

National Legislative Services and Security Association



2011 Winter Newsletter

PRESIDENT

Jimmetta G. Peoples
Senate Security, Alabama

VICE PRESIDENT

Rick DeLeon
Sergeant-at-Arms, Senate
Texas

SECRETARY / NEWSLETTER EDITOR

Keshauna Murphy,
Assistant Sergeant at Arms,
Louisiana

TREASURER

Kevin Kuroda
Sergeant at Arms, House of
Representatives, Hawaii

1ST TRUSTEE

Charles Williams
Chief Deputy Sergeant-at-
Arms, South Carolina Senate

2ND TRUSTEE

Sam Smith
Senate Security, Alabama

3RD TRUSTEE

Marty McDonald
House Deputy Sergeant-at-
Arms, Florida

SERGEANT AT ARMS

Rod Welsh
Sergeant at Arms, Texas

NLSSA Fall Training
Conference
Presentations
Now Online.

www.ncsl.org/nlssa

MESSAGE FROM THE PRESIDENT



Hip Hip Hooray!!! to Clarence Russ, host state chair and committee, for a job well done in hosting the 2010 Professional Development Seminar (PDS) held in Baton Rouge, La, Oct. 3–8. The seminar provided professional development training, networking opportunities with colleagues from across the country, a taste of Louisiana cuisine and social events. We thoroughly enjoyed Baton Rouge and the visit to New Orleans, along with family and friends who were able to attend.

I am grateful for and excited about the opportunity to serve as the 2010-11 President of our association. The executive board and I are committed to lead and will strive to continue the mission of NLSSA as a professional association, the only one of its kind for legislative staff, as outlined in the bylaws and policies and procedures manual. The success of the association depends upon involvement of the entire membership. I need **YOU** to be committed to the association's growth as well. Please answer the call when asked to serve. Several members expressed concern regarding travel restrictions. Yes, participation at the PDS is important however, travel restrictions do not prohibit involvement in committee work of the association. Anyone who wishes to serve will be given an opportunity to do so. Remember "YOU, the Executive Board and Me = NLSSA".

As we begin the holiday season, let us remember both to be thankful and the true reason for the season. I pray for each of you that your life is filled with love, your heart is filled with joy, and your world is filled with peace during this season and throughout the years to come.



Let's Work Together,
Jimmetta G. Peoples
Email: jgourdine@bellsouth.net
Office: (334)353-3540

FAREWELL AND THANK YOU



It has truly been an honor to serve as your President of NLSSA for the past two years. Having been involved with this amazing organization for many years, it truly was a great experience to serve in this capacity. Both the professional expertise and friends I have gained through this organization are second to none and I look forward to my continued involvement for many years to come.

On behalf of the legislative staff of the State of Louisiana, I would like to thank you for attending this year's seminar. We strived to make the Baton Rouge conference both an exceptional learning opportunity and an equally wonderful historical, social, and cultural experience. When developing the conference agenda, we wanted to offer topics and issues all NLSSA members could bring home to their states to enhance their job performance.

We also wanted to create opportunities for our members to get to know one another on a personal level. I truly believe it is the cohesive family network of our organization that makes it so special. I hope the social events we organized allowed all of you to gain a small appreciation of our unique Louisiana lifestyle.

For our members who were unable to attend this year's conference, we truly missed you. Most of our conference sessions are now available on the NLSSA webpage; we also filmed a session with Former Navy Seal Commander, Mark McGinnis which was truly remarkable. I encourage all of you to check it out.

Once again, it has truly been an honor serving as President of NLSSA. I would like to thank each and every one of you for your support and more importantly for your help. I would like to encourage all of you to stay actively involved in our organization. It is your day to day involvement that makes our organization the valuable network that it is.

I would like to give a special recognition to Morgan and the NCSL staff. I really appreciate all of the assistance that Morgan provided me and the wonderful support provided by NCSL.

