



JOHN BEL EDWARDS
GOVERNOR

KEVIN W. REEVES, COLONEL
DEPUTY SECRETARY

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

I, Captain Derrell Williams, acknowledge that I received the below listed document(s) in reference to Case #17-006:

1. Final Letter

DATE/ TIME	SIGNATURE	TROOP/SECTION
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DELIVERED BY:

RETURN RECEIPT TO: LSP INTERNAL AFFAIRS
P.O.BOX 66614
BATON ROUGE, LA 70806

Date: 10/02/17

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DEPUTY SECRETARY

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

OCTOBER 2, 2017
HQ-1-046-17

Captain Derrell Williams
JESTC

VIA PERSONAL DELIVERY
IA #17-006

Re: DEMOTION

Dear Captain Williams:

Please be advised that I am in receipt of your response to the intended demotion letter you received. I have thoroughly considered your response, a copy of which is labeled as Williams Response and is attached hereto and made a part hereof. Your response merely attempts to shift responsibility for your actions onto others or claim ignorance of policies and regulations. After due consideration, I find that your demotion is warranted.

Pursuant to the authority granted by State Police Commission Rules 12.1 and 12.2, you are hereby notified that effective at 4:30 p.m. on Monday, October 2, 2017, you are hereby demoted from the rank of Louisiana State Police (LSP) Captain (P5-20) to LSP Lieutenant (P3-20) with the corresponding permanent reduction in pay¹, for the following reasons:

In September 2016, you were detailed from your position as Captain at the LSP Training Academy to Major² of Internal Affairs³.

In October 2016, you attended the International Association of Chiefs of Police (IACP) 2016 Annual Conference and Exposition in San Diego, California. According to the agenda, the IACP Conference began on Saturday, October 15, 2016 at 8:00 a.m. and concluded at 4:30 p.m. on Tuesday, October 18, 2016.

¹ Your pay will be reduced from \$124,114.38 annually to \$109,054.40 annually.

² Major is the highest rank of a classified state trooper.

³ Internal Affairs is the unit that conducts administrative investigations of state troopers for policy and procedure violations.

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Questions regarding the expenses related to your travel to and attendance at the IACP Conference arose, and an administrative investigation was conducted by Internal Affairs investigators. The following was determined through the investigation:

On the morning of October 10, 2016, you arrived at the Department of Public Safety and Corrections, Public Safety Services, LSP Headquarters in Baton Rouge, LA, to depart for San Diego, CA. You met with others with whom you would be traveling in a department owned vehicle⁴. You were the highest ranking state trooper traveling in the vehicle.

You did not plan the route that would be traveled to San Diego, CA, but you knew that you would not be taking the most direct route⁵, and your travel would include stops and stays at locations including the Grand Canyon, Hoover Dam, and Las Vegas, NV. Although your exact departure time could not be determined, fuel records show that the vehicle in which you traveled was fueled by Lt. Hyatt at the LSP Headquarters gas pumps at 0809⁶ hours that date.

Group 1 traveled that day through Shreveport, then Dallas, and your travel for the day ended in Amarillo, TX, where you spent the night at the Courtyard by Marriott Hotel⁷ at 724 Polk Street. The hotel receipt for your single occupancy room showed the rate that night as \$149.00 plus taxes and fees, for a total charge of \$172.49.

On October 11, 2016, Group 1 departed the hotel at approximately 0600 hours. Your travel continued west on I-40 until exiting onto Arizona Hwy 64 and traveling north approximately 61 miles to the Grand Canyon Village where Group 1 visited for approximately two hours. Group 1 then traveled south on Hwy 64 to the area of the Holiday Inn Express at 226 Hwy 64 in Tusayan, AZ, ate supper at a nearby restaurant, and checked into the hotel at approximately 2000 hours⁸. The hotel receipt for your single occupancy room showed the rate that night as \$229.00 plus taxes and fees, for a total charge of \$253.96.

⁴ Those you were traveling with were Lt. Rodney Hyatt and his wife, and Trooper Thurman Miller and Alexandr Nezhodinsky (hereinafter Group 1).

⁵ Louisiana State Travel Regulation S1502 – Definitions, Section A, provides that the most direct travel route must be used by official state travelers.

⁶ Any times referred to herein are for the time zone in that area.

⁷ Fuel records show that stops for fuel were made in Shreveport, LA Wichita Falls, TX, and Childress, TX. Photos provided by Lt. Hyatt from his wife's cell phone show a stop was made at Buc-ee's in Terrell, TC, and somewhere in Wichita Falls, TX.

⁸ Fuel records show that stops were made for fuel in Tucumcari, NM, Laguana, NM, and Winslow, AZ. Photos provided by Lt. Hyatt from his wife's cell phone were taken at the NM/AZ state line, Chee's Indian Store in AZ, and at the Grand Canyon.

On Wednesday, October 12, 2016, after breakfast Group 1 checked out of the hotel at approximately 0920 hours and traveled south to I-40, then headed west until exiting onto US 93, and traveled north to the Hoover Dam. Group 1 remained at the Hoover Dam for at least an hour, and then continued traveling to Las Vegas, NV. You checked into the Palazzo Hotel at approximately 1530 hours. The hotel receipt for your single occupancy room showed the rate that night as \$159.00 plus taxes and fees, for a total of \$217.28.

On Thursday, October 13, 2016, Group 1 departed Las Vegas, NV at approximately 1030 hours and arrived in San Diego, CA at approximately 1530 hours. Upon arrival, you ate dinner and checked into your lodging. The travel reimbursement request shows that you claimed \$330.48 per night as double occupancy lodging in a condominium with Trooper Miller for five nights, plus taxes and fees, for a total charge of \$1,652.42.

On Friday, October 14, 2016, you were not registered to attend the State and Provincial Police Policy Officers Section (SPPPOS) conference. You advised IA investigators that you attended some of the SPPPOS conference with Lt. Hyatt that day, but could not recall all of your activities. You attended a dinner function with Taser representatives and other LSP personnel that evening at the "Puesto at the Headquarters" restaurant⁹.

On Saturday, October 15, 2016, you picked up your IACP conference packet and attended several IACP meetings throughout the day. You then went to a local establishment to watch the LSU football game that evening.

