



JOHN BEL EDWARDS
GOVERNOR

LAMAR A. DAVIS, COLONEL
DEPUTY SECRETARY

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

January 31, 2022
4750/0501/GH/OLA-21-23788
HQ-1-598

Trooper First Class Carl Cavalier
Louisiana State Police - BOI Gaming

VIA PERSONAL DELIVERY
IA # 21-046

Re: TERMINATION

Trooper First Class Cavalier:

On Tuesday, November 23, 2021, your attorney Jill Craft received via hand delivery, a letter advising that I intend to terminate you from your employment with State Police.

I am in receipt of a response from her to the intended termination letter delivered, dated November 30, 2021. I have thoroughly reviewed and considered your response and believe your termination is warranted in accordance with State Police Commission Rules 12.1 and 12.2. You are hereby notified that effective at 4:30 p.m. on Monday, January 31, 2022, you are terminated from the state police service for the following reasons:

On June 29, 2021, you participated in an interview with Chris Nakamoto, which aired on WBRZ Evening News. The interview focused on a copy of Sgt. Albert Paxton's investigative case notes, regarding the in-custody death of Mr. Ronald Greene, which you claimed you had received.

Following this interview, on July 2, 2021, LTC Kenny VanBuren sent you an e-mail containing an attached letter advising you that by giving the interview with WBRZ, you had violated the LSP Public Statements policy. The letter also instructed you to "refrain from any future violations of this policy." Upon receipt of the letter, you were instructed to "print, sign, and date the receipt; scan and e-mail it back..." to LTC VanBuren in acknowledgement that you had received the attached correspondence. Microsoft Outlook confirmed the email was delivered to you on July 2, 2021, at 7:24 p.m. and was read at 8:00 p.m.¹

¹ Email date July 2, 2021 From LTC Kenny VanBuren to Carl Cavalier

COURTESY • LOYALTY • SERVICE

"An Equal Opportunity Employer"

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

On July 7, 2021, because LTC VanBuren never received the receipt from you acknowledging that you received the letter, he (LTC VanBuren) mailed you the letter via certified mail (70090080000219507365) to 731 Ainsley Place Houma, LA 70360. However, on July 13, 2021, the letter was returned to the Department with a notice of "Return to Sender."²

On July 19, 2021, LTC VanBuren mailed a second letter to you via certified mail (70090080000219506993) to a different address at 248 Ciera Dr. Houma, LA 70364. This was the address listed in the Department's Uniform Payroll System. As of today, the Department has not received any correspondence from the United States Post Office regarding the delivery of the letter.

On July 20, 2021, LTC VanBuren saw you in the hallway on the second floor of LSP Headquarters and personally served the letter to you and your attorney, Mr. Ronald Haley.³

Following your receipt of the letter, which ordered you to refrain from any future violations of the Department's Public Statements policy; you participated in the following interviews:

- July 22, 2021 - "The Good Morning Show with The Prof & Ms. Sally Ann," which was aired on WBOK 1230AM in New Orleans, and was posted on the WBOK 1230AM Facebook page.
- July 25, 2021 - NAACP Podcast which was aired on WTQT 106.1 FM Baton Rouge, Facebook Live, and Instagram.
- July 28, 2021 - "I Got Time Today" podcast with Jamal Taylor, which was aired on Instagram.
- August 26, 2021 - WWL-TV News with Mike Perlstein.

During your interview with Internal Affairs Investigators, you acknowledged on June 29, 2021, you participated in the interview with Chris Nakamoto on WBRZ News without receiving permission to do so. You acknowledged on July 20, 2021, you personally received the letter from LTC VanBuren advising you that by participating in the interview on WBRZ News, you had violated the LSP Public Statements Policy, and were ordered not to participate in any more unauthorized interviews. However, by your own admission, even after receiving the letter, you participated in four more interviews without receiving permission to do so.