Sincerely,
Clarence Russ
Louisiana Chief Sergeant at Arms
NLSSA Past President

Message from Tim Rice

Greetings, colleagues and friends! The 2010-2011 NCSL conference year is off to a great start. Since the Legislative Summit in Louisville, five staff sections held professional development seminars, another major cross-staff section webinar took place, and numerous other related activities have occurred. I regret that I was unable to come to Baton Rouge, but I know that Nancy Cyr enjoyed meeting with you and did a great job representing your NCSL staff officers.

One of my primary responsibilities this year is to chair the Legislative Staff Coordinating Committee (LSCC). For those unfamiliar with LSCC, it consists of the NCSL chair, vice chair, and immediate past chair, the 16 at-large legislative staff members of the NCSL Executive committee, the two top officers of each staff section, the overall standing committee officers, and four discretionary appointees of the staff chair. The purposes of LSCC are "to oversee the legislative staff division of NCSL, to coordinate the work of the ten staff sections of NCSL, to promote professional development of legislative staff, and to review and evaluate NCSL services to legislative staff. LSCC serves in an advisory capacity to the NCSL Executive Committee."

LSCC held its first meeting of the year Oct. 15-16 in Denver. We normally meet in conjunction with the NCSL Executive Committee, but they eliminated their fall meeting this year. LSCC needed to start on its work, so this became an opportunity to have a little more time and focus on legislative staff concerns. NCSL hosted us at their office on Friday, including a lunch cookout with their staff. This provided a first opportunity for some to visit the office and connect with the work there; it also allowed more NCSL staff than usual to participate in our discussions. The meeting then concluded Saturday noon at our hotel.

Rice Article Continued

NLSSA is represented on LSCC this year by:

- Earnie Sumner – second-year member of the NCSL Executive Committee and vice chair of the Strengthening Legislative Staff Work Group;
- Clarence Russ – first-year member of the NCSL Executive Board;
- Jimmetta Gourdine Peoples – president of NLSSA and chair of the Staff Section Officers Work Group; and Rick Deleon – vice president of NLSSA.

The focus of this year's LSCC is meeting the challenges facing the legislative institution and its staff with concrete, practical tools and solutions. We have four work groups addressing specific areas:

Professional Development – overseeing all the various tools being used in this area, from professional development seminars to webinars and other distance-learning technologies to the Legislative Staff Management Institute; developing the Legislative Staff University concept introduced last year; and considering ways to address the professional development needs of senior legislative staff managers.

Outreach – continuing the effort to reach out to personal and district office staff around the country; working with the Trust for Representative Democracy on the "Project Citizen: The Legislative Staff Connection" pilot project; and working to support and maximize the Statehouse Ambassadors.

Strengthening Legislative Staff – reviewing the *Self-Assessment Guide for Legislative Agencies* introduced in 2001 with the intent of updating it and redistributing it; and developing guides for using the collaboration tools being provided by NCSL and then encouraging the use of those tools.

Legislative Institution – developing practical tools to promote the legislative institution; completing the work on the *Legislative Service as a Career* video project, getting it into the appropriate distribution channels, and exploring other ways to use it; and working with NCSL President Sen. Richard Moore on his civility initiative for this year.

Two other ongoing work groups have specific purposes. All staff section officers belong to the Staff Section Officers Work Group, providing them an opportunity to discuss common challenges and solutions and address concerns specific to staff sections. The Strategic Planning Work Group is formed and led by the NCSL staff vice chair (Michael Adams) and is LSCC focused on planning for the next conference year as well as longer-term.

As I compose this note, we are one week away from the November 2 elections. Whatever the various results around the country, they will bring changes and challenges to the legislature. As legislative staff, we will rise to meet them, because that is what we do. In the midst of those efforts, remember the resources that are available to you.

