



Pre-Hearing Conference Operations Division

Original Case Number:	011-668-08-23	Officer Okey:	O243127
Officer Name:	Rodheem R. Greene	Officer Certification:	Please select:
Is the officer currently employed?	YES ☐ NO ☒		
If yes, name of the officer's current agency:			
P.C.C. Date:	01/17/2024	Attorney:	Kurtis Bronston
Is there a companion case?	YES ☐ NO ☒		
If yes, companion case number:			
Sanctions Recommended by P.C.C.:			
1. Revoke certification			
2.			
3.			
4.			
Violated POST Code(s) leading to sanctions:		1. Truthfulness	
		2. Absent without leave	
		3.	
Date of PHC:		05/28/2024	
Hearing Officer:		Harvey, RL	
Was new evidence presented?		YES ☒ NO ☐	
Are P.C.C. recommendations upheld?		YES ☐ NO ☒	
If no, list new sanctions:			
1. Agency action sufficient			
2.			
3.			
4.			
5.			



PROBABLE CAUSE COMMITTEE RECOMMENDATION TO COUNCIL

Investigations Division

Case # 011-668-08-23

Case Summary

On June 4, 2021 Savannah Police Department submitted the termination of Officer Rodheem Greene to Georgia POST Council. This prompted an investigation to be opened by Ga. POST Council. Investigator Brad Boyd was assigned this case on August 24, 2023.

An investigation was conducted by Savannah PD in reference to Officer Greene being absent without leave (AWOL) on March 25, 2021. Officer Greene gave testimony that he had asked Sgt. Leach on March 24, 2021 to be off on March 25, 2021 due to his wife having surgery and that he was leaving early this shift due to court earlier that day. Sgt. Leach would later put in a statement that Officer Greene did say his wife was having surgery but did not specify when and that Officer Greene only stated he had court earlier but didn't ask to leave early. Officer Greene told Sgt. Moustafa on a call at 0200 hours on March 25, 2021 that after he completed that call he was going home. Sgt. Moustafa would say in a statement that he assumed Officer Greene had gotten this approved through Sgt. Leach. Sgt. Leach would state it was not approved.

At the start of the shift on March 25, 2021 Officer Greene was not present. Sgt. Leach and Sgt. Moustafa would concur that neither had been contacted by Officer Greene. Sgt. Leach then texted Officer Greene if he was coming in to work. Officer Greene texted back that his wife was having surgery. Sgt. Leach thought that it was strange due to it was 1830 hours and the hospital was still doing a surgery. Sgt. Leach was contacted by Lt. Bevil asking about why Officer Greene was not at work because he had seen Officer Greene at the City Council meeting. It was confirmed by a sign in sheet that Officer Greene did sign in at the City Council meeting at 1815 hours March 25, 2021. At this point it was apparent that Officer Greene was untruthful when responding to Sgt. Leach at 1830 hours.

In a statement to Internal Affairs investigators Officer Greene stated that it was miscommunication between he and Sgt. Leach. Officer Greene said his wife's surgery was canceled and since he had gotten off already, he went to the meeting. Officer Greene stated he was familiar as to how to file for off days but in this case he thought a verbal authorization was ok since his wife was having surgery. Officer Greene was asked why he was at the city council meeting and he stated it was about opening a restaurant / bar. Officer Greene was advised by IA investigators that he could not take part in that type of venture while being a police officer. Officer Greene stated he did not know that.

Officer Greene was terminated from the Savannah Police Department on May 28, 2021 for being AWOL and for being Untruthful.



PROBABLE CAUSE COMMITTEE RECOMMENDATION TO COUNCIL

Investigations Division

Case # 011-668-08-23

DISCIPLINARY HISTORY

Failing to activate BWC – counseled verbally

CRIMINAL HISTORY

None

VIOLATION

VIOLATION

It is hereby asserted this individual is in violation of the following sections of O.C.G.A. 35-8-7.1 (a)(2),(7),(8),(11) as attached:

In accordance with O.C.G.A. 35-8-7.1 (b) (1), the Probable Cause Committee makes the following recommendations to the Council:

Revoke Certification

Scott Maurer

Chairman, Probable Cause Committee Chairman, P.O.S.T. Council

Date: January 17, 2024

Date:



