

MINUTES OF THE MEETING OF THE  
CADDO PARISH COMMISSION'S  
PERSONNEL, POLICIES & PROCEDURES COMMITTEE  
HELD ON THE 14th DAY OF AUGUST, 2023

The Caddo Parish Personnel, Policies, & Procedures Committee met in legal session on the above date, at 11:48 p.m., in the Government Plaza First Floor Conference Room, with Mr. Lazarus, presiding, and the following members in attendance, constituting a quorum: Commissioners Atkins, Burrell, Epperson, Johnson, Lazarus, and Young (6). ABSENT: Commissioners Gage-Watts, and Jackson (2).

The invocation was given by Mr. Johnson, and Mr. Lazarus led the Commission in the Pledge of Allegiance.

Mr. Young discussed the Grand Unveiling of the Urban Study and the challenge of minority owned businesses to be awarded loans. Mrs. Bryant discussed that recommendations and conclusions did not indicate that the Parish could do anything help minority owned businesses get loans, but the Study did address method to encourage and support minority owned businesses.

**NEW BUSINESS**

- *Discuss and Make Recommendation Regarding Administrator Compensation*

Mr. Johnson discussed addressing the Urban Study's recommendations and that the Administration staff drives the movement on addressing the study's findings. Mrs. Bryant discussed the Administration's review of the study, the Parish expanding its outreach and communication for entities to be aware of the Parish's projects, and the Parish's collaboration with other agencies, such as the City of Shreveport and The Port, to have a consistent process, policy and procedure to certify entities for programs. Answering Mr. Young's inquiry about insurance requirements, Mrs. Bryant explained that the goal is for the requirements to be consistent across agencies. Mrs. Bryant explained the School Board's election to not to be a part of the Urban Study. Mrs. Bryant addressed Mr. Burrell's inquiry about the Parish's authority to coordinate with other agency's procurement processes. The agency's that participated in the Urban Study have recognized the need to work together on the issue. Mrs. Bryant explained the Parish's Small And Emerging Business Program that support women and minority owned businesses.

It was **moved by Mr. Johnson**, seconded by Mr. Epperson, *to charge the Administration to develop a plan to work the Urban Study recommendations and report back.*

Mr. Burrell discussed study goal projections for area businesses, which Mrs. Bryant indicated that the Urban Study recommended the need to do more to achieve goals.

Motion carried, as shown by the following roll call votes: AYES: Commissioners Atkins, Burrell, Epperson, Johnson, Lazarus, and Young (6). NAYS: None (0). ABSENT: Commissioners Gage-Watts, and Jackson (2). ABSTAIN: None (0).

The meeting adjourned at 12:01 p.m.

/s/ Linda J. Montgomery  
Linda J. Montgomery  
Administrative Specialist