Certainly, NCSL is one of those resources. Its staff offer information and support and are always ready to help however possible. NCSL also provides the framework for the networks we have as legislative staff, most notably in our staff sections. These connections allow us to communicate across the boundaries that might easily confine us, sharing our hard-earned wisdom and experience in this unique environment with each other for the common good.

It is my privilege to serve as your NCSL staff chair this year. If you have thoughts, comments, questions, about any of this or anything else pertaining to legislative staff and NCSL, please let me know. The year is off and running and I look forward to seeing how it develops.

"...will bring changes and challenges to the legislature. As legislative staff, we will rise to meet them..."

Tim Rice
NCSL Staff Chair

FALL TRAINING RECAP

The National Legislative Services & Security Association held its 37th annual training conference in Baton Rouge, La., during the week of October 3-8, 2010. The weeklong conference began with the educational theme of Leadership and Emergency Preparedness, several of the week's sessions to be shared with NLPES.

The first session of the afternoon was facilitated by Nicole Peace Coarsey, Louisiana Office of Public Health, and Robert Bayam, Cities Readiness Initiative Program Manager, Office of Public Health. Ms. Coarsey and Mr. Bayam reviewed the Office of Public Health's action plan for a pandemic outbreak. Mr. Bayam stated Louisiana is divided into regions; each region has designated locations called points of dispensing better known as (PODs).

PODs are staffed with trained professionals who can dispense medications and address the medical needs of the residents of each affected parish (county), such as distributing potassium iodine tablets in the event of a radiation release from a nuclear power plant. PODS can be activated, in place and operational within 12 hours once an emergency is declared.

Residents are requested to complete a "Head of Household form." The form asks for general information relating to each resident, no matter their age (i.e., name, age, medications, allergies, medical history, special needs, etc.). The Office of Public Health does not and will not discriminate against anyone, for any reason, who is asking for assistance. The Office of Public Health also will dispense medication(s) to an individual as young as age 14 years old to take back to their family in declared emergency situations and in some instances as young as age 10.

Specific POD locations will be designated for first responders and their families so the public can receive vital emergency services. First responders may be requested to show identification.

In addition, large scale businesses and corporations, such as DuPont, are partnering with the Office of Public Health and act as a POD for their facility. Individuals receive the necessary training and equipment to organize and manage a POD. When businesses and corporations take a proactive approach, it has been noted that employee absences and sick time decreases, employees receive information quickly, and reduces possible cross contaminations which could prolong the crisis.

Anyone wanting more information is requested to contact:

Robert M. Bayam

Cities readiness Initiative (CRI)
Program Monitor , Office of Public Health

Capitol Region 2	Ph 225-925-7207
7173-A Florida Boulevard	Fax 225-925-7245
Baton Rouge, LA 70806	BB 225-588-0074
	robert.bayam@la.gov

Nicole Peace Coarsey, MPA

Certified Louisiana Emergency Manager
Public Health Emergency Response Coordinator
Office of Public Health

Capitol Region 2	Ph 225-925-7207
7173-A Florida Boulevard	Fax 225-925-7245
Baton Rouge, LA 70806	BB 225-588-0074
	nicole.coarsey@la.gov

Violence in the Workplace, the second training session of the day was presented by Chief Jeff LeDuff, Baton Rouge Police Department. Chief LeDuff a 27-year veteran of the police department gave his insight on the serious topic of **violence in the workplace**. His lively presentation combined professional and personal experiences. Chief LeDuff states that work place violence can be categorized and placed into one of four groups.

- **Personal or Domestic**: When a violent or abusive situation occurs at the work place between two employees who have or had an intimate relationship.
- **Employee vs. Employee**: When a violent or abusive situation occurs in the work place between two individuals and civility is absent causing a disruptive or hostile environment.
- **Client vs. Employee**: When a violent or abusive situation occurs in the work place between an employee and an outsider (i.e., vendor, potential employee or visitor), which causes a disruptive or hostile environment.
- **Criminal**: Where an individual's intent is to do harm to a person or property.

