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

November 21, 2023  
4750/0501/SSS/23-24060  
HQ-01-971

Sergeant Shelton Crooks  
Louisiana State Police  
Troop F

**VIA PERSONAL DELIVERY**  
IA#2300035 OLA #P-200034

**Re: 240-HOUR SUSPENSION and DEMOTION**

Sergeant Crooks:

Pursuant to the authority granted to me as Appointing Authority by Louisiana State Police Commission (Commission) Rules 12.2 and 12.7, you are hereby notified that you are suspended for 240 hours without pay and allowances and you are demoted from Sergeant to Master Trooper. Your suspension will begin at 0600 hours on Wednesday, November 29, 2023. It will end at 1800 hours on Tuesday, January 16, 2024. You will return to work at 0600 hours on Friday, January 19, 2024. Your demotion will be effective on the date you return to work.

The Louisiana State Police Commission Rule 12.2 *Disciplinary Actions, Removals and Resignations* states disciplinary action can be taken if the Appointing Authority has cause to do so. This disciplinary action is based on your failure to comply with Department of Public Safety and Corrections, Public Safety Services' (Department) and Louisiana State Police's (LSP) policies and procedures. Specifically, you have been found to have violated the following: LSP Procedural Order (P.O.) 901- *Code of Conduct and Ethics, Conformance to Laws* and P.O. 901 - *Code of Conduct and Ethics, 4. Conduct Unbecoming of an Officer*.

You are a commissioned officer with permanent status. You hold the rank of Sergeant, and have been employed with LSP for approximately 24 years.

On June 26, 2023, LSP Troop F Sergeant Michael Williams notified Troop F Captain Eric Cuenca that you had been arrested for violating Monroe City Ordinance 32-10 *Operating a vehicle while intoxicated* and Monroe City Ordinance 33:2.398 *Leaving the Scene, Failure to Report an Accident*.<sup>1</sup> The City of Monroe adopted Louisiana State highway regulations through Monroe

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<sup>1</sup> Monroe Police Department Initial Report for Case #2023-00028821 and Louisiana Uniform Crash Report, Crash Report #2023-0704033.

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Louisiana Code of Ordinances, Section 33-2. The traffic citation issued to you cited your violation as "33:2.398," which means you were actually cited for La. R.S. 32:398. (see Crash Reports)

I instructed LSP Internal Affairs (IA) to initiate an administrative investigation to determine whether your conduct on June 26, 2023, violated 901- *Code of Conduct and Ethics*, 3. *Conformance to Laws* and P.O. 901 - *Code of Conduct and Ethics*, 4. *Conduct Unbecoming of an Officer*. IA Captain Saleem El-Amin assigned the investigation to LSP Polygraphist William Kirkland. TFC Jacob Butler also assisted with the investigation. In preparation for the investigation, Polygraphist Kirkland obtained copies of the Monroe Police Department (MPD) *Initial Report*, *Uniform Crash Report*, and the body worn camera videos of MPD Corporal Anthony Smith, MPD Corporal Jackie Scoby, and MPD Officer Alderrius McCarthy, who were the officers who responded to the report of the crash.

On July 20, 2023, Polygraphist Kirkland and TFC Butler interviewed Audry Harvey, the owner of the other vehicle involved in the crash. Ms. Harvey explained she had parked her vehicle on the westbound shoulder, facing eastbound, on Deborah Drive, in Monroe, Louisiana. She was in a customer's yard when your vehicle struck her vehicle and damaged her vehicle's passenger side mirror. You then left the scene of the accident without stopping. She explained she followed you to your residence, 3208 Stowers Drive, Monroe, Louisiana, and confronted you about the crash. She smelled the odor of an alcoholic beverage on your breath as you spoke to her. She stated she then contacted MPD to report the crash. She also stated she filed a claim with your motor vehicle insurance company and the damage to her vehicle was repaired.<sup>2</sup>

Polygraphist Kirkland and TFC Butler interviewed Officer McCarthy. During his interview, he stated he was dispatched to your residence to respond to the report of a hit-and-run crash. While en-route, Corporal Smith called him, reported you were a LSP Trooper, and conveyed you were probably impaired because they smelled the odor of an alcoholic beverage on your breath. He arrived at your residence and observed you leaning on your vehicle. Upon questioning you about the collision, you explained to him that you observed a vehicle parked in your travel lane, but partially on the shoulder on Deborah Drive. As you passed, you heard an impact, but did not see any damage so you continued to drive home.<sup>3</sup> While speaking with you, he observed you exhibit the following clues of impairment: your eyes were glossy and blood shot, and you stumbled as you walked. He advised you of your *Miranda* rights, and you acknowledged you understood them. He observed your eyes were jerking as he attempted to perform the Horizontal Gaze Nystagmus test, which is one part of Standardized Field Sobriety Test (TFST). However, you refused to perform the SFST. He placed you under arrest for violating Monroe City Ordinance 33:10 (Driving While Intoxicated) and 33:2.398 (Leaving the Scene, Failure to Report an Accident). After being transported to Monroe City Jail, you were advised of your rights relating to the chemical test, but you refused to submit to the chemical test. He issued you a summons for your violations. You were then released from custody and transported back to your residence.

