HENRY COUNTY POLICE DEPARTMENT

108 S. Zack Hinton Pkwy. • McDonough, Georgia 30253
Phone (770)288-8200 • Fax (770) 288-8400

Keith Nichols
Chief of Police

TO: Officer Charles Huffman, Central Precinct, Henry County Police Department, 108 S. Zack Hinton Parkway, McDonough, GA 30253

FROM: Lieutenant Phillip A. Bratton Sr., North Precinct, Henry County Police Department, 4545 North Henry Blvd, Stockbridge, GA 30281

DATE: 7/15/2011

SUBJECT: Last Chance Letter for Officer Charles Huffman

1. Officer Charles Huffman, for two consecutive rating periods (February 18, 2011 thru 5/5/11) your on duty conduct was unacceptable. During the month of February 2011 you received a letter of reprimand for violating three sections of the Henry County Police Policy Manual which covers Conduct 105.01.5, Insubordinate Conduct 105.01.08 and Cooperation 105.01.3. (See Enclosure 1)

2. Furthermore, during the month of May 2011 you continued to display similar misconduct which resulted in you receiving a Personnel Conduct Report (PCR) for violating three sections of the Henry County Police Policy Manual which covers Cooperation 105.01.3, Conduct 105.01.5 and Courtesy 105.02.2. The sustained findings of the PCR required that you receive a 40 hours suspension without pay, attend Work Place Harassment Training within 4 weeks and receive written notice that any further issues would lead to termination. (See Enclosure 2)

3. Officer Huffman you are hereby formally notified that any further issues of similar misconduct will result in termination of employment with the Henry County Police Department.

Phillip A. Bratton Sr.
Lieutenant
Day Watch Commander
North Precinct

Encls
1- Letter of Reprimand Officer Huffman dated 2/28/2011
2- Personnel Conduct Report Officer Huffman dated 5/19/2011

Signature Acknowledging Notice: C Huffman Date: 7-15-11

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THIS IS INTENDED TO
HAVE A BREAK
BETWEEN REPORTS

HENRY COUNTY POLICE DEPARTMENT

DISCIPLINARY ACTION FORM

Last Name: Huffman	**First Name:** Charles	**M.I.:** ____
Position: Police Officer	**Date:** 6/4/2013	
Supervisor Issuing Action: Lieutenant Phillip A. Bratton Sr.		

Check only one of the following:

[ ] **Oral Reprimand** [X] **Written Reprimand**

Matter being brought to attention:

[ ] **Abuse of Leave Time** [ ] **Failure to Complete Assignment** [ ] **Lack of Initiative**

[ ] **Vehicle Maintenance** [ ] **Lack of Proper Documentation** [ ] **Tardiness**

[ ] **Uniform/Appearance (Not in compliance)** [ ] **Sub-Standard Report Writing** [X] **Other (explain)**

Details: On June 2, 2013 Officer Charles Huffman did engage in a Type III extra duty outside employment at Copart Auto Auction located at 761 Clark Dr. Ellenwood, GA 30294 without first obtaining written or verbal approval from Lieutenant Bratton, the approving supervisor or the chain of command. Officer Hufman there is a reason for obtaining prior approval from the Chief of Police or his designee before working an extra-duty job. Simply put, O.C.G.A 16-10-3 makes it a misdemeanor for any sworn officer to engage in outside (law enforcement related) employment unless the Chief of Police or his designee has approved such employment. When you failed to obtain prior verbal or written approval to work the extra-duty employment you violated Henry County Police Policy 207.00 regarding Outside Employment and OCGA 16-10-3. Furthermore when you willfully disregarded the directions of the Standard Operating Procedures to obtain prior verbal or written approval this action is considered Insubordinate Conduct which is also in violation of Henry County Policy, Insubordinate Conduct 105.01.8. By not complying with policy and procedures, your actions placed unnecessay liability on the Chief of Police and the Henry County Government. Therefore, you are hereby reprimanded that before working any future extra-duty outside employment you will obtain prior verbal/written approval from the approving supervisor (Lt. Bratton) and the chain of command. Any future conduct of this nature will result in a recommendation from me to the chain of command that you receive a (2) day suspension without pay and not be allowed to work an extra-duty outside employment for 90 days.

This Disciplinary Action is issued in compliance with ARTICLE XIII SECTION III of the HENRY COUNTY PERSONNEL POLICY MANUAL

X Charles Huffman 6-5-13
Signature of Person being Disciplined (Acknowledgement only) Date

Lt Phillip A Bratton Sr 6/4/2013
Supervisor Issuing Action Date

Lt Phillip A Bratton Sr 6/4/2013
Shift Commander Date

Capt 6/4/2013
Precinct Commander Date

M.B. Adams 6-10-13
Division Commander Date

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THIS IS INTENDED TO
HAVE A BREAK
BETWEEN REPORTS

Henry County Police Department
Personnel Conduct Report

Purpose Statement

The Personnel Conduct Report shall be used to document violations of departmental policy that has the potential to result in adverse disciplinary action.

Prior to the Personnel Conduct Report being submitted to the Command Staff, the affected employee shall be given the opportunity to review the alleged charges. The employee shall certify, by signing the notification section of the report, that they have been advised of the charges, and have been given the opportunity to submit a statement on their behalf. This action shall be required of all affected members. Employee may, at the discretion of the investigating officer, or higher authority, be asked to submit a statement.

Affected Employee

Employee Name:	I.D. #	Date of Hire:
Sgt. Charles Huffman	4744	08/20/07
Division & Watch:	**Date:**	**Contact Number:**
UPD/Evening	01/29/16	(404) 510-2944

Initiating Officer

Name & Rank:	I.D. #	Contact Number:
Capt. Scott Gray	3652	678-300-3647

Witnesses
(Check Box if Statement Attached)

Name:	Statement	Name:	Statement
Sgt. Charles Huffman	✓	Lt. Jason Bolton	✓
Sgt. Carl Tippens	✓	Sgt. John Mathis	✓
Sgt. Cassandra Shannon	✓	Sgt. Teirrah Webster	✓
Lt. Michael Hobgood	✓	Officer Corran Murry	✓

Supporting Documentation
(Check Box if Attached)

Incident Report	✓	Intoxilizer Report		Vehicle Impound Sheet		Other:	
Accident Report		Photographs		Off-duty Job Request		Other:	
Use of Force Report		Complainant Statement(s)		Criminal/Driver History		Other:	
ECD Supplemental		Officer Statement(s)	✓	CAD History/Report		Other:	
Vehicle Pursuit Report		Witness Statement(s)	✓	Audio/Video Recordings		Other:	

Administrative Charges

This Disciplinary Action is issued in compliance with ARTICLE XIII SECTION VI of the HENRY COUNTY PERSONNEL POLICY MANUAL.