Recap Continued

Chief LeDuff also stated that about 80% of work place violence is the result of a disgruntled, disciplined or terminated employee who frequently has the attitude of "I don't want to be here" and "I have nothing to lose". Chief LeDuff said these employees' routine often have changed. Some changes may include regularly reporting to work late or an altered appearance (not always for the better), or something as small as a hair style or changing parking places. You may notice a shift in social interactions, they could become either confrontational or withdrawn. Just because someone changes a few things does not mean he or she is going to become violent.

Also a patrol officer, Chief LeDuff was dispatched to a local business where a man was causing a disturbance. After responding interviewing the man he learned that his workers compensation claim had been denied and he went to his employer to collect what was his. LeDuff admits the man's actions may not have been extreme but the potential existed for his actions to escalate.

In closing, Chief LeDuff offered the following suggestions for supervisors, human resource professionals or those who may come in contact with a person causing a problem.

- Have a plan in place for dealing with disgruntled, disciplined or terminated employees.
- Notify in advance law enforcement or your security department that you will be speaking with an employee who maybe come hostile.
- Defuse the situation as best you can.
- Look for and at the person's clothing: is it bulging, is there someplace to hide a gun or other weapon?
- Are they wearing a coat or jacket? Is it open or zipped? Does one side look heavier than the other? Does it swing back and forth when they walk?
- Where are their hands? Are they making adjustments or repositioning something?
- Create and keep a barrier or distance between you and the person.
- Use obstacles such as desks or chairs between you and the person to maintain distance.
- Have and know escape routes, should you need them.
- Give a good description of the person.



Chief Jeff LeDuff
Baton Rouge Police Department

Chief LeDuff also offered the following advice:

- Communicate with all groups that need the information.
- Conduct a debriefing meeting, as soon as practical, once a situation is over (no matter how big or small the incident).
- Discuss what went right and what can be improved.
- Do not be accusatory.
- Offer professional counseling to anyone who may need or want it.

Carl Barnhart
Department of Security and Safety
House of Representatives, Pennsylvania

"...lively presentation was a combination of professional and personal experiences."



Executive Board Meeting



NCSL Liaisons - Stacy & Morgan



Happy
Birthday
Erin Barnhart!



Spouses enjoy Corks and Canvas



MARDI GRAS





Louisiana Capitol Tour



Aloha - Kevin, Lon, and Jason



Port of New Orleans (above)
Boat Tour of New Orleans (below)



Jim Melton - South Carolina
Senate Sergeant-at-Arms



State Dinner



Left: Dodey Roughton and daughter, Above: Group enjoying Louisiana sunset

NLSSA NEWCOMER

The NLSSA fall conference in Baton Rouge, La. was my first experience with the organization. I had heard my husband talk about it for four years but until October 2010 had no firsthand knowledge or experience with this great group of people.

On Sunday, after a six-hour road trip, we arrived at the Hilton Capitol Center Hotel. I was immediately greeted by some fellow Alabamans, one of whom was Karen Smith. She eagerly introduced me to everyone we encountered who was affiliated with NLSSA, especially the spouses. I will admit that I had a great deal of anxiety before this trip as we were also traveling with our 3 and 5 year old daughters. I was almost instantaneously put at ease when everyone seemed genuinely happy to have us join their group.

Monday morning started with a welcome ceremony after which the spouses (and the three attending children) loaded a van for the old and then new state capitols. These interesting tours even held the attention of my two little ones. After that, we headed to Corks and Canvas, which I think all would agree was the highlight of the week's excursions. We had great fun as we got in touch with our artistic sides and painted a canvas of the new state capitol.

Tuesday sent us on tours of the old and new governor's mansions. Again, very interesting. I joked that I had learned so much about Louisiana on the first two days that I now knew more about it than my own state. Wednesday started bright and early as we boarded vans bound for New Orleans. We enjoyed a full day there complete with a tour of Mardi Gras World, beignets at Café De Monde, and

a stay in the French Quarter with jambalaya and gumbo to fill our stomachs.

