

Employee Grievance Form

Grievant Information

Employee Name: Louvenia Landry Date: 10/09/2025

Job Title: Sergeant Employee ID: _____ Date of Hire: 07/30/2018

Home Mailing Address: _____

Work Mailing Address: 311 Lafayette Street Youngsville, LA 70592

Date, time and place of event leading to grievance:

October 8, 2025 at 16:41 hrs.

Detailed account of occurrence (include names of persons involved, if any):

See attachment for grievance details.

Please state policies, procedures, or guidelines that you feel have been violated:

Title VII of the Civil Rights Act of 1964 and LA R.S. 33:2494

Proposed solution to grievance:

Unbiased promotion according to list of applicants interviewed on merit.

The grievant should retain a copy of this form for his/her records. The signature below indicates that you are filing a grievance, and any information on this form is truthful.

Sgt. Louvenia Landry #117
Employee Signature

10/09/2025
Date

Capt. J. Brown #71
Received by

10/15/2025
Date

EMPLOYEE GRIEVANCE REQUEST FOR REVIEW

DATE OCURRED: 10/8/2025

DATE SUBMITTED: 10/9/2025

NAME: Louvenia Landry Patrol Sergeant
(First) (Middle) (Last) (Class Title)

Problem or Question: _____

(Use additional pages if necessary)

Date Received: _____

Reply Given By Supervisor: The greivance Sgt. Landry wishes to have addressed requires Chief J.P. Broussard to remedy

STEP 1

Signature Supv.: Capt. J. Brown #71 Date Responded: 10/13/2025

Satisfactory solution reached: Yes () No ☒ If no, proceed to step two.

Date: 10/16/2025 Signature Aggrieved: Sgt. Louvenia Landry #117

Reply given by Division Head: See Attached.

STEP 2

Signature: Det. Chief Paul A. Herge #85 Date Responded: 10-16-2025

Satisfactory solution reached: Yes () No ☒ If no, proceed to step three.

Date: 10-16-2025 Signature Aggrieved: Sgt. Louvenia Landry #117

Reply given by Chief of Police: _____

STEP 3

Signature: _____ Date Responded: _____

Satisfactory solution reached: Yes () No () If no, proceed to step four.

Date: _____ Signature Aggrieved: _____

Reply given by Mayor/Chief Administrative Officer: _____

STEP 4

Signature: _____ Date Responded: _____

Original to: Personnel / Internal Affairs (When satisfactory solution reached)

Copy to: Employee

Grievance Response

Date: October 15, 2025

Prepared by: Deputy Chief Gabriel S. Thompson #85

The following is my response to the grievance that has been filed by Sergeant Louvenia Landry regarding the recent promotion and transfer of Sergeant Tim Cotone into the position of the Criminal Investigations Division supervisor.

On Monday, October 13, 2025, Officer/Detective Tim Cotone was promoted to the rank of Sergeant by Chief Jean Paul Broussard and was assigned to the Criminal Investigations Division as the supervisor of the unit. Prior to being promoted, Sergeant Cotone was assigned to the Criminal Investigations Division as a Detective. Sergeant Tracy Girard was transferred within the Criminal Investigations Division from the Detective Supervisor and was transferred into a newly created supervisor's position within the Criminal Investigations Division.

On Monday, June 23, 2025, I sent out an email to all Sergeants of the Youngsville Police Department stating interviews would be conducted for a newly created supervisor's position and the potential vacancy for the Criminal Investigations Division Supervisor position. **See attached email for details.** Four Sergeants replied to the email indicating they were interested in being interviewed for the positions. The Sergeants who replied to the email were Tracy Girard, Larry Holland, Louvenia Landry, and Reginald Mosely. Once the deadline for interested Sergeants expired, Interviews with the four Sergeants were conducted on Tuesday, July 1, 2025. **See attached email for details.**

During the scheduling of the interviews, Chief Broussard asked me if we could include Detective Tim Cotone in the process. I explained to Chief Broussard that because Detective Cotone did not hold the rank of Sergeant, he could not be interviewed for the positions.

The interviews occurred on the scheduled date and times. Once all the interviews were concluded, Chief Broussard, Lieutenant Jason Brown, and I did not have a round-table discussion to rate the candidates on this date because Chief Broussard had another scheduled appointment to attend. Lieutenant Brown exited the conference room where the interviews were held to get himself some water leaving Chief Broussard and I in the conference room alone. Unsolicited by me, Chief Broussard stated to me that he believed Sergeant Landry performed the best during the interview process. Beyond that statement, the three interviewers never got together to have a round-table discussion to rate the applicants. During a Command Staff meeting, I reminded Chief Broussard that we had not yet met to discuss the applicants regarding the Sergeants' positions for the Criminal Investigations Division. Chief Broussard stated he was still thinking about it, and we would meet later. The Command Staff round-table discussion never occurred.