HCPD SOP: 105.01.1 Appropriate Action Required (B),(C)	HCPD SOP:
HCPD SOP: 105.01.3 Cooperation (A),(B),(C)	HCPD SOP:
HCPD SOP: 105.01.5 Conduct (E)	HCPD SOP:
HCPD SOP: 105.01.8 Insubordination	HCPD SOP:

Employee Name:	Initiating Supervisor:
Sgt. Charles Huffman	Capt. Scott Gray

Applicable Administrative Charge

Directions: List all applicable HCPD SOP and ARTICLE XIII SECTION VI Violations and illustrate how each policy was violated by affected employee. Be as thorough as possible.

Sgt. Charles Huffman is in violation of following Henry County Policies under Article VIII Section VI of the employee Manuel:

1. Incompetence or inefficiency in performance of work related duties by failing to follow up on information he obtained about a possible accidental discharge at the North Precinct from a subordinate (Officer Murry) 01/17/2016

3. Insubordination or violation of any official order by failing to answer a direct question from Capt. Gray about the alleged accidental discharge. Eventually after being asked twice and making the statement "do I have to tell you" and being ordered to by Capt. Gray, did Sgt. Huffman tell about his knowledge of the incident.)1/22/2016

17, 18 Failure to cooperate in an investigation; or other activity, which is not compatible with good public service by failing to cooperate with Sgt. Tippens in his investigation of a spent ammunition round located at the North Precinct on 01/22/2016.

Violation of Henry County Police Department Policy:

1. Appropriate Action Required 105.01.1 (B), (C) by Taking action in each situation to provide the necessary service and insuring the notification of the proper supervisors when indicated by the circumstances. Requesting the assistance of supervisors when the appropriate action required is either not clear, not possible, or not within the scope of authority. By failing to notify Lt. Hobgood or Lt. Bolton as to the information Officer Murry provided him about an alleged incident. Sgt. Huffman never made attempts to speak with any other supervisor on day watch to verify the incident.

See Additional Page:

Attach additional pages, if necessary.

Detailed Statement of Employee Conduct

Directions: Discuss in detail the facts and circumstances surrounding the events, which led to this Personnel Conduct Report. Be as thorough as possible.

Additional Page Attached

Attach additional pages, if necessary.

Applicable Administrative Charges Continued:

2. Cooperation 105.01.3 (A),(B),(C) , Employees will promptly cooperate with other department employees and with the employees of any other public agency toward the accomplishment of any public responsibility, and employees will fully cooperate with internal, administrative investigations as described in this manual, and a failure to cooperate, answer questions, respond to lawful orders, render material and relevant statements in an internal, administrative investigation when such orders, questions, and statements are directly related to job responsibilities is prohibited. Sgt. Huffman failed to cooperate in Sgt. Tippens inquiry of the spent bullet located outside the entrance to the North Precinct, and failed to answer the inquiry of Capt. Gray about his knowledge of the alleged incident, only doing so after being ordered to so did Sgt. Huffman relinquish the information he knew.

3. Conduct 105.01.5 (E), A failure to report an employee's violation of a law, rule, or regulation, policy or procedure, or general order is prohibited. To this end, all such violations will be reported to the supervisor within the employee's chain of command. If the employee committing a violation is a supervisor, the reporting employee may circumvent the chain of command and tell the next appropriate supervisor. Sgt. Huffman violated this policy by failing to verify the information of an alleged accidental discharge with day watch supervisor's or his immediate chain of command. Furthermore, Sgt. Huffman failed to ensure that proper procedures were being followed in investigating the alleged incident.

4. Insubordination 105.01.8, No employee shall willfully disregard the expressed or implied directions of a supervisor, whether written or oral. Such willful disregard may be expressed or implied. Sgt. Huffman had to be directed by Capt. Gray to answer the question, "What do you know about an accidental discharge on day watch". Sgt. Huffman was asked the question twice and answered the second time with the response of "Do I have to answer the question". The first time the question was asked it went unanswered.

Sgt. Charles Huffman

Capt. Scott Gray

Detailed Statement of Employee Conduct

On 01-22-2016 I was contacted by Sgt. Tippens in reference to a spent bullet located on the sidewalk at the North Precinct. Sgt. Tippens asked if I knew of an accidental discharge at the precinct in the past few weeks and I told him no. Sgt. Tippens continued to explain that he had inquired about it to Sgt. Huffman and showed him the spent projectile. Sgt. Tippens told me that Sgt. Huffman was less than forthcoming about what he knew of the incident. When asked, Sgt. Tippens told me that Sgt. Huffman had told him to "tread lightly" as he (Sgt. Tippens) asked about the projectile. During the conversation between the two of them, it was mentioned by Sgt. Huffman that "two 10-26's may have been looking for that", referring to two supervisors looking for the bullet. Sgt. Huffman even said to Sgt. Tippens, "I don't even know if Capt. Gray knows about it". This led Sgt. Tippens to contact me about the alleged incident.

On 01-22-2016, I attempted to contact Sgt. Huffman by cell phone and it went straight to voice mail at 2257 hours. I then contacted Sgt. Shannon and asked her if she knew about an alleged accidental discharge on any shift and she said, "No". I asked her to have Sgt. Huffman give me a call. At 2302 hours on 01-22-2016, I received a call from Sgt. Huffman and I asked him the question directly, "What do you know about an accidental discharge?" and I was met with silence on the phone. Fearing a bad connection, I said "Hello" several times and Sgt. Huffman replied with, "Hello". I then again asked the question as to what he knew about an alleged accidental discharge and again I was met with silence. I then again said, "Hello", and Sgt. Huffman replied with, "Do I have to tell you?" I then ordered Sgt. Huffman to tell me what he knew about the situation and he responded with that Officer C. Murry and Sgt. Huffman had been working a part-time job the previous Sunday and Officer C. Murry told him that there may have been an accidental discharge on day watch. When questioned by Capt. Gray, Sgt. Huffman couldn't remember who the officer was that was too allegedly to have fired their weapon. I discontinued the call and contacted Sgt. Tippens back. I instructed him to do a report and place the bullet into property and evidence. I instructed Sgt. Tippens to prepare me an employee statement in reference to all the events from the evening. I texted Sgt. Huffman and asked him to prepare a statement as to the events of the evening as well.

