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**DEPUTY SECRETARY**

**State of Louisiana**  
**Department of Public Safety and Corrections**  
**Public Safety Services**

OCTOBER 11, 2018  
4750/0501/MMG/18-21704  
HQ-1-204-18

Senior Technician Eric Curlee  
LSP - Emergency Services

**VIA PERSONAL DELIVERY**  
IA # 18-012; OLA # 058993

**Re: 160 HOUR SUSPENSION WITHOUT PAY**

Dear Sr. Technician Curlee:

I have received and considered the response submitted on your behalf (a copy attached) to the intended suspension letter delivered to you. The response stated that there were "a few administrative issues" which you have to address and that you recognize these "missteps and will not be making those mistakes again." This characterization of the violations conflicts with the statement that you recognize your "missteps." You have not provided any evidence that the cited violations did not occur. Your violations caused there to be a lack of evidence to disprove allegations that you did not work all of the overtime that you claimed.

Pursuant to the authority granted to me by State Police Commission Rules 12.1 and 12.2, you are hereby suspended without pay and allowances for one hundred sixty (160) hours. Your suspension will begin at 0600 hours on Monday, December 3, 2018 and will end at 1600 hours on Friday, December 28, 2018. You are suspended for the following reasons:

On November 13, 2017, the Louisiana State Police (LSP) Criminal Investigations Division (CID) initiated a criminal investigation into allegations of wrongdoing concerning the Local Agency Compensated Enforcement (LACE) program<sup>1</sup>. The allegations were generated from an investigation conducted by the television station, WVUE FOX 8 New Orleans (WVUE) which resulted in the airing of a series titled "State of Unrest" that first aired on November 8, 2017. WVUE<sup>2</sup> conducted surveillance and filmed you on various dates and compared the times you claimed on your timesheets to the times they documented you actually departing from and

<sup>1</sup> LACE is an overtime detail for which troopers are paid at their time and one half overtime rate. According to agreements the District Attorney for the respective parish in which the LACE details are worked, the District Attorney's Office reimburses Louisiana State Police for the troopers' overtime salary for the details worked, as well as the mileage traveled in the state's vehicle during the detail.

<sup>2</sup> The WVUE filming was conducted by Mr. Jon Turnipseed.

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scheduled and returned home earlier than scheduled. It included days you worked LACE and claimed overtime, along with days you worked regular duty. During their investigative series, WVUE alleged you may have been compensated for extra-hours you did not actually work. This criminal investigative report was subsequently turned over to the East Baton Rouge Parish District Attorney, and by letter dated May 18, 2018<sup>3</sup>, LSP was advised that DA's Office declined to institute formal charges against you. Upon the conclusion of the criminal matter, Internal Affairs (IA) was instructed to conduct an administrative investigation. During the investigation, your LACE details from the pay periods beginning December 16, 2016 through November 19, 2017 were reviewed.

You were interviewed by IA investigators S/T James Jefferson and M/T Kevin Ducote on June 15, 2018.<sup>4</sup> Discrepancies in your timesheets and other department records were discussed in the interview as more fully detailed below:

IA investigators found patterns where the comments section on your timesheets listed the parish in which you worked a LACE detail that did not match the parish on your LACE DARS for the detail, or the parish that LACE citations for the detail were issued in, as follows:

- **January 14, 2017:** Your timesheet reflects you worked “0600 – 1400” (8 hours) overtime for LACE in St. Charles Parish. All citations, DARS and LACE bill indicate you worked LACE in St. John the Baptist Parish.
- **April 22, 2017:** Your timesheet reflects you worked “0600 – 1400” (8 hours) overtime for LACE in St. Charles Parish. All citations, DARS and LACE bill indicate you worked LACE in St. John the Baptist Parish.
- **June 3, 2017:** Your timesheet reflects you worked “0600 – 1400” (8 hours) overtime for LACE in St. Charles Parish. All citations, DARS and LACE bill indicate you worked LACE in St. John the Baptist Parish.
- **September 17, 2017:** Your timesheet reflects you worked “0600 – 1200” (6 hours) overtime for LACE in St. Charles Parish. All citations, DARS and LACE bill indicate you worked LACE in St. John the Baptist Parish.
- **October 1, 2017:** Your timesheet reflects you worked “0600 – 1200” (6 hours) overtime for LACE in St. Charles Parish. All citations, DARS and LACE bill indicate you worked LACE in St. John the Baptist Parish.
- **October 8, 2017:** Your timesheet reflects you worked “0500 – 1200” (7 hours) overtime for LACE in St. Charles Parish. All citations, DARS and LACE bill indicate you worked LACE in St. John the Baptist Parish.