On Wednesday, October 8, 2025, Laurie Segura, Secretary to the Chief of Police, came to my office and told me that Chief Broussard wanted to have a Command Staff meeting with her, Lieutenant Brown, and myself. We met in Chief Broussard's office. Chief Broussard called the meeting so he could promote Lieutenant Brown to the rank of Captain. Captain Brown's promotion was effective

immediately. Chief Broussard then stated that he was transferring Sergeant Girard from the Criminal Investigations Division Unit Supervisor position to the newly created supervisor's position that would be over Evidence, School Resource Officers, and Training. Chief Broussard then stated he was promoting Detective Cotone to the rank of Sergeant, and he would remain in the Criminal Investigations Division as the unit supervisor. Sergeant Girard's transfer and Detective Cotone's promotion and transfer would be effective on Monday, October 13, 2025. See **attached email and memorandums for details.**

Chief Broussard and I did not have any discussions about any of these decisions he made. I explained to Chief Broussard that I had no concerns regarding the promotion of Lieutenant Brown to Captain or Sergeant Girard's transfer. However, I did inform Chief Broussard that he was going to get punched in the teeth (figuratively) by allowing Detective Cotone to remain in the Criminal Investigations Division as the unit supervisor. Chief Broussard replied, "Okay." It was my belief that because interviews were conducted prior to Detective Cotone being eligible for the Criminal Investigations Division Unit Supervisor position, one of the other three candidates who interviewed for the position should have been selected and Detective Cotone should have been assigned to the Patrol Division as a Shift Supervisor. In addition, I believe this action taken by Chief Broussard may be in violation of Louisiana Title 33, Chapter 5, Part 2, titled Certification and Appointment. See **attached for details.**

Normally I send out promotion and transfer notifications to all department personnel and Cristin Boudreaux, City of Youngsville Human Resources Director, via email on Fridays near the end of the business day. This process is followed to allow employees who are affected by promotions and/or transfers the opportunity to have the weekend to calm down if they perceive the promotion and/or transfer will have a negative impact upon them personally. Mrs. Segura came to my office and told me that Chief Broussard wanted the promotion and transfer email to go out today because the rumor mill was beginning because officers were already hearing about the promotions and transfers. I told Mrs. Segura I did not agree with sending the email out now but if that is what Chief Broussard wanted done, I would send it out.

When I sent the email out, as I suspected, some employees were upset. Two of the Sergeants who interviewed for the Criminal Investigations Division Unit Supervisor were highly upset and verbalized their displeasures to me as they believed the selection process that was used was not adhered to.

Sergeant Landry, based on the information I have provided above, I believe that I as the Deputy Chief of Police of the Youngsville Police Department cannot correct the situation you believe you have been aggrieved. It is my opinion that Chief Broussard as the Appointing Authority of the Youngsville Police Department must review your grievance and attempt to resolve the issue to your satisfaction.

Deputy Chief Gabriel S. Thompson #85

Gabe Thompson

From: Gabe Thompson
Sent: Monday, June 23, 2025 10:25 AM
To: Larry Holland; Sergeant Pedro Alexander II 88; Louvenia Landry; Scott Clostio; Reginald Mosely; Tracy Girard
Cc: Jean Paul Broussard; John Davison; Jason Brown
Subject: Interviews for Potential Positions

Importance: High

To All Enforcement Sergeants:

Based on the present allocated manpower for the Youngsville Police Department, there is presently a vacant Sergeant's position. It is the Sergeant's position that was attached to the Youngsville Sports Complex. A decision has been made to re-allocate this position from the Sports Complex and create a position that is more beneficial to the Youngsville Police Department. Discussions are continuing to be held if the position will be assigned to the Patrol Division or the Criminal Investigations Division. However, the duties of the Sergeant in this position will be over Evidence, Fleet Management, and general building maintenance.

Sergeant Girard has vocalized an interest in the proposed new position. Based on Sergeant Girard's interest in the position, the possibility exists of a creating a vacancy for the Sergeant's position within the Criminal Investigations Division. The potential also holds true in the event Sergeant Mosely is interested in applying for the position. Therefore, on Monday, June 30, 2025, interviews will be conducted with those Sergeants who are interested in applying for the new Sergeant's position and the Criminal Investigations Division Sergeant's position. If Sergeant Mosely is interested in one of the other positions, interviews will be conducted for the Traffic Sergeant position as well.

If you are interested in any of the three Sergeants positions discussed in this email, please submit a letter of interest through your chain-of-command to me. Because of time constraints your letters of interest can be submitted via email but still send them through your chain-of-command. All letters of interest should be provided by 15:00 hours on Wednesday, June 25, 2025. Time will be needed to prepare for the interviews. Once I receive the letters of interest, I will then know how many interviews will need to be conducted and will let everyone know.

Normally, I would go into to detail and explain what you should do to prepare for your interview and what you should bring with you. Under the circumstances I want be doing it this time. As veteran officers you should know what you need to do and how to prepare for the position you are seeking.



Youngsville Police Department

"Serving the community with courtesy, professionalism and respect"

gabethompson@youngsvillepd.org

Gabriel S. Thompson
Deputy Chief
Administration Division

Tel: 337-451-6379

Gabe Thompson

From: Gabe Thompson
Sent: Friday, June 27, 2025 10:30 AM
To: Tracy Girard; Larry Holland; Louvenia Landry; Reginald Mosely
Cc: Jean Paul Broussard; Jason Brown
Subject: Interviews

Importance: High

I have received letters of interest from each of you regarding the Sergeant's position that an official title has not been assigned and the potential CID Sergeant's position.