On 01-23-2016, I contacted Sgt. J. Mathis at 0729 hours to discuss the alleged accidental discharge incident. Sgt. Mathis explained that he did not have knowledge of an alleged accidental discharge incident. Sgt. Mathis did explain to me that approximately 2 weeks prior to this phone call, he was approached by Officer J Valentine about discovering a spent projectile located outside the North Precinct. After a discussion between Sgt. Mathis and Officer Valentine determined that the projectile was in all likelihood from celebratory gun fire during New Year's celebrations based on the positioning of the projectile and markings on the concrete. They both left the projectile on the ground and returned to roll call. The round was later determined to be of a 9mm caliber,(we carry .40 caliber rounds).

Sgt. Charles Huffman Capt. Scott Gray

On 01-23-2016, I contacted both Lt. Bolton and Lt. Hobgood and neither of them knew of an alleged accidental discharge on day watch. Furthermore, neither had been approached by Sgt. Huffman in reference to what he was told by Officer Murry. I had both of them fill out statement forms, as well as, Sgt.'s Mathis and Webster. Officer Valentine completed a written statement as well.

On 01-28-2016, I met with Sgt. Huffman and had him fill out a statement form with pre-written questions.

On 01-29-16, Sgt. Huffman was issued a PCR for violations of both Henry County Policy, as well as, Henry County Police Department Policy. Sgt. Huffman failed to notify any supervisor after learning of the alleged accidental discharge to either verify the information or make sure that his chain of command was aware of the situation. Sgt. Huffman furthered violated Henry County Police Department S.O.P. by failing to directly answer Capt. Gray's questions about the alleged accidental discharge, only answering after being ordered too. Sgt. Huffman's lack of cooperation with Sgt. Tippens in the beginning does not show an effort to work together as a cohesive team. It appears that Sgt. Huffman failed to follow up with information and attempted to minimize or hide the fact the alleged incident occurred.

On 01-29-2016, it was discovered that the alleged accidental discharge never occurred and that there was miscommunication between officers on day watch.

Sgt. Mathis was issued a written reprimand for failing to take appropriate action when the projectile was located.

Employee Name: Sgt. Charles Huffman	Initiating Supervisor: Capt. Scott Gray

Notification of Charges

I, Charles Huffman, certify by my signature that I have been notified of the administrative charges against me and have been given the opportunity to review the charges. I further certify that I have been given the opportunity to make a written statement to the record, which will be made a part of this report. I understand that my signing this Notification of Charges is not an acknowledgment of guilt of any charges contained herein, but is for the sole purpose of assuring proper notification of administrative charges against me.

This Disciplinary Action is issued in compliance with ARTICLE XIII SECTION VI of the HENRY COUNTY PERSONNEL POLICY MANUAL.

Employee Signature: Charles Huffman **Date:** 1-29-16

NOTARY

Sworn to and Subscribed before me - This 29 **Day of** January, 20 16

Notary Public Signature: Patricia Lynn Warren

My commission expires: 11-01-2016

PATRICIA LYNN WARREN
NOTARY PUBLIC
FAYETTE COUNTY, GEORGIA
COMMISSION EXPIRES 11-01-16

Recommendation/Action

N/A

Immediate Supervisor: _____ Date: _____

N/A

Shift Commander: _____ Date: _____

Recommend a 2 day suspension without pay. Any further violation will meet greater discipline to include termination.

Precinct Commander: Capt [signature] Date: 2/5/16

I AM RECOMMENDING A LETTER OF REPRIMAND FOR CONDUCT. SGT HUFFMAN SHOULD HAVE ANSWERED CAPTAIN GRAYS QUESTION DIRECTLY. SGT HUFFMAN NEEDS TO DECIDE IF WANTS TO BE A SERGEANT. THIS WOULD BE THE TYPE OF ANSWER A PATROLMAN WOULD GIVE.

Division Commander: MAJOR [signature] Date: 2/9/2016

Letter of reprimand, confer with Maj. Burch. Sgt Huffman does need to decide if being a supervisor is really what he wants to do. His actions displayed are that of a young patrol officer. He has not been given the authority and responsibly to play games with other supervisors. He is in this position to solve problems, not make them or continue them. This will be the last time I will tolerate conduct of this type, I & if occurs again I will recommend that Sgt Huffman be demoted.

Deputy Chief of Police: [signature] Date: 2/10/16

I FIND AND SUSTAIN THE CHARGES OF 105.01.1 APPROPRIATE ACTION REQUIRED, 105.01.3 COOPERATION, AND 105.01.5 CONDUCT, WHEN SGT. HUFFMAN FAILED TO TAKE APPROPRIATE ACTION REGARDING A POSSIBLE ACCIDENTAL DISCHARGE. IT ENDED UP THAT THE DISCHARGE DID NOT TAKE PLACE. CAPT. GRAY WAS TRYING TO GET TO THE BOTTOM OF THE INCIDENT WHEN HE (GRAY) DID QUESTION SGT. HUFFMAN.

Chief of Police: Chief Keith Rubol Date: 2-29-16

HUFFMAN WAS SOMEWHAT EVASIVE & BUT DID NOT RISE TO THE LEVEL OF INSUBORDINATION AS CHARGED BY CAPT. GRAY. I FIND THAT 1 DAY SUSPENSION WITHOUT PAY WILL BE APPROPRIATE. ANY ACTIONS IN THE FUTURE COULD LEAD TO TERMINATION.

