STEVE C. SIKES, SHERIFF



# Sheriff's Office Liberty County, Georgia

JON P. LONG CHIEF DEPUTY MAJ. JEFF HEIN JAIL ADMINISTRATOR

CAPT, LISA BOYD ASST. JAIL ADMINISTRATOR

LIBERTY COUNTY JAIL 180 PAUL SIKES DR. HINESVILLE, GA. 31313 PHONE 912-876-6411 FAX: 912-876-3060

October 18, 2016

Officer Anderson Deliford was hired as a Jail Officer with the Liberty County Sheriff's Office on December 10, 2015. Deliford attended and graduated the required Georgia P.O.S.T. jailers course on April 29, 2016.

When Officer Deliford was hired he was advised that he was not allowed to take leave or call out sick during his six month probationary period. He was also advised that if a situation or illness arouse, he needed to contact his supervisor and explain the situation. If the situation warranted it, he would be granted leave or sick time from the Captain or Major.

Officer Deliford was active in the Georgia National Guard and had been requested to provide us with his drill schedules and to keep us update if any changes were made. He provided documentation from E Co. 148 Brigade Support Battalion and the 179th Military Police Company at various times during his employment and only after being asked. This left several questions as to which unit he belonged. When questioned about this he stated that he was disabled through the VA and was not even being paid when he attended drill. He would

advise that he had drill in Metter, GA but his unit listed an address on Fort Stewart. At no time, while Deliford was employed, did I feel like I had a true and honest answer to the question of which unit he belonged to.

He requested no military time off until March 2<sup>nd</sup>, 2016 to be off on March 3<sup>rd</sup> and 4<sup>th</sup>, 2016. He was advised that one day's notice was insufficient and that he needed to provide us with a list of his scheduled drill dates.

On March 21, 2016, Deliford was granted leave due to a family emergency.

On March 30, 2016, Deliford was allowed to take 9 hours of sick leave due to an illness.

On March 31, 2016, Deliford was allowed to sign for sick due an illness.

On April 4, 2016, Deliford called from Florida and advised that his step brother had been murdered and he needed some time off to be with family. The murder was confirmed through a local detective and Deliford was granted 10 hours of vacation.

On April 5, 2016, Deliford was given 12 hours of pay due to his situation per me. Lt. Anderson wrote Deliford a written formal report for attendance but it was never served due to the situation.

On May 5, 2016, Deliford attempted to call out claiming he was owed comp time from being in school. This was denied due to him being off on his scheduled weekends while in school.

In June of 2016, Deliford was granted 9 days of Military Leave.

On June 23, 2016, Deliford signed for 11 hours of vacation-Reason Unknown

On July 11, 2016, Deliford did not show up to work and claimed to have texted Sgt. Chapman. He was not paid and was written up.

On July 15, 2016, Deliford did not show up for work due to his wife having a flat tire. He also failed to call. Received a no pay due for 7.5 hours.

On July 16 &17, 2016, Deliford was granted military leave. The drill sheet he provided showed him being scheduled to drill on July 9&10, his regular days off. When questioned about this he stated that he had changed units and would provide an updated drill schedule.

On August 9, 2016, I suspended Deliford for one day due to his attendance. He was also counseled, placed on 90 days probation and advised that if these actions continue, they could lead to his dismissal.

On August 12, 2016, Deliford was granted vacation prior to his military drill dates.

On August 13&14, 2016, Deliford was granted military leave to drill. Further investigation shows that this was a drill date for his old unit and he had yet to provide a listing for his new unit. I again asked that he provide an updated drill calendar.

On September 13, 2016, Deliford stated that he had a mandatory drill on September 14 & 15, 2016. I tried several times to confirm this with the number he provide with no success. Deliford turned in a letter from his unit dated September 12, 2016, thanks us for supporting him.

On September 29, 2016, Deliford was moved to Lt. Markham's shift. This was done in order to evaluate him under another supervisor. Myself and Cpt. Boyd believed he was being shown preferable treatment by Lt. Anderson.

