



JOHN BEL EDWARDS
GOVERNOR

LAMAR A. DAVIS
COLONEL DEPUTY SECRETARY

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

May 22, 2023
4750/0501/JGH/22-24009
HQ-01-857

Investigator Earl Williams
Department of Public Safety/Gaming

VIA PERSONAL DELIVERY
IA#2200053

Re: Disciplinary Action

Investigator Williams:

Pursuant to the authority granted to me as the Appointing Authority under Louisiana Civil Service Rules 12.1, 12.2, and in accordance with Rule 12.8, I am demoting you from Criminal Investigator 3 to Criminal Investigator 2 effective 8:00 a.m., May 24, 2023, and suspending you without pay for 176 hours. Your suspension will begin at 8:00 a.m., May 24, 2023, and will end at 4:30 p.m., June 22, 2023.

The Department of Public Safety and Corrections, Public Safety Services, (Department) Chapter 3 – Human Resources Section 03.01.16 *Disciplinary and Correction Action - C. Disciplinary Procedure* states that disciplinary action can be taken if the Appointing Authority has cause to do so and the employee's action impairs the efficient operation of the Department. This disciplinary action is based on your failure to comply with the policies and procedures and for violating Louisiana law. Specifically, you have been found to have violated the following DPS and Louisiana State Police (LSP) policies and Louisiana statute: Section 1.03.14 *Use of Drugs and Intoxicants*; Section 03.01.10 *LaGov Time Entry*; Louisiana Revised Statutes (La. R.S.) 14:138 (payroll fraud); Section 1-03.01 *Conformance to Laws*; LSP Order (P.O.) 901 *Code of Conduct*; LSP P.O. 242 *Vehicle Use and Maintenance*; and LSP P.O. 901.4 *Conduct Unbecoming an Officer*.

You are a commissioned officer with the Department of Public Safety and Corrections, Public Safety Services, Gaming Division. On September 22, 2022, you were on duty from 0600 to 1630 hours.¹ You received permission from your supervisor, LSP Lieutenant (Lt.) Robert Dowdy, to attend Sgt. Gerry Coleman wife's funeral while on duty. Lt. Dowdy also gave you permission to drive your unit, a 2017 Dodge Durango, to the funeral service. The funeral service

¹ LAGOV Time Entry for Earl Williams, September 22, 2022.

Investigator Earl Williams
Department of Public Safety/Indian Gaming
May 22, 2023
Page 2

was held at 11:00 a.m. St. Gabriel the Archangel Roman Catholic Church at 5029 Louisa Street, New Orleans, Louisiana, 70126. Laura Manuel, an Investigative Specialist in the Gaming Division, who is a co-worker and friend, rode with you to the funeral service.

You picked Ms. Manuel up at her residence in New Iberia, Louisiana, in your unit and drove to the funeral. After the funeral, you and Ms. Manuel went to the Olive Garden Italian Restaurant (Olive Garden) located at 1315 W. Esplanade Avenue, Kenner, Louisiana. You opened a tab at 1255 hours to purchase a margarita, an alcoholic beverage, for Ms. Manuel, which she drank. You closed out your tab at the restaurant at 1338 hours.²

After closing your tab at Olive Garden, you drove you and Ms. Manuel to Tampico's Restaurant (Tampico's) located at 1025 N. Victor Boulevard, Morgan City, Louisiana. While at Tampico's, you purchased four large frozen margaritas and one Jose Cuervo Silver tequila shot. You took a photograph and video of Ms. Manuel with a cell phone as she drank the shot of liquor. You closed your tab and paid your bill at 1545 hours.³ You were then involved in a sexual encounter with Ms. Manuel in your LSP unit in the parking lot of Tampico's.

On September 27, 2022, Ms. Manuel met with you to discuss the events that occurred on September 22, 2022. During that meeting, you advised her that she performed oral sex on you in the parking lot of Tampico's. On October 4, 2022, Ms. Manuel presented you with a two-page letter giving details of what she remembered of the incident.⁴ The letter further alleged that you sexually took advantage of her. You read the document and made the decision to shred it instead of notifying Lieutenant Dowdy of the accusations.

Ms. Manuel also reported the incident to IA Background Investigator Gary Williams, who reported it to IA on October 16, 2022. On October 17, 2022, Colonel Lamar Davis instructed IA to initiate an investigation. IA investigators initiated an administrative investigation to determine whether you violated Department policies and procedures. The Department's Criminal Investigation Division (CID), Special Victims' Unit (SVU) also opened an investigation to determine whether criminal charges would be filed against you. On October 17, 2022, the IA investigation was suspended pending a resolution in the SVU investigation.