AGENCY ID GA 0760500 | INCIDENT REPORT | CASE NUMBER 16-001498

EVENT

INCIDENT TYPE: JUVENILE INVOLVED ☐YES ☒NO | COUNTS | INCIDENT CODE

Information for Officer

PREMISE TYPE: ☐ HIGHWAY ☐ SVC. STATION ☐ CONV. STORE ☐ BANK ☐ COMMERCIAL ☐ RESIDENCE ☐ SCHOOL/CAMPUS ☒ ALL OTHER

INCIDENT LOCATION: 4545 N. Henry Blvd. Stockbridge Ga. 30281 | LOC. CODE: BEAT 17

WEAPON TYPE: ☒ GUN ☐ KNIFE CUTTING TOOL ☐ HANDS/FIST, ETC. ☐ OTHER

INCIDENT DATE: 1-22-16 TIME: 2115 TO DATE: 1-22-16 TIME: 2130 | STRANGER TO STRANGER: YES ☐ NO ☐ UNK ☒

COMPLAINANT: C. Tippens 4395 | DATE OF BIRTH | ADDRESS: 108 S. Zack Hinton Pkwy. McDonough Ga. 30252 | PHONE NUMBER: 770-288-8200

VICTIM

VICTIMS NAME | DATE OF BIRTH | RACE | SEX | AGE | RESIDENCE PHONE | BUSINESS PHONE

ADDRESS | CENSUS TRACT | EMPLOYER OR OCCUPATION

STUDENT? ☐ YES ☐ NO IF YES, NAME VICTIM'S SCHOOL: ____

WIT

NAMES | DATE OF BIRTH | ADDRESS | PHONE NUMBER

OFFENDER

SUSPECT ☐ | NAME | RACE | SEX | DATE OF BIRTH | AGE

WANTED ☐ | ADDRESS | CENSUS TRACT | HEIGHT | WEIGHT | HAIR | EYES

WARRANT ☐ | CHARGES | COUNTS | OFFENSE CODE | OFFENSE/ARREST | JURIS

ARREST ☐

1. CITY
2. COUNTY
3. STATE
4. OUT OF STATE
5. UNKNOWN

TOTAL NUMBER ARRESTED | ARREST AT OR NEAR OFFENSE SCENE YES ☐ NO ☐ | DATE OF OFFENSE

VEHICLE

☐ STOLEN ☐ RECOVERED ☐ SUSPECTS ☐ IMPOUNDED ☐ OTHER

TAG NUMBER | STATE | YEAR | VIN | PLATE ONLY ☐ | VIN PLATE ONLY ☐

YEAR | MAKE | MODEL | STYLE | COLOR

MOTOR SIZE (CID) | AUTO TRANS. ☐ | MAN. ☐ | SPD. ☐ | INSURED BY

PROPERTY

	VEHICLES	CURRENCY, NOTES, ETC.	JEWELRY, PREC. METALS	FURS
STOLEN				
RECOVERED				

	CLOTHING	OFFICE EQUIP.	TV, RADIO, ETC.	HOUSEHOLD GOODS
STOLEN				
RECOVERED				

	FIREARMS	CONSUMABLE GOODS	LIVESTOCK	OTHER	TOTAL
STOLEN					
RECOVERED					

PROPERTY RECOVERY INFO ONLY

THEFT/RECOVERY | JURISDICTION CODES

DATE OF THEFT

1. CITY
2. COUNTY
3. STATE
4. OUT OF STATE
5. UNKNOWN

ADM

GCIC ENTRY ☐ WARRANT ☐ MISSING PERSONS ☐ VEHICLE ☐ ARTICLE ☐ BOAT ☐ GUN ☐ SECURITIES

ENTERED ON GCIC BY: ____ ☐ AUDIO/VIDEO AVAILABLE ☐ PHOTOGRAPHS TAKEN BY ____

SPECIAL: ☐ MENTAL ILLNESS ☐ VULNERABLE ADULT ☐ CHILD ABUSE ☐ POSS. GANG INICIDENT INV. CONTACTED ____

DRUG

DID INVESTIGATION INDICATE THAT THIS INCIDENT WAS DRUG-RELATED? ☐YES ☒NO ☐ ALCOHOL RELATED INCIDENT

IF YES, PLEASE INDICATE THE TYPE OF DRUG(S) USED BY OFFENDER,

☐ 1-AMPHETAMINE ☐ 2-BARBITUATE ☐ 3-COCAINE ☐ 4-HALLUCINOGEN ☐ 5-HEROIN
☐ 6-MARIJUANA ☐ 7-METHAMPHETAMINE ☐ 8-OPIUM ☐ 9-SYNTHETIC NARCOTIC ☐ U-UNKNOWN

CLEAR

CASE STATUS ☒ ACTIVE ☐ CLEARED BY ARREST ☐ EX CLEARED ☐ UNFOUNDED

DATE OF CLEARANCE ☐ ADULT ☐ JUVENILE ☐ OTHER

REPORT DATE: 1-22-16

NARRATIVE

See page 2.

REPORTING OFFICER: C. Tippens | NUMBER: 4395 | APPROVING OFFICER: Sgt. D. Blythe | NUMBER: 1952

AGENCY ID	GA0750500	SUPPLEMENTAL REPORT	CASE NUMBER

NARRATIVE ☒	ORIGINAL REPORT ☐	SUPPLEMENTAL REPORT	Page 2 of 2

On 1-22-16 at around 2115 hours, I arrived for work at the Henry County Police Department North Precinct located at 4545 N. Henry Boulevard in Stockbridge.

As I walked across the parking lot on the west side of the building (S. Lee Street side), I observed an object on the ground next to the sidewalk near the employee entrance doors. When I picked up the object for closer inspection, I determined that it was a bullet. The bullet had been fired and had obviously struck something solid.

It is not known how long the bullet was there, who fired it, or what it struck. I did not observe any obvious damage to the building, but visibility was limited due to lighting and weather conditions (snow).

The bullet was placed in property/ evidence.

CASE STATUS: ☒ ACTIVE ☐ CLEARED BY ARREST ☐ EX. CLEARED ☐ UNFOUNDED ☐ OTHER	REPORT DATE:	1-22-16

REPORTING OFFICER	NUMBER	APPROVING OFFICER	NUMBER
C. Tippens	4395	Sgt. D. Blythe	1952

HENRY COUNTY POLICE DEPARTMENT
PROPERTY & EVIDENCE

PAGE 1 OF 1 PAGES

DATE	CASE NUMBER
1-22-16	16-001498

☐ MISDEMEANOR ☐ FELONY | OFFENSE

☐ CAN BE RELEASED
☐ MUST BE APPROVED BY: _____ BEFORE RELEASED

VICTIM	ADDRESS	PHONE

OWNER	ADDRESS	PHONE
HCPD	4545 N. Henry Blvd Stockbridge GA 30281	770-288-8200

NAME OF PERSON ARRESTED	LOCATION WHERE PROPERTY WAS OBTAINED
	4545 N. Henry Blvd Stockbridge GA 30281 (100)

