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AUG 13 2025

LOUISIANA STATE POLICE COMMISSION

DOCKET NO. \_\_\_\_\_

State Police Commission

IN RE: APPEAL OF LT. JAMES JEFFERSON

VERSUS

LOUISIANA STATE POLICE

\*\*\*\*\*

APPEAL

The Appeal of Lt. James Jefferson, [REDACTED]

[REDACTED] represented herein by Attorneys Jill L. Craft and W. Brett, Conrad, Jr., 329 Saint Ferdinand Street, Baton Rouge, Louisiana 70802, to the Louisiana State Police Commission of his suspension for 48 hours, and in accordance with SPC Rule 13.1, respectfully represents:

1.

Appellant served as a Louisiana State Trooper with permanent status and was assigned to the Bureau of Investigations, Gaming, Administrative Support and Indian Gaming.

2.

On February 6, 2025, LSP placed Appellant on administrative leave pending investigation of the February 5, 2025, incident. At that time, LSP clearly acknowledged the initiation of the investigation of Appellant. A copy of that notification is attached. Thereafter, on February 13, 2025, Appellant was reminded, "[Y]ou are currently the subject of an administrative investigation", to-wit the February 6, 2025, notice of investigation.

3.

On April 10, 2025 – more than 60 days after the investigation notification on February 6, 2025, LSP provided Appellant with one sheet of paper purporting to advise him he would be

he would be suspended for 48 hours. However, even if that document were to be considered, it was issued to Appellant 63 days after the February 6, 2025, letter. Appellant is entitled to summary disposition and reversal because of this violation of the LSPC Rules, LSPC Rule 12.19.

4.

Mr. Jefferson was not issued a predeprivation notice until May 14, 2025, in further violation of LSPC Rule 12.18. Appellant is entitled to summary disposition and reversal because of this violation of the LSPC Rules. Attached is the May 14, 2025, predeprivation notice.

5.

Compounding the situation is that the fact Lt. Jefferson was required to serve the 48-hour suspension **before issuance of the predeprivation** notice on May 14, 2025. Lt. Jefferson, who was ordered by his command staff to begin serving the suspension, served his "suspension" from April 21, 2025 – April 25, 2025, and May 2, 2025, for the total 48 hours. Attached are Lt. Jefferson's Time Sheets. Appellant submits this was in violation of LSPC Rules 12.7 and 12.8 requiring predisciplinary notice prior to the imposition of the actual discipline.

5.

On May 20, 2025, Appellant submitted his response to the predeprivation notice, a copy of which is attached, pointing out that LSP was in violation of LSPC Rules 12.8 and 12.7.

6.

Thereafter, on June 24, 2025 – now over four (4) months since the February 6, 2025, first notification - LSP issued the attached letter. In it, LSP claims it issued a determination letter to Lt. Jefferson on April 10, 2025 (still untimely) and then inaccurately claims Lt. Jefferson requested the suspension times on his own. However, Lt. Jefferson had previously documented the order to

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serve the suspension time **before** he was ever suspended in an Incident ~~State Police Complaint~~ prepared on May 21, 2025. A copy is attached.

7.

Following the June 24, 2025, "Reinstatement of Time letter", Mr. Jefferson then received the attached letter dated August 6, 2025, which he received on August 7, 2025, purporting to suspend him for 48 hours.

8.

However, Appellant shows LSP failed to correct its first error regarding untimeliness and the discipline imposed is null and void.

9.

Appellant shows LSP's attempt to retroactively "correct" the placement of Appellant on 48-hour suspension prior to issuance of discipline violates the LSPC Rules and therefore the later discipline is null and void.

10.

Appellant shows he is innocent of the charges identified by LSP. Appellant shows there was no policy regarding having two (2) units assigned until after Appellant responded to the first predisciplinary notice. Appellant could therefore not have been in violation of any policy regarding having two (2) assigned units (specifically return of the TSS unit assigned to Appellant to work the MCSAP grant, which he did frequently), with proper permission, in February, 2025, as he is wrongly charged.

11.

Appellant shows he did not engage in any abuse of his wife and, instead, as was well-known to LSP, Appellant's wife had long-standing medical issues which resulted in the situation.

Appellant further shows his wife attempted to correct the situation with the BRPD which is reflected on video and there were no marks on Appellant's wife. There were, however, marks on Appellant because his wife had physically engaged Appellant and, at all times, Appellant attempted, as he had numerous times before when his wife had medical issues, to deescalate the situation. Appellant further shows no charges were filed and were, in fact, no true billed. Attached are the records reflecting no true bill.

12.

Appellant shows that BRPD wanted to criminally charge Appellant's wife but he declined the charges because of his wife's long-standing medical issues. He also shows LSP's recitation contained in the disciplinary letter are not true and are conflated mixing portions of the exchange with other portions in an attempt to make it appear as if Appellant engaged in abusive behavior with his wife.

13.

Appellant shows the allegation he engaged in unsatisfactory performance as a result of the situation with his wife is not true.

14.

Appellant shows he is innocent of the charges identified by LSP. Appellant shows LSP's actions were excessive, not warranted, untimely. Appellant submits the disciplinary action of termination must be reversed pursuant to LSPC Rule 12.20.

15.

Appellant shows, in the alternative, the disciplinary action of termination was excessive and must, therefore, be reduced and/or modified pursuant to LSPC Rule 12.20, including that

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Appellant was not permitted the ability, as had been afforded numerous other troopers, to serve a suspension with a pay reduction spread out over a period of time.

16.

Appellant seeks, and is entitled to, restoration of all leave, his salary, emoluments of office, benefits, attorney fees, restoration of all pay and benefits, attorney fees and additional attorney fees as LSP 13.26 as Appellant shows LSP acted arbitrarily and capriciously, all costs of these proceedings, and all such other relief to which he is entitled at law or in equity.

WHEREFORE, Appellant, Lt. James Jefferson, prays after due proceedings are had that the termination be reversed, or, solely in the alternative, reduced or modified, that he be awarded restoration of all leave, his salary, emoluments of office, benefits, attorney fees, restoration of all pay and benefits, attorney fees and additional attorney fees as LSP 13.26 as Appellant shows LSP acted arbitrarily and capriciously, all costs of these proceedings, and all such other relief to which he is entitled at law or in equity.

Respectfully submitted,

By: \_\_\_\_\_  
Jill L. Craft, #20922  
W. Brett Conrad, Jr., #37639  
329 Saint Ferdinand Street  
Baton Rouge, Louisiana 70802  
(225) 663-2612

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State Police Commission



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

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February 6, 2025  
4750/0501/JGH/24-24205  
HQ-1-1117

State Police Commission

Lieutenant James Jefferson III  
Fleet Operations/Support

VIA HAND-DELIVERY

RE: ADMINISTRATIVE LEAVE PENDING INVESTIGATION

Lt. Jefferson:

This letter is to notify you that I am placing you on administrative leave pending an investigation, effective upon receipt of this letter. This action is taken in accordance with Louisiana State Police Commission Rule 12.4 *Administrative Leave Pending Investigation*. You are being placed on administrative leave pending investigation because, in my judgment, there is reason to suspect that you have engaged in conduct which, if confirmed, would warrant disciplinary action and your continued presence on the job or the performance of your duties reasonably poses a significant hazard or danger to the general health or safety or the efficiency of public service.

Administrative leave pending investigation is with pay, shall not reduce your annual or compensatory leave balance, and shall not exceed 400 regular duty working hours. Because you are being paid by the Department of Public Safety and Corrections, you shall not engage in secondary employment during your duty hours while on administrative leave. Furthermore, you shall remain fit and available to return to duty at any time. You shall also contact Captain Pat Jackson, at (225) 925-6121 by 8:00 a.m. every Monday that you are on administrative leave pending investigation.

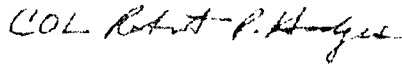
If you have not done so, you are ordered to surrender all equipment of the Department of Public Safety and Corrections, Public Safety Services, that you may still possess, whether it was issued to you or you otherwise acquired, including but not limited to computers, keys, identification cards, credit cards, reports or paperwork, and all other property of the department.

This placement on administrative leave pending investigation is not a disciplinary action and is not appealable, except under Rule 13.1(a) or (c), on the basis of discrimination or a violation

James Jefferson  
February 6, 2025  
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of any provision in the Louisiana State Police Commission Article or of any Louisiana State Police Commission Rule other than a rule in Chapter 10. The time limits and procedure for appealing are contained in Chapter 13 of the Louisiana State Police Commission Rules. You may obtain a copy of Chapter 13 of the Louisiana Civil Service Commission Rules from the Louisiana State Police Commission. The current mailing address is P.O. Box 66555, Baton Rouge, Louisiana 70896. The telephone number is (225)925-7057. The fax number is (225) 925-7058.

Sincerely,



Colonel Robert P. Hodges  
Superintendent, Louisiana State Police

Cc: Lt. Colonel Frank Besson  
Lt. Colonel Cordell Williams  
Major Nicole Kilgore  
Captain Pat Jackson  
Internal Affairs  
Human Resources Management  
Office of Legal Affairs

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JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

February 13, 2025

Lieutenant James Jefferson III  


Dear Lt. Jefferson,

You are currently the subject of an administrative investigation. The number assigned to the case is 25-00009. As a Louisiana State Lieutenant, you are hereby advised of your rights related to an administrative investigation per Louisiana State Police Commission rules, attached hereto and made a part hereof.

This administrative review is of potential violations of LSP and/or DPS policies. This review pertains to an altercation between you and a domestic partner on Wednesday, February 5, 2025, which resulted in the Baton Rouge City Police responding to your residence. Following their investigation, you were arrested for Domestic Abuse Battery with Child Endangerment and subsequently booked into the East Baton Rouge Parish Jail.

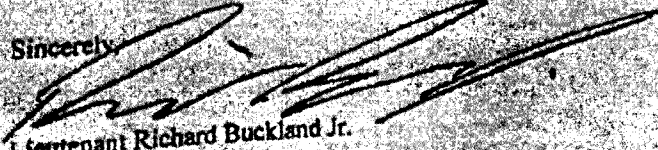
Pursuant to LSP and DPS policy and procedures, your responsibility in this investigation is to cooperate fully with the investigation and to keep the substance of the investigation and the fact thereof confidential as outlined below.

- LSP P.O. 209(7)(i) Internal Affairs investigators or designated Administrative Investigators shall receive the full cooperation of any employee of the Department of Public Safety and Corrections, Public Safety Services, during the course of an administrative investigation. Employees shall obey any lawful order or directive given by the investigator during an investigation. (ii) Ongoing administrative investigations are considered confidential and as such, officers shall not violate that confidentiality. Those in violation are subject to disciplinary action.

- DPS P.O. 01-03.24: (A) An employee shall cooperate with any Administrative and Internal Affairs investigation. (B) An employee shall keep the nature and/or any details of an Internal Affairs investigation in the strictest confidence. (C) No employee shall interfere or attempt to interfere in any capacity with any of the participants in a Department investigation.

If you have any questions, please contact Internal Affairs at (225) 925-6189.

Sincerely,

  
Lieutenant Richard Buckland Jr.  
Case Lieutenant, Internal Affairs  
Louisiana State Police

cc: Lt. Colonel Cordell Williams  
Major Nfaste Kilgore  
Captain Patrick Jackson

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State Police Commission

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Due Date: 04/13/2025  
Date of DRC: 04/09/2025  
Decision Page Due Date: 04/16/2025

DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF STATE POLICE

**FINDINGS OF ADMINISTRATIVE INVESTIGATION IA-2500009**  
**Lt. James Jefferson**

In accordance with Louisiana State Police Commission (LSPC) Rule 12.19(f), this is your notification that the above referenced administrative investigation is complete with the findings listed below and the appointing authority's decision regarding the discipline that will be proposed. The pre-deprivation notice required by LSPC Rule 12.7 outlining the proposed action and the reasons therefore, and your opportunity to respond to the proposed action, will be given to you within 45 calendar days.

- |   |                      |
|---|----------------------|
| 1. Conformance To Laws                        | <u>Not Sustained</u> |
| 2. Conduct Unbecoming An Officer              | <u>Sustained</u>     |
| 3. Unsatisfactory Performance                 | <u>Sustained</u>     |
| 4. Conduct Unbecoming An Officer              | <u>Sustained</u>     |
| 5. Vehicle Usage Limitations and Requirements | <u>Sustained</u>     |
| 6. Vehicle Usage Limitations and Requirements | <u>Not Sustained</u> |

**PROPOSED ACTION:**

- |   |                             |
|---|-----------------------------|
| 1. Conformance To Laws                        | <u>No Action</u>            |
| 2. Conduct Unbecoming An Officer              | <u>40 Hours Suspension</u>  |
| 3. Unsatisfactory Performance                 | <u>8 Hours Suspension</u>   |
| 4. Conduct Unbecoming An Officer              | <u>Letter of Counseling</u> |
| 5. Vehicle Usage Limitations and Requirements | <u>Letter of Counseling</u> |
| 6. Vehicle Usage Limitations and Requirements | <u>No Action</u>            |

**COL Robert P. Hodges**  
Digitally signed by COL.  
Robert P. Hodges  
Date: 2025.04.09  
18:08:00 -05'00'  
Colonel Robert P. Hodges  
Superintendent / Louisiana State Police

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State Police Commission

Version Created on:	04/28/2025	Approved by:	P00077657
Version Created at:	01:19 PM		

### Time and Attendance

Posted By	Date	Type	Hours	From	To	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order	Auto
WF-CAT6	Mo 04/14/2025	ZA01	8.00	08:00 AM	04:30 PM								
<u>Edit</u>													
WF-CAT6	Tu 04/15/2025	ZA01	8.00	08:00 AM	04:30 PM								
<u>Edit</u>													
WF-CAT6	We 04/16/2025	ZA01	8.00	08:00 AM	04:30 PM								
<u>Edit</u>													
WF-CAT6	Th 04/17/2025	ZA01	8.00	08:00 AM	04:30 PM								
<u>Edit</u>													
WF-CAT6	Fr 04/18/2025	ZA01	8.00	08:00 AM	04:30 PM								
<u>Edit</u>													
P00366405	Mo 04/21/2025	LW	8.00	08:00 AM	04:30 PM								
<u>Edit</u>	Leave without pay												
P00366405	Tu 04/22/2025	LW	8.00	08:00 AM	04:30 PM								
<u>Edit</u>	Leave Without Pay												
P00366405	We 04/23/2025	LW	8.00	08:00 AM	04:30 PM								
<u>Edit</u>	Leave Without Pay												
P00366405	Th 04/24/2025	LW	8.00	08:00 AM	04:30 PM								
<u>Edit</u>	Leave Without Pay												
P00366405	Fr 04/25/2025	LW	8.00	08:00 AM	04:30 PM								
<u>Edit</u>	Leave Without Pay												

### Summary

Type	Total	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order
ZA01	40.00							
__REGULAR ATTENDANCE								
LW	40.00							
__LEAVE WITHOUT PAY								

### Current Default Costing

Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order	Percent
4193032260	4190000201	4193032260		NOT_RELEVANT	NOT RELEVANT		100.00
__POLICY SUPPLY	SELF GENERATED OSP -	POLICE SUPPLY		NOT_RELEVANT	NOT RELEVANT		

Approver Remarks

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APR 16 2025

State Police Commission

# Time Statement

Employee:	[REDACTED]	Generated on:	05/16/2025	Date	Day	Plan Hrs	Start Time	End Time	Date	Day	Plan Hrs	Start Time	End Time
Employee Name:	JAMES JEFFERSON III	Generated at:	02:22 PM	04/28	Mo	24.00			05/05	Mo	24.00		
Supervisor:	JONAS MARTIN	Time Status:	Positive Time Entry	04/29	Tu	24.00			05/06	Tu	24.00		
Pay Period:	10-2025	Job Description:	STATE POLICE LIEUTENANT	04/30	We	24.00			05/07	We	24.00		
Date Range:	04/28/2025-05/11/2025	PSG:	Class NE	05/01	Th	24.00			05/08	Th	24.00		
Certified on:	05/12/2025	Work Schedule:	24HRS/7DAY (POS ONLY!)	05/02	Fr	24.00			05/09	Fr	24.00		
Certified at:	01:37 PM	Approved on:	05/12/2025	05/03	Sa	24.00			05/10	Sa	24.00		
Version:	Version 001 of 001	Approved at:	01:57 PM	05/04	Su	24.00			05/11	Su	24.00		
Version Created on:	05/12/2025	Approved by:	PC0077657										
Version Created at:	01:37 PM												

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MAY 13 2025

State Police Commission

## Time and Attendance

Posted By	Date	Type	Hours	From	To	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order	Auto
WF-CAT6	Mo 04/28/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	Tu 04/29/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	We 04/30/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	Th 05/01/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	Fr 05/02/2025	LW	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>	Leave without Pay												
WF-CAT6	Mo 05/05/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	Tu 05/06/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	We 05/07/2025	LL	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>	K-Time												
WF-CAT6	Th 05/08/2025	LL	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>	K-Time												
WF-CAT6	Fr 05/09/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													

## Summary

Type	Total	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order
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JULIA LAYNE  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

May 14, 2025  
4750/0501/JZS/25-24263  
HQ-01-1147

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MAY 13 2025

State Police Commission

Lieutenant James Jefferson  
BOI, Gaming, Admin Support & Indian Gaming

VIA PERSONAL DELIVERY  
IA-2500009 OLA #P-200281

Re: **INTENDED 48-HOUR SUSPENSION**

Lieutenant Jefferson:

Pursuant to the authority granted to me as the Appointing Authority and by State Police Commission Rules 12.1 and 12.2, and in accordance with Rule 12.7 and Louisiana State Police Policy and Procedure (P.O.) 211, you are hereby notified that it is my intention to suspend you without pay and allowances for a total of 48 hours. This proposed disciplinary action is based on your failure to comply with Louisiana State Police (LSP) policies and procedural orders (P.O.). Specifically, you have been found to have violated the following:

- **LSP P.O. 901, Code of Conduct and Ethics, Sec. 4 Conduct Unbecoming an Officer – 40 hours**
- **LSP P.O. 901, Code of Conduct and Ethics, Sec. 12 Unsatisfactory Performance – 8 hours**

You are a commissioned officer with permanent status. You hold the rank of Lieutenant and have been employed with LSP for approximately 17 years and 9 months. You are currently assigned to the Bureau of Investigations, Gaming Section, Admin Support and Indian Gaming Unit.

On February 5, 2025, at 11:30 p.m., the Baton Rouge Police Department (BRPD)

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Lieutenant Jefferson  
May 14, 2025  
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State Police Commission

wife, Heather Jefferson. Mrs. Jefferson's aunt, Louetta Pulliam, contacted BRPD after she overheard what she perceived to be a verbal argument and physical violence between you and Mrs. Jefferson while she was on the phone with Mrs. Jefferson. Several BRPD officers arrived at your home and investigated.

BRPD subsequently arrested you for La. R.S. 14:35.3 Domestic Abuse Battery with Child Endangerment. You were booked and processed into the East Baton Rouge Parish Prison.

On February 13, 2025, Internal Affairs initiated an administrative investigation at the direction of Assistant Superintendent, Lieutenant Colonel Frank Besson. Captain Saleem El-Amin assigned the investigation to Trooper First Class (TFC) Jacob Butler, III. The administrative investigation began on the same date.

On February 20, 2025, at 9:22 a.m., TFC Butler and Sergeant Ashton McRae interviewed Mrs. Jefferson at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA., 70806. Mrs. Jefferson advised that she worked from home that day, and you brought the two boys to school. She stated that during the day, she ended up accidentally stabbing herself in the eye with one of her high-heeled shoes, which ultimately prompted her to go to urgent care. Between 12:00 p.m. and 1:00 p.m., you brought her prescription medication but quickly left. Mrs. Jefferson advised that she felt emotionally neglected because you left without physically comforting her and expressed no concern for her injury. At 4:30 p.m., you returned home, dropped the boys off from school, and departed shortly after to return to work and attended work-related activities in New Orleans. Mrs. Jefferson stated that emotionally, she was frustrated because she felt ignored and misunderstood by you, especially after she injured herself.

Mrs. Jefferson advised that you returned home at 9:00 p.m., and a verbal argument started, fueled by the tensions accumulated throughout the day. Mrs. Jefferson advised that she confronted you about her perceived neglect, and at 9:30 p.m., you chose to leave the house to diffuse tensions. While you were gone, Mrs. Jefferson stated she was on the phone with her aunt, Ms. Pulliam, discussing the argument with her. Mrs. Jefferson advised that you returned to the home around 11:16 p.m. She stated that you sat outside in your truck (unmarked unit), in the driveway, for about 45 minutes, which prompted her to go outside to retrieve Ethan, who was asleep in the truck. Mrs. Jefferson stated she was still upset, and another confrontation escalated between her and you, next to your unit. Mrs. Jefferson advised that she was still on the phone with Ms. Pulliam during this confrontation next to your unit, and her phone fell out of her hands.

Mrs. Jefferson stated that she did shout the phrases, "he's punching me" and "don't throw me to the ground," but there was no physical violence. Mrs. Jefferson stated that Ms. Pulliam misunderstood what was happening when she called BRPD. Mrs. Jefferson advised that she made those statements because of past traumatic experiences involving police officers from a previous unrelated incident.

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MAY 13 2025

Lieutenant Jefferson  
May 14, 2025  
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State Police Commission

Mrs. Jefferson advised that BRPD arrived at the house around 11:40 p.m. She said you were detained by BRPD due to the scratches on your hands, even though officers were told that neither of you knew how the scratches occurred. Mrs. Jefferson advised that she fully cooperated and even provided officers access to the home surveillance footage, but she was concerned that officers only selected a 5-minute segment recorded at 11:22 p.m.

Mrs. Jefferson stated to IA investigators that you never physically harmed her and she expressed her regret for escalating the situation verbally and emotionally.

On February 20, 2025, IA investigators conducted a phone interview with Luetta Pulliam. Ms. Pulliam advised that she was on the phone with Mrs. Jefferson on the evening of February 5, 2025, as was their usual practice of talking almost daily. Ms. Pulliam advised that Mrs. Jefferson mentioned to her that she felt frustrated and neglected after she accidentally stabbed herself in the eye with a high-heeled shoe. Ms. Pulliam advised that Mrs. Jefferson's emotions appeared heightened due to you briefly dropping off medication without expressing emotional support and departing quickly.

Ms. Pulliam stated that during the call, Mrs. Jefferson wanted to retrieve Ethan from your vehicle, where he was asleep. It was after 11:00 p.m. and he needed to get to bed. Ms. Pulliam advised Mrs. Jefferson walked out to the car and asked you to let her bring Ethan in, and you told her you would bring him in. Mrs. Jefferson told you she would just get him and bring him in, but you told her you would bring him in. Ms. Pulliam advised that you and Mrs. Jefferson "kinda got into it." Ms. Pulliam described the conversation between you and Mrs. Jefferson as quiet and she did not know what happened to make it go south. Ms. Pulliam described what she thought was a tumbling sound. Ms. Pulliam advised that she started yelling over the phone she was going to call the police, and you said, "Call them." Ms. Pulliam advised that due to the geographic constraints, she could not call 911, so you told her, "Here's the number, you can call them." Ms. Pulliam advised that she heard the stressors in Mrs. Jefferson's voice and knew that Mrs. Jefferson also had some personal stressors, and because of what she felt and heard, she called BRPD with the number you gave her. Ms. Pulliam stated that she told BRPD what she believed she had heard, told them you were a State Police officer, and asked them to go to the house.

Ms. Pulliam said she heard Mrs. Jefferson tell the officer you did not hit her. Ms. Pulliam stated she did not know what was happening or if Mrs. Jefferson was in crisis. In her interview with IA investigators, Ms. Pulliam described you as one of the nicest people she knew, stated you are a giving, loving, personal person who took care of his family and took care of his mother. Ms. Pulliam described that night as because of what she listened to and heard, she made some assumptions, and said, "This is where we are."

IA investigators asked Ms. Pulliam for more details, and she advised them that she heard Mrs. Jefferson tell officers that you did not hit her. Investigators ask Ms. Pulliam for more information about what she heard that made her think something was happening. Ms. Pulliam stated that besides the tumbling sounds she heard, she also heard Mrs. Jefferson yelled for help.

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Lieutenant Jefferson  
May 14, 2025  
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and then she said something like, "Don't come near me," or "stop." Ms. Pulliam advised that she later learned that the phone fell, which is what she heard that made her believe that something physical occurred. Ms. Pulliam stated that she and Mrs. Jefferson talked afterwards, and Mrs. Jefferson told her that she blanked out, as if she were in a fog. Ms. Pulliam asked what you were doing, and Mrs. Jefferson responded that you were coming towards her. Ms. Pulliam stated, "But I know Jay, he might have been coming towards her, but it wasn't to harm her." Ms. Pulliam again said that she was not there to see it.

Ms. Pulliam stated that she could not put an absolute on those 30 seconds, but she could say that you did not hit Mrs. Jefferson and did not throw her down.

On March 5, 2025, at 1:03 p.m., TFC Butler and Polygraphist William Kirkland interviewed BRPD Lieutenant (Lt.) Caan Castleberry. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA, 70806. Lt. Castleberry advised that he responded to your house 15 minutes after Sergeant Hernandez, Officer Harrington, and Officer Lemaire were already there. Lt. Castleberry stated he observed two police units in your driveway, one was an LSP-marked SUV, and the other was an unmarked truck.

Lt. Castleberry advised that he watched the home surveillance video provided by Mrs. Jefferson. He stated that he distinctly heard evidence of a physical altercation, which included sounds of abrupt movements, banging against vehicles, and clear, distressed vocalizations from Mrs. Jefferson shouting "Stop punching me," "Quit pushing me," and urgent cries for help. However, Lt. Castleberry said he saw no physical contact on the video surveillance.

Lt. Castleberry advised that he smelled alcohol on you. He said you were very cooperative throughout the investigation, describing you as calm, professional, and non-aggressive. Lt. Castleberry advised that a field sobriety test was not conducted on you. He stated that his conclusions were based on observation, and he observed minimal visible impairment, leading him to believe that intoxication was not a significant factor in the incident.

Lt. Castleberry stated that officers on the scene discussed the reliance on the audio from the surveillance footage and the statements from Mrs. Jefferson. Additionally, they took into account the scratch on your hand. It appeared minor but fresh, resembling an abrasion or fingernail scratch. Lt. Castleberry did reflect on the challenging decision to arrest you. He expressed personal regret, but stated it was procedurally necessary based on the available evidence.

On March 6, 2025, at 9:16 a.m., IA investigators interviewed BRPD Officer Matthew Lemaire. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA, 70806. Officer Lemaire advised that he was dispatched to the [REDACTED] area for a domestic disturbance complaint. Officer Lemaire stated that when he arrived at your house, he observed you and Mrs. Jefferson standing between two vehicles in the driveway. Officer Lemaire advised that he took the required steps per BRPD protocols and

BRPD  
7919 Independence Blvd.  
Baton Rouge, LA 70806

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secured the area, separated you and Mrs. Jefferson to prevent further conflict, and conducted individual interviews. Officer Lemaire advised that during his initial interaction with you, he detected a strong odor of what he recognized as an alcoholic beverage. He also observed that you were unsteady on your feet, swayed back and forth, which suggested possible impairment. Although you told him that you did not consume any alcohol that night, Officer Lemaire was still concerned that alcohol was a contributing factor to the events that night. Officer Lemaire detained you, placed you in handcuffs, and seated you in the back seat of his patrol unit while he continued his investigation.

Officer Lemaire spoke with Mrs. Jefferson. She initially labeled the incident as a "disagreement," although she became visibly upset when the conversation became more specific about any physical altercation, even crying during parts of the conversation. While Officer Lemaire was investigating, Mrs. Jefferson provided him and the other officers on the scene with the video of the home surveillance footage. The video footage did not offer a clear view of the events because you and Mrs. Jefferson were between two vehicles, but there was also audio. Officer Lemaire stated that Mrs. Jefferson was heard yelling, "He's punching me," and "Don't throw me to the ground." Officer Lemaire advised that there were sounds consistent with a physical struggle or a scuffle. The audible portion strongly suggested that there was a physical struggle. Officer Lemaire stated that he did not see any striking motions on the video footage, but the view was obstructed.

Officer Lemaire stated that he observed a scratch on the back of your hand, and you told him it probably occurred when you bent down to pick up your keys from the ground. He advised that he did not observe any bruises or abrasions on Mrs. Jefferson.

Officer Lemaire stated that he determined that there was probable cause to arrest you for Domestic Abuse Battery based on the scuffling noises and Mrs. Jefferson's cries of distress in the home surveillance video footage, the information received from the aunt, your apparent odor of alcohol, your unsteady posture, and the scratch on your hand.

On March 11, 2025, at 9:08 a.m., you were interviewed by TFC Butler and Lieutenant Richard Buckland. Your interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. You advised that on February 5, 2025, you prepared your children for school. You dropped your children off at school and proceeded to work at LSP Headquarters. At around 9:30 a.m., you received a call from Mrs. Jefferson, and she advised you that she was on her way to Lake After Hours for an injury to her eye. You asked her if she needed you to leave work to help her, but she declined, so you told her to update you. At your lunch break, around 12:30 p.m., you picked up prescriptions for Mrs. Jefferson from the Wal-Mart pharmacy. You stated you brought Mrs. Jefferson her medicine and gave her Tylenol and tea to alleviate her symptoms. You advised that around 3:30 p.m., you picked up your children from school and brought them home. You advised that you returned to work because you had to deliver equipment to New Orleans.

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You returned home later in the evening. You advised that when you entered your home, you saw the master bedroom door was closed, so you went into the guest bedroom because you knew what that meant (referring to the closed master bedroom door). You advised IA investigators that Mrs. Jefferson walked into the guest bedroom, and she accused you of inattentiveness and neglect throughout the day. You advised your two sons walked into the guest bedroom, and you told Mrs. Jefferson, "Just chill, the babies are in the room." You stated Mrs. Jefferson did not calm down. You said that you attempted to avoid escalation and chose to distance yourself. You brought your youngest son to McDonalds per his request. You walked out the door, and Mrs. Jefferson followed you, but she did not go all the way to the truck. She stopped halfway between the truck and the door. You stated that Mrs. Jefferson was still upset, that "she still had some things to say."

You advised that your state police-issued unmarked truck blocked in your personal vehicle, so you used your unmarked LSP truck because it was the vehicle that was available and allowed you to leave your home quickly. You went to McDonalds with your son and you advised that you drove around for approximately 45 minutes before you returned home. You advised that you pulled up back home and continued to watch the news on your phone. You sat in your unmarked LSP truck for another 15 - 20 minutes. You advised that you got out of the truck and walked around the rear of the truck. As you walked around the rear of the truck, you saw Mrs. Jefferson walked through the outside fence, so you turned around and walked back to the driver's side of the truck. You advised that you stated aloud, but to yourself, "I ain't fixing to have no peace." You advised Mrs. Jefferson asked you "What you said?" You advised you told her, "Baby, I can tell I ain't going to have much peace... so I'm just going to take another ride cause I see you came outside." You advised Mrs. Jefferson told you "No, give me the baby, just give me my baby." You told Mrs. Jefferson, "If you grab Ethan, he's going to wake up, and I don't want to expose him to this conversation." You advised that Mrs. Jefferson asked for Ethan about three times, and the fourth time, you told her, "The answer is no, I'm not letting you get the baby out of the truck." You advised that you told Mrs. Jefferson to go back inside and relax, or you were leaving the house again.

You stated that you stood by the back door on the driver's side, and Mrs. Jefferson stood by the driver's door. You advised that Mrs. Jefferson told you how inattentive you were to her during the day. You advised Mrs. Jefferson talked with her hands and stepped away from the driver's door. You advised IA investigators that you thought to yourself that if she took another couple of steps back, you were going to hit the unlock button, jump in the driver's seat, and take a ride. You advised that Mrs. Jefferson continued to step back, and you unlocked the driver's door and opened it, and you had one leg in the truck and one outside. You advised that Mrs. Jefferson came around and grabbed the steering wheel, which prevented you from leaving. You stated you told Mrs. Jefferson not to do that, to let you leave, you were coming back. You advised that you stepped out of the truck, and when you did this, Mrs. Jefferson sat in the driver's seat. You stated you told Mrs. Jefferson she could not do that, and you needed her to step out. You advised that Mrs. Jefferson told you to give her the baby, and she hit the horn twice. You advised that you stepped back and asked her what she was doing. You advised that Mrs. Jefferson stepped out of the truck, and you and Mrs. Jefferson had another discussion. You

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advised that there was no screaming or yelling. You advised that you and Mrs. Jefferson were on the vehicle's driver's side. You walked towards her to shut the driver's door, and as you reached for the door, Mrs. Jefferson told you, "Don't hit me" or "Don't punch me." Mrs. Jefferson fell back and hit the ground, and her phone dropped. You advised that you told Mrs. Jefferson, "I didn't touch you" or "I didn't hit you."

You advised that at this time, you realized that Mrs. Jefferson was on the phone with someone, and you asked her who she was on the phone with. Mrs. Jefferson told you she was on the phone with Aunt Lu. You stated that Mrs. Pulliam asked Mrs. Jefferson what was going on and if she needed to call the police. You advised that Mrs. Jefferson may have said, "Yeah, call them" or "Maybe." You stated that Mrs. Pulliam stated again that she is about to call the police, and you told her to call the police. After she stated that she could not call the police on 3-way, you gave her the number to the police, and you repeated the number three times.

