



JEFF LANDRY
GOVERNOR

DAN CASEY
COMMISSIONER

State of Louisiana
Department of Public Safety and Corrections
Office of Motor Vehicles

March 18, 2025
4750/0501/SDS/25-24226
OMV1-25-03-18-01

Dara Davis, Motor Vehicle Manager 1
Department of Public Safety and Corrections
Office of Motor Vehicles

VIA HAND-DELIVERY
OLA#P-200263

RE: Demotion from Motor Vehicle Manager 1 to Motor Vehicle Compliance Analyst 3

Ms. Davis:

Under Louisiana State Civil Service Rules 12.1, 12.2, and 12.7, and the authority of Colonel Robert Hodges, Deputy Secretary of the Department of Public Safety and Corrections, Public Safety Services (Department), you are hereby notified that you are being demoted to a Motor Vehicle Compliance Analyst 3 because your conduct on November 27, 2024, violated Office of Motor Vehicle (OMV) Policy 2.07 *General Courtesy* and DPS policy Section 1-03-02 *Conduct Unbecoming an Employee*. Specifically, you disrupted the workplace on November 27, 2024, by engaging in a verbal altercation with Kennisha Smith, a fellow OMV employee, and several OMV employees heard the disturbance. The reasons for this action are outlined below.

On November 27, 2024, you and Ms. Smith, an OMV Compliance Analyst 2, engaged in a verbal altercation while on duty. Lauren Debetaz, OMV Administrator, was notified.

On December 4, 2024, as instructed by Louisiana State Police Lieutenant Colonel Frank Besson at the direction of DPS Deputy Secretary, Internal Affairs (IA), initiated an administrative investigation into allegations that your conduct on November 27, 2024, may have violated OMV and DPS policies. IA Captain Saleem El-Amin assigned the administrative investigation to Sergeant Ashton McRae.

Sgt. McRae reviewed written statements and interviewed you, Ms. Smith, and other OMV employees identified as witnesses to the incident: Angela Broussard, Carl Angelle, Dana Garvin, Detra Thomas, Donna Ferguson, and Katie Braud. Under your account of the facts, you were in Ms. Smith's office on November 27, 2024, when Smith initiated an argument with you. You then walked away from Ms. Smith and returned to your office. When Ms. Smith appeared at your office and resumed the argument, you asked her several times to leave, but she did not comply. You then approached Ms. Smith, touched her arm "lightly," and said, "I'm asking you please to return to your desk; I'm not arguing with you." You further admitted that you "slammed" your office door

after Ms. Smith moved out of the way. You also provided a written statement acknowledging that other employees heard you and Ms. Smith arguing.¹

According to your co-workers, the exchange between you and Ms. Smith was louder and more physical than you described.

Ms. Broussard stated that she observed you attempt to push Ms. Smith out of your office. She heard you tell Ms. Smith several times to leave your office and Ms. Smith tell you several times not to touch her. She also said the argument was embarrassing because it occurred in front of two new OMV employees.

Mr. Angelle stated that your office door was open, and he heard loud arguing when he walked by. He heard you say, "Wait a minute, I'm the boss here. Close the door." He also stated that he could still hear you and Ms. Smith speaking loudly after closing the door.

Ms. Garvin stated that you and Ms. Smith were screaming at each other, describing the argument as "real bad." She also stated that you attempted to push Ms. Smith out of your office and heard her telling you to get your hands off her.

Ms. Thomas stated that she observed and heard both of you talking loudly to each other. She observed Ms. Smith enter your office and close the door. She observed you open the door and tell Ms. Smith to leave your office. She also heard Ms. Smith tell you not to put your hands on her.

Ms. Ferguson stated that she could hear you and Ms. Smith arguing. She also heard your door slam twice and she heard you tell Ms. Smith to leave your office.

Ms. Braud stated that she observed Ms. Smith standing in your doorway yelling at you. She heard you tell Ms. Smith to back up and that you were not afraid of her, and she heard Ms. Smith say that you had put your hands on her.

Based upon the information gathered, I have determined that your conduct on November 27, 2024, violated OMV policy 2.07 *General Courtesy* and DPS policy Section 1-03-02 *Conduct Unbecoming an Employee*.

1. OMV policy 2.07 General Courtesy

This policy defines "courtesy" as "[b]ehavior exhibited in a professional, compassionate, and responsive manner to the citizens of this state and anyone who comes in contact with the Office of Motor Vehicles. As an OMV employee, you are required to do the following:

- Always be civil, orderly, and courteous.
- Always be diplomatic and tactful in the performance of their duties.
- Always control their tempers and exercise patience and discretion.

¹ Exhibit 1. Your written statement dated December 2, 2024.

- Never engage in argumentative discussions, even in the face of extreme provocation; however, employees must act with firmness and sufficient energy to perform their duties when required.
- Never behave disrespectfully or use threatening or insulting language toward any other employee engaged in the execution of their position or duties, nor shall an employee offer violence against, strike, or attempt to strike another employee.

