



**JOHN BEL EDWARDS**  
**GOVERNOR**

**LAMAR A. DAVIS, COLONEL**  
**DEPUTY SECRETARY**

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

October 13, 2021  
4750/0501/GCH/21-074587  
HQ-01-557

Trooper First Class Carl Cavalier  
Gaming Admin Support

IA #21-029  
VIA PERSONAL DELIVERY

**RE: 200 HOUR SUSPENSION**

Dear TFC Cavalier:

Your response to my letter of intended suspension has been received by me. After due consideration, I find that the proposed suspension is warranted.

Pursuant to the authority granted by Louisiana State Police Commission Rules 12.1, 12.2, you are hereby notified that you are suspended from duty for 200 hours without pay and allowances. Your suspension will begin at 0800 hours on October 18, 2021, and will end at 1600 hours on November 19, 2021. You shall be returned to Administrative Leave Pending an Investigation, pursuant to LSPC Rule 12.4(a) effective 0800 hours on November 22, 2021. You are suspended from your employment with the Louisiana State Police for the following reasons:

You engaged in secondary employment prior to requesting or obtaining approval from the appointing authority. Further, you used your state issued undercover name/identity for your publication "NWB" and linked your publication to state police to the detriment of the department.

On June 1, 2021, Sergeant (Sgt.) David Flauss was notified about the "NWB" book by LSP Sgt. Jude Autin, who questioned whether Sgt. Flauss was aware of the book. Sgt. Flauss navigated to the website link [www.NWBbook.com](http://www.NWBbook.com) as directed by Sgt. Autin which brought him to the pre-order website of the book, "NWB."

On June 2, 2021, Investigative Specialist Supervisor Christine Varnado, Louisiana State Analytical and Fusion Exchange (LA SAFE), sent out a situational awareness email to LA Safe2 (Command Staff) related to the circulating social media post regarding a book suspected to be authored and solicited by a LSP Trooper.<sup>1</sup> The purpose of the LA Fusion email was to bring

<sup>1</sup> Christine Varnado Email dated June 2, 2021

awareness to the potential increase in negative attention to the department, as well as an increase in phone calls, messages and emails.

On June 2, 2021, Internal Affairs received this information from the Louisiana Fusion Center (LA Fusion) about the Facebook post circulating on social media stating this post was related to a literary work suspected to be authored by a Louisiana State Police (LSP) Trooper. The title of the book is "NWB" and authored by Elijah Steele. Elijah Steele was later discovered to be your undercover pseudo name.

On June 3, 2021, after the book had already been posted to the internet for sale, you sent Ms. Shelley Woodall, Administrative Assistant 4 Criminal Investigative Division, an email containing your secondary employment application.<sup>2</sup> The application was dated May 25, 2021, even though this office did not receive it until June 3, 2021. May 25, 2021, is also the date that accompanies your signature on the application. The application shows the business name to be "E.S. LLC" with the business type as Literature. The job title is Author with an address of 248 Ciera Drive, Houma, La 70364. The emergency phone number on the application is (504) 316-0351. On the second page of the application, the detailed description of the job is "Author of fictional literary works."

On June 3, 2021, Captain (Capt.) Brad Cook informed Major (Maj.) Jason Turner about the association of the prior LA Fusion Center email and your secondary employment application. Maj. Turner requested Capt. Cook send him your email containing the application. Capt. Cook further explained he had a conversation with your supervisor, Sgt. Flauss. Capt. Cook said Sgt. Flauss had seen the social media post on Facebook and realized the association between you and Elijah Steele. Capt. Cook stated he contacted Maj. Turner for direction on handling the secondary employment application. He stated at the request of Maj. Turner, he had Ms. Woodall email the application to Maj. Turner. Capt. Cook stated Maj. Turner instructed him to request additional information relating to the form and request a copy of the literature from you. Capt. Cook sent you an email requesting a copy of the book.<sup>3</sup> Capt. Cook said, he did not receive a response from you.

On June 11, 2021, at the request of Lieutenant Colonel (LTC) Kenny Vanburen, Capt. Brad Cook had Sgt. Flauss call you to see if you had received the email. Sgt. Flauss sent an email to Capt. Cook advising him that during the phone call, you were evasive and did not acknowledge receiving the email.<sup>4</sup> Sgt. Flauss further asked you if you planned on providing a copy of the literary. You responded, "What book?" When you were asked to provide more information including a copy of the book, you did not comply with the request.