You advised that you and Mrs. Jefferson still talked next to your unmarked LSP truck, and it had calmed down when you saw a flashlight. The officer asked you what was going on, and you told the officer that you and your wife got into a dispute. You advised that the officer told you they (BRPD) got a call about domestic violence, and you said to him that you know what domestic violence is and this is not it. The officer then told you to turn around, read your rights, and you were in the back seat of his car for two and a half hours.

You advised that when the officer first spoke with you, he asked you why your hand was bleeding, and you told him you did not know. You stated that when you were sitting in the back of his unit, you remembered the key fob fell out of your hand when you unlocked the door. You bent down to pick the key fob up, which was under the truck, and you had to have scratched your hand when you picked up the fob.

You advised IA Investigators that the officer asked if you consumed alcohol, and you told him no, you did not. You stated that you did not drink alcohol that night, and that was a lie on their part.

You advised that you did not physically hit your wife.

IA Investigators inquired as to why you had two LSP units at your house, one was your assigned unmarked LSP truck, and the other was a marked patrol unit. You advised that the marked patrol unit was a TSS unit that you had checked out because you worked the MCSAP (Motor Carrier Safety Assistance Program). You advised that you had the marked unit for about 3 months. You checked out the marked unit with Lt. Duncan.

You were interviewed again on April 1, 2025, at 9:32 a.m. Your interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. The interview focused on the marked TSS unit you had in your possession. You advised that you had the TSS unit in your possession for about 6 to 8 months. You advised that you frequently worked the MCSAP grant. You advised that before you checked out the TSS unit, you were checking out marked pool units

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from fleet. You stated that fleet was being depleted of pool units, so you obtained pool units from TSS because that was the section under which you were working the MCSAP grant. You stated that you either called or texted Lt. Duncan and told him you needed a pool unit because you were signed up to work Human Trafficking enforcement under the MCSAP grant. You advised that you did not know if Lt. Duncan was aware that you kept that unit for an extended period of time. You stated that you did not remember if you were dropped off or if something else happened when you obtained the TSS unit, to explain why you had two LSP units at your house. Later in the interview, you advised that the most logical explanation was that Mrs. Jefferson brought you and dropped you off to pick up the TSS unit.

You advised that while you had the TSS unit, it did not require any maintenance. You advised that you never had a conversation with Lt. Duncan about how long you had kept the TSS unit at your home. However, you stated that it was a conversation you should have had with Lt. Duncan. You stated that it would have been redundant to continuously swap units at the different hours and frequencies that you worked MCSAP.

During the interview, you were asked what de-escalation tactics you used on the night of February 5, 2025. You stated that you validated Mrs. Jefferson's feelings, gave her a voice, and tried to state your fault or misunderstanding of the situation. You also stated that you tried to change topics, which was what you did when Mrs. Jefferson walked into the guest room. You advised that she was upset, so you changed the topic and asked about the internet. You stated that it was not the time to de-escalate when the kids walked in. You instead chose to create space and leave the house. You stated that when you returned to the house and Mr. Jefferson came outside, you attempted to de-escalate by validating her feelings and tell her you were sorry. You stated you told Mrs. Jefferson that she could not get the baby out of the truck because it would wake him up, and you did not want him exposed to what was occurring. You stated that it did not work, so you attempted to create space again and leave the house a second time. You stated that Mrs. Jefferson did not allow you to leave and you felt she might have been in crisis, so you told Ms. Pulliam to call the police. You gave Ms. Pulliam the number as another form of de-escalation.

On April 1, 2025, at 1:17 p.m., IA Investigators interviewed Lt. Timothy Duncan. The interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. Lt. Duncan advised that it was in February 2025, around the Super Bowl, when I approached him and inquired as to why you had two LSP units at your residence. Lt. Duncan advised that he knew you had checked out a TSS unit and that if you worked a Friday and Saturday, you could keep the TSS unit over the weekend and bring it back on Monday. Lt. Duncan advised that in October 2024, you asked to borrow a Motor Carrier unit to do inspections, and he told you that you could and to bring it back. Lt. Duncan advised that he gave you the keys to the TSS unit. Lt. Duncan acknowledged that he never spoke to you about the TSS unit after you picked up the keys and he never asked you to bring it back. Lt. Duncan said he did not think you had the TSS unit at your house that entire time. He felt it was an issue that you had the TSS unit at your home for that length of time and had two LSP units at your house.

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Lt. Duncan advised that although it was not conveyed to you to bring that TSS unit back, it was an expectation that you would bring it back and not keep it. Lt. Duncan advised that you were authorized to use the TSS unit when you needed it, and he told you to bring it back when you were not using it. Lt. Duncan stated that you were expected to bring the TSS unit back the day you finished the MCSAP grant. He gave the example that if you had MCSAP on a Monday or Tuesday, you were expected to bring it back that Tuesday.

While BRPD officers were at your home investigating the call, Mrs. Jefferson gave the officers her cellphone to watch what was captured on your home surveillance. Their BWCs captured the audio from your home surveillance system. A review of BRPD body-worn camera footage, ID number D01A95684, was done.<sup>1</sup> At the 2025-02-06, 00:27:12 mark, the audio of this BWC footage was enhanced in an attempt to understand better and hear what occurred on the night of February 5, 2025, between you and Mrs. Jefferson. Additionally, another BRPD BWC footage, ID number D01A7353D, was reviewed.<sup>2</sup> The following are the words that could be understood:

Mrs. Jefferson: "Why I'm at you, grown man, why I'm at you, why I'm at you"...

Mrs. Jefferson: "... That's the problem..."

Mrs. Jefferson: "If you can just let me have him."

Mrs. Jefferson: "And, and, and... I know you do not care.... I know you don't care... I'll be ok....you are being... to be petty"

There is a muffled back-and-forth exchange of words between you and Mrs. Jefferson.

Mrs. Jefferson: "Let me get my child."

Mrs. Jefferson is speaking, but it is muffled.

You: "Stop pushing me."

Mrs. Jefferson: "I'm not pushing you when you punching me." At this time, the horn of the truck was heard.

Mrs. Jefferson: "You punching me on the shoulder when my hands are raised... grabbing me out my..."

Mrs. Jefferson: "Owah.... Owah... Owah.....Help." The horn was heard at least 4 times.

Mrs. Jefferson: "Move it... He's pushing me, he's pushing me." The horn was heard.

Mrs. Jefferson: "Please don't throw me down on the ground... No."

You: "Call'em, please call'em."

Mrs. Jefferson: "He just pushed me."

You: "Call'em... Call'em... Call'em.... hurry up and call'em." Horn was heard.

### DETERMINATIONS

Based on the above evidence and multiple interviews, I have determined that you violated the following LSP policy and procedure orders:

<sup>1</sup> Exhibit 2 – USB of Body-Worn Camera footage from BRPD body-worn camera ID #D01A95684 containing 2 videos.

<sup>2</sup> Exhibit 1 – USB of Body-Worn Camera footage from BRPD on body-worn camera ID# D01A7353D

**LSP P.O. 901 Code of Conduct and Ethics, Sec. 4 – Conduct Unbecoming an Officer**

This policy provides in pertinent part:

**CONDUCT UNBECOMING AN OFFICER**

- i) A commissioned officer shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect most favorably on themselves 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) Detrimentially 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.

It is determined that you violated P.O. 901, section 4 -- Conduct Unbecoming an Officer on February 5, 2025. The BRPD officers viewed your home surveillance video on Mrs. Jefferson's phone, and their BWCs captured the audio of the domestic incident as it played. There are portions of the audio that contain moments where the words are muffled and difficult to distinguish clearly. However, there are portions of the audio where the words are intelligible statements that could reasonably destroy the public's respect for you and erode confidence in this agency.

It is apparent from the audio of your home surveillance that the tone, interruptions, and repeated horn sounding that there was heightened tension and physical movement that is inconsistent with the description of the purely verbal interaction you indicated took place when you were interviewed. You stated, "Stop pushing me," and Mrs. Jefferson yells back, "I'm not pushing you when you punching me." This exchange strongly implied that there was physical contact, even if the exact nature of the contact is not fully discernible from the audio alone.

Moreover, the words and phrases used by yourself and Mrs. Jefferson, coupled with the background noises and repeated horn blasts, point to a dynamic and escalating situation - far more serious than you indicated was going on during your interview. This discrepancy raises significant concerns of your account of the event, reflecting discredit upon you as a member of LSP. The situation appeared to intensify further when Mrs. Jefferson was heard yelling, "Owah... Owah... Owah... Help... Move it... He's pushing me, he's pushing me," while the horn continued to sound. This portion of the recording revealed clear signs of emotional distress and a physical confrontation. When considered in its entirety, the verbal content, the intensity of the words used, the stressed voices, and the audible distress, the recording suggests a volatile and

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confrontational situation. It directly contradicts your characterization of the incident non-physical, thereby casting serious doubt on your judgment and conduct in this incident.

**LSP P.O. 901 Code of Conduct and Ethics, Sec. 12 – Unsatisfactory Performance**

This policy provides in pertinent part:

**UNSATISFACTORY PERFORMANCE**

- i) A commissioned officer shall maintain a competency level sufficient to properly perform their duties and assume the responsibilities of their position. Officers shall perform their duties in such a manner as to maintain the highest standards of efficiency. Unsatisfactory performance may be demonstrated by:
  - a. A lack of knowledge in the application of laws required to be enforced.
  - b. An unwillingness or inability to perform assigned task.
  - c. A failure to conform to work standards established for the officer's rank, grade, or position.
  - d. A failure to take the appropriate action on the occasion of a crime, disorder, or other matter deserving attention.
  - e. An absence without leave.
- ii) Repeated poor evaluations.

It is determined that you violated P.O. 901, section 12 – Unsatisfactory Performance. As a Commissioned officer holding the rank of Lieutenant, you are expected to set a standard of accountability, responsibility, and compliance consistent with being a supervisor. By your admission, you obtained a TSS unit to work the MCSAP grant, but instead of returning it, you kept the unit for 6 to 8 months, simultaneously with an unmarked LSP truck. You advised that you frequently worked the MCSAP grant. Although Lt. Duncan did not call you during this time to ask you where the TSS unit was, he told you to return it when you were done. There was an expectation that you would bring it back, not keep it. Lt. Duncan stated that he expected you to bring the TSS unit back the day you finished working the MCSAP grant. He gave the example that if you had MCSAP on a Monday or Tuesday, you were expected to bring it back that Tuesday. Lt. Duncan advised that you were authorized to use the TSS unit when you needed it, and he told you to bring it back when you were not using it. As a Lieutenant, you are responsible for conforming to work standards and modeling proper conduct to subordinate officers. Your actions demonstrate a failure to conform to the work standards clearly established for officers of your rank.

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For the above-listed policy violation, it is my intention to suspend you without pay and allowances for a total of 48 hours. You are hereby given an opportunity to present any evidence contrary to what has been stated above, or present any evidence otherwise favorable to you. Your response, if any, must be in writing and received by Internal Affairs within seven (7) days of your receipt of this letter. Your response may be submitted via U.S. mail to the Louisiana State Police Internal Affairs Section, Post Office Box 66614, Baton Rouge, Louisiana, 70896, via hand delivery at 7919 Independence Blvd., Baton Rouge, LA 70806, via fax at (225) 925-6425, or via email at [internalaffairs@la.gov](mailto:internalaffairs@la.gov). Please be aware that this pre-disciplinary letter is your opportunity to correct anything you may regard as inaccurate or misunderstood.

Sincerely,  
COL Robert P. Hodges  
Colonel Robert P. Hodges  
Deputy Superintendent, Louisiana State Police

Digitally signed by COL Robert P. Hodges  
Date: 2025.05.15 09:07:45 -0500

cc: Lieutenant Colonel Treone Larvadain  
Major Adam Albright  
Captain Jonas Martin  
Internal Affairs  
Office of Legal Affairs

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JILL L. CRAFT  
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May 20, 2025  
VIA FAX: 225-925-6425

Colonel Robert P. Hodges  
Superintendent, Louisiana State Police  
Post Office Box 66614  
Baton Rouge, Louisiana 70896

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RE: Lt. James Jefferson  
Predeprivation notice dated May 14, 2025.

Dear Colonel Hodges,

This firm has been retained by Lt. Jefferson in reference to the predeprivation notice issued by you on May 14, 2025.

However, by order, Lt. Jefferson "served" the proposed suspension from April 21, 2025 – April 25, 2025, and May 2, 2025, for the total forty-eight (48) hours. Attached are Lt. Jefferson's time sheets. LSPC Rule 12.7 requires predisciplinary notice **prior to the imposition of the actual discipline**. This violation of LSPC Rules renders the proposed discipline null and void and we request the "proposed" discipline be immediately withdrawn and Lt. Jefferson's pay and benefits immediately restored.

Furthermore, LSPC Rule 12.8 required the giving of notice of the date and time the suspension was to occur, the reasons therefor, and the appeal language. Yet, the unilateral order to Lt. Jefferson to "serve" his suspension on the dates indicated violates Rule 12.8 renders proposed discipline null and void.

LSPC Rule 12.18 required completion of the investigation within sixty (60) days of its initiation. In your May 14, 2025, letter, you advise the "investigation" was initiated on February 13, 2025. This means, the investigation was required to be completed no later than April 14, 2025. Yet, your predisciplinary notice was not issued until May 14, 2025. It is therefore, untimely.

My client further responds to the merits of your May 14, 2025. First, as Lt. Jefferson repeatedly disclosed, but which is not contained in the recitation of "facts", his wife has a long history of mental illness. This, tragically, has included numerous hospitalizations. On the evening of February 5, 2025, Mrs. Jefferson was suffering from a mental breakdown which she, herself,

advised LSP investigators had occurred. Note also, the “underlying” incident was one in which Mrs. Jefferson purportedly stabbed herself in the eye with a high-heeled shoe. She likewise admits she grabbed the steering wheel to prevent Lt. Jefferson from leaving at which time he immediately got out of the vehicle and continued to attempt to deescalate her behavior. Notably, there were no marks of evidence, of any kind, supporting any abuse of Mrs. Jefferson as none occurred and no altercation occurred. Instead of handling this matter as the tragic family situation which it was, it was escalated not only to a baseless arrest, but the suspension of Lt. Jefferson. Lt. Jefferson has no prior referenced disciplinary history and there are no aggravating factors present.

The charges, which never should have been made, were refused. Attached is the District Attorney’s Office correspondence dated May 15, 2025, and the Court Minutes.

Second, several significant portions of the interviews are omitted. For example, your letter makes no reference to Mrs. Jefferson’s prior history of mental issues or that fact she was admittedly in the throes of a breakdown at the time of the alleged incident. Similarly, there is no reference to Lt. Jefferson’s statements, or the facts thereof, that the “arrest” may, indeed, be retaliatory by BRPD as a result of Lt. Jefferson’s recent work.

Third, there are repeated references to Lt. Jefferson having the smell of alcohol on his breath. Both BRPD officers are trained to perform field sobriety tests and, pursuant to BRPD policy, including General Order 221, were required to perform Standardized Field Sobriety Testing (SFST). It is noted not only did the BRPD officers fail to perform SFST, but they did not even take steps to fully document any specific signs of impairment, including those which may or may not have been visible through a simple horizontal nystagmus examination. Likewise, the officers’ alleged “observations” were not on video. BRPD General Order 221 requires its officers to “make every effort to ensure that SFST’s are conducted on video” and, significantly, that their interactions with Lt. Jefferson should have been recorded on body cam and/or dash cam.

Lt. Jefferson suffers from a glycemic condition which was neither explored nor considered. All evidence of this condition was provided to Internal Affairs investigators during their interview with Lt. Jefferson, yet there is no reference to same in the May 15, 2025, letter. Although the smell of alcohol and false accusation Lt. Jefferson had been drinking is not referenced as part of the actual violation, the fact it is repeatedly referred to throughout is not only prejudicial to Lt. Jefferson, but also simply not true.

In short, Lt. Jefferson is not guilty of Conduct Unbecoming an Officer as a result of his interactions with his wife on February 5, 2025. He engaged in proper de-escalation techniques, attempted to disengage from the situation, and was, unfortunately, dealing with someone with serious mental illness. The reference to “words” allegedly attributed to Mrs. Jefferson captured on a Ring video or unintelligible muffling on a body cam are neither delineated nor is it explained how the “words” erode public confidence. It further renders Lt. Jefferson’s ability to defend against this charge nearly impossible. Mrs. Jefferson not only admitted what was transpiring with her own illness at the time, but also advised the BRPD and LSP Lt. Jefferson did not engage in any act of abuse or violence. The “charge” was refused because there is no basis to the claim Lt. Jefferson engaged in any act of abuse of violence toward his wife, whom he loves dearly.

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Lt. Jefferson did not engage in Unsatisfactory Performance. First, his evaluations throughout his career are stellar. Lt. Jefferson has consistently worked and continues to work the MCSAP grant. He was never told he had to check in and check out the vehicle he uses multiple times per week, and this fact was apparently admitted by Lt. Duncan in his interview with LSP. There is no policy cited, nor the mention of ANY log or record keeping system in the May 15, 2025, letter establishing a return after each use policy. Unsatisfactory Performance, P.O. 901 requires identification of Lt. Jefferson's alleged policy-based "lack of knowledge", lack of "competency", "inability to perform", "failure to conform" or some indication, other than an apparently never verbalized "expectation", he failed to perform according to published standards of conduct.

Lt. Jefferson submits he is not guilty of the offenses charged in the May 15, 2025, letter and requests discipline not be imposed. Solely in the alternative, Lt. Jefferson submits a forty-eight (48) hour suspension is unduly harsh and clearly not supported by the evidence. As stated above, he submits *ab initio*, the discipline and "notice" violate LSPC Rules.

Thank you for your consideration. Please advise if you would like to meet and further discuss.

Very truly yours,

Jill L. Craft

Enclosures: time statements  
May 15, 2025, DA correspondence  
and No True Bill Court Minutes

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Version Created at:	01:19 PM		

**Time and Attendance**

Posted By	Date	Type	Hours	From	To	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order	Auto
WF-CAT6	W 04/14/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	Tu 04/15/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	W 04/16/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	Th 04/17/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	Fr 04/18/2025	ZA01	8.00	08:00 AM	04:30 PM								
P00366405	W 04/21/2025	LW	8.00	08:00 AM	04:30 PM								
P00366405	Tu 04/22/2025	LW	8.00	08:00 AM	04:30 PM								
P00366405	W 04/23/2025	LW	8.00	08:00 AM	04:30 PM								
P00366405	Th 04/24/2025	LW	8.00	08:00 AM	04:30 PM								
P00366405	Fr 04/25/2025	LW	8.00	08:00 AM	04:30 PM								

**Summary**

Type	Total	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order
ZA01	40.00							
REGULAR ATTENDANCE								
LW	40.00							
LEAVE WITHOUT PAY								

**Current Default Costing**

Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order	Percent
4193032260	4190000201	4193032260		NOT_RELEVANT	NOT_RELEVANT		100.00
POLICY SUPPLY	SELF GENERATED OSP -	POLICE SUPPLY		NOT_RELEVANT	NOT_RELEVANT		

Approver Remarks

RECEIVED

05/13/25

05/13/2025

# Time Statement

Employee:	[REDACTED]	Generated on:	05/13/2025	Date	Day	Plan Hrs	Start Time	End Time	Date	Day	Plan Hrs	Start Time	End Time
Employee Name:	JAMES JEFFERSON III	Generated at:	02:22 PM	04/28	Mo	24.00			05/05	Mo	24.00		
Supervisor:	IONA MARTIN	Time Status:	Positive Time Entry	04/29	Tu	24.00			05/06	Tu	24.00		
Pay Period:	10-2025	Job:	STATE POLICE	04/30	We	24.00			05/07	We	24.00		
Date Range:	04/29/2025-05/11/2025	Description:	LIEUTENANT	05/01	Th	24.00			05/08	Th	24.00		
Certified on:	05/12/2025	PSG:	Class NC	05/02	Fr	24.00			05/09	Fr	24.00		
Certified at:	01:17 PM	Work Schedule:	24HRS 7DAY (POS ONLY)	05/03	Sa	24.00			05/10	Sa	24.00		
Version:	Version 001 of 001	Approved on:	05/12/2025	05/04	Su	24.00			05/11	Su	24.00		
Version Created on:	05/12/2025	Approved at:	01:57 PM										
Version Created at:	01:47 PM	Approved by:	P00077657										

## Time and Attendance

Posted By	Date	Type	Hours	From	To	Cost Ctr	Fund	Funds Ctr	WBS	Fund Area	Grant	Order	Auto
WF-CAT6	04/28/2025	EA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	04/29/2025	EA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	04/30/2025	EA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	05/01/2025	EA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	05/02/2025	EA	8.00	08:00 AM	04:30 PM								
WF-CAT6	05/05/2025	EA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	05/06/2025	EA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	05/07/2025	EA	8.00	08:00 AM	04:30 PM								
WF-CAT6	05/08/2025	EA	8.00	08:00 AM	04:30 PM								
WF-CAT6	05/09/2025	EA01	8.00	08:00 AM	04:30 PM								

## Summary

Total	Total	Cost Ctr	Fund	Funds Ctr	WBS	Fund Area	Grant	Order
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HILLAR C. MOORE, III

DISTRICT ATTORNEY, 15TH JUDICIAL DISTRICT  
EAST BATON ROUGE PARISH

RECEIVED

NOV 13 2015

5:10:23PM

CLERK OF DISTRICT COURT

James Jefferson



Re: STATE OF LOUISIANA vs. James Jefferson

SECTION: 1

CHARGE: DOMESTIC BATTERY WITH CHILD ENDANGEROUS

DATE OF ARREST: 2-8-2015

CASE #: 15-8742

The District Attorney's Office has made a provisional determination that no formal charges will be filed against you concerning the date and charge listed above.

If you have any questions regarding this matter, please feel free to contact the undersigned at (225) 389-3400.

Sincerely,

Hillar C. Moore, III  
District Attorney

MINUTES REPORT  
19th Judicial District Court

J-J-2500000797

DEF. NAME: JEFFERSON, JAMES

JUDGE: JERMAINE GUILLODY

CHARGES:

Domestic Abuse Battery - Chil Jail: 14:35.3(l) - Domestic Abuse Battery - Chl

---

J-J-2500000797

STATE OF LOUISIANA VS JAMES JEFFERSON

CH

Domestic Abuse Battery - Chil Jail: 14:35.3(l) - Domestic Abuse  
Battery - Chil

05/08/2025

This matter came before the Court for Bond Review, pursuant to previous assignment. TEDRICK K KNIGHTSHEAD, who enrolled as counsel of record, was present in court and waived the presence of the accused. Mr. STEPHEN PUGH, Assistant District Attorney, was present for the State of Louisiana. THE CASE WAS NO BILLED.

This is a True Copy and Correct copy of the minutes.  
Of the 19th Judicial District Court  
Judge JERMAINE GUILLODY, Presiding

---

Deputy Clerk, 19th Judicial District Court  
East Baton Rouge Clerk of Court  
May 15, 2025

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MAY 15 2025

East Baton Rouge Clerk of Court



JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

State of Louisiana  
Department of Public Safety and Corrections  
Public Safety Services  
June 20, 2025  
4750/0501/SDS/25-24301  
HQ-1-1158

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JUN 20 2025

State Police Commission

Lt. James Jefferson  
Gaming

VIA HAND-DELIVERY

RE: Reinstatement of Time

Lt. Jefferson:

Pursuant to Louisiana State Police Commission (LSPC) rule 12.19(f), you were provided a determination letter on April 10, 2025, stating that an administrative investigation had been completed, and I, as the Appointing Authority, had determined that your proposed discipline would be 48 hours suspension. Upon receipt, you requested Captain Pat Jackson, your commanding officer at the time, to run the 48-hour suspension in lieu of annual leave for a scheduled family vacation. Captain Jackson approved this request.

There are specific instances under the Louisiana State Police Commission Rules wherein a trooper may be placed on leave without pay. Pursuant to LSPC rule 12.7, a trooper must be provided a pre-deprivation letter and an opportunity to respond before the proposed discipline becomes final. At your request, your suspension was scheduled to be served prior to the issuance of the pre-deprivation letter. You had not received a pre-deprivation letter before serving the suspension; therefore, the suspension was premature.

To rectify this error based on your request, the time coded as leave without pay will be coded as K time. You will be advised of my determination in the disciplinary matter, as well as the dates and times of any suspension, in the final disciplinary letter.

Sincerely,

Colonel Robert P. Hodges  
Superintendent, Louisiana State Police

c: Lt. Col. Frank Besson, Lt. Col. Treone Larvadain, Major Adam Albright, Captain Jonas Martin, Internal Affairs, Human Resources, Office of Legal Affairs

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COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

RECEIPT

I, LT. JAMES JEFFERSON III acknowledge that I have received the below-listed document:

Reinstatement of Time Letter

SIGNATURE	DATE/TIME	OFFICE
<u>REFUSED</u>		
<u>Capt. JMM/SH2001</u>	<u>6/23/25</u>	<u>1004</u>
DELIVERED BY	DATE/TIME	

RECEIVED

JUN 23 2004

ORLA Police Commission

**Jill Craft**

---

**From:** Heather Wilder  
**Sent:** Tuesday, June 24, 2025 12:11 PM  
**To:** Jonas Martin  
**Cc:** James Jefferson III (DPS)  
**Subject:** RE: Lt. Jefferson's Corrected Time

Captain,

Lt. Jefferson's time has been updated in the system. HR should process the request(s) today and notify both of you of the changes.

Thank you,

Heather Wilder, Administrative Assistant IV  
Louisiana State Police  
Gaming Enforcement Division  
7919 Independence Blvd.  
Baton Rouge, LA 70806  
(225) 922-0373

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JUN 24 2025

State Police Commission



JEFF LINDSEY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

State of Louisiana  
Department of Public Safety and Corrections  
Public Safety Services  
June 24, 2025  
4750/0501/SDS/25-24301  
HQ-1-1159

Lt. James Jefferson  
BOI / Gaming Admin Support

VIA HAND-DELIVERY

RECEIVED

RE: Reinstatement of Time

JUN 13 2025

Lt. Jefferson:

State Police Commission

Pursuant to Louisiana State Police Commission (LSPC) rule 12.19(f), you were provided a determination letter on April 10, 2025, stating that an administrative investigation had been completed, and I, as the Appointing Authority, had determined that your proposed discipline would be 48 hours suspension. After further review, it has been determined that you requested Captain Pat Jackson, your commanding officer at the time, to run 40 hours of the suspension in lieu of annual leave to take off during your children's spring break from April 21, 2025, through April 25, 2025.<sup>1</sup> Captain Jackson approved this request. It has further been determined that you requested Captain Jonas Martin, your current commanding officer, to run 8 hours of the suspension on May 2, 2025, instead of funeral leave.

There are specific instances under the Louisiana State Police Commission Rules wherein a trooper may be placed on suspension. Pursuant to LSPC rule 12.7, a trooper must be provided a pre-deprivation letter and an opportunity to respond before the proposed discipline becomes final. At your request, your suspension was scheduled to be served prior to the issuance of the pre-deprivation letter. You had not received a pre-deprivation letter before serving the suspension; therefore, the suspension was premature.

To rectify these errors based on your requests, the 40-hour suspension time from April 21 through April 25, 2025, will be coded as K time. The 8-hour suspension time on May 2, 2025, will be coded as funeral leave. You will be advised of my determination in the disciplinary matter, as well as the dates and times of any suspension, in the final disciplinary letter.

Sincerely,

COL Robert P. Hodges  
Hodges  
Colonel Robert P. Hodges  
Superintendent, Louisiana State Police

Digitally signed by COL  
Robert P. Hodges  
DN: cn=2025.06.24.19:23:00,  
ou=LO

C: Lt. Col. Frank Besson, Lt. Col. Treome Larvaudain, Maj. Adam Albright, Captain Jonas Martin, IA, OLA  
<sup>1</sup> See attached incident Report

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JEFF LANDRY  
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COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

RECEIPT

I, Lt. James Jefferson III, acknowledge that I have received the below-listed document:

- Final Letter for Lieutenant James Jefferson
- Exhibit 1 – USB of two (2) Body-Worn Camera videos from BRPD
- Exhibit 2 – Incident Report from Lt. James Jefferson, dated May 21, 2025
- Exhibit 3 – Screen capture from HR of Remuneration Statement for James Jefferson III

8-7-25 @ 8:16am      [Signature]      BOI/CEO  
 DATE/TIME      SIGNATURE      OFFICE

Capt. J. White #2031      8/7/25 0816 AM  
 DELIVERED BY:      DATE/TIME

RECEIVED  
AUG 13 2025

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Department of Public Safety & Corrections  
Incident Report

Nature of Report: <input checked="" type="checkbox"/> Initial Report by Employee <input type="checkbox"/> Action Taken by Supervisor		Incident: Time: 1400 Date: 05/21/2025	
To: Capt. Pat Jackson LSP/ Supply <small>Rank/Title Troop/Section</small>		From: Lt. James Jefferson Gaming <small>Rank/Title Troop/Section</small>	
Nature of Incident: LSPC Rule 12.7			
Location: <span style="background-color: black; color: black;">[REDACTED]</span>			

Synopsis of Incident

RECEIVED  
MAY 21 2025

On April 9, 2025, according to Louisiana State Police (LSP) Policy and Procedure, P.O. 209 Complaints and Administrative Investigation, LSP held a Disciplinary Review Committee (DRC) related to case number IA-2500009, which I, Lt. James Jefferson III, was the target of the investigation. On April 10, 2025, at 7: 01 a.m, I received a phone call from Captain Patrick Jackson, who stated he needed to meet with me to deliver my written decision page with the findings of the Disciplinary Review Committee.

At approximately 11:15 am, both Capt. Jackson and Major Kilgore arrived at my residence. Capt. Jackson arrived at my residence driving my LSP assigned unmarked unit and Maj. Kilgore arrived driving a dark-colored unmarked Tahoe. After a brief discussion about returning all my LSP equipment, Capt. Jackson presented me with a yellow folder. Inside this folder contained my "Decision Page." Capt. Jackson then instructed me to review the document and sign the receipt page, acknowledging that I had received a copy. After signing the document, both Capt. Jackson explained that the command staff requested that I return to full- duty the following day (4/11/2025). I told him I was unprepared to return to work on April 11th but would report on Monday, April 14, 2025. Maj. Kilgore said that Col. Hodges would allow me to serve the 48-hour suspension in intervals to avoid financial hardship to my family. However, the expectation was that I would return to full duty status and be allowed to submit a timeframe outlining when I would serve the suspension. I informed them I would speak with my wife about the situation and let them know when I would serve the suspension. Maj. Kilgore then asked if I had any other questions, to which I replied yes. I went on to ask her if I had the option to work at a "Reduced Pay Rate" instead of serving the entire 48 hours of "Leave without Pay (LWOP)," and Maj. Kilgore stated, "No, the Colonial wants you to serve 48 hours as LWOP." Lastly, I asked if there was any discussion about me being transferred to another division. Maj. Kilgore stated that there was no discussion regarding that. I took possession of my LSP-assigned vehicle, and they departed my residence.

Reporting Employee Signature	Data/Personnel No	Date

Upon returning to full-duty status, I informed Capt. Jackson, I spoke with my wife, and we agreed that I would serve 40 hours of LWOP from April 21-25, 2025, due to my kids being off for spring break. He said he would get back to me and inform me upon notifying the chain of command. I was later told that I was approved to serve the 40 hours of LWOP. While serving the 40 hours of LWOP, I received a phone call from Col. Cordell Williams, who stated he was in the conference room with Maj. Kilgore and Capt. Jackson. During this conversation, Col. Williams stated he knew I was out serving my suspension but wanted to inform me that I was being transferred to the Gaming Enforcement Division. He said the transfer would be effective on Monday, April 28, 2025, when I returned to work. Upon returning from serving the 40 hours of LWOP, I met with Capt. Martin and Maj. Albright. During this meeting, I informed them that I had already served 40 hours of suspension and had eight hours remaining. I requested to serve the remaining 8 hours on May 2, 2025, and I was approved.

Finally, from the conversations with Capt. Jackson and Maj. Kilgore on April 10, 2025, in addition to the discussion with Col. Williams advising me of my transfer, it was apparent that everyone knew I was serving the 40-hour LWOP during the week of April 21-25, 2025. From the conversation with Maj. Kilgore on April 10, 2025, it appeared that Col. Hodges gave the directions that were communicated to me.

RECEIVED

APR 10 2025

State Police Commission

Reporting Employee Signature	Data/Personnel No.	Date

### Remuneration Statements

Name:

[REDACTED]

STATE OF LOUISIANA DEPT OF TREASURY OFFICE OF STATE UNIFORM PAYROLL  
Special Messages: GO TO LEO > MY INFO > PAYMENT INFO > ELECTION PER ONLINE

B-2 BY 12 21 TO ELECT TO RECEIVE YOUR W-2 ONLINE

0419 OPS-Office of State Police  
PER5 P: [REDACTED] CLASS VE  
JAMES JEFFERSON III

PERIOD: 14/2025 PAY PERIOD END: 01/06/2025  
14/2025  
WITHHOLD W 4  
FED [REDACTED] 41.00 0.00  
LA [REDACTED] 60.01 01 0.00

PRIDA PERIOD ADJUSTMENT AMOUNT  
SS2 Dnfor epc [REDACTED]

DEPT OF TREASURY  
OFFICE OF STATE UNIFORM PAYROLL  
12/21/2025

**Jill Craft**

---

**From:** Jonas Martin  
**Sent:** Monday, July 21, 2025 10:29 AM  
**To:** James Jefferson III (DPS)  
**Subject:** Disciplinary Suspension Dates Request

James,

I have been contacted by legal regarding your pending disciplinary suspension. They have requested dates for you to serve your 48-hour suspension. LSP Policy 211- 3.(v.) states that a disciplinary suspension without pay shall not begin on or include the employee's regular days off, any paid holiday, or any leave taken. Please provide me with a range of dates to provide back to Legal to prepare the final letter.