On Sunday, October 16, 2016, you went to Torrey Pines Golf Course in La Jolla, CA, to play golf with Motorola representatives in the IACP- "Chiefs Charity Golf Classic." According to the IACP schedule of events, the golf classic was from 0600 hours to 1515 hours. After playing golf, you met Colonel Edmonson, Lt. Hyatt, Trooper Nezgodinsky and others at a luncheon at the golf course. Later you accompanied them to several establishments in La Jolla, CA.

On Monday, October 17, 2016, you met with multiple vendors at the IACP exhibition, and then attended the IACP conference in the afternoon. That evening you attended the IACP Chiefs Night event at Petco Park.

⁹ An email sent by Colonel Edmonson documents that the time of the reservation for that event was 8:15 pm.

On Tuesday, October 18, 2016, you attended the IACP conference in the morning and departed for home around lunch time with Lt. Hyatt and his wife, and Trooper Miller (hereinafter referred to as Group 2). Your hotel receipt showed that you checked into the Quality Inn Hotel in Deming, NM at approximately 2233 hours¹⁰. The cost of your double occupancy room that you shared with Trooper Miller, was \$55.25 plus taxes and fees, for a total charge of \$62.69, which was paid by Trooper Miller.

On Wednesday, October 19, 2016, Group 2 departed the hotel at approximately 0815 hours and traveled to San Antonio, TX, where you checked into the Hyatt Regency Hotel at approximately 1903 hours, and then ate dinner¹¹. The cost of your room which you shared with Trooper Miller was \$154.24 plus taxes and fees, for a total charge of \$177.73.

On Thursday, October 20, 2016, Group 2 checked out of the hotel at approximately 0811 hours and traveled to Baton Rouge, arriving at LSP Headquarters at approximately 1700 hours¹².

You subsequently submitted a timesheet claiming hours worked for your travel and training, a copy of which is labeled as Exhibit A and is attached hereto and made a part hereof. The timesheet you prepared shows that you claimed to have worked eight hours a day from 0800 to 1630 hours each day from Monday, October 10, 2016 to Friday, October 21, 2016. This included eight hours of compensatory time at the straight rate for Saturday, October 15, and Sunday, October 16, 2016. In the comments, you wrote for October 10, 2016, "Travel to IACP Conference." In the comments for October 11 to 18, 2016, you wrote, "IACP Conference." In the comments for October 19 and 20, 2016, you wrote, "Travel from IACP Conference."

Based on the information obtained during the investigation, it was determined that you failed to claim your time correctly on that timesheet. Instead of accurately reflecting hours you actually worked each day, you merely entered 0800 to 1630 hours each day during that trip. You advised investigators that you did this because you could not earn paid overtime, and your compensatory leave balance was almost to the maximum amount. The below chart shows the time that you claimed compared to the best estimate of time that you should have claimed based on allowable travel time and your description of your work related activities:

¹⁰ Fuel records show stops were made for fuel in Yuma, AZ and Lordsburg, NM. Photos provided by Lt. Hyatt from his wife's cell phone show a stop was made in Yuma, AZ at the Yuma Territorial Prison State Park.

¹¹ Fuel records show stops were made for fuel in Sierra Blanca, TC, Ozona, TX and Kerrville, TX.

¹² Fuel records show tops were made for fuel in Luling, TX and Beaumont, TX..

Date	In/Out Time Claimed on Timesheet - Major Derrell Williams			In/Out Time determined by Investigators		
	In Time	Out Time	Total Hours	In Time	Out Time	Total Hours
10/10/2016	8:00	16:30	8	8:00	0:30	16.5 ¹
10/11/2016	8:00	16:30	8	5:00	16:00	11 ²
10/12/2016	8:00	16:30	8	10:30	13:30	3 ³
10/13/2016	8:00	16:30	8	12:00	17:30	5.5 ⁴
10/14/2016	8:00	16:30	8	8:00	16:30	8
10/15/2016	8:00	16:30	8	8:00	16:30	8
10/16/2016	8:00	16:30	8	0	0	0 ⁵
10/17/2016	8:00	16:30	8	8:00	16:30	8
10/18/2016	8:00	16:30	8	9:30	22:30	12 ⁶
10/19/2016	8:00	16:30	8	7:00	20:00	12 ⁷
10/20/2016	8:00	16:30	8	8:00	17:30	9.5 ⁸
			88			93.5

1. Total allowable time, including travel time based on the most direct route.
2. Travel time on I-40 to Hwy. 64
3. Travel time from I-40/Hwy. 64 to Kingman, AZ
4. Travel time to San Diego, CA. Deducted 1.5 hours which Group 1 incurred to go to Las Vegas
5. Deducted 8 hours for playing golf at Torrey Pines and performing no work related duties
6. In time / Out time reflects 13 hours. Total hours adjusted 1 hour for time zone difference
7. In time / Out time reflects 13 hours. Total hours adjusted 1 hour for time zone difference
8. Travel from San Antonio, TX to Baton Rouge, LA

You also prepared and submitted a travel expense account to be reimbursed for meals, lodging charges, and valet tip charges, related to your travel and training, a copy of which is labeled as Exhibit B and is attached hereto and made a part hereof. You prepared your travel expense account based on Lt. Hyatt's form that he emailed to you on or about October 21, 2016. On your travel expense account dated October 22, 2016, you claimed reimbursement for three meals at the Tier III¹³ level (\$61.00 per day) for October 10-19, 2016, and two meals (breakfast and lunch) for one day (October 20, 2016) at the Tier III level (\$29.00). The total you claimed for meals was \$639.00. Under "Territory

¹³ Tier III cities allowable meal reimbursement is \$12 for breakfast, \$17 for lunch, and \$32 for dinner.

Traveled Show All Points Visited," you listed Travel to San Diego, CA. You also claimed your five nights of double occupancy lodging with Trooper Miller in San Diego at \$330.48 for a total of \$1,652.40.

When your reimbursement documents were reviewed prior to release pursuant to a public records request received in November 2016, questions arose regarding the amounts you claimed for reimbursement for meals. You claimed Tier III meals, each day, even though you did not stay in a Tier III location each day. When this was brought to your attention, you then submitted a revised travel expense account dated October 21, 2017, a copy of which is labeled as Exhibit C and is attached hereto and made a part hereof. Your revised form reflected the actual locations you visited, and adjusted the tier for your first three days from Tier III to Tier II. This reduced the amount to be reimbursed to you from \$639.00 to \$624.00.

