

May 10, 2024

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

State of Louisiana
State Police Commission
Docket No. 23-273-S


NOTICE

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

Jason Hessick
DPS – Legal Affairs
Post Office Box 66614
Baton Rouge, Louisiana 70896

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

Mary Ann White
628 St. Louis Street
Baton Rouge, Louisiana 70802

Kevin P. Ducote


M. Lenore Feency
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 May 9, 2024, pursuant to Rule 13.22. This constitutes the final disposition of the appeal.

Sincerely,

Jason Hannaman, PHR, SHRM-CP
Executive Director

Attachment

KEVIN DUCOTE

DOCKET NO. 23-273-S

VERSUS

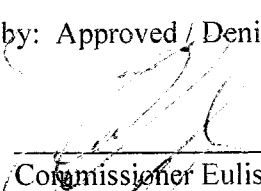
STATE POLICE COMMISSION

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



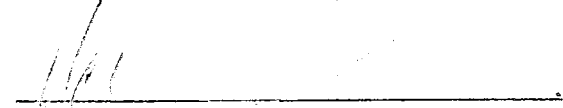
Commissioner Eulis Simien, Jr., Chairman



Commissioner Mark "Aubrey" Cole

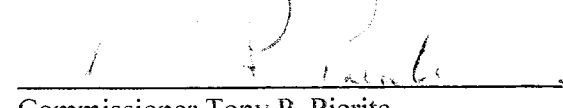


Commissioner Oliver G. Jenkins

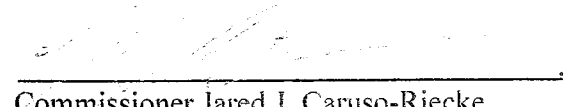


Commissioner Monty C. Montelongo

Commissioner Ross Bourgeois



Commissioner Tony P. Pierite



Commissioner Jared J. Caruso-Riecke

KEVIN DUCOTE

DOCKET NO. 23-273-S

VERSUS

STATE POLICE COMMISSION

LOUISIANA DEPARTMENT OF
PUBLIC SAFETY AND CORRECTIONS
PUBLIC SAFETY SERVICES

PARISH OF EAST BATON ROUGE
STATE OF LOUISIANA

MOTION FOR APPROVAL OF JOINT SETTLEMENT AGREEMENT

Now comes, Polygraphist Kevin Ducote and the Louisiana Department of Public Safety and Corrections, Public Safety Services, Office of Louisiana State Police, and do jointly submit the following motion regarding **DOCKET NUMBER 23-273-S**:

1.

The parties hereto have agreed by consent to settle the above styled matter, subject to approval of this Honorable Commission. The Joint Settlement Agreement has been memorialized, executed and is being filed contemporaneously herewith. Movers now pray for consideration and approval of the aforementioned settlement agreement.

Respectfully submitted,

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KEVIN DUCOTE

DOCKET NO. 23-273-S

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PUBLIC SAFETY SERVICES

PARISH OF EAST BATON ROUGE
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JOINT SETTLEMENT AGREEMENT

NOW BEFORE THIS COMMISSION, making a joint appearance through undersigned counsel, comes Polygraphist Kevin Ducote and the State of Louisiana, Department of Public Safety and Corrections, Public Safety Services, Office of State Police (LSP), who respectfully submits the following Joint Settlement Agreement regarding **DOCKET NUMBER 23-273-S**.

1.

On July 28, 2023, Polygraphist Ducote signed for receipt of a letter from Colonel Lamar A. Davis, Appointing Authority and Superintendent of the Louisiana State Police, notifying Sgt. Cedars that he was being suspended from duty without pay and allowances for sixteen (16) hours, beginning on August 3, 2023, to August 4, 2023.

2.

The Appointing Authority disciplined Polygraphist Ducote for allegedly violating two LSP policies, namely: LSP Procedural Order (P.O.) 901.21, Code of Conduct and Ethics (Dissemination of Information) and LSP P.O. 901.42, Code of Conduct and Ethics (Public Statements).

3.

Polygraphist Ducote appealed his discipline in a timely fashion.

4.