On October 19, 2022, Ms. Manuel met with SVU Investigator Amy Juneau and Master Trooper Joe Barton, wherein she detailed the events of September 22, 2022, as she remembered them.

On December 1, 2022, the IA investigation was reopened due to the completion of the criminal investigation. On December 7, 2022, Ms. Manuel submitted a letter to IA which recounted her previous statements about the incident and further advised that she believed she had been sexually assaulted by you. Based on her statements in the letter, the IA investigation was suspended pending criminal investigation of the sexual assault allegation.

² Receipt from Olive Garden.

³ Receipt from Tampico's.

⁴ Typed letter to Investigator Earl Williams from Laura Manuel, delivered October 4, 2022.

COURTESY • LOYALTY • SERVICE

"An Equal Opportunity Employer"

P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896

Investigator Earl Williams
Department of Public Safety/Indian Gaming
May 22, 2023
Page 3

On December 15, 2022, Master Trooper Joe Barton re-interviewed Ms. Manuel. She recounted her previous statements about the incident. She provided a letter entitled "Why didn't I defend Myself?" to Master Trooper Barton. The information contained in the letter was consistent with her statement.

On January 18, 2023, the IA investigation was reopened. On January 20, 2023, Master Trooper Barton provided a letter to IA which stated that the 16th Judicial District Attorney's Office declined to prosecute you. On February 3, 2023, IA investigators Master Trooper Kevin Ducote and Trooper William Kirkland interviewed Ms. Manuel. She recounted the September 22, 2022 incident.

On February 9, 2023, you were interviewed by MT Kevin Ducote and TFC William Kirkland in the IA office in Baton Rouge, Louisiana. You were advised of your administrative rights and acknowledged your rights by affixing your signature to the administrative rights form.

During the interview, you admitted to consuming an alcoholic beverage while on duty (Use of Intoxicants, P.O. 0901.28) and to operating your LSP unit after consuming the alcoholic beverage (Vehicle Use, Maintenance, and Repair, P.O. 242). You admitted that, instead of advising your supervisor of the allegations as detailed in Ms. Manuel's letter to you, you instead shredded the letter (Involvement in Altercations, P.O. 901.36). You admitted that you should have not been paid regular duty hours for a portion of that date (LaGov Time Entry, P.O. 03-01-10; Conformance to Laws (Payroll Fraud), P.O. 901-3), and that you should not have been involved in conduct that was unbecoming of an officer (Conduct Unbecoming an Officer P.O. 901.4).

CONCLUSION

Based on the above findings, I have determined that you have violated the following policies and orders:

LaGov Time Entry – P.O 03-01.10

On September 22, 2022, you reported and certified on your LAGov timesheet that you worked ten hours from 0600 hours to 1630 hours. The evidence shows that you stopped for lunch at the Olive Garden from 1255 hours to 1338. Instead of returning to your designated duty area, you drove to Tampico's in Morgan City and had a margarita. You arrived at Tampico's on or around 1449 hours.⁵ You closed your tab at Tampico's at 1545 hours. After leaving Tampico's, you were involved in a sexual encounter in the parking lot of Tampico's. There is no evidence that you intended to return to work related duties after arriving at Tampico's. You did not take leave for the time that you were not performing your duties. You violated P.O. 03-01.10,⁶ which states:

D. Responsibilities – Employees are responsible for reporting time and attendance

⁵ Based on the driving time from the Olive Garden to Tampico's, it can be determined that you arrived at Tampico's on or around 1449 hours.

⁶ You signed P.O. 03-01.10 on May 7, 2018.

accurately; therefore improprieties on timesheets constitute payroll fraud and shall result in appropriate disciplinary action.

Conformance to Laws (Payroll Fraud) – P.O. 901-3

Based on your violation of P.O. 03-10-.10, you violated Louisiana Revised Statute 14:138, which states, in part:

- A. Public Payroll Fraud is committed when: (1) Any person shall knowingly receive any payment or compensation or knowingly permit his name to be carried on any employment list or payroll for any payment or compensation from the state, for services not actually rendered by himself, or for services grossly inadequate for the payment or compensation received or to be received according to such employment list or payroll;

By violating La. R.S. 14:138, you violated P.O. 901-3, Conformance to Laws, which states, in part:

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.