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<sup>3</sup> A copy of this letter is maintained by Internal Affairs and available to you for your review upon your request.

<sup>4</sup> A tape recording of this interview is maintained by Internal Affairs and a copy is available to you upon your request.

Sr. Tech. Curlee  
October 11, 2018  
Page 3

When questioned why the parish in the comments section on your timesheets did not match the citations issued, DARS and LACE bills on these six (6) occasions, you advised IA investigators that you submitted the timesheets with the wrong LACE parish, but it was an oversight. You advised that on several occasions you would copy and paste a timesheet from the previous pay period to create the new one, and this is how it most likely happened.

In reviewing the Troop B radio logs during the pay periods in question, IA investigators discovered instances whereby you would not call out your traffic stops while working LACE details, as detailed below:

- **January 14, 2017:** Your timesheet reflects you worked “0600 – 1400” (8 hours) overtime for LACE in St. Charles Parish. According to your DARS, you wrote thirteen (13) traffic tickets, and according to the radio log, you only called out one (1) traffic stop.
- **February 3, 2017:** Your timesheet reflects you worked “1000 – 1400” (4 hours) overtime for LACE in St. Charles Parish. According to your DARS, you wrote seventeen (17) traffic tickets and according to the radio log, you didn’t call out any traffic stops.
- **April 9, 2017:** Your timesheet reflects you worked “0800 – 1400” (6 hours) overtime for LACE in St. Charles Parish. According to your DARS, you wrote eight (8) traffic tickets and according to the radio log, you didn’t call out any traffic stops.
- **May 19, 2017:** Your timesheet reflects you worked “0600-1800” (12 hours) overtime for LACE in St. John the Baptist Parish. According to your DARS, you wrote six (6) traffic tickets and according to the radio log, you didn’t call out any traffic stops.
- **May 20, 2017:** Your timesheet reflects you worked “0600 – 1600” (10 hours) overtime for LACE in St. John the Baptist Parish. According to your DARS, you wrote twenty-six (26) traffic tickets, and according to the radio log, you only called out one (1) traffic stop.
- **June 2, 2017:** Your timesheet reflects you worked “0600-1600” (10 hours) overtime for LACE in St. John the Baptist Parish. According to your DARS, you wrote nine (9) traffic tickets, and according to the radio log, you only called out one (1) traffic stop.
- **July 4, 2017:** Your timesheet reflects you worked “0600-1200” (6 hours) overtime for LACE in St. Charles Parish. According to your DARS, you wrote twenty-four (24) traffic tickets, and according to the radio log, you only called out one (1) traffic stop.
- **September 4, 2017:** Your timesheet reflects you worked “0600-1200” (6 hours) overtime for LACE in St. Charles Parish. According to your DARS, you wrote sixteen (16) traffic tickets, and according to the radio log, you only called out two (2) traffic stops.
- **October 1, 2017:** Your timesheet reflects you worked “0600-1200” (6 hours) overtime for LACE in St. Charles Parish. According to your DARS, you wrote twelve (12) traffic tickets, and according to the radio log, you only called out seven (7) traffic stops.
- **October 13, 2017:** Your timesheet reflects you worked “1000-1600” (6 hours) overtime for LACE in St. John the Baptist Parish. According to your DARS, you wrote ten (10) traffic tickets, and according to the radio log, you only called out five (5) traffic stops.

Sr. Tech. Curlee  
October 11, 2018  
Page 4

You advised IA investigators that it was your common practice to not call out traffic stops while working LACE details. You explained that you only called out traffic stops when you felt threatened by the violator or were uncomfortable with the stop. When asked if you were aware that this was a violation of Department policy, you stated "Yes."