Respectfully,

Captain Jonas T Martin, Commander  
Louisiana State Police  
Bureau of Investigations, Gaming Enforcement Division  
Administrative Support & Indian Gaming Section  
7919 Independence Blvd.  
Baton Rouge, LA 70806  
Office: 225-922-2539  
Cell: 225-678-6007

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AUG 13 2025

State Police Commission

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JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

August 6, 2025  
4750/0501/JZS/25-24316  
HQ-01-1168

RECEIVED  
AUG 13 2025

State Police Commission

Lieutenant James Jefferson  
BOI, Gaming, Admin Support & Indian Gaming

VIA PERSONAL DELIVERY  
IA-2500009 OLA #P-200281

Re: **48-HOUR SUSPENSION**

Lieutenant Jefferson:

Pursuant to the authority granted to me as the Appointing Authority and by State Police Commission Rules 12.1 and 12.2, and in accordance with Rule 12.7 and Louisiana State Police Policy and Procedure (P.O.) 211, you are hereby notified that you are suspended without pay and allowances for a total of 48 hours. You will serve eight (8) hours of your suspension on August 11, 2025, from 0800 hours to 1630 hours. You will return to work on August 12, 2025, at 0800 hours. You will serve the remaining forty (40) hours of your suspension from August 18, 2025, beginning at 0800 hours and ending on August 22, 2025, at 1630 hours. You are to return back to work on August 25, 2025 at 0800 hours. You are suspended for the following reasons:

On February 5, 2025, at 11:30 p.m., the Baton Rouge Police Department (BRPD) responded to your residence in reference to a domestic violence incident between you and your wife, Heather Jefferson. Mrs. Jefferson's aunt, Louetta Pulliam, contacted BRPD after she overheard what she perceived to be a verbal argument and physical violence between you and Mrs. Jefferson while she was on the phone with Mrs. Jefferson. Several BRPD officers arrived at your home and investigated.

BRPD subsequently arrested you for La. R.S. 14:35.3 Domestic Abuse Battery with Child Endangerment. You were booked and processed into the East Baton Rouge Parish Prison.

On February 13, 2025, Internal Affairs initiated an administrative investigation at the direction of Assistant Superintendent, Lieutenant Colonel Frank Besson, Captain Saleem El-Amin

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AUG 10 2025

Lieutenant Jefferson  
August 6, 2025  
Page 2 of 12

State Police Commission

assigned the investigation to Trooper First Class (TFC) Jacob Butler, III. The administrative investigation began on the same date.

On February 20, 2025, at 9:22 a.m., TFC Butler and Sergeant (Sgt.) Ashton McRae interviewed Mrs. Jefferson at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA, 70806. Mrs. Jefferson advised that she worked from home that day, and you brought the two boys to school. She stated that during the day, she ended up accidentally stabbing herself in the eye with one of her high-heeled shoes, which ultimately prompted her to go to urgent care. Between 12:00 p.m. and 1:00 p.m., you brought her prescription medication but quickly left. Mrs. Jefferson advised that she felt emotionally neglected because you left without physically comforting her and expressed no concern for her injury. At 4:30 p.m., you returned home, dropped the boys off from school, departed shortly after to return to work, and attended work-related activities in New Orleans. Mrs. Jefferson stated that, emotionally, she was frustrated because she felt ignored and misunderstood by you, especially after she injured herself.

Mrs. Jefferson advised that you returned home at 9:00 p.m., and a verbal argument started, fueled by the tensions accumulated throughout the day. Mrs. Jefferson advised that she confronted you about her perceived neglect, and at 9:30 p.m., you chose to leave the house to diffuse tensions. While you were gone, Mrs. Jefferson stated she was on the phone with her aunt, Ms. Pulliam, discussing the argument with her. Mrs. Jefferson advised that you returned to the home around 11:16 p.m. She stated that you sat outside in your truck (unmarked unit), in the driveway, for about 45 minutes, which prompted her to go outside to retrieve Ethan, who was asleep in the truck. Mrs. Jefferson stated she was still upset, and another confrontation escalated between her and you, next to your unit. Mrs. Jefferson advised that she was still on the phone with Ms. Pulliam during this confrontation next to your unit, and her phone fell out of her hands.

Mrs. Jefferson stated that she did shout the phrases, "he's punching me" and "don't throw me to the ground," but there was no physical violence. Mrs. Jefferson stated that Ms. Pulliam misunderstood what was happening when she called BRPD. Mrs. Jefferson advised that she made those statements because of past traumatic experiences involving police officers from a previous unrelated incident.

Mrs. Jefferson advised that BRPD arrived at the house around 11:40 p.m. She said you were detained by BRPD due to the scratches on your hands, even though officers were told that neither of you knew how the scratches occurred. Mrs. Jefferson advised that she fully cooperated and even provided officers access to the home surveillance footage, but she was concerned that officers only selected a 5-minute segment recorded at 11:22 p.m.

Mrs. Jefferson stated to IA investigators that you never physically harmed her, and she expressed regret for escalating the situation both verbally and emotionally.

On February 20, 2025, IA investigators conducted a phone interview with Luetta Pulliam. Ms. Pulliam advised that she was on the phone with Mrs. Jefferson on the evening of February 5,

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AUG 13 2025

Lieutenant Jefferson  
August 6, 2025  
Page 3 of 12

State Police Commission

2025, as was their usual practice of talking almost daily. Ms. Pulliam advised that Mrs. Jefferson mentioned to her that she felt frustrated and neglected after she accidentally stabbed herself in the eye with a high-heeled shoe. Ms. Pulliam advised that Mrs. Jefferson's emotions appeared heightened due to you briefly dropping off medication without expressing emotional support and departing quickly.

Ms. Pulliam stated that during the call, Mrs. Jefferson wanted to retrieve Ethan from your vehicle, where he was asleep. It was after 11:00 p.m., and he needed to get to bed. Ms. Pulliam advised that Mrs. Jefferson walked out to the car and asked you to let her bring Ethan in, and you told her you would bring him in. Mrs. Jefferson told you she would just get him and bring him in, but you told her you would bring him in. Ms. Pulliam advised that you and Mrs. Jefferson "kinda got into it." Ms. Pulliam described the conversation between you and Mrs. Jefferson as quiet and did not know what happened to make it go south. Ms. Pulliam described what she thought was a tumbling sound. Ms. Pulliam said that she yelled over the phone that she was going to call the police, and you said, "Call them." Ms. Pulliam advised that due to the geographic constraints, she could not call 911, so you told her, "Here's the number, you can call them." Ms. Pulliam advised that she heard the stressors in Mrs. Jefferson's voice and knew that Mrs. Jefferson also had some personal stressors, and because of what she felt and heard, she called BRPD with the number you gave her. Ms. Pulliam stated that she told BRPD what she believed she had heard, told them you were a State Police officer, and asked them to go to the house.

Ms. Pulliam said she heard Mrs. Jefferson tell the officer you did not hit her. Ms. Pulliam stated she did not know what was happening or if Mrs. Jefferson was in crisis. In her interview with IA investigators, Ms. Pulliam described you as one of the nicest people she knew. She stated you are a giving, loving, personal person who took care of his family and his mother. Ms. Pulliam described that night as, because of what she listened to and heard, she made some assumptions, and said, "This is where we are."

IA investigators asked Ms. Pulliam for more details, and she advised them that she heard Mrs. Jefferson tell officers that you did not hit her. Investigators ask Ms. Pulliam for more information about what she heard that made her think something was happening. Ms. Pulliam stated that besides the tumbling sounds she heard, she also heard Mrs. Jefferson yell for help, and then she said something like, "Don't come near me," or "stop." Ms. Pulliam advised that because she did not know the phone fell, what she heard made her believe something physical occurred. Ms. Pulliam stated that she and Mrs. Jefferson talked afterwards, and Mrs. Jefferson said she blanked out, as if she were in a fog. Ms. Pulliam asked what you were doing, and Mrs. Jefferson responded that you were coming towards her. Ms. Pulliam stated, "But I know Jay, he might have been coming towards her, but it wasn't to harm her." Ms. Pulliam again said that she was not there to see it.

Ms. Pulliam stated that she could not put an absolute on those 30 seconds, but she could say that you did not hit Mrs. Jefferson and did not throw her down.

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2025 AUG 11 10 11 AM

Lieutenant Jefferson  
August 6, 2025  
Page 4 of 12

Case # 2025-0000000000

On March 5, 2025, at 1:03 p.m., IFC Butler and Polygraphist William Kirkland interviewed BRPD Lieutenant (Lt.) Cuan Castleberry. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA, 70806. Lt. Castleberry advised that he responded to your house 15 minutes after Sergeant Hernandez, Officer Harrington, and Officer Lemaire were already there. Lt. Castleberry stated he observed two police units in your driveway, one was an LSP-marked SUV, and the other was an unmarked truck.

Lt. Castleberry advised that he watched the home surveillance video provided by Mrs. Jefferson. He stated that he distinctly heard evidence of a physical altercation, which included sounds of abrupt movements, banging against vehicles, and clear, distressed vocalizations from Mrs. Jefferson shouting "Stop punching me," "Quit pushing me," and urgent cries for help. However, Lt. Castleberry said he saw no physical contact on the video surveillance.

Lt. Castleberry advised that he smelled alcohol on you. He said you were very cooperative throughout the investigation, describing you as calm, professional, and non-aggressive. Lt. Castleberry advised that a field sobriety test was not conducted on you. He stated that his conclusions were based on observation, and he observed minimal visible impairment, leading him to believe that intoxication was not a significant factor in the incident.

Lt. Castleberry stated that officers on the scene discussed the reliance on the audio from the surveillance footage and the statements from Mrs. Jefferson. Additionally, they took into account the scratch on your hand. It appeared minor but fresh, resembling an abrasion or fingernail scratch. Lt. Castleberry did reflect on the challenging decision to arrest you. He expressed personal regret, but stated it was procedurally necessary based on the available evidence.

On March 6, 2025, at 9:16 a.m., IA investigators interviewed BRPD Officer Matthew Lemaire. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA, 70806. Officer Lemaire advised that he was dispatched to the [REDACTED] area for a domestic disturbance complaint. Officer Lemaire stated that when he arrived at your house, he observed you and Mrs. Jefferson standing between two vehicles in the driveway. Officer Lemaire advised that he took the required steps per BRPD protocols and secured the area, separated you and Mrs. Jefferson to prevent further conflict, and conducted individual interviews. Officer Lemaire advised that during his initial interaction with you, he detected a strong odor of what he recognized as an alcoholic beverage. He also observed that you were unsteady on your feet and swayed back and forth, which suggested possible impairment. Although you told him that you did not consume any alcohol that night, Officer Lemaire was still concerned that alcohol was a contributing factor to the events that night. Officer Lemaire detained you, placed you in handcuffs, and seated you in the back seat of his patrol unit while he continued his investigation.

Officer Lemaire spoke with Mrs. Jefferson. She initially labeled the incident as a "disagreement," although she became visibly upset when the conversation became more specific.

• • •  
The Equal Opportunity Employer  
3301 Northshore Blvd., Baton Rouge, LA 70806

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2025

St. Louis Commission

Lieutenant Jefferson  
August 6, 2025  
Page 5 of 12

about any physical altercation, even crying during parts of the conversation. While Officer Lemaire was investigating, Mrs. Jefferson provided him and the other officers on the scene with the video of the home surveillance footage. The video footage did not offer a clear view of the events because you and Mrs. Jefferson were between two vehicles, but there was also audio. Officer Lemaire stated that Mrs. Jefferson was heard yelling, "He's punching me," and "Don't throw me to the ground." Officer Lemaire advised that there were sounds consistent with a physical struggle or a scuffle. The audible portion strongly suggested that there was a physical struggle. Officer Lemaire stated that he did not see any striking motions on the video footage, but the view was obstructed.

Officer Lemaire stated that he observed a scratch on the back of your hand, and you told him it probably occurred when you bent down to pick up your keys from the ground. He advised that he did not observe any bruises or abrasions on Mrs. Jefferson.

Officer Lemaire stated that he determined that there was probable cause to arrest you for Domestic Abuse Battery based on the scuffling noises and Mrs. Jefferson's cries of distress in the home surveillance video footage, the information received from the aunt, your apparent odor of alcohol, your unsteady posture, and the scratch on your hand.

On March 11, 2025, at 9:08 a.m., you were interviewed by TFC Butler and Lieutenant (Lt.) Richard Buckland. Your interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. You advised that on February 5, 2025, you prepared your children for school. You dropped your children off at school and proceeded to work at LSP Headquarters. At around 9:30 a.m., you received a call from Mrs. Jefferson, and she advised you that she was on her way to Lake After Hours for an injury to her eye. You asked her if she needed you to leave work to help her, but she declined, so you told her to update you. At your lunch break, around 12:30 p.m., you picked up prescriptions for Mrs. Jefferson from the Wal-Mart pharmacy. You stated you brought Mrs. Jefferson her medicine and gave her Tylenol and tea to alleviate her symptoms. You advised that around 3:30 p.m., you picked up your children from school and brought them home. You advised that you returned to work because you had to deliver equipment to New Orleans.

You returned home later in the evening. You advised that when you entered your home, you saw the master bedroom door was closed, so you went into the guest bedroom because you knew what that meant (referring to the closed master bedroom door). You advised IA investigators that Mrs. Jefferson walked into the guest bedroom, and she accused you of inattentiveness and neglect throughout the day. You advised your two sons walked into the guest bedroom, and you told Mrs. Jefferson, "Just chill, the babies are in the room." You stated Mrs. Jefferson did not calm down. You said that you attempted to avoid escalation and chose to distance yourself. You brought your youngest son to McDonald's per his request. You walked out the door, and Mrs. Jefferson followed you, but she did not go all the way to the truck. She stopped halfway between the truck and the door. You stated that Mrs. Jefferson was still upset, that "she still had some things to say."

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You advised that your state police-issued unmarked truck blocked in your personal vehicle, so you used your unmarked LSP truck because it was the vehicle that was available and allowed you to leave your home quickly. You went to McDonald's with your son, and advised that you drove around for approximately 45 minutes before you returned home. You advised that you pulled up back home and continued to watch the news on your phone. You sat in your unmarked LSP truck for another 15 - 20 minutes. You advised that you got out of the truck and walked around the rear of the truck. As you walked around the rear of the truck, you saw Mrs. Jefferson walk through the outside fence, so you turned around and walked back to the driver's side. You advised that you stated aloud, but to yourself, "I ain't fixing to have no peace." You advised Mrs. Jefferson asked you "What you said?" You advised you told her, "Baby, I can tell I ain't going to have much peace... so I'm just going to take another ride cause I see you came outside." You advised that Mrs. Jefferson told you, "No, give me the baby, just give me my baby." You told Mrs. Jefferson, "If you grab Ethan, he's going to wake up, and I don't want to expose him to this conversation." You advised that Mrs. Jefferson asked for Ethan about three times, and the fourth time, you told her, "The answer is no, I'm not letting you get the baby out of the truck." You advised that you told Mrs. Jefferson to go back inside and relax, or you would leave the house again.

You stated that you stood by the back door on the driver's side, and Mrs. Jefferson stood by the driver's door. You advised that Mrs. Jefferson told you how inattentive you were to her during the day. You advised that Mrs. Jefferson talked with her hands and stepped away from the driver's door. You advised IA investigators that you thought to yourself that if she took another couple of steps back, you were going to hit the unlock button, jump in the driver's seat, and take a ride. You advised that Mrs. Jefferson continued to step back, and you unlocked the driver's door and opened it, and you had one leg in the truck and one outside. You advised that Mrs. Jefferson came around and grabbed the steering wheel, which prevented you from leaving. You stated you told Mrs. Jefferson not to do that, to let you leave, you were coming back. You advised that you stepped out of the truck, and when you did this, Mrs. Jefferson sat in the driver's seat. You stated you told Mrs. Jefferson she could not do that, and you needed her to step out. You advised that Mrs. Jefferson told you to give her the baby, and she hit the horn twice. You advised that you stepped back and asked her what she was doing. You advised that Mrs. Jefferson stepped out of the truck, and you and Mrs. Jefferson had another discussion. You advised that there was no screaming or yelling. You advised that you and Mrs. Jefferson were on the vehicle's driver's side. You walked towards her to shut the driver's door, and as you reached for the door, Mrs. Jefferson told you, "Don't hit me" or "Don't punch me." Mrs. Jefferson fell back and hit the ground, and her phone dropped. You advised that you told Mrs. Jefferson, "I didn't touch you" or "I didn't hit you."

You advised that at this time, you realized that Mrs. Jefferson was on the phone with someone, and you asked her who she was on the phone with. Mrs. Jefferson told you she was on the phone with Aunt Lu. You stated that Mrs. Pulliam asked Mrs. Jefferson what was going on and if she needed to call the police. You advised that Mrs. Jefferson may have said, "Yeah, call them" or "Maybe." You stated that Mrs. Pulliam stated again that she is about to call the police.

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State Police Command

and you told her to call the police. After she said that she could not call the police on 3-way, you gave her the number to the police, and you repeated the number three times.

You advised that you and Mrs. Jefferson still talked next to your unmarked LSP truck, and it had calmed down when you saw a flashlight. The officer asked you what was going on, and you told the officer that you and your wife got into a dispute. You advised that the officer told you they (BRPD) got a call about domestic violence, and you said to him that you know what domestic violence is, and this is not it. The officer then told you to turn around, read you your rights, and you were in the back seat of his car for two and a half hours.

You advised that when the officer first spoke with you, he asked you why your hand was bleeding, and you told him you did not know. You stated that when you were sitting in the back of his unit, you remembered the key fob fell out of your hand when you unlocked the door. You bent down to pick up the key fob under the truck, and you had to scratched your hand when you picked up the fob.

You advised IA Investigators that the officer asked if you consumed alcohol, and you told him no, you did not. You stated that you did not drink alcohol that night, and that was a lie on their part.

You advised that you did not physically hit your wife.

IA Investigators inquired as to why you had two LSP units at your house, one was your assigned unmarked LSP truck, and the other was a marked patrol unit. You advised that the marked patrol unit was a TSS unit you had checked out because you worked the MCSAP (Motor Carrier Safety Assistance Program). You advised that you had the marked unit for about 3 months. You checked out the marked unit with Lt. Duncan.

You were interviewed again on April 1, 2025, at 9:32 a.m. Your interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. The interview focused on the marked TSS unit you had in your possession. You advised that you had the TSS unit in your possession for about 6 to 8 months. You advised that you frequently worked the MCSAP grant. You advised that before you checked out the TSS unit, you were checking out marked pool units from fleet. You stated that fleet was being depleted of pool units, so you obtained pool units from TSS because that was the section under which you were working the MCSAP grant. You stated that you either called or texted Lt. Duncan and told him you needed a pool unit because you were signed up to work Human Trafficking enforcement under the MCSAP grant. You advised that you did not know if Lt. Duncan was aware that you kept that unit for an extended period of time. You stated that you did not remember if you were dropped off or if something else happened when you obtained the TSS unit, to explain why you had two LSP units at your house. Later in the interview, you advised that the most logical explanation was that Mrs. Jefferson brought you and dropped you off to pick up the TSS unit.

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You advised that while you had the TSS unit, it did not require any maintenance. You advised that you never had a conversation with Lt. Duncan about how long you had kept the TSS unit at your home. However, you stated that it was a conversation you should have had with Lt. Duncan. You stated that it would have been redundant to continuously swap units at the different hours and frequencies that you worked MCSAP.

During the interview, you were asked what de-escalation tactics you used on the night of February 5, 2025. You stated that you validated Mrs. Jefferson's feelings, gave her a voice, and tried to state your fault or misunderstanding of the situation. You also stated that you tried to change topics, which was what you did when Mrs. Jefferson walked into the guest room. You said she was upset, so you changed the topic and asked about the internet. You stated that it was not the time to de-escalate when the kids walked in. You instead chose to create space and leave the house. You stated that when you returned to the house and Mr. Jefferson came outside, you attempted to de-escalate by validating her feelings and telling her you were sorry. You stated you told Mrs. Jefferson that she could not get the baby out of the truck because it would wake him up, and you did not want him exposed to what was occurring. You stated that it did not work, so you attempted to create space again and leave the house a second time. You stated that Mrs. Jefferson did not allow you to leave, and you felt she might have been in crisis, so you told Ms. Pulliam to call the police. You gave Ms. Pulliam the number as another form of de-escalation.

On April 1, 2025, at 1:17 p.m., IA Investigators interviewed Lt. Timothy Duncan. The interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. Lt. Duncan advised that it was in February 2025, around the Super Bowl, when I approached him and inquired as to why you had two LSP units at your residence. Lt. Duncan advised that he knew you had checked out a TSS unit and that if you worked a Friday and Saturday, you could keep the TSS unit over the weekend and bring it back on Monday. Lt. Duncan advised that in October 2024, you asked to borrow a Motor Carrier unit to do inspections, and he told you that you could and to bring it back. Lt. Duncan advised that he had given you the keys to the TSS unit. Lt. Duncan acknowledged that he never spoke to you about the TSS unit after you picked up the keys and never asked you to bring it back. Lt. Duncan said he did not think you had the TSS unit at your house that entire time. He felt it was an issue that you had the TSS unit at your home for that length of time and had two LSP units at your house.

Lt. Duncan advised that although it was not conveyed to you to bring that TSS unit back, it was an expectation that you would bring it back and not keep it. Lt. Duncan advised that you were authorized to use the TSS unit when you needed it, and he told you to bring it back when you were not using it. Lt. Duncan stated that you were expected to return the TSS unit the day you finished the MCSAP grant. He gave the example that if you had MCSAP on a Monday or Tuesday, you were expected to bring it back that Tuesday.

While BRPD officers were at your home investigating the call, Mrs. Jefferson gave the officers her cellphone to watch what was captured on your home surveillance. Their BWCs captured the audio from your home surveillance system. A review of BRPD body-worn camera

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footage, ID number D01A95684, was done.<sup>1</sup> At the 2025-02-06, 00:27:12 mark, the audio of this BWC footage was enhanced in an attempt to better understand and hear what occurred on the night of February 5, 2025, between you and Mrs. Jefferson. Additionally, another BRPD BWC footage, ID number D01A7353D, was reviewed.<sup>2</sup> The following are the words that could be understood:

Mrs. Jefferson: "Why I'm at you, grown man, why I'm at you, why I'm at you"...

Mrs. Jefferson: "... That's the problem..."

Mrs. Jefferson: "If you can just let me have him."

Mrs. Jefferson: "And, and, and... I know you do not care.... I know you don't care... I'll be ok....you are being... to be petty"

There is a muffled back-and-forth exchange of words between you and Mrs. Jefferson.

Mrs. Jefferson: "Let me get my child."

Mrs. Jefferson is speaking, but it is muffled.

You: "Stop pushing me."

Mrs. Jefferson: "I'm not pushing you when you punching me." At this time, the horn of the truck was heard.

Mrs. Jefferson: "You punching me on the shoulder when my hands are raised... grabbing me out my..."

Mrs. Jefferson: "Owah.... Owah... Owah.....Help." The horn was heard at least 4 times.

Mrs. Jefferson: "Move it... He's pushing me, he's pushing me." The horn was heard.

Mrs. Jefferson: "Please don't throw me down on the ground... No."

You: "Call'em, please call'em."

Mrs. Jefferson: "He just pushed me."

You: "Call'em... Call'em... Call'em.... hurry up and call'em." Horn was heard.

Based on the above evidence and multiple interviews, you violated LSP P.O. 901 Code of Conduct and Ethics, Sec. 4 – Conduct Unbecoming an Officer, which states in pertinent part:

- i) A commissioned officer shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect most favorably on themselves 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) Detrimentially 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.

<sup>1</sup> Exhibit 1 – USB of Body-Worn Camera footage from BRPD body-worn camera ID #D01A95684 containing 2 videos.

<sup>2</sup> Exhibit 1 – USB of Body-Worn Camera footage from BRPD on body-worn camera ID# D01A7353D

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The BRPD officers viewed your home surveillance video on Mrs. Jefferson's phone, and their BWCs captured the audio of the domestic incident as it played. There are portions of the audio that contain moments where the words are muffled and difficult to distinguish clearly. However, there are portions of the audio where the words are intelligible statements that could reasonably destroy the public's respect for you and erode confidence in this agency.

It is apparent from the audio of your home surveillance that the tone, interruptions, and repeated horn sounding that there was heightened tension and physical movement that is inconsistent with the description of the purely verbal interaction you indicated took place when you were interviewed. You stated, "Stop pushing me," and Mrs. Jefferson yells back, "I'm not pushing you when you punching me." This exchange strongly implied that there was physical contact, even if the exact nature of the contact is not fully discernible from the audio alone.

Moreover, the words and phrases used by you and Mrs. Jefferson, coupled with the background noises and repeated horn blasts, point to a dynamic and escalating situation - far more serious than you indicated was going on during your interview. This discrepancy raises significant concerns of your account of the event, reflecting discredit upon you as a member of LSP. The situation appeared to intensify further when Mrs. Jefferson was heard yelling, "Owah... Owah... Owah.....Help.....Move it... He's pushing me, he's pushing me," while the horn continued to sound. This portion of the recording revealed clear signs of emotional distress and a physical confrontation. When considered in its entirety, the verbal content, the intensity of the words used, the stressed voices, and the audible distress, the recording suggests a volatile and confrontational situation. It directly contradicts your characterization of the incident as non-physical, thereby casting serious doubt on your judgment and conduct in this incident.

You also violated LSP P.O. 901 Code of Conduct and Ethics, Sec. 12 – Unsatisfactory Performance, which states in pertinent part:

- i) A commissioned officer shall maintain a competency level sufficient to properly perform their duties and assume the responsibilities of their position. Officers shall perform their duties in such a manner as to maintain the highest standards of efficiency. Unsatisfactory performance may be demonstrated by:
  - a. A lack of knowledge in the application of laws required to be enforced.
  - b. An unwillingness or inability to perform assigned task.
  - c. A failure to conform to work standards established for the officer's rank, grade, or position.
  - d. A failure to take the appropriate action on the occasion of a crime, disorder, or other matter deserving attention.
  - e. An absence without leave.
- ii) Repeated poor evaluations.

As a Commissioned officer holding the rank of Lieutenant, you are expected to set a standard of accountability, responsibility, and compliance consistent with being a supervisor. By your admission, you obtained a TSS unit to work the MCSAP grant, but instead of returning it,

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you kept the unit for 6 to 8 months, simultaneously with an unmarked LSP truck. You advised that you frequently worked the MCSAP grant. Although Lt. Duncan did not call you during this time to ask you where the TSS unit was, he told you to return it when you were done. There was an expectation that you would bring it back, not keep it. Lt. Duncan stated that he expected you to bring the TSS unit back the day you finished working the MCSAP grant. He gave the example that if you had MCSAP on a Monday or Tuesday, you were expected to bring it back that Tuesday. Lt. Duncan advised that you were authorized to use the TSS unit when you needed it, and he told you to bring it back when you were not using it. As a Lieutenant, you are responsible for conforming to work standards and modeling proper conduct to subordinate officers. Your actions demonstrate a failure to conform to the work standards clearly established for officers of your rank.

On April 14, 2025, you returned to duty and spoke with Captain Pat Jackson regarding scheduling 40 hours suspension of your 48-hour total suspension. You requested to serve this part of your suspension during the week of April 21, 2025, to April 25, 2025, because your kids would be off for spring break. Your request was approved, and you served 40 hours of your 48-hour suspension from April 21, 2025, to April 25, 2025. On May 21, 2025, you submitted an Incident Report to Captain Jackson, in which you stated, "Upon returning to full-duty status, I informed Capt. Jackson, I spoke with my wife, and we agreed that I would serve 40 hours of LWOP from April 21-25, 2025, due to my kids being off for spring break."<sup>3</sup> You were subsequently transferred to the Gaming Enforcement Division and reported to that section on April 28, 2025. During your initial meeting with Major Adam Albright and Captain Jonas Martin, you advised them that you had already served 40 hours of your suspension. You requested to serve the remaining 8 hours on May 2, 2025, and it was approved.<sup>4</sup> Your pay was restored on pay period 14 because your suspension was prematurely served.<sup>5</sup>

You are hereby suspended without pay and allowances for a total of 48 hours for violating LSP P.O. 901, Code of Conduct and Ethics, section 4 Conduct Unbecoming an Officer, and LSP P.O. 901, Code of Conduct and Ethics, section 12 Unsatisfactory Performance. Any future violations of this nature may result in more severe discipline, up to and including termination.

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<sup>3</sup> Exhibit 2 - Jefferson, James, Lieutenant, Louisiana State Police, Incident Report, (May 21, 2025).

<sup>4</sup> *id.*, p.2

<sup>5</sup> Exhibit 3 - Screenshot from Human Resources and Remuneration Statement of James Jefferson III, Period 14/2025.

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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,

**COL Robert P. Hodges**  
Colonel Robert P. Hodges  
Deputy Superintendent, Louisiana State Police

Digitally signed by COL  
Robert P. Hodges  
Date: 2025.08.06 10:36:22  
-05'00'

cc: Lieutenant Colonel Robert Lummus  
Major Adam Albright  
Captain Jonas Martin  
Internal Affairs  
Office of Legal Affairs

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05580417



RE: Re: Appeal of James Jefferson, Docket No. 25-276-S

From Brett Conrad <bconrad@craftlaw.net>

Date Mon 1/19/2026 2:43 PM

To Jason Hannaman (SPC) <Jason.Hannaman@LA.GOV>; Debbie Givens (SPC) <Debbie.Givens@la.gov>; Lenore Feeney <lenore.feeney@taylorporter.com>

Cc Jill Craft <jcraft@craftlaw.net>; Dawson Bond <dbond@craftlaw.net>; Ndawan <Ndawan@craftlaw.net>; Juliette Scioneaux <Juliette.Scioneaux@LA.GOV>; Joseph Oubre <Joseph.Oubre@LA.GOV>

📎 1 attachment (4 MB)

Motion for Summary Disposition.pdf

**EXTERNAL EMAIL:** Please do not click on links or attachments unless you know the content is safe.

Good afternoon,

Please see the attached motion for summary disposition, with attachments, to be electronically filed in the above referenced matter.

Thank you for your consideration,

W. Brett Conrad, Jr.

Attorney  
Jill L. Craft, Attorney At Law, LLC  
329 St. Ferdinand Street  
Baton Rouge, LA 70802  
Phone: (225) 663-2612  
Fax: (225) 663-2613

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**JAN 19 2026**

**State Police Commission**

**From:** Brett Conrad

**Sent:** Wednesday, January 7, 2026 2:54 PM

**To:** 'Jason Hannaman' <jason.hannaman@la.gov>; 'Debbie Givens' <debbie.givens@la.gov>; 'Lenore Feeney' <lenore.feeney@taylorporter.com>

**Cc:** Jill Craft <jcraft@craftlaw.net>; Dawson Bond <dbond@craftlaw.net>; Ndawan <Ndawan@craftlaw.net>; 'juliette.scioneaux@la.gov' <juliette.scioneaux@la.gov>; 'joseph.oubre@la.gov' <joseph.oubre@la.gov>

**Subject:** RE: Re: Appeal of James Jefferson, Docket No. 25-276-S

Mr. Hannaman and Ms. Givens,

Per our telephone conversation, the individual we are requesting be subpoenaed under Civil Service Rule 13.13(c) is Captain Patrick Jackson. We understand he is recently retired and request that a subpoena be issued to his last known address on file with State Police. We will endeavor to provide a last known address for the request as well.

We apologize for any confusion and inconvenience.

Thank you,

W. Brett Conrad, Jr.

Attorney  
Jill L. Craft, Attorney At Law, LLC  
329 St. Ferdinand Street  
Baton Rouge, LA 70802  
Phone: (225) 663-2612  
Fax: (225) 663-2613

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State Police Commission

**From:** Brett Conrad

**Sent:** Wednesday, January 7, 2026 2:40 PM

**To:** Jason Hannaman <[jason.hannaman@la.gov](mailto:jason.hannaman@la.gov)>; Debbie Givens <[debbie.givens@la.gov](mailto:debbie.givens@la.gov)>; Lenore Feeney <[lenore.feeney@taylorporter.com](mailto:lenore.feeney@taylorporter.com)>

**Cc:** Jill Craft <[jcraft@craftlaw.net](mailto:jcraft@craftlaw.net)>; Dawson Bond <[dbond@craftlaw.net](mailto:dbond@craftlaw.net)>; Ndawan <[Ndawan@craftlaw.net](mailto:Ndawan@craftlaw.net)>; Juliette Scioneaux <[juliette.scioneaux@la.gov](mailto:juliette.scioneaux@la.gov)>; Joseph Oubre <[joseph.oubre@la.gov](mailto:joseph.oubre@la.gov)>

**Subject:** RE: Re: Appeal of James Jefferson, Docket No. 25-276-S

Good afternoon,

Please see the attached additional correspondence from appellant regarding this matter.