Based upon your own admission, you, TFC Cavalier, used your state issued undercover name, Elijah Steele, for unapproved secondary employment activities. You identified the name Elijah Steele as the author of "NWB" on social media platforms that referenced the book. You authored, advertised and sold a book utilizing your undercover pseudo name as your pen name without getting prior approval, which is a violation of Louisiana State Police Policy and Procedure Order 234 - **Secondary Employment/Personal Investments**, which states in part;

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<sup>2</sup> Email from Carl Cavalier to Shelly Woodall attachment Secondary Application date June 3, 2021

<sup>3</sup> Email From Capt. Cook to TFC Carl Cavalier dated June 4, 2021

<sup>4</sup> Email from Sergeant Flauss to Capt. Cook dated June 11, 2021

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## 1. PURPOSE

The policy provides rules and procedures for the regulation of secondary employment; and approval of such secondary jobs.

## 2. PHILOSOPHY

The Department recognizes that the regulations of outside or secondary employment by personnel is essential for the efficient operation of the Office of State Police and for the protection of its employees, the public and the Department. This Procedural Order is necessary to protect the integrity of the State Police service by limiting or prohibiting illegal or unethical acts, conflicts of interest or the perception thereof. Even when the Office of State Police indicates its approval for secondary employment, the approval shall not be interpreted to mean that the approving authority condones any illegal or improper act or activity emanating from such secondary employment. The approval of the Application for Secondary Employment is done in good faith and any violation of that trust by employees may result in revocation of approval of the application and/or disciplinary action.

## 5. REGULATIONS GOVERNING SECONDARY EMPLOYMENT

- i) No employee shall hold a secondary job or position without express written approval in the manner prescribed herein.
- ii) No employee shall apply for or hold employment in a job or position which would reflect or tend to reflect unfavorably, in any manner, on the Office of State Police. In those cases in which supervisors are uncertain of the suitability of a position, the applicant's supervisor shall request further information from the applicant or the prospective employer, and the supervisor may seek advice and guidance from the Office of Legal Affairs.
- xiv) The use of one's badge, commission/identification card, badge of office, or other official credentials during the course of secondary employment activities is expressly prohibited, except when official action is required by policy or law.

## 6. APPLICATION FOR SECONDARY EMPLOYMENT

- ii) The initial application must be completed in detail, signed by the applicant, and forwarded through the appropriate chain-of-command to the employee's Major, if applicable.

Investigators accessed the Secretary of State website and searched for a business filing for E.S. LLC. The search revealed a Limited Liability Company with an active status in good standing. The Charter Number is 44460104K and was registered with the state on June 24, 2021.<sup>5</sup> The registered Agent and Officer for the company is Carl Cavalier. Investigators contacted the

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<sup>5</sup> Secretary of State Business filing date June 24, 2021

Secretary of State's office and learned the initial name reservation for "E.S. LLC" was received on June 3, 2021.

On July 26, 2021, the LSP Investigative Support Section (ISS) supplied Senior Trooper (S/T) Michael Talley, Internal Affairs Investigator, a copy of the undercover driver's license (D/L) application submitted by you along with a photocopy of the Louisiana D/L 012341741. The application and issue date of the undercover D/L was May 22, 2019. The undercover name you chose was Elijah Steele, 2237 Alex Korman Blvd. Harvey, LA 70058. The date of birth was September 9, 1988. Accompanying the application was the Restrictions on Undercover Driver's License Use Form, which states the undercover D/L issued in a fictitious name is solely for the purpose of facilitating undercover operations and are not to be used for any other purpose. You signed this form on May 22, 2019.<sup>6</sup>

While working in CID / Narcotics, you maintained social media sites under the state issued undercover D/L pseudo name of Elijah Steele that promoted you as an author. These sites contained pictures and videos of you in the Louisiana State Police uniform, which revealed your true identity. This potentially placed yourself and your fellow troopers in jeopardy. It also linked your book "NWB" to LSP.

You, TFC Cavalier, utilized your undercover pseudo name Elijah Steele in your secondary employment in violation of Louisiana State Police Policy and Procedure Order **234 - Secondary Employment/Personal Investments**, which states in pertinent part;

#### 5. REGULATIONS GOVERNING SECONDARY EMPLOYMENT

- xiv) The use of one's badge, commission/identification card, badge of office, or other official credentials during the course of secondary employment activities is expressly prohibited, except when official action is required by policy or law.