Additionally, the manner in which you determined the tier at which you should claim reimbursement was not consistent. Sometimes you claimed the tier related to the city in which your travel that date began, and sometimes you claimed the tier related to the city in which your travel ended. You should have claimed the tier for the city in which you spent the night. Therefore, October 12, 2016, when you stayed in Las Vegas, NV, should have remained at Tier III, and October 18, 2016 when you stayed in Deming, NM should have been Tier II, and October 20, 2016, when you returned to Baton Rouge, LA should have been at Tier I¹⁴.

It was also determined that your lodging expenses for Amarillo, TX,¹⁵ Tusayan, AZ (Grand Canyon), and Las Vegas, NV, exceeded the allowable amounts. You received reimbursement for \$58.99 over the allowable rate in Amarillo, TX, \$138.00 over the allowable rate at the Grand Canyon, and \$33.00 over the allowable rate in Las Vegas, NV, for a total excess of \$230.99.

By failing to claim reimbursement for lodging and meals only at the rates allowed by the State Travel Regulations as detailed above, you violated Louisiana State Police Policy and Procedure Order No. 221- Expense Reimbursement, Section 2 – Scope, which states in pertinent part:

¹⁴ This resulted in an additional net overcharge for meals of \$7.00.

¹⁵ Amarillo, TX and Grand Canyon, AZ are Tier II cities for which the allowable lodging rate is \$91.00 plus taxes and fees. Las Vegas, NV is a Tier III city for which the allowable lodging rate is \$126.00 plus taxes and fees.

- i) Officers shall refer to "Louisiana Travel Guide" which is posted on the Office of State Purchasing and Travel Web site at <http://doa.louisiana.gov/osp/travel/traveloffice.htm> to determine reimbursement applicability. Officers who are authorized to receive reimbursement for work-related daily expenses shall complete a Travel Expense Account Form (DPSMF 1382). Officers claiming expenses for laundry need not submit a DPSMF 1382 to receive reimbursement.

By completing your above referenced timesheet without regard for its accuracy, and by completing and submitting your travel expense account without regard to its accuracy, as detailed above, you violated Louisiana State Police Policy and Procedure Order No. 901 –Code of Conduct and Ethics, Section 8 –Performance of Duty, which states in pertinent part:

- i) A commissioned officer shall conscientiously strive to enforce the laws of the state of Louisiana, render service to all citizens within the state, be responsible for the proper performance of all assigned duties, and strictly adhere to the rules, regulations, orders, manuals, and directives promulgated by the Department.
- ii) Ignorance of the rules, regulations, and directive shall not be considered an excuse or justification for any violation of such an officer.

By failing to accurately reflect your compensable time on your timesheet for the days of October 10 – October 20, 2016, as well as accurately complete your travel expense account to claim reimbursement for allowable expenses, you violated Louisiana State Police Policy and Procedure Order No. 901- Code of Conduct and Ethics, Section 19 – Department Records, which states in pertinent part:

- i) A commissioned officer shall submit reports on time and in accordance with existing regulations.
- ii) Reports submitted by commissioned officers shall be truthful. No officer shall knowingly enter or cause to be entered, any false, inaccurate or improper information of the facts on any Department records or reports.

By claiming hours that you did not perform any work related duties for the Department, such as touring at the Grand Canyon, Hoover Dam and Las Vegas, and playing golf at Torrey Pines, as outlined above, you violated Louisiana State Police Policy and Procedure Order No. 201 -Accrual of Time, Overtime and Compensatory Time – Section 6 - Authorization and Verification, which states in part:

- ...
- ii) An employee shall not work overtime without proper authorization from the appropriate supervisor or claim time, overtime, or compensatory time which was not actually performed.

During the investigation, a review of your department email account revealed that you sent and received personal email messages during the travel period under review. These messages were not work-related, and at least one of the emails you received contained a sexual image, as follows¹⁶:

1. On Wednesday, October 12, 2016, at 6:21 p.m., you sent an image to a friend of a photograph of a bed at The Palazzo hotel in Las Vegas, NV, with the message in the email: *"Has your name all over it. Look at the bar at the top of the head board. What do you think that is for?"*
2. On Sunday, October 16, 2016, at 10:34 a.m., you received an email from the same friend with the subject, "No panties Sunday" and an attached image of her seated in a chair, wearing a skirt with no panties, showing her genitalia. You responded to your friend via email at 11:14 a.m., *"Damn baby"*. The sender responded, *"Did you not like that"* and you responded *"Yes baby. Why did you ask that?"*
3. On Tuesday, October 18, 2016, at 7:59 p.m., you sent to the same friend an image of a photograph of yourself seated in the desert with a cactus protruding between your legs. There was no message in the email. However, your friend responded to you by email, *"Just be glad that you didn't get thorns in your balls"*. You responded to your friend at 8:13 p.m., *"LOL. I know. That was stupid"*

Your actions in sending and receiving the above described emails, through your department email account, were in violation of the following:

¹⁶ The entirety of the messages and photos are maintained by Internal Affairs and are available for your review upon your request.

1) Department of Public Safety and Corrections, Public Safety Services, Information Technology Section Security Policy – Email & Internet Usage which states in pertinent part:

User Responsibilities

...

3.A.1 Employees are accountable for the content of files and messages they send via E-Mail and download from the Internet. Fraudulent, obscene or harassing materials and/or messages are prohibited from transmission. This includes, but is not limited to sexual harassment and intimidation, or any other activity prohibited by federal or state law.

3.A.3 All documents, reports, web pages, files, messages, and similar items, generated through the Internet and E-Mail are subject to all applicable federal and state law, including Louisiana Public Records Law.

3.A.10 Employees acknowledge that the Department has the ability to monitor all Internet usage and the content of all E-Mails and by acknowledging this, the employee consents to such monitoring.

2) Louisiana State Police Policy and Procedure Order No. 1109.10-MDT, MVR, Internet/Intranet, which states in pertinent part:

Internet and E-Mail resources are provided to enhance department communication and to conduct Department related business. Internet and E-Mail abuse shall not be permitted. Employees are required to use these resources in an ethical and lawful manner. Use of the Internet and E-Mail shall be consistent with the Department's mission and goal and not compromise the integrity or security of the Department's Information System. Use of the Internet and E-Mail for personal gain, to make private contacts for personal gains, or for any illegal or unethical purpose is prohibited. Employees shall maintain awareness that loss of use of the Internet and E-Mail caused by the introduction of computer viruses would adversely affect productivity of the Department and shall conduct their actions to ensure that Internet and E-Mail services are not disrupted.