Thank you,

W. Brett Conrad, Jr.

Attorney  
Jill L. Craft, Attorney At Law, LLC  
329 St. Ferdinand Street  
Baton Rouge, LA 70802  
Phone: (225) 663-2612  
Fax: (225) 663-2613

**From:** Ndawan <[Ndawan@craftlaw.net](mailto:Ndawan@craftlaw.net)>

**Sent:** Wednesday, January 7, 2026 1:54 PM

**To:** Lenore Feeney ([lenore.feeney@taylorporter.com](mailto:lenore.feeney@taylorporter.com)) <[lenore.feeney@taylorporter.com](mailto:lenore.feeney@taylorporter.com)>; Juliette Scioneaux <[juliette.scioneaux@la.gov](mailto:juliette.scioneaux@la.gov)>; Joseph Oubre <[joseph.oubre@la.gov](mailto:joseph.oubre@la.gov)>

**Cc:** Jill Craft <[jcraft@craftlaw.net](mailto:jcraft@craftlaw.net)>; Brett Conrad <[bconrad@craftlaw.net](mailto:bconrad@craftlaw.net)>; Dawson Bond <[dbond@craftlaw.net](mailto:dbond@craftlaw.net)>

**Subject:** Re: Appeal of James Jefferson, Docket No. 25-276-S

Good afternoon,

Please see attached, being hand delivered today.

Nisreen Dawan  
Paralegal  
Jill L. Craft Attorney at Law  
329 St. Ferdinand Street  
Baton Rouge, La 70802  
Phone: (225) 663-2612

LOUISIANA STATE POLICE COMMISSION

DOCKET NO. 25-276-S

IN RE: APPEAL OF LT. JAMES JEFFERSON

VERSUS

LOUISIANA STATE POLICE

\*\*\*\*\*

MOTION FOR SUMMARY DISPOSITION

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State Police Commission

NOW INTO COURT, through undersigned counsel, comes Appellant, Lieutenant James Jefferson, who respectfully seeks an Order summarily granting his appeal under LSPC Rule 13.5, for the following reasons, to-wit:

1.

Appellant served as a Louisiana State Trooper with permanent status and was assigned to the Bureau of Investigations, Gaming, Administrative Support and Indian Gaming.

2.

The suspension of Appellant violates LSPC Rules 12.7, 12.8, and 12.19. LSP's "investigation" of appellant was not completed within sixty (60) days, discipline was taken against appellant before he received a predeprivation notice and reasonable opportunity to respond, and LSP failed to give appellant prospective written notice of discipline as provided under LSPC Rule 12.8(a)(1)-(4). The discipline is null and void as a matter of law.

3.

Pursuant to LSPC Rules 12.20 and 13.5(a)(3), (6), and (9), appellant seeks an Order summarily granting his appeal, reversing the discipline, and awarding restoration of all pay and benefits, emoluments of office, attorney fees as allowed by LSPC Rule 13.26.

Appellant incorporates herein the attached Memorandum in Support of the Motion for Summary Disposition and all exhibits attached and referenced thereto as if fully quoted herein.

WHEREFORE, Appellant, Lieutenant James Jefferson, prays after due proceedings are had that his appeal be summarily granted, discipline reversed, and awarding him restoration of all pay and benefits, emoluments of office, attorney fees as allowed by LSPC Rule 13.26, and all such other relief to which he is entitled at law or in equity.

Respectfully Submitted:

By: Jill L. Craft  
Jill L. Craft, La. Bar Roll No. 20922  
W. Brett Conrad, Jr., La. Bar Roll No. 37639  
Jill L. Craft, Attorney at Law, LLC  
329 St. Ferdinand Street  
Baton Rouge, Louisiana 70802  
Telephone: (225) 663-2612  
Facsimile: (225) 663-2613  
Email: [jcraft@crattlaw.net](mailto:jcraft@crattlaw.net)

**CERTIFICATE OF SERVICE**

The undersigned hereby certifies that I have served a copy of the above and foregoing upon counsel of record for all parties hereto via email and/or United States First-Class Mail, properly addressed, with sufficient postage affixed hereto, on this \_\_\_\_\_ day of \_\_\_\_\_, 2026.

Baton Rouge, Louisiana, this \_\_\_\_\_ day of \_\_\_\_\_, 2026.

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State Police Commission

LOUISIANA STATE POLICE COMMISSION

DOCKET NO. 25-276-S

IN RE: APPEAL OF LT. JAMES JEFFERSON

VERSUS

LOUISIANA STATE POLICE

\*\*\*\*\*

ORDER

Upon consideration of the above and foregoing, the law, and record of these proceedings:

IT IS ORDERD that appellee, Louisiana State Police, appear and show cause on the 12<sup>th</sup> day of February, 2026, at 10:00 a.m., why appellant Lieutenant James Jefferson's Motion for Summary Disposition should not be granted.

DONE AND SIGNED, on this \_\_\_\_\_ day of \_\_\_\_\_, 2026, at Baton Rouge, Louisiana.

\_\_\_\_\_  
M. Lenore Feeny  
Referee, Louisiana State Police Commission

PLEASE NOTICE

Louisiana Department of Public Safety and Corrections,  
Public Safety Services,  
Office of State Police  
Through counsel of record:  
Juliette Scioneaux  
7979 Independence Blvd., Suite 307  
Baton Rouge, Louisiana 70806

Lieutenant James Jefferson  
Through counsel of record:  
Jill L. Craft  
Jill L. Craft, Attorney at Law, LLC  
329 St. Ferdinand Street  
Baton Rouge, Louisiana 70802

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JAN 19 2026

State Police Commission

LOUISIANA STATE POLICE COMMISSION

DOCKET NO. 25-276-S

IN RE: APPEAL OF LT. JAMES JEFFERSON

VERSUS

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State Police Commission

LOUISIANA STATE POLICE

\*\*\*\*\*

MEMORANDUM IN SUPPORT OF MOTION FOR SUMMARY DISPOSITION

I. FACTS

Appellant served as a Louisiana State Trooper with permanent status and was assigned to the Bureau of Investigations, Gaming, Administrative Support and Indian Gaming.

On February 6, 2025, LSP placed Appellant on administrative leave pending investigation.<sup>1</sup> At that time, LSP clearly acknowledged initiating an investigation of the Appellant in the written notice to him. LSP's investigation into appellant was again acknowledged in writing on February 13, 2025.<sup>2</sup> Pursuant to LSPC Rule 12.19(a), LSP was required to complete the investigation into appellant within six (60) days from the date the investigation was initiated. LSP failed to do so. On April 10, 2025, 63 days after appellant received LSP's notice of investigation on February 6, 2025, Appellant received LSP's alleged "findings" pursuant to the investigation and determination that he was going to be suspended for 48 hours.<sup>3</sup> According to the notice, LSP "sustained" the findings that appellant committed two (2) counts of "conduct unbecoming an officer", "unsatisfactory performance", and "vehicle usage limitations and requirements".<sup>4</sup>

<sup>1</sup> Letter to Jefferson from LSP, dated February 6, 2025, originally attached to appeal, Exhibit "A".

<sup>2</sup> Letter to Jefferson from LSP, dated February 13, 2025, originally attached to appeal, Exhibit "B".

<sup>3</sup> Findings of Administrative Investigation, IA-2500009, originally attached to appeal, Exhibit "C": "... this is your notification that the above referenced administrative investigation is complete with the findings listed below and the appointing authority's decision regarding the discipline that will be imposed ...".

<sup>4</sup> Id.

Pursuant to LSPC Rule 12.7, appellant is entitled to written notice of any proposed disciplinary action, reasons therefor, and a description of the evidence supporting the proposed action, and a reasonable opportunity to respond to the proposed disciplinary action before the disciplinary action is imposed. Pursuant to LSPC Rule 12.8, appellant is entitled to written notice of any disciplinary action against him which complies with Subsection (a)(1)-(4) before the disciplinary action is taken against him. LSP failed to comply with LSPC Rules 12.7 and 12.8. LSP's suspension was imposed and appellant's suspension was served from April 21, 2025 – April 25, 2025, and May 2, 2025,<sup>5</sup> before he was received a predeprivation notice dated May 14, 2025,<sup>6</sup> was given an opportunity to respond to the predeprivation notice on May 20, 2025,<sup>7</sup> and received notice of discipline with the requisite information and appeal language under Subsection (a)(1)-(4).<sup>8</sup>

## II. LAW & ARGUMENT

### A. Legal Standard

Pursuant to LSPC Rule 13.5(a) and (c), on motion of a party, the Commission or Referee may summarily dispose of all or part of an appeal on the following grounds: “. . . 3. [t]hat the appeal has not been made in the required manner or within the prescribed period of delay . . . 6. [t]hat the written notice expressing the cause for the action complained against is insufficient . . . 9. [t]hat the undisputed facts clearly establish that the mover is entitled to a summary disposition or partial summary disposition.”<sup>9</sup> The Commission or Referee may consider in support of a Motion for Summary Disposition, in pertinent part, the letter of discipline, appeal by the classified

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<sup>5</sup> Timesheets, originally attached to appeal, Exhibit “D”.

<sup>6</sup> Predeprivation notice, originally attached to appeal, Exhibit “E”.

<sup>7</sup> Jefferson response, originally attached to appeal, Exhibit “F”.

<sup>8</sup> Notice of discipline, originally attached to appeal, Exhibit “G”.

<sup>9</sup> Pursuant to Subsection (h), the burden of proof rests with the party requesting summary disposition.

employee, recorded statements of appellant, “and other documentary evidence that the Commission deems reliable”.

#### **B. Timeliness**

Pursuant to LSPC Rule 12.19(a), “. . . each investigation of a Louisiana State Police Trooper which is conducted under the provisions of this rule shall be completed within sixty days of the date the investigation was initiated”. Any extension must strictly comply with LSPC Rule 12.19(b) and (c). Pursuant to LSPC Rule 12.19(d), “[t]he investigation shall be considered complete upon determination of the appointing authority to institute disciplinary action against the Louisiana State Trooper or a determination of an exonerated, unfounded or not-sustained complaint”. Discipline taken against any Louisiana State Trooper in derogation of this Rule is defective, null, and void.<sup>10</sup>

Here, LSP failed to comply with Local Rule 12.19 when it investigated appellant and disciplined him pursuant to the findings of that investigation. LSP’s own February 6, 2025, and February 13, 2025, notices clearly show it was investigating appellant as of February 6, 2025. LSP was required to complete the investigation into appellant within 60 days from February 6, 2025 – a deadline of April 7, 2025. It failed to do so. LSP did not complete its investigation until April 10, 2025, when it provided appellant the alleged “findings” from the investigation and determination that he was going to be suspended. No extension under Subsection (b) or (c) was obtained. LSP failed to complete the investigation of appellant timely.

#### **C. Pre-Deprivation and Written Notice**

Pursuant to LSPC Rule 12.7, “[a] permanent employee may not be . . . subjected to any discipline . . . until he has been given written notice of the proposed action and the reasons

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<sup>10</sup> LSPC Rule 12.20.

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**State Police Commission**

therefore, a description of the evidence supporting the proposed action and a reasonable opportunity to respond thereto". Under LSPC Rule 12.8, "a permanent employee" is entitled to "be given prior written notice" of any disciplinary "action" taken against him.<sup>11</sup> The written notice must: (1) [s]tate[] the action which is being taken and the effective date and time thereof; (2) [c]ontain such information as will fully inform the employee of the conduct on which the action is based and which will enable him or her to prepare a defense, including, where pertinent, the date, time and place of such conduct and the names of persons directly involved in or affected by such conduct (unless their identities are protected by law, in which case, identification shall be made as permitted by law); (4) [c]ontain[] the following notification: "You have the right to appeal this action to the State Police Commission. The time limits and procedure for appealing are contained in Chapter 13 of the State Police Commission Rules."; and (5) [a]dvis[e] the employee that a copy of Chapter 13 of the State Police Commission Rules can be obtained from the State Police Commission and provides the Commission's current mailing address and telephone and fax numbers.

In this case, LSP failed to provide appellant all rights set forth under LSPC Rule 12.7 before the discipline was taken against him. According to appellant's time sheet, he served the suspension from April 21, 2025, through April 25, 2025, and on May 2, 2025. The predeprivation notice by LSP to Appellant is dated May 14, 2025, and was not electronically signed by Colonel Hodges until May 15, 2025, at 9:07. By the time the predeprivation notice was dated and signed by LSP, Appellant was already disciplined. Appellant had no opportunity to rebut the predeprivation notice dated May 14, 2025, before the suspension was served.

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<sup>11</sup> The only exception is LSPC Rule 12.5 which is not applicable here.

LSP also failed to provide appellant written notice as defined under LSPC Rule 12.8 before the discipline was taken against him. Before appellant was given the requisite written notice under LSPC Rule 12.8(a)(1)-(4), LSP, through Colonel Hodges, unilaterally ordered him to “serve” the suspension on April 10, 2025, and suspended appellant on April 21, 2025, through April 25, 2025, and on May 2, 2025.<sup>12</sup>

### III. CONCLUSION<sup>13</sup>

LSP’s failure to comply with LSPC 12.7, 12.8, and 12.19 is fatal. Appellant’s appeal should be summarily granted without the need for trial on the merits. The discipline imposed against him should be reversed and he should be awarded restoration of pay and benefits, emoluments of office, attorney fees as allowed by LSPC Rule 13.26, and all such other relief to which he is entitled at law or in equity.

Respectfully Submitted,

By: Jill L. Craft  
Jill L. Craft, La. Bar Roll No. 20922  
W. Brett Conrad, Jr., La. Bar Roll No. 37639  
Jill L. Craft, Attorney at Law, LLC  
329 St. Ferdinand Street  
Baton Rouge, Louisiana 70802  
Telephone: (225) 663-2612  
Facsimile: (225) 663-2613  
Email: \_\_\_\_\_

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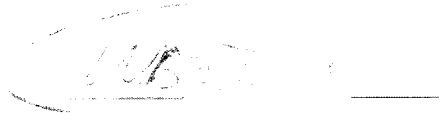
<sup>12</sup> See also letters from Jefferson to LSP, dated June 20, 2025, and June 24, 2025, originally attached to appeal, Exhibit “H”: “. . . you were provided a determination letter on April 10, 2025, stating that an administrative investigation had been completed and, I, as the appointing authority, had determined that your proposed discipline would be 48 hours suspension.”

<sup>13</sup> It is anticipated LSP will argue that it retroactively “corrected” its non-compliance with LSPC 12.7 and that the appellant requested the suspension times on his own. However, LSP never actually “corrected” its failure to comply with LSPC Rule 12.9 or afford appellant prospective notice and opportunity to respond before discipline was taken against him as demonstrated by appellant’s time sheets. In addition, appellant documented the order for him to serve the suspension time before he was ever actually suspended in an Incident Report, prepared on May 21, 2025, originally attached to appeal, Exhibit “I”, along with the corresponding emails from June 24, 2025, and July 21, 2025, confirming the order to serve a suspension, originally attached to appeal, in globo.

**CERTIFICATE OF SERVICE**

The undersigned hereby certifies that I have served a copy of the above and foregoing upon counsel of record for all parties hereto via email and/or United States First-Class Mail, properly addressed, with sufficient postage affixed hereto, on this 17 day of Dec, 2026.

Baton Rouge, Louisiana, this 17 day of Dec, 2026.

  
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State Police Commission



JEFF LINDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

February 6, 2025  
1750/0501/JOBS/24-24205  
HQ-1-1117

Lieutenant James Jefferson III  
Fleet Operations/Support

VIA HAND-DELIVERY RECEIVED

JAN 19 2026

RE: ADMINISTRATIVE LEAVE PENDING INVESTIGATION

State Police Commission

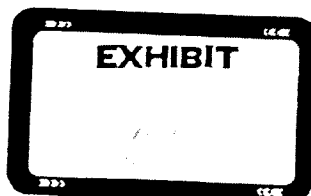
Lt. Jefferson:

This letter is to notify you that I am placing you on administrative leave pending an investigation, effective upon receipt of this letter. This action is taken in accordance with Louisiana State Police Commission Rule 12.4 *Administrative Leave Pending Investigation*. You are being placed on administrative leave pending investigation because, in my judgment, there is reason to suspect that you have engaged in conduct which, if confirmed, would warrant disciplinary action and your continued presence on the job or the performance of your duties reasonably poses a significant hazard or danger to the general health or safety or the efficiency of public service.

Administrative leave pending investigation is with pay, shall not reduce your annual or compensatory leave balance, and shall not exceed 400 regular duty working hours. Because you are being paid by the Department of Public Safety and Corrections, you shall not engage in secondary employment during your duty hours while on administrative leave. Furthermore, you shall remain fit and available to return to duty at any time. You shall also contact Captain Pat Jackson, at (225) 925-6121 by 8:00 a.m. every Monday that you are on administrative leave pending investigation.

If you have not done so, you are ordered to surrender all equipment of the Department of Public Safety and Corrections, Public Safety Services, that you may still possess, whether it was issued to you or you otherwise acquired, including but not limited to computers, keys, identification cards, credit cards, reports or paperwork, and all other property of the Department.

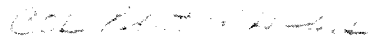
This placement on administrative leave pending investigation is not a disciplinary action and is not appealable except under Rule 13.1(a) or (b) on the basis of discrimination or a violation



James Jefferson  
February 6, 2025  
Page 2

of any provision of the Louisiana State Police Commission Article or of any Louisiana State Police Commission Rule, other than a rule in Chapter 11. The time limits and procedure for appealing are contained in Chapter 11 of the Louisiana State Police Commission Rules. You may obtain a copy of Chapter 11 of the Louisiana Civil Service Commission Rules from the Louisiana State Police Commission. The current mailing address is P.O. Box 9255, Baton Rouge, Louisiana 70896. The telephone number is (225) 925-7057. The fax number is (225) 925-7058.

Sincerely,



Colonel Robert P. Hodges  
Superintendent, Louisiana State Police

Cc: Lt. Colonel Frank Besson  
Lt. Colonel Cordell Williams  
Major Nicole Kilgore  
Captain Pat Jackson  
Internal Affairs  
Human Resources Management  
Office of Legal Affairs

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COMMISSIONER ROBERT P. HOWARD  
DEPUTY SECRETARY

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

February 11, 2025

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State Police Commission

Lieutenant James Jefferson III  
[Redacted]

Dear Mr. Jefferson:

You are currently the subject of an administrative investigation. The number assigned to the case is 25-0000. As a Louisiana State Police employee, you are hereby advised of your rights related to an administrative investigation per Louisiana State Police Commission rules, attached hereto and made a part hereof.

This administrative review is of potential violations of LSP and/or DPS policies. This review pertains to an altercation between you and a domestic partner on Wednesday, February 5, 2025, which resulted in the Baton Rouge City Police responding to your residence. Following their investigation, you were arrested for Domestic Abuse/Battery with Child Endangerment and subsequently booked into the East Baton Rouge Parish Jail.

Pursuant to LSP and DPS policy and procedures, your responsibility in this investigation is to cooperate fully with the investigation and to keep the substance of the investigation and the fact thereof confidential as outlined below:

- LSP P.O. 2097(j)(1) Internal Affairs Investigators or designated Administrative Investigators shall receive the full cooperation of any employee of the Department of Public Safety and Corrections, Public Safety Services, during the course of an administrative investigation. Employees shall obey any lawful order or directive given by the investigator during an investigation. (ii) Ongoing administrative investigations are considered confidential and as such, officers shall not violate that confidentiality. Those in violation are subject to disciplinary action.
- DPS P.O. 01-03-24-(A) An employee shall cooperate with any Administrative and Internal Affairs investigation. (ii) An employee shall keep the nature and/or any details of an Internal Affairs investigation in the strictest confidence. (C) No employee shall interfere or attempt to interfere in any capacity with any of the participants in a Department investigation.

If you have any questions, please contact Internal Affairs at (225) 925-6189.

Signature: [Handwritten Signature]  
Lieutenant Richard Duckland Jr.  
Case Lieutenant, Internal Affairs  
Outstate State Police

cc: Lt. Colonel Cordell Williams  
Major Nicole Rigore  
Captain Portia Jackson



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"An Equal Opportunity Employer"  
P.O. BOX 88614, BATON ROUGE, LOUISIANA 70896

Due Date: 04/13/2025  
Date of DRC: 04/09/2025  
Decision Page Due Date: 04/16/2025

DEPARTMENT OF PUBLIC SAFETY  
OFFICE OF STATE POLICE

**FINDINGS OF ADMINISTRATIVE INVESTIGATION IA-250009**  
**Lt. James Jefferson**

In accordance with Louisiana State Police Commission (LSPC) Rule 12.19(f), this is your notification that the above referenced administrative investigation is complete with the findings listed below and the appointing authority's decision regarding the discipline that will be proposed. The pre-deprivation notice required by LSPC Rule 12.7 outlining the proposed action and the reasons therefor, and your opportunity to respond to the proposed action, will be given to you within 45 calendar days.

- |   |                      |
|---|----------------------|
| 1. Conformance To Laws                        | <u>Not Sustained</u> |
| 2. Conduct Unbecoming An Officer              | <u>Sustained</u>     |
| 3. Unsatisfactory Performance                 | <u>Sustained</u>     |
| 4. Conduct Unbecoming An Officer              | <u>Sustained</u>     |
| 5. Vehicle Usage Limitations and Requirements | <u>Sustained</u>     |
| 6. Vehicle Usage Limitations and Requirements | <u>Not Sustained</u> |

**PROPOSED ACTION:**

- |   |                             |
|---|-----------------------------|
| 1. Conformance To Laws                        | <u>No Action</u>            |
| 2. Conduct Unbecoming An Officer              | <u>40 Hours Suspension</u>  |
| 3. Unsatisfactory Performance                 | <u>8 Hours Suspension</u>   |
| 4. Conduct Unbecoming An Officer              | <u>Letter of Counseling</u> |
| 5. Vehicle Usage Limitations and Requirements | <u>Letter of Counseling</u> |
| 6. Vehicle Usage Limitations and Requirements | <u>No Action</u>            |

COL Robert P. Hodges  
Digitally signed by COL Robert P. Hodges  
Date: 2025.04.09 18:08:00 -0500

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Colonel Robert P. Hodges  
Superintendent / Louisiana State Police

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JAN 19 2026

State Police Commission



Version Created on: 04/25/2025  
 Approved by: P00077657  
 Version Created at: 01:19 PM

**Time and Attendance**

Posted By	Date	Type	Hours	From	To	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order	Auto
WF-CAT6	Mo 04/14/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	Tu 04/15/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	We 04/16/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	Th 04/17/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
WF-CAT6	Fr 04/18/2025	ZA01	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a>													
P00366405	Fr 04/21/2025	LW	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a> Leave without pay													
P00366405	Tu 04/22/2025	LW	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a> Leave Without Pay													
P00366405	We 04/23/2025	LW	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a> Leave Without Pay													
P00366405	Th 04/24/2025	LW	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a> Leave Without Pay													
P00366405	Fr 04/25/2025	LW	8.00	08:00 AM	04:30 PM								
<a href="#">Edit</a> Leave Without Pay													

**Summary**

Type	Total	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order
ZA01	40.00							
REGULAR ATTENDANCE								
LW	40.00							
LEAVE WITHOUT PAY								

**Current Default Costing**

Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order	Percent
4193032260	4190000201	4193032260		NOT_RELEVANT	NOT RELEVANT		100.00
POLICY SUPPLY	SELF GENERATED OSP	POLICE SUPPLY		NOT_RELEVANT	NOT RELEVANT		

Approver Remarks



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# Time Statement

<b>Employee:</b> [REDACTED]	<b>Generated on:</b> 05/16/2025	<b>Date</b>	<b>Day</b>	<b>Plan Hrs</b>	<b>Start Time</b>	<b>End Time</b>	<b>Date</b>	<b>Day</b>	<b>Plan Hrs</b>	<b>Start Time</b>	<b>End Time</b>
<b>Employee Name:</b> JAMES JEFFERSON III	<b>Generated at:</b> 02:22 PM	04/28	Mo	24.00			05/05	Mo	24.00		
<b>Supervisor:</b> JONAS MARTIN	<b>Time Status:</b> Positive Time Entry	04/29	Tu	24.00			05/06	Tu	24.00		
<b>Pay Period:</b> 10-2025	<b>Job:</b> STATE POLICE	04/30	We	24.00			05/07	We	24.00		
<b>Date Range:</b> 04/28/2025-05/11/2025	<b>Description:</b> LIEUTENANT	05/01	Th	24.00			05/08	Th	24.00		
<b>Certified on:</b> 05/12/2025	<b>PSG:</b> Class NE	05/02	Fr	24.00			05/09	Fr	24.00		
<b>Certified at:</b> 01:37 PM	<b>Work Schedule:</b> 24HRS/7DAY (POS ONLY!)	05/03	Sa	24.00			05/10	Sa	24.00		
<b>Version:</b> Version 001 of 001	<b>Approved on:</b> 05/12/2025	05/04	Su	24.00			05/11	Su	24.00		
<b>Version Created on:</b> 05/12/2025	<b>Approved at:</b> 01:57 PM	<div style="border: 1px solid black; padding: 10px; width: fit-content; margin: auto;"> <p style="font-size: 24px; margin: 0;">RECEIVED</p> <p style="font-size: 18px; margin: 0;">JAN 19 2026</p> <p style="font-size: 14px; margin: 0;">State Police Commission</p> </div>									
<b>Version Created at:</b> 01:37 PM	<b>Approved by:</b> P00077657										

## Time and Attendance

Posted By	Date	Type	Hours	From	To	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order	Auto
WF-CAT6	Mo 04/28/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	Tu 04/29/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	We 04/30/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	Th 05/01/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	Fr 05/02/2025	LW	8.00	08:00 AM	04:30 PM								
		Leave without Pay											
WF-CAT6	Mo 05/05/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	Tu 05/06/2025	ZA01	8.00	08:00 AM	04:30 PM								
WF-CAT6	We 05/07/2025	KL	8.00	08:00 AM	04:30 PM								
		K-Time											
WF-CAT6	Th 05/08/2025	KL	8.00	08:00 AM	04:30 PM								
		K-Time											
WF-CAT6	Fr 05/09/2025	ZA01	8.00	08:00 AM	04:30 PM								

## Summary

Type	Total	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order
------	-------	----------	------	-----------	-----	-----------	-------	-------

Richard B. ...  
Lieutenant

2025-01-19 10:10 AM  
State Police Commission

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JAN 19 2026

State Police Commission

Lieutenant James Jefferson  
LOT, Training, Admin Support & Indian Gaming

VIA PERSONAL DELIVERY  
IA-2500009-01-A-#P-20025

**Re: INTENDED 48-HOUR SUSPENSION**

Lieutenant Jefferson,

Pursuant to the authority granted to me as the Appointing Authority and by State Police Commission Rules 12.1 and 12.2, and in accordance with Rule 12.7 and Louisiana State Police Policy and Procedure (LSP P.O.) 901, you are hereby notified that it is my intention to suspend you without pay from your wages for a total of 48 hours. This proposed disciplinary action is based on your failure to comply with Louisiana State Police (LSP) policies and procedural orders (P.O.), specifically, you are being found to have violated the following:

- LSP P.O. 901, Code of Conduct and Ethics, Sec. 4 Conduct Unbecoming an Officer – 40 hours
- LSP P.O. 901, Code of Conduct and Ethics, Sec. 12 Unsatisfactory Performance – 8 hours

You are a commissioned officer with permanent status. You hold the rank of Lieutenant and have been employed with LSP for approximately 17 years and 6 months. You are currently assigned to the Bureau of Investigations, Gaming Section, Admin Support and Indian Gaming Unit.

If you have any questions regarding this disciplinary action, please contact me at [phone number] or [email address].

Very truly yours,  
[Signature]



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JAN 19 2026

Lieutenant Jefferson  
May 14, 2025  
Page 2 of 12

State Police Commission

wife, Heather Jefferson. Mrs. Jefferson's aunt, Louetta Pulliam, contacted BRPD after she overheard what she perceived to be a verbal argument and physical violence between you and Mrs. Jefferson while she was on the phone with Mrs. Jefferson. Several BRPD officers arrived at your home and investigated.

BRPD subsequently arrested you for La. R.S. 14:35.3 Domestic Abuse Battery with Child Endangerment. You were booked and processed into the East Baton Rouge Parish Prison.

On February 13, 2025, Internal Affairs initiated an administrative investigation at the direction of Assistant Superintendent, Lieutenant Colonel Frank Besson. Captain Saleem El-Amin assigned the investigation to Trooper First Class (TFC) Jacob Butler, III. The administrative investigation began on the same date.

On February 20, 2025, at 7:22 a.m., TFC Butler and Sergeant Ashton McRoe interviewed Mrs. Jefferson at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA, 70806. Mrs. Jefferson advised that she worked from home that day, and you brought the two boys to school. She stated that during the day, she ended up accidentally stabbing herself in the eye with one of her high-heeled shoes, which ultimately prompted her to go to urgent care. Between 2:00 p.m. and 3:30 p.m., you brought her prescription medication but quickly left. Mrs. Jefferson advised that she felt emotionally neglected because you left without physically comforting her and expressed no concern for her injury. At 4:30 p.m., you returned home, dropped the boys off from school, and departed shortly after to return to work and attend work-related activities in New Orleans. Mrs. Jefferson stated that emotion and anger was frustrated because she felt ignored and misunderstood by you, especially after she injured herself.

Mrs. Jefferson advised that you returned home at 9:00 p.m., and a verbal argument started, fueled by the tensions accumulated throughout the day. Mrs. Jefferson advised that she confronted you about her perceived neglect, and at 9:30 p.m., you chose to leave the house to address the situation. Mrs. Jefferson stated that she worked on the phone with her aunt, Ms. Pulliam, discussing the argument with her. Mrs. Jefferson advised that you returned to the home around 11:36 p.m. She stated that you sat outside in your truck (unmarked unit), in the driveway, for about 45 minutes, which prompted her to go outside to talk to you. She was sitting in the truck. Mrs. Jefferson stated she was still upset, and another confrontation occurred between her and you, next to your unit. Mrs. Jefferson advised that she was still on the phone with Ms. Pulliam during this confrontation next to your unit, and her phone fell out of her hands.

Mrs. Jefferson stated that she did shout the phrases, "he's punching me," and "don't throw me to the ground," but there was no physical violence. Mrs. Jefferson stated that Ms. Pulliam misunderstood what was happening when she called BRPD. Mrs. Jefferson advised that she made these statements because of past traumatic experiences involving police officers from a previous unrelated incident.

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JAN 19 2026

Lieutenant Jefferson  
May 14, 2025  
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State Police Commission

Mrs. Jefferson advised that BRPD arrived at the house around 11:20 p.m. She said you were detained by BRPD due to the scratches on your hands, even though officers were told that neither of you know how the scratches occurred. Mrs. Jefferson advised that she fully cooperated and then provided officers access to the home surveillance footage, but she was concerned that officers only selected a 5-minute segment recorded at 11:20 p.m.

Mrs. Jefferson stated to IA investigators that you never physically harmed her and she expressed her regret for escalating the situation verbally and emotionally.

On February 20, 2025, IA investigators conducted a phone interview with Luelia Pulliam. Ms. Pulliam advised that she was on the phone with Mrs. Jefferson on the evening of February 5, 2025, as was their usual practice of talking almost daily. Ms. Pulliam advised that Mrs. Jefferson mentioned to her that she felt frustrated and neglected after she accidentally stabbed herself in the eye with a high-heeled shoe. Ms. Pulliam advised that Mrs. Jefferson's emotions appeared heightened due to you briefly dropping off medication without expressing emotional support and departing quickly.

Ms. Pulliam stated that during the call, Mrs. Jefferson wanted to know when you would come home as she was asleep at 11:00 p.m. and wanted to go to bed. Ms. Pulliam advised Mrs. Jefferson asked you to bring her a bag of groceries and you told her you would bring him in. Mrs. Jefferson told you she would just get him and bring him in but you told her you would bring him in. Ms. Pulliam advised that you and Mrs. Jefferson "kinda got into it." Ms. Pulliam described the conversation between you and Mrs. Jefferson as quiet and she did not know what happened to make it go south. Ms. Pulliam described what she thought was a murmbling sound. Ms. Pulliam advised that she started yelling over the phone she was going to call the police and you said "Call them." Ms. Pulliam advised that due to the geographic constraints, she could not call 911, so you told her, "Here's the number, you can call them." Ms. Pulliam advised that she heard the stressors in Mrs. Jefferson's voice and knew that Mrs. Jefferson also had some personal stressors, and because of what she felt and heard, she called BRPD with the number you gave her. Ms. Pulliam stated that she told BRPD what she believed she had heard, told them you were a State Police officer, and asked them to go to the house.

Ms. Pulliam advised that Mrs. Jefferson was not happy with the way you handled the situation. Ms. Pulliam advised that she was not happy with the way you handled the situation and she was not happy with the way you handled the situation. Ms. Pulliam advised that she was not happy with the way you handled the situation and she was not happy with the way you handled the situation.