AMENDED CASE SUMMARY FOLLOWING PHC REMANDED TO PROBABLE CAUSE COMMITTEE Operations Division

Case No. 011-668-08-23

An investigation was conducted by Savannah PD in reference to Officer Rodheem Greene being absent without leave (AWOL) on March 25, 2021. Officer Greene gave testimony that he had asked his supervisor, Sgt. Leach, on March 24, 2021 to be off on March 25, 2021 due to his wife having surgery and that he was leaving early this shift due to court earlier that day. Sgt. Leach would later put in a statement that Officer Greene did say his wife was having surgery but did not specify when and that Officer Greene only stated he had court earlier but didn't ask to leave early. Officer Greene told Sgt. Moustafa on a call at 0200 hours on March 25, 2021 that after he completed that call he was going home. Sgt. Moustafa would say in a statement that he assumed Officer Greene had gotten this approved through Sgt. Leach. Sgt. Leach would state it was not approved.

On 01/17/2024, the POST probable cause committee reviewed the POST investigative summary and recommended revocation under the charges of AWOL and untruthfulness.

On 05/28/2024, Greene met with me at POST headquarters, along with attorney Kurtis Bronston, for a pre-hearing conference.

Greene stated the event as described above was consistent in nature. However, Greene stated his intentions were not as interpreted by the internal affairs examination. He stated he told Sgt. Leach first he needed off and Sgt. Leach told him to tell Sgt. Moustafa. Green stated he then told Sgt. Moustafa during the same shift. As it turns out, Sgt. Moustafa thought the leave was cleared through Sgt. Leach and there was no other conversation between Sgt. Moustafa and Greene during the shift.

Greene stated he took his wife for a surgical procedure on 03/25/2021, as planned, only to discover they needed to re-schedule. Since he had the day off, Greene stated he went with his wife to the city council meeting because she needed to petition the council for a business she intended to start. When it was discovered Greene was at the city council meeting instead of the hospital, he was questioned by command.

As the internal report provided, it appears Greene's chain of command thought he was being deceptive. However, upon reading the report, it seems the practice of receiving approval for time off verbally and the policy of completing a written request coexist within the agency. It appeared there was miscommunication between Sgt. Leach and Sgt. Mustafa about who approved the time off since there was no written request. Couple this with the pursuit to find out if Greene attempted to deceive the agency because he requested off for one reason and is seen attending a city council meeting instead. It appears there was no intent by Greene from the interpretation of the report to discover he was being deceptive by taking his wife for a surgical procedure, then to have it postponed for administrative reasons.



AMENDED CASE SUMMARY FOLLOWING PHC REMANDED TO PROBABLE CAUSE COMMITTEE Operations Division

Conclusion: Between the confusion among the sergeants on where Greene was on 03/25/2021, the search to find his whereabouts, to the text messaging about whether he told Sgt. Moustafa he was taking off and where he was on the date he was actually not at work, the effort to find Greene seems heavy handed after they knew his location. The internal report shows Green on the day he took off (03/25/2021), was actively involved in conversations with the agency about his whereabouts. He was at the hospital, then he was at the city council meeting. There was no intent to deceive. The reasons were self-explanatory.

In the agency policy for AWOL, it states, "SPD employees will not be absent from duty without first submitting the appropriate paperwork or making the proper notification." Green stated he notified his chain of command of the intended leave. It did not become a concern until the confusion about who took responsibility for the request and approval. The question becomes what is proper notification. Green told Sgt. Leach he needed time off. Sgt. Leach did not deny the request, instead he told Green to tell both he and Sgt. Moustafa.

Moreover, Greene stated a reason for the leave request to Sgt. Leach. Leach told him he needed to tell both he and Sgt. Moustafa. I could not locate in policy where it states leave time should be requested before two supervisors. It would seem one would suffice.

If Greene is guilty of anything it would be failing to file the proper paperwork for leave time and doing it in a timely manner. There is enough confusion in the event to believe there was more at work here to convolute the process than to state one person is to blame for the failure in communication. This appears to be an issue between the agency and Greene. The issues of AWOL and untruthfulness could not be substantiated as a POST violation.

Recommendation: withhold revocation and clear through agency action sufficient.