REPORTING OFFICER	EMP NO.	FOLLOW UP INVESTIGATOR
Tippens	4395	

ITEM NO	CHECK THE APPROPRIATE BOX FOR EACH ITEM	QUANTITY	DESCRIPTION OF PROPERTY	SERIAL NUMBER	BIN NUMBER	P&E USE ONLY ITEM NO.
1	☒ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING	1	1 bullet/projectile			
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					
	☐ EVIDENCE ☐ FOUND PROPERTY ☐ SAFE KEEPING					

No Further

MARIJUANA TEST ITEM NO: _____ LATENT PRINT ITEM NO. _____ GBI CRIME LAB ITEM NO. _____

CHAIN OF CUSTODY

ITEM NO	DATE	RELINQUISHED BY	RECEIVED BY	PURPOSE OF CHANGE OF CUSTODY
1	1-22-16	Scene	Tippens	Collection
1	1-22-16	Tippens	P&E	Storage

HENRY COUNTY POLICE DEPARTMENT
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF 1

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
Huffman, Charles	Sergeant	4744	1/22/2016
DIVISION	**ASSIGNMENT – SECTION**	**WATCH**	**DATE OF EMPLOYMENT**
UPD	U.P.D	Eve	08/2007

I AM Charles Huffman OF THE HENRY COUNTY POLICE DEPARTMENT. YOU ARE BEING QUESTIONING AS A DEFENDANT / WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS _____.

On 1-22-16 around 11:00 PM, I entered the sergeant's office at the North Precinct. Sgt. C. Tippens was sitting at his desk and he advised me that he located a round that may have struck the precinct building. Sgt. Tippens was under the impression that the round may have fired at the precinct to cause harm or a round that was fired from the 2016 New Year's celebration. I stated to Sgt. Tippens they may have been looking for that referring to Day Watch.

I came to this conclusion, due to a conversation I had with Ofc. Murry. It may have been last Sunday, Ofc. Murry mentioned an incident of an accidental discharge by another officer. The conversation with Ofc. Murry was very brief and I do not remember if he stated who was responsible for the negligent discharge. I advised Sgt. Tippens that I did not know any other information. I also advised Sgt. Tippens that I did not know if Captain Gray was aware of the incident. Sgt. Tippens stated Sgt. Peaden was not aware of the incident and Captain Gray should know about the incident. I advised Sgt. Tippens to ask the supervisors on Day Watch to get more information about the incident.

Sgt. C. Tippens stated he notified Captain Gray of his findings and he advised me Captain Gray would be calling me. At this time Sgt. Shannon received a call from Captain Gray and she advised she did not have any knowledge of the incident. I called Captain Gray and advised him of what I knew of the incident. During our conversation, Captain Gray asked me who told me and I advised him Ofc. Murry. Captain Gray state he was not aware of the incident.

FALSE STATEMENTS AND WRITINGS; CONCEALMENT OF FACTS (16-10-20) – A PERSON WHO KNOWINGLY AND WILLFULLY FALSIFIES, CONCEALS, OR COVERS UP BY ANY TRICK, SCHEME, OR DEVICE, A MATERIAL FACT; MAKES A FALSE FICTITIOUS, OR FRAUDULENT STATEMENT OR REPRESENTATION; OR MAKES USE ANY FALSE WRITING OR DOCUMENT, KNOWING THE SAME TO CONTAIN ANY FALSE, FICTITIOUS, OR FRAUDULENT STATEMENT OR ENTRY, IN ANY MATTER WITHIN THE JURISDICTION OF ANY DEPARTMENT OR AGENCY OF STATE GOVERNMENT OR OF THE GOVERNMENT OF ANY COUNTY, CITY, OR OTHER POLITICAL SUBDIVISION OF THIS STATE, SHALL UPON CONVICTION THEREOF, BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT LESS THAN ONE NOR MORE THAN FIVE YEARS, OR BOTH.

FALSE SWEARING (16-10-71) – (A) A PERSON TO WHOM A LAWFUL OATH OR AFFIRMATION HAS BEEN ADMINISTERED OR WHO EXECUTES A DOCUMENT KNOWING THAT IT PURPORTS TO BE AN ACKNOWLEDGEMENT OF A LAWFUL OATH OR AFFIRMATION, COMMITS THE OFFENSE OF FALSE SWEARING WHEN, IN ANY MATTER OR THING OTHER THAN A JUDICIAL PROCEEDING, HE KNOWINGLY AND WILLFULLY MAKES A FALSE STATEMENT. (B) A PERSON CONVICTED OF THE OFFENSE OF FALSE SWEARING SHALL BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR IMPRISONMENT FOR NOT MORE THAN FIVE YEARS OR BOTH.

I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

C Huffman 4744 — EMPLOYEE'S SIGNATURE

C. Huffman 1-22-16 — EMPLOYEE'S PRINTED NAME

_____ — WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____
NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCBPS FORM 04-0009

HENRY COUNTY POLICE DEPARTMENT
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF 3

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
Huffman, Charles	Sergeant	4744	
DIVISION	**ASSIGNMENT – SECTION**	**WATCH**	**DATE OF EMPLOYMENT**
UPD	UPD	Evenings	08/2007

I AM Charles Huffman OF THE HENRY COUNTY POLICE DEPARTMENT. YOU ARE BEING QUESTIONING AS A DEFENDANT / WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS Capt. S. Gray.

Supplemental Questions

1. When did you find out about the alleged accidental discharge incident?
on Sunday 1-17-16 while working an off duty detail

2. Who told you about the alleged accidental discharge incident?
Ofc Murry spoke briefly about it.

3. Did you approach any other supervisor about the alleged accidental discharge incident?
Sgt. C Tippens when he showed me the round he discovered when entering the building. NO. I did not approach another Supervisor about this incident.