Ms. Pulliam advised that Mrs. Jefferson was not happy with the way you handled the situation and she was not happy with the way you handled the situation. Ms. Pulliam advised that she was not happy with the way you handled the situation and she was not happy with the way you handled the situation.

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Lieutenant Jefferson  
May 14 2017  
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State Police Commission

and then she said something like, "Don't come near me," or "stop." Ms. Pulham advised that she later learned that the phone fell, which is what she heard that made her believe that something physical occurred. Ms. Pulham stated that she and Mrs. Jefferson talked afterwards, and Mrs. Jefferson told her that she blanked out, as if she were in a fog. Ms. Pulham asked what you were doing, and Mrs. Jefferson responded that you were coming towards her. Ms. Pulham stated, "But I know Jay, he might have been coming towards her, but it wasn't to harm her." Ms. Pulham agreed that she was not there to see it.

Ms. Pulham stated that she could not put an absolute on those 30 seconds, but she could say that you did not hit Mrs. Jefferson and did not throw her down.

On March 5, 2025, at 1:03 p.m., TFC Butler and Polygraphist William Kirkland interviewed LSP PIO Lieutenant (Lt.) Jason Castleberry. The interview was conducted at LSP Headquarters located at 7919 Independence Blvd., Baton Rouge, LA 70804. Lt. Castleberry advised that he responded to your house 15 minutes after Sergeant Hernandez, Officer Harrington, and Officer Lemaire were already there. Lt. Castleberry stated he observed two police units in your driveway, one was an LSP-marked SUV and the other was an unmarked truck.

Lt. Castleberry advised that he watched the home surveillance video provided by Mrs. Jefferson. He stated that he distinctly heard evidence of a physical altercation, which included sounds of abrupt movements, banging against vehicles, and clear, distressed vocalizations from Mrs. Jefferson shouting "Stop pushing me," "Quit pushing me," and urgent cries for help. However, Lt. Castleberry said he saw no physical contact on the video surveillance.

Lt. Castleberry advised that he smelled alcohol on you. He said you were very intoxicated, but he did not smell any alcohol on your clothing. He stated that you were very cooperative during the interview and did not exhibit any signs of intoxication. He stated that he did not observe any signs of intoxication on your person, leading him to believe that intoxication was not a significant factor in the incident.

Lt. Castleberry stated that officers on the scene discussed the reliance on the audio from the surveillance footage and the statements from Mrs. Jefferson. Additionally, they took into account the scratch on your hand. It appeared minor but fresh, resembling an abrasion or laceration. Lt. Castleberry did reflect on the physical evidence and the statement that "if other witnesses remember that I was provoked, that's probably more important than the visible evidence."

On March 6, 2025, at 11:11 a.m., IA investigators interviewed Sgt. Officer Mitromski at home. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA 70804. Sgt. Officer Mitromski advised that he responded to your house 15 minutes after Sergeant Hernandez, Officer Harrington, and Officer Lemaire were already there. Sgt. Officer Mitromski stated he observed two police units in your driveway, one was an LSP-marked SUV and the other was an unmarked truck. He stated that he did not observe any signs of intoxication on your person, leading him to believe that intoxication was not a significant factor in the incident.

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The Equal Opportunity Division

1000 Poydras Street, Suite 2000, New Orleans, LA 70112





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Lieutenant Jefferson  
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advised that there was no screaming or yelling. You advised that you and Mrs. Jefferson were on the vehicle's driver's side. You walked towards her to shut the driver's door, and as you reached for the door, Mrs. Jefferson told you, "Don't hit me" or "Don't punch me." Mrs. Jefferson fell back and hit the ground, and her phone dropped. You advised that you told Mrs. Jefferson, "I didn't touch you" or "I didn't hit you."

You advised that at the time, you realized that Mrs. Jefferson was on the phone with a woman, and she asked her what she was doing. Mrs. Jefferson said you were talking to her phone with Ann. You stated that Mrs. Pugh then asked Mrs. Jefferson what was going on and if she was hurt. You advised that Mrs. Jefferson may have said "I can't talk, dem!" or "Maybe." You stated that Mrs. Pugh stated again that she is about to call the police, and you told her to call the police. After she stated that she is about to call the police, you gave her the number to the police, and you repeated the number to her.

You advised that you and Mrs. Jefferson still talked next to your unmarked I.S.P. truck and it was raining. When you saw a flashlight, the officer asked you what was going on and if you were hurt. At the time, you were with your wife and daughter. You advised that you were with your wife, (D.P.), got a call from domestic violence, and you said to him to let you know what domestic violence is and what to do. The officer then said to him to let you know your rights, and you were in the back seat of his car for two and a half hours.

You advised that when the officer first spoke with you, he asked you what your name was, your address, and your phone number, and you did not know. You stated that when you were sitting in the back of the car, you remembered the side table fell out of your hand, and you remembered the date of the incident. You picked up the table, which was under the truck, and you had to take it to the police station when you picked up the FBI.

You advised SA Investigators that the officer asked if you consumed alcohol, and you told him no, you did not. You stated that you did not drink alcohol that night, and that was a lie on their part.

You advised that you did not physically hit your wife.

You advised that you had two I.S.P. units at your house, one was your wife's and one was yours. You advised that you had two I.S.P. units at your house, one was your wife's and one was yours. You advised that you had two I.S.P. units at your house, one was your wife's and one was yours. You advised that you had two I.S.P. units at your house, one was your wife's and one was yours.

You were interviewed again on April 1, 2025, by SA Investigators. You advised that you were interviewed again on April 1, 2025, by SA Investigators. You advised that you were interviewed again on April 1, 2025, by SA Investigators. You advised that you were interviewed again on April 1, 2025, by SA Investigators.

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Lieutenant Jefferson  
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Jefferson advised that although it was not conveyed to you to bring that TSS unit back, it was an expectation that you would bring it back and not keep it. Lt. Duncan advised that you were authorized to use the TSS unit when you needed it, and he told you to bring it back when you were done. Lt. Duncan stated that you were expected to bring the TSS unit back the day you missed the BUSA unit. He gave the example that if you had MDD on a Monday and the unit was expected to be brought back that Tuesday.

While BRPD officers were at your home investigating the call, Mrs. Jefferson gave the officers an opportunity to watch what was captured on your home surveillance camera (BWC) using a mobile electronic dynamic surveillance system. A review of the BWC footage of the incident was done. The BWC footage was enhanced in an attempt to understand better and hear what occurred on the night of the incident. The witness you and Mrs. Jefferson. Additionally, the BWC BWC footage, the number BWC 1012 was reviewed. The following are the words that may be understood:

Mrs. Jefferson: "Why I'm at you, grown man, why I'm at you, why I'm at you!"

Mrs. Jefferson: "That's the problem."

Mrs. Jefferson: "If you can just let me have him."

Mrs. Jefferson: "And, and, and... I know you do not care... I know you don't care... I'll be ok... you are being... to be petty."

There is a muffled back-and-forth exchange of words between you and Mrs. Jefferson.

Mrs. Jefferson: "Let me get my child."

Mrs. Jefferson is speaking, but it is muffled.

You: "Stop pushing me."

Mrs. Jefferson: "I'm not pushing you when you punching me." At this time, the horn of the truck was heard.

Mrs. Jefferson: "You punching me on the shoulder when my hands are raised... grabbing me out right."

Mrs. Jefferson: "Owah... Owah... Owah... Help." The horn was heard at least 4 times.

Mrs. Jefferson: "Move it... He's pushing me, he's pushing me." The horn was heard.

Mrs. Jefferson: "Please don't throw me down on the ground... No."

You: "Call'em, please call'em."

Mrs. Jefferson: "He just pushed me."

You: "Call'em... Call'em... Call'em... hurry up and call'em." Horn was heard.

#### DETERMINATIONS

Based on the above evidence and multiple interviews, I have determined that you violated the following LSP policy and procedure orders:

Exhibit 1 - 036 of body-worn camera footage from BRPD body-worn camera ID #001A95686 containing a video of Exhibit 1 - 036 of body-worn camera footage from BRPD body-worn camera ID# 001A73530

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Lieutenant Jefferson  
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**LSP P.O. 901 Code of Conduct and Ethics, Sec. 4 – Conduct Unbecoming an Officer**

This policy provides in pertinent part:

CONDUCT UNBECOMING AN OFFICER

- b) A commissioned officer shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect most favorably on themselves and the Department
  - a) Brings the Department or any of its subdivisions into disrepute;
  - b) Impairs the operations or efficiency of the Department, the officer, or state service;
  - c) Detrimentially affects the morale of the Department's personnel;
  - d) May reasonably be expected to destroy public respect for State Police Officers and/or confidence in the Office of State Police.

It is determined that you violated P.O. 901, section 4 – Conduct Unbecoming an Officer on February 5, 2025. The BRPD officers viewed your home surveillance video on Mrs. Jefferson's phone, and their BWCs captured the audio of the domestic incident as it played. There are portions of the audio that contain moments where the words are muffled and difficult to distinguish clearly. However, there are portions of the audio where the words are intelligible statements that could reasonably destroy the public's respect for you and erode confidence in this agency.

It is apparent from the audio of your home surveillance that the tone, interruptions, and speech impediments, such as the heightened tone, and the words that are used are inconsistent with the description of the purely verbal interaction you indicated took place when you described your conversation with your wife as "pushing me" and "screaming" at each other. This exchange should have been a respectful conversation. The fact that your conversation is not fully intelligible is a concern.

It is noted that you stated that you were not aware of the BWCs in your home. It is noted that you stated that you were not aware of the BWCs in your home. It is noted that you stated that you were not aware of the BWCs in your home.

The State Police Commission is committed to the highest standards of integrity and professionalism.



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State Police Commission

Lieutenant Jefferson  
May 14, 2025  
Page 12 of 12

This letter is being sent to you by electronic mail. It is your responsibility to ensure that you have received this letter. If you do not receive this letter within seven (7) days of the date of this letter, you should contact the Internal Affairs Unit. If you have any questions or need more information, please contact the Internal Affairs Unit. Your response, if any, should be received by Internal Affairs within seven (7) days of your receipt of this letter. Your response may be submitted via U.S. mail to the Louisiana State Police Internal Affairs Section, P.O. Box 6014, Baton Rouge, Louisiana, 70806, via hand delivery at 7919 Independence Blvd., Baton Rouge, LA 70806, via fax at (225) 325-6425, or via email at [internalaffairs@lspg.net](mailto:internalaffairs@lspg.net). Please be aware that this pre-disciplinary letter is your opportunity to correct anything you may regard as inaccurate or misunderstood.

Sincerely,  
COL Robert P. Hodges  
Hodges  
Colonel Robert P. Hodges  
Deputy Superintendent, Louisiana State Police

cc: Lieutenant Colonel Treone Lervadain  
Major Adam Abney  
Captain Jonas Martin  
Internal Affairs  
Office of Legal Affairs

JILL L. CRAFT  
ATTORNEY AT LAW, LLC

JILL CRAFT\*  
W. BRETT CONRAD, JR.

329 ST. FERDINAND STREET  
BATON ROUGE, LA 70802  
PHONE: (225) 663-2612  
FACSIMILE: (225) 663-2618

May 20, 2025

VIA FAX (225) 663-6477

Colonel Robert P. Hodges  
Superintendent, Louisiana State Police  
Post Office Box 66614  
Baton Rouge, Louisiana 70896

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JAN 19 2026

RE Lt. James Jefferson  
Predeprivation notice dated May 14, 2025

State Police Commission

Dear Colonel Hodges,

This firm has been retained by Lt. Jefferson in reference to the predeprivation notice issued by you on May 14, 2025.

As we are going to have Lt. Jefferson "serve" the proposed suspension from April 21, 2025 - April 21, 2026 and May 1, 2025, for the total forty-eight (48) hours. Attached are Lt. Jefferson's time sheets. LSPC Rule 11.7 requires pre-disciplinary notice prior to the imposition of the actual discipline. The violation of LSPC Rule 11.7 renders the proposed discipline null and void and the request for proposed discipline null and void. Lt. Jefferson's pay and benefits are immediately restored.

Furthermore, LSPC Rule 12.8 required the giving of notice of the date and time the suspension was to occur, the reasons therefor, and the appeal language. Yet the unilateral order to Lt. Jefferson to "serve" his suspension on the dates indicated violates Rule 12.8 renders proposed discipline null and void.

LSPC Rule 12.8 required completion of the investigation within sixty (60) calendar days of initiation of the investigation. LSPC Rule 12.8 also requires the investigation to be completed by the date of the suspension. The investigation was not completed by the date of the suspension. Therefore, the proposed discipline is null and void.

My client further responds to the merits of your May 14, 2025. First as Lt. Jefferson repeatedly disclosed, but which is not contained in the recitation of "facts", his wife has a long history of mental illness. This, tragically, has included numerous hospitalizations. On the evening of February 5, 2025, Mrs. Jefferson was suffering from a mental breakdown which she herself

\*Employment Law Specialist certified by the Louisiana Board of Legal Specialization





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Lt. Jefferson did not engage in Unsatisfactory Performance. First, his evaluations throughout his career are stellar. Lt. Jefferson has consistently worked and continues to work the MCSAP grant. He was never told he had to check in and check out the vehicle he uses multiple times per week, and this fact was apparently admitted by Lt. Duncan in his interview with LSP. There is no policy cited, nor the mention of ANY log or record keeping system in the May 15, 2025, letter establishing a return after each use policy. Unsatisfactory Performance, P.O. 901 requires identification of Lt. Jefferson's alleged policy-based "lack of knowledge", "lack of competency", "inability to perform", "failure to conform" or some indication, other than an apparently never verbalized "expectation", he failed to perform according to published standards of conduct.

Lt. Jefferson submits he is not guilty of the offenses charged in the May 15, 2025, letter and requests discipline not be imposed. Solely in the alternative, Lt. Jefferson submits a forty-eight (48) hour suspension is unduly harsh and clearly not supported by the evidence. As stated above, he submits *ab initio*, the discipline and "notice" violate LSPC Rules.

Thank you for your consideration. Please advise if you would like to meet and further discuss.

Bill L. Craft

Enclosures: time statements  
May 15, 2025, DA correspondence  
and No True Bill Court Minutes

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Employee	[REDACTED]	Generated on	01/16/2025	Date	Plan	Start	End	Date	Plan	Start	End
Employee Name	JAMCS	Generated at	02:03 PM	04/28 Mo	24.00			04/20 Mo	24.00		
Supervisor	JONAS MARTIN	Time Status		04/29 Tu	24.00			05/01 Tu	24.00		
Pay Period	01/2025	Job	STATE POLICE	04/30 We	24.00						
Date Range	04/28/2025 - 05/11/2025	Description	DEUTONANT	05/02 Th	24.00			05/03 Fr	24.00		
Certified on	7/10/2025	PSG	Class NE	05/05 Sa	24.00			05/06 Su	24.00		
Certified at	11:07 AM	Work	STATE POLICE								
Version	05/12/2025	Schedule	(PROB ONLY)								
Version Created on	05/12/2025	Approved on	05/12/2025								
Version Created at	11:37 AM	Approved at	01:57 PM								

Time and Attendance

Posted To	Date	Type	Hours	From	To	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order	Auto
W-0000	04/28/2025	REG	8.00										
W-0000	04/29/2025	REG	8.00										
W-0000	04/30/2025	REG	8.00										
W-0000	05/01/2025	REG	8.00										
W-0000	05/02/2025	REG	8.00										
W-0000	05/03/2025	REG	8.00										
W-0000	05/04/2025	REG	8.00										
W-0000	05/05/2025	REG	8.00										
W-0000	05/06/2025	REG	8.00										
W-0000	05/07/2025	REG	8.00										
W-0000	05/08/2025	REG	8.00										
W-0000	05/09/2025	REG	8.00										
W-0000	05/10/2025	REG	8.00										

SUMMARY

Date	Type	Cost Ctr	Fund	Funds Ctr	WBS	Func Area	Grant	Order
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HELI & C. MOORE, III

Attorney General of the State of Louisiana  
Baton Rouge, Louisiana

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State Police Commission

James Jefferson



RE STA FRI 16 LOUISIANA vs. James Jefferson  
SECTION: 1  
CHARGE: DOMESTIC ABUSE BATTERY WITH CHILD ENDANGERMENT  
DATE OF ARREST: 10/26/15  
CASE #: 0018742

The District Attorney's Office has made a provisional determination that no formal charges will be filed against you concerning the date and time listed above.

If you have any questions regarding this matter, please feel free to contact the undersigned at (225) 389-3400.

District Attorney

MINUTE REPORT  
19th Judicial District Court

JG-2500003797

DEF. NAME JEFFERSON, JAMES

JUDGE BERMAINE GUILLOU

CHARGES

Domestic Abuse Battery - ChII Jalc 14.35.31 - Domestic Abuse Battery - ChII

JG-2500000787

STATE OF LOUISIANA VS JAMES JEFFERSON

CH

Domestic Abuse Battery - ChII Jalc 14.35.31 - Domestic Abuse  
Battery - ChII

05/08/2025

This matter came before the Court for Bond Review, pursuant to previous assignment. TERRY K. MONTGOMERY, who appeared as counsel of record, was present in court and waived the presence of the accused. Mr. STEPHEN R. RICE, Assistant District Attorney, was present for the State of Louisiana. THE CASE WAS NO BILLED.

This is a True Copy and Correct copy of the minutes  
of the 19th Judicial District Court.  
Judge \_\_\_\_\_ Presiding

Deputy Clerk, 19th Judicial District Court  
East Baton Rouge Parish, Louisiana  
May 14, 2025

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State Police Commission



JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGEN  
DEPUTY SECRETARY

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

August 6, 2025  
47507950032825-2431-  
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JAN 19 2026

State Police Commission

Lieutenant James Jefferson  
301 Goring, Administration & Indian Affairs

VIA PERSONAL DELIVERY  
BA-LS00009 OLA #1-2 (15)

Re: 48-HOUR SUSPENSION

Lieutenant Jefferson:

Pursuant to the authority granted to me as the Appointing Authority of the State Police Commission Rules 12.1 and 12.2, and in accordance with Rule 12.7 and Louisiana State Police Policy and Procedure (P&P) 121, you are hereby notified that you are suspended without pay and allowances for a total of 48 hours. You will serve eight (8) hours of your suspension on August 12, 2025, from 0800 hours to 1600 hours. You will return to work on August 12, 2025, at 0800 hours. You will serve the remaining forty (40) hours of your suspension from August 13, 2025, beginning at 0800 hours and ending on August 22, 2025, at 1600 hours. You will return back to work on August 25, 2025 at 0800 hours. You are suspended on the following terms:

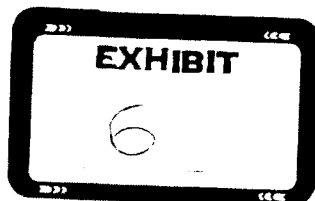
On February 5, 2025, at 11:30 p.m., the Baton Rouge Police Department (BRPD) responded to your residence in reference to a domestic violence incident between you and your wife, Heather Jefferson. Mrs. Jefferson's aunt, Louise Putnam, contacted BRPD after she overheard what she perceived to be a verbal argument and physical violence between you and Mrs. Jefferson while she was in the home with Mrs. Jefferson. Several BRPD officers arrived at your home and investigated.

BRPD subsequently arrested you for La. R.S. 14:35.3 Domestic Abuse Battery with Child Endangerment. You were booked and processed into the East Baton Rouge Parish Prison.

On February 13, 2025, Internal Affairs initiated an administrative investigation at the direction of Assistant Superintendent, Lieutenant Colonel Frank Besson, Captain Saleem El-Amin

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Lieutenant Jefferson  
August 6, 2025  
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State Police Commission

2025, as was their usual practice of talking almost daily. Ms. Pulliam advised that Mrs. Jefferson mentioned to her that she felt frustrated and neglected after she accidentally stabbed herself in the eye with a high-heeled shoe. Ms. Pulliam advised that Mrs. Jefferson's emotions appeared heightened due to you briefly dropping off medication without expressing emotional support and departing quickly.

Ms. Pulliam stated that during the call, Mrs. Jefferson wanted to retrieve Ethan from your vehicle, where he was asleep. It was after 11:00 p.m., and he needed to get to bed. Ms. Pulliam advised that Mrs. Jefferson walked out to the car and asked you to let her bring Ethan in, and you told her you would bring him in. Mrs. Jefferson told you she would just get him and bring him in, but you told her you would bring him in. Ms. Pulliam advised that you and Mrs. Jefferson "kinda got into it." Ms. Pulliam described the conversation between you and Mrs. Jefferson as quiet and doesn't know what happened to make it go south. Ms. Pulliam described what she thought was a tumbling sound. Ms. Pulliam said that she yelled over the phone that she was going to call the police, and you said, "Call them." Ms. Pulliam advised that due to the geographic constraints, she could not call 911, so you told her, "Here's the number, you can call them." Ms. Pulliam advised that she heard the stressors in Mrs. Jefferson's voice and knew that Mrs. Jefferson also had some personal stressors, and because of what she felt and heard, she called BRPD with the number you gave her. Ms. Pulliam stated that she told BRPD what she believed she had heard, told them you were a State Police officer, and asked them to go to the house.

Ms. Pulliam said she heard Mrs. Jefferson tell the officer you did not hit her. Ms. Pulliam stated she did not know what was happening or if Mrs. Jefferson was in crisis. In her interview with IA investigators, Ms. Pulliam described you as one of the nicest people she knew. She stated you were a single woman, her partner had died, and she took care of her parents. In another interview, Ms. Pulliam described that night as, because of what she listened to and heard, she made some assumptions, and said, "This is where we are."

IA investigators asked Ms. Pulliam for more details, and she advised them that she heard Mrs. Jefferson tell officers that you did not hit her. Investigators ask Ms. Pulliam for more information about what she heard that made her think something was happening. Ms. Pulliam stated that besides the tumbling sounds she heard, she also heard Mrs. Jefferson yell for help, and then she said something like, "Don't come near me," or "stop." Ms. Pulliam advised that because she did not know the phone fell, what she heard made her believe something physical occurred. Ms. Pulliam stated that she and Mrs. Jefferson talked afterwards, and Mrs. Jefferson said she blanked out, as if she were in a fog. Ms. Pulliam asked what you were doing, and Mrs. Jefferson responded that you were coming towards her. Ms. Pulliam stated, "But I know I lay, he might have been coming towards her, but it wasn't to harm her." Ms. Pulliam didn't say that she was not there to see it.

Ms. Pulliam stated that she could not put an absolute on those 30 seconds, but she could say that you did not hit Mrs. Jefferson and did not throw her down.

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State Police Commission

Lieutenant Jefferson  
August 6, 2025  
Page 4 of 12

On March 11, 2025, at 7:05 a.m., TFC Butler and Polygraphist William Kirkland interviewed BRPD Lieutenant (Lt.) Juan Castiberry. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA, 70806. Lt. Castiberry advised that he responded to your case 15 minutes after Sergeant Hernandez, Officer Montgomery, and Officer Umbe were already there. Lt. Castiberry stated he observed two vehicles parked on your driveway, one was an LSP marked SUV, and the other was an unmarked truck.

Lt. Castiberry advised that he watched the home surveillance video provided by Mrs. Jefferson. He stated that he distinctly heard evidence of a physical altercation, which included sounds of abrupt movements, banging against vehicles, and clear, distressed vocalizations from Mrs. Jefferson shouting "Stop punching me," "Quit pushing me," and urgent cries for help. However, Lt. Castiberry said he saw no physical contact on the video surveillance.

Lt. Castiberry advised that he smelled alcohol on you. He said you were very intoxicated throughout the investigation, describing you as combative, uncooperative, and untruthful. Officer Castiberry advised that a hand sanitizer test was not conducted on you. He stated that his conclusions were based on observation, and he observed minimal visible impairment, leading him to believe that intoxication was not a significant factor in the incident.

Lt. Castiberry stated that officers on the scene discussed the reliance on the audio from the surveillance footage and the statements from Mrs. Jefferson. Additionally, they took into account the scratch on your hand. It appeared minor but fresh, resembling an abrasion or fingernail scratch. Lt. Castiberry did reflect on the challenging decision to arrest you. He expressed personal regret, but stated it was procedurally necessary based on the available evidence.

On March 11, 2025, at 9:11 a.m., IA investigators interviewed BRPD Officer Matthew Lemaire. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA, 70806. Officer Lemaire advised that he was dispatched to the [REDACTED] area for a domestic disturbance complaint. Officer Lemaire stated that when he arrived at your home, he observed you and Mrs. Jefferson standing between two vehicles in a driveway. Officer Lemaire advised that he took the required steps per BRPD protocols and separated you and Mrs. Jefferson to prevent further harm, and conducted individual interviews. Officer Lemaire advised that during his initial interaction with you, he noticed a strong odor of wine, he recognized as an alcoholic beverage. He also observed that you were unsteady on your feet and swayed back and forth, which suggested possible intoxication. Officer Lemaire advised that you were combative and untruthful during the investigation. Officer Lemaire was of the opinion that alcohol was a contributing factor to the incident. Officer Lemaire detained you, placed you in handcuffs, and seated you in the rear seat of a patrol car, and he continued his investigation.

Officer Lemaire spoke with Mrs. Jefferson. She initially denied the incident as a disagreement, although she became visibly upset when the conversation became more specific.

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Lieutenant Jefferson  
August 6, 2025  
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State Police Commission

about any physical altercation, even briefly during parts of the conversation. While Officer Lemaire is investigating, Mrs. Jefferson provided him and the other officers on the scene with the view of the home surveillance footage. The video footage did not offer a clear view of the events because you and Mrs. Jefferson were between two vehicles, but there was also audio. Officer Lemaire stated that Mrs. Jefferson was heard yelling, "He's punch[ing] me!" and "I don't throw me to the ground." Officer Lemaire advised that there were sounds consistent with a physical struggle or a scuffle. The audible portion strongly suggested that there was a physical struggle. Officer Lemaire stated that he did not see any striking motions on the video footage, but the view was obstructed.

Officer Lemaire stated that he observed a scratch on the back of your hand, and you told him it probably occurred when you bent down to pick up your keys from the ground. He advised that he did not observe any bruises or abrasions on Mrs. Jefferson.

Officer Lemaire stated that he determined that there was probable cause to arrest you for Domestic Abuse Battery based on the scuffling noises and Mrs. Jefferson's cries of distress in the home surveillance video footage, the information received from the aunt, your apparent odor of alcohol, your unsteady posture, and the scratch on your hand.

On August 5, 2025, you were on duty at the station and were assigned to the 10:00 a.m. shift. You were assigned to the 10:00 a.m. shift because you were the only officer on duty at the station at that time. You were assigned to the 10:00 a.m. shift because you were the only officer on duty at the station at that time. You were assigned to the 10:00 a.m. shift because you were the only officer on duty at the station at that time. At around 10:00 a.m., you received a call from Mrs. Jefferson and she advised you that she was on her way to see Albert [redacted] for an injury to her eye. She asked her if you needed your leave work to help her, but she declined, so you told her to update you. At your lunch break around 12:30 p.m., you picked up prescriptions for Mrs. Jefferson from the Wal-Mart pharmacy. You stated you brought Mrs. Jefferson her medicine and gave her Tylenol and tea to alleviate her symptoms. You advised that around 3:30 p.m., you picked up your children from school and brought them home. You advised that you returned to work because you had to deliver equipment to New Orleans.

You returned home later in the evening. You advised that when you entered your home, you saw the master bedroom door was closed, so you went into the guest bedroom because you knew it was that meant referring to the closed master bedroom door. You advised IA investigators that Mrs. Jefferson walked into the guest bedroom and saw you and you did not open the door and neglect your duty of the day. You advised that you saw Mrs. Jefferson walk into the guest bedroom and Mrs. Jefferson told you, "While she had a gun in the room." You stated that Mrs. Jefferson did not calm down, she said that she attempted to walk out of the room and she was in a distance to yell. You thought that you were in a distance to yell. You advised that you looked out the door and Mrs. Jefferson followed you, but she did not go all the way to the truck. She stopped to yell, "Get out the truck and the door." You stated that Mrs. Jefferson was still in the room and you did not see anything to say.

STATE POLICE COMMISSION

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JAN 13 2025

State Police Commission

Lieutenant Jefferson  
August 6, 2025  
Page 9 of 12

Footage ID number D01A95584 was done. At the 2025-09-06 00:27:12 mark, the audio in this BWC footage was enhanced in an attempt to better understand and hear what occurred on the night of February 5, 2025, between you and Mrs. Jefferson. Additionally, another BRPD BWC footage ID number D01A75100 was reviewed. The following are the words that could be understood:

Mrs. Jefferson: "Why I'm at you, grown man, why I'm at you, why I'm at you!"

Mrs. Jefferson: "... That's the problem..."

Mrs. Jefferson: "If you can just let me have him."

Mrs. Jefferson: "And, and, and... I know you do not care... I know you don't care..."

"I'll be ok... you are being... to be petty"

There is a muffled back-and-forth exchange of words between you and Mrs. Jefferson.

Mrs. Jefferson: "Let me get my child."

Mrs. Jefferson is speaking, but it is muffled.

You: "Stop pushing me."

Mrs. Jefferson: "I'm not pushing you when you punching me." At this time, the horn of the truck was heard

Mrs. Jefferson: "You punching me on the shoulder when my hands are raised... grabbing me outta..."

Mrs. Jefferson: "Owah... Owah... Owah... Help." The horn was heard at least 4 times

Mrs. Jefferson: "Move it... He's pushing me, he's pushing me." The horn was heard

Mrs. Jefferson: "Please don't throw me down on the ground... No"

You: "Call'em, please call'em."

Mrs. Jefferson: "He just pushed me."

You: "Call'em... Call'em... Call'em... hurry up and call'em." Horn was heard.

Based on the above evidence and multiple interviews, you violated LSP P.O. 901 Code of Conduct and Ethics, Sec. 4— Conduct Unbecoming an Officer, which states in pertinent part

(a) A person who is a Board member shall conduct themselves at all times in both on and off-duty in a proper manner as to reflect most favorably on their conduct, the Department,

(b) Unbecoming conduct is defined as conduct which  
i) brings the Department or its officers or subordinates into disrepute;  
ii) reflects unfavorably on the officers or the Department or its officers;  
iii) interferes with the Department's operations, or the Department's ability to provide service.

(c) Unbecoming conduct includes, but is not limited to, the following:

(i) Making or causing an expense to be paid for the personal use of a Board member's family or other persons connected with the member's family;

<sup>1</sup> Exhibit 1 – USB of Body-Worn Camera footage from BRPD body-worn camera ID #001A95584 containing 2 videos

<sup>2</sup> Exhibit 2 – USB of Body-Worn Camera footage from BRPD body-worn camera ID# D01A95530

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Lieutenant Jefferson  
August 5, 2025  
Page 10 of 17

State Police Commission

The BRPD officers viewed your home surveillance video on Mrs. Jefferson's phone, and their BWCs captured the audio of the domestic incident as it played. There are portions of the audio that contain moments where the words are muffled and difficult to distinguish clearly. However, there are portions of the audio where the words are intelligible statements that could reasonably destroy the public's respect for you and erode confidence in this agency.

It is apparent from the audio of your home surveillance that the tone, interruptions, and repeated horn sounding that there was heightened tension and physical movement that is inconsistent with the description of the purely verbal interaction you indicated took place when you were interviewed. You stated "Stop pushing me" and Mrs. Jefferson yells back, "I'm not pushing you when you punching me." This exchange strongly implied that there was physical contact, even if the exact nature of the contact is not fully discernible from the audio alone.

Moreover, the words and phrases used by you and Mrs. Jefferson, coupled with the background noises and repeated horn blasis, point to a dynamic and escalating situation - far more serious than you indicated was going on during your interview. This discrepancy raises significant concerns of your account of the event, reflecting discredit upon you as a member of LSP. The situation appeared to intensify further when Mrs. Jefferson was heard yelling, "I want Jeffrey, I want Jeffrey, Move it." Her expression of this phrase, in which she repeats the name of the subject of the incident, is indicative of the emotional state of the incident, which is inconsistent with the calm and controlled manner in which you described the incident. The fact that you were able to remain calm and composed during the incident, while Mrs. Jefferson was yelling, further suggests that you were not directly involved in the incident. The fact that you were able to remain calm and composed during the incident, while Mrs. Jefferson was yelling, further suggests that you were not directly involved in the incident.

You also violated LSP P.O. 901 Code of Conduct and Ethics, Sec. 12 - Unsatisfactory Performance, which states in pertinent part:

- i) A commissioned officer shall maintain a competency level sufficient to properly perform their duties and assume the responsibilities of their position. Officers shall perform their duties in such a manner as to maintain the highest standards of efficiency. Unsatisfactory performance may be demonstrated by:
  - a. An assignment or inability to perform assigned task.
  - b. A failure to qualify for the performance standards established for the officer's rank, grade or position.
  - c. A failure to take the appropriate action on the occasion of a crime, disorder, or other matter deserving attention.
  - d. An absence without leave.
- ii) Repeated poor evaluations

As a Commission member, I have reviewed the evidence and find that you have violated the Code of Conduct and Ethics, Sec. 12 - Unsatisfactory Performance, which states in pertinent part:

STATE POLICE COMMISSION  
1000 BOX 6666, FAYETTE, MISSISSIPPI 39202



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JAN 19 2026

Lieutenant Jefferson  
August 6, 2025  
Page 12 of 12

State Police Commission

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 12 of the State Police Commission Rules. A copy of Chapter 12 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 225-925-7733.