IA investigators determined that you often failed to go "10-8" or "10-7"<sup>5</sup> and give your beginning and /or ending mileage for your LACE details as required by LSP policy. IA investigators also determined that on numerous occasions when you did not go "10-8" on the radio at the beginning of your detail, you did not issue the first ticket until from one to three hours after your detail started. Furthermore, on numerous days that you did go "10-8", fuel records and/or data from your cell phone, show that you were in a parish other than the assigned parish of your LACE detail. The specific details are as follows:

- **January 7, 2017:** Your timesheet reflects you worked "0600-1200" (6 hours) and indicates you claimed 6 hours of overtime for LACE in St. Charles Parish. The radio log does not reflect a "10-8" time. Fuel records indicate you purchased fuel on Veterans Blvd. in Kenner, Jefferson Parish, at 0910 hours. The first ticket you wrote reflects a time of 0920 hours.
- **January 14, 2017:** Your timesheet reflects you worked "0600 – 1400" (8 hours) and indicates that you claimed 8 hours of overtime for LACE in St. Charles Parish. The radio log does not reflect a "10-8" time or a beginning mileage on this date. Your cell phone records indicate you were still in Jefferson Parish at 0738 hours.
- **February 3, 2017:** Your timesheet reflects you worked "1000 – 1400" (4 hours) and indicates that you claimed 8 hours of overtime for LACE in St. Charles Parish. The radio log does not reflect a "10-8" time or a beginning mileage on this date.
- **April 1, 2017:** Your timesheet reflects you worked "0600-1400" (8 hours) and indicates you claimed 8 hours of overtime for St. John Parish LACE. The radio log reflects that you went "10-8" at 0607 hours. However, fuel records indicate you purchased fuel on Loyola Drive, Kenner, LA, in Jefferson Parish at 0737 hours. The first ticket you issued reflects a time of 0855 hours.
- **April 7, 2017:** Your timesheet reflects you worked "0600-1800" (12 hours) and indicates you claimed 12 hours of overtime for St. John Parish LACE. The radio log does not reflect "10-8" or "10-7" times for you this date. Fuel records indicate you purchased fuel on Canal Street in Orleans Parish at 0755 hours. Your cell phone records indicate that you were in Kenner in Jefferson Parish at 1055 hours. The first ticket you issued reflects a time of 1230 hours.

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<sup>5</sup> "10-8" means an officer is officially on-duty and in service and "10-7" means an officer is officially off-duty and out of service.

Sr. Tech. Curlee  
October 11, 2018  
Page 5

- **April 9, 2017:** Your timesheet reflects you worked “0800 – 1400” (6 hours) and indicates you claimed 6 hours of overtime for LACE in St. Charles Parish. The radio log reflects that you were “10-8” at 1008 hours and does not reflect a “10-7” time or ending mileage on this date. The first ticket you issued reflects a time of 1330 hours.
- **April 28, 2017:** Your timesheet reflects you worked “0600-1600” (10 hours) and indicates you claimed 10 hours of overtime for St. John the Baptist Parish LACE. The radio log reflects that you went “10-8” at 0607 hours. Your cell phone records indicate that at 0810 hours you were in Jefferson Parish near the Orleans Parish line. The first ticket you issued reflects a time of 0950 hours. Your cell phone records indicate you were in Kenner, LA in Jefferson Parish between 0831 hours and 0837 hours. The radio log reflects that you did not go “10-7” on the radio.
- **May 6, 2017:** Your timesheet reflects you worked “0600-1200” (6 hours) and you claimed 6 hours of overtime for St. John the Baptist Parish LACE. The radio log reflects you did not go “10-8” on the radio. Your cell phone records indicate you were in Kenner in Jefferson Parish at 0905 hours. The first ticket you issued reflects a time of 0935 hours.
- **May 20, 2017:** Your timesheet reflects you worked “0600 – 1600” (10 hours) and indicates you claimed 10 hours of overtime for LACE in St. John the Baptist Parish. The radio log does not reflect a “10-8” time for you or a beginning mileage on this date. The first ticket you issued reflects a time of 0905 hours.
- **June 2, 2017:** Your timesheet reflects you worked “0600-1600” (10 hours) and indicates you claimed 10 hours of overtime for LACE in St. John the Baptist Parish. The radio log does not reflect a “10-8” time or a beginning mileage on this date.
- **June 3, 2017:** Your timesheet reflects you worked “0600-1200” (6 hours) and indicates you claimed 6 hours of overtime for LACE in St. Charles Parish. The radio log does not reflect a “10-8” time or a beginning mileage on this date.
- **June 4, 2017:** Your timesheet reflects you worked “0600-1200” (6 hours) and indicates you claimed 6 hours of overtime for LACE in St. Charles Parish. The radio log does not reflect a “10-8” time or a beginning mileage on this date. The first ticket you issued reflects a time of 0910 hours.
- **June 15, 2017:** Your timesheet reflects hours worked “0600 – 1400” (8 hours) and indicates you claimed 8 hours of overtime for LACE in St. John the Baptist Parish. The radio log reflects that you were “10-8” at 0632 hours (32 minutes late) on this date.
- **June 23, 2017:** Your timesheet reflects you worked “0900-1700” (8 hours) and indicates you claimed 8 hours of overtime for St. John the Baptist Parish LACE. The first ticket you issued reflects a time of 1055 hours. Your cell phone records indicate you were in Kenner, LA in Jefferson Parish at 1606 hours.
- **July 16, 2017:** Your timesheet reflects you worked “0600 – 1400” (8 hours) and indicates you claimed 8 hours of overtime for LACE in St. Charles Parish. The radio log does not reflect a “10-7” time for this date or ending mileage on this date.