In final resolution of this matter, all parties hereto agree as follows:

A. The violation for LSP P.O. 901.21, Code of Conducts and Ethics (Dissemination of Information) is hereby rescinded by LSP, and Polygraphist Ducote's suspension is hereby reduced by 8 hours, which has already been completed. The record of suspension imposed as discipline for violation of LSP P.O. 901.21, Code of Conduct and Ethics (Dissemination of Information) will be expunged from Polygraphist Ducote's personnel, Internal Affairs, and departmental record. Remuneration for rescission of the eight (8) hours of reduced suspension shall be paid in accordance with the attached spreadsheet identified as Exhibit 1 and all parties agree the amounts and totals therein are correct and calculated without error.

B. Polygraphist Ducote does not contest, and hereby wishes to withdraw his appeal, regarding the alleged violation of LSP P.O. 901.21, Code of Conduct and Ethics (Public Statements). The 8 hours of suspension shall be applied solely to this violation.

5.

Polygraphist Ducote hereby irrevocably withdraws his appeal of the discipline regarding **DOCKET NUMBER 23-273-S**.

6.

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

7.

Attached hereto is the signed acknowledgment of Polygraphist Ducote agreeing to the terms of this Settlement Agreement (see attached Exhibit A).

[signature page to follow]

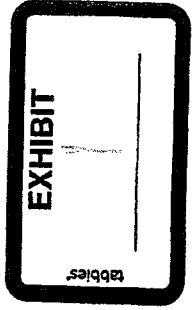
Respectfully Submitted:

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Year	Pay Period	Regular Hours	BiWeekly Pay	Back Pay Amount	ER Retirement	ER Medicare	Hrly Rate	Pay Grade	Notes
2023	16	80	\$4,769.21	\$480.96	\$302.52	\$6.97	\$59.62	P3-20	Original Pay
			Totals	\$480.96	\$302.52	\$6.97	\$0.50	P3-20	Shift Differential
							\$480.96		Total Gross Backpay
							\$302.52		ER Retirement
							\$6.97		ER Medicare
							\$790.45		Total Reinstatement Cost



KEVIN DUCOTE

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LOUISIANA DEPARTMENT OF
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PUBLIC SAFETY SERVICES

PARISH OF EAST BATON ROUGE
STATE OF LOUISIANA

ACKNOWLEDGEMENT AND AGREEMENT
WITH TERMS OF JOINT SETTLEMENT AGREEMENT

I, Kevin Ducote, 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 23-273-S**.

More specifically, I acknowledge that on July 28, 2023, I received a letter from Colonel Lamar A. Davis, Appointing Authority and Superintendent of the Louisiana State Police, notifying me that I was being suspended from duty without pay and allowances for sixteen (16) hours, beginning on August 3, 2023, to August 4, 2023

The Appointing Authority disciplined me for allegedly violating two LSP policies, namely: LSP Procedural Order (P.O.) 901.21, Code of Conduct and Ethics (Dissemination of Information) and LSP P.O. 901.42, Code of Conduct and Ethics (Public Statements).

I appealed my discipline in a timely fashion.

I hereby agree to resolve my appeal as follows:

A. The violation for LSP P.O. 901.21, Code of Conducts and Ethics (Dissemination of Information) is hereby rescinded by LSP, and my suspension is hereby reduced by 8 hours, which has already been completed. The record of suspension imposed as discipline for violation of LSP P.O. 901.21, Code of Conduct and Ethics (Dissemination of Information) will be expunged from

ing personnel, Internal Affairs, and departmental record. Compensation for rescission of the eight (8) hours of reduced suspension shall be paid in accordance with the spreadsheet attached to the Joint Settlement Agreement (identified as Exhibit 1) and I agree the amounts and totals therein are correct and calculated without error.

B. I do not contest, and hereby wish to withdraw my appeal, regarding the alleged violation of LSP P.O. 901.21, Code of Conduct and Ethics (Public Statements). The 8 hours of suspension shall be applied solely to this violation.

I have read and understand the form and content of provisions set forth in the Joint Settlement Agreement. I have had sufficient time to deliberate and consult with my attorney regarding the terms thereof. In consideration of the foregoing terms, and in accordance with the Joint Settlement Agreement, bargained for in good faith, I hereby irrevocably withdraw my appeal of the discipline. I hereby respectfully request the Honorable Louisiana State Police Commission approve the Joint Settlement Agreement to which this attachment is appended.

Polygraphist Kevin Ducote
Date: _____, 2024

I, hereby certify that Polygraphist Kevin Ducote signed the foregoing Acknowledgement and Agreement with Terms of the Joint Settlement Agreement during my representation as his attorney.

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