FALSE STATEMENTS AND WRITINGS; CONCEALMENT OF FACTS (16-10-20)—A PERSON WHO KNOWINGLY AND WILLFULLY FALSIFIES, CONCEALS, OR COVERS UP BY ANY TRICK, SCHEME, OR DEVICE, A MATERIAL FACT; MAKES A FALSE FICTITIOUS, OR FRAUDULENT STATEMENT OR REPRESENTATION; OR MAKES USE ANY FALSE WRITING OR DOCUMENT, KNOWING THE SAME TO CONTAIN ANY FALSE, FICTITIOUS, OR FRAUDULENT STATEMENT OR ENTRY, IN ANY MATTER WITHIN THE JURISDICTION OF ANY DEPARTMENT OR AGENCY OF STATE GOVERNMENT OR OF THE GOVERNMENT OF ANY COUNTY, CITY, OR OTHER POLITICAL SUBDIVISION OF THIS STATE, SHALL UPON CONVICTION THEREOF, BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT LESS THAN ONE NOR MORE THAN FIVE YEARS, OR BOTH.

FALSE SWEARING (16-10-71)—(A) A PERSON TO WHOM A LAWFUL OATH OR AFFIRMATION HAS BEEN ADMINISTERED OR WHO EXECUTES A DOCUMENT KNOWING THAT IT PURPORTS TO BE AN ACKNOWLEDGMENT OF A LAWFUL OATH OR AFFIRMATION, COMMITS THE OFFENSE OF FALSE SWEARING WHEN, IN ANY MATTER OR THING OTHER THAN A JUDICIAL PROCEEDING, HE KNOWINGLY AND WILLFULLY MAKES A FALSE STATEMENT. (B) A PERSON CONVICTED OF THE OFFENSE OF FALSE SWEARING SHALL BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR IMPRISONMENT FOR NOT MORE THAN FIVE YEARS OR BOTH.

I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

C Huffman 4744 C. Huffman 4744 _____

EMPLOYEE'S SIGNATURE EMPLOYEE'S PRINTED NAME WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCBPS FORM 04-0009

NAME (LAST, FIRST, MI)

Huffman, Charles EMP# 4744

4. Why did you not contact Lt. Hobgood and discuss the alleged accidental discharge incident?
Incident was discussed briefly by ofc Murry. I was under the impression it was being handled by a day watch Supervisor. Our Conversation was brief with no details of the alleged incident.

5. On January 22nd, 2016 why did you not answer your county cell phone when Capt. Gray called at approximately 2257 hours?
Captain Gray did not call my County cell phone on 1-22-16. My personal phone was turned to the off mode. I turned it on and called Captain Gray to discuss what I knew of the incident.

6. How many times did Capt. Gray have to ask you about the alleged accidental discharge incident and what was your response to Capt. Gray?
Captain Gray asked me once. I told him what I knew of the incident.

7. Did Capt. Gray have to order you to tell him what you knew about the alleged accidental discharge incident? Why?
Captain Gray did not have to order me to tell him about the incident. I asked him did I have to tell him who told me of the incident, I called him & told him what I knew. After, I asked him did I have to tell him who told me he stated "yes, it's an order" and I told him ofc Murry told me.

I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE & BELIEF.

C Huffman 4744 C Huffman 4744 _____

EMPLOYEE'S SIGNATURE EMPLOYEE'S PRINTED NAME WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

I.A. COMPLAINT NUMBER: _____ PAGE 3 OF 3

NAME (LAST, FIRST, MI)

Huffman, Charles Emp# 4744

8. Did you ask Capt. Gray, "Do I have to tell you?" Why?

I stated "Do I have to tell you?" I never stated why. Captain Gray replied "Yes, its an order." I asked him why because I didn't know if the information was true and I didn't have much information to give to him.

9. Why did you feel that it was unnecessary to tell Capt. Gray about the alleged incident?

The incident occured several days prior. I was under the impression that it was being handled by duty watch supervisors. I was advised by Captain Gray that he did not know of the incident.

I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE & BELIEF.

C Huffman 4744 C Huffman 4744 _____

EMPLOYEE'S SIGNATURE EMPLOYEE'S PRINTED NAME WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCDPS FORM 04-0009

HENRY COUNTY POLICE DEPARTMENT
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF 2

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
Tippens, Carl R.	Sergeant	4395	1-23-16 0030 hours
DIVISION	**ASSIGNMENT – SECTION**	**WATCH**	**DATE OF EMPLOYMENT**
Uniform Patrol Division	MWN	MWN	7-31-06

I AM _____ OF THE HENRY COUNTY POLICE DEPARTMENT. YOU ARE BEING QUESTIONING AS A DEFENDANT / WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS

_____.

When I arrived at the north precinct for work on 1-22-16, I found a bullet near the employee entrances on the west side of the building. The bullet had been fired and had obviously struck something solid, as the tip was damaged/ distorted. My initial thought was that someone had fired a round at the building. I collected the bullet. Upon entering the precinct, I showed the bullet to Detective Sergeant Peaden and CST Nelson. I then packaged the bullet in an evidence bag and showed it to officers attending Morning Watch roll call to bring the possibility of an officer safety issue to their attention. After roll call I completed an incident report (16-001498).

When Evening Watch began arriving at the precinct, I spoke to Sergeant Huffman in the sergeants' office. I was going to get him to sign my report and bring the aforementioned officer safety issue to his attention so he could pass it along to his troops.

When I showed him the bullet, he smiled and said "tread lightly". I asked him what he meant. He said "just tread lightly". I pressed further and asked why. We debated the caliber of the bullet. I thought it was a 9mm. He said it was a .40 caliber and compared it to a bullet in his magazine. He said something may have happened, "but it wasn't on my shift". I told him that nothing had happened on Morning Watch and asked if something had occurred on Day Watch. He acted as if he knew something that he did not want to tell me and said "Some 10-26s may have been looking for that". I again pressed for additional information so that I would know whether to forward my report through the normal channels or pass the information

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I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

C R T Carl R. Tippens _____

EMPLOYEE'S SIGNATURE EMPLOYEE'S PRINTED NAME WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCPS FORM 04-0009

NAME (LAST, FIRST, MI)

Tippens, Carl R.

to someone who might be handling an internal investigation. I asked which supervisors were looking for the bullet and why. He said the he did not know which supervisors, but "there may have been an AD (accidental discharge)". He further advised that he "does not know if (Captain) Gray knows about it". He told me that "it was too late now because a case number has been pulled". I told him that if he had knowledge of an internal investigation, I could cancel the case number and forward the information to whoever needs it. He just shook his head.

