Yes, sir.

6 Q Page 016, that's an e-mail from Gabe
7 Thompson, copied you, to Mr. Henry. What is
8 that notice?

9 A That is letting him know -- everyone know
10 that we had ordered an Internal Affairs
11 investigation based on the 52 weeks
12 aggregate --

13 Q Okay.

14 A -- and violation of General Order 30.

15 Q All right. Then, Exhibit 3, I guess these
16 are the e-mails back and forth between you,
17 Mr. Beck, Mr. Henry's attorney, Mr. Henry,
18 scheduling the Pre-Disciplinary Hearing.
19 There was some scheduling conflict --

20 A Yes.

21 Q -- and y'all worked all of that out?

22 A That's correct.

23 Q That's all these are here?

24 A Yes, sir.

25 Q And then on page 22, it probably should have

Appeal of Termination - Lloyd Henry - August 20, 2025

1 gotten stuck behind Tab 4, but that's fine,
2 it's -- that is the opening statement for the
3 Pre-Disciplinary Hearing?

4 A That's correct. Yes, sir.

5 Q And that occurred on September 3rd of 2024?

6 A That's correct.

7 Q And present in that hearing was Mr. Henry,
8 you, Deputy Chief Gabe Thompson, and
9 Mr. Henry's counsel, Mr. Beck?

10 A Yes, sir. That's correct.

11 Q And that was his opportunity to explain his
12 actions?

13 A That's correct.

14 Q Exhibit 4 is the transcript that -- of that
15 Pre-Disciplinary Hearing?

16 A Yes.

17 Q Did Mr. Henry, at any time, deny the fact
18 that he had been out --

19 A He did not.

20 Q -- over 52 weeks for the incident that
21 occurred --

22 A No, sir.

23 Q -- on February 7, 2023?

24 A No. No time.

25 Q Exhibit 5, that's the time sheets that show

Appeal of Termination - Lloyd Henry - August 20, 2025

1 the 60 weeks of being out?

2 A That's correct. I printed these myself.

3 Q And it looks like, as of July 21st, 2024, he
4 was 53 weeks, and by September 15, he was 60
5 weeks.

6 A That's correct.

7 Q What is Exhibit 6?

8 A Exhibit 6 is police lieutenants class, it
9 looks like it's the --

10 Q Lieutenant's job description?

11 A -- lieutenant's job description, that's
12 correct.

13 Q And then Exhibit 7 is the personal action
14 request, or Personnel Action Form noting the
15 termination?

16 A Yes, sir. That's correct.

17 Q Was the discipline that was administered by
18 you, as the Appointing Authority for the
19 Youngsville Police Department, done in good
20 faith?

21 A Absolutely. Yes, sir.

22 Q And was it done for cause?

23 A Yes, sir.

24 Q And the cause being that he violated the 52
25 weeks allowed for sick leave from a

Appeal of Termination - Lloyd Henry - August 20, 2025

1 particular incident?

2 A Policy, as well as state law, yes, sir.

3 Q And the General Order?

4 A Correct.

5 MR. CORRY:

6 I don't think I have any -- I don't
7 have any further questions.

8 CROSS

9 BY MR. BECK:

10 Q Good afternoon, Mr. Louviere. I'm Joe Beck.
11 We've met before. I represent Lloyd Henry.

12 Can you tell us when you made interim
13 chief again?

14 A August of 2023. I believe either the 23rd or
15 24th.

16 Q When did Lieutenant Henry's situation come to
17 your attention?

18 A Probably within the first week of my
19 employment.

20 Q Okay. And did come to your attention that
21 Mr. Henry was owed back pay?

22 A It did.

23 Q Okay. How did that come to your attention?

24 A I believe, if I'm not mistaken, Mr. Henry
25 brought it to my attention when we had spoke

Appeal of Termination - Lloyd Henry - August 20, 2025

1 about it.

2 Q Okay. And what did you decide to do about
3 it?

4 A I got with our HR department, we discussed it
5 and he was granted his back pay.

6 Q Okay. And you wrote a letter concerning
7 that?

8 A To my knowledge, I believe.

9 Q Okay. That is Exhibit 3. I'm going to have
10 him look at it.

11 MR. BECK:

12 May I approach the witness?

13 MR. LANDRY:

14 Sure.

15 MR. BECK:

16 Thank you.

17 MR. LANDRY:

18 Is that coming up in the --

19 MR. BECK:

20 It is.

21 BY MR. BECK:

22 Q Can you identify what I've handed you?

23 A E-mail to human resources from myself.

24 Q All right. And can you read the letter for
25 us?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Absolutely.

2 To Human Resources, Cristin, from Chief
3 Cody Louviere. Reference, Lloyd Henry back
4 pay. Lloyd Henry has been out on sick leave
5 since February 7, 2023. The pay period
6 ending April 2nd, 2023, was the last time he
7 was paid for RS 33:2214. Lloyd Henry is due
8 back pay to April 3rd, 2023, in addition to
9 reinstating his annual leave that was used
10 since February 7, 2023. The letter will
11 serve as authorization to reinstate Lloyd
12 Henry's annual leave taken since February
13 7th, 2023, to back date Lloyd Henry to April
14 3rd, 2023. Further, as per the
15 above-mentioned state statute, please
16 continue to pay him for sick leave until
17 further notice. If you have further
18 questions, do not hesitate to contact my
19 office.

20 Q Okay.

21 A Yes, sir.

22 Q So originally, Lloyd Henry had been out on
23 sick leave since February 7th, 2023, and they
24 stopped paying him on April 2nd, 2023?

25 A It appears so.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q And then -- and that wasn't made right until
2 your letter of September 25th, 2023?

3 A Per the e-mail.

4 Q All right. And did you get with HR
5 concerning this situation?

6 A I just read the e-mail where I got with HR.
7 I would say yes.

8 Q And did they give you the pertinent
9 information that HR had on file?

10 A I don't understand your question. It was a
11 discussion directing them on what direction
12 we were taking on this. I didn't get
13 anything on file from them.

14 Q All right. Did HR have on file where
15 Mr. Henry had been directed and had been seen
16 by a doctor appointed by the department?

17 A I was privy that he was seen by a doctor.
18 But I don't have HR's file. That's in HR's
19 office. That was -- that was of no relevance
20 to the fact that we were back paying him for
21 pay that he was owed.

22 Q And do you remember him being released to
23 duty?

24 A No, I do not.

25 Q Now, you say there was a no light duty

Appeal of Termination - Lloyd Henry - August 20, 2025

1 policy?

2 A No light duty, that's correct.

3 Q All right. And under Rickey Boudreaux, that
4 was different?

5 A To my knowledge, that happened before I
6 arrived in office and we continued it during
7 my tenure there.

8 Q Okay. Now, but before you were interim chief
9 at the -- at the Youngsville Police
10 Department, did you work at the Youngsville
11 Police Department?

12 A I did not, no, sir.

13 Q Okay. Was anybody allowed to work light duty
14 while you were interim chief?

15 A The only person that was on any type of light
16 duty while I was interim chief was Tyra
17 Dorsey, that was due to pregnancy.

18 Q Okay. And was anybody else allowed to work
19 light duty?

20 A No, sir.

21 Q Okay. And did you have any e-mails between
22 you and Mr. Henry after he was -- well, first
23 off.

24 When was Mr. Henry brought back to work?

25 A I don't have -- brought back to work or when

Appeal of Termination - Lloyd Henry - August 20, 2025

1 did he come back to work?

2 Q All right. Well, better question.

3 When did you process Personnel Action
4 Form bringing Mr. Henry back to work?

5 A I don't recall processing an action form
6 bringing him back to work. Unless you can
7 provide it to me, I don't --

8 Q Okay.

9 A It's been quite some time.

10 Q If an individual is on sick leave, what is
11 necessary for the department to do to bring
12 that said person back to work?

13 A An employee needs to turn in the proper
14 paperwork to HR, and then documented
15 paperwork is brought back to my office
16 through a chain of command.

17 Q And is a Personnel Action Form necessary to
18 bring someone back from sick leave to regular
19 duty?

20 A Sick leave? I don't think we do a Personnel
21 Action Form for sick leave that I'm aware.

22 We get the paperwork releasing them to
23 duty and they go back to work. They're not
24 changing status other than coming back from
25 an injury.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Okay.

2 A I don't recall ever doing a Personnel Action
3 Form for an injury.

4 Q So you didn't process a Personnel Action Form
5 in this case?

6 A Not to my knowledge.

7 Q Okay. How was the decision documented to
8 bring someone back to work from sick leave?

9 A As I stated previous, the person who is
10 injured goes to their doctor, gets a full
11 release to duty work form signed by their
12 doctor, authorizing that they're are no
13 longer injured, they're no longer in the care
14 of the doctor for said injury, and that is
15 presented to HR. And then they are able to
16 come back to work, which he was instructed to
17 do so prior to returning.

18 Q Does HR, or the Chief, process any document,
19 or file any documentation, to verify the
20 change in status of the officer from being on
21 sick leave to being on regular duty?

22 A We file the paperwork that I just explained,
23 file and release to work duty, it's filed
24 with HR.

25 Q So other than paperwork that may or may not

Appeal of Termination - Lloyd Henry - August 20, 2025

1 be produced by someone's doctor, is there any
2 form, or amendment, or e-mail, that is filed
3 within your office that changes somebody's
4 status from on sick leave to regular duty?

5 A I don't know how many times or different ways
6 to ask the question. He turns in the
7 paperwork, and we will probably send an
8 e-mail out saying that he's back to work,
9 typically to alert people that he's -- he's
10 back.

11 I don't understand where we're going.

12 Q Okay. Was there a staff meeting regarding
13 bringing Lieutenant Henry back to work?

14 A Not to my recollection.

15 Q Okay. Was it discussed with any of your
16 subordinates before he was brought back to
17 work?

18 A Not to my recollection. I mean, we have
19 discussions every day. I can't speak to
20 exact wording of those, but --

21 Q Okay. And you testified that you told
22 Mr. Henry that he had to provide documents
23 from his doctor. I assume that you made a
24 memo and sent that down to HR so HR would be
25 aware of this.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A I don't know why I would have to make HR
2 privy to their own policies.

3 I told him -- he asked me what he needed
4 to do to come back to work, and I told him in
5 a conversation in my office between the two
6 of us. I don't tell HR how to do their job.

7 Q Was there anybody else in the office?

8 A No.

9 Q Okay. So I assume you verified that
10 conversation with an e-mail or a letter?

11 A We had a conversation, a meeting of which he
12 requested. I don't feel the need to send an
13 e-mail after we speak.

14 Q Okay. So you directed Lloyd Henry to come
15 back to work. But in order to come back to
16 work, he had to provide full release from his
17 doctor, and you didn't document it in a memo,
18 an e-mail, a text message, or any other
19 written documentation?

20 A It's documented in policy how people have to
21 return to work. I don't feel the need to
22 document things.

23 Q Is the answer yes or no?

24 A No.

25 Q All right. And of course, there wasn't

Appeal of Termination - Lloyd Henry - August 20, 2025

1 anybody else in the office except you and
2 Lloyd Henry, right?

3 A That's correct.

4 Q And when you bring somebody back to work from
5 being sick, do you have the option to require
6 them to go to an independent doctor for
7 what's called a Fit-for-Duty Exam?

8 A We do.

9 Q Did you require that of Lloyd Henry?

10 A I did not.

11 Q Okay. Why not?

12 A He never provided any paperwork so we didn't
13 even get to that point.

14 Q When you bring an employee back from sick
15 leave, is it incumbent on you as Chief to
16 certify that he is Fit-for-Duty?

17 A I'm not a doctor. It's incumbent upon the
18 doctor to release him. We don't -- I'm not a
19 medical professional to -- to certify that.

20 Q Okay. And so regardless, he came back to
21 work and you didn't receive any updates from
22 Mr. Henry regarding his medical status?

23 A I did not from HR, no.

24 Q Okay. And did you receive any e-mails from
25 Lloyd Henry telling you that he has upcoming

Appeal of Termination - Lloyd Henry - August 20, 2025

1 procedures after he came back to work?

2 A I can't tell you dates, time or when. But we
3 did have some e-mails about it --

4 Q Okay.

5 A -- about his procedures.

6 Q And would it indicate to you if somebody is
7 having procedures, that perhaps their on
8 light duty?

9 A We don't have light duty, so no, that would
10 be of no indication. I've had procedures and
11 been to work myself in my 20-something years
12 of experience.

13 Q All right. And you never told Lloyd Henry
14 that you needed him back at work in order to
15 process reports because Captain Davidson was
16 getting overwhelmed?

17 A That has absolutely never happened in a
18 conversation, no.

19 Q Okay.

20 A That is his rendition, apparently.

21 Q All right. And you never told Mr. Henry that
22 you didn't care whether he's going to have to
23 do more procedures because you needed him
24 back at work to work on reports?

25 A I would never have said that, absolutely not.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 People's health is paramount.

2 Q You're familiar with the general orders of
3 the Youngsville Police Department?

4 A Fairly.

5 Q And y'all have reviewed General Order 30,
6 which involved sick leave?

7 A Sure.

8 Q Do you recall what General Order 1 is?

9 A Do I recall exactly what General Order 1 is,
10 no, not without it in front of me.

11 MR. BECK:

12 May I approach the witness?

13 MR. LANDRY:

14 Sure.

15 MR. CORRY:

16 Is that part of your exhibits?

17 MR. BECK:

18 This is Orders of the Youngsville
19 Police Department.

20 MR. CORRY:

21 Whoa, whoa. Is General Order 1
22 part of your exhibits?

23 MR. BECK:

24 It is not part of my exhibits.

25 MR. CORRY:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Okay. Then I would object to it
2 being used --

3 MR. BECK:

4 I'm not --

5 MR. CORRY:

6 -- since it wasn't -- since it
7 wasn't submitted as per the Board's
8 rules. This is a Civil Service Hearing,
9 this isn't an ambush.

10 MR. LANDRY:

11 I understand that. Let me ask you
12 a question.

13 Can't you get the answer you need
14 by just asking the question as opposed
15 to him looking at the exhibit?

16 MR. BECK:

17 I certainly can.

18 BY MR. BECK:

19 Q Do you recall General Order 1?

20 A Not specifically off the top of my head.

21 Q Under General Order 1, Applicability of
22 Rules. Does it say any civil service law,
23 city ordinance, state law, or federal law is
24 in conflict with any part of the written
25 directive by this department will

Appeal of Termination - Lloyd Henry - August 20, 2025

1 automatically supercede that section of the
2 department's written directives?

3 A That sounds familiar. Don't have it in front
4 of me.

5 Q So if one of the general orders conflicts
6 with something in those -- in the civil
7 service rules, the civil service rules trump
8 the general orders, correct?

9 A Apparently, according to what you're reading.
10 I'm not reading it, so.

11 Q Okay. Now, if I were to present you with the
12 general orders, could you refresh your
13 memory?

14 A Sure.

15 Q Can you flip that over to refresh your
16 memory?

17 A I feel like we've already established this,
18 right?

19 MR. CORRY:

20 Yes. I mean --

21 BY MR. BECK:

22 Q Well, so this --

23 MR. CORRY:

24 -- are we going to quiz him on
25 every general order?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. BECK:

2 If I could have a response.

3 MR. CORRY:

4 We have a process so that witnesses
5 aren't ambushed that we submit what
6 we're going to present to the Board
7 before the hearing, and now we're
8 pulling out documents --

9 MR. LANDRY:

10 Well, these are --

11 MR. CORRY:

12 -- the afternoon of --

13 MR. LANDRY:

14 These are the General Orders of the
15 Youngsville Police Department. It's a
16 public record just to allow him to
17 refresh his memory. It's not going to
18 come in as evidence because it wasn't
19 included in the exhibit books. But to
20 me, we're just --

21 MR. CORRY:

22 That's fine. Go ahead.

23 MR. LANDRY:

24 I mean, if you want to let him see
25 it and refresh your memory, and --

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Okay.

2 BY MR. BECK:

3 Q Sure.

4 A Can you repeat whatever question you just
5 asked?

6 Q Can you look at Applicability of Rules --

7 A Okay.

8 Q -- Section A at the bottom?

9 A Sure.

10 Q Does that refresh you're memory?

11 A Sure.

12 Q Do you agree General Order 1 states that
13 civil service law trumps general orders?

14 A Civil service laws, per this document, yes.

15 Q Okay. Before you fired Mr. Henry, did you
16 get the chance to look at Youngsville Civil
17 Service Laws -- Rules, I mean, Section 7,
18 regarding leaves of absences?

19 A I don't recall.

20 Q You don't recall.

21 Did you take a look at Section C-1,
22 regarding sick leave?

23 A I don't recall.

24 Q Okay.

25 A I don't have it in front of me.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Okay. Can I refresh you're memory with this
2 document here?

3 A Sure.

4 MR. LANDRY:

5 Which one was that?

6 MR. BECK:

7 C-1.

8 MR. CORRY:

9 You got a copy for me?

10 MR. BECK:

11 Yes.

12 A I'm curious if that's in effect. That's a
13 question. So that's not in effect at the
14 time; is that accurate?

15 MR. LANDRY:

16 Well, that's a question -- that's a
17 question.

18 A This has changed.

19 MR. LANDRY:

20 The Board rules have changed
21 several times. I've got a set from
22 9/24/14. This one is 5/8/24.

23 BY MR. BECK:

24 Q That's right. And he was fired September 26,
25 '24.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Okay. It's verified.

2 MR. LANDRY:

3 Okay.

4 MR. HELD:

5 We don't have --

6 MR. LANDRY:

7 Y'all don't have the current set of
8 rules?

9 MR. BECK:

10 Well, I've got some extra copies of
11 the Youngsville Civil Service Rules, if
12 y'all would like to have them.

13 MR. LANDRY:

14 Sure.

15 MR. BECK:

16 All right. This is Section 7.

17 BY MR. BECK:

18 Q We're looking at C-1 on page 22.

19 Can you read us Section C-1?

20 A (As read:) Sick leave, C-1. Each member of
21 the classified police service shall be
22 entitled to sick leave with full pay in
23 accordance with Table 2. Each employee shall
24 receive such sick leave on his or her date of
25 hire and thereafter annually on January 1 of

Appeal of Termination - Lloyd Henry - August 20, 2025

1 said year.

2 Q How many hours per year for a police officer?

3 A 52.

4 Q All right. So it says thereafter annually on
5 January 1st, correct?

6 A It does.

7 Q Okay. So somebody is working as a police
8 officer at the Youngsville Police Department
9 whose under the Youngsville Civil Service
10 Rules, and January 1st hits, what happens to
11 the sick leave?

12 A They get 52 weeks.

13 Q They get 52 weeks.

14 MR. BECK:

15 Thank you. That's all questions I
16 have.

17 RE-DIRECT

18 BY MR. CORRY:

19 Q Did Mr. Henry ever provide to you a return to
20 work documentation that you asked him to
21 provide?

22 A Did not.

23 Q And that was a direct order, correct?

24 A That's correct.

25 Q But he returned to work?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A He did.

2 Q On November 1st of 2023?

3 A Correct.

4 Q And then in March of 2024, it was learned
5 that he never submitted the work -- or the
6 return -- the Fit-for-Duty documentation?

7 A To HR, that's correct.

8 Q And as we're sitting here, that's never been
9 submitted?

10 A That's correct.

11 Q And so he left again when he was questioned
12 after giving several different stories on
13 March 11th, and then never returned. March
14 11th of 2024.

15 A Correct.

16 MR. BECK:

17 So it took you five months to
18 figure out that he --

19 MR. CORRY:

20 Wait, wait.

21 MR. LANDRY:

22 Wait.

23 MR. BECK:

24 Oh, I'm sorry. I thought you were
25 done. My apologies.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 BY MR. CORRY:

2 Q Why was there a delay?

3 A In?

4 Q Between when you asked him to provide the
5 documentation and not find out about it until
6 March?

7 A Just confusion at HR. I assumed they had a
8 return to work. I looked to my chain of
9 command, they thought it was, too. And
10 things get lost between HR and our department
11 at times and I assumed that was the
12 disconnect.