All of your above described actions were in violation of Louisiana State Police Policy and Procedure Order No. 901- Code of Conduct and Ethics, Section 4, Conduct Unbecoming an Officer, which states in pertinent part:

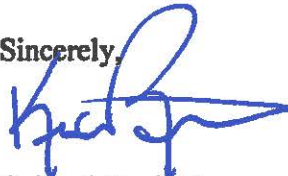
- i. A commissioned officer shall conduct himself at all times, both on and off-duty, in such a manner as to reflect most favorably on himself and the Department.
- ii. Unbecoming conduct is defined as conduct which:
 - a) Brings the Department or any of its subdivisions into disrepute.
 - b) Reflects 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) Detrimentally affects the morale of the Department's personnel.
 - e) May reasonably be expected to destroy public respect for State Police Officers and/or confidence in the Office of State Police.

You were the highest ranking member of the traveling group and the detailed Major over Internal Affairs - the section of our department charged with making certain that our employees are following the rules. It is unacceptable that you allowed a subordinate to guide your conduct, instead of taking the lead on how the trip was to be conducted and the correct way to claim time and expenses. Your inability to act as a commander allowed three subordinate troopers to disregard the rules on travel and claiming time. This failure of leadership caused the public to question the integrity of this department, and that of each and every one of its employees. Your conduct fell below that which is expected of the rank of Captain in the Louisiana State Police.

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 this action 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.

Sincerely,



Colonel Kevin Reeves
Superintendent, Louisiana State Police

**c: Lt. Col. Mike Noel
 Lt. Col. Adam White
 Major Charlie Dupuy
 Internal Affairs
 Office of Legal Affairs
 Human Resources Management**



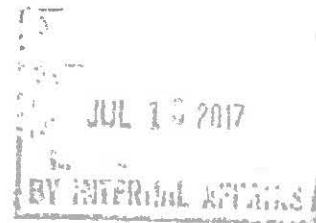
JOHN BEL EDWARDS
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State of Louisiana
Department of Public Safety and Corrections
Public Safety Services

July 9, 2017

Louisiana State Police
Internal Affairs Section
P.O. Box 66614
Baton Rouge, LA 70896



Dear Lt. Col. Mike Noel
Asst. Superintendent, Louisiana State Police,

On July 7, 2017, I received a letter with the intent to demote me from the rank of Captain to the rank of Lieutenant concerning a trip that I understood to have been approved by Col. Mike Edmonson to the 2016 IACP conference in San Diego, CA. According to my knowledge, all out-of-state travel has to be approved by the Colonel. In the letter, it specified that: I claimed time when I did not perform any work for the Department; I claimed time for personal activities during my travel and training to include visiting the Grand Canyon, Hoover Dam, and Las Vegas, NV, and visiting the Torrey Pines Golf Course in La Jolla, CA.; I failed to accurately and truthfully reflect my time on my timesheet for the days of October 10,11,12,13,16,18,19, and 20 of 2016, as well as accurately completing my travel expense account; I failed to accurately and truthfully claim reimbursement for lodging and meals and properly show all points traveled on my initial Travel Expense Account; and I improperly used Departmental email. Thank you for allowing me the opportunity to address these issues. I am confident that once an explanation is given and evidence of how policy was followed to the best of my ability, it will allow for a more thorough and accurate understanding of the events that took place.

I did not ask to go to the IACP conference. LTC. Charlie Dupuy asked me if I wanted to go to the IACP conference. I told him yes I would like to go. He then said that I would be helping Rodney drive. It was my belief that if we had to drive, it was because the Colonel would like to have a driver and a vehicle at the conference if needed. I later learned that I would also be driving with, Thurman Miller, and on the day of the trip, I found that Alexandr Nezgodinsky would be with us as well.

I have never driven across the county nor have I ever heard of anyone in State Police doing it for a conference. When different people found out we were going, they told me that it would be one long boring drive for us. I was not looking forward to the long boring trip. I was

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DPSSP4117



later told by Lt. Hyatt that Colonel Edmonson was not a fan of going along I10 because there was nothing to see and nothing but desert and that the Colonel suggested we take a northern route to see more and make the trip fun. I was never contacted by Colonel Edmonson to discuss the trip. I received all of my information from Lt. Hyatt. I was the highest ranking trooper in this group traveling to the conference, and, as such, it was his responsibility to have directly contacted me. I discussed this with Trooper Miller but never approached the Colonel about it. The letter mentions that I was the highest ranking officer in the vehicle, which is true, but, my understanding was that I was only there to assist in the driving. None of the officers in the vehicle were in my chain of command. However, if I had noticed any policy violations I would have addressed them as would any of the troopers in the vehicle.

On Monday, October 10, 2016, I was told that we were meeting at the HQ compound at 0700 hours. I left my house at 0430 hours. Once on the compound, I went to my office to take care of a few things before we would leave. I received a call from Lt. Hyatt who stated he was meeting with the Colonel in the cafeteria. I told him I picked up breakfast while driving to Baton Rouge. I also told him I had a few things to take care of but would be ready to leave when he was finished.

Colonel Edmonson never asked to speak to me about the trip. When I spoke to Hyatt, he stated that the Colonel said do not take the route along I10 because it was just desert. The Colonel said we should take the northern route to see the Grand Canyon, Hoover Dam, and Las Vegas. Hyatt said the Colonel said this was the best route because his son just drove it. Hyatt told me that he told the Colonel we would take his advice and go the northern route to San Diego and the southern route coming back. After my conversation with Hyatt that morning, it was clear to me that the Colonel knew where we were going and that we had permission to travel to San Diego with stops at the Grand Canyon, Hoover Dam, and Las Vegas. I also heard Hyatt on the phone with the Colonel several times throughout the trip and knew that his wife [REDACTED] was sending text messages to the Colonel with pictures we had taken along the way. Even though the Colonel never spoke to me about the trip, there is no doubt that he knew exactly where we were going and what we were doing and that we had his permission to do them.

Now knowing what route we would be taking, we loaded the vehicle and left the compound at around 0800 hours. I have never been on a trip like this before. We were uncertain of where we would be spending the night. Our mission was to drive as far as we could before finding a place to stay. We could not plan ahead because we did not know if there would be an accident, road closure, or mechanical issues that would prevent us to get to a planned hotel.