Interviews for the positions will be conducted on Tuesday, July 1, 2025. Interviews will be conducted in the first-floor conference room at the Youngsville Police Department Headquarters, located at 311 Lafayette Street.

Interview times are as follows:

1. Sergeant Tracy Girard – 11:00 a.m.
2. Sergeant Larry Holland – 1:00 p.m.
3. Sergeant Louvenia Landry – 2:00 p.m.
4. Sergeant Reginald Mosely – 3:00 p.m.

I have scheduled the interviews by alphabetical order by your last name. The interviews will be conducted by Chief Jean Paul Broussard, Deputy Chief Gabriel S. Thompson, and Lieutenant Jason Brown.

If you should have any questions, please feel free to contact me.



Youngsville Police Department

"Serving the community with courtesy, professionalism and respect"

gabethompson@youngsvillepd.org

Gabriel S. Thompson

Deputy Chief

Administration Division

Tel: 337-451-6379

311 Lafayette Street
P.O. Box 310
Youngsville, LA 70592

CITIZENS FOR A
New Louisiana

RS 33:2494**§2494. Certification and appointment**

A.(1) Except for the positions of entrance firefighter, entrance police officer, entrance jailer, secretary to the chief, departmental records clerk, and for the entrance classes for which the operation and maintenance of radio, alarm, or signal systems for the respective fire or police service is the primary duty, whenever the appointing authority proposes to fill a vacancy in the classified service, except by demotion, transfer, emergency appointment, or by substitute employment not to exceed thirty days, the appointing authority shall request the board to certify names of persons eligible for appointment to the vacant position. The board shall thereupon certify in writing the names of eligible persons from the appropriate employment list, and the appointing authority shall, if the appointing authority fills the vacancy, make the appointment as provided by this Section.

(2) Whenever the appointing authority proposes to fill a vacancy in entrance firefighter, entrance police officer, entrance jailer, secretary to the chief, departmental records clerk, and for the entrance classes for which the operation and maintenance of radio, alarm, or signal systems for the respective fire or police service is the primary duty, the appointing authority shall request the state examiner to certify names of persons eligible for appointments to the vacant position. The state examiner shall certify in writing the names of eligible persons from the appropriate list, and the appointing authority shall, if the appointing authority fills the vacancy, make the appointment as provided by this Section.

B. The board shall first certify the name of the person appearing upon the reinstatement list who is eligible for the first reinstatement in the class of the vacant position. The name of this person and all others appearing upon the reinstatement list for the class shall be certified and offered the appointment in the order provided by R.S. 33:2490(B) before the vacancy is filled by any subsequent method provided by this Part. The appointing authority shall appoint to the vacant position the first person so certified to him who is willing to accept the appointment. If the position is one of a class from which lay-offs have been made as provided by R.S. 33:2499 the names of eligible persons appearing upon the reemployment list for the class shall be certified and offered the appointment in the order provided by R.S. 33:2490(C) before any other appointment is made thereto.

C.(1)(a) In the event a vacancy cannot be filled by reinstatement, or by reemployment as above provided, the board shall next certify the names of the persons upon the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to the first vacancy to be filled the one person certified to him who has the greatest seniority in the departmental service. Any remaining positions to be filled in the same class shall be filled by appointing to each such successive vacancy the one of the remaining persons certified therefor who has the next highest seniority in the departmental service. If any one or more persons so certified should refuse the appointment, the appointing authority shall then select and appoint one of the persons certified by the board with the next highest seniority in the departmental service. This procedure shall be followed until the position has been filled by appointment of the one person who has the greatest seniority in the departmental service, and who is willing to accept the appointment, or until each person whose name appears upon the list, has in this order been certified and offered the appointment for the vacancy.

(c) Any person certified to the appointing authority who, because of work-related illness, injury, or incapacity, is unable to immediately begin a working test, shall be appointed in accordance with Subparagraph (b) of this Paragraph. However, the working test shall be immediately interrupted and shall not commence until the employee has fully recovered and returns to full duty. If the employee fails to recover and return to full duty within six months of the date of his appointment, the board shall declare him ineligible to continue therein, and the appointment shall be made to one of the remaining persons certified therefor who has the next highest seniority in the departmental service. Any such person appointed in accordance with R.S. 33:2496(2) to substitute for the injured employee during the period of interrupted working test shall have such time counted toward his twelve-month working test period.

(2) Notwithstanding any other provision of law to the contrary, the municipal fire and police civil service system for the cities of Lafayette for the rank of lieutenant or above and Lake Charles shall fill a vacant position in the police department in the following manner:

(a) In the event a vacancy cannot be filled by reinstatement, or by reemployment as provided in Subsections A and B of this Section, the board shall next certify the names of the persons upon the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to the first vacancy to be filled the one person certified to him who has the greatest promotional seniority in the next lower rank. Any remaining positions to be filled in the same class shall be filled by appointing to each such successive vacancy the one of the remaining persons certified therefor who has the next highest promotional seniority in the next lower class.

