



JOHN BEL EDWARDS
GOVERNOR

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DEPUTY SECRETARY

State of Louisiana
Department of Public Safety and Corrections
Public Safety Services
October 7, 2020
4750/0501/JPR/20-23215
HQ-01-399

MS. CHELSEA ANDERSON
COMMUNICATIONS

VIA PERSONAL DELIVERY
IA #20-013, OLA #069249

Re: TEMPORARY REDUCTION IN PAY

Dear Ms. Anderson:

Pursuant to the authority granted by Civil Service Commission Rules 12.1 and 12.2, you are hereby notified that your pay is being temporarily reduced by \$124.16 for two (2) pay periods, the equivalent of a sixteen (16) hour suspension. This temporary reduction in pay will occur during year 2020 pay periods 23 and 24, October 19, 2020- November 15, 2020. Your pay is being temporarily reduced for the following reasons:

On June 11, 2020, you had a verbal exchange with your team leader, Ms. Veronica Ogunnaike, that resulted in you pushing Ms. Ogunnaike with both hands, using enough force to cause her to fall backwards onto the floor. On July 30, 2020, you were interviewed by Internal Affairs ("IA") investigators S/T Michael Talley and Trooper Richard Buckland. During this recorded interview, you said on June 11, 2020, your shift started at 6:00 p.m. and you were sitting at your console in the radio room when Ms. Ogunnaike advised your shift of the Troop assignments for that shift. You admitted that you questioned Ms. Ogunnaike about her reasoning for changing the regular troop assignments and that the two of you argued back and forth for a few minutes. You said Ms. Ogunnaike told you if you didn't want to follow the rules you could leave. You admitted that you made the decision to leave work and as you were leaving the radio room you told Ms. Ogunnaike to cc you when she sends her email so you could see what was said. You advised IA investigators Ms. Ogunnaike responded, "I sure will. Have a good day," to which you replied, "You too, stupid bitch." You told IA investigators Ms. Ogunnaike responded by saying, "Your momma." You admitted you turned around and walked over to Ms. Ogunnaike and "gave her a shove" using two hands. You said, "I pushed her and she fell."

On July 23, 2020, IA investigators S/T Talley and Trooper Buckland interviewed Ms. Ogunnaike. During her recorded interview, Ms. Ogunnaike confirmed that she assigned you to a different troop than you usually work on the night of June 11, 2020. She said you questioned why she changed the assignments and that you asked her, "What if I just leave?" To which she replied "Okay." She said you got up to leave and said, "Send that in an email, too." Ms. Ogunnaike said she replied, "Will do," and you called her a "bitch." Ms. Ogunnaike said she replied, "Your momma." Ms. Ogunnaike advised IA investigators you came back into the radio room and started banging on the table saying, "My momma, my momma, my momma," before walking over to her.

Ms. Ogunnaike said she was sitting in her chair when you walked over to her, so she stood up and you pushed her. When asked how you pushed her, Ms. Ogunnaike said, "She pushed me with two hands and I fell back onto the floor."

Ms. Jada Johnson, Ms. Amber Green, and Ms. Atiana Dixon were all present during the incident between you and Ms. Ogunnaike. Ms. Johnson advised IA investigators she heard the beginning of the verbal exchange between you and Ms. Ogunnaike before leaving the radio room. Ms. Johnson returned to the radio room and heard Ms. Ogunnaike say she had just been assaulted. Ms. Green advised she heard the verbal exchange as she was leaving the radio room. Ms. Green said she returned to the room and saw Ms. Ogunnaike on the floor. Neither Ms. Johnson nor Ms. Green saw you push Ms. Ogunnaike.

Ms. Dixon, however, was present for the entire verbal exchange and saw you push Ms. Ogunnaike. Ms. Dixon advised IA investigators she entered the radio room with you around 5:45 p.m. and heard the verbal altercation between you and Ms. Ogunnaike. Ms. Dixon said as you were leaving the radio room, you told Ms. Ogunnaike, "Now when you send your email, make sure you cc me," to which Ms. Ogunnaike responded, "Oh, I will." Ms. Dixon said when you got to the door of the radio room, Ms. Ogunnaike said, "You have a good night, boo," to which you responded, "You too, bitch." Ms. Dixon said after Ms. Ogunnaike responded, "Your momma," you came back into the room, put your belongings down, walked up to Ms. Ogunnaike, and used both hands to push Ms. Ogunnaike "really hard ... around five or six feet."¹

On June 11, 2020, you used physical force to push Ms. Ogunnaike, your team leader, in the radio room of the EOC building, causing her to fall to the ground, as detailed above. Your actions violated Louisiana Department of Public Safety and Corrections, Public Safety Services, Policy and Procedure Manual Chapter 3 – Human Resources, Section 3-01.18 Violence in the Workplace, which states in pertinent part:

...
B. DEFINITIONS

- ...
3. Workplace Violence – A single behavior or series of behaviors which occur in a Department workplace, while using Department resources, or while an employee is engaged in Department business. These behaviors may include but are not limited to the following:
 - a. Use, attempted use, threatened use or intimation of the use of physical force against another person.
- ...

¹ Ms. Johnson, Ms. Green, and Ms. Dixon were interviewed by IA investigators S/T Talley and Trooper Buckland on July 22, 2020. These interviews were recorded.

C. POLICY

- ...
2. Violence, threats, harassment, intimidation or other disruptive behavior in the workplace will not be tolerated.
- ...

By choosing to leave your shift instead of working the troop you were assigned by your team leader, as detailed above, you violated Louisiana Department of Public Safety and Corrections, Public Safety Services, Policy and Procedure Manual Chapter 1 – Introduction, Ethics & Conduct, Section 1-03.08 Unsatisfactory Performance, which states in pertinent part:

- ...
- B. An employee shall perform his duties in such a manner as to maintain the highest standards of efficiency and effectiveness. Unsatisfactory performance may be demonstrated by:
 1. An unwillingness or inability to perform assigned tasks or duties;
- ...
6. Behavior or conduct inappropriate or disruptive to the work environment.

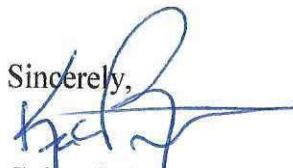
By calling Ms. Ogunnaike a “stupid bitch” as detailed above, you violated Louisiana Department of Public Safety and Corrections, Public Safety Services, Policy and Procedure Manual Chapter 1 – Introduction, Ethics & Conduct, Section 1-03.17 Relations with Other Department Employees, which states:

- A. An employee shall never behave disrespectfully or use threatening or insulting language toward any other employee engaged in the execution of his position or duties.

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

You have the right to appeal this action to the State Civil Service Commission within 30 calendar days following the date you receive this notice. The appeal procedure is contained in Chapter 13 of the Civil Service Rules, which is available from the Department of State Civil Service or your Human Resource office.

Sincerely,



Colonel Kevin Reeves
Superintendent, Louisiana State Police

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“An Equal Opportunity Employer”
P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896

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c: Lt. Col. Bob Brown
Lt. Colonel Jay D. Oliphant
Major Mark Morrison
Captain Derrell Williams
Office of Legal Affairs
Internal Affairs
Human Resources Management