On that first day, I do remember Hyatt receiving a call from Col. Edmonson. I heard Hyatt tell the Colonel that Thurman and I had never seen the Grand Canyon, Hoover Dam, or Las Vegas and that we were excited about the trip. After he hung up, Hyatt said the Colonel was just checking in on us to see how we were doing.

I had been up since 0430 and began to get tired. I asked Hyatt if we should start looking for a place to stay. He then began to search for a place using his phone. He said that the cheapest place with availability was in Amarillo, TX. The hotel was the Courtyard Marriott at \$149 a

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night. Considering we were all very tired and it was our best option, we decide to stay there. We arrived at the hotel and checked into our rooms at approximately 0100 hours.

On Tuesday, October 11, 2016 we left Amarillo between 0500 and 0600 hours and began to drive towards the Grand Canyon as previously discussed between Hyatt and Col. Edmonson. Once in the area, we began to look for a hotel. They were all expensive according to Hyatt. He then said that they have some cheaper ones in the park. We then went to a few hotels in the park, but they were all booked. It was getting late and we were tired. Hyatt said that the cheapest hotel was the Holliday Inn Express for \$229, we decided to stay there because there was nothing closer or cheaper and felt that it would be dangerous to continue to drive. We checked into our hotel at 2000 hours.

On Wednesday, October 12, 2016, we all agreed that we would get up early. I had to check a few emails and read some material before we left. My day started between 0600 and 0700 hrs. We later packed, ate and left towards Vegas. By this time we were all very tired. I had very little sleep since leaving Thibodaux. Because of this we were forced to make frequent stops which included a rest break at the Hoover Dam. We never actually visited the Dam. The location we stopped was along the interstate near a bathroom with the Dam in the background. We arrived in Vegas and discussed traveling further but the group concluded that there was not much beyond Vegas. Once again we began looking for the cheapest hotel. Hyatt said according to his research, the Palazzo was the cheapest that showed availability at \$159 a night. We got to the hotel at approximately 1530 hours. Later that night, Hyatt called me to tell me that the Colonel called to check on us and said that we need to hurry up and get to San Diego. Hyatt said lets plan to leave as early as possible.

On Thursday, October 13, 2016, the plan was to leave at 0600 hours and drive to San Diego. I was up but did not hear from the rest of the group except for Hyatt. I checked a few emails and read some material that I brought with me (Internal Affairs transition booklet created by Major Flinchum). By the time we got everyone together, we left Vegas around 0800 hours. Hyatt said that we needed to hurry and get there to see if Col. Edmonson or anyone else needed a ride from the airport. Once we arrived in San Diego, we dropped Hyatt off at his conference. We then checked into where we were staying. I took this time to remote into my desktop and did some work before going to meet everyone.

On Friday, October 14, 2016, I looked in on some parts of the SPPPOS and S&P conferences and went back to my room as I had some reading to do.

On Saturday, October 15, 2016, I began my day at 0800 hours and attended the S&P conference. Later we were told to report to a local establishment to meet with Motorola. While there, I was told by Colonel Edmonson that I would be traveling with a group from Motorola to Torrey Pines to network and play in a golf tournament Sponsored by the S&P, which was a conference related event. The Appointing Authority ordered me to go to a conference related

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activity, and as such, according to Statewide Personnel Policy NO.2, I claimed time for the event.¹

On Sunday, October 16, 2016, I began my day at 0600 hours. I was told to meet the Motorola representatives at their hotel and to ride with them to Torrey Pines. I was told that after golf I would meet the colonel for a luncheon with TriTech at the course. Upon returning from Torrey Pines the Colonel instructed Hyatt to stop at a few places. I was later instructed by the Colonel to attend an event with Taser that night.

On Monday, October 17, 2016, I began my day at 0800 hours and attended the IACP Exposition Hall as per Col. Edmonson.

On Tuesday, October 18, 2016, I began my day at approximately 0600. My plan for that day was to clean, checkout, attend the S&P in the morning, and then proceed to take the southern route back home along I10. As usual we drove until we got tired and began to look for a hotel. Hyatt said the cheapest hotel according to Booking.com was the Quality Inn in Deming, NM for \$55 a night. We checked into the hotel at approximately 2300 hours.

On Wednesday, October 19, 2016, I began my day at approximately 0600 hours. I did some more reading. We ate breakfast at the hotel before leaving. We drove to San Antonio, TX and began to look for hotel rooms. Hyatt once again logged onto Booking.com, the least expensive room at the government rate was the Hyatt Regency Hotel at \$154 a night. We checked into the hotel and ate dinner ending my day at approximately 2000 hours.

On Thursday, October 20, 2016, I began my day at approximately 0600 hours. I read some more, packed, and got a cup of coffee. We loaded the car and walked over to the Alamo where we took some pictures and left for home. We arrived in Baton Rouge at approximately 1700 hours. I then unloaded my luggage and drove home to Thibodaux arriving at 1845 hours.

When I got back to work, I completed my timesheet. I claimed 8 hour days for all days in the time period. I was always told that I could not claim any overtime because of my rank. Even though I could have claimed k-time on most of all of the days traveled I chose not to. I never felt that I was doing anything improper or unethical by not claiming all hours worked. It has always been my understanding the policies and laws in place were to prevent people from claiming unearned time. I really did not believe based on the spirit of policy that I was doing anything wrong by claiming eight hour days as an exempt employee.

The investigators also felt that I should not have claimed any hours for the date of 10/16/2017, which was the date I went to Torrey Pines. I disagree because I was ordered by the colonel to go. Moreover, this was a conference related activity. I was told to discuss body cameras and training with Motorola representatives. I also attended a function with Taser later that night that the Colonel ordered me to go to. In accordance with all policies, I properly claimed time on that day.

¹ Statewide Personnel Policy NO. 2, Section VIII Overtime for Attendance at Conferences, Conventions, and Training Programs, pg. 4

Based on the spirit of policy and the fact that the Colonel told me to go to certain places, I feel that I completed my timesheets appropriately. Moreover, I do not feel like it is a policy violation to donate time to the Department. For these reasons, I do not believe that I inaccurately completed my timesheets.