(c) If any one or more persons so certified should refuse the appointment, the appointing authority shall then select and appoint one of the persons certified by the board with the next highest promotional seniority in the next lower class. This procedure shall be followed until the position has been filled by appointment of the one person who has the greatest promotional seniority in the next lower class, and who is willing to accept the appointment, or until each person whose name appears upon the list, has in this order been certified and offered an appointment to the vacancy.

(d) If two or more persons possess an equal amount of promotional seniority, those persons shall be reinstated or listed on the promotional list and offered promotions in the order of departmental seniority, from highest to lowest.

(e) Any person certified to the appointing authority who, because of work-related illness, injury, or incapacity, is unable to immediately begin a working test, shall be appointed in accordance with Subparagraph (b) of this Paragraph. However, the working test shall be immediately interrupted and shall not commence until the employee has fully recovered and returns to full duty. If the employee fails to recover and return to full duty within six months of the date of his appointment, the board shall declare him ineligible to continue therein, and the appointment shall be made to one of the remaining persons certified therefor who has the next highest promotional seniority. Any such person appointed in accordance with R.S. 33:2496(2) to substitute for the injured employee during the period of interrupted working test shall have such time counted toward his twelve-month working test period.

(3) Notwithstanding any other provision of law to the contrary, in the city of Crowley a vacant position in the police department shall be filled in the following manner:

(a) If a vacancy cannot be filled by reinstatement or by reemployment as provided in Subsections A and B of this Section, the board shall next certify the names of the persons on the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to the first vacancy to be filled the one person certified to him who has the greatest promotional seniority in the next lower class. Any remaining positions to be filled in the same class shall be filled by appointing to each such successive vacancy the one of the remaining persons certified therefor who has the next highest promotional seniority in the next lower class.

(c) If any one or more persons so certified should refuse the appointment, the appointing authority shall then select and appoint one of the persons certified by the board with the next highest promotional seniority in the next lower class. This procedure shall be followed until the position has been filled by appointment of the one person who has the greatest promotional seniority in the next lower class and who is willing to accept the appointment or until each person whose name appears on the list, has in this order been certified and offered an appointment to the vacancy.

(d) If two or more persons possess an equal amount of promotional seniority, those persons shall be reinstated or listed on the promotional list and offered promotions in the order of departmental seniority, from highest to lowest.

(4) Notwithstanding any other provision of law to the contrary, in the city of Baton Rouge a vacant position in the police department shall be filled in the following manner:

(a) If a vacancy cannot be filled by reinstatement or by reemployment as provided in Subsections A and B of this Section, the board shall next certify the names of the persons on the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to any vacancy to be filled a person certified to him whose name appears on the promotional list for the class for which he was tested as a person who is among the five highest in departmental seniority.

(5) Notwithstanding any other provision of law to the contrary, in the cities of Broussard, Carencro, Scott, and Youngsville, a vacant position in the police department shall be filled in the following manner:

(a) If a vacancy cannot be filled by reinstatement or by reemployment as provided in Subsections A and B of this Section, the board shall next certify the names of the persons on the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to any vacancy to be filled a person whose name appears on the promotional list for the class for which he was tested as a person who is among the three highest in departmental seniority.

(6) Notwithstanding any other provision of law to the contrary, in the city of Kenner, a vacant position in the police department shall be filled in the following manner:

(a) If a vacancy cannot be filled by reinstatement or by reemployment as provided in Subsections A and B of this Section, the board shall next certify the names of the persons on the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to any vacancy to be filled a person certified to him whose name appears on the promotional list for the class for which the person was tested as a person who is among the three highest in departmental seniority.

D. Certification and appointment from the competitive list shall be limited to those conditions and classifications for which the competitive test may be given as provided by R.S. 33:2492. Upon the appointing authority's request for the certification of eligible persons from which the appointing authority may fill a vacancy, and if the competitive list is the appropriate list from which the names of eligible persons shall be certified, the board or the state examiner shall certify the names of the persons upon that list, in the order in which they appear thereon, for the class in which the vacancy is to be filled. The appointing authority shall select and appoint to the first vacancy to be filled any one of the persons so certified to him for the vacancy. In making appointments to entrance firefighter, entrance police officer, entrance jailer, secretary to the chief, departmental records clerk, and for the entrance classes for which the operation and maintenance of radio, alarm, or signal systems for the respective fire or police service is the primary duty, the appointing authority shall verify that the applicant meets the minimum qualifications as established by the board. Additionally, in making such appointment to entry-level positions, the appointing authority shall give a preference to Louisiana residents. If any one or more persons so certified should refuse the appointment, the appointing authority shall then select and appoint any one of the remaining persons certified by the board or the state examiner. This procedure shall be followed until the position has been filled by appointment of one of the persons certified from the list and willing to accept the appointment, or until each person whose name appears upon the list has in this manner been certified for the vacancy.

