



Police Department  
Département de Police

February 22, 2021

Police Officer  
Pablo Estrada Vasquez (3100-12486)  
Lafayette Police Department  
900 E. University Ave  
Lafayette, LA 70503

Officer Estrada Vasquez:

An Internal Affairs Investigation (AD 2020 022) was ordered on December 11, 2020 by Interim Chief Scott Morgan to investigate the allegation of misconduct: Excessive Force. On November 28, 2020 you arrested a suspect for domestic abuse battery. While booking the suspect into the Lafayette Parish Correctional Center (LPCC), you used force against the suspect. On December 10, 2020, Lafayette Parish Sheriff's Department Deputies provided Lafayette Police Department Internal Affairs with statements and video evidence of the excessive force used against the suspect during the booking process.

On December 30, 2020, you were served with a Notice of Investigation for Excessive Force. On December 30, 2020, you were advised of your Police Officer's Bill of Rights and interviewed by Internal Affairs. You agreed to give a statement without your attorney present.

You attended a pre-disciplinary hearing with your Attorney: Alison Prejean on February 19, 2021 at 4:46 PM. When given the opportunity to provide any additional information for consideration, you answered no.

After careful review of the Internal Affairs Investigation (AD 2020 022) and consideration of your verbal explanation, the complaint was sustained. Your actions were deemed to constitute violations of the Lafayette Police Department General Orders as follows:

Lafayette Police Department General Orders:

GO - 301.12 DISCHARD OF FIREARMS/USE OF FORCE

**Non-Lethal Physical Force**

- A. Officers shall only use the type and degree of force that is reasonably necessary to affect an arrest. As a rule, officers which utilize non-lethal force or less than lethal weapons shall report the incident in the departmental electronic reporting system in addition to a department Use of Force Report (CALEA - 1.3.6c,d)
- B. The principle by which force is judge is the minimum force necessary to accomplish a legitimate police objective. The officer must assess each situation to determine the type and degree of force required. Short of physical force, there are a variety of methods by which an officer can influence an uncooperative subject. Appropriate uses of force are as follows: (CALEA - 1.3.4)

February 22, 2021

1. Officer presence is accomplished through the officer's appearance at a situation or through the officer's dialog (talking) with a subject, resulting in the officer controlling the individual.
2. Verbal Commands
3. Soft empty hand control.
4. Hard empty hand control is accomplished by an officer using approved physical restraints taught in the Basic Training Academy and Department In-Service Training.

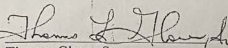
As a Police Officer, it is crucial that your actions portray sound judgment and good decision making, which reflect positively upon the reputation and integrity of the Lafayette Police Department at all times. However, your recent actions reflected negatively upon the Lafayette Police Department. As a result your actions and behavior were unbecoming for a Police Officer of the Lafayette Police Department and employee of the Lafayette Consolidated Government. This level of conduct is unacceptable and cannot be condoned. Your conduct did not reflect the expected behavior of a Police Officer. Your behavior was counterproductive to the mission of the Lafayette Police Department which is an integral part of the Lafayette Consolidated Government.

I would be remiss in my duties to uphold the accountability and integrity of the Lafayette Police Department, if I did not administer the appropriate level of disciplinary action. I have a duty and responsibility to provide the citizens of our community, the Lafayette Police Department and the Lafayette Consolidated Government with the most professional officers we can hire. I cannot dismiss the fact that your actions reflected negatively on the Lafayette Police Department.

Based upon the seriousness of your infractions, and the sustained findings of the Internal Affairs Investigation (AD 2020 022), I have determined the best interest of the Lafayette Police Department and the Lafayette Consolidated Government would be served by termination of your employment. This letter is your *official, written* confirmation that your employment with the Lafayette Police Department and the Lafayette Consolidated Government was terminated effective February 22, 2021, upon receipt.


You may visit the Lafayette Consolidated Government Human Resources office in person at 705 W. University Avenue, Lafayette, LA for an explanation of your benefits. You may also contact Rick Zeno: Human Resources Manager at (337) 291-8228 or Rae-Lynne Mouton: Employee Relations Supervisor at (337) 291-8235. As you are aware, the Municipal Fire and Police Civil Service Rules provide you a right to appeal this action. If you wish to appeal, you must submit a written request to the Fire and Police Civil Service office within fifteen (15) calendar days.

APPROVED:

  
Thomas Glover Sr.  
Chief of Police

C: State Examiner's Office  
LPD: Internal Affairs  
Human Resources

Human Resources Office Review  
as to form and procedure.

 2/22/2021  
Initial Date

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