The next policy violation that is referenced is in regards to my Travel Expense Account sheets that were submitted for reimbursement. The letter states that I inaccurately claimed Tier cities and did not list all of my destinations traveled. According to LSPP&P and the Louisiana Travel Guide, I properly submitted these documents for reimbursement. LSPP&P states that I shall refer to the Louisiana Travel Guide to determine reimbursement applicability.² Nowhere in the LSPP&P manual or Louisiana Travel Guide does it explain how to seek reimbursement for trips lasting more than a day or how Tier cities are to be claimed on multiple day trips until one has reached one's final destination.

In the letter, it references the Travel Expense Account form and quotes it to read, "Territory Traveled Show All Points Visited." However, this is contradictory of the actual policy. The Louisiana Travel Guide says that "In all cases the date and hour of departure from and return to domicile must be shown, along with each final destination throughout the trip clearly defined on the form."³ As stated previously, this type of travel had never been done before. We did not know how far we would be driving each day or where we would be staying. Our final destination was and always has been San Diego, CA. According to this policy, I listed the date and hour of departure from and return to my domicile as well as the final destination of San Diego, CA, thereby, completing it correctly and in accordance with policy. Additionally, all of my reimbursement forms were signed off on and approved.

The letter claims that when a public records request was received in November of 2016, I submitted a revised Travel Expense Account sheet. I received a phone call from Captain Graphia in which he said that after looking into our sheets, Major Doug Cain advised that we all need to change them, so we did. As stated before we had never done this, to my knowledge the forms were filled out correctly. Travel Expense Account forms are submitted to approval and reimbursement. If the Department felt that we were not properly claiming our reimbursement, it should have been recognized much sooner and not when a public records request was received.

The letter also cites State Travel Regulation S1506 – Lodging and Meals, Section 4 Travel with Overnight Stay, and provides that I may only be reimbursed for breakfast when my travel begins at or before 0600 hours on your first day of travel. The letter claims that I departed Baton Rouge on October 10, 2016 after 0800 hours and therefore was not entitled to claim breakfast. However, my day started at 0430 hours when I left my residence in Thibodaux LA. LSPP&P states that time resulting from unusual or out-of-the-ordinary travel should be counted towards total work hours; when the time is counted, it shall be credited as the actual time spent in

² LSPP&P Manual, P.O. 221 Expense Reimbursement, Section 2 Scope, pg. 76

³ Louisiana Travel Guide, S1503 General Specifications, Section C Claims for Reimbursement, pg. 8

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transit.⁴ It goes on to say when traveling to a convention the employee shall claim the actual time spent in transit as work time.⁵ It was always our plan to leave on October 10th. We were going to a convention that required out-of-the-ordinary travel. According to these policies, my travel and work time began when I departed my home. Because I departed my home at 0430 hours which is before 0600 hours on the day our travel was to start, I am entitled to claim breakfast in accordance with LSPP&P and the Louisiana Travel Guide.⁶

The letter states that the manner in which I determined the tier at which I should claim reimbursement was not consistent. It goes on to state that I should have claimed the tier for the city in which I spent the night. Nowhere in any policy is this suggestion outlined. Neither LSPP&P nor the Louisiana Travel Guide contain any mention that one is to claim the tier city in which one spends the night for meal reimbursement. I have never heard of this policy before its mention in this letter, and it has never been the practice of the Department.

The letter speaks about hotel overages both during travel and while at the conference. Much of the explanations behind these overages were previously covered. We always did our best to find the lowest priced hotel that would honor Louisiana's state rate. However, the letter talks about overages as if it is a violation of policy. Our research indicates that hotel overages are not a violation of policy. The Louisiana Travel Guide grants exception to lodging overages and states that the Department Head has the authority to approve actual costs, and justification for the overage must be maintained in the file to show that attempts were made with hotels in the area to receive the state/best rate.⁷ LSPP&P also states in part that if accommodations cannot be obtained within the rates authorized, justification explaining why less expensive accommodations cannot be found must accompany the request for exception.⁸ These policies clearly indicate that hotel overages are not a violation.

We always attempted and made every effort to obtain the most reasonably priced lodging at the places approved by the Colonel. Col. Edmonson knew where we would be staying and how we would be getting there. During our travel, at no time did I ever hear him tell Hyatt that we could not stay at any of the places he suggested we stay. Additionally, upon our return, Col. Edmonson signed off on my state credit card expenditures showing the prices and places where we stayed.

The letter cites State Travel Regulation S1506 – Lodging and Meals, Section C – Meals and Lodging Allowances, Subsection 5 – Conference Lodging Allowance, which provides that when an employee chooses to stay in lodging other than the conference lodging, he can only claim the routine travel rate for that city. The letter goes on to say that I was only allowed to

⁴ LSPP&P Manual, P.O. 201 Accrual of Time, Overtime and Compensatory Time, Sections 4 Accrual of Time i)f), pg. 12

⁵ LSPP&P Manual, P.O. 201 Accrual of Time, Overtime and Compensatory Time, Sections 4 Accrual of Time xvi), pg. 12

⁶ Louisiana Travel Guide, S1506 Lodging and Meals, Section A,4,a, pg. 23

⁷ Louisiana Travel Guide, S1506 Lodging and Meals, Section B,1, pg. 23

⁸ LSPP&P Manual, P.O. 221 Expense Reimbursement, Section 4 Lodging, v, pg. 77

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claim \$126.00 for lodging and not the conference lodging rate of \$289.99, thereby, exceeding my allowable rate by approximately \$185.00.

After checking the availability of the Omni conference hotel, I learned that it was booked. It was suggested that I book a cheaper room near the conference and stay double occupancy as a costs savings measure. I booked a room and stayed with Trooper Miller. State Travel Regulation S1502 – Definitions, Section A, Conference/Convention, states in the event the designated conference hotel has no rooms available, a Department Head may approve to pay actual hotel cost not to exceed the conference lodging rates for other hotels located near the conference hotel.⁹ As proven in the letter, I did not exceed the conference lodging rate for double occupancy of \$289.99; therefore, I did not violate policy.

In the letter, it said that I sent pictures with sexually oriented images and comments. On Wednesday October 12, 2016 while at the Palazzo Hotel I sent a picture of my bed to a friend. The picture was sent from my personal phone. I have three email accounts on my phone (LSP, Yahoo, and Charter) I did not realize that it was sent from my Department email account. I thought I sent it from my Yahoo account. I knew she was looking to buy a new bed and thought she would like it. I made the comment that it had her name all over it. I also made the comment to look at the bar at the top of the headboard and what she thought it was for. Although it should not have been sent from my work email I didn't think it was sexual or inappropriate. The investigators perception of my comments was way off base.