Based on your own admission, you participated in five interviews with various media outlets without receiving permission to do so. This is a violation of Louisiana State Police Policy and Procedure Order **901.42, Public Statements**, which states:

42. PUBLIC STATEMENTS

- i) A member of the Department shall not address public gatherings, appear on radio or television, prepare any articles for publication, act as a correspondent to

² Copy of certified letter (70090080000219507365) returned to the Department with a notice of "Return to Sender."

³ Letter dated July 2, 2021 from LTC Kenny VanBuren to Trooper Carl Cavalier

a newspaper or a periodical, release or divulge any activities, plans, methods, policies, affairs of the administration, personnel matters, investigative information, or act as a representative of the Department in other matters without prior authorization from the Commander of Public Affairs.

As mentioned above, you ignored LTC VanBuren's order on July 20, 2021, not to participate in any more unauthorized interviews after being ordered by LTC VanBuren not to do so. Furthermore, on July 2, 2021, after receiving and reading LTC VanBuren's email instructing you to print, sign, date the receipt, scan and e-mail it back to LTC VanBuren in acknowledgement that you had received the attached correspondence, you failed to do so. This is a violation of Louisiana State Police Policy and Procedure Order **901.13, Lawful Orders**, which states:

13. LAWFUL ORDERS

i) A commissioned officer shall promptly obey and execute any and all lawful orders of a superior officer. A "lawful order" is any order or assignment issued either verbally or in writing by a superior or ranking officer.

During your interviews on WBRZ, WBOK, WWL and with Jamal Taylor, you alleged the Department was involved in a "cover-up" regarding the in-custody death of Ronald Greene. You did so even though the death of Ronald Greene is currently under federal investigation.

During your interview with WBOK, you untruthfully alleged Mr. Byron Sam, Compliance Program Specialist, brought me a "stack" of EEO complaints that Ms. Carol Tillman, Compliance Program Director, and Ms. Kathy Williams, Deputy General Counsel of Legal Affairs, had allegedly "whitewashed." You also untruthfully alleged I advised both of them that they were under investigation and I eventually demoted Ms. Tillman. And finally, you untruthfully alleged they both went on terminal leave and they abruptly retired. Additionally, during an interview with Mr. Byron Sam for a separate administrative investigation (Case 21-047), Mr. Sam confirmed he never brought me a "stack" of EEO complaints that Ms. Carol Tillman, Compliance Program Director, and Ms. Kathy Williams, Deputy General Counsel of Legal Affairs, had allegedly "whitewashed."

During your interview with Jamal Taylor, you alleged there was a "race problem" within LSP and suggested LTC Cammon, LTC VanBuren and myself "need to go" because they have not done anything to change the racism within the Department.

You acknowledged to IA Investigators you openly criticized the Department and you did so "on purpose."

Your public criticism of the Department exhibited a reckless disregard for the truth and is a violation of Louisiana State Police Policy and Procedure Order **901.5, Loyalty to the Department**, which states:

5. LOYALTY TO THE DEPARTMENT

i) A commissioned officer shall not publicly criticize the Department, its policies, or other officers or employees by talking, writing or other expression where such is

defamatory, obscene and unlawful, exhibits a reckless disregard for the truth, or tends to undermine the operation of the Office of State Police.

You provided Chris Nakamoto and WBRZ a copy of Sgt. Albert Paxton's personal investigative notes related to the Ronald Greene investigation. On June 29, 2021, when the story aired on the WBRZ News, Chris Nakamoto stated, "Cavalier bringing the WBRZ Investigative Unit the notes of the trooper who investigated Ronald Greene's death, Albert Paxton." You are then shown reading from the notes. A portion of Sgt. Paxton's notes can also be seen in the online article (Nakamoto exclusive: Ronald Greene investigative notes show Troopers asked colleagues to be arrested) which corresponded to the WBRZ news story. By providing these notes to WBRZ, you disseminated confidential information without proper authority. Additionally, you made known the contents of an internal or criminal record or report to an unauthorized person in violation of LRS 44:1 et seq., the Public Records Law.

