Shreveport
All-America City

Shreveport Police Department

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SHREVEPORT POLICE

KEITH P. HIGHTOWER
MAYOR

JAMES N. ROBERTS, JR.
CHIEF OF POLICE

May 18, 2001
Via Certified Mail

Officer Brent D. Mason
[redacted]

Officer Brent D. Mason,

This communication regards your Pre-disciplinary Conference held on May 10, 2001, reference to alleged violations of department rules and regulations occurring in February 2000 and August 2000, and the actions taken.

One day in February 2000, you arrived at your residence and found John Springer and Kandance Dunn alone and watching television. You had given John a key to your house to work out and watch the house while you are away with explicit instructions that he was not to bring anyone else with him to your residence. You asked him if he and Kandance had been engaging in sexual intercourse at your residence. He stated that they had been and you advised him that it was against the law for an adult to have sex with a fourteen-year-old. You also told John that he had to inform Kandance's parents that the two of you had been sexually active. On the following day, you did contact Kandance's parents, David and Rae Dunn and advised them that Kandance and John had been engaged in sexual activity at your residence. You also advised them that it was against the law for a minor to be sexually involved with an adult. They advised you that they already knew that their daughter was sexually active and it was personal family business and that they did not want to pursue the matter any further. You took no further action in this matter.

In August 2000, you were contacted at your residence by Kelli Boelter who is your step-sister-in-law. She was very angry and stated that her daughter, your niece, Bailey McDowell, had been involved in promiscuous activities while staying at your residence. Bailey McDowell often runs away from her residence after arguments with her mother and will go to your residence. Kelli stated she had received a letter from a friend of Bailey's (Sabra Peterson) stating that Bailey had sexual intercourse at your residence with another juvenile Barry Cox, who was staying at your residence. The letter also stated that Bailey and other juvenile girlfriends were left alone with adult males at your residence while you and your wife went to bed. Kelli Boelter stated she also advised you that Bailey and a friend Melissa McKelvian met up with a group of adult males in the woods near your residence and took off all their clothes as part of a gang initiation and then went to the Circle K and stole some beer. She stated two of the suspects John Springer and Mitchell Airender were at your residence at that time. You asked both of them if they had been involved in this incident and they denied it. Kelli Boelter became very angry at you for not doing anything about this incident. You offered to call the police and to have a report made, but Kelli Boelter just became more angry and began cussing at you and then left your residence. You took no further action in this matter. Your actions in the above incidents places you in violation of: **SPD 100.68 -Incompetence, and SPD 100.62 - Neglect of Duty.**

On May 10, 2000, a Pre-disciplinary Conference was conducted by Assistant Chief of Police James A. Herring, in reference to the above violations. As a result of the conference, he sustained the complaint reference to **SPD 100.68 - Incompetence and SPD 100.62 Neglect of Duty.**

Your conduct violated Municipal Fire and Police Civil Service Law and Departmental Rules and Regulations, specifically:

R.S. 33:2500 Corrective and Disciplinary Action for Maintaining Standards of Service.

(A) The tenure of persons who have been regularly and permanently inducted into positions of the classified service shall be during good behavior. However, the appointing authority may remove any employee from the service, or take such disciplinary action as the circumstances warrant in the manner provided below for any one of the following reasons:

(1) Unwillingness or failure to perform the duties of his position in a satisfactory manner.

Violation: In February and August of 2000, it was brought you your attention that illegal activities were occurring or may have occurred and you did nothing to report these incidents to the proper authority.

SPD 100.68 Incompetence

Employees shall perform their duties in a manner which will tend to establish and maintain the highest standards of efficiency in carrying out the functions and objectives of the department...

Violation: In February 2000, you discovered that John Springer and Kandance Dunn were having sexual relations in your residence. You knew that John Springer was 18 years old and that Kandace Dunn was 14 years old. You did talk to Kandance's parents David and Rae Dunn but you did not report this incident to the proper authority. In August of 2000, you became aware of possible illegal sexual activities involving adults and juveniles at and near your residence. You did not report this to the proper authority.

SPD 100.62 - Neglect of Duty

Employees shall not read, play games, watch television or movies, or otherwise engage in any activity not directly related to official police operations while on their regular tour of duty, except as may be

required in the performance of duty. They shall not engage in any activities or personal business which would cause them to neglect or be inattentive to duty. Further examples include, but are not necessarily limited to: ***Failure to take appropriate action on the occasion of criminal offenses, disorder or other act or condition deserving police attention;*** *absence without leave, failure to report for duty at the time and place designated; unnecessary absence from one's assignment during a tour of duty; failure to perform duties or comply with any rule or regulation, general or special order; or failure to conform to department operation policies and/or procedures.*

Violation: In February 2000, you discovered that John Springer and Kandance Dunn were having sexual relations in your residence. You knew that John Springer was 18 years old and that Kandace Dunn was 14 years old. You did talk to Kandance's parents David and Rae Dunn but you did not report this incident to the proper authority. In August of 2000, you became aware of possible illegal sexual activities involving adults and juveniles at and near your residence. You did not report this to the proper authority.

Conduct required of employees of the Shreveport Police Department is quite clear in that you must perform to acceptable standards in accordance with all Municipal Fire and Police Civil Service Laws and Shreveport Police Department Rules & Regulations.

You were employed by the Shreveport Police Department on March 13, 1995, and have received the following discipline since that time.

Date of Incident:	Date of Action:	Type of Violation and Discipline:
March 3, 1997	April 24, 1997	SPD301.5-Appearance at Legal Proceedings; **$50.00 fine.**

However, as a result of the stated violations, you are hereby **issued a Five (5) Day Suspension without Pay, effective May 11 - 15, 2001,** as provided by Section 16 of Article X of the Louisiana Constitution of 1974 and revised statues 33:2471, et. Seq; particularly R. S. 33:2500, paragraph (A), sub-paragraph (1), or take such disciplinary action as the circumstances warrant.

Furthermore, you are hereby advised that the attached comment (s) will be made a part of your personnel record with this Agency and that Louisiana Revised Statute 40:2533 provides:

A. *No law enforcement officer shall have any comment adverse to his interest entered in his personnel file, or any other file used for any personnel purpose by his employer, without the law enforcement officer having first read and signed the instrument containing the adverse comment indicating he is aware of such comment, except that such entry may be made if, after reading such instrument, the law enforcement officer refuses to sign, that fact shall be noted on that*

document and signed by such officer.

C. *A law enforcement officer shall have thirty (30) days, within which to file a written response to any adverse comment entered in his personnel file. Such written response shall be attached to and shall accompany the adverse comment.*

Respectfully,

James N. Roberts, Jr.
Chief of Police

JNR/jpb

Robbin James 7/11/07
Human Resource Officer Date