Sergeant Huffman then left the sergeants' office. Our conversation left me uncertain about how I should handle this incident. Captain Gray was the only supervisor specifically named in our conversation as possibly looking into an incident involving the bullet. I was previously given permission by Captain Gray to contact him directly if I deemed it necessary. I called him at home and explained that I had found a bullet and asked if he was familiar with, or investigating, an accidental discharge at his precinct. Captain Gray said that he had no knowledge of any investigation of that nature and was not aware of any accidental discharges. He asked who gave me the information and I told him about my conversation with Sergeant Huffman. He said that he was hanging up with me and calling Sergeant Huffman.

Sergeant Huffman was in the roll call room. As a courtesy, I told him that he was about to be contacted by Captain Gray. Sergeant Huffman got visibly upset. He came back into the sergeants' office. He raised his voice and said "You called Gray; why did you call Gray?". He was shaking his head and appeared to be angry. When his phone rang, he answered it and left the room. After a short period, he returned. He continued to shake his head and said "Why did you have to call Gray?".

I told Sergeant Huffman that he did not tell me of anyone else that I could ask about the matter. He said that I should have waited and asked supervisors on other shifts instead of calling Gray. I told him that an accidental discharge does not have to blow up into a big deal. He said "it's gonna blow up".

I was later contacted by Captain Gray and told to complete an employee statement.

I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE & BELIEF.

Carl R Tippens

EMPLOYEE'S SIGNATURE | EMPLOYEE'S PRINTED NAME | WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HENRY COUNTY POLICE DEPARTMENT
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF ____

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
murry, corran a	patrolman	3712	1/24/16 0900
DIVISION	ASSIGNMENT – SECTION	WATCH	DATE OF EMPLOYMENT
UPD	north	day	12/1/03

I AM corran murry OF THE HENRY COUNTY POLICE DEPARTMENT. YOU ARE BEING QUESTIONING AS A DEFENDANT / WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS _____

On, or about,1/13/16 at about 1600 hours a (supposed) statement was made by Officer Valentine in reference to an accidental discharge in the rear parking lot of the precinct by an officer on day watch shift. The Officer that was said to be responsible for the AD was Officer Franklin's trainee. I was not present when the statement was made in the squad room of North Precinct Headquarters. Officers on the shift, I can not recall who, were discussing the statement made by Valentine as we exited the building. They were saying they did not hear a gunshot and that Valentine should not have mentioned the AD if he was not sure it actually occurred.

On 1/17/16, while working an off-duty detail at 171 Collier Road Stockbridge Ga, I mentioned the statements I heard from the officers on the shift to Sgt. Huffman. I do not recall my conversation with Huffman. It was brought to my attention by Capt. Gray that Huffman said he heard of the possible AD from the conversation we had while working the detail.

As far as I am aware of, the AD did not occur. I did not hear a gunshot or the statement made by Valentine.

FALSE STATEMENTS AND WRITINGS; CONCEALMENT OF FACTS (16-10-20) – A PERSON WHO KNOWINGLY AND WILLFULLY FALSIFIES, CONCEALS, OR COVERS UP BY ANY TRICK, SCHEME, OR DEVICE, A MATERIAL FACT; MAKES A FALSE FICTITIOUS, OR FRAUDULENT STATEMENT OR REPRESENTATION; OR MAKES USE ANY FALSE WRITING OR DOCUMENT, KNOWING THE SAME TO CONTAIN ANY FALSE, FICTITIOUS, OR FRAUDULENT STATEMENT OR ENTRY, IN ANY MATTER WITHIN THE JURISDICTION OF ANY DEPARTMENT OR AGENCY OF STATE GOVERNMENT OR OF THE GOVERNMENT OF ANY COUNTY, CITY, OR OTHER POLITICAL SUBDIVISION OF THIS STATE, SHALL UPON CONVICTION THEREOF, BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT LESS THAN ONE NOR MORE THAN FIVE YEARS, OR BOTH.

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I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

[signature] Corran Murry _____

EMPLOYEE'S SIGNATURE EMPLOYEE'S PRINTED NAME WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCBPS FORM 04-0009

HENRY COUNTY POLICE DEPARTMENT
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF 1

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
Valentine, William J.	Patrolman	927	01/20/16 1530
DIVISION	**ASSIGNMENT – SECTION**	**WATCH**	**DATE OF EMPLOYMENT**
UPD	UPD North	Day	06/09/97

I AM _____ OF THE HENRY COUNTY POLICE DEPARTMENT. YOU ARE BEING QUESTIONING AS A DEFENDANT / WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS

_____

On 01/15/16 at the end of the shift I observed a full metal jacket projectile, which appeared to be 9MM or .380 lying in the driveway near the Sergeants office entrance. I notified Sgts. Mathis and Webster. A closer examination showed a blunted tip and what appeared to be asphalt residue indicating a low velocity straight downward impact with the parking lot. The small amount of deformation indicated it probably came straight down from New Years Eve celebratory gun fire. I left it where I found it.

FALSE STATEMENTS AND WRITINGS; CONCEALMENT OF FACTS (16-10-20) – A PERSON WHO KNOWINGLY AND WILLFULLY FALSIFIES, CONCEALS, OR COVERS UP BY ANY TRICK, SCHEME, OR DEVICE, A MATERIAL FACT; MAKES A FALSE FICTITIOUS, OR FRAUDULENT STATEMENT OR REPRESENTATION; OR MAKES USE ANY FALSE WRITING OR DOCUMENT, KNOWING THE SAME TO CONTAIN ANY FALSE, FICTITIOUS, OR FRAUDULENT STATEMENT OR ENTRY, IN ANY MATTER WITHIN THE JURISDICTION OF ANY DEPARTMENT OR AGENCY OF STATE GOVERNMENT OR OF THE GOVERNMENT OF ANY COUNTY, CITY, OR OTHER POLITICAL SUBDIVISION OF THIS STATE, SHALL UPON CONVICTION THEREOF, BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT LESS THAN ONE NOR MORE THAN FIVE YEARS, OR BOTH.

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I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

W. Jason Valentine

EMPLOYEE'S SIGNATURE | EMPLOYEE'S PRINTED NAME | WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS _____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCBPS FORM 04-0009

HENRY COUNTY POLICE DEPARTMENT
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF ____

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
Shannon, Cassandra	Sergeant	4743	01-24-2016 15:00
DIVISION	**ASSIGNMENT – SECTION**	**WATCH**	**DATE OF EMPLOYMENT**
UPD	North	Eve	08-20-2007

I AM Cassandra Shannon OF THE HENRY COUNTY POLICE DEPARTMENT. YOU ARE BEING QUESTIONING AS A DEFENDANT / WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS _____.