On Sunday, October 16, 2016 I received an email from the same friend with the subject No panties Sunday. There was a picture of her in a chair with no panties on. I replied damn baby. I immediately called her and asked her what she was thinking sending that kind of picture to my work email address. She apologized and stated that she did not realize that she had used the wrong email address. She stated that she thought that she used the same Yahoo account that we always use.

On Tuesday October 18, 2016, I once again used the wrong email address to send a picture to my friend. The picture was of a cactus protruding between my legs. There was no message from me but there was a reply from her saying that it was a good thing I didn't get thorns in my balls. There were no sexual comments from either side. I did not know until now that those pictures were sent from my work email. I know now that when you send a picture from an iPhone once you put the email address in you have to choose which email account to use. I guess my phone was set on my work account and I did not notice. I sincerely apologize for the mix up. It was never my intent to use my work email to send personal pictures.

After hearing Hyatt's conversations with the Colonel and seeing some of the text messages that [REDACTED] sent, it was clear to me that the Colonel knew where we were the entire time and where we were staying. In San Diego and after I got back, he never told me we should not have stayed or visited any of the places. Additionally, when I returned Col. Edmonson signed

⁹ Louisiana Travel Guide, S1502 Definitions, Section A, pg. 4

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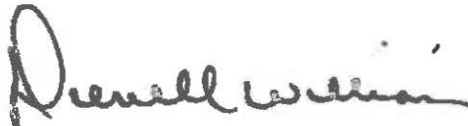
off on my state credit card charges, which showed where we stayed and what we paid for lodging.

I filled out my timesheet and expense sheet to the best of my ability and they both were approved. If there were mistakes on either of my sheets, they should have been kicked back to me for corrections, which I would have gladly done. Additional, I followed all policies as I understood them.

In reference to my emails, at no time did anyone ever ask me about them during an interview. If they would have asked, I would have explained them so inaccurate assumptions would not be concluded.

I hope that the facts and explanations that I have provided have properly addressed any potential policy violations that have been listed. I pray this information will provide you with the necessary material to reconsider my intended discipline of demotion.

Sincerely,

A handwritten signature in dark ink, appearing to read "Derrell Williams". The signature is fluid and cursive, with the first name being more prominent.

Derrell Williams

c: Colonel Kevin Reeves
Internal Affairs

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LOUISIANA DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONS, PUBLIC SAFETY SERVICES

Office of State Police

Training Academy
TIMESHEET

EMPLOYEE NAME (PLEASE PRINT)				FLSA Status		PERSONNEL NUMBER		TEMPORARY DOMICILE DUTY (If Applicable)				PAY PERIOD											
Derrell Williams				Exempt		P00099918		Unit Dates				FROM 10/10/16 TO 10/23/16											
DATE	IN	OUT	REGULAR	ANNUAL	SICK	COMPTAKEN	HOLIDAY	OTHER	CODE	REG TOTAL	1.5 COMP	1.5 COMP	REGULAR OT	REGULAR OT	REGULAR OT	DAILY TOTAL	ESCOPT	ON CALL	SHIFT	UNIFORM	COMMENTS		
			(LA)	(LB)	(LL/LX)	(LH)	Hours	(see Coding page)			WORKED	WORKED	HOURS	2 NIGHT	HOURS	2 NIGHT		(SFC - 0073)	(0062)	OR PREVIOUS PAY HOURS	ALLOW	(see instructions page)	
											ZAO2	ZAO3	ZAO2	CODE (SUB OBJECT)	ZAO3	CODE (SUB OBJECT)							
MON	10/10	8:00	16:30	8.00						8.00							8.00				1.0	Travel to IACP Conference	
TUE	10/11	8:00	16:30	8.00						8.00							8.00				1.0	IACP Conference	
WED	10/12	8:00	16:30	8.00						8.00							8.00				1.0	IACP Conference	
THU	10/13	8:00	16:30	8.00						8.00							8.00				1.0	IACP Conference	
FRI	10/14	8:00	16:30	8.00						8.00							8.00				1.0	IACP Conference	
SAT	10/15	8:00	16:30							0.00	8.00						8.00				1.0	IACP Conference	
SUN	10/16	8:00	16:30							0.00	8.00						8.00				1.0	IACP Conference	
MON	10/17	8:00	16:30	8.00						8.00							8.00				1.0	IACP Conference	
TUE	10/18	8:00	16:30	8.00						8.00							8.00				1.0	IACP Conference	
WED	10/19	8:00	16:30	8.00						8.00							8.00				1.0	Travel from IACP conference	
THU	10/20	8:00	16:30	8.00						8.00							8.00				1.0	Travel from IACP conference	
FRI	10/21	8:00	16:30	8.00						8.00							8.00				1.0		
SAT	10/22									0.00							0.00						
SUN	10/23									0.00							0.00						
TOTALS				88.00	8.00	0.00	0.00	0.00	0.00	80.00	16.00	0.00	8.00		0.00		0.00	96.00	0.0		0.0	12.0	

I certify that the above information is true and correct:

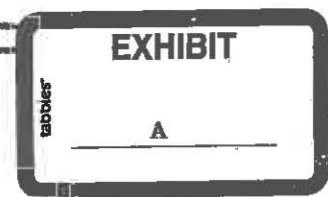
EMPLOYEE SIGNATURE: *Derrell Williams*

DATE: 10/21/2016

I certify that the above information is true and correct:

SIGNATURE OF IMMEDIATE SUPERVISOR: *[Signature]*

DATE: 10-26-16



LOUISIANA DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONS
PUBLIC SAFETY SERVICES

TRAVEL EXPENSE ACCOUNT

The statement on the reverse side must be completely filled in by the payee prior to signature.
Receipts must be attached as required by travel regulations

NAME OF OFFICER/EMPLOYEE Derrell Williams	DATE OF CLAIM 22Oct16
Personnel Number (mandatory) P00099918	AGENCY LSP
Destination (City, State) San Diego, California	SECTION/TROOP Internal Affairs
Purpose of the Trip: IACP Conference	Date of Trip(s) 10/10/2016 10/21/2016

EXPENSE SUMMARY

Automobile:	LUMP SUM ALLOWANCE OR PER DIEM				
	PER MILE COST:	0.51	mi@	0	\$0.00
	* Per mile cost may differ from year to year (check travel regs)				\$0.00
Subsistence:	LODGING				\$1,852.42
	MEALS				\$639.00
					\$2,291.42
*Laundry:					\$0.00
*Standard Allowance:					\$0.00
Miscellaneous:	Valet Parking Tip				\$6.00
Subtotal:					\$2,297.42
Less: Travel Advance:					
Total Reimbursable Cost:					\$2,297.42

IF TOTAL REIMBURSABLE COST IS A NEGATIVE VALUE, CHECK OR MONEY ORDER MUST BE ATTACHED

CERTIFICATE OF PAYEE

I certify that this expense account is just and true in all respects; that the distances shown were actually and necessarily traveled on the dates specified on official business only; that the expenses charged were incurred on official business of the state and none of the expenses have been paid by the state; and that the full amount is justly due.

