



JOHN BEL EDWARDS
GOVERNOR

LAMAR A. DAVIS
COLONEL DEPUTY SECRETARY

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

September 7, 2023
4750/0501/SDS/23-24045
HQ-01-931

Trooper First Class Vincent Cyprian
Department of Public Safety and Corrections
Troop G

VIA PERSONAL DELIVERY
IA#2300028 OLA #P-200038

Re: 120-HOUR SUSPENSION

TFC Cyprian:

Pursuant to the authority granted to me as Appointing Authority by the Louisiana State Police (LSP) Commission (Commission) Rules 12.1 and 12.2, and in accordance with Rule 12.7, you are hereby notified that you are being suspended without pay and allowances for a total of 120 hours because you violated the following LSP procedural orders (P.O.) related to the maintenance of your assigned police unit:

P.O. 242 - Vehicle Use, Maintenance, and Repair, 3. Vehicle Maintenance and Care
P.O. 901- Code of Conduct and Ethics, 15. False Statements
P.O. 901 - Code of Conduct and Ethics, 19. Department Records
P.O. 901 - Code of Conduct and Ethics, 4. Conduct Unbecoming of an Officer¹

You have been employed with LSP since May 2014 and you began your employment at Troop L. You are a commissioned officer with permanent status. You hold the rank of Trooper First Class. In or about 2019, you were assigned a new 2018 Chevrolet Tahoe, bearing license plate number G-35 with "5168" as the last four vehicle identification numbers (VIN). You transferred from Troop L to Troop G in August 2022. You retained possession of the same vehicle after your transfer.

On Saturday, April 23, 2023, your Department-issued 2018 Chevrolet Tahoe was towed to LSP Troop G for repairs due to a blown heater hose. While replacing the heater hose, Troop G Mechanic Supervisor Ross Teutsch noticed that your vehicle had 141,171 miles and that it was past due for the 140,000 mile oil change.

¹ TRC Cyprian received a letter of reprimand, which is a non-disciplinary corrective action, on June 30, 2023, for violating P.O. 901- *Code of Conduct and Ethics, 4. Conduct Unbecoming an Officer.*

On April 27, 2023, LSP Mechanic Supervisor Ross Teutsch informed Troop G Executive Officer George Strickland that the vehicle's scheduled oil change was past due. On that same date, Lieutenant Hackley Willis instructed you to complete an incident report to explain why you failed to have your oil change at 140,000 miles. You stated the following in your incident report:²

"On 04/13/2023, I, Tfc Vincent Cyprian, observed the mileage on my state issued unit to be 140,172 and planned to leave my unit at the troop overnight to have the issue taken care of. On that date, I did not leave my unit at the troop to be serviced for unexcused reasons, I did not remember to get my unit serviced. I however do understand the importance of have my unit serviced on a regular basis, and this issue will not be an issue in the future."

On April 28, 2023, while performing the scheduled oil change, Mechanic Supervisor Teutsch heard a loud tapping noise coming from the engine camshafts and lifters. After an inspection, it was determined that the camshafts and lifters needed to be replaced.³ As a result, your vehicle was out of commission for approximately one month, from May 1, 2023, to May 31, 2023, to complete the repair. Mechanic Supervisor Teutsch noted that the damage to the camshafts and lifters may have worsened by your failure to have the scheduled oil changes performed. The total cost for the repair was \$7,066.67.

On May 5, 2023, I instructed LSP Internal Affairs to initiate an administrative investigation into the allegations that you failed to comply with P.O. 242 *Vehicle Use, Maintenance and Repair*. IA Captain Saleem El-Amin assigned the investigation to TFC Ashton McRae. During his investigation, TFC McRae reviewed the preventative maintenance (PM) discrepancy report for your vehicle that was provided by Mechanic Supervisor Teutsch.⁴ This report showed the mileage for the scheduled oil changes, the oil changes that were reported in LaGov, and the oil changes that you manually recorded in your PM log. The PM discrepancy report revealed that only five (5) of the twenty-one (21) oil changes for your vehicle were performed between 35,000 to 135,000 miles: 35,000 miles (10/2/19); 55,000 miles (5/26/2020); 85,000 miles (4/27/2021); 100,000 miles (10/8/2021); and, 135,000 miles (3/8/2023). The PM discrepancy report also showed the dates for the oil changes that you manually recorded in your PM log: 120,461 miles (8/11/2022); 125,216 miles (11/15/2022); 130,317 miles (1/17/2023); 135,493 miles (3/9/2023); and, 140,172 (4/13/2023).

On June 1, 2023, you were interviewed by TFC McRae and Polygraphist William Kirkland at LSP Headquarters. You acknowledged that you were aware of the PM policy, P.O. 242, requiring you to have oil changes performed on the Department's vehicle every 5,000 miles. When presented with the PM discrepancy report and quarterly personnel inspection reports, you admitted that you did not have the scheduled oil changes performed for the vehicle, that you performed a few of the oil changes yourself, and that you fabricated the dates and mileage for the oil changes that you reported on your PM log. You admitted that you fabricated the information recorded on

² Exhibit 1. TRF Cyprian's Incident Report.

³ Exhibit 2. Red River Chevrolet invoice for repairs totaling \$7,066.67.

⁴ Exhibit 3. TFC Cyprian's Preventative Maintenance Discrepancies report.