Sincerely,

COL Robert P.  
Hodges

Digitally signed by COL  
Robert P. Hodges  
Date: 2025.08.06 10:38:22  
-0700

Colonel Robert P. Hodges  
Deputy Superintendent, Louisiana State Police

cc: Lieutenant Colonel Robert Summus  
Major Adam Albright  
Captain Jonas Martin  
Internal Affairs  
Office of Legal Affairs

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JAN 19 2026

State Police Commission

01/19/2026  
10:00 AM

01/19/2026  
10:00 AM

State of Louisiana  
Department of Public Safety and Homeland Security  
Public Safety Services  
June 20, 2025  
4750/0501/SDS/25-24301  
HQ-1-158

Lt. James Jefferson  
Gaming

VIA HAND DELIVERY

RE: Reinstatement of Time

Lt. Jefferson:

Pursuant to Louisiana State Police Commission (LSPC) rule 12.7, the Commission has determined that an administrative investigation has been completed, and the Appointing Authority, has determined that you are not eligible for a 48-hour suspension. Upon receipt, you requested Captain Jackson, your commanding officer at the time, to surmount the 48-hour suspension to take annual leave and scheduled family vacation. Captain Jackson approved this request.

There are specific instances under the Louisiana State Police Commission Rules wherein a trooper may be placed on leave without pay. Pursuant to LSPC rule 12.7, a trooper must be provided a pre-deprivation letter and an opportunity to respond before the proposed discipline becomes final. At your request, your suspension was scheduled to be served prior to the issuance of the pre-deprivation letter. You had not received a pre-deprivation letter before serving the suspension, therefore the suspension was premature.

Due to the premature nature of your request, the time you are on leave without pay will be added back to you. You will be advised of our determination of the disciplinary matter, as well as the date and time of any suspension, in the final disciplinary letter.

Sincerely,

Colonel Robert P. Hodges  
Superintendent, Louisiana State Police

cc: Lt. Col. Frank Besson, Lt. Col. Trone Larvadain, Major Adam Albright, Captain Jonas Merin, Internal Affairs, Human Resources, Office of Legal Affairs



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JAN 14 2026

State Police Commission

STATE OF LOUISIANA

Department of Public Safety

State Police

June 24, 2025

4750 P501/SDSOS-24-101

HQ-1-1159

Mr. Dennis L. Jeffrey  
Chief, Training Administration

BY HAND DELIVERY

Mr. Robert M. Tera

Mr. Jeffrey

On June 24, 2025, the Louisiana State Police Commission (LSPC) received a letter from the Louisiana State Police (LSP) regarding a suspension of a trooper. The letter stated that the trooper was suspended for 8 hours on March 12, 2025, for being absent from duty without proper notification. The LSPC reviewed the incident and determined that the suspension was premature because the trooper had provided adequate notice of his absence to his commanding officer, Sergeant James Martin, on the day of the suspension. The LSPC also noted that the trooper had a history of similar absences and that the suspension was not in accordance with the LSPC's rules regarding suspension. The LSPC has advised the LSP that the suspension should be rescinded and that the trooper should be placed back on duty without any further action.

There are specific instances under the Louisiana State Police Commission Rules wherein suspensions may be made. Pursuant to LSPC rule 1.7.1, a trooper must be provided a written notice of suspension. The LSPC has determined that the LSP failed to provide the trooper with the required written notice of suspension. Therefore, the suspension was premature.

The LSPC has advised the LSP that the suspension should be rescinded and that the trooper should be placed back on duty without any further action. The LSPC has also advised the LSP that the trooper should be placed back on duty without any further action.

Sincerely,  
[Signature]  
Rudges  
Chief, Public Safety  
Superintendent, Louisiana State Police

Mr. Dennis L. Jeffrey, Chief, Training Administration, Louisiana State Police, 4750 P501/SDSOS-24-101

COMMUNITY & POLICE \* SERVICE  
"An Equal Opportunity Law Firm"  
1015 PINE BLVD. SUITE 1000, MONROE, LOUISIANA 70132

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Page 1 of 2

EXHIBIT 2  
LSP



State Police Commission  
Department of Public Safety & Corrections  
Incident Report

Nature of Report:	<input checked="" type="checkbox"/> Initial Report by Employee	Incident:	Time: 1400
	<input type="checkbox"/> Action Taken by Supervisor	Date:	05/21/2025
To:	From:		
Capt. Pat Jackson	LSP/ Supply	Lt. James Jefferson	Gaming
Rank/Title	Troop/Section	Rank/Title	Troop/Section
Nature of Incident:	LSPC Rule 12.7		
Location:	[REDACTED]		

Synopsis of Incident

On April 9, 2025, according to Louisiana State Police (LSP) Policy and Procedure, P.O 209 Complaints and Administrative Investigation, LSP held a Disciplinary Review Committee (DRC) related to case number IA-2500009, which I, Lt. James Jefferson III, was the target of the investigation. On April 10, 2025, at 7:01a.m, I received a phone call from Captain Patrick Jackson, who stated he needed to meet with me to deliver my written decision page with the findings of the Disciplinary Review Committee.

At approximately 11:15 am, both Capt. Jackson and Major Kilgore arrived at my residence. Capt. Jackson arrived at my residence driving my LSP assigned unmarked unit and Maj. Kilgore arrived driving a dark-colored unmarked Tahoe. After a brief discussion about returning all my LSP equipment, Capt. Jackson presented me with a yellow folder. Inside this folder contained my "Decision Page." Capt. Jackson then instructed me to review the document and sign the receipt page, acknowledging that I had received a copy. After signing the document, both Capt. Jackson explained that the command staff requested that I return to full-duty the following day (4/11/2025). I told him I was unprepared to return to work on April 11th but would report on Monday, April 14, 2025. Maj. Kilgore said that Col. Hodges would allow me to serve the 48-hour suspension in intervals to avoid financial hardship to my family. However, the expectation was that I would return to full duty status and be allowed to submit a timeframe outlining when I would serve the suspension. I informed them I would speak with my wife about the situation and let them know when I would serve the suspension. Maj. Kilgore then asked if I had any other questions, to which I replied yes. I went on to ask her if I had the option to work at a "Reduced Pay Rate" instead of serving the entire 48 hours of "Leave without Pay (LWOP)," and Maj. Kilgore stated, "No, the Colonial wants you to serve 48 hours as LWOP." Lastly, I asked if there was any discussion about me being transferred to another division. Maj. Kilgore stated that there was no discussion regarding that. I took possession of my LSP assigned vehicle, and they departed my residence.

Investigator's Signature

Supervisor's Signature

Investigator's Name



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State Police Commission

Page 2 of 2

Upon returning to full-duty status, I informed Capt. Jackson, I spoke with my wife, and we agreed that I would serve 40 hours of LWOP from April 21-25, 2025, due to my kids being off for spring break. He said he would get back to me and inform me upon notifying the chain of command. I was later told that I was approved to serve the 40 hours of LWOP. While serving the 40 hours of LWOP, I received a phone call from Col. Cordell Williams, who stated he was in the conference room with Maj. Kilgore and Capt. Jackson. During this conversation, Col. Williams stated he knew I was out serving my suspension but wanted to inform me that I was being transferred to the Gaming Enforcement Division. He said the transfer would be effective on Monday, April 28, 2025, when I returned to work. Upon returning from serving the 40 hours of LWOP, I met with Capt. Martin and Maj. Albright. During this meeting, I informed them that I had already served 40 hours of suspension and had eight hours remaining. I requested to serve the remaining 8 hours on May 2, 2025, and I was approved.

Finally, from the conversations with Capt. Jackson and Maj. Kilgore on April 10, 2025, in addition to the discussion with Col. Williams advising me of my transfer, it was apparent that everyone knew I was serving the 40-hour LWOP during the week of April 21-25, 2025. From the conversation with Maj. Kilgore on April 10, 2025, it appeared that Col. Hodges gave the directions that were communicated to me.

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Jill Craft

State Police Commission

**From:** Jill Craft  
**Sent:** Monday, July 21, 2025 10:29 AM  
**To:** James Jefferson III (DPS)  
**Subject:** Disciplinary Suspension Dates Request

James,

I have been contacted by legal regarding your pending disciplinary suspension. They have requested dates for you to serve your 48-hour suspension. LSP Policy 211-3(v.) states that a disciplinary suspension without pay shall not begin on or include the employee's regular days off, any paid holiday, or any leave taken. Please provide me with a range of dates to provide back to Legal to prepare the final letter.

Respectfully,

Captain Jonas T Martin, Commander  
Louisiana State Police  
Bureau of Investigations, Gaming Enforcement Division  
Administrative Support & Indian Gaming Section  
7919 Independence Blvd.  
Baton Rouge, LA 70806  
Office: 225-922-2539  
Cell: 225-678-6007

*CONFIDENTIALITY NOTICE: The information in this email is privileged, confidential, and protected from disclosure. Unauthorized use, disclosure, dissemination, distribution, or copying of any portion of this message or any attachment is strictly prohibited. If you have received an email message in error, please notify the sender immediately at the email address and delete the email and any attachments from your system. Thank you.*

Jill Craft

---

**From:** Heather Wilder  
**Sent:** Tuesday, June 24, 2025 12:11 PM  
**To:** Jonas Martin  
**Cc:** James Jefferson III (DPS)  
**Subject:** RE: Lt. Jefferson's Corrected Time

Captain,

Lt. Jefferson's time has been updated in the system. HR should process the request(s) today and notify both of you of the changes.

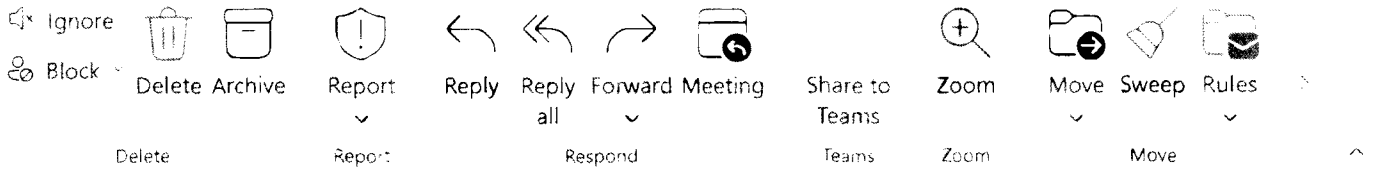
Thank you,

Heather Wilder, Administrative Assistant IV  
Louisiana State Police  
Gaming Enforcement Division  
7919 Independence Blvd.  
Baton Rouge, LA 70806  
(225) 922-0373

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JAN 19 2026

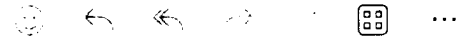
State Police Commission



The Appeal of James Jefferson, Doc# 25-276-S

JS

Juliette Scioneaux



To: Jason Hannaman (SPC)

Thu 1/29/2026 2:15 PM

Cc: Debbie Givens (SPC); Lenore Feeney <lenore.feeney@taylorporter.com>;

The Appeal of James Jefferson... 1 MB

Good afternoon,

I have attached LSP's Opposition to the Appellant's Motion for Summary Disposition, along with the supporting Memorandum and exhibits.

Thank you,  
Julie

Juliette Scioneaux  
Attorney 4  
Department of Public Safety and Corrections  
Office of Legal Affairs  
P.O. Box 66614  
7979 Independence Blvd., Suite 307  
Baton Rouge, LA 70896  
225-922-2313

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JAN 29 2026  
State Police Commission

Reply Reply all Forward

STATE OF LOUISIANA  
LOUISIANA STATE POLICE COMMISSION

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JAN 29 2026

IN RE: Appeal of James Jefferson  
Department of Public Safety and Corrections, Office of State Police  
Docket No. 25-276-S

State Police Commission

**OPPOSITION TO MOTION FOR SUMMARY DISPOSITION OF APPEAL**

**NOW BEFORE THE STATE POLICE COMMISSION**, through undersigned counsel, comes Colonel Robert Hodges, Superintendent and Appointing Authority for the Louisiana State Police, who opposes the Motion for Summary Disposition of Appeal filed by Appellant for the following reasons:

1.

The Appellant was arrested by the Baton Rouge Police Department on February 5, 2025. The Appellant was arrested for La. R.S. 14:35.3 Domestic Abuse Battery with Child Endangerment.

2.

Appellant was placed on administrative leave *pending* investigation on February 6, 2025. Appellant was placed on administrative leave in accordance with LSPC Rule 12.4(a) and was given the proper notice as required by LSPC Rule 12.4(a). On February 13, 2025, the appellant was served with the letter notifying him that he was the subject of an Administrative Investigation, as required by LSPC Rule 12.13 Notice.

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3.

On April 9, 2025, Colonel Hodges determined the proposed discipline would be a 48-hour suspension. The proposed discipline was a 40-hour suspension for violation of the Conduct Unbecoming an Officer Policy and an 8-hour suspension for violation of the Unsatisfactory Performance Policy. In accordance with LSPC Rule 12.19(f), the Appellant was served written notice. On April 10, 2025, the Appellant sign that he received the "Decision Page," which was delivered by Captain Patrick Jackson.

4.

On April 10, 2025, Major Nicole Kilgore and Captain Patrick Jackson discussed with the Appellant the path of his returning to duty. Appellant told his supervisors that he was "unprepared" to return to duty on April 11, 2025, but would return to duty on April 14, 2025. Appellant was also advised that he would be allowed to serve his suspension time in intervals to avoid financial hardship to his family. Appellant informed his supervisors he would speak with his wife about the situation and let them know when he would serve his suspension.

6.

When Appellant returned to full-duty status, he informed Captain Jackson that he spoke with his wife and they agreed that he would serve 40 hours of his Leave without Pay (LWOP)(suspension) from April 21-25, 2025. His children were off for Spring Break.

7.

While the Appellant was on LWOP, he was informed that he was being transferred from Police Supply to Gaming. Appellant returned to duty on April 28, 2025, and reported to the

Gaming Section. He requested that his supervisors allow him to serve his final 8 hours of suspension on May 2, 2025. The Appellant served his final 8 hours of suspension on Friday, May 2, 2025.

8.

On May 16, 2025, Appellant was served with his pre-deprivation letter and signed an acknowledgment of receipt.

9.

On June 24, 2025, Appellant received a letter notifying him that his suspension time was premature and his time would be reinstated. Appellant signed receipt for the same day.

10.

On August 8, 2025, Appellant was served written notice of a 48-hour suspension and signed acknowledging receipt of the letter. Appellant served his 8-hour suspension on August 11, 2025 and served his 40-hour suspension from August 18, 2025, to August 22, 2025.

11.

Appellee acknowledges that the Appellant prematurely served his suspension time on April 21, 2025, through April 25, 2025, and also on May 2, 2025. The premature suspension was cured, and the hours prematurely served were reinstated. Additionally, the Appellant went to Captain Jackson on his own and requested to serve his 40-hour suspension from April 21-25, 2025. He wanted to get it done, get it over with or get it behind him. Major Kilgore reaffirmed that it was the request of the Appellant, voluntarily, to serve his 40-hour suspension on that week so he and his family could go on vacation.

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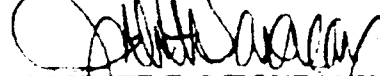
State Police Commission

**WHEREFORE**, Colonel Robert Hodges, Superintendent, Louisiana State Police, prays that the Motion for Summary Disposition of Appeal filed by the Appellant be denied.

**RESPECTFULLY SUBMITTED BY:**

**JASON G. HESSICK, Bar Roll #32156**

Assistant Secretary



**JULIETTE Z. SCIONEUX, Bar Roll No. 37532**

**JOSEPH OUBRE, Bar Roll #26453**

Attorneys for Louisiana State Police

7979 Independence Blvd. Suite 307

P.O. Box 66614, Slot B-4

Baton Rouge, Louisiana 70896

juliette.scionaux@la.gov

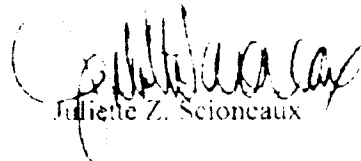
joseph.oubre@la.gov

Ph: (225)922-2313

Fax: (225) 925-4624

**CERTIFICATE OF SERVICE**

I hereby certify that I have served a copy of the above and foregoing upon counsel for the Appellant by email and/or First Class United States mail, properly addressed with sufficient postage affixed thereto on this 29th day of January, 2026.



Juliette Z. Scionaux

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JAN 29 2026

**STATE OF LOUISIANA**  
**LOUISIANA STATE POLICE COMMISSION**

IN RE: Appeal of James Jefferson  
Department of Public Safety and Corrections, Office of State Police  
Docket No. 25-276-S

**MEMORANDUM IN SUPPORT OF**  
**OPPOSITION TO MOTION FOR SUMMARY DISPOSITION OF APPEAL**

On February 5, 2025, the Appellant was arrested by the Baton Rouge Police Department, for La. R.S. 14:35.3 Domestic Abuse Battery with Child Endangerment. As a result of his arrest, the Appellant was placed on Administrative Leave *Pending* Investigation, pursuant to LSPC Rule 12.4. The Appellant was served with a letter notifying him of this employment action on February 6, 2025.<sup>1</sup> Formal notification that the Appellant was the subject of an Administrative Investigation occurred on February 13, 2025, in accordance with LSPC Rule 12.13 Notice.<sup>2</sup> The Administrative Investigation was concluded on April 9, 2025, as documented in the written notice, referred to as the “Decision Page,” which was in accordance with LSPC Rule 12.19(f).<sup>3</sup> On April 10, 2025, the Appellant was served with written notice, namely the “Decision Page,” of the conclusion of the Administrative Investigation and the proposed discipline from Colonel Robert P. Hodges.<sup>4</sup> The length of the Administrative Investigation was 55 days, not 63 days. LSP was within the LSPC Rule 12.19(a), which states,

---

<sup>1</sup> Exhibit 1 - Hodge, Colonel R., (February 6, 2025), Administrative Leave Pending Investigation, Colonel Robert Hodges to Lieutenant James Jefferson III.

<sup>2</sup> Exhibit 2 - Buckland, Lieutenant R., (February 13, 2025), Administrative Investigation, Lieutenant Richard Buckland to Lieutenant James Jefferson III.

<sup>3</sup> Exhibit 3 - Hodges, Colonel R. (April 9, 2025), Findings of Administrative Investigation IA2500009.

<sup>4</sup> Exhibit 4 - LSP Internal Affairs (April 10, 2025), Receipt

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**JAN 29 2026**

State Police Commission

“[e]ach investigation of a Louisiana State Police Trooper which is conducted under the provisions of this rule shall be completed within sixty days of the date of the investigation.

The Appellant returned to full duty status on Monday, April 14, 2025, a date he picked because he was not prepared to return to work on April 11, 2025. On April 15, 2025, the Appellant went to his supervisor, Captain Patrick Jackson, and requested to serve his Leave without Pay (LWOP) from April 21 – 25, 2025, because his children were off on Spring Break.<sup>5</sup> While the Appellant was on LWOP/Suspension, he was informed that he would be transferred to the Gaming Section. The Appellant returned to full-time duty on April 28, 2025, and requested that his new supervisors allow him to serve his final 8 hours of suspension on May 2, 2025, which was granted.<sup>6</sup>

On May 16, 2025, the Appellant was served with his pre-deprivation letter<sup>7</sup> of the intended 48-hour suspension.<sup>8</sup> On June 24, 2025, the Appellant was served with a Reinstatement of Time letter, advising him that his LWOP/suspension dates of April 21 – 25, 2025, and May 2, 2025, were premature and that time would be reinstated.<sup>9</sup> The Appellant signed the receipt of the Reinstatement of Time letter the same day.<sup>10</sup>

---

<sup>5</sup> Exhibit 5- Department of Public Safety & Corrections Incident Report, (05/21/2025), To Capt. Pat Jackson, From Lt. James Jefferson.

<sup>6</sup> *Id.* p.2

<sup>7</sup> Exhibit 6 – Hodges, Colonel R. (May 14, 2025), Intended 48-Hour Suspension, Colonel Robert P. Hodges to Lt. James Jefferson.

<sup>8</sup> Exhibit 7 Receipt, signed by Lt. James Jefferson on May 16, 2025

<sup>9</sup> Exhibit 8 Hodges, Colonel R. (June 24, 2025), Reinstatement of Time, Colonel Robert P. Hodges to Lt. James Jefferson.

<sup>10</sup> Exhibit 9 – Receipt, signed by Lt. James Jefferson on June 24, 2025.

On August 8, 2025, the Appellant was served written notice of a 48-hour suspension.<sup>11</sup> The Appellant served his 8-hour suspension on August 11, 2025, and served his 40-hour suspension from August 18, 2025, to August 22, 2025.

### LAW AND ARGUMENT

The Appellant has filed a Motion for Summary Disposition of his appeal based on LSPC Rule 13.5(a)(3), which states, “That the appeal has not been made in the required manner or within the prescribed period of delay..... (6) That the written notice expressing the cause for the action complained against is insufficient; or, that the cause as expressed does not constitute legal ground for the disciplinary action....(9) That the undisputed facts clearly establish that the mover is entitled to a summary disposition or partial summary disposition.” The Appellant has not met these standards, and therefore, the Motion for Summary Disposition should be denied.

#### A. Investigation Initiated

LSPC Rule 12.4 *Administrative Leave Pending Investigation* clearly states,

“Where, in the judgement of the appointing authority, there is reason to suspect that an employee has engaged in *conduct* which would warrant disciplinary action, but the appointing authority *does not then possess* sufficient facts to support a disciplinary action, or an employee’s dismissal or removal is proposed in accord with Rule 12.7, and the employee’s continued presence on the job or performance of his duties reasonably poses a significant hazard or danger to the general health or safety or the efficiency of the public service, the employee may, either verbally or in writing, be placed on Administrative Leave with pay.”

The Appellant was placed on Administrative Leave *Pending* Investigation, meaning this employment action was expressly temporary and precautionary in nature, taken solely to allow

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<sup>11</sup> Exhibit 10 – Hodges, Colonel R. (May 14, 2025), 48-Hour Suspension, Colonel Robert P. Hodges to Lt. James Jefferson and receipt.

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the Appointing Authority time to gather and evaluate sufficient facts before determining whether an Administrative Investigation would be warranted.

On February 13, 2025, the Appellant was served with the letter notifying him that he was the subject of an Administrative Investigation, as required by LSPC Rule 12.13 Notice. This letter provided the Appellant with the required notice under LSPC Rule 12.13, which stated the facts that were known to the agency at the time and within the requisite fourteen (14) days. Specifically, the letter stated, “This review pertains to an altercation between you and a domestic partner on Wednesday, February 5, 2025, which resulted in the Baton Rouge City Police responding to your residence. Following their investigation, you were arrested for Domestic Abuse Battery and Child Endangerment and subsequently booked into the East Baton Rouge Parish Jail.” LSPC Rule 12.13 states:

“The Louisiana State Police Trooper being investigated shall be informed, within fourteen (14) calendar days of the start of the investigation, that Trooper is under investigation, including the date(s) of the alleged offense, and the substance of the factual allegations being made against the Trooper.”

The requirement that the Trooper be informed of the date(s) of the alleged offense and the substance of the factual allegations ensures that the Trooper is adequately apprised of the matter under review.

**B. Premature Discipline**

The Appellant requested that he serve his suspension prior to receiving his pre-deprivation notice; he wanted “to get it over with.” The temporary procedural error was promptly acknowledged, corrected, and cured without prejudice to the Appellant. Under LSPC Rule 12.7(a), a permanent employee may not be dismissed or removed or subjected to any discipline,

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until he has been given written notice of the proposed action and the reasons therefore, a description of the evidence supporting the proposed action and a reasonable opportunity to respond.

Upon recognizing that the suspension time had been taken prematurely, Colonel Hodges took immediate corrective action. On June 24, 2025, the Appellant was formally notified that his suspension had been premature, that all time was reinstated, and that no disciplinary action would be enforced until after proper service of final written notice, in accordance with LSPC Rule 12.8. This corrective action restored the Appellant to the same position he would have had if the procedural error had not occurred, thereby eliminating any potential prejudice.

Thereafter, LSP has fully complied with LSPC Rules by serving the Appellant with his pre-deprivation letter on May 16, 2025, affording him the opportunity to respond, and issuing him final written notice of discipline only after the required procedural safeguards were satisfied. The Appellant ultimately was not deprived of pay, status, or employment benefits until after LSP fully complied with LSPC Rules 12.7 and 12.8, and the purpose of those rules – to ensure notice, an opportunity to be heard, and meaningful appeal rights – were fully honored.

Here, a procedural error was cured. The premature suspension time was rescinded, and the Appellant's leave was restored. Discipline was re-imposed only after proper written notice and due process. Accordingly, the temporary procedural error does not invalidate the disciplinary action, and therefore, the Appellant's Motion should be denied.

CONCLUSION

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The Appellant was placed on Administrative Leave pending Investigation due to there being reason to suspect that he engaged in conduct which would warrant discipline, but at that


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time, there were not sufficient facts to support any disciplinary action. However, after facts were gathered, the Appellant was put on notice that he was the subject of an administrative investigation. Fifty-five (55) days later, the Appellant was timely notified of the conclusion of the administrative investigation.

The Appellant was prematurely suspended, but subsequently the procedural error was cured; this is not a fatal error. The Appellant's leave was restored, and his suspension was re-imposed only after all proper notices and procedures were followed. LSP requests that the Appellant's Motion for Summary Disposition be denied.

**RESPECTFULLY SUBMITTED BY:**

**JASON G. HESSICK, Bar Roll #32156**  
Assistant Secretary

  
**JULIETTE Z. SCIONEUX, Bar Roll No. 37532**  
**JOSEPH OUBRE, Bar Roll #26453**  
Attorneys for Louisiana State Police  
7979 Independence Blvd. Suite 307  
P.O. Box 66614, Slot B-4  
Baton Rouge, Louisiana 70896  
juliette.scioneaux@la.gov  
joseph.oubre@la.gov  
Ph: (225)922-2313  
Fax (225) 925-4624

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EXHIBIT 1  
LSP



JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
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State of Louisiana  
Department of Public Safety and Corrections  
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February 6, 2025  
4750/0501/JGH/24-24205  
HQ-1-1117

State Police Commission

Lieutenant James Jefferson III  
Fleet Operations/Support

VIA HAND-DELIVERY

RE: ADMINISTRATIVE LEAVE PENDING INVESTIGATION

Lt. Jefferson:

This letter is to notify you that I am placing you on administrative leave pending an investigation, effective upon receipt of this letter. This action is taken in accordance with Louisiana State Police Commission Rule 12.4 *Administrative Leave Pending Investigation*. You are being placed on administrative leave pending investigation because, in my judgment, there is reason to suspect that you have engaged in conduct which, if confirmed, would warrant disciplinary action and your continued presence on the job or the performance of your duties reasonably poses a significant hazard or danger to the general health or safety or the efficiency of public service.

Administrative leave pending investigation is with pay, shall not reduce your annual or compensatory leave balance, and shall not exceed 400 regular duty working hours. Because you are being paid by the Department of Public Safety and Corrections, you shall not engage in secondary employment during your duty hours while on administrative leave. Furthermore, you shall remain fit and available to return to duty at any time. You shall also contact Captain Pat Jackson, at (225) 925-6121 by 8:00 a.m. every Monday that you are on administrative leave pending investigation.

If you have not done so, you are ordered to surrender all equipment of the Department of Public Safety and Corrections, Public Safety Services, that you may still possess, whether it was issued to you or you otherwise acquired, including but not limited to computers, keys, identification cards, credit cards, reports or paperwork, and all other property of the department.

This placement on administrative leave pending investigation is not a disciplinary action and is not appealable, except under Rule 13.1(a) or (c), on the basis of discrimination or a violation

James Jefferson  
February 6, 2025  
Page 2

of any provision in the Louisiana State Police Commission Article or of any Louisiana State Police Commission Rule other than a rule in Chapter 10. The time limits and procedure for appealing are contained in Chapter 13 of the Louisiana State Police Commission Rules. You may obtain a copy of Chapter 13 of the Louisiana Civil Service Commission Rules from the Louisiana State Police Commission. The current mailing address is P.O. Box 66555, Baton Rouge, Louisiana 70896. The telephone number is (225)925-7057. The fax number is (225) 925-7058.

Sincerely,

*COL R.P. Hodges*

Colonel Robert P. Hodges  
Superintendent, Louisiana State Police

Cc: Lt. Colonel Frank Besson  
Lt. Colonel Cordell Williams  
Major Nicole Kilgore  
Captain Pat Jackson  
Internal Affairs  
Human Resources Management  
Office of Legal Affairs

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*Lt. Col. Besson*


*2-7-25*  
*1310 hrs*

DPSP 1117

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Louisiana Department of Public Safety and Corrections  
Public Safety Services  
Workplace Violence/Domestic Violence Incident Statement

Supervisors shall obtain a Domestic Violence Incident Statement (DPSSP 8671) from each employee who is a witness or party to a credible threat or act of domestic violence.

Name of Person Making Statement (print): James Jefferson III  
Title: Lieutenant  
Budget Unit/Section/Work Location: LSF/Supply  
Date of Incident: 2-5-25 Location of Incident:   
Incident Duration: 10:00 pm a.m. to 11:00 pm a.m.


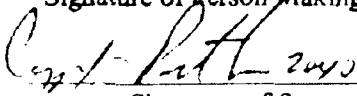
Names of Parties Involved:  
James Jefferson  
Hester Jefferson

Witnesses:

DETAILED DESCRIPTION OF INCIDENT (If necessary, attach additional sheets.)

N/A

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JAN 29 2025  
State Police Training Unit

 Signature of Person Making Statement	<u>2-7-25</u> Date
 Signature of Supervisor	<u>2/7/25</u> Date
_____ Signature of Budget Unit Head	_____ Date
_____ Signature of EEO Officer (Domestic violence incident only)	_____ Date
_____ Signature of Human Resources Director (Workplace violence incident only)	_____ Date

**Disposition of the Case:**

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**NOTE:** The contents of this statement will be kept confidential. Its contents will be released only to individuals with a legitimate need to know or if it becomes public record by virtue of an appeal to a court or other adjudicative body. Employees who knowingly file a false or frivolous claim of Workplace Violence shall be subject to disciplinary action up to and including termination



# EXHIBIT 2 LSP

GOVERNOR ROBERT R. HOGAN  
Department of Public Safety

STATE OF LOUISIANA  
Department of Public Safety and Corrections  
Public Safety Services

February 13, 2025

Lieutenant James Jefferson III  
[REDACTED]

Dear Lt. Jefferson,

You are currently the subject of an administrative investigation. The number assigned to the case is 25-00009. As a Louisiana State Lieutenant, you are hereby advised of your rights related to an administrative investigation per Louisiana State Police Commission rules, attached hereto and made a part hereof.

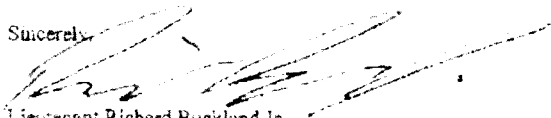
This administrative review is of potential violations of LSP and/or DPS policies. This review pertains to an altercation between you and a domestic partner on Wednesday, February 5, 2025, which resulted in the Baton Rouge City Police responding to your residence. Following their investigation, you were arrested for Domestic Abuse Battery with Child Endangerment and subsequently booked into the East Baton Rouge Parish Jail.

Pursuant to LSP and DPS policy and procedures, your responsibility in this investigation is to cooperate fully with the investigation and to keep the substance of the investigation and the fact thereof confidential as outlined below.

- LSP P.O. 209(7)(i) Internal Affairs investigators or designated Administrative Investigators shall receive the full cooperation of any employee of the Department of Public Safety and Corrections, Public Safety Services, during the course of an administrative investigation. Employees shall obey any lawful order or directive given by the investigator during an investigation. (ii) Ongoing administrative investigations are considered confidential and as such, officers shall not violate that confidentiality. Those in violation are subject to disciplinary action.
- DPS P.O. 01-03.24. (A) An employee shall cooperate with any Administrative and Internal Affairs investigation. (B) An employee shall keep the nature and/or any details of an Internal Affairs investigation in the strictest confidence. (C) No employee shall interfere or attempt to interfere in any capacity with any of the participants in a Department investigation.

If you have any questions, please contact Internal Affairs at (225) 925-6189

Sincerely,

  
Lieutenant Richard Buckland Jr.  
Case Lieutenant, Internal Affairs  
Louisiana State Police

cc Lt. Colonel Cordell Williams  
Major Nicole Kilgore  
Captain Patrick Jackson

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State Police Commission



JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

**RECEIPT**

I, Lieutenant James Jefferson III, acknowledge that I have received the below-listed document(s) in reference to Case IA – 2500009:

1. Administrative Investigation Letter
2. LSPC Rules Chapter 12

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State Police Commission

SIGNATURE	TROOP/SECTION	DATE/TIME
<i>[Handwritten Signature]</i>	<i>LSP/277-14</i>	<i>2-13-25 @ 1447</i>
<i>Capt P. L. 2040</i>		<i>2/13/25 1447 hours</i>
DELIVERED BY:		DATE/TIME OF DELIVERY

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

Date: 02/13/25

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to Public Employees  
P.O. BOX 66614 • BATON ROUGE, LOUISIANA 70806

# EXHIBIT 3 LSP

Due Date: 04/13/2025  
Date of DRC: 04/09/2025  
Decision Page Due Date: 04/16/2025

## DEPARTMENT OF PUBLIC SAFETY OFFICE OF STATE POLICE

### FINDINGS OF ADMINISTRATIVE INVESTIGATION IA-2500009 Lt. James Jefferson

In accordance with Louisiana State Police Commission (LSPC) Rule 12.19(f), this is your notification that the above referenced administrative investigation is complete with the findings listed below and the appointing authority's decision regarding the discipline that will be proposed. The pre-deprivation notice required by LSPC Rule 12.7 outlining the proposed action and the reasons therefore, and your opportunity to respond to the proposed action, will be given to you within 45 calendar days.