On October 5, 2016, Deliford was allowed to sign for leave to attend a VA Appointment. He later advised that he had another appointment on October 19, 2016, which was a day he was scheduled to work.

On October 6, 2016, Deliford was activated due to Hurricane Matthew. He was allowed to leave work early in order to report.

On October 7, 2016, I met with Deliford and he explained that he had been released by his unit. He was instructed to go home and that a standby order had been issued to all employees.

On October 10, 2016, Deliford claimed that he told Markham he had a drill on October 14 & 15. He advised that Officers Gildon, Winchell, Myrick and Sgt. McEady heard the conversation.

On October 14, 2016, Deliford presented Lt. Markham a copy of his drill schedule for the 179<sup>th</sup> Military Police Company located at Fort Stewart. It was dated August 4, 2016. He advised Lt. Markham that he had forgotten he had drill.

On October 15 & 16, 2016, Deliford attend drill and was not paid due to him forgetting to notify us of his drills. The shift was left short and overtime had to be paid to cover his position.

On October 18, 2016, I spoke with Officers Gildon, Winchell, Myrick and Sgt. McEady.

No one was familiar with the conversation that Deliford alleged took place between him and Lt.

Markham.

On October 18, 2016, Deliford was terminated by Chief Deputy Long for repeated attendance issues and giving false statements.

Officer Deliford showed great potential when he first started. He later changed and continuously had attendance issues. On several occasions he failed to call in or even show up for work. As for his Military status, the above list shows how this department accepted and accommodated him. Officer Deliford failed to provide us with his drill dates in a timely manner, which resulted in the security of this facility to be compromised on numerous occasions. His actions also resulted in other officers be required to work when they were scheduled off and the department to have to pay overtime. I am still unsure of what military unit Deliford belonged to and to this date still question his actual assignment to any of these units. This is based on the lack of communication I have had with the point of contacts he provided. Officer Deliford was afforded several opportunities to explain his actions and always had a variety of excuses for his actions. He never once claimed responsibility for his actions. Deliford was placed on probation on August 9, 2016, after being suspended for one day without pay. He was advised that any negative write-ups could result in his termination. On October 18, 2016, Deliford was still on probation when he was release.

Jeffrey S. Hein

Jail Administrator - Major

Liberty County Sheriff's Office

CC: Officer's File

Name: Deliford, Anderson	Dept:	3326		10/18/2016
Type of Correction: ()	Spot Correcti	ion Verbal ( ) Verbal Forma	I (XX) Written Form	al
Observation:(X ) Attend	ance()Disob	pedience() Work Quality()	Safety ( ) Other ( ) E	xemplary
Employee Action:	Failure to Rep	ort for Duty while on Probation	_Date	10/15/2016
Agency Statement:	Officer Deli	ford failed to provide notice	of his National Guard	d drill
to his supervisors. Office		s been counsled about this		
command. See attache				
Employee Statement:				
	-W-31-,			
( )I concur with agency s	tatement ( ) I	disagree with agency state	ement	
Employees may attach a	dditional pag	ge(s) if needed		
Decision:	Officer Delif	ford was terminated from hi	s employment with th	ne Liberty
County Sheriff's Office.				
I have read this report ar	nd understan	d it.		
Employee Signature			Date:	
Supervisor Signature	6/0		Date: 10/10/	1/c
Reviewing Supervisor Signature	gnature	Tony	Date: <u>/0 -/</u>	P-16
Observation reports will the employee and signed		by supervisors in a timely	manner, discussed w	vith
(5) working days of notice	e, to the She	varnings may submit a writter riff under the department grugh the Chief Deputy for rev	rievance procedure.	