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<sup>2</sup> Exhibit 2. Screenshot of the damage to Ms. Harvey's vehicle's passenger side mirror.

<sup>3</sup> Exhibit 3. Screenshot of the damage to Sgt. Crooks' vehicle's passenger side mirror.

On August 21, 2023, you were interviewed by Polygraphist Kirkland and TFC Butler at LSP Headquarters. You admitted you consumed two (2) draft beers and two (2) "house" margaritas at El Paso Mexican Grill in Monroe, Louisiana, and you had consumed your last alcoholic beverage approximately an hour before leaving the restaurant. You left the restaurant at approximately 2200 hours to return home. While driving on Deborah Drive, you heard a "bump," you "freaked out" because you had been drinking, and you continued to drive home. Upon arrival at your residence, Ms. Harvey approached you, confronted you about striking her vehicle's passenger side mirror, and failed to stop. When asked why you did not submit to the chemical test, you explained you had consumed alcoholic beverages before operating your vehicle; although, you did not feel impaired prior to driving home, you did not want to "risk it."

On September 7, 2023, you were served with the *Decision Page* that listed the determinations of the policy violations investigated by IA. You were informed that I intended to suspend you without pay and allowances for 560 hours for the policy violations you committed. In your response, dated October 18, 2023, you did not deny that you violated the listed policies.<sup>4</sup> Instead, you requested reconsideration of the proposed discipline and alleged certain negative impacts on yourself and family. I have reconsidered the mitigating factors you described and the term of your suspension and have granted your request for a reduction of suspension from 560 hours to 240 hours.

## DETERMINATIONS

### 1. Conformance to Laws.

By your own admission, you violated P.O. 901-3(1) *Conformance to Laws*. This policy provides, in pertinent part:

- i. A commissioned officer 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 thereof.

### Monroe City Ordinance 33-10 Operating a vehicle while intoxicated

Monroe City Ordinance 33-10(a)(1)(a) states that the crime of operating a vehicle while intoxicated is the operating of any motor vehicle, aircraft, watercraft, vessel, or other means of conveyance when the operator is under the influence of alcoholic beverages.

By your own admission, you knowingly operated a motor vehicle after consuming alcoholic beverages on June 26, 2023. While you have not admitted to being impaired, Ms. Harvey and the three (3) MPD officers who investigated Ms. Harvey's report, all reported smelling the odor of an alcoholic beverage on your breath. Though you refused to submit to the SFST and the chemical test, Officer McCarthy observed you exhibit these clues of impairment: your eyes were

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<sup>4</sup> Response to IA Decision Page.

glossy and blood shot, you stumbled as you walked and your eyes jerking as he checked them for equal tracking. This information established the reasonable grounds necessary to support the officer's decision to arrest you for violating Ordinance 33-10.

Monroe City Ordinance 33:2.398 - Leaving the scene, Failure to Report an Accident

In violation of Monroe City Ordinance 33:2.398, you did willfully and unlawfully operate a motor vehicle involved in an accident and failed to report said accident.

By your own admission, you heard a "bump," you "freaked out" because you consumed alcoholic beverages before operating your vehicle, you failed to stop your vehicle to investigate the noise, and you continued to drive your vehicle to your residence. Additionally, you did not contact the local law enforcement agency to report the crash. You caused property damage to your vehicle and Ms. Harvey's vehicle. Further, you agreed Officer McCarthy had reasonable grounds to charge you with violating Monroe City Ordinance 33:2.398.

2. Code of Conduct and Ethics- Conduct Unbecoming an Officer

By your own admission, you violated P.O. 901 – *Code of Conduct and Ethics, 4. Conduct Unbecoming*, which provides:

- 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.

You violated this policy when you knowingly operated a motor vehicle after consuming alcoholic beverages and intentionally left the scene of a crash. What makes this violation even more egregious is, after hearing the "bump," you "freaked out" instead of stopping to investigate the noise, and continued to drive home. You are a seasoned Trooper and a supervisor. Your actions demonstrated a complete disregard for the safety and the welfare of the public.

This is your formal notice that you are hereby suspended for 240 hours without pay and allowances and you are demoted from Sergeant to Master Trooper in accordance with the dates and times set forth above. 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 can be obtained from the Louisiana State Police Commission. The Commission's 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,

Sergeant Shelton Crooks  
Louisiana State Police  
Troop F  
November 21, 2023  
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Colonel Lamar A. Davis  
Superintendent, Louisiana State Police

cc: Lt. Col. Chavez Cammon  
Lt. Col. Jody Hasselbeck  
Major Cordell Williams  
Captain Eric Cuenca  
Internal Affairs  
Office of Legal Affairs  
Human Resources