E. Appointment to any position in the classified service from which the regular employee is away on an authorized leave of absence shall be made in accordance with the provisions of R.S. 33:2496.

F. The appointing authority shall notify the board of the filling of a vacancy as provided in R.S. 33:2503.

G. Except as provided in Subparagraphs (C)(1)(c) and (C)(2)(e) of this Section, the appointing authority shall fill each vacancy, including vacancies in classifications hereafter created, within sixty days after the occurrence of the vacancy. This Subsection shall not prevent the board from abolishing unnecessary classifications.

Acts 1999, No. 1092, §1; Acts 1999, No. 1093, §1; Acts 1999, No. 1174, §1; Acts 2015, No. 240, §1, eff. Aug. 1, 2016; Acts 2015, No. 243, §1, eff. June 29, 2015; Acts 2016, No. 177, §1; Acts 2016, No. 283, §1; Acts 2016, No. 552, §2; Acts 2019, No. 230, §1, eff. March 31, 2020; Acts 2020, No. 38, §1; Acts 2020, No. 196, §1; Acts 2024, No. 203, §1; Acts 2024, No. 230, §1.

On June 23, 2025, Deputy Chief Gabriel Thompson sent all eligible Sergeant an email in regard to the Sergeant's position in the Criminal Investigations Division of the Youngsville Police Department. I sent in my letter of interest for the position on June 23, 2025 to my immediate supervisor Lt. Jason Brown who then sent it up the chain of command as the email instructed. We received a return email from Deputy Chief Thompson informing all four applicants that interviews would be held on July 1, 2025 at different times giving each of us an extensive interview for the position. The above-mentioned email also addressed another position being added of Support Sergeant for which Sgt. Tracy Girard was the only sergeant interviewing for this position.

On July 1, 2025, I arrived at my respective time with my resume' in hand as well as several of my completed and adjudicated reports to display my skills required for the position. After the interview was completed, I inquired when a decision would be made. The interview panel comprised of Chief J.P. Broussard, Deputy Chief Thompson and Lt. Jason Brown stated they would be meeting later in the week to discuss and make decision.

On July 7, 2025, I spoke with Lt. Brown in regard to a decision being made and he stated they had not yet met to discuss the interviews, and he was not sure when a meeting would be scheduled.

Later that same week on July 10, 2025, after the Youngsville City Council meeting which discussed Youngsville Police Department Officers receiving a raise Deputy Chief Thompson informed myself and Sgt. Larry Holland that a decision would not be made on the position until after former Lt. Lloyd Henry's appeal hearing which was later scheduled for August 20, 2025.

I inquired with Deputy Chief Thompson as to why someone who was fired almost a year prior would have anything to do with a decision on this position. He stated he was not sure but was informed by Chief J.P. Broussard that he would not be making a decision until then.

Former Lt. Lloyd Henry's hearing proceeded on schedule and still no word of a decision was given. The hearing did not come out in Mr. Henry's favor.

I spoke with Sgt. Holland after the hearing, and he stated he spoke with Chief J.P. Broussard and inquired about a decision and was informed that the task was being placed on the back burner for now as Chief J.P. Broussard had other things more urgent to be concerned with.

After four and half months of waiting for a decision about this position being filled. On October 8, 2025, an email indicated that Officer Timothy Cotone (Detective) was going to be provisionally promoted to the position of Criminal Investigations Division Sergeant.

Sergeant Tracy Girard the former CID Sergeant, is being moved to the newly created Support Sergeant role.

Officer Timothy Cotone was not interviewed for the Criminal Investigations Division Sergeant's position as he was not qualified due to him not being promoted prior to the position being open. Lt. Jason Brown was also promoted to the rank of Captain leaving the Lieutenant's position open. The only sergeant with a passing score for this position is Sergeant Larry Holland. Essentially eliminating the only two African American candidates.

I am filling this formal grievance complaint as the course of actions taken in this situation is highly discriminatory. I would hate to think that myself or anyone else in the interview process was being discriminated against for race or gender. I am currently the only African American female working at the Youngsville Police Department. I have never wanted to receive or not receive a role due to the color of my skin or the gender to which I was born, both of which were not a choice. I have always held myself to a high stand of integrity, as well as believed that my merit and work ethic along with my loyalty to the community I serve would speak for itself. I believe in being a fair and competent leader whether I was an officer or a supervisor. This decision to just to forbode all of the efforts of myself and others to keep this department afloat feels like a slap in the face.

When Chief J.P. Broussard tried to railroad one of my officers (who is also African American) in an attempt to save face with another police chief from a different department. Chief J.P. Broussard attempted to intimidate a rookie officer for another Caucasian officer who worked for another department and was making threats to the YPD officer on a crime scene while armed. In an effort to intimidate my officer to not do his job he asked him to recall a warrant which was already signed by a judge. This at first didn't seem racial but looking back he has not supported his officers at Youngsville Police Department and is only siding with what looks good on his voting punch card.

Chief J.P. Broussard later sent out an email informing all officers to consult him prior to us completing our jobs when involving what he considered as "High profile citizens". All of these actions have made this a highly hostile work environment which has become extremely stressful.

