

## Heath Guillotte

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**From:** Heath Guillotte  
**Sent:** Thursday, February 15, 2024 10:08 AM  
**To:** Robert Lummus  
**Subject:** FW: Response to Letter of Counseling - Captain Heath Guillotte  
**Attachments:** Letter of Counseling Response 2-9-24.docx  
  
**Importance:** High

Hi,

I have received your response to the Letter of Counseling you received from Major Lummus regarding LSP Policy 901, Code of Conduct and Ethics, Section 63, Social Media Network. We appreciate you exercising your rights under the State Police Commission Rule 12.9.b to provide a written response and to address the counseling, policy, and interpretation. Your response will be attached and included with the Letter of Counseling.

Best regards,

Heath Guillotte  
Lieutenant  
California State Police  
1000 West 10th Street  
Fresno, CA 93721  
(559) 433-1111

**From:** Robert Hodges <Robert.Hodges@la.gov>  
**Sent:** Wednesday, February 14, 2024 10:07 PM  
**To:** Heath Guillotte <Heath.Guillotte@la.gov>  
**Cc:** Frank Besson <Frank.Besson@la.gov>; Treone Larvadain <Treone.Larvadain@la.gov>; Robert Lummus <Robert.Lummus@la.gov>  
**Subject:** RE: Response to Letter of Counseling - Captain Heath Guillotte  
**Importance:** High

Captain Guillotte,

I have read your response to the Letter of Counseling you received from Major Lummus regarding LSP Policy 901, Code of Conduct and Ethics, Section 63, Social Media Network. We appreciate you exercising your rights under the State Police Commission Rule 12.9.b to provide a written response and to address the counseling, policy, and interpretation. Your response will be attached and included with the Letter of Counseling.

The policy is very clear and detailed, *"As police officers, we rely on our character and reputation when providing court room testimony so we do not detract from the credibility of the investigation or the court proceedings. Officers should be aware that defense attorneys, the media or the public in general may perceive their social media posts as biased towards a group, political party or movement and use that information to discredit the individual officer or the department."*

Therefore, we cannot risk the credibility of Louisiana State Police or one of its Troopers / Investigators / Officers by defending a social media post that clearly makes fun of someone (regardless of race or gender). When one of our Troopers / Investigators / Officers makes fun of someone intentionally or in jest, the media or public may use that information to discredit an individual officer or the department. These type of actions reduce the public trust which we are so actively trying to rebuild following some difficult years of nationwide anti-police sentiment.

Major Lummus advised you that the post was problematic and could be perceived by some as offensive or racist. You clearly disagreed and gave your justification and opinion. However, everyone (public, media, fellow Troopers, other LE agencies) may perceive things differently, but

Additionally, LSP received two inquiries from the media asking if we had seen the post and what were our thoughts or was any action taken. You even personally talked to the media when they called to express your perspective which I am certain was with good intent. However, the media will not always side with us which is why we have an LSP policy prohibiting this type of online posting by our Troopers / Investigators / Officers.

Under my leadership, I have taken the position of coaching, mentoring, and training of personnel first, prior to taking any written or disciplinary action. You elected to dispute the coaching and mentoring. Therefore, a written Letter of Counseling (not discipline) was issued by Major Lummus (direct supervisor) to document the incident and further emphasize the importance and seriousness of publicly making fun of someone or something on social media. With regard to the training, a video is being prepared for distribution in the coming weeks on PowerDMS citing some examples of acceptable posts and unacceptable posts (those which can question our character or reputation). This will ensure all personnel have a better understanding of Policy 901, Section 63.

As a Louisiana State Trooper we are held to a higher standard and as a State Police Captain / Commander with 26 plus years of LSP service, your actions are much more impactful. For those reasons, we must always remember Agency or LSP first, above our personal ambition, drive, or willingness to do otherwise.

Sincerely,

Colonel Robert R. Hodges  
Superintendent, Louisiana State Police  
Deputy Secretary, Department of Public Safety  
Louisiana State Police, 1000 Poydras Street, Suite 1000  
New Orleans, LA 70112-2000  
504.586.1000

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**From:** Heath Guillotte < >  
**Sent:** Wednesday, February 14, 2024 1:51 PM  
**To:** Robert Lummus < >  
**Cc:** Treone Larvadain < >; Frank Besson < >; Robert Hodges  
< >  
**Subject:** Response to Letter of Counseling

Please find attached my response to the letter of counseling I recently received for a "character" depicted in videos posted on social media. In compliance with State Police Commission Rule 12.9(b), please attach this response with all stored/filed copies of the letter of counseling.

Thanks in Advance,

Captain Heath Guillotte  
CID Region 2, Commander  
437 W. Mills Ave.  
Breaux Bridge, LA, 70517  
337-332-8025