13 Q Okay. But you gave him a direct order to
14 provide it. And as we're sitting here today,
15 it's never been provided?

16 A Yes, sir.

17 MR. BECK:

18 May I ask a follow-up question,
19 Mr. Chairman?

20 MR. CORRY:

21 I'm not -- I'm not done.

22 MR. BECK:

23 I'm sorry. You took a break,
24 that's why I asked.

25 MR. CORRY:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 That's all I have.

2 Do we get -- I don't think he
3 gets to --

4 MR. LANDRY:

5 Well, the question is, is it a
6 question in reference to what he just
7 asked? Because we're not extending the
8 testimony past that.

9 MR. BECK:

10 Yes. If I was going to ask a
11 question, his redirect, it would be
12 completely limited to the questions that
13 he asked on redirect.

14 MR. CORRY:

15 I'm going to object to him asking
16 more questions. I'm putting on the
17 case, he gets to cross. I redirect and
18 that's the way it ends.

19 MR. BECK:

20 Not according to the code of
21 evidence.

22 MR. LANDRY:

23 Not really. And the Board also has
24 the right to ask questions, as well.
25 This is an informal procedure to a

Appeal of Termination - Lloyd Henry - August 20, 2025

1 certain extent.

2 If you have a question that is
3 limited to what his cross -- I mean, his
4 redirect was, that's fine, but we don't
5 want to be here all night.

6 MR. BECK:

7 I understand. Yes, I also
8 understand.

9 MR. LANDRY:

10 Do your job.

11 MR. BECK:

12 Thank you.

13 RE-CROSS

14 BY MR. BECK:

15 Q So it took you five months to figure out that
16 he hadn't filed his paperwork with HR?

17 A Per your wording, sure.

18 Q Okay.

19 MR. BECK:

20 That's all the questions I have.

21 Thank you.

22 MR. LANDRY:

23 Board members, do y'all have any
24 questions of the witness?

25 MR. HELD:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 I had something. Let me look here.

2 So did he give you an e-mail on --

3 Lloyd sent you on the 1st, he sent you

4 back that that he had to do another

5 procedure on November 14.

6 A I would have to look at the e-mail. I don't

7 -- it's in the exhibit?

8 MR. HELD:

9 That's the exhibit right there.

10 MR. CORRY:

11 I think that's actually his

12 exhibits.

13 MR. HELD:

14 That's his exhibits?

15 MR. BECK:

16 Yes.

17 MR. HELD:

18 So I was just asking about that.

19 A He -- he -- I can tell you that there were

20 e-mails throughout. Because due to the

21 extended leave, we had the policy that said

22 he had to follow-up every, I believe, if I'm

23 not mistaken off the top of my head, two

24 weeks with an update from his doctor, plus we

25 needed to know. If you read the policy, it

Appeal of Termination - Lloyd Henry - August 20, 2025

1 goes through the depth of any time you have
2 procedures, and they have to leave their
3 house during work hours while they're on sick
4 leave, we have to know about it.

5 So I think there were e-mails exchanged
6 back and forth about procedures, yes, sir.

7 MR. HELD:

8 Okay.

9 MR. CORRY:

10 And that's in Exhibit 1 in the
11 submission that Lloyd Henry submitted.

12 A Okay. It is. Got you.

13 MR. BECK:

14 That's correct.

15 MR. HELD:

16 I guess another thing. Back to
17 when he was out, did he still have his
18 cruiser, his vehicle?

19 A Did he what now? I apologize.

20 MR. GIRARD:

21 Did he still have his vehicle when
22 he was out?

23 A No, sir.

24 MR. GIRARD:

25 That was turned in?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Yes, sir. Whenever people are on light duty,
2 we typically take their units.

3 MR. GIRARD:

4 So when he came back, he would have
5 got keys from somebody, though?

6 A Yes. Correct.

7 MR. GIRARD:

8 Do you know who that was?

9 A I would assume -- I can't tell you, in fact,
10 who it was.

11 MR. CORRY:

12 I misspoke. It's actually Exhibit
13 2 of Henry's submissions.

14 MR. BECK:

15 It's Exhibit 1, I believe,
16 actually.

17 MR. CORRY:

18 Exhibit 2 are the medical records
19 you submitted, back and forth are the
20 e-mails.

21 MR. BECK:

22 Exhibit 1 is the e-mail, and
23 Exhibit 2 is the medical records that
24 were previously submitted.

25 MR. HELD:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 But this is in -- it's in here?

2 MR. BECK:

3 It is, yes.

4 MR. HELD:

5 Okay. I just wanted to -- that was
6 like the first day he came back and he
7 had another procedure. But I just
8 wondering about getting his keys.

9 On his first day back, did you see
10 him at all when he came back? Did you
11 see him that day?

12 A I can't tell you that.

13 MR. HELD:

14 Okay. What about like a week
15 later, did you see him at all?

16 A I would say so.

17 MR. HELD:

18 Was he in his uniform? Was he
19 wearing his bullet proof vest, or his --
20 what you call it, the vest --

21 A To my recollection.

22 MR. HELD:

23 Okay.

24 A Again, we have a chain of command that these
25 things go through, so verify and --

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. HELD:

2 Okay. That's all I wanted to ask.

3 A Yes, sir.

4 MR. GIRARD:

5 To maybe clear up. We have two
6 different buildings.

7 A Correct.

8 MR. GIRARD:

9 Administration is in one. And at
10 the time, Lieutenant Henry was in the
11 old police department.

12 MR. HELD:

13 Okay.

14 MR. GIRARD:

15 So it's possible that they didn't
16 see each other.

17 A And I can't -- I honestly can't tell you the
18 first time I actually -- I don't know. I'm
19 in and out often, or was.

20 MR. HELD:

21 Okay.

22 MR. LANDRY:

23 Y'all need to keep the witness or
24 is he free to go?

25 MR. BECK:

It's a possibility I may need to recall him as a witness in our case, so we'd ask that he stay until he's released. He's been subpoenaed by us as well.

A That's it for now?

MR. LANDRY:

That's it for now. You're still under the rule.

A Got it.

MR. CORRY:

I don't know if it's necessary but I'm going to put Chief Broussard on. I mean, I don't know if it's -- he wasn't involved in the discipline, he was the former chief and the Appointing Authority, so.

MR. BECK:

I'm sure it will be quick.

MR. CORRY:

Yes. Go ahead.

CHIEF OF POLICE, JEAN PAUL "JP" BROUSSARD, after being first duly sworn, was examined and testified as follows:

DIRECT

Appeal of Termination - Lloyd Henry - August 20, 2025

1 BY MR. CORRY:

2 Q Can you start by giving us your name and
3 business address for the record?

4 A Yes, sir. Jean Paul Broussard, 311 Lafayette
5 Street, Youngsville Police Department.

6 Q You're currently the Youngsville Police
7 Chief?

8 A I am.

9 Q You're familiar with this file? I mean, the
10 investigation occurred before you were police
11 chief.

12 A Correct.

13 Q Would you have upheld the discipline had you
14 been the police chief?

15 A Yes.

16 Q In good faith and for cause?

17 A Yes, sir.

18 MR. CORRY:

19 I don't have any further questions.

20 CROSS

21 BY MR. BECK:

22 Q How long have you been a police officer, sir?

23 A I started with the Marshal's Office in 2009.

24 Q And I assume you went to police academy.

25 A Yes, sir.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q And in the police academy, don't they tell
2 you, if you don't write it down, it didn't
3 happen?

4 A Possibly. I don't recall off the top of my
5 head.

6 MR. BECK:

7 Thank you. That's all the
8 questions I have.

9 MR. CORRY:

10 That's it.

11 MR. LANDRY:

12 Any questions from the Board?

13 MR. CORRY:

14 I don't have any further questions,
15 or I don't have any further witnesses.

16 MR. LANDRY:

17 So you're resting at this time?

18 MR. CORRY:

19 Yes.

20 You can step down Chief and come
21 back over here.

22 MR. LANDRY:

23 Mr. Beck, it's your case.

24 MR. BECK:

25 Thank you.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 We call Lloyd Henry to the stand.

2 MR. LANDRY:

3 Mr. Henry, you were sworn, correct?

4 A Yes, sir.

5 LLOYD HENRY,
6 after being first duly sworn, was examined and
7 testified as follows:

8 DIRECT

9 BY MR. BECK:

10 Q Please state your name for the record?

11 A Lloyd Wendell Henry.

12 Q Okay. And you were employed at the
13 Youngsville Police Department?

14 A Yes, sir.

15 Q And how long were you employed there?

16 A Up to termination, 15 years.

17 Q Okay. When did you start, what year?

18 A Let's see. March of 2010, something like
19 that.

20 Q Okay.

21 A I'm not -- I don't remember exact.

22 Q And where -- were you a police officer
23 somewhere else before then?

24 A Yes. Before that, Town of Washington.

25 Before that, St. Martin Sheriff.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q So how many years total law enforcement
2 experience?

3 A About 22, 21, something like that.

4 Q Okay. When did you make lieutenant?

5 A About five years ago.

6 Q Okay. And you were a lieutenant February 7
7 of 2023?

8 A Yes.

9 Q And how long had you been a lieutenant, you
10 said about five years?

11 A Yeah. About three or four years, something
12 like -- maybe around five --

13 Q Okay.

14 A -- I think.

15 Q And what were your duties as lieutenant?

16 A As lieutenant, I was responsible for all the
17 citations being turned in, I was responsible
18 for all the reports, responsible for the
19 fleet. And it was not in my -- in my scope
20 of duties but they added it on, I received
21 all initial complaints against officers.

22 Q Okay. And so much of your duty was from the
23 desk?

24 A Yes. Yes, sir.

25 Q All right. Did you ever have to go on

Appeal of Termination - Lloyd Henry - August 20, 2025

1 patrol?

2 A Maybe once or twice --

3 Q Okay.

4 A -- in the four to five years.

5 Q Okay. And so you got in a car accident on
6 February 7th. And it was not your fault,
7 correct?

8 A Yes, sir.

9 Q The fault was on the other car.

10 And you were put on sick leave on
11 February 18 of 2023?

12 A Yes, sir.

13 Q Okay. And you provided documentation to the
14 then Chief Rickey Boudreaux about your --
15 about your situation?

16 A I gave it to my direct superior, I think is
17 Captain John Davidson.

18 Q Okay. I want to direct you to what we marked
19 as Exhibit 2 and --

20 MR. CORRY:

21 This is in your exhibits?

22 MR. BECK:

23 It is. It's Exhibit 2.

24 BY MR. BECK:

25 Q And can you state who your doctor was?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Dr. George Raymond Williams, M.D.

2 Q Okay. And you provided the first two
3 documents in Exhibit 2 to Chief Boudreaux
4 shortly after you had been injured, correct?

5 A It went to Captain John Davidson and human
6 resources.

7 Q Okay. And what are the gist of those letters
8 from -- from your doctor?

9 A And Deputy Chief Thompson.

10 Q Okay. What is the gist of the -- of the
11 letters from your doctor?

12 A They restricted me from lifting 20 pounds and
13 carrying up to 10 pounds frequently.

14 Q Okay.

15 A With comments for the ballistic vest and
16 riding four-wheelers.

17 Q All right. Did Chief Boudreaux also have you
18 see the doctor that was selected by the
19 department?

20 A No, sir. I did that automatically.

21 Q Okay. And what did that doctor say?

22 A That doctor cleared me for duty.

23 Q Okay. Was there -- when Chief Boudreaux was
24 in office, was there a light duty policy?

25 A Yes, sir.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Okay. And were there other people on light
2 duty?

3 A Multiple.

4 Q Okay. Were there some people that worked
5 under you in light duty?

6 A Yes, sir.

7 Q Okay. And as lieutenant, quite often people
8 on light duty were shifted to your
9 department, correct?

10 A Yes, sir. They were assigned to help me with
11 the fleet.

12 Q Okay. And can you explain that to the Board?

13 A Well, whenever somebody would -- was injured,
14 it went through the Assistant Chief Nick
15 Latiolais and Chief Rickey Boudreaux. They
16 assessed that they needed to be at work if
17 their injuries weren't too bad. If it was
18 enough for light duty, they'd assign them to
19 me and they'd assist with bringing the cars
20 back and forth to have them serviced.

21 Q So the rationale to this is if the police
22 department is going to be paying somebody, we
23 might as well as have them do the work that
24 they can do?

25 A Yes, sir.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. CORRY:

2 I'm going to object to the leading
3 nature of the questions. I mean, it's
4 his witness. You can't lead him.

5 MR. BECK:

6 I'll be happy to rephrase the
7 question.

8 MR. LANDRY:

9 Just rephrase.

10 BY MR. BECK:

11 Q What was the rationale of bringing people on
12 light duty?

13 A To utilize them, just not to just have them
14 sitting at home.

15 Q Okay. And do you have an example of some
16 people that worked under you on light duty?

17 A Officer Eric Segura.

18 Q All right.

19 A He assisted me with the fleet and checking
20 reports as he was a sergeant.

21 Q And what kind of injury was he recovering
22 from?

23 A Recovering from a heart -- heart attack, I
24 think it was.

25 Q Was -- was there anybody else?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Yes. Officer Jade Broussard, she had a back
2 injury. She was initially given to me to
3 input tickets, and then later, she went to
4 help detectives.

5 Q Okay. Anybody else?

6 A Officer -- well, Sergeant Larry Holland, he
7 had an injury and he briefly was assigned to
8 me. But I normally, I just let him catch up
9 on his work and watch over his shift. I
10 didn't ask him to do any extra.

11 Q And anybody else? Louis Berges?

12 A Yes. Officer Louis Berges. He had a torn
13 rotator cup. And once he was able to come
14 back light duty, he was placed at the front
15 desk to take walk-in complaints.

16 Q Okay. So it wasn't unusual for people to be
17 placed on light duty while they recovered?

18 A No, sir, it's not unusual at all.

19 Q Were you placed on light duty?

20 A No, sir.

21 Q Do you know why you weren't placed on light
22 duty?

23 A They just told me they -- that it was the
24 Chief's prerogative and they weren't going to
25 give me light duty.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Did you request to work light duty?

2 A Yes, I did.

3 Q Okay. When did you stop getting paid?

4 A I think it was like April 2nd.

5 Q Okay. Why did they stop paying you?

6 A I have no idea. I tried to talk to them, but
7 I just kept getting the runaround.

8 Q When did that change?

9 A When the former Chief Cody Louviere came into
10 office.

11 Q Okay. How did he contact you?

12 A We spoke by phone.

13 Q What did he say?

14 A I brought up the issue of not being paid. He
15 said, I'm already in the process of taking
16 care of it because Ms. Laurie had brought it
17 to his attention that I was being mistreated.

18 Q Okay. And did he have any conversations with
19 you about coming back to work?

20 A Yes.

21 Q And tell us about those conversations.

22 MR. CORRY:

23 I'm going to object to hearsay, the
24 Former Chief just testified.

25 MR. LANDRY:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 He's the witness that he talked to.

2 MR. BECK:

3 Yes, that's not hearsay.

4 MR. LANDRY:

5 That's not hearsay.

6 MR. CORRY:

7 He's talking about somebody else.

8 MR. LANDRY:

9 He's talking about the Chief.

10 MR. CORRY:

11 Right.

12 Note my objection.

13 MR. LANDRY:

14 He can testify as to --

15 MR. CORRY:

16 Okay.

17 MR. LANDRY:

18 You can answer.

19 A Yes, sir.

20 The Chief asked me how I was doing. I
21 said, you know, I was doing good but I'm
22 getting fat at home and I want to be at work.
23 And he told me that he was under the
24 impression, he was told that I could not
25 work. I said, that's not true. I've turned

Appeal of Termination - Lloyd Henry - August 20, 2025

1 in my light duty and we have light duty.
2 And -- well, he got -- he became upset
3 because he felt like somebody lied to him.
4 And he said, I need my Lieutenant back at
5 work checking these reports because the
6 Captain is overwhelmed.

7 BY MR. BECK:

8 Q And what did most of your duties of?

9 A Checking reports.

10 Q Okay. And how many lieutenants are there at
11 the Youngsville PD?

12 A There's only one.

13 Q Okay. So when did he decide to bring you
14 back to work?

15 A He wanted to bring me back to work that day
16 but I told him I had an upcoming medical
17 procedure. And after I do that, I will be
18 glad to come in.

19 Q Okay. And you exchanged some e-mails between
20 you and the Chief?

21 A Yes, sir.

22 Q Okay. If I can bring your attention to
23 Exhibit 1. Is this an accurate copy of the
24 e-mails between you and the Chief?

25 A Yes, sir.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Can you look at the dates and then explain
2 each e-mail to us, please?

3 A (As read:) September the 19, 4:12 a.m. Good
4 morning. On September the 26th of 2023, at
5 approximately 1000 hours, I will have a
6 medical procedure at Opelousas General
7 Hospital - South Campus. Once I recover from
8 anesthesia, I will notify the Chief if
9 anything -- notify your Chief if anything
10 should come up. If anything should happen,
11 my mother, Theresa Edward, can be reached at
12 (337) 331-2398.

13 Q Okay. So pursuant to this e-mail, he was
14 aware that you were having ongoing
15 procedures? In fact, procedures that
16 required anesthesia.

17 A Yes, sir.

18 Q All right. Did you send further e-mails to
19 him?

20 A Yes, sir.

21 Q All right.

22 A You'd like me to go over that one?

23 Q I would.

24 A (As read:) September -- Wednesday, September
25 20. Good afternoon, Chief Louivere. I'm

Appeal of Termination - Lloyd Henry - August 20, 2025

1 requesting a meeting with you and the Mayor.
2 I'm requesting a meeting to be away from the
3 police department. I understand if you want
4 to meet with me prior to any meeting with the
5 Mayor. And I understand it's short notice
6 but it shouldn't take long. If you have any
7 questions, please feel free to call me
8 anytime at (337) 207-2578 or (337) 351-0686.

9 Q Okay. And why did you request that meeting?

10 A Because I wanted to make the Mayor aware
11 because it felt like they weren't getting the
12 full story of what was going on.

13 Q Right.

14 A And I was -- I was denied to have that
15 meeting.

16 Q Okay. So anyway, pursuant to the next
17 e-mail?

18 A (As read:) Good morning, Chief. Per our
19 last conversation, I reached out to both
20 M.D.'s, Dr. Williams, orthopedic surgeon. A
21 doctor's appointment is scheduled for October
22 23rd of 2023, at 8:15.

23 Dr. Albert Gros' appointment is
24 scheduled for October 31st, 1500 hours.
25 Doctors stated it takes a month to observe to

Appeal of Termination - Lloyd Henry - August 20, 2025

1 ascertain if the procedure worked. I tried
2 to move it up -- up -- upon -- I must wait.
3 And call you when I have a moment -- call me
4 whenever you have a moment.

5 Q So you had had a conversation with the
6 Chief --

7 A Yes.

8 Q -- and you were letting him know that you had
9 a medical procedure on October 31st?

10 A Yes.

11 Q And in your e-mail you tell him, the doctor
12 tells me, we don't know how long it's going
13 to take you to recover from that medical
14 procedure?

15 A Yes.

16 Q When did you start work? That would have
17 been November 1st, correct?

18 A Yes, November 1st.

19 Q So that's the next day.

20 So there's no way the Chief wasn't aware
21 that you were under a doctor's care and
22 getting medical procedures while you were
23 back at work?

24 A Yes, sir.

25 Q And on November 1st, you sent another e-mail

Appeal of Termination - Lloyd Henry - August 20, 2025

1 to --

2 A November -- October, I requested another
3 meeting. I say -- October 10.

4 (As read:) Good afternoon, Chief. I
5 was requesting a meeting today. I know it's
6 last minute but nothing has come up and I'd
7 like to -- something has come up and I would
8 like to talk to you about it.

9 Q Did you end up having that meeting with the
10 Chief?

11 A No, sir.

12 Q Okay.

13 A I was trying to get another meeting with the
14 Mayor.

15 MR. CORRY:

16 I'm -- I'm not seeing the October
17 10th e-mail that he's referring to.

18 MR. HELD:

19 18th.