Sr. Tech. Curlee  
October 11, 2018  
Page 6

- **August 4, 2017:** Your timesheet reflects you worked “0800-1600” (8 hours) and indicates you claimed 8 hours of overtime for St. John the Baptist Parish LACE. Your cell phone records indicate you were in Kenner, LA in Jefferson Parish at 0904 hours. The first ticket you issued reflects a time of 1020 hours.

Additionally, IA investigators reviewed footage from the WVUE series which showed you leaving your parents' residence after your scheduled shift began, as shown on your corresponding timesheet, and/or returning to your parents' residence prior to the end of your scheduled shift, as shown on your corresponding timesheet. On the dates covered in this investigation, you lived at your parents' home in Kenner, LA, in Jefferson Parish, while your house, also in Jefferson Parish, was being rebuilt after a fire. You advised IA investigators that your parents' home is one (1) mile from St. Charles Parish and approximately eleven (11) miles from St. John the Baptist Parish. You stated that it took you two (2) minutes to get to St. Charles Parish and approximately ten (10) minutes to get to St. John the Baptist Parish from their home. “Residence” as hereinafter stated in this letter refers to your parents' home in Jefferson Parish. The following was determined:

- **August 16, 2017:** You claimed to have worked 10 hours of regular duty (0600 – 1600) and four (4) hours LACE overtime (1600 – 2000) on your timesheet. Video footage provided by WVUE revealed that you arrived to your residence during your regular duty shift at approximately 1456 hours (1 hour 4 minutes early). The Troop B radio log indicates that you reported to be in service for a LACE detail via radio at approximately 1635 hours (35 minutes late). However, video footage provided by WVUE revealed you were at your residence and left in your unit at approximately 1737 hours (1 hour and 2 minutes late). The radio log does not reflect that you reported a “10-7” time at the end of this LACE detail.
- **August 21, 2017:** You claimed to have worked 10 hours of regular duty (0600 – 1600) and four (4) hours LACE overtime (1700 – 2100) on your timesheet. Video footage provided by WVUE revealed that you arrived at your residence during your regular duty shift at approximately 1538 hours (21 minutes early). The Troop B radio log indicates that you reported to be “10-8” for a LACE detail via radio at approximately 1702 hours. Video footage provided by WVUE revealed that your unit left your residence at approximately 1735 hours (35 minutes late). The Troop B radio log indicates that you reported to be “10-7” at approximately 2107 hours, however, video footage provided by WVUE revealed that you arrived at your residence at approximately 2043 hours (17 minutes early).
- **August 22, 2017:** You claimed to have worked 10 hours of regular duty (0600 – 1600) on your timesheet. Video footage provided by WVUE revealed that your unit did not leave your residence until approximately 0644 hours (44 minutes late).

