



JOHN BEL EDWARDS
GOVERNOR

LAMAR A. DAVIS
COLONEL DEPUTY SECRETARY

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

November 2, 2022
4750/0501/MMG/22-23946
HQ-01-758

Trooper Aubin Young
Troop D

VIA PERSONAL DELIVERY
IA#2200032; OLA #078321

Re: 100 HOUR SUSPENSION AND REPRIMAND

Trooper Young:

Pursuant to the authority granted by State Police Commission Rules 12.2 and 12.8, you are hereby notified that you are reprimanded and suspended from duty without pay and allowances for 100 hours. Your suspension will begin at 0500 hours on Monday, November 14, 2022 and will end at 1300 hours on Tuesday, November 29, 2022. You are reprimanded and suspended for the following reasons:

On Thursday, May 12, 2022, Ms. Courtney Young filed a complaint with Internal Affairs (IA). Ms. Young advised that she was currently going through a divorce from you. She alleged that you were stalking her, sent a threatening text message to another trooper, and you reported to duty impaired. I ordered that an administrative investigation be conducted by IA, and have determined the following:

On Friday, November 19, 2021, at approximately 2300 hours, you were dispatched to a crash on I-10 westbound at milepost 34 in Calcasieu Parish. Sgt. Bryan Willis, Sgt. Gregory Joubert, and Lt. Joseph Adaway were the on duty supervisors at the time. Although you acknowledged that you were en route, you never arrived at the crash scene. Region II dispatch attempted to contact you via radio several times, but you did not respond. Sgt. Joubert attempted to contact you via radio and phone, but you did not respond. Sgt. Joubert and Lt. Adaway left Troop D to search for you. At approximately 0030 hours on November 20, 2021, Sgt. Joubert located your fully marked Louisiana State Police (LSP) unit parked on the shoulder of the road near the Lake Charles airport. Sgt. Joubert advised IA investigators that when he made contact with you, you looked like you had been "dragged through the mud." Neither he nor Lt. Adaway suspected that you were impaired, but thought you were sick. Sgt. Joubert did not want you to be alone, so he took you to his residence where you went to sleep. On or about November 21, 2021, you were issued a letter of counseling for violating LSP Policy and Procedure Order No. 901-11 – Neglect of Duty, for failing to report to the crash as assigned on November 19, 2021.

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In February 2022, Lt. Waylon Busby became your shift lieutenant. Lt. Busby was advised by Sgts. Joubert and Willis that you were going through a divorce and had some work performance issues. Lt. Busby advised IA investigators that during the time that he supervised you, you responded to calls you were dispatched to, but you failed to submit your required reports on time, including crash reports, pursuit reports, use of force reports, and Daily Activity Reports (DARS). Your poor performance was documented by Sgt. Willis on January 20, 2022, and you acknowledged it in an incident report dated February 2, 2022. Sgt. Willis also documented that on February 11, 2022, he instructed you to make corrections to a report that was rejected, to use the early part of your shift to complete outstanding reports, and to use the latter part of your shift to patrol for impaired drivers. As of 2113 hours that day, you had not submitted any reports or made any traffic stops. At 1837 hours that shift, you were dispatched to assist a disabled motorist that had struck debris in the roadway on I-10 E/B at MP 58. 31 minutes later, dispatch radioed you to see if you were Code 4 at which time you gave your location as I-10 E/B at MP 48. At 1918 hours you radioed that you were 10-97. At 1922 hours, dispatch contacted the motorist who advised that she left the scene because it took the trooper too long to get there.

On February 12, 2022, you were again supposed to use the early part of your shift to complete reports and the latter part to look for impaired drivers. As of 2200 hours, you had not submitted any reports and had not made any traffic stops. Sgt. Willis called you into Troop D and instructed you to sit in the parking lot of the troop to complete outstanding reports. By 0406 hours on February 13, 2022, you had not submitted any reports in Kologik. At 0415 hours, Sgt. Willis went to check on you and found you asleep in your unit in the parking lot.