This is a violation of Louisiana State Police Policy and Procedure **Order 901.21, Dissemination of Information**, which states in part:

21. DISSEMINATION OF INFORMATION

- i) A commissioned officer shall not disseminate, in any manner, any confidential information of the Louisiana State Police or its commissioned officers without proper authority.
- ii) For purposes of this order, confidential information shall be defined as information which:
 - b) May impede the just disposition of a case.
 - f) May compromise or negate the judicial process.
 - g) Violates any federal, state or local law or ordinance concerning the release of confidential information.
 - h) Makes known the contents of an internal or criminal record or report to an unauthorized person in violation of LRS 44:1 et seq., the Public Records Law.
- v) A commissioned officer may only divulge, make known, or exhibit the contents of an official file:
 - a) To a duly authorized police officer or agency official.
 - b) As provided by law and on approval of the appropriate Commander.
 - c) When summoned by a court of competent jurisdiction or subpoena duces tecum served on the Department or its administrators.

By participating in these interviews, you were identified and/or introduced as a Louisiana State Trooper. You told IA Investigators that during the interviews, you presented yourself as Carl Cavalier, not as Trooper Carl Cavalier. However, during your interview with Jamal Taylor, you introduced yourself as a Louisiana State Trooper. Additionally, in the online WBRZ News article, "Nakamoto exclusive: Ronald Greene investigative notes show Troopers asked colleagues to be arrested." It was written you asked that your name be revealed and your identity shown on TV, because you believed it would be a "miscarriage of justice if you lost your job." By participating in these interviews as a Louisiana State Trooper and providing confidential, untruthful, and unsubstantiated information, you gained publicity through numerous media

outlets. This is a violation of Louisiana State Police Policy and Procedure Order **901.52, Seeking Publicity**, which states in part:

52. SEEKING PUBLICITY

- i) A commissioned officer shall not directly or indirectly seek publicity for himself through the press, radio, television or other news media.
- ii) Officers shall not furnish information to the public media for the purpose of gaining personal recognition as a police officer

You admittedly participated in five unauthorized interviews with various media outlets, four of which were given after LTC VanBuren had ordered you to refrain from future interviews. During your interview with Chris Nakamoto, which aired on WBRZ News, you provided and discussed Sgt. Albert Paxton's personal investigative notes related to the investigation of Ronald Greene. During your interview with Jamal Taylor, you were admittedly openly critical of the Department. Your conduct has brought discredit upon yourself, has reflected unfavorably on yourself and the Department, and has destroyed public respect for State Police Officers and/or confidence in the Office of State Police. This is a violation of Louisiana State Police Procedural Order **901.4, Conduct Unbecoming an Officer**, which states:

4. CONDUCT UNBECOMING AN OFFICER

- 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.

You have been disciplined prior to this for other prohibited conduct. Although the infractions set forth in this letter alone warrant your termination, your prior conduct is noted as follows:

	Date	Violation(s)	Disposition(s)
1.	07/15/2016	Use of Force	32 Hours suspension
2.	12/12/018	Vehicle Usage Limitations and Requirements	12 Hours suspension

3.	10/13/2021	Secondary Employment Conduct Unbecoming an Officer	200 Hour Suspension
----	------------	---	---------------------

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 of the State Police Commission Rules can be obtained from the Louisiana State Police Commission at the following current contact information: Louisiana State Police Commission P.O. Box 66555, Baton Rouge, Louisiana 70896. Their telephone number is (225) 925-7057.

Any questions you may have regarding your retirement benefits should be directed to the Louisiana State Police Retirement System. Their telephone number is (225) 295-8400, and their address is 9224 Jefferson Hwy Baton Rouge LA 70809. Questions regarding any other benefits may be addressed to the Department of Public Safety Human Resources Office. Their telephone number is (225) 925-6067 and their address is 7979 Independence Blvd., Suite 201, Baton Rouge, LA 70806.

Sincerely,



Colonel Lamar Davis
Superintendent, Louisiana State Police

cc: Lt. Colonel M. Doug Cain, II
Lt. Colonel Kenny Van Buren
Major Jason Turner
Captain Saleem El Amin
Internal Affairs
Office of Legal Affairs
Human Resources Management