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February 9, 2024

In Re: Appeal of Keith Bergeron
(Department of Public Safety and Corrections,
Office of State Police)

State of Louisiana
State Police Commission
Docket No. 23-272-S

NOTICE

To: Colonel Robert Hodges
Post Office Box 66614
Baton Rouge, Louisiana 70896

George W. Hardy
Post Office Box 66614
Baton Rouge, Louisiana 70896

Ginger Krieg
Human Resources Director
Post Office Box 66614
Baton Rouge, Louisiana 70896

Jeffrey M. Keating
Louisiana First Responders
Defense Association
434 N. Columbia Street
Suite 200
Covington, La 70433

Keith Bergeron




M. Lenore Feeney
Taylor, Porter, Brooks, & Phillips
P.O. Box 2471
Baton Rouge, LA 70821

Dear Gentlemen and/or Mesdames:

You are hereby served with a copy of the settlement agreement in the above appeal, which agreement was approved by the Commission on February 8, 2024, pursuant to Rule 13.22. This constitutes the final disposition of the appeal.

Sincerely,


Jason Hannaman, PHR, SHRM-CP
Executive Director

Attachment

KEITH BERGERON

DOCKET NO. 23-272-S

VERSUS

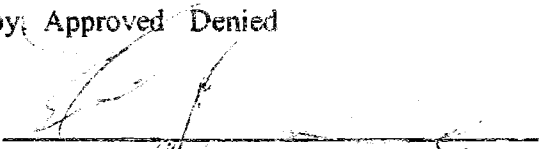
STATE POLICE COMMISSION

LOUISIANA DEPARTMENT OF
PUBLIC SAFETY AND CORRECTIONS
PUBLIC SAFETY SERVICES

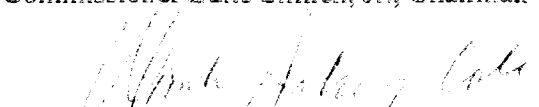
PARISH OF EAST BATON ROUGE
STATE OF LOUISIANA

ORDER

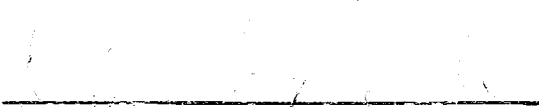
Considering the motion, evidence, and representations of counsel, the foregoing Motion for Approval of Joint Settlement Agreement is hereby: Approved Denied



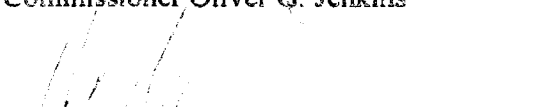
Commissioner Eulis Simien, Jr., Chairman



Commissioner Mark Aubrey Cole



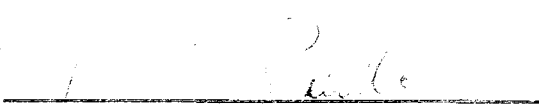
Commissioner Oliver G. Jenkins




Commissioner Monty C. Montelongo



Commissioner Ross Bourgeois



Commissioner Tony P. Pierite



Commissioner Jared J. Caruso-Riecke

CERTIFICATE OF SERVICE

I hereby certify that a copy of the foregoing Motion for Approval of Joint Settlement Agreement has been served on Appellant through his attorney Jeffery M. Keating, via electronic means (SPCR Chapter 13/C.C.P. Art. 1313(A)(4)) at the following email address: jeff.keating@lsj.com on this _____ day of _____, 2024.

George Hardy, Bar Roll No. 38012
Attorney for State of Louisiana Dept. of
Public Safety & Corrections
Public Safety Services, Office of State Police
7979 Independence Blvd, Suite 307 (70806)
Post Office Box 66614
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(225) 922-0671 Phone, (225) 925-4614 Fax
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KEITH BERGERON

DOCKET NO. 23-272-S

VERSUS

STATE POLICE COMMISSION

LOUISIANA DEPARTMENT OF PUBLIC
SAFETY AND CORRECTIONS PUBLIC
SAFETY SERVICES

PARISH OF EAST BATON ROUGE
STATE OF LOUISIANA

JOINT SETTLEMENT AGREEMENT

NOW INTO COURT, making a joint appearance through undersigned counsel, comes Master Trooper Keith Bergeron and the State of Louisiana, Department of Public Safety and Corrections, Public Safety Services, Office of State Police (LSP), who respectfully submit the following Joint Settlement Agreement regarding **DOCKET NUMBER 23-272-S**.

1.

On November 9, 2022, Master Trooper Keith Bergeron received and signed a Letter of Counseling addressing a violation of LSP P.O. 223 – Carrying and Storage of Firearms. A copy of that letter is attached hereto as Exhibit A.

2.

On June 9, 2023, Master Trooper Keith Bergeron signed for receipt of a letter from Colonel Lamar A. Davis, Appointing Authority and Superintendent of the Louisiana State Police, notifying Bergeron that he would be suspended without pay and allowances for eight (8) hours.

3.

The Appointing Authority disciplined Bergeron for the same violation which prompted the prior Letter of Counseling.

4.

Master Trooper Bergeron served the eight-hour suspension on July 12, 2023.

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5.

On June 29, 2023, Master Trooper Bergeron timely appealed his discipline.