The cover of your book depicts a police officer in uniform with a rope noose around his neck. Also, the title of the book, "NWB," is offensive and inflammatory in nature. The title and cover of the book was distracting and caused your fellow troopers anxiety and stress.

Capt. Cook stated he did not sign the secondary employment application and, to the best of his knowledge, it has not been approved. He stated if it was up to him, he would not approve the secondary employment application because it was not a normal reason for secondary employment and the literature was "*So way far out of the box. It's a shocker!*" Capt. Cook expressed the alleged cover of the book, "NWB," was offensive and upsetting to him. His reasoning was the wording and meaning of the book's title. He also stated he believed the police officer on the cover looked like a Trooper in a Louisiana State Police Uniform. He stated it was very bad for the State Police and what is going on in today's environment. Capt. Cook related the book caused section personnel to start talking, and he felt the issue had become a problem.

Both Capt. Cook and Sgt. Flauss commented they felt the book cover alone was offensive in the way it was depicted. They stated it did not look good for the State Police because there was

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<sup>6</sup> Undercover Driver's License Application

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no doubt the officer was wearing a Louisiana State Police uniform. Sgt. Flauss related when word of your book spread, the "general vibe" of section personnel was that they were shocked.

You, TFC Cavalier, by engaging in the promotion of your book prior to requesting and obtaining approval for outside or secondary employment, denied the agency of its ability to protect itself against the effects of your personal actions. As stated in the policy, the regulations of outside or secondary employment by personnel is essential for the efficient operation of the Office of State Police and for the protection of its employees, the public and the Department. This procedural Order is necessary to protect the integrity of the State Police service by limiting or prohibiting illegal or unethical acts, conflicts of interest or the perception thereof. Linking your book to LSP via your undercover identity put yourself and your fellow employees at risk and undermined the credibility of this agency.

TFC Cavalier your above described actions are a violation of Louisiana State Police Policy and Procedure Order **901 - Code of Conduct and Ethics, Conduct Unbecoming an Officer**, which states in pertinent part;

#### 4. CONDUCT UNBECOMING AN OFFICER

- 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) Detrimentally affects the morale of the Department's personnel.
  - e) May reasonably be expected to destroy public respect for State Police Officers and/or confidence in the Office of State Police.
- iii) No employee shall apply for or hold employment in a job or position which would reflect or tend to reflect unfavorably, in any manner, on the Office of State Police. In those cases in which supervisors are uncertain of the suitability of a position, the applicant's supervisor shall request further information from the applicant or the prospective employer, and the supervisor may seek advice and guidance from the Office of Legal Affairs.

Although, the above described conduct alone warrants suspension, this is not the first time you violated Louisiana State Police Policy and Procedure. By letter dated July 15, 2016, and received by you on July 18, 2016, you were suspended from duty without pay and allowances for 32 hours and your pay was temporarily reduced by the equivalent of another 32 hours, for violating the Use of Force policy<sup>7</sup>.

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<sup>7</sup> A copy of this letter is attached

Also, by letter dated December 12, 2018, received by you on December 14, 2018, you were suspended from duty without pay and allowances for 12 hours and your pay was temporarily reduced by the equivalent of another 12 hours, for violating the Vehicle Usage Limitations and Requirements<sup>8</sup>.

Any future violations of this or any nature may result in more severe discipline, up to and including termination, and this letter of reprimand can be used to support the severity of future discipline.

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 Louisiana State Police Commission Rules. A copy of Chapter 13 of the State Police Commission Rules can be obtained from the Louisiana State Police Commission at the following current contact information: Louisiana State Police Commission P.O. Box 66555, Baton Rouge, Louisiana 70896. Their telephone number is (225) 925-7057.

Any questions you may have regarding your retirement benefits should be directed to the Louisiana State Police Retirement System. Their telephone number is (225) 295-8400, and their address is 9224 Jefferson Hwy Baton Rouge LA 70809. Questions regarding any other benefits may be addressed to the Department of Public Safety Human Resources Office. Their telephone number is (225) 925-6067 and their address is 7979 Independence Blvd., Suite 201, Baton Rouge, LA 70806.

Sincerely,



Lamar A. Davis, Colonel  
Deputy Secretary, Louisiana State Police

cc: Lt. Col. Doug Cain  
Lt. Col. Kenny Van Buren  
Major Chuck McNeal  
Captain Saleem El-Amin  
Internal Affairs  
Office of Legal Affairs

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<sup>8</sup> A copy of this letter is attached