20 MR. CORRY:

21 What?

22 MR. HELD:

23 18th.

24 MR. CORRY:

25 Yes, I see the 18th. I don't

Appeal of Termination - Lloyd Henry - August 20, 2025

1 see the --

2 MR. BECK:

3 I believe that's the 18th, correct?

4 A Yes. I'm sorry. The 18th.

5 BY MR. BECK:

6 Q Now, on November 1st, did you send another
7 e-mail?

8 A Yes, sir. Wednesday, November 1st, 2023, at
9 1:56 p.m.

10 Would you like me to read it?

11 Q I would.

12 A All right.

13 (As read:) Good afternoon, Chief. I
14 received a phone call at 1312 hours. My
15 physician stated I need a new medical
16 procedure and has been scheduled -- it has
17 been scheduled for me, November 14th. He
18 stated it's outpatient. Please give me a
19 call whenever you're available.

20 Q Okay. So the Chief was aware that you had
21 another procedure that was scheduled for
22 November 14th?

23 A Yes.

24 Q Okay. And did y'all speak about that in
25 person, or on the phone as well?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A It was by phone.

2 Q Okay.

3 MR. BECK:

4 I'd offer, file and introduce
5 Exhibit 1 into evidence.

6 MR. LANDRY:

7 I think we've already -- we've
8 already introduced those, right?

9 MR. CORRY:

10 Yes.

11 MR. BECK:

12 And Exhibit 2, if I haven't
13 already.

14 MR. CORRY:

15 No objection.

16 MR. BECK:

17 Thank you.

18 BY MR. BECK:

19 Q Did Chief ever tell you to stop sending
20 e-mails regarding your health to him?

21 A Yes.

22 Q When and how did he do that?

23 A He came over to the office located at 304 4th
24 Street.

25 Q And what did he tell you?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A He called me in the hallway. We was
2 installing some new body cameras. And I
3 said, Chief -- you know, I came to him and
4 updated -- and I updated him on my health.
5 And I was walking away, he said, hey, come
6 back here.

7 MR. CORRY:

8 What Chief are we talking about?

9 A Chief Cody Louviere.

10 At which time he told me to stop sending
11 e-mails about my health.

12 BY MR. BECK:

13 Q Okay. Did you find that strange?

14 A I found it strange. But it's the way his
15 tone was, it was like, leave it alone. So I
16 just -- I didn't question it.

17 Q So you were just happy to be back at work?

18 A Yes, sir.

19 Q Did you ever receive an e-mail from him, or a
20 memo, or an interoffice, or a text, or
21 anything, where he requires you to go to a
22 doctor and get fully cleared for duty?

23 A Never.

24 Q Never.

25 Were you ever ordered to submit to a

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Fit-for-Duty Exam?

2 A No, sir.

3 Q Okay. And the former chief had told you that
4 you would have to do a Fit-for-Duty Exam,
5 correct?

6 A Chief Boudreaux?

7 Q Yes, sir.

8 A No, they never told me that.

9 Q Okay. And how were you informed that you'd
10 be put back on sick leave?

11 A I was called to Ms. Laurie Segura's office
12 and she notified me that I would be going
13 home because I should have been cleared from
14 the doctor.

15 Q Okay. And that came as a shock to you?

16 A Yes, sir, it did.

17 Q Okay. Why do you think you were being
18 treated differently?

19 A I have no idea. The first thing I thought
20 about is the ticket I wrote to the Mayor's
21 boyfriend, that's the first thing that came
22 to my mind.

23 Q Okay. After you were put back on sick leave,
24 did you provide notes from the doctor to the
25 Chief, or your chain of command, per General

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Order 30?

2 A I'm sorry, can you repeat it?

3 Q After you were placed back on sick leave on
4 March 8 of 2024, did you provide regular
5 updates from your doctor to the police
6 department?

7 A Not until the policy changed in May.

8 Q Okay.

9 A Because prior to that, we didn't have to give
10 any updates.

11 Q Right.

12 A We just did the initial -- we gave the
13 initial medical document.

14 Q Yes.

15 A And then once it was time for you to come
16 back, you gave -- you gave your document that
17 you were cleared.

18 Q All right.

19 A But that changed in May of 2024 -- I'm not
20 sure to the date -- where the Chief changed
21 the policy. And then once he changed that
22 policy, I had to give medical updates from my
23 doctor every two weeks, which I did do.

24 Q Okay. And in Exhibit 2, if you could look
25 along with me, if you still have that, do you

Appeal of Termination - Lloyd Henry - August 20, 2025

1 see this letter from your doctor dated June
2 5th, 2024?

3 A Yes.

4 MR. CORRY:

5 Where are you? Exhibit what?

6 A June 5, 2024.

7 MR. BECK:

8 That's Exhibit 2.

9 A Do you want me to read it?

10 BY MR. BECK:

11 Q You can.

12 A All right.

13 (As read:) To whom it may concern --
14 well, from Dr. George Raymond Williams'
15 Office. To whom it may concern. Mr. Lloyd
16 Henry is a patient we have been treating
17 since 2023, for a cervical spine and lumbar
18 spine injuries that he sustained in an
19 accident. He continues to have significant
20 cervical and lumbar pain despite covert
21 measurements. His V-A-S, VAS scores -- and I
22 don't know how to pronounce that -- scores
23 remain unchanged. We have recommended light
24 duty work but this is not an option for him,
25 because he had notified my doctors it wasn't

Appeal of Termination - Lloyd Henry - August 20, 2025

1 an option. Therefore, he will be placed on a
2 no work status until next follow-up date.
3 Thanks for your time. Dr. George Williams.

4 Q Okay. And I don't have to read the rest of
5 it, but you provided another update per the
6 policy to the department on June 20th?

7 A Yes.

8 Q Another one on July 3rd?

9 A Yes.

10 Q Another one on July 15th?

11 A Yes.

12 Q Another one on August 1st, another one on
13 August 15th, another one on August 29th,
14 another one on September 10th, correct?

15 A Yes.

16 Q All right. And then, subsequently, you were
17 let go on --

18 A September 26.

19 Q -- September 26.

20 While you were working as a lieutenant
21 from November 1st to March 8, did the Chief
22 have any complaints about your work?

23 A None.

24 Q Okay.

25 MR. BECK:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 That's all the questions I have for
2 Mr. --

3 CROSS

4 BY MR. CORRY:

5 Q I've got a few questions for you.

6 You heard former Chief Louviere deny
7 that conversation you said that took place
8 about him coming back -- you coming back to
9 help Captain Davidson?

10 A Yes, sir.

11 Q You heard him deny that, didn't you?

12 A Yes, sir.

13 Q So are you calling him a liar?

14 A Yes, sir.

15 Q This car accident that you were involved in,
16 were you on or off duty work?

17 A I was off duty.

18 Q And tell the Board what happened. Why were
19 you in a police vehicle off duty?

20 A Under Chief Rickey Boudreaux, he gave us
21 access to use the vehicle on three occasions;
22 you could use your unit to go to church, you
23 could use your unit to go training, workout,
24 gym, or you could use the unit to go to your
25 doctor.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q So that's what you were doing?

2 A Yes, sir.

3 Q That day?

4 A Yes, sir. I was diagnosed with COVID that
5 day.

6 Q All right. And you got in a car wreck?

7 A I was at a stop sign and somebody rear-ended
8 me, yes, sir.

9 Q Okay. And as a result of that car wreck, you
10 sustained some injuries. Accurate?

11 A Yes, sir.

12 Q And they necessitated that you be out of
13 work?

14 A Who?

15 Q The doctors.

16 A Yes.

17 Q And as a result --

18 A Well, they released me. They released me.

19 Q As a result of that one car accident,
20 accumulative, you ended up being out over 60
21 weeks that you were paid for by the
22 Youngsville Police Department. Accurate?

23 A Yes.

24 Q All right. As we're sitting here, have you
25 ever brought to the Youngsville Police

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Department a Fit-for-Duty?

2 A They terminated me so there was no need to
3 bring one.

4 Q Did you ever bring, as ordered, a
5 Fit-for-Duty saying you could return to work?

6 A We didn't have a Fit-for-Duty to where I'd
7 bring one.

8 Q I'm sorry?

9 A I was -- I was released by their doctor to
10 come back, and my doctor released me for
11 light duty. I submitted both of those to
12 Cristin Boudreaux.

13 Q Did you have a Fit-for-Duty saying you could
14 return full duty? Not light duty, full duty.

15 A I was never demand to do one.

16 Q I'm sorry?

17 A I was never ordered to do one.

18 Q So you're calling chief Louviere, former
19 Chief Louviere who testified to this Board,
20 you're saying that he's lying to this Board?

21 A He's very much lying.

22 Q All right. All right. Let's look at Exhibit
23 2 of your submission.

24 A Yes, sir.

25 Q You were asked about the first one dated

Appeal of Termination - Lloyd Henry - August 20, 2025

1 February 16th of 2023.

2 A Yes, sir.

3 Q And when you read it, you left out the part
4 of light duty -- light work. You said lift
5 20 pounds, max; frequent lift, carry up to 10
6 pounds but you didn't comment on light work.

7 A Yes, sir.

8 Q That -- that note from Dr. Williams says
9 light work.

10 A Yes. Light duty. No vest. I said that.
11 No -- no four-wheeler.

12 Q All right. And then on the one on February
13 -- excuse me, March 16, 2023, the next one,
14 again, halfway down, it says, His work status
15 is sedentary to light duty, which he should
16 refrain from wearing his vest and avoid
17 four-wheeler exposure. Accurate?

18 A Yes, sir.

19 Q And he relates it back to that car wreck of
20 February 7, 2023?

21 A Yes, sir.

22 Q So you hadn't been released to full duty yet,
23 have you?

24 A No, sir. It was light duty.

25 Q All right. And then we jump to the next note

Appeal of Termination - Lloyd Henry - August 20, 2025

1 that you submit from Dr. Williams dated June
2 5th, 2024.

3 A Yes, sir.

4 Q Light duty.

5 A Yes, sir.

6 Q And it says, Therefore -- there is no option
7 of light duty, therefore, he will be placed
8 on no work status until next follow-up date.

9 A Yes. It was the next year, yes, sir.

10 Q Same thing on June 20th of 2024?

11 A Yes. That's what the Chief instructed me
12 that he needed.

13 Q The same thing on July 3rd, 2024?

14 A Yes, sir.

15 Q Same thing on July 15th of 2024?

16 A Yes, sir.

17 Q Same thing on August 1st, 2024?

18 A Yes, sir.

19 Q Same thing on August 15th, 2024?

20 A Yes, sir.

21 Q Same thing on August 29, 2024?

22 A Yes, sir.

23 Q Same thing on September 10th, 2024?

24 A Yes, sir.

25 Q All right. Sir, as we're sitting here, you

Appeal of Termination - Lloyd Henry - August 20, 2025

1 were never cleared to return to full duty
2 work, were you?

3 A When?

4 Q As we're sitting here today, you were never
5 cleared to full duty work?

6 A They terminated me.

7 Q Right.

8 A Yeah.

9 Q Because you exceeded the 52 weeks --

10 A Uh-huh (yes).

11 Q -- correct?

12 A That's -- that's what they say.

13 Q All right. And as we're sitting here, you
14 were never cleared to return to full duty
15 work?

16 A I was terminated before that.

17 Q Look at the City's Exhibit Number 1, page 03.

18 MR. LANDRY:

19 It's in the black binder.

20 A Oh, this is it (indicating)?

21 BY MR. CORRY:

22 Q Yes, it's in -- no, no.

23 A Oh, right here (indicating).

24 Q Yes.

25 Exhibit 2. That's the disposition of

Appeal of Termination - Lloyd Henry - August 20, 2025

1 the allegation that was sustained and you
2 were terminated?

3 A Uh-huh (yes).

4 Q Accurate?

5 A Yes, sir.

6 Q And you see where Chief Louivere informed
7 Lieutenant Henry that prior to returning to
8 work, he would need to provide a return to
9 work form.

10 You're denying that Cody Louviere told
11 you that?

12 A Yes, it never happened.

13 MR. CORRY:

14 That's all I have. Thank you.

15 MR. BECK:

16 That's all I have, unless the Board
17 has some questions.

18 MR. VANICOR:

19 I have one question.

20 A Yes, sir.

21 MR. VANICOR:

22 Mr. Henry, date of exam on February
23 16th, 2023, Exhibit Number 2, in the
24 area where it says the injury is
25 work-related, how did you relate it to

Appeal of Termination - Lloyd Henry - August 20, 2025

1 the doctor your injury?

2 A How I related it to him?

3 MR. VANICOR:

4 Yes, sir.

5 A The city doctor I went to, which is
6 Med-Excel, I had lost the feeling in my right
7 arm and my back was hurting.

8 MR. VANICOR:

9 All right. But the idea is you
10 said work-related.

11 A I told him I wasn't at work, but he probably
12 put it that way because I was in a police
13 unit.

14 MR. VANICOR:

15 Okay. Thank you.

16 MR. HELD:

17 I have -- Dr. Williams, that's --
18 that's not the city doctor, right?

19 A That's not the city doctor.

20 MR. HELD:

21 Okay. I just want --

22 A I don't see the actual city release in here,
23 but it was submitted.

24 MR. HELD:

25 Okay. So I'm going to get -- on

Appeal of Termination - Lloyd Henry - August 20, 2025

1 October 23rd, '23, you had a doctor's
2 appointment. When you went to it, did
3 you get an excuse from him?

4 A From?

5 MR. HELD:

6 Dr. --

7 A On what date?

8 MR. HELD:

9 On that 10/23/2023, did you get a
10 doctor's excuse from him?

11 A Exhibit, which one? Exhibit 2? It must
12 be --

13 MR. HELD:

14 It was an e-mail that you said that
15 you went to -- you had a doctor's --
16 there's an e-mail that says you went to
17 a doctor on 10/23, from Dr. Williams.
18 I'm not sure if that was in your
19 exhibit, but I know I read it because I
20 wrote it down. I'm sorry. So let's
21 see.

22 MR. BECK:

23 There's a 2024, right?

24 MR. LANDRY:

25 See, that's what's a little

Appeal of Termination - Lloyd Henry - August 20, 2025

1 confusing. There's a 2023 or 2024, this
2 is carried over.

3 MR. HELD:

4 Okay. But I'm on -- I'm on --

5 MR. LANDRY:

6 Mr. Beck's?

7 A So October 18th.

8 MR. HELD:

9 Mr. Beck -- October 23rd -- okay.
10 So it was on that October 2nd e-mail,
11 you said you had an appointment on
12 October 20, '23, with Dr. Williams.
13 When you went there -- because on the
14 other ones, you have all of those
15 excuses. On this one, I was wondering,
16 did you get a doctor's excuse for this
17 visit?

18 A Yes.

19 MR. HELD:

20 You said the Chief -- per my last
21 conversation, I reached out to both
22 M.D., Dr. Williams, Orthopedic Surgeon,
23 doctor's appointment scheduled for
24 October of '23.

25 MR. BECK:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 I'll show you -- and I'll show him
2 the e-mails.

3 MR. HELD:

4 Yes.

5 A What you're saying, October --

6 MR. BECK:

7 This one right here, which was
8 October 2nd, 2023.

9 A No. No, sir.

10 MR. HELD:

11 You never got -- you never got one
12 for that one?

13 A Yeah. Because, at that time, it wasn't
14 department's policy to get one.

15 MR. HELD:

16 Okay. And then, I guess, on the
17 same thing, and you might be saying -- I
18 still want to ask.

19 A Yes, please do.

20 MR. HELD:

21 And I think on that same October
22 31st, to Dr. Gros, you went to him and
23 you didn't get one on that date, either?

24 A It wasn't our department policy.

25 MR. HELD:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 It wasn't policy.

2 And the next day you went to work
3 on the 1st?

4 A Yes, sir.

5 MR. HELD:

6 With nothing, no excuse at all on
7 that one?

8 A No.

9 MR. HELD:

10 Thank you.

11 MR. VANICOR:

12 I just have one more, if I'm
13 allowed to ask this.

14 Are there any civil actions that
15 developed because of this accident with
16 the vehicle?

17 A I'm -- what's that, sir?

18 MR. VANICOR:

19 Lawsuits, or anything else that
20 followed this action -- with the other
21 vehicle on this accident in February?

22 MR. BECK:

23 I'm not sure of the relevance of --

24 MR. VANICOR:

25 Okay.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. LANDRY:

2 Well, I mean, the relevance would
3 be -- I'm not sure it's relevant at this
4 time, but if there's a decision to
5 reinstate him, it's clearly relevant.

6 MR. BECK:

7 Well, I can go ahead and allow
8 it.

9 A All right. What was the question, again,
10 sir?

11 MR. VANICOR:

12 Mr. Henry, this action -- the
13 accident you were involved in in
14 February --

15 A Uh-huh (yes).

16 MR. VANICOR:

17 -- did you have a suit against, or
18 any kind of action, legal action against
19 the driver of the other vehicle?

20 A Yes, sir. I notified Ms. Cristin Boudreaux.
21 I tried to give her the information because
22 Louisiana law says, you know, while I'm
23 getting paid, if you go and read that law, if
24 I get hurt by a third party, notify the City
25 so they can sue them to get their money back.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 So I did try to notify her but she didn't --
2 she didn't want nothing to do with it.

3 MR. VANICOR:

4 What's the status of that action
5 right now?

6 A Closed.

7 MR. VANICOR:

8 Okay. I have no more.

9 MR. HELD:

10 Back on the first when you came
11 back, when you were back in full uniform
12 with your ballistic vest, everything,
13 you were --

14 A My daily duties, I don't wear a ballistic
15 vest.

16 MR. HELD:

17 You don't have to?

18 A I just -- I only wear my sidearm.

19 MR. HELD:

20 Thank you.

21 A And I'm -- and I'm not in uniform, but I'm in
22 like a detective uniform --

23 MR. HELD:

24 Okay. Thank you.

25 A -- which is a Polo shirt and cargo pants.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. BECK:

2 I got a follow-up question based
3 on --

4 MR. LANDRY:

5 I don't think they're finished
6 asking.

7 MR. BECK:

8 I'm sorry.

9 MR. VANICOR:

10 I'm good.

11 MR. LANDRY:

12 In line of what they asked, don't
13 go beyond.

14 MR. BECK:

15 I'm crystal clear. Thank you, sir.

16 RE-DIRECT

17 BY MR. BECK:

18 Q Was there a meeting between your personal
19 injury attorney, you and the administration,
20 to discuss the civil action and your status?

21 A We had a meeting.

22 Q Was your civil attorney present?

23 A Yes.

24 Q Okay. Did he discuss the car accident and
25 the civil litigation?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Yes, some. Just briefly.

2 Q Did he inform them that there was civil
3 litigation?

4 A I'm not sure if I remember that, but I think
5 he did.

6 Q He discussed why he was your attorney?

7 A He was representing me for that -- that
8 particular accident.

9 Q And he told that to the Chief at the time?

10 A He told it to the Deputy Chief, and Captain
11 John Davidson and human resources, Cristin
12 Boudreaux.

13 Q So all of those people were present at the
14 meeting?

15 A Yes, sir.

16 Q Do you recall the date of that meeting?

17 A I don't recall the date.

18 Q April of 2023 sound about right?

19 A It sounds about right.

20 Deputy Chief Thompson told my attorney
21 that we could record the meeting.

22 Q Okay.

23 A And I did.

24 MR. BECK:

25 All right. Thank you. That's all

Appeal of Termination - Lloyd Henry - August 20, 2025

1 the questions.

2 MR. GIRARD:

3 Based on your question. Is it --
4 was it documented? Is it documented
5 somewhere that date and time that they
6 had that conversation?

7 MR. CORRY:

8 I haven't seen that document.

9 MR. BECK:

10 I have a recording of it. I don't
11 have it with me. And I didn't submit it
12 because I didn't think it was relevant
13 until y'all asked about it.