Thursday was a more restful day, as we were all exhausted by this point. But, what group of girls is going to turn down a day to shop? So, shop we did! By early afternoon we returned to our rooms to rest and begin preparing for the State Dinner-which my little girls termed "fancy dinner." By evening, there was a beautiful sunset to begin our last night in Baton Rouge. Everyone was dressed beautifully. We enjoyed dinner, a great speaker, laughter and the fellowship of friends.

What did I take away from my first NLSSA conference? First, it allowed me a new insight into my husband's profession. As I saw the pencil stuck in the ceiling of the new state capitol following a bomb explosion, I realized in a new way just how very important my husband's job is. Second, I got a glimpse into the brotherhood I've heard him speak about regarding his time in the military and police force. The NLSSA is its own brotherhood. That was easy to see. Third, I made new friends. I do mean friends. In four short days, I met an amazing group of women who welcomed this newcomer into their world with open arms. I look forward to accompanying my husband on future conferences in order to have a reunion with these great girls! Thanks to everyone who made this a great week for my family. May God bless you all in a special way!

Dodey Roughton, Alabama
Wife of Charles Roughton

A Visit to the Tallest Capitol Building in the Country

On the first day of the NLSSA 2010 Fall Training Conference I had the opportunity to visit Louisiana's new state capitol building. Right in the heart of downtown Baton Rouge, the capitol towers over all of the other buildings surrounding it. The new state capitol was a project implemented by Former Governor Huey Long and was completed in March of 1932. At 450 tall, Louisiana boasts the tallest

capitol building in the country. The building accommodates both houses of the legislature, the governor's office and a number of executive branch agencies. Sadly, Huey Long didn't get to enjoy his new capitol building for very long. He was tragically shot and killed inside the building in 1935. He was later buried outside on the capitol grounds and a large statue of him marks his grave. Perhaps the most visited area of the New State Capitol Building is the observation deck that offers visitor a 360° panoramic view of the entire city.

NLSSA members also had the opportunity to visit Louisiana's Old State Capitol Building which is about a half mile away from the current capitol building.



Louisiana State Capitol



Former Louisiana State Capitol

This was the original capitol building built in 1847, seven years after the decision was made to move the seat of government from New Orleans to Baton Rouge. The building is truly unique and looks a lot like a European style castle. During the Civil War, Union soldiers seized the capitol building and used it as a prison and military barracks. During this time, the building caught fire twice and had to be completely renovated after the war. This is when the building's famous spiral staircase was constructed that gave the building its' more modern appearance. Today the Old State Capitol building is used for ceremonial events, private parties and weddings. Our organization was fortunate enough to have a reception in the building on Tuesday evening of the conference. After dinner, we had the opportunity visit the Museum of Political History which takes up a majority of the building's first floor. It truly was a unique experience that I will never forget.

Morgan Cullen
NLSSA Liaison



Mr. Peter Banks
National Center for Missing
and Exploited Children

Missing and Exploited Children

Peter Banks, director of training and outreach for the National Center For Missing and Exploited Children (NCMEC) gave a passionate and informative presentation on missing and exploited children. As a parent myself, I found Mr. Banks' remarks to be both thought-provoking and cautionary.

In its' own words, the center "spearheads national efforts to help locate and recover missing children and raises public awareness about ways to help prevent child abduction, endangerment, and sexual exploitation." As such, the NCMEC is a tremendously valuable resource for parents, law enforcement, social services agencies, and others. For parents, the NetSmartz link is great source of information for parents, teachers, and children. It uses animation, real-life stories, music and games to teach children how to be safer while online and in the real world.

To get to the NetSmartz link and for more information about the National Center for Missing and Exploited Children, please go to their website at: www.missingkids.com

Marty McDonald
Deputy Sergeant at Arms
Florida House of Representatives