



JOHN BEL EDWARDS  
GOVERNOR

KEVIN W. REEVES, COLONEL  
DEPUTY SECRETARY

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

FEBRUARY 6, 2020  
4705/0501/MMG/20-22918  
HQ-2-1817-20

LT. LENIAS MARIE  
TRAINING ACADEMY

IA# 19-030; OLA#067201  
VIA PERSONAL DELIVERY

Dear Lt. Marie:

In accordance with State Police Commission Rules 12.1, 12.2, and the authority delegated to me by Colonel Kevin Reeves, you are hereby notified that effective at 1630 hours on Friday, February 7, you are demoted from a State Police Lieutenant (P3-17) to a State Police Sergeant (P2-17) with the corresponding reduction in pay, for the following reasons:

On Wednesday, October 9, 2019, sometime around 4:00 p.m., you interjected yourself in Defensive Tactics (DT) training of Louisiana State Police Cadet Class 99, and caused an exercise, sometimes herein referred to as the "yellow pad drill," to be conducted. During this drill, a Hadar yellow pad was used as a striking instrument. A DT instructor advised you that using the yellow pads was not a good idea; however, you insisted that the drill be conducted while you were there so you could see it.

55 cadets were in the training room at the Louisiana State Police Training Academy (Academy), along with several instructors, when all present were told that the cadets were to partner up and one partner per pair grab a yellow pad. The cadets were instructed to swing the yellow pad at their partner while their partner performed cover techniques they had learned that morning to block strikes. The cadets were told that if they were not striking hard enough, an instructor would show them how to do it by striking their partner with the yellow pad. This drill lasted from approximately 30 to 45 minutes and the cadets changed partners four to five times during the drill. As instructed, the cadets hit each other with the yellow pads, at a high level of intensity, and several instructors, including yourself, engaged in the drill. The poor condition of the pads, as well as the force used, during the repetitive striking over the length of the drill, caused injuries to numerous cadets. Most of the injuries consisted of soft tissue injuries (bruising, contusions, swelling, and cuts or scrapes) to their shoulders, backs, arms and hands, requiring several cadets to seek and receive medical evaluation and treatment. Furthermore, you were also injured during the drill by hyperextending your elbow during the drill. In spite of injuries several cadets reported to medical personnel at the Academy the following morning, you ordered

COURTESY • LOYALTY • SERVICE  
"An Equal Opportunity Employer"  
P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896

that all cadets participate in sparring on Thursday morning as Physical Training. In order to prevent cadets from using an injured arm or hand, the arm on the injured side was held to their body with a reflective strap used in physical training (PT).

Because of the extent and nature of the injuries, scheduled DT training, including prone handcuffing and takedowns, had to be postponed, and PT was modified, to prevent further injury. An overwhelming majority of the 53 cadets, as well as DT instructors, explained that they believed that the intensity of the strikes and length of the drill negated any training value in the drill. The cadets had repetitively performed the cover techniques earlier that day using a pad designed and purchased for this type of drill. You acknowledged to Internal Affairs (IA) investigators that these black pads were specifically and recently purchased by Academy staff to be used with Cadet Class 99. You advised IA investigators that the yellow pads were 20 years old and were in bad condition. This included the pads being deflated, the vinyl covers being torn or cracked, and the padding breaking down which flew out of the pads during the drill.

You advised IA investigators that your purpose of using the yellow pads to practice the cover techniques was to increase the intensity of the strike while practicing cover drills to make it more realistic. Your intention was to prepare the cadets for sparring the next morning so no one would get hurt. Any minimal training value from the drill as conducted, was outweighed by the risk of injury, and actual injuries that occurred.

You caused the yellow pad drill to take place in the manner it did and for the length of time that it did, resulting in injuries to cadets and yourself, all as described above. The injuries cost the Department financially, impaired the training of the cadets, and affected not only the morale of the cadets, but other Louisiana State Police personnel. It also destroyed the public respect for the agency and brought discredit upon you as a member of the Department. You agreed that, as the ranking Academy staff member on site, you were responsible for the drill. As a lieutenant over Louisiana State Police training, your actions fell well below the standards of your position. Your actions violated the following Louisiana State Police Policy and Procedure Orders:

**No. 901 – Code of conduct and Ethics, Section 4 – Conduct Unbecoming an Officer,**  
which states:

- 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) Detrimentially 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.

**No. 901 – Code of conduct and Ethics, Section 12 – Unsatisfactory Performance**, which states in pertinent part:

1. A commissioned officer shall maintain a competency level sufficient to properly perform his duties and assume the responsibilities of his position. Officers shall perform their duties in such a manner as to maintain the highest standards of efficiency. Unsatisfactory performance may be demonstrated by:

- ...
- c. A failure to conform to work standards established for the officer's rank, grade or position.

State Police Commission Rule 12.7 provides for pre-disciplinary notice. Furthermore, State Police Commission Rules 12.8(3) and (4) provide that disciplinary letters must inform you that you have the right to appeal the action to the Commission, that the time limits and procedures for appealing are contained in Chapter 13 of their rules, and that a copy of Chapter 13 can be obtained at the Commission at their current mailing address of P.O. Box 66555, Baton Rouge, LA 70896-6555. The rule further provides that you be notified that the Commission's current telephone number is (225) 925-7057 and their fax number is (225) 925-7058. However, you have voluntarily agreed to waive these provisions.

Sincerely,



Lt. Col. Mike Noel  
Asst. Superintendent/ Chief of Staff  
Louisiana State Police

c: Col. Kevin Reeves  
Lt. Col. Layne Barnum  
Major David McClendon  
Captain Mark Richards  
Internal Affairs  
Office of Legal Affairs  
Human Resources Management