○ Spot Correction ○ Verbal ○ Verbal Form	al   Written For	mal	
Name: Deliford, Anderson	Dept. LCSO	Date: 10/14/2016	
☑ Attendance ☐ Disobedience ☐ Work Qua Exemplary ☐ Employee Action:		Other	
Agency Statement:  Officer Deliford you're receiving this write up becau communication with your employer and/ or supervizuo16; you came to work with your training schedul Guard Unit stating you have drill from the 15-16 of your commitment to serve your country and commiresponsibility to provide us with the necessary paper paperwork the day before and asking to leave early when working with Law enforcement; we need mor to adjust the schedule; so that you may attend train ARNG unit. On 7th Oct 2016; you told LT. Markham issued a recall for you and that you had to report to the orders or a memorandum stating you were one arry release from work this you falled to do. Again minute to turn in paperwork for something that be responsibility nor will we continue to show support paperwork dealing with your ARNG unit need to be to any training event.  Employee Statement:	sor. On 14 October of from your National Oct; We acknowledgunity but it's your erwork; bringing is totally unacceptal of than a 4 hour nothing events with you athat your unit had your unit because of email or bring in a con recall because of your waiting until the last perits you is not our for your negligence a	ble ce r of opy our st	
	e with agency staten	nent	
Employees may attach additional page(s) if needed	<b>l.</b>		
Decision:			
I have read this report and understand it.  Employee Signature Reviewing Supervisor Signature  Reviewing Supervisor Signature	Sişn	Date <u>/0-/5-/</u> Date <u>/0-/2-/</u> Date	0210 AM
Observation reports will be completed by supervise employee and signed.	ors in a timely manne	er, discussed with the	

•	*Employees receiving formal written warnings may submit a written rebuttal within five (5) working days of the notice, to the Sheriff under the department grievance procedure. All other rebuttals will be forwarded through the Chief Deputy for review.					

Name: Deliford, Anderson	Dept:	3326			8/9	9/2016
Type of Correction: ()	Spot Correcti	on Verbal ( ) \	/erbai Formal(	XX ) Wr	itten Formal	
Observation:(X ) Attend	ance( )Disob	edience( ) Wo	ork Quality ( ) Sa	afety ( ) (	Other ( ) Exempla	iry
Employee Action:	Failure to Rep	ort for Duty		Date <u>Va</u>	arious	
on at least three separate	occasions.				as not able to wor about this in the	k
past by his chain of com	mand.					
Employee Statement:						
(Toncur with agency st	tatement ( ) I	disagree with	agency statem	ent		
Employees may attach a	dditional pag	e(s) if needed	1			
Decision:			oe suspended w			
day (08/09/2016). You w		ced on ninty	90) probation a	<u>nd any r</u>	negative write ups	<u> </u>
can result in your termina	ation	- <del> </del>				
I have read this report ar Employee Signature	// -	d it.	/	Da	te: <u> </u>	
Supervisor Signature	1		5	Da	te: <u><i>8/11/16</i></u>	
Reviewing Supervisor Si	gnature			Dat	te:	
Observation reports will I the employee and signed		d by superviso	rs in a timely m	anner, d	liscussed with	
*Employees receiving for (5) working days of notic other rebuttals will be for	e, to the She	riff under the	department grie	vance p		