Use of Intoxicants – P.O. 901.28

You admitted to consuming alcoholic beverages on September 22, 2022, while on duty, and to driving your LSP unit after consuming said alcoholic beverages. By doing so, you violated P.O. 901.28, Use of Intoxicants, which states, in part:

- ii) on duty:
 - a) A commissioned officer shall not appear for duty while under the influence of intoxicants. A commissioned officer shall not partake of intoxicants while on-duty unless it is necessary to properly perform assigned functions as directed by his supervisor.

Involvement in Altercations – P.O. 901.36

You admitted that you never informed Lieutenant Dowdy about the letter written by Ms. Manuel and given to you on October 4, 2022, which alleged sexual misconduct. You instead shredded the letter. By doing so, you violated P.O. 901.36, Involvement in Altercations, which states, in part:

- i) Any commissioned officer involved in, or aware of, any altercation or situation concerning any matter in which he or any other commissioned officer could possibly be a defendant, must timely report the facts in detail

COURTESY • LOYALTY • SERVICE

"An Equal Opportunity Employer"

P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896

to the appropriate supervisor for transmission to the superintendent.

Vehicle Use, Maintenance, and Repair – P.O. 242

On September 22, 2022, you used your LSP unit to drive to Olive Garden and Tampico's to consume alcoholic beverages. After Tampico's, you used your LSP unit for sexual relations. You then operated your LSP unit after consuming alcoholic beverages. By using your LSP unit as described, you violated P.O. 242, Vehicle Use, Maintenance, and Repair, which states, in part:

- vii) No employee shall operate a Department vehicle after consuming alcoholic beverages unless an officer must do so as part of an official agency investigation.
- ix) Unauthorized operation of a fleet vehicle after consumption of alcoholic beverages shall be *prima facie* evidence of intent to violate this order.
- xi) Officers are subject to the same rules and regulations both on and off-duty as with regard to the operation and care of their assigned units.
- xvii) Unless authorized in conjunction with an official assignment or expressly permitted by the Superintendent, officers may not utilize personally assigned vehicles to attend any function, event, or activity where alcohol is served or offered for consumption. This provision does not prohibit officers from utilizing their personally assigned vehicles when driving to restaurants, grocery stores, or other commercially licensed establishments.
- xviii) Officers shall be held accountable for themselves and their passengers' personal appearance, conduct, and decorum while operating Department Vehicles.

Conduct Unbecoming an Officer – P.O. 901.4

You admitted to purchasing and consuming an alcoholic beverage at Tampico's while on duty on September 22, 2022. You admitted to operating your LSP unit after consuming alcoholic beverages and to engaging in sexual relations with a co-worker while on duty. Due to these acts, you violated P.O. 901.4, Conduct Unbecoming an Officer, which states, in part:

- 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. Detrimentally affects the morale of the Department's personnel.

COURTESY • LOYALTY • SERVICE

"An Equal Opportunity Employer"

P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896

Investigator Earl Williams
Department of Public Safety/Indian Gaming
May 22, 2023
Page 6

- e. May reasonably be expected to destroy public respect for State Police Officers and/or confidence in the Office of State Police.

You violated the above policy by engaging in actions while on duty that could bring the Department into disrepute, reflect discredit upon yourself as a member of the Department, and detrimentally affect the morale of the Department's personnel.

For the above listed policy violations, you are demoted from Criminal Investigator 3 to Criminal Investigator 2 effective 8:00 a.m., May 24, 2023, and suspended without pay for 176 hours. Your suspension will begin at 8:00 a.m., May 24, 2023, and end at 4:30 p.m., June 22, 2023. You have the right to appeal this action to the Louisiana State Civil Service Commission. The time limits and procedure for appealing are contained in Chapter 13 of the Louisiana State Civil Service Rules. A copy of Chapter 13 can be obtained from the Louisiana State civil Service. Their current mailing address is P.O. Box 9411, Baton Rouge, LA 70804-9111. Their current telephone number is (225) 342-8274 and their fax number is (225) 342-8058.

Sincerely,



Colonel Lamar A. Davis
Superintendent, Louisiana State Police

c: Lt. Col. Chavez Cammon; Lt. Col. Kenny VanBuren; Major Chuck Neal;
Captain Paul Chamorro; Internal Affairs; Office of Legal Affairs

COURTESY • LOYALTY • SERVICE

"An Equal Opportunity Employer"

P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896