IA investigators also reviewed a surveillance report containing documentation of surveillance of you at various times between November 2, 2017 and November 7, 2017 that was conducted by Sgt. Mark Fontenot and Trooper William Bosworth, Steve Linn, Rohn Bordelon, and Brandon Beaudoin of the Louisiana State Police Criminal Investigations Division. The following evidence was collected:

- **November 3, 2017:** You claimed to have worked 10 hours of LACE overtime (0700 – 1700) on your timesheet. The Troop B radio log indicates that you reported to be “10-8” via radio at 0702 hours and “10-7” at 1700 hours. The LSP surveillance team reported that you returned to your residence at 1620 hours (40 minutes early).
- **November 4, 2017:** You claimed to have worked 8 hours of LACE overtime (0700 – 1500) on your timesheet. The Troop B radio log indicates that you reported to be in service via radio at 0657 hours and out of service at 1503 hours. Troopers assigned to conduct surveillance of you on that date reported that you left your residence that morning at 0805 hours (1 hour and 5 minutes late).
- **November 5, 2017:** You claimed to have worked 10 hours of LACE overtime (0700 – 1700) on your timesheet. The Troop B radio log indicates that you reported to be in service via radio at 0701 hours and out of service at 1724 hours (24 minutes late). Troopers assigned to conduct surveillance of you on that date reported that you left your residence that morning at 0810 hours (1 hour and 10 minutes late).

Your explanation of the above time issues you provided during your interview with IA included the following:

You admitted that you did not regularly follow established Departmental policies in regards to LACE. You related that this is because you had gotten into a routine and developed “bad habits.” You admitted that you “could have forgotten” to go “10-8” or “10-7.” When asked how you kept an accurate count of your mileage while working LACE, you stated you would write the beginning mileage down on a note pad in your unit and reset the vehicle odometer at the beginning of each shift. When asked if you understood the practice of not informing the radio operator of your work status and mileage was in direct violation of the LACE policy, you stated “Yes.”

You are assigned to the Hazardous Material/Emergency Services Unit and your regular duty hours are Monday-Thursday, from 0600 to 1600 hours. You explained that your area of responsibility covers the entire Region 1 area which consists of fourteen (14) parishes, including Jefferson Parish. You rarely go to your office located at Headquarters in Baton Rouge.

You stated that at the beginning of each LACE detail, you would “prewrite” the tickets you intended to issue for that day. You explained that to “prewrite” a ticket meant that you filled out the standard information on each ticket to save you some time later on in your shift. You do this because you don’t like to sit inside your fully marked unit because you don’t feel safe sitting inside

Sr. Tech. Curlee  
October 11, 2018  
Page 8

your unit prewriting tickets, as your attention is not on your surroundings. You admitted that you normally spent the first or last hour of your LACE shift preparing tickets and getting paperwork completed inside your residence. Then after completing the paperwork, you would go to your assigned parish and work until the last hour of the LACE detail, which you normally spent at your residence finishing all the required paperwork - DARS, daily LACE reports, monthly LACE reports and the required notes on all citations. You still considered yourself "at work" although you were at your residence, because you kept your phone with you and were subject to being called out. You reiterated if you are in uniform and available to respond to a call, you consider yourself at work even if you are at home. Furthermore, you explained to IA investigators that traffic is too heavy to write tickets in the morning so you would sit on the shoulder of the interstate monitoring traffic and staying visible.

You admitted to IA investigators that in addition to you leaving your residence after the start of your LACE shift, or returning home prior to the end of the shift, you have left the assigned parish for the LACE detail during the detail hours to run personal errands outside of your assigned parish. This included picking up your son from Jesuit School which is in Orleans Parish. You also admitted that sometimes you would meet your house contractor in another parish to deliver a check to him. You admitted that you did not stop your LACE detail and did not notify the dispatcher that you were leaving your assigned area.

