

March 6, 2015

**TO: LIEUTENANT E.J. CHESNE
 TRAINING ACADEMY**

**FROM: SERGEANT LEN MARIE
 TRAINING ACADEMY**

SUBJECT: CADET BROWN PROHIBITED TOBACCO USE AND DECEPTION

ON 03/04/2015, DUTY OFFICERS, TROOPER BRUNET AND SERGEANT CALATO, QUESTIONED THE CADETS IN THE DORMITORY HALLWAY ABOUT CONCEALED AND PROHIBITED CONTRABAND. THEY WENT TO EACH CADET INDIVIDUALLY TO ASK THEM IF THEY HAD ANY PROHIBITED ITEMS HIDDEN IN THE DORMITORY. WHEN THEY ASKED CADET BROWN, HE SAID, "NO, SIR I DID NOT". THE DUTY OFFICERS FOUND 2 LARGE CLEAR ZIP LOCK BAGS FILLED WITH TOBACCO PRODUCTS HIDDEN IN THE CEILING TILES OF CADET BROWN'S ROOM. ONE BAG CONTAINED GRAINY TOBACCO CHEW AND THE OTHER CLEAR BAG CONTAINED SMALL TOBACCO POUCHES FOR CHEWING. **(REFERENCE THE ATTACHED PHOTO)** CADET BROWN THEN ADMITTED THAT THE TOBACCO PRODUCTS WERE HIS ONCE HE WAS QUESTIONED AGAIN BY THE DUTY OFFICERS AND ADMITTED THAT HE LIED. CADET BROWN TOLD THE DUTY OFFICERS THAT HE INTENDED TO REMOVE THE TOBACCO PRODUCTS AND THROW IT AWAY ONCE THE DUTY OFFICERS RELEASED THE CADETS FROM THE HALLWAY SO HE WOULD NOT GET CAUGHT WITH IT.

CADET BROWN VIOLATED THE CADET MANUAL BY POSSESSING TOBACCO PRODUCTS DURING TRAINING. HE VIOLATED THE STATE POLICE CORE VALUES WITH A LACK OF INTEGRITY BY **LYING** TO THE DUTY OFFICERS WHEN ASKED ABOUT THE CONTRABAND. CADET BROWN DID NOT SHOW PERSONAL COURAGE BY ADMITTING HE HAD THE TOBACCO PRODUCT AND SHOWED CLEAR DISRESPECT TO CADET MANUAL RULES.

ON 03/05/2015, LIEUTENANT CHESNE AND TRAINING ACADEMY STAFF MEMBERS WERE CONDUCTING PHYSICAL TRAINING AT 0600 HOURS WITH LESSONS ON STATE POLICE CORE VALUES. LIEUTENANT CHESNE TOLD THE CADETS THAT THEIR INTEGRITY SHOULD NEVER BE QUESTIONED AND THEY SHOULD ALWAYS DO THE RIGHT THING EVEN WHEN NO ONE IS LOOKING. HE CONTINUED TO TALK ABOUT ALL OF THE STATE POLICE CORE VALUES AND HOW IMPORTANT THEY ARE THROUGHOUT YOUR LIFE AND CAREER. I BEGAN TO QUESTION CADET BROWN IMMEDIATELY AFTER LIEUTENANT CHESNE FINISHED SPEAKING AND I ASKED CADET BROWN IF HE SHARED ANY OF HIS TOBACCO PRODUCTS WITH ANY OTHER CADET IN THE CLASS. CADET BROWN SAID, "NO, IT IS ONLY FOR ME". I TOLD CADET BROWN I DID NOT BELIEVE HIM BECAUSE IT WAS SUCH A LARGE AMOUNT OF TOBACCO HIDDEN IN THE CEILING TILES AND I BELIEVE THAT IT WAS TOO MUCH FOR ONE PERSON TO USE. I THEN ASKED THE ENTIRE CLASS IF ANYONE HAS SHARED SOME OF CADET BROWN'S TOBACCO AND CADET [REDACTED] ADMITTED THAT HE DID DURING THE WEEK OF FEBRUARY 09 – 13 WHILE 2ND PLATOON WAS ATTENDING THE CRASH INVESTIGATION BLOCK OF

INSTRUCTION. THIS IS EVIDENT THAT CADET BROWN HAS BEEN CONCEALING TOBACCO PRODUCTS IN HIS CEILING TILES FOR AT LEAST 4 WEEKS AND KNOWINGLY VIOLATING CADET MANUAL RULES.

CADET BROWN AGAIN SHOWED A LACK OF INTEGRITY BY LYING A SECOND TIME WHEN I QUESTIONED HIM REGARDING THE SHARING OF HIS TOBACCO PRODUCTS. HE VIOLATED STATE POLICE CORE VALUES EVEN AFTER BEING COUNSELED MINUTES EARLIER BY LIEUTENANT CHESNE IN WHICH HE ENCOURAGED ALL CADETS TO BE TRUTHFUL AND HONEST.

BRADY V. MARYLAND AND GIGLIO V. UNITED STATES OR BOTH SUPREME COURT CASES THAT SAY THE CREDIBILITY OF A GOVERNMENT WITNESS/EMPLOYEE AMOUNTS TO EXCULPATORY EVIDENCE. EVIDENCE OR RECORDS OF AN EMPLOYEE WHO HAS A HISTORY OF LYING (NON-CREDIBLE) MAY BE INEFFECTIVE IN COURT TESTIMONY AND MUST BE TURNED OVER TO THE DEFENSE IF REQUESTED. TRAINING RECORDS ARE MAINTAINED ON LSP EMPLOYEES FOR A PERIOD OF THREE YEARS AFTER SEPARATION OF EMPLOYMENT TO INCLUDE CADET TRAINING RECORDS.

CADET BROWN IS NOT DEMONSTRATING THE NECESSARY CHARACTER TRAITS THAT REPRESENT THE STATE POLICE CORE VALUES (LDRSHIP – LOYALTY, DUTY, RESPECT, SELFLESS SERVICE, HONOR, INTEGRITY, AND PERSONAL COURAGE). ACADEMY LIFE IS AN OPPORTUNITY FOR TRAINERS AND SUPERVISORS TO LOOK THROUGH THE WINDOW OF A CADET'S INTENTIONS AND CHARACTER BEFORE THEY GRADUATE. THESE CHARACTER FLAWS ARE A STRONG INDICATION OF THE TYPE OF TROOPER CADET BROWN WILL ULTIMATELY BECOME. HE IS WILLING TO CUT CORNERS AND EXPRESS HIMSELF IN A DISRESPECTFUL AND DECEPTIVE MANNER. RETAINING AN EMPLOYEE WHO HAS ALREADY PROVEN THAT HE IS WILLING TO BE DISHONEST EXPOSES THE DEPARTMENT TO NEGLIGENT RETENTION. THESE ARE TRAITS OF A TOXIC EMPLOYEE THAT SHOULD NOT BE ALLOWED TO CONTINUE WITH HIS TRAINING, AND THEREFORE BE CONSIDERED FOR TERMINATION.