○ Spot Correction ○ Verbal ○ Verbal Forma	Written Fo	rmal
Name: OFFICER DELIFORD	Dept. 3326	Date: 7/11/2016
✓ Attendance ✓ Disobedience ☐ Work Qual Exemplary ☐ Employee Action:	•	Other []
Agency Statement: Failure to follow Standard Operating Procedures. Offiverbally get in contact with his immediate supervisor Sergeant). Failing to speak with supervisor was supp Supervisor in Chain of Command (Major or Captain).	rs (Lieutenant or oose to contact nex	t
to comply with (SOP). Officer Deliford sent a text me Chapman cell phone stating "Hey Sgt this is Deliford in to the dealer in the morning. I am not coming in f but did not get her I have to have it down there by thow long I am going to be there".	essage to Sergeant I have to take my for shift I called LT	; car day
I Sgt Chapman did not receive the text message unt after reporting for duty and conducting headcount at up coming tasks and duties. Lt Anderson was briefed tried calling Officer Deliford numerous times was una Telephone).	nd briefing the shift d of the message a	t or nd
Lt Anderson finally made contact with Officer Delifor to 1130am. "Officer Deliford stated that he did not he to get to work and he would be into work tomorrow."	nave any transporta	11 ation
Employee Statement:  I Confidence LT Imperson By Y.  NOT GET HOR I SENE a TEXT TO		NI DO TO THE TIME
Biving THE ROSSON TO WHY I WAS		al to shift.
	with agency state	ment
Employees may attach additional page(s) if needed.		
Decision:		
I have read this report and understand it.		
Employee Signature 1.		Date <u>2016/07/2</u>
Supervisor Signature	20	Date <u>4-/2-/</u>
Reviewing Supervisor Signature	TO PO	_ Date
Observation reports will be completed by supervisor employee and signed.	rs in a timely mann	ier, aiscussea with the

\*Employees receiving formal written warnings may submit a written rebuttal within five (5) working days of the notice, to the Sheriff under the department grievance procedure. All other rebuttals will be forwarded through the Chief Deputy for review.

I RECEIVED MEPHONE CALL FROM LT ANDROSON

AT ABOUT 1830 AT THAT TIME I INFORMED HER ON

WHAT WAS GOING ON. SHE TOLD ME TO KEEP HER INFORM

AND TO MAKE Et 2N FOR SHIPE IN THE MORNING.

T DONOT FEEL THAT I DISOBERED (SOP) BY SENDING A TEXT TO MY

SEKGORNIT AFTER I COLLED THE LIEUTENMENT OVER THE SHIPE AND DID

NOT GET THOM. I DID NOT RECEIVED NUMBEROUS CALL

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O Spot Correction	/erbal O Verbal For	mai O Written Fo	ormal
Name: OFFICER DELIFORD	)	Dept. 3326	Date: 12/29/2015
Exemplary	pedience 🔲 Work Q	•	
☐ Employee Action:		D	ate: 12/29/2015
Agency Statement: ON THIS DATE I( LT.ANDE	PEON ) IE CIVING OF	TOER DELIEORO A	
COUNSEL STATEMENT" OF NOT BEEN EMPLOYED FOR MONTH PROBATION NO OF AND BE ADVISED WHEN YOU SUPERVISOR.	FICER DELIFORD CALLI NO MORE THAN A MOI FICER CAN CALL IN SI	ED IN SICK AND HAV NTH. WHILE ON SIX CK OR TAKE LEAVE 1	
Employee Statement:	Acoston ka	ow norl	i
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O I concur with agency sta	atement O I disagr	ee with agency state	ment
Employees may attach addl	itional page(s) if neede	d.	
Decision:			
I have read this report and	understand it		
Employee Signature 4	Kaller /n	-/	Date 20150/0/
Supervisor Signature	ekinderson/		Date /-/- //_
Reviewing Supervisor Signa	iture Cild	a Barrol	Date 1-5-16
Observation reports will be employee and signed.	completed by supervise	ors in a timely mann	er, discussed with the
*Employees receiving format working days of the notice, rebuttals will be forwarded	al written warnings may to the Sheriff under th through the Chief Depu	y submit a written re e department grieva ity for review.	buttal within five (5) nce procedure. All other
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#### **EMPLOYEE OBSERVATION REPORT**

