



**JEFF LANDRY**  
GOVERNOR

**COLONEL ROBERT P. HODGES**  
DEPUTY SECRETARY

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

March 21, 2025  
4750/0501/SDS/24-24230  
HQ-01-1130

Ashley Cain, MVCA3  
Department of Public Safety and Corrections  
Office of Motor Vehicles  
Motor Vehicle Compliance

VIA HAND-DELIVERY  
OLA#P-200254

RE: Termination

Ms. Cain:

As the Appointing Authority for the Department of Public Safety and Corrections, Public Safety Services (DPS), and by Louisiana State Civil Service (SCS) Rules 12.1, 12.2, and 12.7, you are hereby notified that you will be terminated effective March 24, 2025, at 4:30 p.m. because your conduct on November 14, 2024, violated Office of Motor Vehicle (OMV) Policy 2.07 *General Courtesy*, DPS Section 1-03-02 *Conduct Unbecoming an Employee*, and DPS Section 1-03.01 *Conformance to Laws*. The specific reasons for this action are set forth herein.

On November 19, 2024, as instructed by Louisiana State Police Lieutenant Colonel Frank Besson at my direction, Internal Affairs (IA) initiated an administrative investigation into allegations that your conduct on November 14, 2024, may have violated Office of Motor Vehicles (OMV) and DPS policies. IA Captain Saleem El-Amin assigned the administrative investigation to Sergeant Ashton McRae. During his investigation, he gathered and reviewed the following records: 1) the incident report prepared by St. Francisville Police Department (STFPD) Officer Christopher Summers,<sup>1</sup> 2) the video recorded by [REDACTED]<sup>2</sup> 3) the statement prepared by Ms. Sullivan,<sup>3</sup> and, 4) the summons issued to you for disturbing the peace. Additionally, Sgt. McRae and Polygraphist William Kirkland interviewed you, Parnice Clark, and Ms. Sullivan.

The video recorded by [REDACTED] on November 14, 2024, shows you and [REDACTED] arguing and yelling in the presence of customers inside the OMV office in St. Francisville,

<sup>1</sup> Exhibit 1. STFPD Ofc. Summers's incident report was prepared on November 14, 2024.

<sup>2</sup> You viewed a copy of this video during your IA interview on December 12, 2024.

<sup>3</sup> Exhibit 2. Ms. Sullivan's typed statement.

Louisiana.<sup>4</sup> It also shows Ms. Clark, your supervisor, attempting to de-escalate this disturbance by restraining you.<sup>5</sup>

On December 11, 2024, Sgt. McRae and LSP Polygraphist William Kirkland interviewed Ms. Clark at the Office of Motor Vehicles (OMV) office in St. Francisville, Louisiana. Ms. Clark was the supervisor on duty on November 14, 2024. Her interview was recorded, she was advised of her rights, and she acknowledged that she understood them. Ms. Clark said that you alerted her when [REDACTED] arrived at the office and told her that you had been having trouble with [REDACTED]. She stated that you assisted another customer when [REDACTED] entered the office. She said [REDACTED] approached her and explained that she was there to help her 18-year-old brother obtain a temporary instruction permit. She stated that she talked with [REDACTED] about being "banned."<sup>6</sup> She informed [REDACTED] that she would assist [REDACTED]'s brother and then asked [REDACTED] to wait outside in the parking lot. She also stated that she observed Ms. [REDACTED] antagonize you by saying "Boo" as she walked by your workstation. She said that although she told you not to say anything to Ms. Sullivan, you engaged in an argument with Ms. [REDACTED]. Ms. Clark also stated that she observed you leave your workstation to pursue Ms. [REDACTED] and that she attempted to restrain you to de-escalate the disturbance.

On December 12, 2024, Sgt. McRae and Polygraphist Kirkland interviewed you at the IA office at 7919 Independence Boulevard, Baton Rouge, Louisiana 70806.<sup>7</sup> Your interview was recorded, you were advised of your rights, and you acknowledged that you understood them. You explained that you were at your workstation assisting a customer when you observed [REDACTED] park her vehicle in the St. Francisville parking lot. You stated that you were familiar with Ms. [REDACTED] because you dated the same man; she was pregnant with his child at the time of the incident. Upon observing [REDACTED] and her siblings exit the vehicle, you informed your supervisor, Ms. Clark, that [REDACTED] was "banned" from the location because of an incident allegedly occurring in February 2024. You stated that Ms. Clark spoke with [REDACTED] and asked her to leave, but that she walked by your workstation and said "Boo" to provoke you. You then stated that, even though [REDACTED] had exited the area, you still got up and went around your desk at your workstation to argue with her.<sup>8</sup> You admitted that you picked up a chair at some point, and Ms. Clark took it from you. After viewing the video recorded by [REDACTED] you admitted to Sgt. McRae said that your conduct was unacceptable in the workplace.