You explained that your timesheets are due the second Tuesday of the pay period. You emailed your timesheets to your then immediate supervisor, Technician Supervisor (T/S) Jimmy Hicks and stated that most of them were not physically signed by you. You stated the normal protocol was that you would receive an email stating your timesheet was "approved". You explained that most of your timesheets were "forecasted" when initially sent in because the timesheets were due before some of the days you worked. You stated that you would work many LACE hours after the day your timesheet was due and if any times changed after you submitted your timesheet, you would submit an updated timesheet on the Monday morning following the end of the pay period. You went on to explain that most changes on your timesheet were the times worked on an individual day. You explained that you consistently worked sixty (60) hours of LACE per pay period and because of this practice, you believed nothing would have stood out on your pay check which would cause you to go back and check your timesheet. You stated that in the past, you have submitted your timesheet directly to T/S Hicks and did not receive a confirmation email in return. For this reason, to ensure your changes were received and entered, you would send any updated time changes directly to your timekeeper, Elizabeth Hoover. You stated while your timesheets stayed within your chain of command and did not go to Troop B, you would physically drop off all LACE tickets, DARS, LACE daily reports and LACE monthly reports in the lockbox at Troop B.

There were several LACE details that IA either could not find any proof that you worked the hours claimed, or found you did not work the hours claimed. Based on your statement that because you had to forecast the hours you would work after your timesheet had to be turned in,

Sr. Tech. Curlee  
October 11, 2018  
Page 9

you often had to submit a revised timesheet. You advised IA investigators that there would be proof of this on your computer. IA investigators were able to locate several adjusted timesheets on your computer, but there was no evidence that the adjusted timesheets had been emailed to either your supervisor or your timekeeper for the adjustments to be made. Therefore, your submitted timesheets reflect overtime hours you claimed, but did not work on the specific date, and on one occasion, your timesheet reflects more overtime hours claimed than the specific hours you stated you worked.

- February 3, 2017: Your submitted timesheet reflects that you worked from 1000 – 1400 (4 hours) and claimed 8 hours of overtime for St. Charles Parish LACE. The radio log reflects that you did not go “10-8.” The first ticket you issued was at 0920 hours. The radio log reflects that you went “10-7” at 1412 hours. You submitted a DARS that reflects you worked LACE from 0600 to 1400 hours, 8 hours. There were no other records to help IA investigators determine if you worked the full 8 hours for which you were paid.
- July 12 and 13, 2017: Your submitted timesheet reflects that you worked 4 hours of overtime for each day for St. Charles Parish LACE from 1600 – 2000 hours (4 hours). However, you did not work these hours on these dates. IA investigators found a revised timesheet on your computer which reflected that you actually worked the hours on July 15 and 16, 2017. Even though you created a corrected timesheet on your computer to reflect these changes, there is no evidence that you ever emailed the corrected timesheet to your supervisor or timekeeper to make the changes. A review of payroll records based on your submitted timesheet results in the appearance you received overtime pay on the days that you did not work any overtime.

By failing to notify the Troop B radio operator of your traffic stops as detailed above, you violated the following:

Louisiana State Police Policy and Procedure Order No. 1106 – Enforcement, Section 5 – STOPPING VIOLATORS, which states in pertinent part:

- i) When conducting a traffic stop, it is imperative that precautions be taken to ensure the safety of the officer and the public.  
...  
iii) Marked Units
  - a) When an officer has determined that enforcement action is warranted, he shall activate the unit's emergency lights and / or audible warning devices notifying the violator of the patrol officer's presence. He shall notify the appropriate Troop, sheriff's office, or police department and should give the:

- 1) Vehicle's registration number.
- 2) Vehicle's description.
- 3) Location of the stop.
- 4) Direction of travel.

By failing to go "10-8" and/or "10-7" on the radio, and failing to notify the radio operator of your LACE status, area of assignment, assigned times, beginning mileage and ending mileage for each LACE detail as more specifically described above, you violated Louisiana State Police Policy and Procedure Order No. 1108 – LACE, Section 2 – **LACE OPERATIONS**, which states in pertinent part:

...

ii) Participant's Responsibilities

- ...
- f) Upon beginning a LACE detail, officers shall notify the radio operator of their on-duty status, the area of assignment and beginning mileage either by radio or MDT. At the conclusion of the detail, officers shall notify the radio operator of their ending mileage and off-duty status either by radio or MDT.

By failing to be in the assigned parish of your LACE details at the time the details began as indicated on your timesheets; by remaining at your residence during your LACE duty hours; and by leaving the assigned parish for your LACE details for personal business; all as more fully described above, you violated Louisiana State Police Policy and Procedure Order No. 901 – Code of Conduct and Ethics, Section 11 - **NEGLECT OF DUTY**, which states in pertinent part:

- i) A commissioned officer shall not, without proper authorization, absent himself from his assigned duty station or otherwise fail to perform his duty during his tour-of-duty.