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O Spot Correction O Verbal O Verbal Formal   Writt	en Formal
Name: OFFICER ANDERSON, DELIFORD Dept. 3326	Date: 4/4/2016
Attendance Disobedience Work Quality Safe	ety 🗌 Other 🔲
☐ Employee Action:	Date:
Agency Statement: OFFICER DELIFORD IS IN VIOLATION OF PROBATION PERIOD, CA ON THE DAY THAT WE RETURN TO WORK, KNOWING THAT HE'S S PROBATION.OFFICER DELIFORD WILL BE BRIEFED ABOUT THIS.	
Employee Statement:	=%
	The state of the s
O I concur with agency statement O I disagree with agency s	statement
Employees may attach additional page(s) if needed.	
Decisión:	
CPC / 4E	
PA CAP	
I have read this report and understand it.	
Employee Signature	Date
Supervisor Signature Alaman Supervisor Signature	Date
Reviewing Supervisor Signature	Date
Observation reports will be completed by supervisors in a timely nemployee and signed.  Employees receiving formal written warnings may submit a written working days of the notice, to the Sheriff under the department grebuttals will be forwarded through the Chief Deputy for review.	en rehuttal within five (5)
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#### EMPLOYEE OBSERVATION REPORT

<ul> <li>Spot Correction</li> </ul>	<ul><li>Verbal</li></ul>	O Verbal Formal	O Written Fo	rmal	
Name: OFFICER DELIF	ORD	De	pt. 3326	Date: 12/29/20	15
Attendance DExemplary	isobedience	☐ Work Quality	☐ Safety	☑ Other □	
☐ Employee Action:			Da	ite: 12/29/2015	
Agency Statement: ON THIS DATE I( LT.A	NDERSON )	IS GIVING OFFICER	DELIEORD A		
COUNSEL STATEMENT" NOT BEEN EMPLOYED F MONTH PROBATION NO AND BE ADVISED WHE SUPERVISOR.	OFFICER DE FOR NO MOR O OFFICER CA	ELIFORD CALLED IN : E THAN A MONTH. W AN CALL IN SICK OR	SICK AND HAVI /HILE ON SIX · TAKE LEAVE T		
Employee Statement:	at Aco	you know	norl	T.	
I concur with agenc	y statement	O I disagree wit	h agency stater	ment	
Employees may attach	additional pa	ge(s) if needed.			
Decision:					
₹'					
I have read this report	1 -	and it.			
Employee Signature 👱		11/	Washington and The Control of the Co	Date 20150/0	_
Supervisor Signature _	ldekinde	Won/	)	Date /-/-//	, 
Reviewing Supervisor S	ignature 🚨	ft. Isa	Danja	Date 1-5-16	2
Observation reports wil employee and signed.	l be complete	ed by supervisors in	a timely manne	r, discussed with	the
*Employees receiving for working days of the not rebuttals will be forward	ormal written ice, to the Sl ded through	n warnings may subn heriff under the depa the Chief Deputy for	nit a written ret artment grievan review.	outtal within five ( ce procedure. Al	(5) I other

Review

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<ul><li>Spot Correction</li></ul>	O Verbal	Verbal Formal	<ul><li>Written Fo</li></ul>	rmal			
Name: OFFICER DELI	FORD	Dep	ot. 3326	Date: 7/11/	2016		
✓ Attendance ✓ Exemplary ☐ Employee Action:	Disobedience	☐ Work Quality	Safety	Other			
				1001			
Agency Statement: Failure to follow Stand verbally get in contact Sergeant). Failing to standard stand	t with his imme	ediate supervisors (L	ieutenant or				
Supervisor in Chain o to comply with (SOP) Chapman cell phone s in to the dealer in the but did not get her I I	f Command (Ma . Officer Delifor stating "Hey Sg e morning. I am	ajor or Captain). Off od sent a text messa of this is Deliford I ha of not coming in for s	icer Deliford fage to Sergeant ge to Sergeant ave to take my hift I called LT	iled : car day			
how long I am going	to be there".	,					
after reporting for dul	I Sgt Chapman did not receive the text message until the next morning after reporting for duty and conducting headcount and briefing the shift of up coming tasks and duties. Lt Anderson was briefed of the message and tried calling Officer Deliford numerous times was unable to reach him (VIA Telephone).						
Lt Anderson finally me to 1130am. "Officer E to get to work and he	eliford stated t	that he did not have	approximately any transporta	11 ation			
Employee Statement:  The Constant of the Const	LT AMPER	son By Abo	LE SUNDAY	Night w	HEN I coold		
BIVING THE ROS							
( I concur with ager		O I disagree wit					
Employees may attac	h additional pag	ge(s) if needed.					
Decision:							
I have read this repor	1 // /	nd it.		-77.0			
Employee Signature	1. Kaf	11		Date 20160			
Supervisor Signature	DIHA	derson	2	Date <u>4-1</u>	2-16		
Reviewing Supervisor	_	At- Iros	Hope	Date	2-16		
Observation reports we employee and signed	vill be complete	ed by supervisors in	a timely mann	er, discussed v	with the		