After [REDACTED] and her siblings left the office, you called the STFPD to report the incident. STFPD Ofc. Summers, Lieutenant Gerald Smith, and Lieutenant Sarah Tanner responded to the location and investigated the matter. After his investigation, Ofc. Summers issued a summons to you for disturbing the peace, violating Louisiana Revised Statutes (La. R.S.) Title 14, Section 103.

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<sup>4</sup> Exhibit 4. Screenshot from Ms. Sullivan's video recording of you in the customer service area, Ms. Clark attempting to restrain you, and Ms. Sullivan's brother in the doorway.

<sup>5</sup> Exhibit 5. Screenshot from Ms. Sullivan's video recording of you in the customer service area, Ms. Sullivan in the waiting area, Ms. Clark attempting to restrain you, and Ms. Sullivan's brother in the doorway.

<sup>6</sup> There is no evidence that Ms. Sullivan was "banned" from the office.

<sup>7</sup> Your recorded interview is available upon request.

<sup>8</sup> Exhibit 6. Screenshot from Ms. Sullivan's video recording of two customers in the customer service area.

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Based upon the evidence gathered, I have determined that your conduct on November 14, 2024, violated OMV policy 2.07 *General Courtesy* and DPS policy Section 1-03-02 *Conduct Unbecoming an Employee*, as well as DPS policy Section 1-03-01 *Conformance to Laws*.

**1. OMV policy 2.07 General Courtesy**

This policy defines "courtesy" as "[b] behavior 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.
- 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.

**2. DPS Section 1-03.02 Conduct Unbecoming**

This policy states, in part.

A. An employee shall act dutifully, responsibly, and professionally at all times to not reflect unfavorably upon himself or the Department.

B. Unbecoming conduct is defined as conduct which:

1. Brings the Department or any of its subdivisions into disrepute or embarrassment;
2. Reflects discredit upon the employee as a member of the Department;
- ...
4. Adversely affects the morale of the Department and/or its employees and
5. It may damage public respect, confidence, or trust in the department.

**3. DPS Section 1-03.01 Conformance to Laws**

This policy states, in part,

A. An employee shall conform to and abide by the laws of the United States, the State of Louisiana, all other states of the United States, and subdivisions when present.

***La. R.S. 14:103, Disturbing the Peace.***

A. Disturbing the peace is the doing of any of the following in such manner as would foreseeably disturb or alarm the public:

- ...
- (2) Addressing any offensive, derisive, or annoying words to any other person who

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is lawfully in any street or other public place; or call him by any offensive or derisive name or make any noise or exclamation in his presence and hearing with the intent to deride, offend, or annoy him, or to prevent him from pursuing his lawful business, occupation, or duty; or

...

- B. (1) Whoever commits the crime of disturbing the peace shall be fined not more than one hundred dollars or imprisoned for not more than ninety days or both.

You have been employed with the OMV for approximately eight (8) years and are a permanent employee. As an employee, you are required to comply with DPS and OMV policies, as well as state laws. You violated OMV and DPS policies by engaging in a volatile verbal disturbance about personal matters with [REDACTED] while on duty at the OMV office in St. Francisville, Louisiana.

I considered your response and maintain that termination is warranted because your conduct was especially egregious. You abandoned your workstation and the customers you were servicing to engage in a verbal altercation with [REDACTED]. You failed to control your anger and to exercise diplomacy. Despite your supervisor's attempt to de-escalate this situation, you continued to be disorderly and unprofessional in the presence of our customers. You were issued a criminal summons for disturbing the peace and violating state law because of your conduct. Your conduct embarrassed this state agency by creating a hostile environment for our customers and interrupting service to our customers.

You can appeal this action to the Louisiana State Civil Service Commission. Chapter 13 of the Louisiana State Civil Service Commission Rules contains the time limits and procedure for appealing. You can obtain a copy of Chapter 13 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,



Colonel Robert P. Hodges

Deputy Secretary, Department of Public Safety and Corrections, Public Safety Services  
Superintendent, Louisiana State Police

c: Dan Casey, OMV Commissioner  
Internal Affairs  
Human Resources  
Office of Legal Affairs

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