- |   |                      |
|---|----------------------|
| 1. Conformance To Laws                        | <u>Not Sustained</u> |
| 2. Conduct Unbecoming An Officer              | <u>Sustained</u>     |
| 3. Unsatisfactory Performance                 | <u>Sustained</u>     |
| 4. Conduct Unbecoming An Officer              | <u>Sustained</u>     |
| 5. Vehicle Usage Limitations and Requirements | <u>Sustained</u>     |
| 6. Vehicle Usage Limitations and Requirements | <u>Not Sustained</u> |

#### PROPOSED ACTION:

- |   |                             |
|---|-----------------------------|
| 1. Conformance To Laws                        | <u>No Action</u>            |
| 2. Conduct Unbecoming An Officer              | <u>40 Hours Suspension</u>  |
| 3. Unsatisfactory Performance                 | <u>8 Hours Suspension</u>   |
| 4. Conduct Unbecoming An Officer              | <u>Letter of Counseling</u> |
| 5. Vehicle Usage Limitations and Requirements | <u>Letter of Counseling</u> |
| 6. Vehicle Usage Limitations and Requirements | <u>No Action</u>            |

COL Robert P. Hodges  
Digitally signed by COL  
Robert P. Hodges  
Date: 2025.04.09  
18:08:00 -05'00'

Colonel Robert P. Hodges  
Superintendent Louisiana State Police

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# EXHIBIT 4 LSP

JEFF LANDRI  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPT. SECRETARY

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

## RECEIPT

I, Lt. Jefferson, acknowledge that I have received the below-listed document(s) in reference to Case IA -- 2500009:

1. Decision Page

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4-10-25/1130

<u>Lt. Jefferson</u>	<u>PLS</u>	
SIGNATURE	TROOP/SECTION	DATE/TIME

<u>Capt. Porvank Jackson</u>	<u>4/10/25</u>	<u>1130 Hours</u>
DELIVERED BY:	DATE/TIME OF DELIVERY	

Please list the date and time of delivery. Once the receipt has been signed, please scan and Email a copy to Internal Affairs. Please mail the original to:

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

Date 04/10/2025



Department of Public Safety & Corrections  
Incident Report

**EXHIBIT 5**  
**LSP**

Nature of Report	<input checked="" type="checkbox"/> Initial Report by Employee	Time	1400
	<input type="checkbox"/> Action Taken by Supervisor	Incident Date	05/21/2025
To	From:		
Capt. Pat Jackson	I SP/ Supply	Lt. James Jefferson	Gaming
Rank/Title	Group/Section	Rank/Title	Group/Section
Nature of Incident	LSPC Rule 12.7		
Location	[REDACTED]		

Synopsis of Incident

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**JAN 29 2026**

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On April 9, 2025, according to Louisiana State Police (LSP) Policy and Procedure, P.O. 209 Complaints and Administrative Investigation, LSP held a Disciplinary Review Committee (DRC) related to case number IA-2500009, which I, Lt. James Jefferson III, was the target of the investigation. On April 10, 2025, at 7:01 a.m. I received a phone call from Captain Patrick Jackson, who stated he needed to meet with me to deliver my written decision page with the findings of the Disciplinary Review Committee.

At approximately 11:15 am, both Capt. Jackson and Major Kilgore arrived at my residence. Capt. Jackson arrived at my residence driving my LSP assigned unmarked unit and Maj. Kilgore arrived driving a dark-colored unmarked Tahoe. After a brief discussion about returning all my LSP equipment, Capt. Jackson presented me with a yellow folder. Inside this folder contained my "Decision Page." Capt. Jackson then instructed me to review the document and sign the receipt page, acknowledging that I had received a copy. After signing the document, both Capt. Jackson explained that the command staff requested that I return to full-duty the following day (4/11/2025). I told him I was unprepared to return to work on April 11th but would report on Monday, April 14, 2025. Maj. Kilgore said that Col. Hodges would allow me to serve the 48-hour suspension in intervals to avoid financial hardship to my family. However, the expectation was that I would return to full-duty status and be allowed to submit a timeframe outlining when I would serve the suspension. I informed them I would speak with my wife about the situation and let them know when I would serve the suspension. Maj. Kilgore then asked if I had any other questions, to which I replied yes. I went on to ask her if I had the option to work at a "Reduced Pay Rate" instead of serving the entire 48 hours of "Leave without Pay (LWOP)," and Maj. Kilgore stated, "No, the Colonial wants you to serve 48 hours as LWOP." Lastly, I asked if there was any discussion about me being transferred to another division. Maj. Kilgore stated that there was no discussion regarding that. I took possession of my LSP-assigned vehicle, and they departed my residence.

Upon returning to full-duty status, I informed Capt. Jackson, I spoke with my wife, and we agreed that I would serve 40 hours of LWOP from April 21-25, 2025, due to my kids being off for spring break. He said he would get back to me and inform me upon notifying the chain of command. I was later told that I was approved to serve the 40 hours of LWOP. While serving the 40 hours of LWOP, I received a phone call from Col. Cordell Williams, who stated he was in the conference room with Maj. Kilgore and Capt. Jackson. During this conversation, Col. Williams stated he knew I was out serving my suspension but wanted to inform me that I was being transferred to the Gaming Enforcement Division. He said the transfer would be effective on Monday, April 28, 2025, when I returned to work. Upon returning from serving the 40 hours of LWOP, I met with Capt. Martin and Maj. Albright. During this meeting, I informed them that I had already served 40 hours of suspension and had eight hours remaining. I requested to serve the remaining 8 hours on May 2, 2025, and I was approved.

Finally, from the conversations with Capt. Jackson and Maj. Kilgore on April 10, 2025, in addition to the discussion with Col. Williams advising me of my transfer, it was apparent that everyone knew I was serving the 40-hour LWOP during the week of April 21-25, 2025. From the conversation with Maj. Kilgore on April 10, 2025, it appeared that Col. Hodges gave the directions that were communicated to me.

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JAN 29 2025

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Subscribing Employee Signature

Officer's Printed Name

Title



EXHIBIT 6  
LSP

JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

May 14, 2025  
4750/0501/JZS 25-24263  
HQ-01-1147

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JAN 29 2026

State Police Commission

Lieutenant James Jefferson  
BOI, Gaming, Admin Support & Indian Gaming

VIA PERSONAL DELIVERY  
IA-2500009 OLA #P-200281

Re: **INTENDED 48-HOUR SUSPENSION**

Lieutenant Jefferson:

Pursuant to the authority granted to me as the Appointing Authority and by State Police Commission Rules 12.1 and 12.2, and in accordance with Rule 12.7 and Louisiana State Police Policy and Procedure (P.O.) 211, you are hereby notified that it is my intention to suspend you without pay and allowances for a total of 48 hours. This proposed disciplinary action is based on your failure to comply with Louisiana State Police (LSP) policies and procedural orders (P.O.). Specifically, you have been found to have violated the following:

- **LSP P.O. 901, Code of Conduct and Ethics, Sec. 4 Conduct Unbecoming an Officer – 40 hours**
- **LSP P.O. 901, Code of Conduct and Ethics, Sec. 12 Unsatisfactory Performance – 8 hours**

You are a commissioned officer with permanent status. You hold the rank of Lieutenant and have been employed with LSP for approximately 17 years and 9 months. You are currently assigned to the Bureau of Investigations, Gaming Section, Admin Support and Indian Gaming Unit.

On February 5, 2025, at 11:30 p.m., the Baton Rouge Police Department (BRPD) responded to your residence in reference to a domestic violence incident between you and your

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Lieutenant Jefferson  
May 14, 2025  
Page 2 of 12

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wife, Heather Jefferson. Mrs. Jefferson's aunt, Louetta Pulliam, contacted BRPD after she overheard what she perceived to be a verbal argument and physical violence between you and Mrs. Jefferson while she was on the phone with Mrs. Jefferson. Several BRPD officers arrived at your home and investigated.

BRPD subsequently arrested you for La. R.S. 14:35.3 Domestic Abuse Battery with Child Endangerment. You were booked and processed into the East Baton Rouge Parish Prison.

On February 13, 2025, Internal Affairs initiated an administrative investigation at the direction of Assistant Superintendent, Lieutenant Colonel Frank Besson. Captain Saleem El-Amin assigned the investigation to Trooper First Class (TFC) Jacob Butler, III. The administrative investigation began on the same date.

On February 20, 2025, at 9:22 a.m., TFC Butler and Sergeant Ashton McRae interviewed Mrs. Jefferson at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA., 70806. Mrs. Jefferson advised that she worked from home that day, and you brought the two boys to school. She stated that during the day, she ended up accidentally stabbing herself in the eye with one of her high-heeled shoes, which ultimately prompted her to go to urgent care. Between 12:00 p.m. and 1:00 p.m., you brought her prescription medication but quickly left. Mrs. Jefferson advised that she felt emotionally neglected because you left without physically comforting her and expressed no concern for her injury. At 4:30 p.m., you returned home, dropped the boys off from school, and departed shortly after to return to work and attended work-related activities in New Orleans. Mrs. Jefferson stated that emotionally, she was frustrated because she felt ignored and misunderstood by you, especially after she injured herself.

Mrs. Jefferson advised that you returned home at 9:00 p.m., and a verbal argument started, fueled by the tensions accumulated throughout the day. Mrs. Jefferson advised that she confronted you about her perceived neglect, and at 9:30 p.m., you chose to leave the house to diffuse tensions. While you were gone, Mrs. Jefferson stated she was on the phone with her aunt, Ms. Pulliam, discussing the argument with her. Mrs. Jefferson advised that you returned to the home around 11:16 p.m. She stated that you sat outside in your truck (unmarked unit), in the driveway, for about 45 minutes, which prompted her to go outside to retrieve Ethan, who was asleep in the truck. Mrs. Jefferson stated she was still upset, and another confrontation escalated between her and you, next to your unit. Mrs. Jefferson advised that she was still on the phone with Ms. Pulliam during this confrontation next to your unit, and her phone fell out of her hands.

Mrs. Jefferson stated that she did shout the phrases, "he's punching me" and "don't throw me to the ground," but there was no physical violence. Mrs. Jefferson stated that Ms. Pulliam misunderstood what was happening when she called BRPD. Mrs. Jefferson advised that she made those statements because of past traumatic experiences involving police officers from a previous unrelated incident.

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JAN 29 2026

Lieutenant Jefferson  
May 14, 2025  
Page 3 of 12

State Police Commission

Mrs. Jefferson advised that BRPD arrived at the house around 11:40 p.m. She said you were detained by BRPD due to the scratches on your hands, even though officers were told that neither of you knew how the scratches occurred. Mrs. Jefferson advised that she fully cooperated and even provided officers access to the home surveillance footage, but she was concerned that officers only selected a 5-minute segment recorded at 11:22 p.m.

Mrs. Jefferson stated to IA investigators that you never physically harmed her and she expressed her regret for escalating the situation verbally and emotionally.

On February 20, 2025, IA investigators conducted a phone interview with Luetta Pulliam. Ms. Pulliam advised that she was on the phone with Mrs. Jefferson on the evening of February 5, 2025, as was their usual practice of talking almost daily. Ms. Pulliam advised that Mrs. Jefferson mentioned to her that she felt frustrated and neglected after she accidentally stabbed herself in the eye with a high-heeled shoe. Ms. Pulliam advised that Mrs. Jefferson's emotions appeared heightened due to you briefly dropping off medication without expressing emotional support and departing quickly.

Ms. Pulliam stated that during the call, Mrs. Jefferson wanted to retrieve Ethan from your vehicle, where he was asleep. It was after 11:00 p.m. and he needed to get to bed. Ms. Pulliam advised Mrs. Jefferson walked out to the car and asked you to let her bring Ethan in, and you told her you would bring him in. Mrs. Jefferson told you she would just get him and bring him in, but you told her you would bring him in. Ms. Pulliam advised that you and Mrs. Jefferson "kinda got into it." Ms. Pulliam described the conversation between you and Mrs. Jefferson as quiet and she did not know what happened to make it go south. Ms. Pulliam described what she thought was a tumbling sound. Ms. Pulliam advised that she started yelling over the phone she was going to call the police, and you said, "Call them." Ms. Pulliam advised that due to the geographic constraints, she could not call 911, so you told her, "Here's the number, you can call them." Ms. Pulliam advised that she heard the stressors in Mrs. Jefferson's voice and knew that Mrs. Jefferson also had some personal stressors, and because of what she felt and heard, she called BRPD with the number you gave her. Ms. Pulliam stated that she told BRPD what she believed she had heard, told them you were a State Police officer, and asked them to go to the house.

Ms. Pulliam said she heard Mrs. Jefferson tell the officer you did not hit her. Ms. Pulliam stated she did not know what was happening or if Mrs. Jefferson was in crisis. In her interview with IA investigators, Ms. Pulliam described you as one of the nicest people she knew, stated you are a giving, loving, personal person who took care of his family and took care of his mother. Ms. Pulliam described that night as because of what she listened to and heard, she made some assumptions, and said, "This is where we are."

IA investigators asked Ms. Pulliam for more details, and she advised them that she heard Mrs. Jefferson tell officers that you did not hit her. Investigators ask Ms. Pulliam for more information about what she heard that made her think something was happening. Ms. Pulliam stated that besides the tumbling sounds she heard, she also heard Mrs. Jefferson yelled for help,

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Lieutenant Jefferson  
May 14, 2025  
Page 4 of 12

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JAN 29 2026

and then she said something like, "Don't come near me," or "stop." Ms. Pulliam advised that she later learned that the phone fell, which is what she heard that made her believe that something physical occurred. Ms. Pulliam stated that she and Mrs. Jefferson talked afterwards, and Mrs. Jefferson told her that she blanked out, as if she were in a fog. Ms. Pulliam asked what you were doing, and Mrs. Jefferson responded that you were coming towards her. Ms. Pulliam stated, "But I know Jay, he might have been coming towards her, but it wasn't to harm her." Ms. Pulliam again said that she was not there to see it.

Ms. Pulliam stated that she could not put an absolute on those 30 seconds, but she could say that you did not hit Mrs. Jefferson and did not throw her down.

On March 5, 2025, at 1:03 p.m., TFC Butler and Polygraphist William Kirkland interviewed BRPD Lieutenant (Lt.) Caan Castleberry. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA., 70806. Lt. Castleberry advised that he responded to your house 15 minutes after Sergeant Hernandez, Officer Harrington, and Officer Lemaire were already there. Lt. Castleberry stated he observed two police units in your driveway, one was an LSP-marked SUV, and the other was an unmarked truck.

Lt. Castleberry advised that he watched the home surveillance video provided by Mrs. Jefferson. He stated that he distinctly heard evidence of a physical altercation, which included sounds of abrupt movements, banging against vehicles, and clear, distressed vocalizations from Mrs. Jefferson shouting "Stop punching me," "Quit pushing me," and urgent cries for help. However, Lt. Castleberry said he saw no physical contact on the video surveillance.

Lt. Castleberry advised that he smelled alcohol on you. He said you were very cooperative throughout the investigation, describing you as calm, professional, and non-aggressive. Lt. Castleberry advised that a field sobriety test was not conducted on you. He stated that his conclusions were based on observation, and he observed minimal visible impairment, leading him to believe that intoxication was not a significant factor in the incident.

Lt. Castleberry stated that officers on the scene discussed the reliance on the audio from the surveillance footage and the statements from Mrs. Jefferson. Additionally, they took into account the scratch on your hand. It appeared minor but fresh, resembling an abrasion or fingernail scratch. Lt. Castleberry did reflect on the challenging decision to arrest you. He expressed personal regret, but stated it was procedurally necessary based on the available evidence.

On March 6, 2025, at 9:16 a.m., IA investigators interviewed BRPD Officer Matthew Lemaire. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA., 70806. Officer Lemaire advised that he was dispatched to the [REDACTED] area for a domestic disturbance complaint. Officer Lemaire stated that when he arrived at your house, he observed you and Mrs. Jefferson standing between two vehicles in the driveway. Officer Lemaire advised that he took the required steps per BRPD protocols and

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secured the area, separated you and Mrs. Jefferson to prevent further conflict, and conducted individual interviews. Officer Lemaire advised that during his initial interaction with you, he detected a strong odor of what he recognized as an alcoholic beverage. He also observed that you were unsteady on your feet, swayed back and forth, which suggested possible impairment. Although you told him that you did not consume any alcohol that night, Officer Lemaire was still concerned that alcohol was a contributing factor to the events that night. Officer Lemaire detained you, placed you in handcuffs, and seated you in the back seat of his patrol unit while he continued his investigation.

Officer Lemaire spoke with Mrs. Jefferson. She initially labeled the incident as a "disagreement," although she became visibly upset when the conversation became more specific about any physical altercation, even crying during parts of the conversation. While Officer Lemaire was investigating, Mrs. Jefferson provided him and the other officers on the scene with the video of the home surveillance footage. The video footage did not offer a clear view of the events because you and Mrs. Jefferson were between two vehicles, but there was also audio. Officer Lemaire stated that Mrs. Jefferson was heard yelling, "He's punching me," and "Don't throw me to the ground." Officer Lemaire advised that there were sounds consistent with a physical struggle or a scuffle. The audible portion strongly suggested that there was a physical struggle. Officer Lemaire stated that he did not see any striking motions on the video footage, but the view was obstructed.

Officer Lemaire stated that he observed a scratch on the back of your hand, and you told him it probably occurred when you bent down to pick up your keys from the ground. He advised that he did not observe any bruises or abrasions on Mrs. Jefferson.

Officer Lemaire stated that he determined that there was probable cause to arrest you for Domestic Abuse Battery based on the scuffling noises and Mrs. Jefferson's cries of distress in the home surveillance video footage, the information received from the aunt, your apparent odor of alcohol, your unsteady posture, and the scratch on your hand.

On March 11, 2025, at 9:08 a.m., you were interviewed by TFC Butler and Lieutenant Richard Buckland. Your interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. You advised that on February 5, 2025, you prepared your children for school. You dropped your children off at school and proceeded to work at LSP Headquarters. At around 9:30 a.m., you received a call from Mrs. Jefferson, and she advised you that she was on her way to Lake After Hours for an injury to her eye. You asked her if she needed you to leave work to help her, but she declined, so you told her to update you. At your lunch break, around 12:30 p.m., you picked up prescriptions for Mrs. Jefferson from the Wal-Mart pharmacy. You stated you brought Mrs. Jefferson her medicine and gave her Tylenol and tea to alleviate her symptoms. You advised that around 3:30 p.m., you picked up your children from school and brought them home. You advised that you returned to work because you had to deliver equipment to New Orleans.

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You returned home later in the evening. You advised that when you entered your home, you saw the master bedroom door was closed, so you went into the guest bedroom because you knew what that meant (referring to the closed master bedroom door). You advised IA investigators that Mrs. Jefferson walked into the guest bedroom, and she accused you of inattentiveness and neglect throughout the day. You advised your two sons walked into the guest bedroom, and you told Mrs. Jefferson, "Just chill, the babies are in the room." You stated Mrs. Jefferson did not calm down. You said that you attempted to avoid escalation and chose to distance yourself. You brought your youngest son to McDonalds per his request. You walked out the door, and Mrs. Jefferson followed you, but she did not go all the way to the truck. She stopped halfway between the truck and the door. You stated that Mrs. Jefferson was still upset, that "she still had some things to say."

You advised that your state police-issued unmarked truck blocked in your personal vehicle, so you used your unmarked LSP truck because it was the vehicle that was available and allowed you to leave your home quickly. You went to McDonalds with your son and you advised that you drove around for approximately 45 minutes before you returned home. You advised that you pulled up back home and continued to watch the news on your phone. You sat in your unmarked LSP truck for another 15 - 20 minutes. You advised that you got out of the truck and walked around the rear of the truck. As you walked around the rear of the truck, you saw Mrs. Jefferson walked through the outside fence, so you turned around and walked back to the driver's side of the truck. You advised that you stated aloud, but to yourself, "I ain't fixing to have no peace." You advised Mrs. Jefferson asked you "What you said?" You advised you told her, "Baby, I can tell I ain't going to have much peace... so I'm just going to take another ride cause I see you came outside." You advised Mrs. Jefferson told you "No, give me the baby, just give me my baby." You told Mrs. Jefferson, "If you grab Ethan, he's going to wake up, and I don't want to expose him to this conversation." You advised that Mrs. Jefferson asked for Ethan about three times, and the fourth time, you told her, "The answer is no, I'm not letting you get the baby out of the truck." You advised that you told Mrs. Jefferson to go back inside and relax, or you were leaving the house again.

You stated that you stood by the back door on the driver's side, and Mrs. Jefferson stood by the driver's door. You advised that Mrs. Jefferson told you how inattentive you were to her during the day. You advised Mrs. Jefferson talked with her hands and stepped away from the driver's door. You advised IA investigators that you thought to yourself that if she took another couple of steps back, you were going to hit the unlock button, jump in the driver's seat, and take a ride. You advised that Mrs. Jefferson continued to step back, and you unlocked the driver's door and opened it, and you had one leg in the truck and one outside. You advised that Mrs. Jefferson came around and grabbed the steering wheel, which prevented you from leaving. You stated you told Mrs. Jefferson not to do that, to let you leave, you were coming back. You advised that you stepped out of the truck, and when you did this, Mrs. Jefferson sat in the driver's seat. You stated you told Mrs. Jefferson she could not do that, and you needed her to step out. You advised that Mrs. Jefferson told you to give her the baby, and she hit the horn twice. You advised that you stepped back and asked her what she was doing. You advised that Mrs. Jefferson stepped out of the truck, and you and Mrs. Jefferson had another discussion. You

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advised that there was no screaming or yelling. You advised that you and Mrs. Jefferson were on the vehicle's driver's side. You walked towards her to shut the driver's door, and as you reached for the door, Mrs. Jefferson told you, "Don't hit me" or "Don't punch me." Mrs. Jefferson fell back and hit the ground, and her phone dropped. You advised that you told Mrs. Jefferson, "I didn't touch you" or "I didn't hit you."

You advised that at this time, you realized that Mrs. Jefferson was on the phone with someone, and you asked her who she was on the phone with. Mrs. Jefferson told you she was on the phone with Aunt Lu. You stated that Mrs. Pulliam asked Mrs. Jefferson what was going on and if she needed to call the police. You advised that Mrs. Jefferson may have said, "Yeah, call them" or "Maybe." You stated that Mrs. Pulliam stated again that she is about to call the police, and you told her to call the police. After she stated that she could not call the police on 3-way, you gave her the number to the police, and you repeated the number three times.

You advised that you and Mrs. Jefferson still talked next to your unmarked LSP truck, and it had calmed down when you saw a flashlight. The officer asked you what was going on, and you told the officer that you and your wife got into a dispute. You advised that the officer told you they (BRPD) got a call about domestic violence, and you said to him that you know what domestic violence is and this is not it. The officer then told you to turn around, read you your rights, and you were in the back seat of his car for two and a half hours.

You advised that when the officer first spoke with you, he asked you why your hand was bleeding, and you told him you did not know. You stated that when you were sitting in the back of his unit, you remembered the key fob fell out of your hand when you unlocked the door. You bent down to pick the key fob up, which was under the truck, and you had to have scratched your hand when you picked up the fob.

You advised IA Investigators that the officer asked if you consumed alcohol, and you told him no, you did not. You stated that you did not drink alcohol that night, and that was a lie on their part.

You advised that you did not physically hit your wife.

IA Investigators inquired as to why you had two LSP units at your house, one was your assigned unmarked LSP truck, and the other was a marked patrol unit. You advised that the marked patrol unit was a TSS unit that you had checked out because you worked the MCSAP (Motor Carrier Safety Assistance Program). You advised that you had the marked unit for about 3 months. You checked out the marked unit with Lt. Duncan.

You were interviewed again on April 1, 2025, at 9:32 a.m. Your interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. The interview focused on the marked TSS unit you had in your possession. You advised that you had the TSS unit in your possession for about 6 to 8 months. You advised that you frequently worked the MCSAP grant. You advised that before you checked out the TSS unit, you were checking out marked pool units

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from fleet. You stated that fleet was being depleted of pool units, so you obtained pool units from TSS because that was the section under which you were working the MCSAP grant. You stated that you either called or texted Lt. Duncan and told him you needed a pool unit because you were signed up to work Human Trafficking enforcement under the MCSAP grant. You advised that you did not know if Lt. Duncan was aware that you kept that unit for an extended period of time. You stated that you did not remember if you were dropped off or if something else happened when you obtained the TSS unit, to explain why you had two LSP units at your house. Later in the interview, you advised that the most logical explanation was that Mrs. Jefferson brought you and dropped you off to pick up the TSS unit.

You advised that while you had the TSS unit, it did not require any maintenance. You advised that you never had a conversation with Lt. Duncan about how long you had kept the TSS unit at your home. However, you stated that it was a conversation you should have had with Lt. Duncan. You stated that it would have been redundant to continuously swap units at the different hours and frequencies that you worked MCSAP.

During the interview, you were asked what de-escalation tactics you used on the night of February 5, 2025. You stated that you validated Mrs. Jefferson's feelings, gave her a voice, and tried to state your fault or misunderstanding of the situation. You also stated that you tried to change topics, which was what you did when Mrs. Jefferson walked into the guest room. You advised that she was upset, so you changed the topic and asked about the internet. You stated that it was not the time to de-escalate when the kids walked in. You instead chose to create space and leave the house. You stated that when you returned to the house and Mr. Jefferson came outside, you attempted to de-escalate by validating her feelings and tell her you were sorry. You stated you told Mrs. Jefferson that she could not get the baby out of the truck because it would wake him up, and you did not want him exposed to what was occurring. You stated that it did not work, so you attempted to create space again and leave the house a second time. You stated that Mrs. Jefferson did not allow you to leave and you felt she might have been in crisis, so you told Ms. Pulliam to call the police. You gave Ms. Pulliam the number as another form of de-escalation.

On April 1, 2025, at 1:17 p.m., IA Investigators interviewed Lt. Timothy Duncan. The interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. Lt. Duncan advised that it was in February 2025, around the Super Bowl, when I approached him and inquired as to why you had two LSP units at your residence. Lt. Duncan advised that he knew you had checked out a TSS unit and that if you worked a Friday and Saturday, you could keep the TSS unit over the weekend and bring it back on Monday. Lt. Duncan advised that in October 2024, you asked to borrow a Motor Carrier unit to do inspections, and he told you that you could and to bring it back. Lt. Duncan advised that he gave you the keys to the TSS unit. Lt. Duncan acknowledged that he never spoke to you about the TSS unit after you picked up the keys and he never asked you to bring it back. Lt. Duncan said he did not think you had the TSS unit at your house that entire time. He felt it was an issue that you had the TSS unit at your home for that length of time and had two LSP units at your house.

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Lt. Duncan advised that although it was not conveyed to you to bring that TSS unit back, it was an expectation that you would bring it back and not keep it. Lt. Duncan advised that you were authorized to use the TSS unit when you needed it, and he told you to bring it back when you were not using it. Lt. Duncan stated that you were expected to bring the TSS unit back the day you finished the MCSAP grant. He gave the example that if you had MCSAP on a Monday or Tuesday, you were expected to bring it back that Tuesday.

While BRPD officers were at your home investigating the call, Mrs. Jefferson gave the officers her cellphone to watch what was captured on your home surveillance. Their BWCs captured the audio from your home surveillance system. A review of BRPD body-worn camera footage, ID number D01A95684, was done.<sup>1</sup> At the 2025-02-06, 00:27:12 mark, the audio of this BWC footage was enhanced in an attempt to understand better and hear what occurred on the night of February 5, 2025, between you and Mrs. Jefferson. Additionally, another BRPD BWC footage, ID number D01A7353D, was reviewed.<sup>2</sup> The following are the words that could be understood:

Mrs. Jefferson: "Why I'm at you, grown man, why I'm at you, why I'm at you"...

Mrs. Jefferson: "... That's the problem..."

Mrs. Jefferson: "If you can just let me have him."

Mrs. Jefferson: "And, and, and... I know you do not care.... I know you don't care... I'll be ok....you are being... to be petty"

There is a muffled back-and-forth exchange of words between you and Mrs. Jefferson.

Mrs. Jefferson: "Let me get my child."

Mrs. Jefferson is speaking, but it is muffled.

You: "Stop pushing me."

Mrs. Jefferson: "I'm not pushing you when you punching me." At this time, the horn of the truck was heard.

Mrs. Jefferson: "You punching me on the shoulder when my hands are raised... grabbing me out my..."

Mrs. Jefferson: "Owah... Owah... Owah....Help." The horn was heard at least 4 times.

Mrs. Jefferson: "Move it... He's pushing me, he's pushing me." The horn was heard.

Mrs. Jefferson: "Please don't throw me down on the ground... No."

You: "Call'em, please call'em."

Mrs. Jefferson: "He just pushed me."

You: "Call'em... Call'em... Call'em.... hurry up and call'em." Horn was heard.

### DETERMINATIONS

Based on the above evidence and multiple interviews, I have determined that you violated the following LSP policy and procedure orders:

<sup>1</sup> Exhibit 1 – USB of Body-Worn Camera footage from BRPD body-worn camera ID #D01A95684 containing 2 videos.

<sup>2</sup> Exhibit 1 – USB of Body-Worn Camera footage from BRPD on body-worn camera ID# D01A7353D

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**LSP P.O. 901 Code of Conduct and Ethics, Sec. 4 – Conduct Unbecoming an Officer**

This policy provides in pertinent part:

**CONDUCT UNBECOMING AN OFFICER**

- i) A commissioned officer shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect most favorably on themselves 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) Detrimentially 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.

It is determined that you violated P.O. 901, section 4 Conduct Unbecoming an Officer on February 5, 2025. The BRPD officers viewed your home surveillance video on Mrs. Jefferson's phone, and their BWCs captured the audio of the domestic incident as it played. There are portions of the audio that contain moments where the words are muffled and difficult to distinguish clearly. However, there are portions of the audio where the words are intelligible statements that could reasonably destroy the public's respect for you and erode confidence in this agency.

It is apparent from the audio of your home surveillance that the tone, interruptions, and repeated horn sounding that there was heightened tension and physical movement that is inconsistent with the description of the purely verbal interaction you indicated took place when you were interviewed. You stated, "Stop pushing me," and Mrs. Jefferson yells back, "I'm not pushing you when you punching me." This exchange strongly implied that there was physical contact, even if the exact nature of the contact is not fully discernible from the audio alone.

Moreover, the words and phrases used by yourself and Mrs. Jefferson, coupled with the background noises and repeated horn blasts, point to a dynamic and escalating situation - far more serious than you indicated was going on during your interview. This discrepancy raises significant concerns of your account of the event, reflecting discredit upon you as a member of LSP. The situation appeared to intensify further when Mrs. Jefferson was heard yelling, "Owah... Owah... Owah... Help... Move it... He's pushing me, he's pushing me," while the horn continued to sound. This portion of the recording revealed clear signs of emotional distress and a physical confrontation. When considered in its entirety, the verbal content, the intensity of the words used, the stressed voices, and the audible distress, the recording suggests a volatile and

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confrontational situation. It directly contradicts your characterization of the incident non-physical, thereby casting serious doubt on your judgment and conduct in this incident.

**LSP P.O. 901 Code of Conduct and Ethics, Sec. 12 – Unsatisfactory Performance**

This policy provides in pertinent part:

**UNSATISFACTORY PERFORMANCE**

- i) A commissioned officer shall maintain a competency level sufficient to properly perform their duties and assume the responsibilities of their position. Officers shall perform their duties in such a manner as to maintain the highest standards of efficiency. Unsatisfactory performance may be demonstrated by:
  - a. A lack of knowledge in the application of laws required to be enforced.
  - b. An unwillingness or inability to perform assigned task.
  - c. A failure to conform to work standards established for the officer's rank, grade, or position.
  - d. A failure to take the appropriate action on the occasion of a crime, disorder, or other matter deserving attention.
  - e. An absence without leave.
- ii) Repeated poor evaluations.

It is determined that you violated P.O. 901, section 12 – Unsatisfactory Performance. As a Commissioned officer holding the rank of Lieutenant, you are expected to set a standard of accountability, responsibility, and compliance consistent with being a supervisor. By your admission, you obtained a TSS unit to work the MCSAP grant, but instead of returning it, you kept the unit for 6 to 8 months, simultaneously with an unmarked LSP truck. You advised that you frequently worked the MCSAP grant. Although Lt. Duncan did not call you during this time to ask you where the TSS unit was, he told you to return it when you were done. There was an expectation that you would bring it back, not keep it. Lt. Duncan stated that he expected you to bring the TSS unit back the day you finished working the MCSAP grant. He gave the example that if you had MCSAP on a Monday or Tuesday, you were expected to bring it back that Tuesday. Lt. Duncan advised that you were authorized to use the TSS unit when you needed it, and he told you to bring it back when you were not using it. As a Lieutenant, you are responsible for conforming to work standards and modeling proper conduct to subordinate officers. Your actions demonstrate a failure to conform to the work standards clearly established for officers of your rank.