14 MR. LANDRY:

15 Anything else? Your next witness?

16 MR. BECK:

17 Yes, sir.

18 MR. CORRY:

19 I got a follow-up.

20 RE-CROSS

21 BY MR. CORRY:

22 Q You were off work at that time, right?

23 A Yes, sir.

24 Q Receiving sick leave?

25 A What?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Receiving sick leave?

2 A It wasn't official yet. I was on my way back
3 to notify them.

4 Q But you were off duty, you were off of work
5 because of the accident when you had that
6 meeting with your lawyer and whoever else you
7 said?

8 A Yes, sir.

9 Q And you were receiving sick leave?

10 A You said meeting.

11 Q You told this Board you had a meeting.

12 A Oh, with the --

13 Q You, your civil lawyer --

14 A And the supervisor --

15 Q -- and the deputy chief.

16 A Yes. Yes.

17 Q And you were off of work at that time?

18 A Yes. Yes. Well, they --

19 Q And you were receiving --

20 A They was notifying me I know longer had any
21 time and they wasn't going to be paying me.

22 Q Right.

23 But you were off duty because of the
24 accident?

25 A Yes, sir.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q All right.

2 MR. CORRY:

3 Thank you.

4 MR. BECK:

5 No more questions. If the Board is
6 done with him.

7 A Would you like me to leave this here
8 (indicating)?

9 MR. BECK:

10 You can bring it with you.

11 I would like to call the Former
12 Chief Rickey Boudreaux.

13 CHIEF RICKEY BOUDREAUX,
14 after being first duly sworn, was examined and
15 testified as follows:

16 DIRECT

17 BY MR. BECK:

18 Q Good afternoon, sir.

19 A Good afternoon.

20 Q Could you please state your full name?

21 A My name is Richard Rickey Boudreaux.

22 Q I'm Joe Beck and I represent Mr. Henry. I
23 know we haven't met. Thank you for coming
24 today.

25 Did you used to be chief of the

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Youngsville Police Department?

2 A Yes, sir, I did.

3 Q Okay. And from what -- when did you start
4 being Chief?

5 A January 1st, 2015.

6 Q Okay. And when did you quit being Chief?

7 A August 21st, 2023.

8 Q Okay. So that's pretty good long time.
9 That's about what, eight years, nine years?

10 A Nine years.

11 Q Okay. Were you chief when Lieutenant Henry
12 was working here?

13 A Yes, I was.

14 Q Okay. And you were there when he was
15 promoted to lieutenant?

16 A Yes.

17 Q Okay. And what did his duties consist of?

18 A He had administrative duties, putting
19 together the reports to be forwarded to the
20 DA's office. He would then bring them to the
21 Captain for final approval.

22 Q Okay.

23 A And he supervised the supervisors on the
24 patrol shifts.

25 Q Okay. So a lot of desk work?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A It was desk work.

2 Q What was the light duty policy when you were
3 chief?

4 A We would have them perform duties in the
5 office, whether it be sorting through
6 tickets, entering tickets into the record's
7 management system, helping put together the
8 cases to be forwarded to the DA's office, and
9 shoveling vehicles around, as long as they
10 didn't require any heavy lifting.

11 Q And why would you have them do this instead
12 of just sitting home doing nothing?

13 A Well, we were paying them so I felt like we
14 could get a little bit of work out of them,
15 or something productive out of it. That's
16 what we were trying to do.

17 Q Okay. And that -- that was at the discretion
18 of the Chief of Police?

19 A Yes, sir, at that time.

20 Q Okay. And everybody was allowed to
21 participate in that?

22 A Yeah, I didn't discriminate against anybody.

23 Q Okay. Do you recall that Mr. Henry got
24 injured while you were Chief?

25 A Right at the end of my tenure.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Okay. Was he allowed to participate in light
2 duty?

3 A I don't recall. I don't recall if he was
4 able to or if he did for a short time and
5 then was not.

6 About the time he got hurt, I was
7 advised by the City of Youngsville attorney,
8 I had nothing to do with that and I needed to
9 back off of it, so I left it alone.

10 Q Who was the City of Youngsville attorney?

11 A Wade Trahan.

12 Q All right. And did he tell you this
13 specifically about Lloyd Henry?

14 A About that case.

15 Q Okay. So everybody else was allowed to
16 except for Lloyd Henry --

17 MR. CORRY:

18 I'm going to object to the form.

19 MR. LANDRY:

20 You're leading.

21 MR. CORRY:

22 Yes.

23 MR. LANDRY:

24 You're actually testifying.

25 MR. BECK:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Well, I'm testifying as to what he
2 said earlier, summarizing.

3 MR. CORRY:

4 No, he can't lead him. I'm going
5 to object.

6 MR. BECK:

7 I'll just rephrase the question.

8 MR. LANDRY:

9 Yes, rephrase the question.

10 BY MR. BECK:

11 Q Had anybody been denied light duty in the
12 past?

13 A No.

14 Q Okay. And Lieutenant Henry was denied light
15 duty?

16 A I -- I wouldn't know. I mean, I just --
17 anything I would have to knowledge of that
18 would be hearsay, unfortunately. I was not
19 advised of whether he could or could not have
20 light duty. They -- they kept me out of that
21 completely.

22 Q Who is "they?"

23 A The city administration.

24 Q Okay. So the Mayor's office?

25 A I don't think necessarily it was the Mayor

Appeal of Termination - Lloyd Henry - August 20, 2025

1 but it was the city attorney.

2 Q Okay. And so it's -- you have firsthand
3 knowledge that the city attorney didn't allow
4 Lieutenant Henry light duty?

5 A No, I don't have firsthand knowledge of that.
6 I just have that I was told to leave it alone
7 and just by word of mouth that he was denied
8 light duty.

9 Q Okay. And, of course, you didn't see your
10 lieutenant come to the office after that --

11 A No.

12 Q -- right?

13 And you noticed that -- how many
14 lieutenants did you have?

15 A My only one.

16 Q So you'd notice if your lieutenant is not
17 there, right?

18 A Yes. Yes.

19 Q Okay. And you were aware that his doctor and
20 the department's doctor had cleared him for
21 light duty?

22 A Yes.

23 Q Okay. And those documents were given to HR?

24 A As far as I know, yes.

25 Q Okay. Who made the decision to deny

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Lieutenant Henry his pay while he was on sick
2 leave?

3 A I'm sorry, who?

4 Q Who made the decision to deny Lieutenant
5 Henry pay while he was on sick leave?

6 A Oh, I -- I don't have any knowledge of that.

7 Q Was Lieutenant Henry paid while he was on
8 sick leave?

9 A I don't have no knowledge of that.

10 MR. CORRY:

11 I'm going to object. He's already
12 testified he was paid. Lieutenant Henry
13 testified he was paid for over 60 weeks.

14 MR. BECK:

15 And Chief Louivere testified that
16 he wasn't paid from April 2nd to
17 September 25th. And I introduced
18 Exhibit 3, which is a letter from Chief
19 Louivere showing that he gave him
20 backpay for that period.

21 MR. CORRY:

22 So he was paid for it.

23 MR. LANDRY:

24 Well, he was paid, but --

25 MR. BECK:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 But not at the time --

2 MR. LANDRY:

3 -- this witness -- this witness
4 would not know because he was not here
5 at that time.

6 BY MR. BECK:

7 Q So when did you stop being Chief?

8 A August 21st of 2023.

9 Q So you would have been the Chief, April of
10 2023?

11 A Yes.

12 Q And May and June --

13 A Uh-huh (yes).

14 Q -- and July, correct?

15 A Correct.

16 Q Did you know that Lieutenant Henry, during
17 the months that I just mentioned, was not
18 paid while he was on sick leave?

19 A I do not have knowledge of that.

20 Q Okay. But you were the Chief at that time?

21 A I was.

22 Q Okay. So since you don't have acknowledge of
23 that, you wouldn't know why he wasn't paid?

24 A No, sir, I would not.

25 Q Okay. Did the city attorney ever mention

Appeal of Termination - Lloyd Henry - August 20, 2025

1 anything about not paying Lieutenant Henry?

2 A He and I did not speak very much.

3 Q Okay. You were just told to stay out of it?

4 A Yeah.

5 Q All right. And what was your understanding
6 of the sick leave law at that time, as far as
7 the policy for Youngsville?

8 A The policy?

9 MR. CORRY:

10 I'm going to object. I'm not sure
11 that this witness -- he hadn't been the
12 Chief for a couple of years.

13 MR. LANDRY:

14 He said at the time. I think he's
15 asking at the time while he was Chief
16 what the policy was.

17 MR. BECK:

18 That's correct.

19 MR. LANDRY:

20 All right.

21 BY MR. BECK:

22 Q Can you tell us what the policy was?

23 A When they're out on sick leave, they have so
24 many hours of paid leave and then they have
25 to apply to the FMLA.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Okay. Did you know they had 52 weeks of
2 leave available to them --

3 A No, I did not.

4 Q -- per statute? Okay.

5 MR. BECK:

6 That's all the questions I have for
7 this witness. Thank you.

8 And --

9 MR. CORRY:

10 I don't have any questions.

11 MR. BECK:

12 -- Mr. Corry may have some
13 questions for him. And Board may have
14 questions as well.

15 MR. CORRY:

16 I don't have any questions.

17 MR. LANDRY:

18 Does the Board members have any
19 questions?

20 MR. HELD:

21 No.

22 MR. VANICOR:

23 No.

24 MR. LANDRY:

25 Is he released from the rule?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. CORRY:

2 I didn't subpoena him.

3 MR. BECK:

4 He is released from the subpoena.

5 Thank you for coming, Chief.

6 MR. LANDRY:

7 You can leave.

8 MR. CORRY:

9 Can we take a short restroom break?

10 MR. BECK:

11 I'll second that.

12 (SHORT BREAK TAKEN)

13 MR. BECK:

14 We call Tyra Dorsey to the stand.

15 TYRA DORSEY,

16 after being first duly sworn, was examined and
17 testified as follows:

18 DIRECT

19 BY MR. BECK:

20 Q Can you please state your full name for the
21 record, ma'am?

22 A Tyra Dorsey.

23 Q Okay. Do you work at the Youngsville Police
24 Department?

25 A Yes, sir.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q And how long have you been working here?

2 A Three and a half years now.

3 Q Okay. And were you ever placed on light
4 duty?

5 A Light duty?

6 Q Yes.

7 A I mean, I'm on maternity leave right now.

8 Q Okay. And before that?

9 A No.

10 Q Okay. Were you ever transferred from working
11 one job to working a desk?

12 A Besides my maternity leave?

13 Q Earlier in your maternity leave --

14 A Oh, no.

15 Q -- before you actually took leave?

16 A Uh-uh (no).

17 Q Okay.

18 A I've been on the road since and I did SR0 for
19 a few months.

20 Q And when did you do SR0?

21 A Oh, gosh. I don't remember. I want to say
22 it was last school year, yeah.

23 Q Okay. And where did you go after you were
24 SR0?

25 A Patrol.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Patrol?

2 A Okay.

3 Q And you worked patrol until when?

4 A Until I recently got pregnant and then went
5 on maternity leave.

6 Q So you went directly from patrol to leave.
7 And did you do --

8 A So I went from patrol to SRO, then I asked to
9 be taken out of SRO and back on control.

10 Q Okay.

11 A And then when I found out I was pregnant, I
12 went, I guess you call it light duty,
13 maternity leave.

14 Q Well, what's the difference? So light duty
15 means you're coming to work?

16 A Yes.

17 Q Okay.

18 A I'm sorry.

19 Q Yes. That's okay. I understand that you had
20 a procedure today and you may be affected.
21 And so you came to work and you did
22 what?

23 A So I was first working the downstairs,
24 answering phones.

25 Q Okay.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A And then I was moved up to the second floor.
2 And then I would help with the hiring process
3 and applications and stuff like that.

4 Q And that's before you took your Family
5 Medical Leave to --

6 A Uh-huh (yes).

7 Q Okay. And for how many months did you do
8 that?

9 A I believe I found out October or November.
10 And then I had my baby in June. So from
11 October, November to June.

12 Q Okay. And did you have to wear a vest while
13 you were doing that or anything?

14 A Uh-uh (no). You're not supposed to have like
15 your uniform on or anything.

16 Q Okay. Did you have to provide a note from
17 your doctor?

18 A That I was pregnant?

19 Q Yes.

20 A (Witness nods affirmatively.)

21 Q Okay.

22 MR. BECK:

23 That's all the questions I have.

24 CROSS

25 BY MR. CORRY:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q So you transitioned from patrol to SRO, and
2 then you came into the office because you
3 were pregnant?

4 A I went from SRO to patrol, then in the
5 office, yes. And I guess -- I guess that's
6 considered light duty.

7 Q All right. And the reason you went in is
8 because you were pregnant?

9 A Correct.

10 Q And now you're on maternity leave?

11 A Correct.

12 Q All right.

13 MR. CORRY:

14 Thank you.

15 RE-DIRECT

16 BY MR. BECK:

17 Q And just a follow-up.

18 That's October of -- through June of --
19 October 2023 through June of 2024, or --

20 A October of 2024 to June of 2025.

21 MR. BECK:

22 Thank you.

23 A Okay.

24 MR. LANDRY:

25 Is that all the questions?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. BECK:

2 That's all the questions.

3 MR. LANDRY:

4 Board members?

5 You're free to go.

6 MR. BECK:

7 I will release her.

8 MR. LANDRY:

9 Is she released? So you can go
10 home.

11 A Thank you.

12 MR. BECK:

13 I call Eric Segura.

14 ERIC SEGURA,
15 after being first duly sworn, was examined and
16 testified as follows:

17 DIRECT

18 BY MR. BECK:

19 Q Can you please state your name, sir?

20 A Sir?

21 Q Can you please state your name?

22 A Eric Segura.

23 Q Okay. And were you formally employed by the
24 Youngsville Police Department?

25 A Yes, sir.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q And you were a sergeant?

2 A Yes.

3 Q Okay. Did you work with Lieutenant Henry?

4 A Yes.

5 Q Okay. At some point, did you have to undergo
6 heart surgery --

7 A Yes, sir.

8 Q -- while you were employed?

9 A Yes, sir.

10 Q After, and maybe before, were you put on
11 light duty?

12 A Yes, sir.

13 Q Okay. Who were you working with in light
14 duty?

15 A Lieutenant Henry.

16 Q Okay. And what were you doing?

17 A Moving cars and doing tickets and other
18 stuff, desk duty stuff.

19 Q Okay. And how long were you on light duty?

20 A About two months, two and a half months.

21 Q Okay. Was anybody else on light duty at that
22 time?

23 A Yes, sir. Mr. Mike Vice.

24 Q Okay. And do you know why he was on light
25 duty?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A He had some type of surgery on his leg for
2 blockage or something --

3 Q Okay.

4 A -- if I can remember.

5 Q So it wasn't uncommon for people to have
6 medical conditions and be allowed to perform
7 light duty?

8 A Yes, sir.

9 MR. BECK:

10 That's all the questions I have.

11 CROSS

12 BY MR. CORRY:

13 Q When were you employed by the Youngsville
14 Police Department?

15 A From 2015 to 2023.

16 Q And why did you leave in 2023?

17 A Retired.

18 Q I'm sorry?

19 A I quit. I quit.

20 Q What month was that?

21 A December.

22 Q Who was the chief at that time?

23 A Cody Louviere.

24 Q You quit on your own --

25 A Yes.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q -- terms?

2 A Yes, sir.

3 Q You weren't asked to leave or fired?

4 A No.

5 Q I'm sorry?

6 A No, sir.

7 Q Did it have anything to do with your medical
8 condition?

9 A No, sir.

10 Q And what were the months that you had the
11 heart condition?

12 A I had my surgery, July 8th, 2019. And I went
13 back to work, I was cleared for full duty,
14 January 1st.

15 Q Of?

16 A 2020.

17 Q Okay. So that was long before --

18 A Six months.

19 Q -- Cody Louviere become Chief? That was
20 under Rickey Boudreaux?

21 A Yes, sir.

22 Q Okay.

23 MR. CORRY:

24 That's all I have. Thank you.

25 MR. BECK:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 That's all I have.

2 The Board may have some questions
3 for you.

4 MR. HELD:

5 You had surgery on July 18th, you
6 said?

7 A July 8th --

8 MR. HELD:

9 8th --

10 A -- 2019.

11 MR. HELD:

12 -- 2019.

13 A Yes.

14 MR. HELD:

15 And then you came back?

16 A In November of 2019. And I went back to full
17 duty, January 1st.

18 MR. HELD:

19 January 1st of 2020?

20 A Yes, sir.

21 MR. HELD:

22 Okay. One question. When you came
23 back to work, did you bring you an
24 excuse back that you were okay and
25 cleared health-wise to do anything back

Appeal of Termination - Lloyd Henry - August 20, 2025

1 to work?

2 A In November or January?

3 MR. HELD:

4 January, when you came back.

5 A Yes, sir. I was released full duty.

6 MR. HELD:

7 You had a doctor's excuse?

8 A I'm pretty sure I can get one.

9 MR. HELD:

10 Did you have one --

11 A But the department should have one, yeah.
12 They should have one when I was on light duty
13 and whenever I came back full duty.

14 MR. HELD:

15 Okay. Thank you.

16 MR. LANDRY:

17 Release the witness?

18 MR. BECK:

19 Release.

20 MR. LANDRY:

21 You're free to go. Thank you.

22 MR. BECK:

23 Officer Louis Berges.

24 OFFICER LOUIS BERGES,

25 after being first duly sworn, was examined and

Appeal of Termination - Lloyd Henry - August 20, 2025

1 testified as follows:

2 DIRECT

3 BY MR. BECK:

4 Q Please state your full name for the record,
5 sir?

6 A Officer Louis John Berges, Jr.

7 Q Okay. And are you --

8 MR. LANDRY:

9 You're welcome to sit, if you want
10 to.

11 A I'm -- Y'all might not be able to see me if I
12 sit. I'll give it a shot.

13 BY MR. BECK:

14 Q And you're employed by the Youngsville Police
15 Department?

16 A That is correct.

17 Q How long have you been employed by the
18 Youngsville Police Department?

19 A This go around, ten years. And I was here,
20 eight years earlier.

21 Q Okay. And have you ever been put on light
22 duty because of an injury?

23 A Yes, sir.

24 Q Okay. Can you tell us what your injury was?

25 A I had rotator cup surgery and I was trying to

Appeal of Termination - Lloyd Henry - August 20, 2025

1 get released from my doctor.

2 Q And how long were you on light duty?

3 A Approximately one month.

4 Q Okay. And when was this?

5 A Approximately six to seven years ago.

6 Q Okay. Were you aware of other officers that
7 were given light duty because of their
8 injuries?

9 A The girls that get pregnant, but that's not
10 really -- I don't know how that's listed, but
11 just the females that get pregnant.

12 But as far as -- that's not -- pregnancy
13 is not an injury, so I don't know if it would
14 meet that.

15 Q Yes.

16 Any other people because of medical
17 conditions?

18 A Right offhand, I can't -- nothing pops up.
19 If I thought of -- from an injury, I can't
20 think of anything.

21 Q Okay.

22 MR. BECK:

23 Thank you. That's all the
24 questions I have.

25 A That's it?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. CORRY:

2 No, I've got a couple of
3 questions.

4 CROSS

5 BY MR. CORRY:

6 Q When you returned to work, when you returned
7 from the rotator cuff, you had a doctor's
8 excuse saying you could come back to work?

9 A Affirmative. Yes.

10 Q And that was six or seven years ago, so who
11 was the chief then?

12 A Rickey Boudreaux.

13 Q Okay.

14 MR. CORRY:

15 Thank you.

16 MR. BECK:

17 The Board may have some questions
18 for you.

19 MR. LANDRY:

20 Any questions?

21 You're free to go. He can be
22 released?

23 MR. BECK:

24 Released.

25 A Privileged and honored.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. BECK:

2 Sergeant Larry Holland.

3 SERGEANT LARRY HOLLAND,
4 after being first duly sworn, was examined and
5 testified as follows:

6 DIRECT

7 BY MR. BECK:

8 Q Can you please state your full name, sir?

9 A Sergeant Larry Holland.

10 Q And you're employed at the Youngsville Police
11 Department?

12 A Yes.

13 Q How long have you been employed?

14 A 11 years.

15 Q Okay. Have you ever been on light duty
16 before?

17 A Yes.

18 Q Why? Were you on light duty?

19 A For a back injury.

20 Q Okay. And how long were you on light duty,
21 just roughly?

22 A Two weeks.

23 Q Two weeks?

24 A Two weeks, maybe.

25 Q Okay.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A I'm not -- I don't know exactly how long I
2 was out, but I was for at least two weeks.

