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DEPUTY SECRETARY

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

December 12, 2018
4750/0501/AEA/18-21911
HQ2-1606-18

TROOPER CARL CAVALIER
TROOP C

IA# 18-021, OLA# 060313
VIA PERSONAL DELIVERY

RE: TWELVE (12) HOUR SUSPENSION

Dear Trooper Cavalier:

Your response to my intended suspension letter has been received by me. After due consideration, I find that the suspension is warranted.

Pursuant to the authority granted by State Police Commission Rules 12.1 and 12.2, you are hereby temporarily suspended from duty for 12 hours without pay and allowances. Your suspension will begin at 0600 hours on Thursday, December 20, 2018, and will end at 1800 hours on Thursday, December 20, 2018. You shall report back to your assigned duty station at 0600 hours on Monday, December 24, 2018. You are being suspended for the following reasons:

On August 11, 2018, Captain Frank Besson was off-duty in New Orleans with his wife and saw your unit traveling on Bourbon Street when he exited the Red Fish Grill. On that date, you were assigned to Troop C.¹ Knowing that you worked regular shift the previous night, Captain Besson contacted your supervisor, Lt. Matt Trahan, to ask Lt. Trahan if he knew why you were driving your unit in New Orleans. Upon learning that Lt. Trahan did not know why you were driving your unit in New Orleans, Captain Besson contacted Sgt. Henry Kimble and requested that he find out why you were driving your unit in New Orleans while off duty. Sgt. Kimble contacted you and you advised him that you traveled to New Orleans to deliver financial aid paperwork to your cosmetology school, stopped for lunch, and then met with your attorney before traveling back to the Troop C area for your night shift. After speaking with Sgt. Kimble, Captain Besson advised Sgt. Kimble to have you complete an incident report.

¹ Troop C's area of responsibility includes Assumption, Lafourche, St. James, St. John the Baptist, and Terrebonne Parishes.

It was determined based upon your August 12, 2018 incident report² and your October 5, 2018 Internal Affairs interview³ that on Saturday, August 11, 2018, at approximately 1000 hours, you departed your residence (located in the Troop C area) and drove to New Orleans in your unit dressed in your full Class A uniform to bring financial aid paperwork to your cosmetology school, Stevenson's Academy of Hair Design. You were not on duty at the time. While on your way to New Orleans, you assisted with a two (2) vehicle crash on I-310 north bound in St. Charles Parish. Once you finished assisting with the crash, you continued toward New Orleans and decided to have a classmate bring your financial aid paperwork to your cosmetology school. You drove through the French Quarter via Bourbon Street and met your classmate at Felipe's Restaurant on N. Peters St and had lunch with him. After having lunch with your classmate, you stopped and met with your attorney at the Marriott Hotel on Canal Street before leaving New Orleans to travel back to the Troop C area for your night shift.

During your Internal Affairs interview, you were shown a copy of LSP Policy and Procedure Order 242.2, Vehicle Usage, Maintenance, and Repair – Vehicle Usage Limitations and Requirements and reviewed it. You admitted that the policy requires you to obtain permission from your captain each time you use your unit off-duty outside of the Troop C area. You admitted that while you were not aware of the policy, you have probably violated this section of LSP Policy and Procedure approximately fifty (50) times over the past couple of years by driving your unit to New Orleans to attend cosmetology school without obtaining permission from your captain each time. You also admitted in your interview that you violated this policy because you never specifically obtained permission from Captain Besson to use your unit to attend school in New Orleans.

You failed to specifically request permission from Captain Besson to use your unit off-duty outside the Troop C area, including on August 11, 2018. You further admitted that on approximately fifty (50) occasions you failed to seek permission from Captain Besson each time you used your unit to travel outside the Troop C area to attend Stevenson's Academy of Hair Design in New Orleans. Your actions violated LSP Policy and Procedure Order 242.2, Vehicle Usage, Maintenance, and Repair – Vehicle Usage Limitations and Requirements, which provides in pertinent part:

- xiv) Off-duty usage of individually assigned units is prohibited on days off except as outlined below:*
- a) To, from and in conjunction with military training or other military duty obligations;*
 - b) To, from and in conjunction with an officer's enrollment obligations with an institution of higher learning (exception instructional responsibilities);*

² A copy of your August 12, 2018 incident report is maintained by Internal Affairs and is available for your review upon your request.

³ This interview was recorded. A copy of your interview is maintained by Internal Affairs and is available for your review upon your request

c) To, from and in conjunction with activities associated with personal fitness and health maintenance; and

d) To, from and in conjunction with LSTA affiliated or sponsored activities.

xv) Officers of the rank of Captain and above are authorized to utilize their units throughout the state. Officers of the rank of Lieutenant and below must obtain permission from their Commander to use units outside of their duty station residence areas. Advance permission is necessary for each occurrence; no general or "blanket" permission may be granted.

Any future violations of this or any nature may result in more severe discipline, up to and including termination.

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 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, LA 70896-6555. Their current telephone number is (225) 925-7057 and their fax number is (225) 925-7058.

Sincerely,



Lt. Colonel Mike Noel
Assistant Superintendent, Louisiana State Police

c: Col. Kevin Reeves
Lt. Col. Jay D. Oliphant, Jr.
Major Darrin J. Naquin
Captain Frank Besson
Internal Affairs
Office of Legal Affairs
Human Resources

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