\*Employees receiving formal written warnings may submit a written rebuttal within five (5) working days of the notice, to the Sheriff under the department grievance procedure. All other rebuttals will be forwarded through the Chief Deputy for review.

I RECEIVED MEPHONE CALL FROM LT ANDERSON

AT ABOUTD 1830 AT THAT TIME I INFORMED HER ON

WHAT WAS GOING ON. SHE TOLD ME TO KEEP HER INFORMED

AND TO MAKE Et 2N FOR SHIPE IN THE MORNING.

I DONOT FEEL THAT I DISOBEYED (SOP) BY SENDING A TEXT TO MY

SEKGEANT LIFTER I CALLED THE LIEUTENANT OVER THE SHIPE AND DID

NOT GET THOM. I DID NOT RECEIVED NUMEROUS CALL

A. DEC, FOCK

#### **EMPLOYEE OBSERVATION REPORT**

Name: Deliford, Anderson	Dept:	3326			8/9/2016
Type of Correction: ()	Spot Correcti	on Verbal (	) Verbal Formal	(XX ) Written Formal	
Observation:(X ) Attend	ance( )Disob	edience()	Work Quality ( ) S	Safety()Other()Exem	nplary
Employee Action:	Failure to Rep	ort for Duty		Date <u>Various</u>	<del> </del>
Agency Statement: on at least three separate past by his chain of comments.	e occasions.			that he was not able to o	
Employee Statement:					
(T) concur with agency st				nent	
Decision: day (08/09/2016). You with can result in your terminal	ill also be pla			without pay for one day and any negative write i	
I have read this report an Employee Signature  Supervisor Signature  Reviewing Supervisor Signature			7	Date: <u>\&amp; \/\/\/\/\/\/\/\/\/\/\/\/\/\/\/\/\/\/\</u>	
Observation reports will the employee and signed		l by superv	isors in a timely m	nanner, discussed with	
*Employees receiving for (5) working days of notice					

other rebuttals will be forwarded through the Chief Deputy for review.

Spot Correction Verbal Verbal Formal Written Formal				
Name: Deliford, Anderson		Dept. LCSO	Date: 10/14/2016	
Attendance Disobed Exemplary Employee Action:	ience Work Quali		Other	
Agency Statement: Officer Deliford you're receivir communication with your empared 2016; you came to work with Guard Unit stating you have do your commitment to serve your responsibility to provide us with paperwork the day before and when working with Law enforce to adjust the schedule; so that ARNG unit. On 7th Oct 2016; issued a recall for you and the Hurricane Matthew; LT. Markfof the orders or a memorandule early release from work this you minute to turn in paperwork fresponsibility nor will we continue to any training event.	ployer and/ or supervisory your training schedule will from the 15-16 of Our country and communith the necessary papers asking to leave early is sement; we need more to you may attend training you told LT. Markham to any instructed you to earn stating you were on you failed to do. Again, we consomething that beneinue to show support for the pour support for the pour support of the pour support of the pour support of the pour support for the pour support support for the pour support suppor	from your National from your National from your National for the last of the l	able tice of copy your ast	
O I concur with agency state Employees may attach addition Decision:		with agency state	ement	
I have read this report and un Employee Signature Reviewing Supervisor Signature	Marke	<u>şn</u>	Date 10-15-16  Date 10-14-16  Date	0210 AM
Observation reports will be co	impleted by supervisors	in a timely manr	ier, aiscussea with the	

\*Employees receiving formal written warnings may submit a written rebuttal within five (5) working days of the notice, to the Sheriff under the department grievance procedure. All other rebuttals will be forwarded through the Chief Deputy for review.