By failing to be in the parish where your assigned LACE detail was to be worked, throughout the detail for which you were paid, and failing to notify the Troop that you were leaving your assigned area you violated the following:

Louisiana State Police Policy and Procedure Order No. 1108 – LACE, Section 2 – **LACE OPERATIONS**, which states in pertinent part:

...  
ii) Participant's Responsibilities

- ...  
c) Officers shall ensure that enforcement occurs throughout the LACE detail hours.

...  
Louisiana State Police Policy and Procedure Order No. 402 – Communications, Section 2 - **TROOP ASSIGNED OFFICER RESPONSIBILITIES**, which states in pertinent part:

- ...  
ii.) Commissioned officers leaving their units during a tour of duty shall inform the Troop by radio or other forms of communication of their location.

By failing to ensure that your submitted timesheets accurately reflected the dates and hours you worked LACE details, the parish in which you worked LACE details, and the regular duty hours you worked; by failing to be present throughout the LACE details conducting enforcement in the parish in which your assigned LACE detail was to be worked; and by being present at your residence and other places outside of the assigned parish when you should have been conducting LACE enforcement; all as detailed above, you violated Louisiana State Police Policy and Procedure Order No. 901 – Code of Conduct and Ethics, Section 12 – **UNSATISFACTORY PERFORMANCE**, which states in pertinent part:

- i) A commissioned officer shall maintain a competency level sufficient to properly perform his duties and assume the responsibilities of his position. Officers shall perform their duties in such a manner as to maintain the highest standards of efficiency. Unsatisfactory performance may be demonstrated by:  
...  
b) An unwillingness or inability to perform assigned task.  
c) A failure to conform to work standards established for the officer's rank, grade or position.  
...

Your failure to properly document on your submitted timesheets the hours you worked, and your failure to be in your assigned LACE parish during the hours you should have been conducting enforcement in that parish, as documented by surveillance and other records, reflected negatively on you and the department. The news stories which brought your actions to light jeopardized the public's respect for the Louisiana State Police as a whole as well as destroys the public's confidence in our agency. Your above described actions violated Louisiana State Police Policy and Procedure Order No. 901 - Code of Conduct and Ethics, Section 4 - **CONDUCT UNBECOMING AN OFFICER**, which states in pertinent part:

- i) A commissioned officer shall conduct himself at all times, both on and off-duty, in such a manner as to reflect most favorably on himself and the Department.
- ii) Unbecoming conduct is defined as conduct which:
  - a) Brings the Department or any of its subdivisions into disrepute.
  - b) Reflects discredit upon the officer as a member of the Department.
  - c) Impairs the operations or efficiency of the Department, the officer, or state service.
  - d) ...
  - e) May reasonably be expected to destroy public respect for State Police Officers and/or confidence in the Office of State Police.

Any future violations of this or any nature may result in more severe discipline, up to and including termination.

Your attention is directed to Louisiana State Police Policy and Procedure Order No. 201.5.iv, which states:

- iv) No officer shall work escorts, paid off-duty details, or overtime in any pay period wherein he has taken leave without pay, been suspended without pay, placed on forced or administrative leave, or worked at a reduction in pay as a result of a disciplinary action unless authorized by the appointing authority.

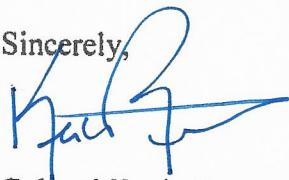
Sr. Tech. Curlee

October 11, 2018

Page 13

You have the right to appeal this action to the Louisiana State Police Commission. The time limits and procedure for appealing are contained in Chapter 13 of the State Police Commission Rules. A copy of Chapter 13 can be obtained from the State Police Commission. Their current mailing address is P.O. Box 66555, Baton Rouge, LA 70896-6555. Their current telephone number is (225) 925-7057 and their fax number is (225) 925-7058.

Sincerely,



Colonel Kevin Reeves  
Superintendent, Louisiana State Police

cc: Lt. Col. Mike Noel  
Lt. Col. Jay Oliphant  
Major Mark Morrison  
Captain John Porter  
Internal Affairs  
Office of Legal Affairs  
Human Resources Management