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Sergeant P. Jefferson

Lieutenant Jefferson  
May 14, 2025  
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For the above-listed policy violation, it is my intention to suspend you without pay and allowances for a total of 48 hours. You are hereby given an opportunity to present any evidence contrary to what has been stated above, or present any evidence otherwise favorable to you. Your response, if any, must be in writing and received by Internal Affairs within seven (7) days of your receipt of this letter. Your response may be submitted via U.S. mail to the Louisiana State Police Internal Affairs Section, Post Office Box 66614, Baton Rouge, Louisiana, 70896, via hand delivery at 7919 Independence Blvd., Baton Rouge, LA 70806, via fax at (225) 925-6425, or via email at [internalaffairs@la.gov](mailto:internalaffairs@la.gov). Please be aware that this pre-disciplinary letter is your opportunity to correct anything you may regard as inaccurate or misunderstood.

Sincerely,  
COL Robert P. Hodges  
Colonel Robert P. Hodges  
Deputy Superintendent, Louisiana State Police

Digitally signed by COL Robert P Hodges  
Date: 2025.05.15 09:07:45-05'00

cc: Lieutenant Colonel Treone Larvadain  
Major Adam Albright  
Captain Jonas Martin  
Internal Affairs  
Office of Legal Affairs

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# EXHIBIT 7 LSP

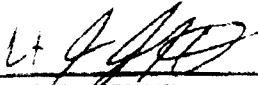
COMMISSIONER ROBERT E. HANSEN  
DEPUTY SECRETARY

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

## RECEIPT

I, Lt James Jefferson, acknowledge that I have received the below-listed document(s) in reference to Case IA 2500009:

- 1 Loudermill Letter
- 2 USB Flash Drive containing exhibits

	Gaming	5-16-25 0942
<b>SIGNATURE</b>	<b>TROOP/SECTION</b>	<b>DATE/TIME</b>

	5/14/25	0942
<b>DELIVERED BY:</b>	<b>DATE/TIME OF DELIVERY</b>	

I hereby certify that the above information is true and correct to the best of my knowledge and belief. I am a member of the Louisiana State Police and am duly sworn.

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

RECEIVED  
JUN 25 2025

Date: 05/15/2025

State Police Commission



EXHIBIT 8  
LSP

JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

State of Louisiana  
Department of Public Safety and Corrections  
Public Safety Services  
June 20, 2025  
4750/0501/SDS/25-24301  
HQ-1-1158

Lt. James Jefferson  
Gaming

VIA HAND-DELIVERY

RE: Reinstatement of Time

Lt. Jefferson:

Pursuant to Louisiana State Police Commission (LSPC) rule 12.19(f), you were provided a determination letter on April 10, 2025, stating that an administrative investigation had been completed, and I, as the Appointing Authority, had determined that your proposed discipline would be 48 hours suspension. Upon receipt, you requested Captain Pat Jackson, your commanding officer at the time, to run the 48-hour suspension in lieu of annual leave for a scheduled family vacation. Captain Jackson approved this request.

There are specific instances under the Louisiana State Police Commission Rules wherein a trooper may be placed on leave without pay. Pursuant to LSPC rule 12.7, a trooper must be provided a pre-deprivation letter and an opportunity to respond before the proposed discipline becomes final. At your request, your suspension was scheduled to be served prior to the issuance of the pre-deprivation letter. You had not received a pre-deprivation letter before serving the suspension; therefore, the suspension was premature.

To rectify this error based on your request, the time coded as leave without pay will be coded as K time. You will be advised of my determination in the disciplinary matter, as well as the dates and times of any suspension, in the final disciplinary letter.

RECEIVED

Sincerely,

Colonel Robert P. Hodges  
Superintendent, Louisiana State Police

JAN 20 2025

STATE POLICE COMMISSION

c: Lt. Col. Frank Besson, Lt. Col. Treone Larvadain, Major Adam Albright, Captain Jonas Martin, Internal Affairs, Human Resources, Office of Legal Affairs

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EXHIBIT 10  
LSP

JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

August 6, 2025  
4750.0501/JZS/25-24316  
HQ-01-1168

Lieutenant James Jefferson  
BOI, Gaming, Admin Support & Indian Gaming

VIA PERSONAL DELIVERY  
IA-2500009 OLA #P-200281

Re: **48-HOUR SUSPENSION**

Lieutenant Jefferson:

Pursuant to the authority granted to me as the Appointing Authority and by State Police Commission Rules 12.1 and 12.2, and in accordance with Rule 12.7 and Louisiana State Police Policy and Procedure (P.O.) 211, you are hereby notified that you are suspended without pay and allowances for a total of 48 hours. You will serve eight (8) hours of your suspension on August 11, 2025, from 0800 hours to 1630 hours. You will return to work on August 12, 2025, at 0800 hours. You will serve the remaining forty (40) hours of your suspension from August 18, 2025, beginning at 0800 hours and ending on August 22, 2025, at 1630 hours. You are to return back to work on August 25, 2025 at 0800 hours. You are suspended for the following reasons:

On February 5, 2025, at 11:30 p.m., the Baton Rouge Police Department (BRPD) responded to your residence in reference to a domestic violence incident between you and your wife, Heather Jefferson. Mrs. Jefferson's aunt, Louetta Pulliam, contacted BRPD after she overheard what she perceived to be a verbal argument and physical violence between you and Mrs. Jefferson while she was on the phone with Mrs. Jefferson. Several BRPD officers arrived at your home and investigated.

BRPD subsequently arrested you for La. R.S. 14:35.3 Domestic Abuse Battery with Child Endangerment. You were booked and processed into the East Baton Rouge Parish Prison.

On February 13, 2025, Internal Affairs initiated an administrative investigation at the direction of Assistant Superintendent, Lieutenant Colonel Frank Besson. Captain Saleem El-Amin

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Lieutenant Jefferson  
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assigned the investigation to Trooper First Class (TFC) Jacob Butler, III. The administrative investigation began on the same date.

On February 20, 2025, at 9:22 a.m., TFC Butler and Sergeant (Sgt.) Ashton McRae interviewed Mrs. Jefferson at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA., 70806. Mrs. Jefferson advised that she worked from home that day, and you brought the two boys to school. She stated that during the day, she ended up accidentally stabbing herself in the eye with one of her high-heeled shoes, which ultimately prompted her to go to urgent care. Between 12:00 p.m. and 1:00 p.m., you brought her prescription medication but quickly left. Mrs. Jefferson advised that she felt emotionally neglected because you left without physically comforting her and expressed no concern for her injury. At 4:30 p.m., you returned home, dropped the boys off from school, departed shortly after to return to work, and attended work-related activities in New Orleans. Mrs. Jefferson stated that, emotionally, she was frustrated because she felt ignored and misunderstood by you, especially after she injured herself.

Mrs. Jefferson advised that you returned home at 9:00 p.m., and a verbal argument started, fueled by the tensions accumulated throughout the day. Mrs. Jefferson advised that she confronted you about her perceived neglect, and at 9:30 p.m., you chose to leave the house to diffuse tensions. While you were gone, Mrs. Jefferson stated she was on the phone with her aunt, Ms. Pulliam, discussing the argument with her. Mrs. Jefferson advised that you returned to the home around 11:16 p.m. She stated that you sat outside in your truck (unmarked unit), in the driveway, for about 45 minutes, which prompted her to go outside to retrieve Ethan, who was asleep in the truck. Mrs. Jefferson stated she was still upset, and another confrontation escalated between her and you, next to your unit. Mrs. Jefferson advised that she was still on the phone with Ms. Pulliam during this confrontation next to your unit, and her phone fell out of her hands.

Mrs. Jefferson stated that she did shout the phrases, "he's punching me" and "don't throw me to the ground," but there was no physical violence. Mrs. Jefferson stated that Ms. Pulliam misunderstood what was happening when she called BRPD. Mrs. Jefferson advised that she made those statements because of past traumatic experiences involving police officers from a previous unrelated incident.

Mrs. Jefferson advised that BRPD arrived at the house around 11:40 p.m. She said you were detained by BRPD due to the scratches on your hands, even though officers were told that neither of you knew how the scratches occurred. Mrs. Jefferson advised that she fully cooperated and even provided officers access to the home surveillance footage, but she was concerned that officers only selected a 5-minute segment recorded at 11:22 p.m.

Mrs. Jefferson stated to IA investigators that you never physically harmed her, and she expressed regret for escalating the situation both verbally and emotionally.

On February 20, 2025, IA investigators conducted a phone interview with Luetta Pulliam. Ms. Pulliam advised that she was on the phone with Mrs. Jefferson on the evening of February 5,

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2025, as was their usual practice of talking almost daily. Ms. Pulliam advised that Mrs. Jefferson mentioned to her that she felt frustrated and neglected after she accidentally stabbed herself in the eye with a high-heeled shoe. Ms. Pulliam advised that Mrs. Jefferson's emotions appeared heightened due to you briefly dropping off medication without expressing emotional support and departing quickly.

Ms. Pulliam stated that during the call, Mrs. Jefferson wanted to retrieve Ethan from your vehicle, where he was asleep. It was after 11:00 p.m., and he needed to get to bed. Ms. Pulliam advised that Mrs. Jefferson walked out to the car and asked you to let her bring Ethan in, and you told her you would bring him in. Mrs. Jefferson told you she would just get him and bring him in, but you told her you would bring him in. Ms. Pulliam advised that you and Mrs. Jefferson "kinda got into it." Ms. Pulliam described the conversation between you and Mrs. Jefferson as quiet and did not know what happened to make it go south. Ms. Pulliam described what she thought was a tumbling sound. Ms. Pulliam said that she yelled over the phone that she was going to call the police, and you said, "Call them." Ms. Pulliam advised that due to the geographic constraints, she could not call 911, so you told her, "Here's the number, you can call them." Ms. Pulliam advised that she heard the stressors in Mrs. Jefferson's voice and knew that Mrs. Jefferson also had some personal stressors, and because of what she felt and heard, she called BRPD with the number you gave her. Ms. Pulliam stated that she told BRPD what she believed she had heard, told them you were a State Police officer, and asked them to go to the house.

Ms. Pulliam said she heard Mrs. Jefferson tell the officer you did not hit her. Ms. Pulliam stated she did not know what was happening or if Mrs. Jefferson was in crisis. In her interview with IA investigators, Ms. Pulliam described you as one of the nicest people she knew. She stated you are a giving, loving, personal person who took care of his family and his mother. Ms. Pulliam described that night as, because of what she listened to and heard, she made some assumptions, and said, "This is where we are."

IA investigators asked Ms. Pulliam for more details, and she advised them that she heard Mrs. Jefferson tell officers that you did not hit her. Investigators ask Ms. Pulliam for more information about what she heard that made her think something was happening. Ms. Pulliam stated that besides the tumbling sounds she heard, she also heard Mrs. Jefferson yell for help, and then she said something like, "Don't come near me," or "stop." Ms. Pulliam advised that because she did not know the phone fell, what she heard made her believe something physical occurred. Ms. Pulliam stated that she and Mrs. Jefferson talked afterwards, and Mrs. Jefferson said she blanked out, as if she were in a fog. Ms. Pulliam asked what you were doing, and Mrs. Jefferson responded that you were coming towards her. Ms. Pulliam stated, "But I know Jay, he might have been coming towards her, but it wasn't to harm her." Ms. Pulliam again said that she was not there to see it.

Ms. Pulliam stated that she could not put an absolute on those 30 seconds, but she could say that you did not hit Mrs. Jefferson and did not throw her down.

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On March 5, 2025, at 1:03 p.m., TFC Butler and Polygraphist William Kirkland interviewed BRPD Lieutenant (Lt.) Caan Castleberry. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA., 70806. Lt. Castleberry advised that he responded to your house 15 minutes after Sergeant Hernandez, Officer Harrington, and Officer Lemaire were already there. Lt. Castleberry stated he observed two police units in your driveway, one was an LSP-marked SUV, and the other was an unmarked truck.

Lt. Castleberry advised that he watched the home surveillance video provided by Mrs. Jefferson. He stated that he distinctly heard evidence of a physical altercation, which included sounds of abrupt movements, banging against vehicles, and clear, distressed vocalizations from Mrs. Jefferson shouting "Stop punching me," "Quit pushing me," and urgent cries for help. However, Lt. Castleberry said he saw no physical contact on the video surveillance.

Lt. Castleberry advised that he smelled alcohol on you. He said you were very cooperative throughout the investigation, describing you as calm, professional, and non-aggressive. Lt. Castleberry advised that a field sobriety test was not conducted on you. He stated that his conclusions were based on observation, and he observed minimal visible impairment, leading him to believe that intoxication was not a significant factor in the incident.

Lt. Castleberry stated that officers on the scene discussed the reliance on the audio from the surveillance footage and the statements from Mrs. Jefferson. Additionally, they took into account the scratch on your hand. It appeared minor but fresh, resembling an abrasion or fingernail scratch. Lt. Castleberry did reflect on the challenging decision to arrest you. He expressed personal regret, but stated it was procedurally necessary based on the available evidence.

On March 6, 2025, at 9:16 a.m., IA investigators interviewed BRPD Officer Matthew Lemaire. The interview was conducted at LSP Headquarters, located at 7919 Independence Blvd., Baton Rouge, LA., 70806. Officer Lemaire advised that he was dispatched to the [REDACTED] area for a domestic disturbance complaint. Officer Lemaire stated that when he arrived at your house, he observed you and Mrs. Jefferson standing between two vehicles in the driveway. Officer Lemaire advised that he took the required steps per BRPD protocols and secured the area, separated you and Mrs. Jefferson to prevent further conflict, and conducted individual interviews. Officer Lemaire advised that during his initial interaction with you, he detected a strong odor of what he recognized as an alcoholic beverage. He also observed that you were unsteady on your feet and swayed back and forth, which suggested possible impairment. Although you told him that you did not consume any alcohol that night, Officer Lemaire was still concerned that alcohol was a contributing factor to the events that night. Officer Lemaire detained you, placed you in handcuffs, and seated you in the back seat of his patrol unit while he continued his investigation.

Officer Lemaire spoke with Mrs. Jefferson. She initially labeled the incident as a "disagreement," although she became visibly upset when the conversation became more specific

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about any physical altercation, even crying during parts of the conversation. While Officer Lemaire was investigating, Mrs. Jefferson provided him and the other officers on the scene with the video of the home surveillance footage. The video footage did not offer a clear view of the events because you and Mrs. Jefferson were between two vehicles, but there was also audio. Officer Lemaire stated that Mrs. Jefferson was heard yelling, "He's punching me," and "Don't throw me to the ground." Officer Lemaire advised that there were sounds consistent with a physical struggle or a scuffle. The audible portion strongly suggested that there was a physical struggle. Officer Lemaire stated that he did not see any striking motions on the video footage, but the view was obstructed.

Officer Lemaire stated that he observed a scratch on the back of your hand, and you told him it probably occurred when you bent down to pick up your keys from the ground. He advised that he did not observe any bruises or abrasions on Mrs. Jefferson.

Officer Lemaire stated that he determined that there was probable cause to arrest you for Domestic Abuse Battery based on the scuffling noises and Mrs. Jefferson's cries of distress in the home surveillance video footage, the information received from the aunt, your apparent odor of alcohol, your unsteady posture, and the scratch on your hand.

On March 11, 2025, at 9:08 a.m., you were interviewed by TFC Butler and Lieutenant (Lt.) Richard Buckland. Your interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. You advised that on February 5, 2025, you prepared your children for school. You dropped your children off at school and proceeded to work at LSP Headquarters. At around 9:30 a.m., you received a call from Mrs. Jefferson, and she advised you that she was on her way to Lake After Hours for an injury to her eye. You asked her if she needed you to leave work to help her, but she declined, so you told her to update you. At your lunch break, around 12:30 p.m., you picked up prescriptions for Mrs. Jefferson from the Wal-Mart pharmacy. You stated you brought Mrs. Jefferson her medicine and gave her Tylenol and tea to alleviate her symptoms. You advised that around 3:30 p.m., you picked up your children from school and brought them home. You advised that you returned to work because you had to deliver equipment to New Orleans.

You returned home later in the evening. You advised that when you entered your home, you saw the master bedroom door was closed, so you went into the guest bedroom because you knew what that meant (referring to the closed master bedroom door). You advised IA investigators that Mrs. Jefferson walked into the guest bedroom, and she accused you of inattentiveness and neglect throughout the day. You advised your two sons walked into the guest bedroom, and you told Mrs. Jefferson, "Just chill, the babies are in the room." You stated Mrs. Jefferson did not calm down. You said that you attempted to avoid escalation and chose to distance yourself. You brought your youngest son to McDonald's per his request. You walked out the door, and Mrs. Jefferson followed you, but she did not go all the way to the truck. She stopped halfway between the truck and the door. You stated that Mrs. Jefferson was still upset, that "she still had some things to say."

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You advised that your state police-issued unmarked truck blocked in your personal vehicle, so you used your unmarked LSP truck because it was the vehicle that was available and allowed you to leave your home quickly. You went to McDonald's with your son, and advised that you drove around for approximately 45 minutes before you returned home. You advised that you pulled up back home and continued to watch the news on your phone. You sat in your unmarked LSP truck for another 15 - 20 minutes. You advised that you got out of the truck and walked around the rear of the truck. As you walked around the rear of the truck, you saw Mrs. Jefferson walk through the outside fence, so you turned around and walked back to the driver's side. You advised that you stated aloud, but to yourself, "I ain't fixing to have no peace." You advised Mrs. Jefferson asked you "What you said?" You advised you told her, "Baby, I can tell I ain't going to have much peace... so I'm just going to take another ride cause I see you came outside." You advised that Mrs. Jefferson told you, "No, give me the baby, just give me my baby." You told Mrs. Jefferson, "If you grab Ethan, he's going to wake up, and I don't want to expose him to this conversation." You advised that Mrs. Jefferson asked for Ethan about three times, and the fourth time, you told her, "The answer is no, I'm not letting you get the baby out of the truck." You advised that you told Mrs. Jefferson to go back inside and relax, or you would leave the house again.

You stated that you stood by the back door on the driver's side, and Mrs. Jefferson stood by the driver's door. You advised that Mrs. Jefferson told you how inattentive you were to her during the day. You advised that Mrs. Jefferson talked with her hands and stepped away from the driver's door. You advised IA investigators that you thought to yourself that if she took another couple of steps back, you were going to hit the unlock button, jump in the driver's seat, and take a ride. You advised that Mrs. Jefferson continued to step back, and you unlocked the driver's door and opened it, and you had one leg in the truck and one outside. You advised that Mrs. Jefferson came around and grabbed the steering wheel, which prevented you from leaving. You stated you told Mrs. Jefferson not to do that, to let you leave, you were coming back. You advised that you stepped out of the truck, and when you did this, Mrs. Jefferson sat in the driver's seat. You stated you told Mrs. Jefferson she could not do that, and you needed her to step out. You advised that Mrs. Jefferson told you to give her the baby, and she hit the horn twice. You advised that you stepped back and asked her what she was doing. You advised that Mrs. Jefferson stepped out of the truck, and you and Mrs. Jefferson had another discussion. You advised that there was no screaming or yelling. You advised that you and Mrs. Jefferson were on the vehicle's driver's side. You walked towards her to shut the driver's door, and as you reached for the door, Mrs. Jefferson told you, "Don't hit me" or "Don't punch me." Mrs. Jefferson fell back and hit the ground, and her phone dropped. You advised that you told Mrs. Jefferson, "I didn't touch you" or "I didn't hit you."

You advised that at this time, you realized that Mrs. Jefferson was on the phone with someone, and you asked her who she was on the phone with. Mrs. Jefferson told you she was on the phone with Aunt Lu. You stated that Mrs. Pulliam asked Mrs. Jefferson what was going on and if she needed to call the police. You advised that Mrs. Jefferson may have said, "Yeah, call them" or "Maybe." You stated that Mrs. Pulliam stated again that she is about to call the police,

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and you told her to call the police. After she said that she could not call the police on 3-way, you gave her the number to the police, and you repeated the number three times.

You advised that you and Mrs. Jefferson still talked next to your unmarked LSP truck, and it had calmed down when you saw a flashlight. The officer asked you what was going on, and you told the officer that you and your wife got into a dispute. You advised that the officer told you they (BRPD) got a call about domestic violence, and you said to him that you know what domestic violence is, and this is not it. The officer then told you to turn around, read you your rights, and you were in the back seat of his car for two and a half hours.

You advised that when the officer first spoke with you, he asked you why your hand was bleeding, and you told him you did not know. You stated that when you were sitting in the back of his unit, you remembered the key fob fell out of your hand when you unlocked the door. You bent down to pick up the key fob under the truck, and you had to scratched your hand when you picked up the fob.

You advised IA Investigators that the officer asked if you consumed alcohol, and you told him no, you did not. You stated that you did not drink alcohol that night, and that was a lie on their part.

You advised that you did not physically hit your wife.

IA Investigators inquired as to why you had two LSP units at your house, one was your assigned unmarked LSP truck, and the other was a marked patrol unit. You advised that the marked patrol unit was a TSS unit you had checked out because you worked the MCSAP (Motor Carrier Safety Assistance Program). You advised that you had the marked unit for about 3 months. You checked out the marked unit with Lt. Duncan.

You were interviewed again on April 1, 2025, at 9:32 a.m. Your interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. The interview focused on the marked TSS unit you had in your possession. You advised that you had the TSS unit in your possession for about 6 to 8 months. You advised that you frequently worked the MCSAP grant. You advised that before you checked out the TSS unit, you were checking out marked pool units from fleet. You stated that fleet was being depleted of pool units, so you obtained pool units from TSS because that was the section under which you were working the MCSAP grant. You stated that you either called or texted Lt. Duncan and told him you needed a pool unit because you were signed up to work Human Trafficking enforcement under the MCSAP grant. You advised that you did not know if Lt. Duncan was aware that you kept that unit for an extended period of time. You stated that you did not remember if you were dropped off or if something else happened when you obtained the TSS unit, to explain why you had two LSP units at your house. Later in the interview, you advised that the most logical explanation was that Mrs. Jefferson brought you and dropped you off to pick up the TSS unit.

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You advised that while you had the TSS unit, it did not require any maintenance. You advised that you never had a conversation with Lt. Duncan about how long you had kept the TSS unit at your home. However, you stated that it was a conversation you should have had with Lt. Duncan. You stated that it would have been redundant to continuously swap units at the different hours and frequencies that you worked MCSAP.

During the interview, you were asked what de-escalation tactics you used on the night of February 5, 2025. You stated that you validated Mrs. Jefferson's feelings, gave her a voice, and tried to state your fault or misunderstanding of the situation. You also stated that you tried to change topics, which was what you did when Mrs. Jefferson walked into the guest room. You said she was upset, so you changed the topic and asked about the internet. You stated that it was not the time to de-escalate when the kids walked in. You instead chose to create space and leave the house. You stated that when you returned to the house and Mr. Jefferson came outside, you attempted to de-escalate by validating her feelings and telling her you were sorry. You stated you told Mrs. Jefferson that she could not get the baby out of the truck because it would wake him up, and you did not want him exposed to what was occurring. You stated that it did not work, so you attempted to create space again and leave the house a second time. You stated that Mrs. Jefferson did not allow you to leave, and you felt she might have been in crisis, so you told Ms. Pulliam to call the police. You gave Ms. Pulliam the number as another form of de-escalation.

On April 1, 2025, at 1:17 p.m., IA Investigators interviewed Lt. Timothy Duncan. The interview was conducted at 7919 Independence Blvd., Baton Rouge, LA, 70806. Lt. Duncan advised that it was in February 2025, around the Super Bowl, when I approached him and inquired as to why you had two LSP units at your residence. Lt. Duncan advised that he knew you had checked out a TSS unit and that if you worked a Friday and Saturday, you could keep the TSS unit over the weekend and bring it back on Monday. Lt. Duncan advised that in October 2024, you asked to borrow a Motor Carrier unit to do inspections, and he told you that you could and to bring it back. Lt. Duncan advised that he had given you the keys to the TSS unit. Lt. Duncan acknowledged that he never spoke to you about the TSS unit after you picked up the keys and never asked you to bring it back. Lt. Duncan said he did not think you had the TSS unit at your house that entire time. He felt it was an issue that you had the TSS unit at your home for that length of time and had two LSP units at your house.

Lt. Duncan advised that although it was not conveyed to you to bring that TSS unit back, it was an expectation that you would bring it back and not keep it. Lt. Duncan advised that you were authorized to use the TSS unit when you needed it, and he told you to bring it back when you were not using it. Lt. Duncan stated that you were expected to return the TSS unit the day you finished the MCSAP grant. He gave the example that if you had MCSAP on a Monday or Tuesday, you were expected to bring it back that Tuesday.

While BRPD officers were at your home investigating the call, Mrs. Jefferson gave the officers her cellphone to watch what was captured on your home surveillance. Their BWCs captured the audio from your home surveillance system. A review of BRPD body-worn camera

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footage, ID number D01A95684, was done.<sup>1</sup> At the 2025-02-06, 00:27:12 mark, the audio of this BWC footage was enhanced in an attempt to better understand and hear what occurred on the night of February 5, 2025, between you and Mrs. Jefferson. Additionally, another BRPD BWC footage, ID number D01A7353D, was reviewed.<sup>2</sup> The following are the words that could be understood:

Mrs. Jefferson: "Why I'm at you, grown man, why I'm at you, why I'm at you"...

Mrs. Jefferson: "... That's the problem..."

Mrs. Jefferson: "If you can just let me have him."

Mrs. Jefferson: "And, and, and... I know you do not care... I know you don't care... I'll be ok....you are being... to be petty"

There is a muffled back-and-forth exchange of words between you and Mrs. Jefferson.

Mrs. Jefferson: "Let me get my child."

Mrs. Jefferson is speaking, but it is muffled.

You: "Stop pushing me."

Mrs. Jefferson: I'm not pushing you when you punching me." At this time, the horn of the truck was heard.

Mrs. Jefferson: You punching me on the shoulder when my hands are raised... grabbing me out my..."

Mrs. Jefferson: "Owah.... Owah... Owah.....Help." The horn was heard at least 4 times.

Mrs. Jefferson: "Move it... He's pushing me, he's pushing me." The horn was heard.

Mrs. Jefferson: "Please don't throw me down on the ground... No."

You: "Call'em, please call'em."

Mrs. Jefferson: "He just pushed me."

You: "Call'em... Call'em... Call'em.... hurry up and call'em." Horn was heard.

Based on the above evidence and multiple interviews, you violated LSP P.O. 901 Code of Conduct and Ethics, Sec. 4 – Conduct Unbecoming an Officer, which states in pertinent part:

- i) A commissioned officer shall conduct themselves at all times, both on and off-duty, in such a manner as to reflect most favorably on themselves 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) Detrimentially 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.

<sup>1</sup> Exhibit 1 – USB of Body-Worn Camera footage from BRPD body-worn camera ID #D01A95684 containing 2 videos.

<sup>2</sup> Exhibit 1 – USB of Body-Worn Camera footage from BRPD on body-worn camera ID# D01A7353D

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The BRPD officers viewed your home surveillance video on Mrs. Jefferson's phone, and their BWCs captured the audio of the domestic incident as it played. There are portions of the audio that contain moments where the words are muffled and difficult to distinguish clearly. However, there are portions of the audio where the words are intelligible statements that could reasonably destroy the public's respect for you and erode confidence in this agency.

It is apparent from the audio of your home surveillance that the tone, interruptions, and repeated horn sounding that there was heightened tension and physical movement that is inconsistent with the description of the purely verbal interaction you indicated took place when you were interviewed. You stated, "Stop pushing me," and Mrs. Jefferson yells back, "I'm not pushing you when you punching me." This exchange strongly implied that there was physical contact, even if the exact nature of the contact is not fully discernible from the audio alone.

Moreover, the words and phrases used by you and Mrs. Jefferson, coupled with the background noises and repeated horn blasts, point to a dynamic and escalating situation - far more serious than you indicated was going on during your interview. This discrepancy raises significant concerns of your account of the event, reflecting discredit upon you as a member of LSP. The situation appeared to intensify further when Mrs. Jefferson was heard yelling, "Owah... Owah... Owah... Help... Move it... He's pushing me, he's pushing me," while the horn continued to sound. This portion of the recording revealed clear signs of emotional distress and a physical confrontation. When considered in its entirety, the verbal content, the intensity of the words used, the stressed voices, and the audible distress, the recording suggests a volatile and confrontational situation. It directly contradicts your characterization of the incident as non-physical, thereby casting serious doubt on your judgment and conduct in this incident.

You also violated LSP P.O. 901 Code of Conduct and Ethics, Sec. 12 – Unsatisfactory Performance, which states in pertinent part:

- i) A commissioned officer shall maintain a competency level sufficient to properly perform their duties and assume the responsibilities of their position. Officers shall perform their duties in such a manner as to maintain the highest standards of efficiency. Unsatisfactory performance may be demonstrated by:
  - a. A lack of knowledge in the application of laws required to be enforced.
  - b. An unwillingness or inability to perform assigned task.
  - c. A failure to conform to work standards established for the officer's rank, grade, or position.
  - d. A failure to take the appropriate action on the occasion of a crime, disorder, or other matter deserving attention.
  - e. An absence without leave.
- ii) Repeated poor evaluations.

As a Commissioned officer holding the rank of Lieutenant, you are expected to set a standard of accountability, responsibility, and compliance consistent with being a supervisor. By your admission, you obtained a TSS unit to work the MCSAP grant, but instead of returning it,

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you kept the unit for 6 to 8 months, simultaneously with an unmarked LSP truck. You advised that you frequently worked the MCSAP grant. Although Lt. Duncan did not call you during this time to ask you where the TSS unit was, he told you to return it when you were done. There was an expectation that you would bring it back, not keep it. Lt. Duncan stated that he expected you to bring the TSS unit back the day you finished working the MCSAP grant. He gave the example that if you had MCSAP on a Monday or Tuesday, you were expected to bring it back that Tuesday. Lt. Duncan advised that you were authorized to use the TSS unit when you needed it, and he told you to bring it back when you were not using it. As a Lieutenant, you are responsible for conforming to work standards and modeling proper conduct to subordinate officers. Your actions demonstrate a failure to conform to the work standards clearly established for officers of your rank.

On April 14, 2025, you returned to duty and spoke with Captain Pat Jackson regarding scheduling 40 hours suspension of your 48-hour total suspension. You requested to serve this part of your suspension during the week of April 21, 2025, to April 25, 2025, because your kids would be off for spring break. Your request was approved, and you served 40 hours of your 48-hour suspension from April 21, 2025, to April 25, 2025. On May 21, 2025, you submitted an Incident Report to Captain Jackson, in which you stated, "Upon returning to full-duty status, I informed Capt. Jackson, I spoke with my wife, and we agreed that I would serve 40 hours of LWOP from April 21-25, 2025, due to my kids being off for spring break."<sup>3</sup> You were subsequently transferred to the Gaming Enforcement Division and reported to that section on April 28, 2025. During your initial meeting with Major Adam Albright and Captain Jonas Martin, you advised them that you had already served 40 hours of your suspension. You requested to serve the remaining 8 hours on May 2, 2025, and it was approved.<sup>4</sup> Your pay was restored on pay period 14 because your suspension was prematurely served.<sup>5</sup>

You are hereby suspended without pay and allowances for a total of 48 hours for violating LSP P.O. 901, Code of Conduct and Ethics, section 4 Conduct Unbecoming an Officer, and LSP P.O. 901, Code of Conduct and Ethics, section 12 Unsatisfactory Performance. Any future violations of this nature may result in more severe discipline, up to and including termination.

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<sup>3</sup> Exhibit 2 - Jefferson, James, Lieutenant, Louisiana State Police, Incident Report, (May 21, 2025).

<sup>4</sup> *id.* p.2

<sup>5</sup> Exhibit 3 - Screenshot from Human Resources and Remuneration Statement of James Jefferson III, Period 14/2025.

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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,

**COL Robert P. Hodges**  
Digitally signed by COL  
Robert P. Hodges  
Date: 2025.08.06 10:36:22  
-05'00'

Colonel Robert P. Hodges  
Deputy Superintendent, Louisiana State Police

cc: Lieutenant Colonel Robert Lummus  
Major Adam Albright  
Captain Jonas Martin  
Internal Affairs  
Office of Legal Affairs

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State Police Commission

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JEFF LANDRY  
GOVERNOR

COLONEL ROBERT P. HODGES  
DEPUTY SECRETARY

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

**RECEIPT**

I, Lt. James Jefferson III, acknowledge that I have received the below-listed document:

- Final Letter for Lieutenant James Jefferson
- Exhibit 1 - USB of two (2) Body-Worn Camera videos from BRPD
- Exhibit 2 - Incident Report from Lt. James Jefferson, dated May 21, 2025
- Exhibit 3 - Screen capture from HR of Remuneration Statement for James Jefferson III

<u>8-7-25 @ 8:16am</u>	<u>[Signature]</u>	<u>BOI/CEO</u>
DATE/TIME	SIGNATURE	OFFICE
<u>Capt. J. M. [Signature]</u>		<u>8/7/25 0816 AM</u>
DELIVERED BY:		DATE/TIME

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