Being unsure how your Chief will react to you just doing your duties and following the laws of this state. Requires a certain amount second guessing if I or the officers under my supervision are going to be protected by him or thrown under the bus. At no time in my employment here at Youngsville Police Department have I ever felt so unsupported as I do at this moment.

Interviews for Potential Positions

From Gabe Thompson <GabeThompson@YoungsvillePD.org>

Date Mon 6/23/2025 10:24 AM

To Larry Holland <LarryHolland@YoungsvillePD.org>; Sergeant Pedro Alexander II 88 <PedroAlexander@youngsvillepd.org>; Louvenia Landry <LouveniaLandry@youngsvillepd.org>; Scott Clostio <ScottClostio@youngsvillepd.org>; Reginald Mosely <ReginaldMosely@youngsvillepd.org>; Tracy Girard <TracyGirard@YoungsvillePD.org>

Cc Jean Paul Broussard <JPBroussard@youngsvillepd.org>; John Davison <JohnDavison@YoungsvillePD.org>; Jason Brown <JasonBrown@YoungsvillePD.org>

To All Enforcement Sergeants:

Based on the present allocated manpower for the Youngsville Police Department, there is presently a vacant Sergeant's position. It is the Sergeant's position that was attached to the Youngsville Sports Complex. A decision has been made to re-allocate this position from the Sports Complex and create a position that is more beneficial to the Youngsville Police Department. Discussions are continuing to be held if the position will be assigned to the Patrol Division or the Criminal Investigations Division. However, the duties of the Sergeant in this position will be over Evidence, Fleet Management, and general building maintenance.

Sergeant Girard has vocalized an interest in the proposed new position. Based on Sergeant Girard's interest in the position, the possibility exists of a creating a vacancy for the Sergeant's position within the Criminal Investigations Division. The potential also holds true in the event Sergeant Mosely is interested in applying for the position. Therefore, on Monday, June 30, 2025, interviews will be conducted with those Sergeants who are interested in applying for the new Sergeant's position and the Criminal Investigations Division Sergeant's position. If Sergeant Mosely is interested in one of the other positions, interviews will be conducted for the Traffic Sergeant position as well.

If you are interested in any of the three Sergeants positions discussed in this email, please submit a letter of interest through your chain-of-command to me. Because of time constraints your letters of interest can be submitted via email but still send them through your chain-of-command. All letters of interest should be provided by 15:00 hours on Wednesday, June 25, 2025. Time will be needed to prepare for the interviews. Once I receive the letters of interest, I will then know how many interviews will need to be conducted and will let everyone know.

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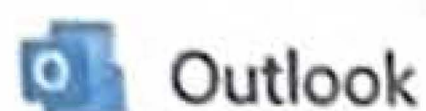
Youngsville Police Department

"Serving the community with courtesy, professionalism and respect"

gabethompson@youngsvillepd.org

Gabriel S. Thompson

Deputy Chief



Application Letter for open Sergeant position

From Louvenia Landry <LouveniaLandry@youngsvillepd.org>

Date Mon 6/23/2025 5:14 PM

To Jason Brown <JasonBrown@YoungsvillePD.org>

1 attachment (52 KB)

Letterhead.docx;

Good afternoon, Lt. Brown. I have enclosed my formal request to be considered for the open Sergeant position. Can you please see to it that my letter makes it up the chain of command as there was time restrictions on the previous email provided to us. Thank you.



Sergeant Louvenia Landry #117

Youngsville Police Department

304 Fourth Street

Youngsville, LA 70592

Office: 337-856-5931

Cell: 337-207-5271

louvenialandry@youngsvillepd.org

CITIZENS FOR A
New Louisiana

Youngsville Police Department

J.P. Broussard
Chief of Police

P.O. Box 310
304 Fourth Street
Youngsville, LA 70592

Office: (337) 856-5931
Fax: (337) 856-4904



June 23, 2025

**Deputy Chief Gabriel Thompson
Youngsville Police Department
311 Lafayette Street
Youngsville, LA 70592**

Subject: Formal Application Letter for Criminal Investigations Sergeant

Dear Deputy, Chief Thompson,

I'm writing this letter to formally apply for the position of Criminal Investigations Sergeant. After reading the e-mail in regard to the open position I was immediately interested in applying.

With three years of experience as a criminal investigator and one year of experience as a sergeant along with approximately 19 years in various law enforcement roles. I feel that I would be a great candidate for this role. I have strong communication skills, as well as problem solving skills. I'm very passionate about my work and my job preference.

Thank you for considering my application for this position. Please feel free to contact me via public service or email. Thank you for your time and consideration.

