



JOHN BEL EDWARDS  
GOVERNOR

LAMAR A. DAVIS  
COLONEL DEPUTY SECRETARY

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

May 23, 2023  
4750/0501/JGH/22-24010  
HQ-01-855

Lieutenant Kirk Thibodeaux  
Commercial Motor Vehicle Enforcement

VIA PERSONAL DELIVERY  
IA#2200047

**Re: Disciplinary Action**

Lieutenant Thibodeaux:

I have received your response to my April 26, 2023, proposed disciplinary action letter. After taking your response under advisement, I have decided to proceed with the originally proposed disciplinary action. Pursuant to the authority granted to me as Appointing Authority by State Police Commission Rules 12.1 and 12.2, and in accordance with Rule 12.8, I am demoting you to the rank of Sergeant effective 5:00 a.m., May 29, 2023, and suspending you without pay for 280 hours. Your suspension will begin at 5:00 a.m., May 29, 2023, and will conclude at 3:30 p.m., July 13, 2023.

The Louisiana State Police Commission Rule 12.2 *Disciplinary Actions, Removals and Resignations* states that disciplinary action can be taken if the Appointing Authority has cause to do so. This disciplinary action is based on your failure to comply with Louisiana State Police (LSP) policies and procedures and for violating South Dakota laws and statutes. Specifically, you have been found to have violated the following: South Dakota Codified Laws (S.D.) §22-23-9 *Hiring for Sexual Activity*; LSP Order (P.O.) 901.3 *Conformance to Laws*; LSP P.O. 901.4 *Conduct Unbecoming an Officer*; and LSP P.O. 901.36, *Involvement in Altercations*.

On September 20, 2022, you were attending the Commercial Vehicle Safety Alliance annual conference in Rapid City, South Dakota. You were staying at the Howard Johnson by Wyndham Hotel located at 950 North Street in Rapid City. At or around 0330, Rapid City Police Department (RCPD) responded to the hotel based on an allegation by Madeline Sneve, an employee of the hotel, that you had raped her. You were detained by RCPD, brought to the Criminal Investigation Division, and questioned as to the allegations. During the course of the investigation by RCPD, you admitted to hiring Mrs. Sneve for sexual activity.<sup>1</sup>

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<sup>1</sup> See Exhibit A, RCPD Police Report PCR22-212470

You were released from RCPD custody on September 20, 2022, at approximately 0800 hours. You had your cell phone on you after being released but failed to immediately call your supervisor, Captain Bert Dabadie. You did not make contact with Captain Dabadie until he called you at approximately 1600 hours.<sup>2</sup>

On September 21, 2022, you were arrested and formally charged with Hiring for Sexual Activity, S.D. §22-23-9. Captain Dabadie notified LSP Internal Affairs (IA) of the arrest that same day. An administrative investigation was opened that day and immediately suspended pending the criminal investigation by RCPD. On January 25, 2023, the IA administrative investigation was resumed.

During the administrative investigation, IA conducted an online web search for "LSP lieutenant arrest for sexual activity." The search generated numerous news outlet results that reported the incident. The search indicated that the incident had focused negative national attention on you and LSP. These included but were not limited to WAFB, WWLTV, and New York Daily News. During your IA interview on March 6, 2023, you again admitted to hiring Mrs. Sneve for sexual activity. You further admitted to not contacting Captain Dabadie until he contacted you.

On March 9, 2023, you pled guilty to S.D. § 22-23-9, Hiring for Sexual Activity.

**Conformance to Laws (Hiring for Sexual Activity) – P.O. 901.3, S.D. § 22-23-9**

On September 20, 2022, RCPD Officers Parker Dadah and Robert Shirocky were dispatched to the hotel that you were staying at in regards to an allegation made by a hotel employee, Ms. Sneve, that you raped her. On September 21, 2023, you were formally arrested and charged with a violation of S.D. Codified Laws § 22-23-9, Hiring for Sexual Activity. On March 9, 2023, you pled guilty to S.D. Codified Laws § 22-23-9, which states:

A person who hires or attempts to hire another person for a fee or other compensation to engage in sexual activity is guilty of a Class 1 misdemeanor. A person who is convicted of, or has pled guilty to, one or more violations of this section or § 22-23-2 in the previous ten years is guilty of a Class 6 felony.

By being charged with and pleading guilty to violating S.D. § 22-23-9, you violated P.O. 901-3, Conformance to Laws, which states, in part:

A commissioned officer shall conform to, and abide by, the laws of the United States, the state of Louisiana, all other states of the United States and subdivisions thereof.

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<sup>2</sup> Captain Dabadie was notified as a courtesy by RCPD that you had been questioned in regards to incident.



**Involvement in Altercations – P.O. 901.36**

You were released from custody by RCPD at 0800 hours on September 20, 2022. You admitted to IA investigators that you had your cell phone on you at this time. You admitted that you did not contact your supervisor, Captain Dabadie, after the incident. There is no evidence indicating any intention by you to contact Captain Dabadie before he made contact with you.

P.O. 901.36, Involvement in Altercations, states, in part:

- i) Any commissioned officer involved in, or aware of, any altercation or situation concerning any matter in which he or any other commissioned officer could possibly be a defendant, must timely report the facts in detail to the appropriate supervisor for transmission to the superintendent.

You violated P.O. 901.36 because you were arrested for a criminal offense and you failed to timely report your arrest to your supervisor.

**Conduct Unbecoming an Officer – P.O. 901.4**

On September 21, 2022, you were arrested for a violation of S.D. Codified Laws § 22-23-9, "Hiring for Sexual Activity." You pled guilty to this same charge on March 9, 2023. This incident brought discredit to you as a law enforcement officer and to Louisiana State Police. Due to these acts, you violated P.O. 901.4, Conduct Unbecoming an Officer, which states, in part:

- i) A commissioned officer shall conduct himself at all times, both on and off-duty, in such a manner as to reflect most favorably on himself and the Department.
- ii) Unbecoming conduct is defined as conduct which:
  - a. Brings the Department or any of its subdivisions into disrepute.
  - b. Reflects discredit upon the officer as a member of the Department.
  - c. Impairs the operations or efficiency of the Department, the officer, or state service.
  - d. 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.

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For the above listed policy violations, you are demoted to the rank of Sergeant effective 5:00 a.m., May 29, 2023, and suspended without pay for 280 hours. The suspension will begin at 5:00 a.m., May 29, 2023, and end at 3:30 p.m., July 13, 2023. You have the right to appeal this action to the Louisiana State Police Commission. The time limits and procedure for appealing are contained in Chapter 13 of the State Police Commission Rules. A copy of Chapter 13 can be obtained from the State Police Commission. Their current mailing address is P.O. Box 66555, Baton Rouge, LA 70896-6555. Their current telephone number is (225) 925-7057 and their fax number is (225) 925-7058.

Sincerely,



Colonel Lamar A. Davis  
Superintendent, Louisiana State Police

c: Lt. Col. Chavez Cammon; Lt. Col. Jody Hasselbeck; Major Frank Besson;  
Captain Bert Dabadie; Internal Affairs; Office of Legal Affairs

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