# EMPLOYEE OBSERVATION REPORT

O Spot Correction	Verbal	O Verbal Formal	O Written Fo	rmal .	
Name OFFICER DELI	FORD	De	ept. 3326	Date: 12/29/2015	
Attendance   Exemplary	Disobedience	☐ Work Quality	☐ Safety	☑ Other □	
☐ Employee Action:			Da	ite: 12/29/2015	
Agency Statement:				( <i>4</i> 4	
ON THIS DATE I( LT.	ANDERSON ) 1	S GIVING OFFICER	DELIFORD A		e
COUNȘEL STATEMENT NOT BEEN EMPLOYED	r" officer de	LIFORD CALLED IN	SICK AND HAVE	•	
MONTH PROBATION	OFFICER CA	N CALL IN SICK OF	NHILE ON SIX	IME .	
AND BE ADVISED WH SUPERVISOR.	EN YOU CALL	IN YOU MUST CONT	ACT YOUR		
SUPERVISOR.		•			
Employee Statement:				)i	
will 7	not Aco	How know	nort		
A direction				¥;	
Apency		<u> </u>		2 1 10	
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Employees may attacl	n additional pa	ge(s) if needed.			
Decision:	•				
- \$1					
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Y.	, ,	na it.		Augusta da d	
Employee Signature 👱		A No.		Date 20150/0/	
Supervisor Signature	~ ~	- ( N ) - (	2 1	Date /-/-//	
Reviewing Supervisor	Signature Q	pt. Jusa	Danja	Date 1-5-16	
Observation reports we employee and signed.	ill be complete	d by supervisors in	a timely manne	r, discussed with the	
*Employees receiving working days of the n	formal written	warnings may subj	mit a written ret	outtal within five (5)	or

\*Emplöyees receiving formal written warnings may submit a written rebuttal within five (5) working days of the notice, to the Sheriff under the department grievance procedure. All other rebuttals will be forwarded through the Chief Deputy for review.

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O Spot Correction O Verb	al O Verbal Formal	Written Fo	ormal	
Name: OFFICER DELIFORD	De	pt. 3326	Date: 7/11/2016	
✓ Attendance ✓ Disobedie Exemplary  ☐ Employee Action:	ence	·	Other	
Agency Statement: Failure to follow Standard Operverbally get in contact with his	immediate supervisors (	Lieutenant or		
Sergeant). Failing to speak wit Supervisor in Chain of Comman to comply with (SOP). Officer I Chapman cell phone stating "H in to the dealer in the morning but did not get her I have to he	nd (Major or Captain). Of Deliford sent a text messi ey Sgt this is Deliford I h . I am not coming in for s	ficer Deliford fa age to Sergeant ave to take my shift I called LT	ailed t · car · day	
how long I am going to be the	re".			
I Sgt Chapman did not receive after reporting for duty and coup coming tasks and duties. Lt tried calling Officer Deliford nu Telephone).	nducting headcount and l Anderson was briefed of	briefing the shift the message a	ft of and	
Lt Anderson finally made conta to 1130am. "Officer Deliford st to get to work and he would be	ated that he did not have	t approximately e any transport	/ 11 ation	
			y NIGHT WHEN I COULD	
NOT GET HOPE I SEN	to a TEXT TO SE	ST CHAPMA	al DO 70 THE TIME	
(VI concur with agency states				
Employees may attach addition		<b></b>		
Decision:				
There would blile nement and tra-	doughoud it			
I have read this report and und Employee Signature	derstand it.		Date <b>2060</b> 7/2	
Supervisor Signature	Waloh som		Date <u>4-12-16</u>	
Reviewing Supervisor Signature	e CA-LIGA	Donl	Date 7-12-16	
Observation reports will be cor employee and signed.		a timely mann		

\*Employees receiving formal written warnings may submit a written rebuttal within five (5) working days of the notice, to the Sheriff under the department grievance procedure. All other rebuttals will be forwarded through the Chief Deputy for review.