Sincerely,

Sergeant Louvenia Landry #117
Sergeant Louvenia Landry #117

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2024 Louisiana Laws

Revised Statutes

Title 33 - Municipalities and Parishes

§33:2494. Certification and appointment

Universal Citation:LA Rev Stat § 33:2494 (2024) ☐[◀ Previous](#)[Next ▶](#)

RS 33:2494 - Certification and appointment

A.(1) Except for the positions of entrance firefighter and entrance police officer, whenever the appointing authority proposes to fill a vacancy in the classified service, except by demotion, transfer, emergency appointment, or by substitute employment not to exceed thirty days, he shall request the board to certify names of persons eligible for appointment to the vacant position. The board shall thereupon certify in writing the names of eligible persons from the appropriate employment list, and the appointing authority shall, if he fills the vacancy, make the appointment as provided by this Section.

(2) Whenever the appointing authority proposes to fill a vacancy in entrance level firefighter and entrance level police officer, he shall request the state examiner to certify names of persons eligible for appointments to the vacant position. The state examiner shall certify in writing the names of eligible persons from the appropriate list, and the appointing authority shall, if he fills the vacancy, make the appointment as provided by this Section.

B. The board shall first certify the name of the person appearing upon the reinstatement list who is eligible for the first reinstatement in the class of the vacant position. The name of this person and all others appearing upon the reinstatement list for the class shall be certified and offered the appointment in the order provided by R.S. 33:2490(B) before the vacancy is filled by any subsequent method provided by this Part. The appointing authority shall appoint to the vacant position the first person so certified to him who is willing to accept the appointment. If the position is one of a class from which lay-offs have been made as provided by R.S. 33:2499 the names of eligible persons appearing upon the reemployment list for the class shall be certified and offered the appointment in the order provided by R.S. 33:2490(C) before any other appointment is made thereto.

C.(1)(a) In the event a vacancy cannot be filled by reinstatement, or by reemployment as above provided, the board shall next certify the names of the persons upon the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to the first vacancy to be filled the one person certified to him who has the greatest seniority in the departmental service. Any remaining positions to be filled in the same class shall be filled by appointing to each such successive vacancy the one of the remaining persons certified therefor who has the next highest seniority in the departmental service. If any one or more persons so certified should refuse the appointment, the appointing authority shall then select and appoint one of the persons certified by the board with the next highest seniority in the departmental service. This procedure shall be followed until the position has been filled by appointment of the one person who has the greatest seniority in the departmental service, and who is willing to accept the appointment, or until each person whose name appears upon the list, has in this order been certified and offered the appointment for the vacancy.

(c) Any person certified to the appointing authority who, because of work-related illness, injury, or incapacity, is unable to immediately begin a working test, shall be appointed in accordance with Subparagraph (b) of this Paragraph. However, the working test shall be immediately interrupted and shall not commence until the employee has fully recovered and returns to full duty. If the employee fails to recover and return to full duty within six months of the date of his appointment, the board shall declare him ineligible to continue therein, and the appointment shall be made to one of the remaining persons certified therefor who has the next highest seniority in the departmental service. Any such person appointed in accordance with R.S. 33:2496(2) to substitute for the injured employee during

the period of interrupted working test shall have such time counted toward his twelve-month working test period.

(2) Notwithstanding any other provision of law to the contrary, the municipal fire and police civil service system for the cities of Lafayette for the rank of lieutenant or above and Lake Charles shall fill a vacant position in the police department in the following manner:

(a) In the event a vacancy cannot be filled by reinstatement, or by reemployment as provided in Subsections A and B of this Section, the board shall next certify the names of the persons upon the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to the first vacancy to be filled the one person certified to him who has the greatest promotional seniority in the next lower rank. Any remaining positions to be filled in the same class shall be filled by appointing to each such successive vacancy the one of the remaining persons certified therefor who has the next highest promotional seniority in the next lower class.

(c) If any one or more persons so certified should refuse the appointment, the appointing authority shall then select and appoint one of the persons certified by the board with the next highest promotional seniority in the next lower class. This procedure shall be followed until the position has been filled by appointment of the one person who has the greatest promotional seniority in the next lower class, and who is willing to accept the appointment, or until each person whose name appears upon the list, has in this order been certified and offered an appointment to the vacancy.

(d) If two or more persons possess an equal amount of promotional seniority, those persons shall be reinstated or listed on the promotional list and offered promotions in the order of departmental seniority, from highest to lowest.

(e) Any person certified to the appointing authority who, because of work-related illness, injury, or incapacity, is unable to immediately begin a working test, shall be appointed in accordance with Subparagraph (b) of this Paragraph. However, the working test shall be immediately interrupted and shall not commence until the employee has fully recovered and returns to full duty. If the employee fails to recover and return to full duty within six months of the date of his appointment, the board shall declare him ineligible to continue therein, and the appointment shall be made to one of the remaining persons certified therefor who has the next highest promotional seniority. Any such person appointed in accordance with R.S. 33:2496(2) to substitute for the injured employee during the period

of interrupted working test shall have such time counted toward his twelve-month working test period.

(3) Notwithstanding any other provision of law to the contrary, in the city of Crowley a vacant position in the police department shall be filled in the following manner:

(a) If a vacancy cannot be filled by reinstatement or by reemployment as provided in Subsections A and B of this Section, the board shall next certify the names of the persons on the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to the first vacancy to be filled the one person certified to him who has the greatest promotional seniority in the next lower class. Any remaining positions to be filled in the same class shall be filled by appointing to each such successive vacancy the one of the remaining persons certified therefor who has the next highest promotional seniority in the next lower class.