2. DPS Section 1-03.02 Conduct Unbecoming an Employee

This policy states, in part:

A. An employee shall act dutifully responsible and professional at all times so as not to reflect unfavorably upon himself or the Department.

B. Unbecoming conduct is defined as conduct which:

...

3. Impairs the orderly operations or efficiency of the Department and/or its Employees;

4. Adversely affects the morale of the Department and/or its employees;

...

You are a permanent employee employed as a Manager-1 and must adhere to OMV and DPS policies. You violated these policies by engaging in a verbal altercation with Ms. Smith on November 27, 2024. Even though your office door was closed, several employees heard Ms. Smith yell at you for putting your hands on her. You admitted that you used physical force by touching Ms. Smith's arm because she refused to leave and that you slammed your office door after she finally left. Under the circumstances, you failed to control your temper and de-escalate this situation. The fact that other employees heard you argue with Ms. Smith near her desk and in your office, even with your door closed, impaired the orderly operations of the office.

On March 5, 2025, I received your response to the proposed disciplinary letter.² In your response you admitted that you engaged in a verbal altercation with Ms. Smith. Although you allege the verbal altercation began because Ms. Smith was insubordinate to you and she disobeyed Ms. Debetez's direct order, it was your responsibility to deescalate the situation.

Even after considering your response, I find demotion from Motor Vehicle Manager 1, a supervisory position, to Motor Vehicle Compliance Analyst 3 is warranted because this is your second disciplinary action as a supervisor. In 2023, you were disciplined for violating DPS Section 01-03.03A *Neglect of Duty*. Continuing to maintain you in a supervisory position could negatively impact the moral of the department and/or the employees.

² Exhibit 2. You response that was received on March 5, 2025.

Dara Davis, OMV Manager 1

March 18, 2025

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You have the right to appeal this action to the Louisiana State Civil Service Commission. The time limits and procedure for appealing are contained in Chapter 13 of the Louisiana State Civil Service Commission Rules. A copy of Chapter 13 can be obtained from the Louisiana State Civil Service Commission. Their mailing address is P.O. Box 94111, Capitol Station, Baton Rouge, LA 70804-9111. Their telephone number is (225) 342-8274 and their fax number is (225) 342-8058.

Sincerely,



Dan Casey

OMV Commissioner

c: Colonel Robert Hodges, Deputy Secretary Department of Public Safety and Corrections
Internal Affairs
Office of Legal Affairs

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P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896

Louisiana Department of Public Safety and Corrections
Public Safety Services
Workplace Violence/Domestic Violence Incident Statement

When a workplace violence or domestic violence complaint is initiated, a written report of the alleged incident is required by policy.

Name of Person Making Statement (print): DATA DAVIS

Title: Manager 1

Budget Unit/Section/Work Location: DMV/DPS/HQ

Date of Incident: 11-27-2024 Location of Incident: 7999 Independence Blvd B.R. LA 70206

Incident Duration: 9:30 a.m. to 10:00 a.m.

Names of Parties Involved:

DATA DAVIS MYSELF AND KENNISHA SMITH MY EMPLOYEE

Witnesses:

Detra, Donna, Katie And I'm not sure if any of the other employee heard or seen everything

DETAILED DESCRIPTION OF INCIDENT (If necessary, attach additional sheets.)

I had asked Kennisha to get on the phones for me that Lauren had called and wanted everyone on. She was already wanting to say something to me because earlier I had told her that she needed to use to sign in & out sheet like everyone else. and she was just had something to say about that. I told her I wasn't picking on her and that everyone has to do it. that was around 2:35pm. She was just painting something at her desk on the floor. She never got a the phones. then she comes into my office wanting to know why ~~she~~ I call Lauren & I said cause she said we were to stay on phone & not leave & you said that we could, so she was wanting to argue with me. I keep asking her to get out of my office cause I didn't want us to get into it. I told her to go back to her desk several time cause she was than making others notice that she was not doing what I had asked her to do. Detra came to the door and told her to go to her desk. I did touch her arm telling her to leave my office and I did slammed my door shut. She also come back to my office again & that's when I called

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Title: _____

Budget Unit/Section/Work Location: _____

Date of Incident: _____ Location of Incident: _____

Incident Duration: _____ a.m. to _____ a.m.

Names of Parties Involved:

Witnesses:

DETAILED DESCRIPTION OF INCIDENT (If necessary, attach additional sheets.)

Everytime I Ask Kennisha to do something it seem like she tries to not do it or waits till she wants to do it just to show me she's not, just like she's wanting me to tell or say something to her about it. I'm not for will not give any reason for there to be confusion with in my office, I have tried my best to my ability to run my office, but never know from day to day how to communicate with her. She had Ask to move desk in the office so she would be away from me and I told her we would talk about it.