3 Q Okay. So that meant that you would come and
4 work and doing things that didn't require you
5 to lift?

6 A Yes.

7 Q Okay. And when was this roughly?

8 A I -- I don't remember. 2019, when LSU won
9 the National Championship.

10 MR. BECK:

11 That's all the questions I got for
12 you.

13 CROSS

14 BY MR. CORRY

15 Q That was under Rickey Boudreaux who was the
16 Chief at that time?

17 A Yes.

18 Q And it was two weeks that you were off?

19 A Yes.

20 Q Or on light duty.

21 And you brought a doctor's excuse when
22 you were released to full duty?

23 A Yes.

24 MR. CORRY:

25 Thank you.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. LANDRY:

2 Any questions?

3 You're free to go.

4 MR. BECK:

5 Released.

6 MR. LANDRY:

7 You're released from the rule,
8 you're good to go.

9 A Thank you.

10 MR. BECK:

11 You're free to go. Released.

12 Jade Broussard.

13 JADE BROUSSARD,
14 after being first duly sworn, was examined and
15 testified as follows:

16 DIRECT

17 BY MR. BECK:

18 Q Can you please state your full name?

19 A Jade Broussard.

20 Q And are you employed by the Youngsville
21 Police Department?

22 A No, I'm not.

23 Q And when were -- were you at some time
24 employed by the Youngsville Police
25 Department?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Yes.

2 Q Can you tell us for how long, roughly what
3 the dates of service were?

4 A Six years. I think six years. 2017 to
5 February of this year.

6 Q Okay. And have you ever been put on light
7 duty before?

8 A Yes.

9 Q And why was that?

10 A I had neck surgery, two of them.

11 Q Okay. And how long would you say you were on
12 light duty?

13 A I think eight months the first time. It was
14 off and on.

15 Q Okay.

16 A And when we came to the old building -- the
17 new building, I was on light duty for another
18 eight months or so.

19 Q Were you ever denied light duty and required
20 to use sick leave?

21 A No, I don't think so.

22 Q Okay. Can you tell us roughly the dates that
23 you were on light duty?

24 A 2021, from September of that year to maybe
25 December.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Q Yes, ma'am.

2 A And whichever time we came to the new
3 building, up until February 2023.

4 Q Okay.

5 A I don't know the date we came here.

6 MR. BECK:

7 That's all the questions I have.

8 CROSS

9 BY MR. CORRY:

10 Q Ma'am, I have some.

11 You left the Youngsville Police
12 Department in February of 2025?

13 A Correct.

14 Q Why?

15 A I ran out of sick leave.

16 Q And so you retired?

17 A Yes. Well, in the process, yes.

18 Q Okay. You had used up all the sick leave?

19 A Correct.

20 Q The 52 weeks?

21 A Yes.

22 Q And when you were on light duty, were you on
23 light duty under which chief?

24 A All of them.

25 Q Louviere?

Appeal of Termination - Lloyd Henry - August 20, 2025

1 A Uh-huh (yes).

2 Q I'm sorry?

3 A Yes, sir.

4 Q I thought you said you were on light duty
5 from September of '21 to December of '21, and
6 then through February of '23.

7 A Two times. I left for my surgeries. When I
8 got back, when the doctor released me, it was
9 light duty.

10 Q Okay. And then you exhausted your sick leave
11 because you could no longer work --

12 A Correct.

13 Q -- and had to retire?

14 A Yes.

15 MR. CORRY:

16 Thank you.

17 RE-DIRECT

18 BY MR. BECK:

19 Q So just a follow-up question.
20 So you were on light duty under Chief
21 Louivere?

22 A Yes.

23 MR. BECK:

24 That's all the questions I have.

25 MR. LANDRY:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Board members?

2 MR. VANICOR:

3 No.

4 MR. LANDRY:

5 You're free to go.

6 She's released, I assume.

7 MR. BECK:

8 Released, yes. My apologies.

9 MR. CORRY:

10 Did you call somebody?

11 MR. BECK:

12 I was discussing with my client
13 whether it's worth to call the rest of
14 the witnesses and I think we decided it
15 is not, so --

16 MR. LANDRY:

17 So at this time, you are resting?

18 MR. BECK:

19 So at this time, just to make sure
20 I did offer and file all of my exhibits
21 and that those be accepted by the --

22 MR. LANDRY:

23 They have been filed and accepted
24 with no objection from both sides.

25 MR. BECK:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 In that case, we would rest.

2 MR. LANDRY:

3 So it is at y'all's pleasure
4 whether or not y'all want to make a
5 closing argument or just submit it to
6 the Board.

7 MR. CORRY:

8 I'll make a short comment.

9 Michael Corry of behalf of the
10 Board. We filed a Pre-Hearing
11 Memorandum. I'm sure the Board's had an
12 opportunity to read it.

13 We've heard a lot of testimony
14 about light duty. But this isn't about
15 light duty. This is about exhausting 52
16 weeks of sick leave that is mandated by
17 the Revised Statute 33:2214.

18 Mr. Henry does not dispute the fact
19 that he was out for 60 weeks, did not
20 dispute the fact that he was paid for
21 being out. I know there was some gap at
22 some point, but that was made right and
23 he was paid the whole time he was out.
24 He exhausted all of his sick life.

25 He does not dispute the fact that

Appeal of Termination - Lloyd Henry - August 20, 2025

1 he never got the documentation that was
2 requested by the Appointing Authority to
3 say you are Fit-for-Duty.

4 It's that simple. Black and white.
5 Statute says you get 52 weeks. It's all
6 related to the one injury that he had in
7 February of 2023, which was or was not
8 on duty. There's a discrepancy there.

9 You heard former Chief Louivere
10 testify and he disputes what the Chief
11 testified to. But the Chief's
12 testimony, and he was the Chief, I think
13 he's very, very credible, he never had
14 that conversation.

15 He was out. He exhausted his sick
16 leave. There's been no evidence that
17 the discipline was not in good faith and
18 there's been no evidence that it was not
19 for cause. It was in good faith and it
20 was for cause. And we pray that the
21 termination be upheld.

22 MR. BECK:

23 I have some short comments as well.

24 First off, thank you for your time.

25 I know it's been hard to schedule this

Appeal of Termination - Lloyd Henry - August 20, 2025

1 and we didn't want a lot of witnesses,
2 that's why I was trying to move and it's
3 obviously late.

4 We kind of got two situations here
5 and we're going to start with -- let's
6 just say, for instance, that you believe
7 everything Cody Louviere said, which I
8 don't think you should. Even if you do,
9 the Civil Service rules are pretty
10 clear. They say each member of the
11 classified police service -- this is in
12 Section 7 C-1 -- shall be entitled sick
13 leave with full pay in accordance with
14 Table 2. Each employee shall receive
15 such sick leave on his or her date of
16 hire and, thereafter, annually on
17 January 1st of said year. So that means
18 every year, according to this rule,
19 there is another 52 weeks.

20 So let me tell you why. We have
21 administrative employees get 80 hours
22 per year. Now, if they use all of their
23 80 hours in one year, nobody is ever
24 going to dispute that they get another
25 80 hours come January 1st the next year.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Now, it's in the same section and it
2 should be the same way for the police
3 officers.

4 So even if you believe everything
5 that he said, the only allegation they
6 make in their Disposition Letter of
7 Termination is that he exceeded his 52
8 weeks. As a matter of law, that's just
9 wrong.

10 Now, there's also several Attorney
11 General opinions, that I know counsel is
12 aware of, that involve firemen, where
13 the Attorney General has stated that the
14 52 weeks, if you go back to work, the
15 clock starts again.

16 So as a police chief, it is the
17 police chief's responsibility, if you
18 bring someone back to work to know that
19 their Fit-for-Duty.

20 So what do we have in this case?
21 We have the police chief wants you to
22 believe that they had a one-on-one
23 conversation, right, and he didn't write
24 a memo, send an e-mail, send a text
25 message, document it with HR. I mean,

Appeal of Termination - Lloyd Henry - August 20, 2025

1 come on, you're bringing somebody back
2 to work, there's some questions because
3 he's been sending you doctor's notes and
4 whatnot for a while. It's not
5 believable that it wasn't documented.

6 It's also not believable that they
7 didn't discover it wasn't documented for
8 another five months. None of it makes
9 sense.

10 And then he testified, no, there's
11 no light duty policy. All right. So
12 Mr. Henry disputes what he says.

13 And then we have another officer
14 get up here and say, yeah, I was on
15 light duty. In fact, two of them during
16 Cody Louviere's, so -- so we know he's
17 lying about light duty. Correct?

18 That's been established. We got two
19 witnesses on the stand said, I was on
20 light duty during Cody Louviere's
21 tenure.

22 Okay. And so we have this other
23 thing -- and I find it very unbelievable
24 that the Chief, the only evidence of
25 this meeting is the one-on-one, there's

Appeal of Termination - Lloyd Henry - August 20, 2025

1 no e-mail follow-up, no memo. It just
2 doesn't make any sense.

3 The fact is Lieutenant Henry was
4 brought back to work and he was brought
5 back because they needed help and he was
6 mainly going to be at the desk anyway.

7 The law is, is if you're brought
8 back to work, even for one day, 52 weeks
9 starts over again. This is long, this
10 is five months back to work. And during
11 that five months, the clock starts --
12 started over January 1st pursuant to our
13 own Civil Service Law.

14 So come January 1st, he was at
15 work, his 52 weeks started over again.
16 It's black and white. That's -- that's
17 just the way it is.

18 Now, of course, you have the other
19 question, why was Mr. Henry
20 discriminated against during the
21 Boudreaux administration, when we had
22 three or four people come up here and
23 say, I was given light duty during the
24 Boudreaux administration, everybody was
25 given light duty.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Now, Mr. Boudreaux comes up and
2 says, well, I was told by the city
3 attorney that Mr. Henry can't get light
4 duty. That's discrimination. If you do
5 it for a bunch of officers, you got to
6 do the same for everybody. And they
7 stopped paying him. There's no dispute
8 in the law at all that you got to be
9 paid while you're on sick leave.

10 So Number 1, they denied light
11 duty. Number 2, they don't pay him.
12 Number 3, they bring him back. They lie
13 about when they bring him back. And now
14 they're mistaken about when the clock
15 starts over.

16 I just -- as a Civil Service Board,
17 I feel it's incumbent upon y'all to
18 protect your officers. I think we've
19 clearly established that what's
20 happening with Mr. Henry is not what's
21 happened to other officers. He was
22 treated differently. And so why was he
23 treated differently? Don't know. But
24 he definitely was.

25 So we'd ask that he -- that the

Appeal of Termination - Lloyd Henry - August 20, 2025

1 discipline be overturned. That Number
2 1, that the Appointing Authority be
3 found not to be in good faith because
4 you can't come up here and lie and be in
5 good faith. And Number 2, that 52 weeks
6 is not run because it reset January 1st
7 when he was back at work.

8 Thank you.

9 MR. CORRY:

10 The only rebuttal I'd have would be
11 if he says there was a meeting and it
12 was documented, where is the documents?
13 Why didn't he bring those documents?
14 It's that simple.

15 The law is clear. The statute is
16 clear. It's an aggregate of 52 weeks
17 for the one injury. He was paid for 60.
18 The discipline should be upheld.

19 The facts as it relates to that 52
20 weeks are not in dispute. It's never
21 provided, the documentation, to say he
22 was Fit-for-Duty, as ordered, and it was
23 the same condition from the car
24 accident.

25 Thank you.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 MR. LANDRY:

2 Your option is to --

3 MR. GIRARD:

4 Yes. Now that both sides have
5 presented their case, do I have a motion
6 for the Board to go into executive
7 session?

8 MR. VANICOR:

9 I make a motion that the Board go
10 into executive session.

11 MR. GIRARD:

12 I have a motion.
13 Do I have a second?

14 MR. GIRARD:

15 I second the motion.
16 All if favor say aye.

17 MR. HELD.

18 Aye.

19 MR. VANICOR:

20 Aye.

21 MR. GIRARD:

22 Aye.

23 (BOARD MEETS IN EXECUTIVE SESSION.)

24 MR. GIRARD:

25 Now, that we're back from the

Appeal of Termination - Lloyd Henry - August 20, 2025

1 executive session, do I have a motion to
2 go back into regular session?

3 MR. HELD:

4 I make a motion to go back into
5 regular session.

6 MR. GIRARD:

7 I have a motion.

8 Do I have a second?

9 MR. VANICOR:

10 I second.

11 MR. GIRARD:

12 All -- I have a motion and a
13 second. Favor to continue regular
14 session.

15 All in favor say aye.

16 MR. HELD:

17 Aye.

18 MR. VANICOR:

19 Aye.

20 MR. GIRARD:

21 Aye.

22 Okay. We're now back in regular
23 session.

24 Do I have any motions?

25 MR. VANICOR:

Appeal of Termination - Lloyd Henry - August 20, 2025

1 At this time I make a motion to
2 affirm the actions of the Appointing
3 Authority and that the Appointing
4 Authority acted in good faith as there
5 was an acknowledgment that Mr. Henry was
6 out for 60 weeks of sick leave. And
7 further, the Appointing Authority had
8 just cause based upon its interpretation
9 of the sick leave policy.

10 Motion to affirm the termination.

11 MR. GIRARD:

12 I have a motion.

13 Do I have a second?

14 MR. HELD:

15 I second the motion.

16 MR. GIRARD:

17 I have a motion and a second.

18 All in favor of the motion, say
19 aye.

20 MR. HELD:

21 Aye.

22 MR. VANICOR:

23 Aye.

24 MR. GIRARD:

25 Aye.

Appeal of Termination - Lloyd Henry - August 20, 2025

1 Motion passes.

2 MR. BECK:

3 Just note our objection to the
4 ruling.

5 MR. CORRY:

6 Thank y'all.

7 (CONCLUDED AT 8:01 P.M.)

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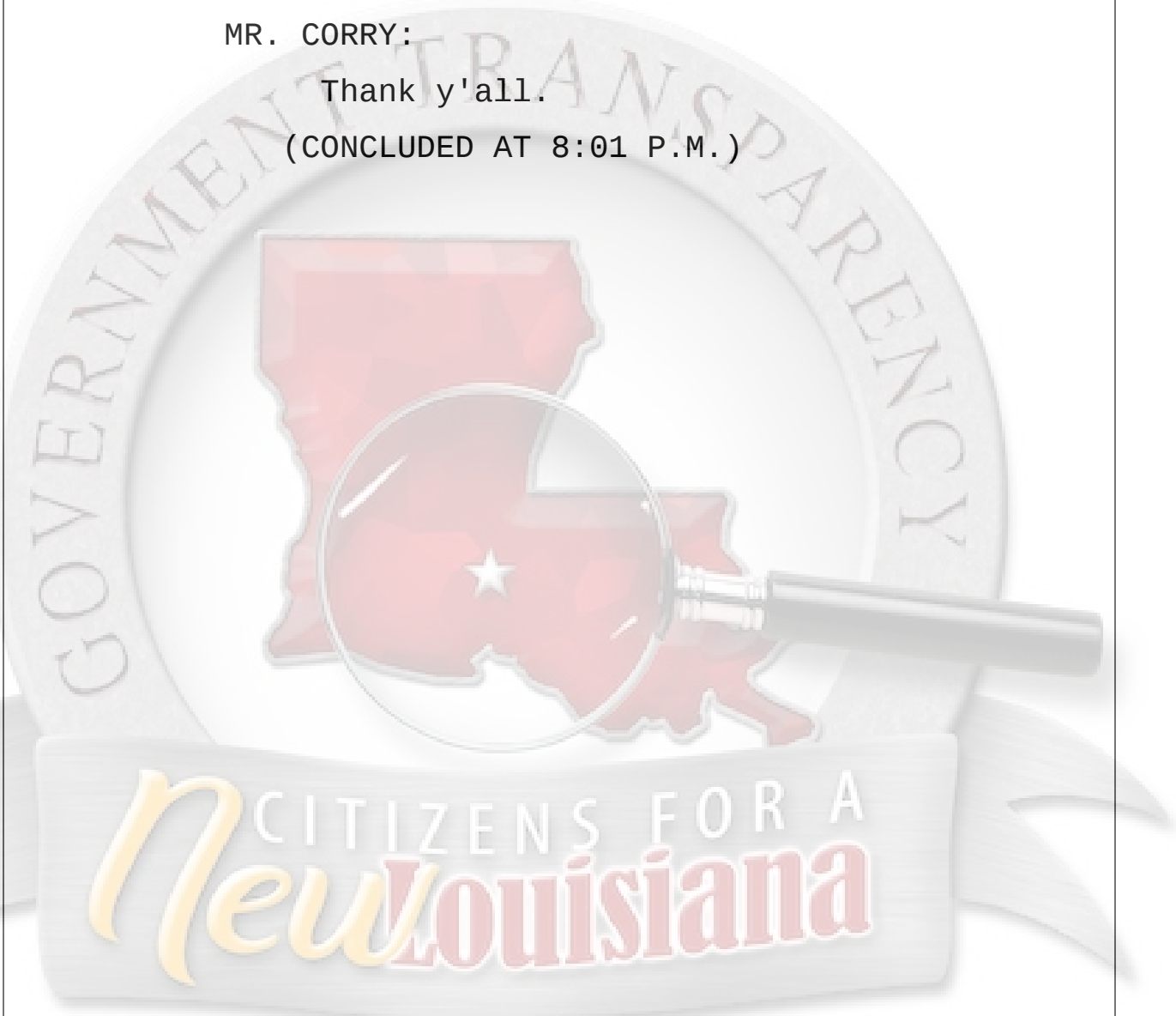
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REPORTER'S PAGE

I, Debbie G. Chaney, Certified Court Reporter in and for the State of Louisiana, (CCR #90023), as defined in Rule 28 of the Federal Rules of Civil Procedure and/or Article 1434 (B) of the Louisiana Code of Civil Procedure, do hereby state on the Record:

That due to the interaction in the spontaneous discourse of this proceeding, dashes (--) have been used to indicate pauses, changes in thought, and/or talkovers; that same is the proper method for a Court Reporter's transcription of proceeding, and that the dashes (--) do not indicate that words or phrases have been left out of this transcript;

That any spelling of words and/or names which could not be verified through reference material have been denoted with the phrase "(phonetic)";

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DEBBIE G. CHANEY, CCR

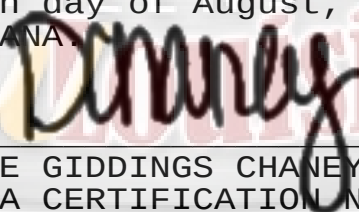
Appeal of Termination - Lloyd Henry - August 20, 2025

CERTIFICATE

This certification is valid only for a transcript accompanied by my original signature and original required seal on this page.

I, Debbie G. Chaney, Certified Court Reporter, in and for the State of Louisiana, as the officer before whom this testimony was taken, do hereby certify that after having been duly sworn by me upon authority of R.S. 37:2554, did testify as hereinbefore set forth in the foregoing pages; that this testimony was reported by me in the stenotype reporting method, was prepared and transcribed by me or under my personal direction and supervision, and is a true and correct transcript to the best of my ability and understanding; that the transcript has been prepared in compliance with transcript format guidelines required by statute or by rules of the board; that I am informed about the complete arrangement, financial or otherwise, with the person or entity making arrangements for deposition services; that I have acted in compliance with the prohibition on contractual relationships, as defined by Louisiana Code of Civil Procedure Article 1434 and in rules and advisory opinions of the board; that I have no actual knowledge of any prohibited employment or contractual relationship, direct or indirect, between a court reporting firm and any party litigant in this matter, nor is there any such relationship between myself and a party litigant in this matter; that I am not related to counsel or to the parties herein, nor am I otherwise interested in the outcome of this matter.