6.

The parties hereby agree to resolve this appeal as follows:

- A. The suspension imposed as discipline for violating the foregoing LSP policies is rescinded.
The record of the suspension imposed as discipline will be expunged from his personnel, Internal Affairs and departmental record.
- B. The November 9, 2022 Letter of Counseling will remain on file.
- C. Remuneration for the suspension served shall be paid in accordance with the spreadsheet identified as Exhibit B and attached hereto, and all parties hereby agree that the amounts and totals included thereon are correct and calculated without error.

7.

Master Trooper Bergeron hereby irrevocably withdraws his appeal of the discipline.

8.

The parties hereby respectfully request that this Honorable Commission approve this Joint Settlement Agreement.

9.

Attached hereto is the signed acknowledgment of Master Trooper Keith Bergeron agreeing to the terms of this Settlement Agreement (see attached Exhibit C).

Louisiana Department of Public Safety
Public Safety Services
Office of State Police
Jason G. Hessick, General Counsel
Bar Roll #21256

George W. Hardy
La. Bar Roll No. 38012
Attorney for State of Louisiana Dept. of Public
Safety & Corrections
Public Safety Services, Office of State Police
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Tommy V. Boudreaux
Governor

Leslie R. Davis, Colonel
Deputy Secretary

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

TO: Master Trooper Keith Bergeron

FROM: Sergeant Nicole Barbe

DATE: November 9, 2022


RE: Letter of Counseling

On October 22, 2022, your department issued 2019 Nissan Altima was burglarized at your residence in Jefferson Parish, as documented under Louisiana State Police incident number 22-124602. Later that same day, I inquired whether your rifle had been secured in a state authorized gun lock, and you responded it was not. I then requested you complete an incident report regarding this event. Your incident report stated your vehicle was issued to you without a rifle lock in November, 2021. You related your rifle is usually kept inside your house, but that you had placed the rifle in your trunk for quarterly firearms (which you attended on August 31, 2022), and that you could not confirm whether you locked the unit during the week prior to the burglary while you were on approved leave. By not bringing your weapon inside while the vehicle was unattended, and/ or not complying with an approved locking system, you violated Louisiana State Police policy P.O. 223 (Firearms), paragraph 5(d), which reads as follows:

P.O. 223 Paragraph 5(d): Commissioned officers are not authorized to leave weapons in a unit when off-duty unless the unit is equipped with a functioning alarm system and the weapon is secured in an approved locking system.

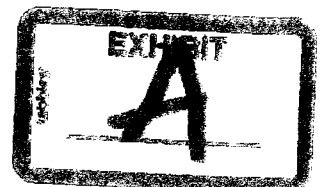
Fortunately, your weapon was recovered by Louisiana State Police Detectives assisting the Jefferson Parish Sheriff's Office on Thursday, November 3, 2022. Moving forward, please ensure this policy is strictly adhered to.

 11/9/2022
Sergeant Nicole Barbe

 11/9/2022
MT Keith Bergeron

COURTESY • LOYALTY • SERVICE
"An Equal Opportunity Employer"
P.O. BOX 66714, BATON ROUGE, LOUISIANA 70806

2025 4107



Year	Pay Period	Regular Hours	Bi-Weekly Pay	Back Pay Amount	ER Retirement	ER Medicare
2023	15	80	\$3,369.27	\$511.44	\$321.70	\$7.42
			Totals	\$511.44	\$321.70	\$7.42

Hrly Rate	Pay Grade	Notes
\$42.12	P1-16	Original Pay
\$0.50	P1-16	Shift Differential
\$511.44		Total Gross Backpay
\$321.70		ER Retirement
\$7.42		ER Medicare
\$840.56		Total Reinstatement Cost



KEITH BERGERON

DOCKET NO. 23-172-S

VERSUS

STATE POLICE COMMISSION

LOUISIANA DEPARTMENT OF PUBLIC
SAFETY AND CORRECTIONS PUBLIC
SAFETY SERVICES

PARISH OF EAST BATON ROUGE

STATE OF LOUISIANA

**ACKNOWLEDGEMENT AND AGREEMENT
WITH TERMS OF JOINT SETTLEMENT AGREEMENT**

I, Keith Bergeron, do hereby acknowledge and agree to the lawfully binding terms of the Joint Settlement Agreement in their entirety, filed on my behalf with the Louisiana State Police Commission in DOCKET NUMBER 23-172-S.

More specifically, I acknowledge that on November 9, 2022, I received and signed a Letter of Counseling addressing a violation of LSP P.O. 223 - Carrying and Storage of Firearms.

On June 9, 2023, I signed for receipt of a letter from Colonel Lamar A. Davis, Appointing Authority and Superintendent of the Louisiana State Police, notifying me of an eight (8) hour suspension without pay and allowances as discipline for the same violation which prompted the prior Letter of Counseling.

I served the eight-hour suspension on July 12, 2023. On June 29, 2023, I timely appealed this discipline.

I hereby agree to resolve this appeal as follows:

- A. The suspension imposed as discipline for violating the foregoing LSP policies is rescinded. The record of the suspension imposed as discipline will be expunged from his personnel Internal Affairs and departmental record.
- B. The November 9, 2022 Letter of Counseling will remain on file.