Dara Davis

From: Dara Davis
Sent: Wednesday, November 27, 2024 5:01 PM
To: Lauren Debetaz
Cc: Brittney Young (DPS)
Subject: involving a conflict on 11/27/24

Tracking:	Recipient	Read
	Lauren Debetaz	Read: 11/27/2024 5:13 PM
	Brittney Young (DPS)	

To whom it may concern, I Dara Davis have been asked to write this report involving a conflict that happen on Nov 27-2024 at roughly around 2:29 I was on my way back to the office and Kennisha Smith called my cell phone to tell me that Dawn was about to leave for the day and that Dawn had told her that they were able to leave early, so I told Kennisha it wasn't what you (Lauren) had told me. when I got in my office Lauren you had called me back and i was on the phone with you and as we were talking so I could make sure that nothing had changed from when you lefted Kennisha was out at her desk mouthing saying oh yeah I called her that Lauren on and on so you told me to make sure all was on the phones, I walked out of my office to see I asked Donna what she was working on, but she was already on the phone and everyone but Kennisha was on so I told Kennisha that Lauren called and wanted all on the phones. And I did tell her that she needed to put her time in and out on the time sheet and she had something to say about that and I told her that I was not picking on her that everybody had to do it and That was at 2:35pm she was painting something for her desk and she said I'm going to get on and I went back into my office to work around 10min later here she comes in my office wanting to know why she can't call you Lauren and so on and just constantly arguing about I had a problem with her and she didn't like how I talk to her and oh I know and wish you would talk that way to the new hire Libson I bet you want with her And I told her i'm not arguing with you and I keep asking her to just leave out my office over and over and she wouldn't . I did touch her on the right arm and tell her to get out, but I didn't shove or hit her then she went crazy saying oh you put your hands on me, oh no

So I told her again to get out and she just kelp on making a scene so that when I slammed my door shut and she came back in my office to tell me she needed to move to the back by Mr Lynn in the back and that when she started again and i asked her to leave my office and we would talk about it when we got back to work and we could talk with Lauren and Brittney than. But no she had to start all over again so that when I called you Lauren.

Office of Motor Vehicles

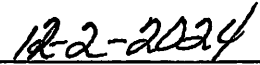


Dara Davis

Motor Vehicle Manager 1
Vehicles Title & Registration Unit 129
7979 Independence Blvd
Baton Rouge, La. 70806
(225) 925-6362



Signature of Person Making Statement



Date

Signature of Supervisor

Date

Signature of Budget Unit Head

Date

Signature of EEO Officer (Domestic violence incident only)

Date

Signature of Human Resources Director (Workplace violence incident only)

Date

Disposition of the Case:

NOTE: The contents of this statement will be kept confidential. Its contents will be released only to individuals with a legitimate need to know or if it becomes public record by virtue of an appeal to a court or other adjudicative body.

Dispute – Statement

Dara Adams

Tue- Mar 4 ,2025

• Dear commissioner Casey,

Response letter within the 7 day response time allowed. To a proposal discipline demotion from a motor vehicle manager 1 to a compliance analyst 3. I received a disciplinary action on February 27, 2025. For allegations that I was falsely accused of. On November 27, 2024 Ms. Smith an (OMV compliance analyst 2) and myself engaged in a verbal altercation. Ms. Smith stated that I physically pushed her out of my office, This actualization is false. although I did touch her on her arm, trying to calm her down as well as to get her to go back to her work station. I am her supervisor, I asked her repeatedly to go back to her station. Ms. Smith ignored me and continued to argue loudly. I was not going argue with her. Again I repeated to Ms. Smith I am your supervisor, leave my office and go back to your desk. Ms. Smith still continued to be insubordinate causing an embarrassing scene. Ms. Smith openly defied a direct instruction order, that was ordered from Lauren Debetaz , not only was Ms. Smith disobeying a direct order from me, her supervisor, she also disobeyed a order from Lauren Debetaz. Ms. Smith was told several times to get on the phone lines. Instead of Ms. Smith doing what she was asked to do by her supervisors, Ms. Smith took it upon herself to do what she wanted to do. Ms. Smith was spray painting items for her desk in her cubicle, she never got on the phone lines nor did she even attempt to get on the phone lines as instructed by her supervisors.

I have been falsely accused.

All statements that were written by witnesses wasn't added in my documentation that was given to me. Where are all witnesses statements that were written.

What about the camera footage from November 27, 2024 was it even watched to see what took place.

I am being treated unfairly.

This is discrimination! It seems as if all allegations has been placed on me., When I was the one in a unsafe environment, I left Ms. Smith when the conversation got heated, Ms. Smith followed me to my office she continued to yell even after I asked her to leave my office several times, Ms. Smith was very hostile towards me, at this point I began to fear for my safety.

I was moved from my office and Ms. Smith was left there still not doing as directed by her supervisors, until she was warned that she was being watched.

OMV

MAR 05 2025

ADMINISTRATION