This the 27th day of August, 2025 at
LAFAYETTE, LOUISIANA.


DEBBIE GIDDINGS CHANEY, CCR
LOUISIANA CERTIFICATION NO. 90023

Appeal of Termination - Lloyd Henry - August 20, 2025

(	14th 72:17,22	20-something 37:11	21st 26:3 98:7 104:8	337 207-2578 69:8
(337) 69:8	15 26:4 58:16	2009 56:23	22 24:25 44:18	337 331-2398 68:12
0	1500 69:24	2010 58:18	59:3	33:2214 21:17 29:7
003 18:18	15th 78:10,13 83:15, 19	2015 98:5 114:15	23 87:1 88:12,24 126:6	351-0686 69:8
004 21:20	16 82:13	2017 124:4	23rd 27:14 69:22	3rd 25:5 29:8,14 78:8 83:13
014 23:7,9	16th 82:1 85:23	2019 115:12 116:10, 12,16 122:8	24 43:25	4 22:23 25:1,14
016 24:6	18 60:11	2020 115:16 116:19	24th 27:15	4 22:23 25:1,14
03 84:17	18th 71:19,23,25 72:3,4 88:7 116:5	2021 124:24	25th 30:2 103:17	4:12 68:3
1	19 68:3	2023 15:8,12 16:20 19:6 25:23 27:14 29:5,6,8, 10,13,14,23,24 30:2 46:2 59:7 60:11 68:4 69:22 72:8 77:17 82:1,13, 20 85:23 88:1 89:8 94:18 98:7 104:8,10 111:19 114:15,16 125:3 129:7	26 24:3 43:24 78:18,19	4th 73:23
1 18:16 38:8,9,21 39:19,21 42:12 44:25 51:10 52:15,22 67:23 73:5 84:17 134:10 135:2	1:56 72:9	2024 15:8,12 20:1 23:23 25:5 26:3 46:4,14 76:4,19 77:2,6 83:2,10, 13,15,17,19,21, 23 87:23 88:1 111:19,20	26th 68:4	5 25:25 77:6
10 61:13 71:3 82:5	1st 45:5,10 46:2 50:3 70:17,18, 25 72:6,8 78:12, 21 83:17 90:3 98:5 115:14 116:17,19 130:17,25 133:12,14 135:6	2024-07 15:20 17:1	29 83:21	5/8/24 43:22
10/23 87:17	2 21:19 23:6 44:23 52:13,18, 23 60:19,23 61:3 73:12 76:24 77:8 81:23 84:25 85:23 87:11 130:14 134:11 135:5	2025 111:20 125:12	29th 78:13	52 20:12 23:20 24:11 25:20 26:24 45:3,12, 13 84:9 106:1 125:20 128:15 129:5 130:19 131:7,14 133:8, 15 135:5,16,19
10/23/2023 87:9	10th 71:17 78:14 83:23	20th 78:6 83:10	2nd 29:6,24 65:4 88:10 89:8 103:16	5th 77:2 83:2
1000 68:5	11 121:14	21 59:3 126:5	3 24:15 28:9 103:18 134:12	6 26:4
11th 20:1 46:13,14	11th 81:23 84:25 85:23 87:11 130:14 134:11 135:5	20th 78:6 83:10	30 21:16 23:4 24:14 38:5 76:1	6 26:7,8
1312 72:14	20 61:12 68:25 82:5 88:12	21 59:3 126:5	304 73:23	60 20:9 26:1,4
14 50:5			311 56:4	
			316 14:22	
			31st 69:24 70:9 89:22	

Appeal of Termination - Lloyd Henry - August 20, 2025

80:20 103:13 128:19 135:17 138:6	absences 42:18	added 59:20	91:7	applications 110:3
	absolutely 26:21 29:1	addition 29:8	Albert 69:23	apply 105:25
	37:17,25	address 7:16 14:19,21	alert 34:9	appointed 30:16
7	academy 56:24 57:1	56:3	allegation 18:20,22 85:1	Appointing 6:9 12:24 15:17
25:23 26:13	accepted 12:20 20:21	administered 26:17	131:5	26:18 55:16
29:5,10 42:17	127:21,23	Administrating 15:14	alleging 23:20	129:2 135:2
44:16 59:6	access 79:21	administration 54:9 93:19	allowed 26:25 31:13,18	138:2,3,7
82:20 130:12	accident 60:5 77:19	101:23 133:21, 24	90:13 99:20	appointment 16:18 69:21,23
7th	79:15 80:19	administrative 23:13 98:18	100:1,15 114:6	87:2 88:11,23
16:20 29:13,23	90:15,21 91:13	administrators 19:11	allowing 21:13	approach 28:12 38:12
60:6	93:24 94:8 96:5, 24 135:24	advise 11:2	ambush 39:9	approval 98:21
	accordance 44:23 130:13	advised 100:7 101:19	ambushed 41:5	approve 14:11
8	accumulative 80:20	Affairs 18:23 23:15,19	amendment 34:2	approximately 68:5 119:3,5
23:25 76:4	accurate 43:14 67:23	24:10	anesthesia 68:8,16	April 29:6,8,13,24
78:21	80:10,22 82:17	affected 109:20	announce 6:6	65:4 94:18
80	85:4	affirm 138:2,10	annual 29:9,12	103:16 104:9
130:21,23,25	acknowledge 104:22	Affirmative 120:9	annually 44:25 45:4	area 85:24
8:01	acknowledged 23:22	affirmatively 110:20	130:16	argument 7:20 128:5
139:7	acknowledgmen t 21:20 22:24	afternoon 27:10 41:12	answering 109:24	arm 86:7
8:15	138:5	68:25 71:4	anytime 69:8	arrived 31:6
69:22	acted 138:4	72:13 97:18,19	apologies 46:25 127:8	ascertain 70:1
8th	action 21:21 26:13,14	aggregate 20:9 23:20	apologize 51:19	assessed 62:16
8:1 115:12	32:3,5,17,21	24:12 135:16	apparently 37:20 40:9	assign 62:18
116:7,9	33:2,4 90:20	agree 42:12	appeal 5:3,5,16 6:1	assigned 62:10 64:7
	91:12,18 92:4	agreed 8:8	appears 29:25	Assistant 9:4,22 62:14
9	93:20	ahead 41:22 55:21	Applicability 39:21 42:6	assisted
9/24	actions 25:12 90:14			
21:24	138:2			
9/24/14	actual 16:7 86:22			
43:22				
9/26/24				
21:25				
9th				
23:23				
A				
a.m. 68:3				
above- mentioned 29:15				

Appeal of Termination - Lloyd Henry - August 20, 2025

63:19 assume 34:23 35:9 52:9 56:24 127:6 assumed 47:7,11 assuming 12:9 attack 63:23 attention 27:17,20,23,25 65:17 67:22 attorney 24:17 93:19,22 94:6,20 100:7, 10 102:1,3 104:25 131:10, 13 134:3 attorneys 6:5 11:24 August 8:2 15:8,11 16:22,24 23:23, 25 27:14 78:12, 13 83:17,19,21 98:7 104:8 Authority 6:9 12:24 15:17 26:18 55:17 129:2 135:2 138:3,4,7 authorization 29:11 authorizing 33:12 automatically 40:1 61:20 avoid 82:16 aware 32:21 34:25 68:14 69:10 70:20 72:20 102:19 119:6 131:12 aye 5:16,18,20,22	136:16,18,20,22 137:15,17,19,21 138:19,21,23,25 B baby 110:10 back 8:18,19 17:11 20:1 21:11,14 22:23 24:16 27:21 28:5 29:3, 8,13 30:20 31:24,25 32:1,4, 6,12,15,18,23, 24 33:8,16 34:8, 10,13,16 35:4, 15 36:4,14,20 37:1,14,24 50:4 51:6,16 52:4,19 53:6,9,10 57:21 62:20 64:1,14 65:19 67:4,14, 15 70:23 74:6, 17 75:10,23 76:3,16 79:8 81:10 82:19 86:7 91:25 92:10,11 96:2 100:9 109:9 115:13 116:15, 16,23,24,25 117:4,13 120:8 121:19 126:8 131:14,18 132:1 133:4,5,8,10 134:12,13 135:7 136:25 137:2,4, 22 backpay 103:20 bad 62:17 ballistic 61:15 92:12,14 based 24:11 93:2 95:3 138:8	basically 15:15 19:20 Bates 18:19 Beck 6:10,11,22,23 7:22 8:20 9:20 10:7,18,23 11:4, 10 13:6,8,13 14:6,10 24:17 25:9 27:9,10 28:11,15,19,21 38:11,17,23 39:3,16,18 40:21 41:1 42:2 43:6,10,23 44:9, 15,17 45:14 46:16,23 47:17, 22 48:9,19 49:6, 11,14,19 50:15 51:13 52:14,21 53:2 54:25 55:18 56:21 57:6,23,24 58:9 60:22,24 63:5, 10 66:2 67:7 72:2,5 73:3,11, 16,18 74:12 77:7,10 78:25 85:15 87:22 88:9,25 89:6 90:22 91:6 93:1, 7,14,17 94:24 95:9,16 97:4,9, 17,22 100:25 101:6,10 103:14,25 104:6 105:17,21 106:5,11 107:3, 10,13,19 110:22 111:16,21 112:1,6,12,18 114:9 115:25 117:18,22 118:3,13 119:22 120:16,23 121:1,7 122:10 123:4,10,17 125:6 126:18,23	127:7,11,18,25 129:22 139:2 Beck's 88:6 began 19:6 behalf 6:8,11 128:9 believable 132:5,6 benefit 20:14 Berges 9:24 64:11,12 117:23,24 118:6 binder 84:19 bit 99:14 black 84:19 129:4 133:16 blockage 114:2 board 7:25 16:13 17:25 18:21 19:2,3 41:6 43:20 48:23 49:23 57:12 62:12 79:18 81:19,20 85:16 96:11 97:5 106:13,18 112:4 116:2 120:17 127:1 128:6,10 134:16 136:6,9, 23 Board's 7:6,17 20:14 39:7 128:11 body 21:9 74:2 book 6:20 12:25 13:7 books 41:19	bottom 42:8 Boudreaux 9:24 10:3,19 22:5,10,12,16, 20 31:3 60:14 61:3,17,23 62:15 75:6 79:20 81:12 91:20 94:12 97:12,13,21 115:20 120:12 122:15 133:21, 24 134:1 boyfriend 75:21 break 47:23 107:9,12 briefly 15:12 19:3 64:7 94:1 bring 7:18 9:19 10:8 32:11,18 33:8 36:4,14 67:13, 15,22 81:3,4,7 97:10 98:20 116:23 131:18 134:12,13 135:13 bringing 32:4,6 34:13 62:19 63:11 132:1 brought 27:25 31:24,25 32:15 34:16 65:14,16 80:25 122:21 133:4,7 Broussard 7:12 9:25 10:21 55:13,22 56:4 64:1 123:12,13, 19 building 124:16,17 125:3 buildings 54:6
--	--	--	---	---

Appeal of Termination - Lloyd Henry - August 20, 2025

bullet 53:19	carry 82:5	36:15 55:13,16, 22 56:7,11,14	15:25 39:8,22 40:6,7 42:13,14,	Complaint 18:23
bunch 134:5	carrying 61:13	57:20 60:14	16 44:11 45:9	complaints 59:21 64:15
burden 13:15	cars 62:19 113:17	61:3,9,17,23	90:14 93:20,22,	78:22
business 14:19,21 56:3	case 11:22 13:19	62:14,15 65:9, 24 66:9,20	25 94:2 96:13	completed 18:24
C	18:25 33:5	67:20,24 68:8,9, 25 69:18 70:6,	130:9 133:13	completely 48:12 101:21
C-1 42:21 43:7	48:17 55:2	72:13,20 73:19	134:16	concern 77:13,15
44:18,19,20	57:23 100:14	74:3,8,9 75:3,6, 25 76:20 78:21	classified 44:21 130:11	CONCLUDED 139:7
130:12	128:1 131:20	79:6,20 81:18,	clear 8:21 54:5 93:15	condition 18:10 115:8,11
call 9:17 10:5 12:18	136:5	19 83:11 85:6	130:10 135:15,	135:23
13:18 53:20	cases 99:8	88:20 94:9,10, 20 96:15 97:12,	16	conditions 114:6 119:17
58:1 69:7 70:3	catch 64:8	13,25 98:4,6,11	cleared 61:22 74:22	conflict 24:19 39:24
72:14,19 97:11	certify 36:16,19	99:3,18,24	75:13 76:17	conflicts 40:5
107:14 109:12	cervical 77:17,20	103:15,18	84:1,5,14	confronted 19:20
112:13 127:10, 13	chain 32:16 47:8	104:7,9,20	102:20 115:13	confusing 88:1
called 18:6 36:7 74:1	53:24 75:25	105:12,15 107:5	116:25	confusion 47:7
75:11	Chairman 7:4,15 47:19	114:22 115:19	client 127:12	considered 111:6
calling 79:13 81:18	Championship 122:9	120:11 122:16	clock 131:15 133:11	consist 98:17
cameras 74:2	chance 42:16	125:23 126:20	134:14	contact 29:18 65:11
Campus 68:7	change 15:6 33:20 65:8	129:9,10,12	Closed 92:6	continuance 8:25
Captain 9:23 37:15	changed 19:14,24 43:18,	131:17	closing 128:5	continue 5:7 29:16
60:17 61:5 67:6	20 76:7,19,20, 21	chooses 14:4	code 48:20	137:13
79:9 94:10	changing 32:24	church 79:22	Cody 7:13 9:21 12:18,	continued 31:6
98:21	checking 63:19 67:5,9	citations 59:17	19 14:13,21	continues 77:19
car 60:5,9 79:15	chief 7:11,12,13 8:24	cited 9:11	29:3 65:9 74:9	control 109:9
80:6,9,19 82:19	9:4,21,22,23	city 15:1 17:9 20:25	85:10 114:23	conversation 35:5,10,11
93:24 135:23	10:19,21 15:9, 11 22:5,10,12,	39:23 86:5,18, 19,22 91:24	115:19 130:7	
care 33:13 37:22	16,20 25:8	100:7,10 101:23	132:16,20	
65:16 70:21	27:13 29:2 31:8, 14,16 33:18	102:1,3 104:25	command 32:16 47:9	
cargo 92:25		134:2	53:24 75:25	
carried 88:2		City's 84:17	comment 82:6 128:8	
		civil	comments 61:15 129:23	
			communicated 19:18	

Appeal of Termination - Lloyd Henry - August 20, 2025

37:18 69:19 70:5 79:7 88:21 95:6 129:14 131:23 conversations 65:18,21 copied 24:7 copies 44:10 copy 13:1,4,12 43:9 67:23 correct 15:10,18,21 16:21 18:3,8,13, 14 20:3,13 21:18,24 22:25 23:24 24:22 25:4,6,10,13 26:2,6,12,16 27:4 31:2 36:3 40:8 45:5,23,24 46:3,7,10,15 51:14 52:6 54:7 56:12 58:3 60:7 61:4 62:9 70:17 72:3 75:5 78:14 84:11 104:14,15 105:18 111:9,11 118:16 125:13, 19 126:12 132:17 Corry 6:7,8,16,18 7:10 8:10,14 11:13, 14 12:17 13:3 14:1,8,17 20:17, 22 22:22 27:5 38:15,20,25 39:5 40:19,23 41:3,11,21 43:8 45:18 46:19 47:1,20,25 48:14 50:10 51:9 52:11,17 55:11,20 56:1, 18 57:9,13,18 60:20 63:1	65:22 66:6,10, 15 71:15,20,24 73:9,14 74:7 77:4 79:4 84:21 85:13 95:7,18, 21 97:2 100:17, 21 101:3 103:10,21 105:9 106:9,12,15 107:1,8 110:25 111:13 114:12 115:23 120:1,5, 14 122:14,24 125:9 126:15 127:9 128:7,9 135:9 139:5 counsel 8:7 10:16 25:9 131:11 couple 6:13 105:12 120:2 covert 77:20 COVID 80:4 crash 16:19 credible 129:13 Cristin 10:3 29:2 81:12 91:20 94:11 cross 27:8 48:17 49:3 56:20 79:3 110:24 114:11 120:4 122:13 125:8 cruiser 51:18 crystal 93:15 cuff 120:7 cup 64:13 118:25	curious 43:12 current 44:7 D DA's 98:20 99:8 daily 92:14 date 8:19 23:25 29:13 44:24 76:20 78:2 83:8 85:22 87:7 89:23 94:16,17 95:5 125:5 130:15 dated 77:1 81:25 83:1 dates 37:2 68:1 124:3, 22 David 14:21 Davidson 9:23 37:15 60:17 61:5 79:9 94:11 day 34:19 53:6,9,11 67:15 70:19 80:3,5 90:2 133:8 days 8:4 9:6 deadline 8:1,18 December 15:8,12 114:21 124:25 126:5 decide 28:2 67:13 decided 127:14 decision 33:7 91:4	102:25 103:4 delay 47:2 demand 81:15 denied 9:2 69:14 101:11,14 102:7 124:19 134:10 deny 25:17 79:6,11 102:25 103:4 denying 85:10 department 15:2,4,14,16 16:12 17:17,21 18:12 19:18 20:24 21:16 26:19 28:4 30:16 31:10,11 32:11 38:3,19 39:25 41:15 45:8 47:10 54:11 56:5 58:13 61:19 62:9,22 69:3 76:6 78:6 80:22 81:1 89:24 98:1 107:24 112:24 114:14 117:11 118:15,18 121:11 123:21, 25 125:12 department's 40:2 89:14 102:20 depose 8:8 deposition 9:4 depth 51:1 deputy 7:12 25:8 61:9 94:10,20 96:15 description 26:10,11	desk 59:23 64:15 98:25 99:1 108:11 113:18 133:6 details 19:1 detective 92:22 detectives 64:4 developed 90:15 diagnosed 80:4 difference 109:14 differently 75:18 134:22,23 direct 14:16 45:23 47:13 55:25 58:8 60:16,18 97:16 107:18 112:17 118:2 121:6 123:16 directed 30:15 35:14 directing 30:11 direction 30:11 directive 39:25 directives 40:2 directly 109:6 Disciplinary 21:21 discipline 26:17 55:15 56:13 129:17 135:1,18 disconnect 47:12 discover 132:7
---	--	--	---	---