4. ° Ž. , 40 I RECEIVED MEPHONE CALL FROM LT ANDERSONS
AT ABOUT 1830 AT THAT TIME I INFORMED HER ON
WHAT WAS GOING ON. SHE TOLD ME TO KEEP HER INFORME
AND TO MAKE It IN THE MORNING.
I DONOT FEEL THAT I DISOBERED (SOP) BY SENDING A TEXT TO MY
SEKGERALT AFTER I CALLED THE LIEUTENLANT OVER THE SHIPE AND DID
NOT GET THOM. I DID NOT RECEIVED NUMBEROUS CALL

A. DEC, FOCK

### **EMPLOYEE OBSERVATION REPORT**

Name: Deliford, Anderson	Dept:	3326			8/9/2016
Type of Correction: ()	Spot Correct	ion Verbal (	) Verbal Formal	(XX ) Written Formal	
Observation:(X ) Attend	ance( )Disol	pedience( ) \	Nork Quality()	Safety () Other () Exe	emplary
Employee Action:	Failure to Rep	port for Duty		Date <u>Various</u>	
Agency Statement:	Officer Deli	ford has cal	ed and advised t	that he was not able t	o work
on at least three separate		Officer De	iford has been c	ounsled about this in	the
past by his chain of com	mand.		2		
Employee Statement:					
Concur with agency s				nent	
Decision:	Officer Deli	iford, you w	ill be suspended	without pay for one d	ay
day (08/09/2016). You w					
can result in your termina	ation				
I have read this report an Employee Signature		nd it.	1	Date: <u>&amp;////</u>	6
Reviewing Supervisor Si	gnature			Date:	
Observation reports will the employee and signed		d by supervi	sors in a timely r	nanner, discussed wit	th
*Employees receiving fo					. 11

other rebuttals will be forwarded through the Chief Deputy for review.

Name: Deliford, Anderson Dept. LCSO Date:		
numer 2 - martine. Dept. 2000 Date.	10/14/2016	
✓ Attendance ☐ Disobedience ☐ Work Quality ☐ Safety ☐ Oth Exemplary ☐ Employee Action: Date: 10/3		
Agency Statement:  Officer Deliford you're receiving this write up because of your breakdown in communication with your employer and/ or supervisor. On 14 October 2016; you came to work with your training schedule from your National Guard Unit stating you have drill from the 15-16 of Oct; We acknowledge your commitment to serve your country and community but it's your responsibility to provide us with the necessary paperwork; bringing paperwork the day before and asking to leave early is totally unacceptable when working with Law enforcement; we need more than a 4 hour notice to adjust the schedule; so that you may attend training events with your ARNG unit. On 7th Oct 2016; you told LT. Markham that your unit had Issued a recall for you and that you had to report to your unit because of Hurricane Matthew; LT. Markham instructed you to email or bring in a copy of the orders or a memorandum stating you were on recall because of your early release from work this you failed to do. Again, waiting until the last minute to turn in paperwork for something that benefits you is not our responsibility nor will we continue to show support for your negligence any paperwork dealing with your ARNG unit need to be turned in 2 weeks prior to any training event.		
Employee Statement:		
O I concur with agency statement O I disagree with agency statement		
Employees may attach additional page(s) if needed.		
Decision:		
Supervisor Signature St Mark! Date	10-15-16 10-14-16	0210 AM
Observation reports will be completed by supervisors in a timely manner, discuently employee and signed.		

\*Employees receiving formal written warnings may submit a written rebuttal within five (5) working days of the notice, to the Sheriff under the department grievance procedure. All other rebuttals will be forwarded through the Chief Deputy for review.