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you PM log and quarterly personnel inspection report to conceal the fact that you did not have the scheduled oil changes performed. You explained that you failed to comply with P.O. 242 while at Troop L because of professional and/or personal conflicts within the Troop. You provided no reasonable explanation for failing to have your vehicle's oil changed at another Troop's facilities, substations, Headquarters or other state facilities as designated by the Superintendent. You were unable to identify the type of oil that you used when you allegedly changed the oil. You further explained that, in general, you neglected to perform the scheduled oil changes for your vehicle because you were distracted by issues occurring in your personal life.

DETERMINATIONS

1. Vehicle Maintenance and Care.

By your own admission, you violated sections 3(ii)-(vi) of P.O. 242 - *Vehicle Use, Maintenance, and Repair*, 3. *Vehicle Maintenance and Care*. This policy provides, in pertinent part:

3. VEHICLE MAINTENANCE AND CARE

- ii) Each officer shall be held personally responsible for the care, maintenance and cleanliness of his individually assigned unit, each officer shall be held accountable for servicing the unit assigned to him in accordance with the maintenance schedule.
- iii) Every vehicle is issued with a maintenance schedule specific to the assigned unit, and each officer shall be held accountable for servicing the unit assigned to him in accordance with the maintenance schedule.
- iv) Officers shall ensure their unit's oil is changed every 5000 miles.
- v) The maintenance schedule shall be available with the unit at all times and shall be presented upon demand to any authorized party for inspection.
- vi) Personnel operating Department vehicles will be expected to service their vehicles (gas, oil, maintenance) at Troop facilities, substations, Headquarters in Baton Rouge or other state facilities as designated by the Superintendent.
 - a) At no time will a commissioned officer acquire gasoline or oil by any other non-authorized means except in an emergency in which case the purchase by credit card shall be limited to that which is necessary to proceed to an authorized facility.

You violated this policy when you knowingly and intentionally failed to have your assigned vehicle's oil changed at the scheduled time. You violated this policy when you knowingly and intentionally concealed the fact that you failed to have the required scheduled maintained

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performed. You violated this policy when you allegedly changed your vehicle's oil yourself with an unauthorized product instead of having it changed at a Troop's facilities, substations, LSP's Headquarters in Baton Rouge or other state facilities as designated by the Superintendent.

2. Code of Conduct- False Statements.

By your own admission, you violated P.O. 901 - *Code of Conduct and Ethics, 15. False Statements*, which provides, in pertinent part:

15. FALSE STATEMENTS

- i) A commissioned officer shall make no false statement or falsify any written report to a superior officer knowing such statement to be incorrect or misleading.
- ii) No commissioned officer shall willfully and/or intentionally withhold any information from a report or statement, knowing such information to be relevant to the report or statement.

You violated this policy when you knowingly and intentionally fabricated the information recorded on you PM log and quarterly personnel inspection report to conceal the fact that you did not have the scheduled oil changes performed.

3. Code of Conduct and Ethics- Department Records.

By your own admission, you violated P.O. 901 - *Code of Conduct and Ethics, 19. Department Records*, which provides, in pertinent part:

19. DEPARTMENT RECORDS

- ii) Reports submitted by commissioned officers shall be truthful. No officer shall knowingly enter or cause to be entered, any false, inaccurate or improper information of the facts on any Department records or reports.

You violated this policy because you, as a trooper with almost 10 years of service, you discredited yourself by falsifying the reports regarding the maintenance of the Department's vehicle. Your false report impaired the orderly operations of the Department because the Department's vehicle was out of commission for almost one month for repairs. This violation is especially egregious because you intentionally and knowingly concealed the fact that you were not properly maintaining the Department's property for almost five (5) years.

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Due to the above listed policy violations, you are suspended for 120 hours without pay and allowances. You will be suspended as follows:

6:00 p.m. on October 2, 2023, to 6:00 a.m. on October 4, 2023, for a total of 24 hours.

6:00 p.m. on October 11, 2023, to 10:00 p.m. on October 12, 2023, for a total of 16 hours

6:00 p.m. on October 30, 2023, to 2:00 a.m. on November 10, 2023, for a total of 80 hours

You will return to work at 6:00 a.m. on November 13, 2023. Any future violations of this nature may result in more severe discipline, up to and including termination.

You have the right to appeal your suspension to the Louisiana State Police Commission. The time limits and procedure for appealing are contained in Chapter 13 of the State Police Commission Rules. A copy of Chapter 13 can be obtained from the State Police Commission. Their current mailing address is P.O. Box 66555, Baton Rouge, Louisiana 70896-6555. Their current telephone number is (25) 925-7057. Their fax number is (225) 925-7058.

Further, your attention is directed to LSP P.O. 201.5.iv, which states:

- iv) No officer shall work escorts, paid off-duty details, or overtime in an pay period wherein he taken without pay, been suspended without pay, placed on forced or administrative leave, or worked at a reduction in pay as a result of a disciplinary action unless authorized by the appointing authority.

Sincerely,



Colonel Lamar A. Davis
Superintendent, Louisiana State Police

cc: Lt. Col. Chavez Cammon; Lt. Col. Jody Hasselbeck; Major Cordell Williams;
Captain Michael Mayeaux; Internal Affairs; Office of Legal Affairs

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