Appeal of Termination - Lloyd Henry - August 20, 2025

discrepancy 129:8	117:7 120:7 122:21 132:3	31:2,13,16,19 32:19,23 33:11, 21,23 34:4 37:8, 9 52:1 59:22	52:20 67:19,24 68:18 73:20 74:11 89:2	established 40:17 132:18 134:19
discretion 99:17	doctors 69:25 77:25	61:22,24 62:2,5, 8,18 63:12,16	earlier 101:2 108:13 118:20	evidence 41:18 48:21 73:5 129:16,18 132:24
discriminate 99:22	document 23:12 33:18 35:17,22 42:14	64:14,17,19,22, 25 65:1 67:1 74:22 77:24	Edward 68:11	exact 34:20 58:21
discriminated 133:20	43:2 76:13,16 95:8 131:25	79:16,17,19 81:11,14 82:4, 10,15,22,24	effect 43:12,13	exam 36:7 75:1,4 85:22
discrimination 134:4	documentation 20:25 33:19 35:19 45:20	83:4,7 84:1,5,14 96:4,23 99:2	employed 14:23 58:12,15 112:23 113:8	examined 14:14 55:23 58:6 97:14 107:16 112:15 117:25 121:4 123:14
discuss 11:22 93:20,24	46:6 47:5 60:13 129:1 135:21	100:2 101:11, 15,20 102:4,8, 21 108:4,5	114:13 118:14, 17 121:10,13 123:20,24	exceeded 84:9 131:7
discussed 28:4 34:15 94:6	documented 32:14 33:7 35:20 95:4	109:12,14 111:6 113:11,14,18, 19,21,25 114:7	employee 21:14 32:13 36:14 44:23 130:14	exceeding 23:20
discussing 127:12	132:5,7 135:12	115:13 116:17 117:5,12,13 118:22 119:2,7	employees 19:12 130:21	exchanged 51:5 67:19
discussion 30:11	documents 34:22 41:8 61:3 102:23 135:12, 13	121:15,18,20 122:20,22 124:7,12,17,19, 23 125:22,23	employer 14:25 15:1	exclude 7:6,17
discussions 34:19	downstairs 109:23	126:4,9,20 128:14,15 129:8	employment 27:19	excuse 82:13 87:3,10 88:16 90:6 116:24 117:7 120:8 122:21
disposition 18:20,22 21:19 84:25 131:6	driver 91:19	132:11,15,17,20 133:23,25 134:4,11	end 17:23 71:9 99:25	excuses 88:15
dispute 128:18,20,25 130:24 134:7 135:20	due 15:24 29:7 31:17 50:20	E	ended 17:24 80:20	executive 136:6,10,23 137:1
disputes 129:10 132:12	duly 14:14 55:23 58:6 97:14	e-mail 24:6 28:23 30:3, 6 34:2,8 35:10, 13,18 50:2,6	ending 29:6	exhausted 126:10 128:24 129:15
doctor 17:6 30:16,17 33:10,12,14 34:1,23 35:17 36:6,17,18 50:24 60:25 61:8,11,18,21, 22 70:11 74:22 75:14,24 76:5, 23 77:1 79:25 81:9,10 86:1,5, 18,19 87:17 102:19,20 110:17 119:1 126:8	107:16 112:15 117:25 121:4 123:14	52:22 68:2,13 69:17 70:11,25 71:17 72:7 74:19 87:14,16 88:10 131:24 133:1	ends 48:18 enforcement 59:1 ensure 21:7 entering 99:6 entire 15:15 entitled 44:22 130:12 Eric 10:1 63:17 112:13,14,22	exhausting 128:15 exhibit 6:20 7:7 9:5 12:25 13:7 18:15 23:6 24:15 25:14,25 26:7,8,13 28:9 39:15 41:19
doctor's 16:17 69:21 70:21 87:1,10, 15 88:16,23	duties 15:13 59:15,20 67:8 92:14 98:17,18 99:4	e-mails 24:16 31:21 36:24 37:3 50:20 51:5		
	duty 16:1,10,16 17:15,16,20 18:2,9,13 19:10, 13 30:23,25			

Appeal of Termination - Lloyd Henry - August 20, 2025

50:7,9 51:10 52:12,15,18,22, 23 60:19,23 61:3 67:23 73:5, 12 76:24 77:5,8 81:22 84:17,25 85:23 87:11,19 103:18 exhibits 12:20 13:9,17 16:4 38:16,22, 24 50:12,14 60:21 127:20 experience 37:12 59:2 explain 25:11 62:12 68:1 explained 33:22 exposure 82:17 extended 8:6,22 50:21 extending 48:7 extent 49:1 extra 44:10 64:10 F fact 25:17 30:20 52:9 68:15 128:18,20,25 132:15 133:3 facts 135:19 Fairly 38:4 faith 26:20 56:16 129:17,19 135:3,5 138:4 familiar 38:2 40:3 56:9	Family 110:4 fat 66:22 fault 60:6,9 favor 5:15 136:16 137:13,15 138:18 February 16:20 19:6 25:23 29:5,10, 12,23 59:6 60:6, 11 82:1,12,20 85:22 90:21 91:14 124:5 125:3,12 126:6 129:7 federal 39:23 feel 35:12,21 40:17 69:7 134:17 feeling 86:6 felt 67:3 69:11 99:13 females 119:11 figure 46:18 49:15 file 6:19 20:18 30:9, 13,14,18 33:19, 22,23 56:9 73:4 127:20 filed 6:2 7:7 12:24 20:15 33:23 34:2 49:16 127:23 128:10 filled 17:18 final 98:21	find 47:5 74:13 132:23 fine 22:11 25:1 41:22 49:4 finished 93:5 fired 42:15 43:24 115:3 firemen 131:12 firsthand 102:2,5 fit 21:7 Fit-for-duty 21:3,5 36:7,16 46:6 75:1,4 81:1,5,6,13 129:3 131:19 135:22 fleet 59:19 62:11 63:19 flip 40:15 floor 110:1 FMLA 105:25 follow-up 47:18 50:22 78:2 83:8 93:2 95:19 111:17 126:19 133:1 form 26:14 32:4,5,17, 21 33:3,4,11 34:2 85:9 100:18 formally 112:23 forward 5:4,16 forwarded 98:19 99:8	found 74:14 109:11 110:9 135:3 four-wheeler 82:11,17 four-wheelers 61:16 frame 15:7 free 12:10,15 54:24 69:7 112:5 117:21 120:21 123:3,11 127:5 frequent 82:5 frequently 61:13 fresh 12:3 front 7:21 10:14 38:10 40:3 42:25 64:14 full 14:19 19:10 33:10 35:16 44:22 69:12 81:14 82:22 84:1,5,14 92:11 97:20 107:20 115:13 116:16 117:5,13 118:4 121:8 122:22 123:18 130:13 fully 74:22 G Gabe 9:22 24:6 25:8 gap 128:21 gave 47:13 60:16 76:12,16 79:20 103:19	general 21:16 23:3 24:14 27:3 38:2, 5,8,9,21 39:19, 21 40:5,8,12,25 41:14 42:12,13 68:6 75:25 131:11,13 George 61:1 77:14 78:3 get all 10:13 GIRARD 5:1,9,13,21 7:24 8:12,16 51:20, 24 52:3,7 54:4, 8,14 95:2 136:3, 11,14,21,24 137:6,11,20 138:11,16,24 girls 119:9 gist 61:7,10 give 7:5 19:3 30:8 50:2 64:25 72:18 76:9,22 91:21 118:12 giving 14:18 46:12 56:2 glad 67:18 good 26:19 27:10 56:16 66:21 68:3,25 69:18 71:4 72:13 93:10 97:18,19 98:8 123:8 129:17,19 135:3,5 138:4 gosh 108:21 granted 28:5
--	--	---	--	---

Appeal of Termination - Lloyd Henry - August 20, 2025

great 17:7	heard 79:6,11 128:13	11 77:16 85:7, 22 91:12 97:22	24 34:24 35:1,6 36:23 46:7 47:7, 10 49:16 102:23	informal 48:25
Gros 89:22	129:9	98:11 99:23	131:25	information 12:4 30:9 91:21
Gros' 69:23	hearing 5:2 6:1 8:5,7,18, 22 24:18 25:3,7, 15 39:8 41:7	100:13,16 101:14 102:4 103:1,5,7,12 104:16 105:1	HR's 30:18	informed 75:9 85:6
guess 6:4 24:15 51:16 89:16 109:12 111:5	hearsay 65:23 66:3,5 101:18	113:3,15 128:18 132:12 133:3,19 134:3,20 138:5	human 10:2 28:23 29:2 61:5 94:11	initial 59:21 76:12,13
gym 79:24	heart 63:23 113:6 115:11	Henry's 5:2 24:17 25:9 27:16 29:12 52:13	hurt 19:22 21:14 91:24 100:6	initially 64:2
H	heavy 99:10	hesitate 29:18	hurting 86:7	injured 21:12 33:10,13 61:4 62:13 99:24
half 15:5 108:2 113:20	HELD 5:11,17 44:4 49:25 50:8,13, 17 51:7,15 52:25 53:4,13, 17,22 54:1,12, 20 71:18,22 86:16,20,24 87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	hey 74:5	I	injuries 17:5 18:14 62:17 77:18 80:10 119:8
halfway 82:14	17 51:7,15 52:25 53:4,13, 17,22 54:1,12, 20 71:18,22 86:16,20,24 87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	hire 44:25 130:16	IA 15:19,20 16:25	injury 16:1 19:7,21 20:10 21:11 32:25 33:3,14 63:21 64:2,7 85:24 86:1 93:19 118:22,24 119:13,19 121:19 129:6 135:17
hallway 74:1	17,22 54:1,12, 20 71:18,22 86:16,20,24 87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	hiring 110:2	idea 65:6 75:19 86:9	input 64:3
hand 12:6	86:16,20,24 87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	hits 45:10	identify 28:22	installing 74:2
handed 28:22	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	Holland 10:2 64:6 121:2, 3,9	impression 66:24	instance 130:6
happen 57:3 68:10	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	home 63:14 66:22 75:13 99:12 112:10	incident 19:1,4 25:20 27:1	instructed 33:16 83:11
happened 16:13 17:1,2 31:5 37:17 79:18 85:12 134:21	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	honored 120:25	include 15:13	interim 15:9,11 27:12 31:8,14,16
happening 134:20	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	hours 45:2 51:3 68:5 69:24 72:14 105:24 130:21, 23,25	included 41:19	Internal 18:23 23:13,15, 19 24:10
happy 63:6 74:17	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	honestly 54:17	incumbent 36:15,17 134:17	interoffice 74:20
hard 129:25	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	honored 120:25	incurred 16:1	interpretation 138:8
head 39:20 50:23 57:5	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	Hospital 68:7	independent 36:6	introduce 13:17 14:5
health 38:1 73:20 74:4, 11	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	house 51:3	indicating 12:13 23:1 84:20,23 97:8	
health-wise 116:25	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20	HR 17:9,14 19:9,16 28:4 30:4,6,9,14 32:14 33:15,18,	indication 37:10	
	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20		individual 32:10	
	87:5,8,13 88:3, 8,19 89:3,10,15, 20,25 90:5,9 92:9,16,19,23 106:20 116:4,8, 11,14,18,21 117:3,6,9,14 136:17 137:3,16 138:14,20		inform 94:2	

Appeal of Termination - Lloyd Henry - August 20, 2025

20:18 73:4 introduced 20:16 73:8 103:17 introducing 6:20 investigated 23:15 investigation 15:20,22,23,24 17:1 23:14,19 24:2,11 56:10 involve 131:12 involved 16:19 38:6 55:15 79:15 91:13 issue 65:14 issues 17:11 J Jade 9:25 64:1 123:12,13,19 January 44:25 45:5,10 98:5 115:14 116:17,19 117:2,4 130:17, 25 133:12,14 135:6 Jean 55:22 56:4 job 21:8,10 26:10, 11 35:6 49:10 108:11 Joe 6:11 27:10 97:22 John 9:23 60:17 61:5 94:11 118:6	JP 10:21 55:22 Jr 118:6 July 8:1 26:3 78:8,10 83:13,15 104:14 115:12 116:5,7 jump 82:25 June 77:1,6 78:6 83:1,10 104:12 110:10,11 111:18,19,20 K keys 52:5 53:8 kind 13:7 63:21 91:18 130:4 knowledge 21:2 28:8 31:5 33:6 101:17 102:3,5 103:6,9 104:19 L Lafayette 14:22,24 56:4 LANDRY 5:25 6:15,21 7:14 9:15 10:4, 9,15,25 11:6,12, 16 12:8,14,21 13:5,21 14:3 20:20 22:1,7,13, 18 28:13,17 38:13 39:10 41:9,13,23 43:4, 15,19 44:2,6,13 46:21 48:4,22 49:9,22 54:22 55:7 57:11,16, 22 58:2 63:8	65:25 66:4,8,13, 17 73:6 84:18 87:24 88:5 91:1 93:4,11 95:14 100:19,23 101:8 103:23 104:2 105:13,19 106:17,24 107:6 111:24 112:3,8 117:16,20 118:8 120:19 123:1,6 126:25 127:4, 16,22 128:2 136:1 Larry 10:2 64:6 121:2, 3,9 late 130:3 Latiolais 9:4 62:15 Laurie 65:16 75:11 law 27:2 39:22,23 42:13 59:1 91:22,23 105:6 131:8 133:7,13 134:8 135:15 laws 42:14,17 Lawsuits 90:19 lawyer 96:6,13 lead 63:4 101:4 leading 63:2 100:20 learned 46:4 leave 19:21 20:2,4,9 21:6 26:25 29:4, 9,12,16,23 32:10,18,20,21 33:8,21 34:4 36:15 38:6	42:22 44:20,22, 24 45:11 50:21 51:2,4 60:10 74:15 75:10,23 76:3 95:24 96:1, 9 97:7 102:6 103:2,5,8 104:18 105:6, 23,24 106:2 107:7 108:7,12, 13,15 109:5,6, 13 110:5 111:10 114:16 115:3 124:20 125:15, 18 126:10 128:16 129:16 130:13,15 134:9 138:6,9 leaves 42:18 left 46:11 82:3 100:9 125:11 126:7 leg 114:1 legal 91:18 letter 28:6,24 29:10 30:2 35:10 77:1 103:18 131:6 letters 61:7,11 letting 23:14 24:9 70:8 liar 79:13 lie 134:12 135:4 lied 67:3 lieutenant 19:5 27:16 34:13 54:10 59:4,6,9,15,16 62:7 67:4 78:20 85:7 98:11,15	101:14 102:4, 10,16 103:1,4,7, 12 104:16 105:1 113:3,15 133:3 lieutenant's 26:10,11 lieutenants 26:8 67:10 102:14 life 128:24 lift 82:4,5 122:5 lifting 61:12 99:10 light 17:16,20 18:2,9, 13 19:13 30:25 31:2,13,15,19 37:8,9 52:1 61:24 62:1,5,8, 18 63:12,16 64:14,17,19,21, 25 65:1 67:1 77:23 81:11,14 82:4,6,9,10,15, 24 83:4,7 99:2 100:1 101:11, 14,20 102:4,8, 21 108:3,5 109:12,14 111:6 113:11,13,19, 21,24 114:7 117:12 118:21 119:2,7 121:15, 18,20 122:20 124:6,12,17,19, 23 125:22,23 126:4,9,20 128:14,15 132:11,15,17,20 133:23,25 134:3,10 limited 48:12 49:3 limits 15:25 listed
--	--	--	--	---

Appeal of Termination - Lloyd Henry - August 20, 2025

119:10 litigation 93:25 94:3 Lloyd 5:2 6:2,11 15:20 16:16 17:3 27:11 29:3,4,7, 11,13,22 35:14 36:2,9,25 37:13 50:3 51:11 58:1, 5,11 77:15 100:13,16 located 73:23 long 15:3 20:15 56:22 58:15 59:9 69:6 70:12 98:8 99:9 108:1 113:19 115:17 118:17 119:2 121:13,20 122:1 124:2,11 133:9 longer 33:13 96:20 126:11 looked 16:5 47:8 lost 47:10 86:6 lot 98:25 128:13 130:1 Louis 9:24 64:11,12 117:23,24 118:6 Louisiana 14:22 91:22 Louivere 68:25 81:19 85:6 103:15,19 126:21 129:9 Louviere 7:13 9:22 12:18, 19 14:13,21 27:10 29:3 65:9 74:9 79:6 81:18 85:10 114:23	115:19 125:25 130:7 Louviere's 132:16,20 LSU 122:8 lumbar 77:17,20 lying 81:20,21 132:17 M M.D. 61:1 88:22 M.d.'s 69:20 made 27:12 30:1 34:23 102:25 103:4 128:22 Main 14:22 make 5:7 20:15 21:8 35:1 59:4 69:10 127:19 128:4,8 131:6 133:2 136:9 137:4 138:1 makes 132:8 management 99:7 mandated 128:16 March 19:25 46:4,13 47:6 58:18 76:4 78:21 82:13 marked 60:18 Marshal's 56:23 Martin 58:25 maternity 108:7,12,13	109:5,13 111:10 matter 9:7 131:8 matters 6:3,14,17 max 82:5 maximum 20:12 Mayor 69:1,5,10 71:14 101:25 Mayor's 75:20 101:24 means 109:15 130:17 meant 122:3 measurements 77:21 Med-excel 86:6 medical 36:19,22 52:18, 23 67:16 68:6 70:9,13,22 72:15 76:13,22 110:5 114:6 115:7 119:16 meet 69:4 119:14 meeting 34:12 35:11 69:1,2,4,9,15 71:3,5,9,13 93:18,21 94:14, 16,21 96:6,10, 11 132:25 135:11 meetings 17:2 MEETS 136:23 member 44:20 130:10 members 49:23 106:18 112:4 127:1	memo 34:24 35:17 74:20 131:24 133:1 Memorandum 23:13 128:11 memory 40:13,16 41:17, 25 42:10 43:1 mention 104:25 mentioned 104:17 message 35:18 131:25 met 27:11 97:23 Michael 6:8 128:9 Mike 113:23 mind 21:9 75:22 minute 71:6 missing 10:17 misspoke 16:9 52:12 mistaken 16:18 27:24 50:23 134:14 mistreated 65:17 moment 70:3,4 money 91:25 month 69:25 114:20 119:3 months 16:23 46:17 49:15 104:17 108:19 110:7 113:20 115:10, 18 124:13,18 132:8 133:10,11	morning 68:4 69:18 mother 68:11 motion 5:4,7,12,23 136:5,9,12,15 137:1,4,7,12 138:1,10,12,15, 17,18 139:1 motions 137:24 mouth 102:7 move 5:4 8:17 70:2 130:2 moved 8:18 110:1 moving 5:15 113:17 Multiple 62:3 N names 6:6 National 122:9 nature 63:3 necessarily 101:25 necessitated 80:12 neck 124:10 needed 35:3 37:14,23 50:25 62:16 83:12 100:8 133:5 Nick 62:14 night 49:5
--	---	---	--	---

Appeal of Termination - Lloyd Henry - August 20, 2025

nods 110:20	66:12 73:15 127:24 139:3	official 96:2	overwhelmed 37:16 67:6	patrol 18:7 60:1 98:24
non-work 16:7	objections 5:14 14:7	one-on-one 131:22 132:25	owed 27:21 30:21	108:25 109:1,3, 6,8 111:1,4
note 66:12 82:8,25 110:16 139:3	observe 69:25	ongoing 68:14	P	patrolling 18:5
noted 23:18	occasion 15:19	Opelousas 68:6	p.m. 72:9 139:7	Paul 55:22 56:4
notes 75:24 132:3	occasions 79:21	opening 25:2	paid 29:7 65:3,14 80:21 91:23	pay 20:10 27:21 28:5 29:4,5,8,16 30:21 44:22 103:1,5 130:13 134:11
notice 23:25 24:8 29:17 69:5 102:16	occurred 16:9,14 24:3 25:5,21 56:10	opinions 131:11	103:7,12,13,16, 22,24 104:18,23 105:24 128:20, 23 134:9 135:17	paying 29:24 30:20 62:22 65:5 96:21 99:13 105:1 134:7
noticed 102:13	October 69:21,24 70:9 71:2,3,16 87:1 88:7,9,10,12,24	opposed 39:14	pain 77:20	PD 18:18 21:20 67:11
notified 75:12 77:25 91:20	89:5,8,21 110:9, 11 111:18,19,20	option 36:5 77:24 78:1 83:6 136:2	pants 92:25	people 34:9 35:20 52:1 62:1,4,7 63:11, 16 64:16 94:13 114:5 119:16 133:22
notify 68:8,9 91:24 92:1 96:3	offer 6:19 20:18 73:4 127:20	order 21:9,16 23:3 24:14 27:3 35:15 37:14 38:5,8,9,21 39:19,21 40:25 42:12 45:23 47:13 76:1	paper 19:17	People's 38:1
notifying 96:20	offering 13:6 18:9	ordered 21:1 24:10 74:25 81:4,17 135:22	paperwork 7:25 8:2 17:13, 18 19:8,15,19, 25 32:14,15,22 33:22,25 34:7 36:12 49:16	perform 21:8,10 99:4 114:6
noting 26:14	offhand 119:18	orders 38:2,18 40:5,8, 12 41:14 42:13	part 38:16,22,24 39:24 82:3	period 29:5 103:20
November 46:2 50:5 70:17, 18,25 71:2 72:6, 8,17,22 78:21 110:9,11 116:16 117:2	office 14:24 16:15 17:4,24 29:19 30:19 31:6 32:15 34:3 35:5, 7 36:1 56:23 61:24 65:10 73:23 75:11 77:15 98:20 99:5,8 101:24 102:10 111:2,5	ordinance 39:23	participate 99:21 100:1	person 31:15 32:12 33:9 72:25
Number 18:16 84:17 85:23 134:10, 11,12 135:1,5	officer 9:24,25 10:1,3 21:6 33:20 45:2, 8 56:22 58:22 63:17 64:1,6,12 117:23,24 118:6 132:13	originally 29:22	parties 6:5	personal 26:13 93:18
O	63:17 64:1,6,12 117:23,24 118:6 132:13	orthopedic 69:20 88:22	party 91:24	Personnel 26:14 32:3,17, 20 33:2,4
object 9:13 39:1 48:15 63:2 65:23 100:18 101:5 103:11 105:10	officers 18:2 59:21 119:6 131:3 134:5,18,21	outlined 20:11	passes 5:23 139:1	pertinent 30:8
objection 7:5,8,16 9:12 13:24 14:9		outpatient 72:18	past 15:25 48:8 101:12	phone 65:12 72:14,25 73:1
		overseeing 15:15	patient 77:16	
		overturned 135:1		