On February 15, 2022, you were again ordered to complete an incident report that you were instructed to prepare on February 13, 2022. On February 16, 2022, Sgt. Willis instructed you via email to complete a pursuit report from a pursuit you were involved in on January 10, 2022. As of February 23, 2022, you had not completed the report. On February 23, 2022, at 0000 hours, you were counseled by Sgt. Willis for late reports, not self-generating enforcement activity, and reporting to duty tired and unrested. You were instructed to ensure that all outstanding reports were completed and turned in for approval by February 25, 2022. You were also instructed to complete the pursuit report from the January 10, 2022, pursuit. At 0304 hours on February 23, 2022, Sgt. Willis called you and when you answered, you sounded as though you were asleep. Sgt. Willis asked you about the pursuit report and you advised him that you had it completed and would submit it in two minutes. You failed to submit the report by the end of the shift. On February 26, 2022 at approximately 1317 hours, Sgt. Willis called you and instructed you to make corrections to a crash report he had rejected on February 22, 2022, and to resubmit the report. At 1420 hours you still had not corrected and submitted the report. While he was seated next to Sgt. Willis, Sgt. Joubert called you and asked you if you had completed the eCrash training you were instructed to complete earlier that morning and you advised him you had not. Sgt. Joubert asked you if you had made corrections to the crash report Sgt. Willis instructed you to correct and you advised Sgt. Joubert you were not aware of a rejected report. You looked on Thinkstream and advised Sgt. Joubert you now saw it. Sgt. Joubert instructed you to correct the report and complete the eCrash training by the end of the shift. At approximately 1530 hours, Sgt. Joubert found you

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asleep in your unit in the back parking lot of Troop D. As of February 26, 2022, you still had a DWI arrest report outstanding from an arrest on February 2, 2022.

On March 3, 2022, you failed to make a scheduled appointment to have repairs made to your Computer Aided Dispatch AVL. On April 24, 2022, you reported to duty two hours late. You did not have permission to be absent from duty, did not contact any of your supervisors, and could not be contacted by phone when they attempted to contact you. On May 7, 2022, you were counseled by Sgt. Willis for lack of self-generated, proactive activity, and not completing reports in a timely manner. At that time, you advised Sgt. Willis that you had been doing other non-shift related activities while on duty, and he advised you to stop and do your job.

On Sunday, May 8, 2022, at approximately 0300 hours, Trooper Daniel Fontenot saw you at Troop D and asked you if your car seat was broken. You advised him that you were assigned to Troop D to catch up on nine reports. Trooper Fontenot was assigned to work a fatal crash involving a pedestrian which occurred in the area to which you would have been assigned. After working the crash, Trooper Fontenot went to Troop D to drop off paperwork. Sgt. Willis and Trooper Fontenot were outside Troop D having a conversation about your work performance. Trooper Fontenot was expressing his frustration with your lack of performance and you heard your name. You interjected in the conversation and asked Trooper Fontenot if he was speaking about you. Trooper Fontenot expressed his opinion that it was ridiculous for you to be nine reports behind, that it was affecting the shift, and you didn't deserve to wear the badge or the uniform. You acknowledged that you had not been meeting your responsibilities and would do better. By the end of the shift, you had only submitted two of the nine reports.

At 1449 hours on May 8, 2022, you called Sgt. Willis and advised him that you wanted to meet with Trooper Fontenot about his earlier comment about you not being worthy to wear the badge. Sgt. Willis advised you should have a supervisor present and advised you that he would get Lt. Busby to arrange a meeting. Subsequently, you and Sgt. Willis advised Lt. Busby that you wanted to have a meeting with Trooper Fontenot. Lt. Busby advised that he would set the meeting up for Wednesday, May 11, 2022. However, on Tuesday, May 10, 2022, the day before the meeting, you called Trooper Fontenot, but he did not answer. You then sent him three separate text messages that stated, "Left you a voice mail," "You fucked up," and "See you tomorrow, bro." Trooper Fontenot ignored your phone call and text messages because he did not want to speak with you without a supervisor present. You then took a screen shot of the three text messages you had sent to Trooper Fontenot and sent them in a group text to your entire shift, Team D, with the message that stated, "Young is transparent. This is how Young handle things." Lt. Busby met with Captain Brad Saltzman about your text messages, and they decided to meet with you and Trooper Fontenot individually. As a result of the meetings, you remained on D team and Trooper Fontenot was moved to B team. Trooper Fontenot was not sure what your text messages meant, but felt they were threats.