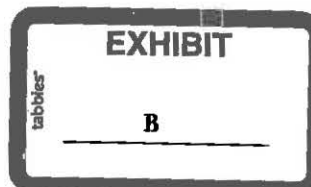
SIGNED BY PAYEE Derrell Williams Major TITLE POSITION Baton Rouge LA OFFICIAL DOMICILE

CERTIFICATE OF SUPERVISOR

I certify that the charges set forth on this expense account have been examined by me; that the services for which the charges are made were necessary and proper; and that, in my opinion, the amounts claimed are just and reasonable.

SIGNED BY Charles Dupuy NAME 45571 JUPP. TITLE

REMARKS BY HEAD OF BUDGET UNIT IN EXPLANATION OF UNUSUAL ITEMS, ETC.



OCT 26 2016
ADMINISTRATIVE COMPLIANCE

LOUISIANA DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONS
PUBLIC SAFETY SERVICES

TRAVEL EXPENSE ACCOUNT

The statement on the reverse side must be completely filled in by the payee prior to signature.

Receipts must be attached as required by travel regulations

NAME OF OFFICER/EMPLOYEE Derrell Williams		DATE OF CLAIM 21Oct16
Personnel Number (mandatory) P00099918		AGENCY LSP
Destination (City, State) San Diego, California		SECTION/TROOP Internal Affairs
Purpose of the Trip: IACP/SPPPOS Training Conference		Date of Trip(s) 10/10/2016 to 10/20/2016

EXPENSE SUMMARY

Automobile:	LUMP SUM ALLOWANCE OR PER DIEM				
	PER MILE COST:	0.51	mi@	0	
		* Per mile cost may differ from year to year (check travel regs)			\$0.00
Subsistence:	LODGING				\$0.00
	MEALS				\$624.00
*Laundry:					\$0.00
*Standard Allowance:					\$0.00
Miscellaneous:					\$0.00
*Subtotal:					\$624.00
Less: Travel Advance:					
Total Reimbursable Cost:					\$624.00

IF TOTAL REIMBURSABLE COST IS A NEGATIVE VALUE, CHECK OR MONEY ORDER MUST BE ATTACHED

CERTIFICATE OF PAYEE

I certify that this expense account is just and true in all respects; that the distances shown were actually and necessarily traveled on the dates specified on official business only; that the expenses charged were incurred on official business of the state and none of the expenses have been paid by the state; and that the full amount is justly due.

Major Derrell Williams	Major	East Baton Rouge
SIGNED BY PAYEE	TITLE/POSITION	OFFICIAL DOMICILE

CERTIFICATE OF SUPERVISOR

I certify that the charges set forth on this expense account have been examined by me; that the services for which the charges are made were necessary and proper; and that, in my opinion, the amounts claimed are just and reasonable.

SIGNED BY	NAME	TITLE
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REMARKS BY HEAD OF BUDGET UNIT IN EXPLANATION OF UNUSUAL ITEMS, ETC.



DATE	HOUR		HOURS WORKED	TERRITORY TRAVELED SHOW ALL POINTS VISITED	ODOMETER READING		MILES TRAV.	Designate Tier	SUBSISTENCE				TOLLS AND PARK	OTHER EXPENSES*	
	DEP	ARR			DEPART	ARRIVE			LODGING	B	L	D	COST	DESC.	COST
10/10/2016	06:00	18:00		Baton Rouge, LA to Amarillo, TX				II		x	x	x	\$56.00		
10/11/2016	06:00	18:00		Amarillo, TX to Tusayna, AZ				II		x	x	x	\$56.00		
10/12/2016	06:00	18:00		Tusayna, AZ to Las Vegas				II		x	x	x	\$56.00		
10/13/2016	06:00	18:00		Las Vegas to San Diego, CA				III		x	x	x	\$61.00		
10/14/2016				IACP/SPPPOS Conference San Diego, CA				III		x	x	x	\$61.00		
10/15/2016				IACP/SPPPOS Conference San Diego, CA				III		x	x	x	\$61.00		
10/16/2016				IACP/SPPPOS Conference San Diego, CA				III		x	x	x	\$61.00		
10/17/2016				IACP/SPPPOS Conference San Diego, CA				III		x	x	x	\$61.00		
10/18/2016	06:00	18:00		San Diego, CA to Deming, NM				III		x	x	x	\$61.00		
10/19/2016	06:00	18:00		Deming, NM to San Antonio, TX				III		x	x	x	\$61.00		
10/20/2016	06:00	17:00		San Antonio, TX to Baton Rouge, LA				III		x	x		\$29.00		
				TOTALS					\$0.00				\$624.00	\$0.00	\$0.00

Source of Funding:			
COST CENTER	4192207	REPORTING CATEGORY	4194723
OBJECT CODE	2610-02	GRANT #	

Explanation (provide brief details for travel purposes and list whether lodging was single or double occupancy, if double list roommate name and who paid the bill.)

Travel to San Diego, CA to attend IACP/SPPPOS Annual Conference. Lodging was double occupancy. Double occupancy in a condominium was utilized as a cost savings measure. The total lodging costs were paid by LaCarte

Instructions: 1. Sign lodging receipts (if double occupancy, both employee's signatures are required). 2. Provide brief details for travel purpose in explanation section. 3. Be sure to provide Personnel Number on the front page. 4. Phone calls, parking, tolls, etc. should not be incorporated in lodging rate. Each must be itemized separately. 5. Make sure that departure and arrival times justify the meal claims. 6. Total all applicable columns at the bottom of the page and make sure that sums equal totals on front and back pages. 7. Must attach approved Travel/Training Request to Expense Voucher.

REVISED 8/12