Appeal of Termination - Lloyd Henry - August 20, 2025

phones 109:24 physician 72:15 place 7:2 79:7 pleasure 128:3 point 17:4,7 20:5 36:13 113:5 128:22 police 15:2,4,14,15 17:17,21 18:2, 12 20:24 21:15 26:8,19 31:9,11 38:3,19 41:15 44:21 45:2,7,8 54:11 55:22 56:5,6,10,14,22, 24 57:1 58:13, 22 62:21 69:3 76:5 79:19 80:22,25 86:12 98:1 99:18 107:23 112:24 114:14 118:14, 18 121:10 123:21,24 125:11 130:11 131:2,16,17,21 policies 35:2 policy 18:11 27:2 31:1 35:20 50:21,25 61:24 76:7,21, 22 78:6 89:14, 24 90:1 99:2 105:7,8,16,22 132:11 138:9 Polo 92:25 pops 119:18 possibility 55:1	Possibly 57:4 pounds 61:12,13 82:5,6 pray 129:20 Pre-disciplinary 24:18 25:3,15 pre-filed 13:9 Pre-hearing 128:10 pregnancy 31:17 119:12 pregnant 109:4,11 110:18 111:3,8 119:9, 11 preliminary 6:3,14,17 prerogative 64:24 presence 12:1 present 10:20 13:19 25:7 40:11 41:6 93:22 94:13 presented 33:15 136:5 pretty 98:8 117:8 130:9 previous 23:17 33:9 previously 13:24 52:24 printed 26:2 prior 8:4 14:25 15:1 16:8,14 17:24 19:7 33:17 69:4 76:9 85:7 Privileged 120:25 privy 30:17 35:2	procedure 48:25 50:5 53:7 67:17 68:6 70:1, 9,14 72:16,21 109:20 procedures 19:23 37:1,5,7, 10,23 51:2,6 68:15 70:22 proceed 5:24 process 32:3 33:4,18 37:15 41:4 65:15 110:2 125:17 processing 32:5 produced 34:1 productive 99:15 professional 36:19 promoted 98:15 pronounce 77:22 proof 13:16 53:19 proper 32:13 protect 134:18 provide 13:1 17:14 20:23 32:7 34:22 35:16 45:19,21 47:4, 14 75:24 76:4 85:8 110:16 provided 21:1 36:12 47:15 60:13 61:2 78:5 135:21 public 5:14 41:16	pulling 41:8 purpose 12:23 13:23 14:4 pursuant 68:13 69:16 133:12 put 22:9 55:13 60:10 75:10,23 86:12 99:7 113:10 118:21 124:6 putting 48:16 98:18 Q question 16:6 18:1 30:10 32:2 34:6 39:12, 14 42:4 43:13, 16,17 47:18 48:5,6,11 49:2 63:7 74:16 85:19 91:9 93:2 95:3 101:7,9 116:22 126:19 133:19 questioned 19:13 46:11 questions 27:7 29:18 45:15 48:12,16, 24 49:20,24 56:19 57:8,12, 14 63:3 69:7 79:1,5 85:17 95:1 97:5 106:6, 10,13,14,16,19 110:23 111:25 112:2 114:10 116:2 119:24 120:3,17,20 122:11 123:2 125:7 126:24 132:2	quick 55:19 quit 98:6 114:19,24 quiz 40:24 R raise 12:5 ran 125:15 rationale 62:21 63:11 Raymond 61:1 77:14 RE-CROSS 49:13 95:20 RE-DIRECT 45:17 93:16 111:15 126:17 reached 68:11 69:19 88:21 read 28:24 30:6 44:19,20 50:25 68:3,24 69:18 71:4 72:10,13 77:9,13 78:4 82:3 87:19 91:23 128:12 reading 40:9,10 ready 17:5,8,11 realized 19:16 rear-ended 80:7 reason 8:6 9:10 15:23 20:7 111:7 reasons 9:10 rebuttal 135:10
--	--	---	--	---

Appeal of Termination - Lloyd Henry - August 20, 2025

recall 32:5 33:2 38:8,9 39:19 42:19,20, 23 55:2 57:4 94:16,17 99:23 100:3	referring 71:17	remain 77:23	responsibility 131:17	riding 61:16
receipt 21:20 23:22	refrain 82:16	remember 12:16 30:22 58:21 94:4 108:21 114:4 122:8	responsible 11:2 59:16,17, 18	road 18:5 108:18
receive 36:21,24 44:24 74:19 130:14	refresh 40:12,15 41:17, 25 42:10 43:1	rendition 37:20	rest 78:4 127:13 128:1	room 12:12
received 18:22 59:20 72:14	regular 32:18 33:21 34:4 76:4 137:2, 5,13,22	repeat 42:4 76:2	resting 57:17 127:17	rotator 64:13 118:25 120:7
receiving 95:24 96:1,9,19	reinjures 21:12	rephrase 63:6,9 101:7,9	restricted 61:12	roughly 121:21 122:7 124:2,22
recently 109:4	reinstate 29:11 91:5	reports 37:15,24 59:18 63:20 67:5,9 98:19	restroom 107:9	RS 29:7
recollection 34:14,18 53:21	reinstating 29:9	represent 27:11 97:22	result 80:9,17,19	rule 7:2 11:7,19 12:16 22:3,14 55:9 106:25 123:7 130:18
recommended 77:23	relate 85:25	representing 94:7	retire 126:13	rules 39:8,22 40:7 42:6,17 43:20 44:8,11 45:10 130:9
record 6:6 7:9 8:21 9:13,18 12:23 13:23 14:20 15:13 41:16 56:3 58:10 94:21 107:21 118:4	related 86:2 129:6	request 11:18 26:14 65:1 69:9	retired 114:17 125:16	ruling 7:5,6,17 9:14 139:4
record's 99:6	relates 82:19 135:19	requested 8:25 35:12 71:2 129:2	retrieve 19:8	run 135:6
recording 95:10	release 17:6,14,18 33:11,23 35:16 36:18 86:22 112:7 117:17,19	requesting 69:1,2 71:5	return 17:5,8,15 19:7,9 20:4 35:21 45:19 46:6 47:8 81:5,14 84:1,14 85:8	runaround 65:7
records 52:18,23	released 19:9 30:22 55:4 80:18 81:9,10 82:22 106:25 107:4 112:9 117:5 119:1 120:22,24 122:22 123:5,7, 11 126:8 127:6, 8	require 11:1 21:5 36:5,9 99:10 122:4	returned 45:25 46:13 120:6	S
recover 68:7 70:13	requires 74:21	required 68:16 124:19	returning 33:17 85:7	schedule 129:25
recovered 64:17	releasing 32:22	resets 135:6	reviewed 19:2 38:5	scheduled 69:21,24 72:16, 17,21 88:23
recovering 63:21,23	relevance 30:19 90:23 91:2	resolve 17:10	Revised 21:17 128:17	scheduling 24:18,19
redirect 48:11,13,17 49:4	relevant 91:3,5 95:12	resources 10:3 28:23 29:2 61:6 94:11	Richard 97:21	school 108:22
reference 29:3 48:6	reliable 21:13	respective 6:5	Rickey 9:24 10:19 22:5, 10,12,16,20 31:3 60:14 62:15 79:20 97:12,13,21 115:20 120:12 122:15	scope 59:19
		response 41:2		scores 77:21,22

Appeal of Termination - Lloyd Henry - August 20, 2025

section 17:9 40:1 42:8, 17,21 44:16,19 130:12 131:1	session 136:7,10,23 137:1,2,5,14,23	76:3 95:24 96:1, 9 103:1,5,8 104:18 105:6,23	86:4 89:9 90:4, 17 91:10,20 93:15 94:15	SRO 108:18,20,24 109:8,9 111:1,4
sedentary 82:15	set 7:25 43:21 44:7	124:20 125:15, 18 126:10	95:17,23 96:8, 25 97:18 98:2	St 58:25
Segura 10:1 12:11 13:11 63:17 112:13,14,22	sheets 25:25	128:16,24 129:15 130:12, 15 134:9 138:6,	99:19 104:24 107:25 112:19, 20,25 113:7,9, 12,23 114:8	staff 34:12
Segura's 75:11	Sheriff 58:25	9	115:2,6,9,21 116:20 117:5	Stamp 18:19
selected 61:18	Sheriff's 14:24	sidearm 92:18	118:5,23 121:8 126:3	stand 58:1 107:14 132:19
send 34:7 35:12 68:18 72:6 131:24	shift 64:9	sides 127:24 136:4	sit 118:9,12	start 14:18 56:2 58:17 70:16 98:3 130:5
sending 73:19 74:10 132:3	shifted 62:8	sign 80:7	sitting 12:12 46:8 47:14 63:14 80:24 83:25 84:4,13 99:12	started 15:23,24 16:22, 24 19:11 56:23 133:12,15
sense 132:9 133:2	shifts 98:24	signed 21:23 22:24 33:11	situation 21:13 27:16 30:5 60:15	starts 18:18 19:5 131:15 133:9,11 134:15
September 24:3 25:5 26:4 30:2 43:24 68:3, 4,24 78:14,18, 19 83:23 103:17 124:24 126:5	shirt 92:25	significant 77:19	situations 130:4	state 20:11 27:2 29:15 39:23 58:10 60:25 97:20 107:20 112:19,21 118:4 121:8 123:18
sequestration 7:3 11:7,19 12:16 22:4,15	shock 75:15	simple 129:4 135:14	somebody's 34:3	someone's 34:1
sergeant 9:25 10:2 12:18 14:13 63:20 64:6 113:1 121:2,3,9	short 69:5 100:4 107:9,12 128:8 129:23	sir 11:5 15:21 18:17 20:3 21:18,22,24 22:25 23:2,5,11, 21,24 24:5,24 25:4,10,22 26:16,21,23 27:2 29:21 31:12,20 47:16 51:6,23 52:1 54:3 56:4,17,22, 25 58:4,14 59:24 60:8,12 61:20,25 62:6, 10,25 64:18,20 66:19 67:21,25 68:17,20 70:24 71:11 72:8 74:18 75:2,7,16 79:10,12,14 80:2,4,8,11 81:24 82:2,7,18, 21,24 83:3,5,9, 14,16,18,20,22, 24,25 85:5,20	sorting 99:5	South 68:7
serve 29:11	shot 118:12		sound 6:24 94:18	speak 11:24,25 34:19 35:13 72:24 105:2
service 15:25 39:8,22 40:7 42:13,14, 17 44:11,21 45:9 124:3 130:9,11 133:13 134:16	shoveling 99:9		sounds 16:21 40:3 94:19	specifically 39:20 100:13
served 62:20	show 25:25 89:1		spine 77:17,18	spoke 27:25 65:12
	showing 19:9 103:19			
	shows 18:25			
	sick 19:6 20:1,4 21:6 26:25 29:4,16, 23 32:10,18,20, 21 33:8,21 34:4 36:5,14 38:6 42:22 44:20,22, 24 45:11 51:3 60:10 75:10,23			

Appeal of Termination - Lloyd Henry - August 20, 2025

statute 20:11 21:17 29:15 106:4 128:17 129:5 135:15	subsequently 78:16	T	testify 66:14 129:10	113:22 114:22 122:16 123:23
stay 55:3 105:3	sue 91:25	Tab 25:1	testifying 100:24 101:1	124:13 125:2 127:17,19
step 11:21 57:20	suit 91:17	Table 44:23 130:14	testimony 7:20 11:9,22 48:8 128:13 129:12	128:23 129:24 138:1
stop 22:2 65:3,5 73:19 74:10 80:7 104:7	summarizing 101:2	takes 69:25	text 35:18 74:20 131:24	timely 6:2
stopped 29:24 134:7	summary 19:3,5	taking 16:15 30:12 65:15	Theresa 68:11	times 18:6 19:14 34:5 43:21 47:11 126:7
stories 46:12	supercede 40:1	talk 65:6 71:8	thing 51:16 75:19,21 83:10,13,15,17, 19,21,23 89:17 132:23	today 47:14 71:5 84:4 97:24 109:20
story 19:14,24 69:12	superior 60:16	talked 66:1	things 35:22 47:10 53:25 122:4	told 17:4,7 19:10 34:21 35:3,4 37:13,21 64:23 66:23,24 67:16 74:10 75:3,8 85:10 86:11 94:9,10,20 96:11 102:6 105:3 134:2
strange 74:13,14	supervised 98:23	talking 19:5,12 66:7,9 74:8	Thompson 7:12 9:22 24:7 25:8 61:9 94:20	tone 74:15
Street 56:5 73:24	supervisor 18:6 96:14	telling 19:12 36:25	thought 46:24 47:9 75:19 119:19 126:4	top 39:20 50:23 57:4
stuck 25:1	supervisors 98:23	tells 70:12	ticket 75:20	torn 64:12
stuff 110:3 113:18	supplemental 7:6	ten 118:19	tickets 64:3 99:6 113:17	total 20:9 59:1
subject 23:19	supposed 18:4 110:14	tenure 17:20 31:7 99:25 132:21	time 6:14 7:17 10:11, 13 13:20 15:7 16:8 19:6,11 25:17,24,25 29:6 32:9 37:2 43:14 51:1 54:10,18 57:17 74:10 76:15 78:3 89:13 91:4 94:9 95:5,22 96:17,21 98:8 99:19 100:4,6 104:1,5,20 105:6,14,15	town 8:25 58:24
submission 14:11 51:11 81:23	surgeon 69:20 88:22	terminated 20:7,8 23:1 81:2 84:6,16 85:2	terms 115:1	Trahan 100:11
submissions 52:13	surgeries 126:7	termination 21:21 24:2 26:15 58:16 129:21 131:7 138:10	testified 14:15 34:21 55:24 58:7 65:24 81:19 97:15 103:12, 13,15 107:17 112:16 118:1 121:5 123:15 129:11 132:10	training 79:23
submit 41:5 74:25 83:1 95:11 128:5	surgery 113:6 114:1 115:12 116:5 118:25 124:10			transcript 25:14
submitted 13:25 16:4 39:7 46:5,9 51:11 52:19,24 81:11 86:23	sustained 18:25 77:18 80:10 85:1			transferred 108:10
subordinates 34:16	swear 7:1 11:3 22:8			transitioned 111:1
subpoena 107:2,4	sworn 11:20 12:7 14:14 22:12 55:23 58:3,6 97:14 107:16 112:15 117:25 121:4 123:14			treated 75:18 134:22,23
subpoenaed 6:25 55:4	system 99:7			

Appeal of Termination - Lloyd Henry - August 20, 2025

treating 77:16 trial 9:6 true 66:25 trump 40:7 trumps 42:13 turn 18:15 32:13 turned 8:2,3 9:5 17:18 19:15,17 51:25 59:17 66:25 turns 34:6 type 31:15 114:1 typically 34:9 52:2 Tyra 10:1 31:16 107:14,15,22 U Uh-huh 84:10 85:3 91:15 104:13 110:6 126:1 Uh-uh 108:16 110:14 unavailable 9:2 unbelievable 132:23 unchanged 77:23 uncommon 114:5 undergo 113:5 understand 8:4 30:10 34:11 39:11 49:7,8 69:3,5 109:19	understanding 13:10 16:14 105:5 uniform 53:18 92:11,21, 22 110:15 unit 16:12,17 79:22, 23,24 86:13 units 52:2 unusual 64:16,18 upcoming 36:25 67:16 update 50:24 78:5 updated 74:4 updates 36:21 76:5,10, 22 upheld 56:13 129:21 135:18 upset 67:2 utilize 63:13 V V-A-S 77:21 VANICOR 5:6,19 85:18,21 86:3,8,14 90:11, 18,24 91:11,16 92:3,7 93:9 106:22 127:2 136:8,19 137:9, 18,25 138:22 VAS 77:21 vehicle 51:18,21 79:19, 21 90:16,21 91:19	vehicles 99:9 verified 35:9 44:1 verify 33:19 53:25 vest 53:19,20 61:15 82:10,16 92:12, 15 110:12 Vice 113:23 violated 26:24 violation 21:15 23:16 24:14 visit 88:17 W Wade 100:11 wait 46:20,22 70:2 waiting 17:17 walk-in 64:15 walking 74:5 wanted 53:5 54:2 67:15 69:10 Washington 58:24 watch 64:9 ways 34:5 wear 92:14,18 110:12 wearing 53:19 82:16 Wednesday 9:8,9 68:24 72:8	week 8:15 27:18 53:14 weeks 20:9,12 23:20 24:4,11 25:20 26:1,4,5,25 45:12,13 50:24 76:23 80:21 84:9 103:13 106:1 121:22, 23,24 122:2,18 125:20 128:16, 19 129:5 130:19 131:8,14 133:8, 15 135:5,16,20 138:6 Wendell 58:11 West 14:22 whatnot 132:4 whichever 125:2 white 129:4 133:16 whoa 38:21 Williams 61:1 69:20 78:3 82:8 83:1 86:17 87:17 88:12,22 Williams' 77:14 witnesses 6:25 7:11,18,21 8:8,23 9:1,16,18 10:12,13,17 11:23 12:2 13:18 41:4 57:15 127:14 130:1 132:19 won 122:8 wondering 53:8 88:15	word 102:7 wording 34:20 49:17 work 16:1,7 17:5,8, 10,12,21 19:8 21:14 31:10,13, 18,24,25 32:1,4, 6,12,23 33:8,11, 16,23 34:8,13, 17 35:4,15,16, 21 36:4,21 37:1, 11,14,24 45:20, 25 46:5 47:8 51:3 62:16,23 64:9 65:1,19 66:22,25 67:5, 14,15 70:16,23 74:17 77:24 78:2,22 79:16 80:13 81:5 82:4, 6,9,14 83:8 84:2,5,15 85:8,9 86:11 90:2 95:22 96:4,17 98:25 99:1,14 107:23 109:15, 21 113:3 115:13 116:23 117:1 120:6,8 122:4 126:11 131:14, 18 132:2 133:4, 8,10,15 135:7 work-related 85:25 86:10 worked 24:21 62:4 63:16 70:1 109:3 working 21:9 45:7 78:20 98:12 108:1,10, 11 109:23 113:13 workout 79:23 worth
--	--	--	---	---

Appeal of Termination - Lloyd Henry - August 20, 2025

127:13 wreck 80:6,9 82:19 write 57:2 131:23 written 7:8 9:11 35:19 39:24 40:2 wrong 131:9 wrote 28:6 75:20 87:20 Y y'all 8:7 10:5,16 11:17,18,20,21, 24 12:5,15 24:21 38:5 44:7, 12 49:23 54:23 72:24 95:13 118:11 128:4 134:17 139:6 y'all's 128:3 year 15:5 45:1,2 58:17 83:9 108:22 124:5,24 130:17,18,22, 23,25 years 37:11 58:16 59:1,5,10,11 60:4 98:9,10 105:12 108:2 118:19,20 119:5 120:10 121:14 124:4 Youngsville 15:1,2,3 17:10, 16,21 18:10,11, 18 20:24,25 21:15,19 26:19 31:9,10 38:3,18 41:15 42:16	44:11 45:8,9 56:5,6 58:13 67:11 80:22,25 98:1 100:7,10 105:7 107:23 112:24 114:13 118:14,18 121:10 123:20, 24 125:11	
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