(c) If any one or more persons so certified should refuse the appointment, the appointing authority shall then select and appoint one of the persons certified by the board with the next highest promotional seniority in the next lower class. This procedure shall be followed until the position has been filled by appointment of the one person who has the greatest promotional seniority in the next lower class and who is willing to accept the appointment or until each person whose name appears on the list, has in this order been certified and offered an appointment to the vacancy.

(d) If two or more persons possess an equal amount of promotional seniority, those persons shall be reinstated or listed on the promotional list and offered promotions in the order of departmental seniority, from highest to lowest.

(4) Notwithstanding any other provision of law to the contrary, in the city of Baton Rouge a vacant position in the police department shall be filled in the following manner:

(a) If a vacancy cannot be filled by reinstatement or by reemployment as provided in Subsections A and B of this Section, the board shall next certify the names of the persons on the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to any vacancy to be filled a person certified to him whose name appears on the promotional list for the class for which he was tested as a person who is among the five highest in departmental seniority.

(5) Notwithstanding any other provision of law to the contrary, in the cities of Broussard, Carencro, Scott, and Youngsville, a vacant position in the police department shall be filled in the following manner:

(a) If a vacancy cannot be filled by reinstatement or by reemployment as provided in Subsections A and B of this Section, the board shall next certify the names of the persons on the promotional list, in the order in which they appear thereon, for the class in which the vacancy is to be filled.

(b) The appointing authority shall select and appoint to any vacancy to be filled a person whose name appears on the promotional list for the class for which he was tested as a person who is among the three highest in departmental seniority.

D. Certification and appointment from the competitive list shall be limited to those conditions and classifications for which the competitive test may be given as provided by R.S. 33:2492. Upon the appointing authority's request for the certification of eligible persons from which he may fill a vacancy, and if the competitive list is the appropriate list from which the names of eligible persons shall be certified, the board or the state examiner shall certify the names of the persons upon that list, in the order in which they appear thereon, for the class in which the vacancy is to be filled. The appointing authority shall select and appoint to the first vacancy to be filled, any one of the persons so certified to him for the vacancy. In making appointments to entrance firefighter and entrance police officer, the appointing authority shall verify the applicant meets the minimum qualifications as established by the board. Additionally, in making such appointment to entry-level positions, the appointing authority shall give a preference to Louisiana residents. If any one or more persons so certified should refuse the appointment, the appointing authority shall then select and appoint any one of the remaining persons certified by the board or the state examiner. This procedure shall be followed until the position has been filled by appointment of one of the persons certified from the list and willing to accept the appointment, or until each person whose name appears upon the list has in this manner been certified for the vacancy.

E. Appointment to any position in the classified service from which the regular employee is away on an authorized leave of absence shall be made in accordance with the provisions of R.S. 33:2496.

F. The appointing authority shall notify the board of the filling of a vacancy as provided in R.S. 33:2503.

G. Except as provided in Subparagraphs (C)(1)(c) and (C)(2)(e) of this Section, the appointing authority shall fill each vacancy, including vacancies in classifications hereafter created, within sixty days after the occurrence of the vacancy. This Subsection shall not prevent the board from abolishing unnecessary classifications.

Acts 1999, No. 1092, §1; Acts 1999, No. 1093, §1; Acts 1999, No. 1174, §1; Acts 2015, No. 240, §1, eff. Aug. 1, 2016; Acts 2015, No. 243, §1, eff. June 29, 2015; Acts 2016, No. 177, §1; Acts 2016, No. 283, §1; Acts 2016, No. 552, §2; Acts 2019, No. 230, §1, eff. March 31, 2020; Acts 2020, No. 38, §1; Acts 2020, No. 196, §1.

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CITIZENS FOR A
New Louisiana



U.S. Equal Employment Opportunity Commission

Title VII of the Civil Rights Act of 1964

*EDITOR'S NOTE: The following is the text of Title VII of the Civil Rights Act of 1964 (Title VII) (Pub. L. 88-352), as amended. Title VII is codified at 42 U.S.C. 2000e and in subsequent sections. Title VII amendments include those introduced by the **Civil Rights Act of 1991** (<https://www.eeoc.gov/statutes/civil-rights-act-1991>) (CRA) and the **Lilly Ledbetter Fair Pay Act of 2009** (<https://www.eeoc.gov/lilly-ledbetter-fair-pay-act-2009-original-text>). Editor's notes appear in italics and include cross-references to the codified version of Title VII. Title VII prohibits employment discrimination based on race, color, religion, sex and national origin.*

An Act

To enforce the constitutional right to vote, to confer jurisdiction upon the district courts of the United States to provide injunctive relief against discrimination in public accommodations, to authorize the attorney General to institute suits to protect constitutional rights in public facilities and public education, to extend the Commission on Civil Rights, to prevent discrimination in federally assisted programs, to establish a Commission on Equal Employment Opportunity, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Civil Rights Act of 1964".