You were scheduled to be at IA on July 6, 2022 at 1000 hours for an interview. When you did not arrive on time, Sgt. Karan Sharma called you. You advised Sgt. Sharma that you thought your interview was on July 7, 2022, and that you were unable to drive yourself to Baton Rouge because of financial obligations. Sgt. Sharma advised you to contact your supervisors and request a ride to Headquarters. Lt. Theo Chantlin transported you to Baton Rouge for your interview. You arrived at Headquarters and your interview began at approximately 1244 hours. During your interview, Sgt. Sharma noticed that you spoke slowly, appeared fatigued, failed to provide complete answers, and would shut your eyes as if you were falling asleep, and were not fully present. Sgt. Sharma asked you if you had consumed any alcohol or drugs prior to your interview. You informed him that when you woke up around 0900 hours, you took Quetiapine, which had been prescribed to you by your doctor. Due to concerns that you were impaired, your interview was terminated. Sgt. Sharma advised Lt. Chantlin that your interview was terminated due to the fact that you appeared impaired. Lt. Chantlin told Sgt. Sharma that on the drive from Lake Charles to Baton Rouge, you were alert and did not display any signs of impairment. When you arrived at Headquarters, you went to the restroom prior to reporting to IA. Lt. Chantlin agreed that you displayed signs of impairment that you did not display on the drive to Baton Rouge.

Your interview with IA was subsequently conducted on August 12, 2022. When Sgt. Richard Buckland asked you about the incident on November 19, 2021, you advised him that your shift started at 1700 hours and between 2100 and 2300 hours, you were found asleep in your unit. You advised that you recalled working a crash with Trooper Chester Austin, and possibly making a traffic stop. You remembered being found asleep in your unit by your supervisors, but did not recall anything that had occurred between your last traffic stop and being found asleep. You recalled being helped out of your unit by your supervisors and transported to Sgt. Joubert's house. You denied being impaired by drugs or alcohol, but admitted that you took Ativan and Prozac, which was prescribed to you by a doctor. You advised that you knew Ativan was a controlled dangerous substance and after you took your first dose, you verbally advised Lt. Adaway that it had been prescribed to you. You advised IA investigators that you viewed your body worn camera video from November 19, 2021, and observed yourself going into your black bag in the rear of your unit and taking an unknown substance at approximately 2100 hours. You were not sure what you took, but assumed it was 20 mg of Prozac because 2100 hours was when you normally took it. When you were asked if you had Ativan in your black bag, you replied, "I hope not." When you were questioned further about taking Ativan, you explained that on November 17, 2021, you began researching Ativan on your cell phone. You started taking Ativan every six to eight hours as prescribed by your doctor on November 18, 2021. You took Ativan the morning of November 18, 2021, and the morning of November 19, 2021, as prescribed. You advised that you may have taken a second dose on November 19, 2021, six to eight hours after the first dose.

Trooper Young

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You are reprimanded for failing to provide proper notice of your use of Controlled Dangerous Substances, in accordance with LSP Policy and Procedure Order No. 901 – Code of Conduct and Ethics, Section 27 – Use of Drugs, which states in pertinent part:

- ...
2. When a commissioned officer is prescribed medication which is defined and scheduled as a controlled dangerous substance, he shall inform his supervisor of said prescription prior to his reporting for duty. When reporting for duty, the officer shall present written documentation from the prescribing physician certifying that the controlled dangerous substance in the prescribed dosage will not impair the officer's ability to perform his duties.
- ...

You are suspended from duty without pay and allowances for 50 hours because, as outlined above, you were found asleep several times in your unit while on duty, instead of performing your duties as a state trooper. Your actions violated LSP Policy and Procedure Order No. 901 – Code of Conduct and Ethics, Section 11 – Neglect of Duty, which states in pertinent part:

1. Officers shall remain awake and alert while on-duty or if unable to do so, shall report to his superior officer, who shall determine the proper course of action.

You are suspended from duty without pay and allowances for 50 hours because, as outlined above, you consistently failed to turn your reports in on time as detailed above. This led to you having to be called to the troop to complete reports instead of responding to calls for service, which required other troopers to cover your duties. You did not report to your IA interview at the scheduled time on July 6, 2022. When you did report to the interview, you were not fit to participate, and the interview had to be rescheduled. The above described text messages you sent to Trooper Fontenot on May 10, 2022, and then to your team, which were perceived by Trooper Fontenot as threatening, were in violation of LSP Policy and Procedure Order No. 901 – Code of Conduct and Ethics, Section 4 – Conduct Unbecoming an Officer, which states in pertinent part:

1. 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.
2. Unbecoming conduct is defined as conduct which:
 - ...
 - 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.
 - ...

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

Your attention is directed to Louisiana State Police Policy and Procedure Order No. 201.5.iv, which states:

iv) No officer shall work escorts, paid off-duty details, or overtime in any pay period wherein he has taken leave 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

c: Lt. Col. Chavez Cammon
Lt. Col. Joseph Hasselbeck, III
Major Robert Hodges
Captain Brad Saltzman
Internal Affairs
Office of Legal Affairs
Human Resources

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