On Saturday, 01-22-2016, at approximately 2250 Hrs. I was beginning to check paperwork when I observed Sgt. Huffman and Sgt. Tippens in the Sergeants office discussing a situation that appeared to be important. I asked Sgt. Huffman when he entered the roll call room what was going on, at which time Sgt. Huffman advised there are some things you just dont need to know about. I continued to check paperwork when I observed Sgt. Tippens come out of the Sergeants office and ask Sgt. Huffman if he was going to answer the phone or not. Sgt. Huffman advised he was not going to answer the phone and he was just going to let it ring, and walked back into the Sergeants office with Sgt. Tippens. I then received a phone call from Capt. Gray, at which time I asked Sgt. Huffman and Sgt. Tippens why Capt Gray was calling me. I spoke with Capt. Gray who asked if I knew anything about an accidental discharge occurring at 100 at which time I replied I did not know anything about it. Capt. Gray asked if I could speak with Sgt. Huffman and inquire if he knew about the situation, at which time Sgt. Huffman advised he would call Capt Gray himself. I advised Capt Gray Sgt Huffman would be contacting him, and went back to checking paperwork. While checking paperwork, I observed Sgt. Huffman to pace several times in between both the Sergeants office and where I was sitting in the roll call room several times saying "Damnit Tippens, damnit Tippens". When Sgt. Huffman would walk back and forth he would speak with Sgt. Tippens for a brief moment, then would walk back to where I was and sit down, then would get back up and walk back towards to the Sergeants office. Sgt Huffman appeared to be very nervous about the situation and never explained to me what the situation was.

FALSE STATEMENTS AND WRITINGS; CONCEALMENT OF FACTS (16-10-20) – A PERSON WHO KNOWINGLY AND WILLFULLY FALSIFIES, CONCEALS, OR COVERS UP BY ANY TRICK, SCHEME, OR DEVICE, A MATERIAL FACT; MAKES A FALSE FICTITIOUS, OR FRAUDULENT STATEMENT OR REPRESENTATION; OR MAKES USE ANY FALSE WRITING OR DOCUMENT, KNOWING THE SAME TO CONTAIN ANY FALSE, FICTITIOUS, OR FRAUDULENT STATEMENT OR ENTRY, IN ANY MATTER WITHIN THE JURISDICTION OF ANY DEPARTMENT OR AGENCY OF STATE GOVERNMENT OR OF THE GOVERNMENT OF ANY COUNTY, CITY, OR OTHER POLITICAL SUBDIVISION OF THIS STATE, SHALL UPON CONVICTION THEREOF, BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT LESS THAN ONE NOR MORE THAN FIVE YEARS, OR BOTH.

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I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

EMPLOYEE'S SIGNATURE	Sgt. Cassandra Shannon EMPLOYEE'S PRINTED NAME	_____ WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____
NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCBPS FORM 04-0009

HENRY COUNTY POLICE DEPARTMENT
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF 1

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
Mathis IV, John W	Sergeant	3915	01-28-16 1200 hrs
DIVISION	**ASSIGNMENT – SECTION**	**WATCH**	**DATE OF EMPLOYMENT**
Uniform Patrol Division	North	Day	11-22-2004

I AM _____ OF THE HENRY COUNTY POLICE DEPARTMENT. YOU ARE BEING QUESTIONING AS A DEFENDANT / WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS

_____

On Friday January 8th, 2016 Sgt. Webster and I were checking paperwork at the end of the day as usual in the roll call room. Officer Valentine came in through the Sergeant's door and advised Sgt. Webster and I that he had found a round in the parking lot. Officer Valentine stated he was not sure if it was an accidental discharge or not, but there was a spent round in the parking lot. Sgt. Webster, Officer Valentine, and I then went outside to see the round.

The round was on the ground in the driveway area between the parking lot and the building. The round appeared to me as dirty and having been outside for a while and not recently fired. It was small and there was no damage to the ground surrounding the round indicating that it had not stuck the ground there. I did not observe any damage to the parking lot consistent with a round being fired at the ground. Officer Valentine picked the round up and compared it to our ammo. The round was smaller and possibly a 9mm. The impact on the end of the round appeared to be consistent with striking the ground from an elevated position. There was no damage observed to the building either. None of us had heard anyone discharge a firearm nor had heard mention of anyone discharging a firearm accidentally. If someone had discharged a firearm we would have heard it since the building is not sound proof. This was approximately a week after New Year's and we believed it to be possibly being from celebratory gunfire from the immediate area.

At that time nothing else was done with the round. I left it in the parking lot and Sgt. Webster and I finished checking paperwork. It was not until approximate 2 weeks later when the round was found again by Sgt. Tippens and I was contacted by Captain Gray.

I take full responsibility for not taking the round that day and doing information for officer report. That would have been the best solution instead of leaving the round on the ground to be found another day. I am the senior Sergeant and should have done better. Sgt. Webster is not to be held accountable for my shortfall

FALSE STATEMENTS AND WRITINGS; CONCEALMENT OF FACTS (16-10-20) – A PERSON WHO KNOWINGLY AND WILLFULLY FALSIFIES, CONCEALS, OR COVERS UP BY ANY TRICK, SCHEME, OR DEVICE, A MATERIAL FACT; MAKES A FALSE FICTITIOUS, OR FRAUDULENT STATEMENT OR REPRESENTATION; OR MAKES USE ANY FALSE WRITING OR DOCUMENT, KNOWING THE SAME TO CONTAIN ANY FALSE, FICTITIOUS, OR FRAUDULENT STATEMENT OR ENTRY, IN ANY MATTER WITHIN THE JURISDICTION OF ANY DEPARTMENT OR AGENCY OF STATE GOVERNMENT OR OF THE GOVERNMENT OF ANY COUNTY, CITY, OR OTHER POLITICAL SUBDIVISION OF THIS STATE, SHALL UPON CONVICTION THEREOF, BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT LESS THAN ONE NOR MORE THAN FIVE YEARS, OR BOTH.

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I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

EMPLOYEE'S SIGNATURE	EMPLOYEE'S PRINTED NAME	WITNESS' SIGNATURE
[signature]	John Mathis	

SWORN TO AND SUBSCRIBED BEFORE ME - THIS _____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCBPS FORM 04-0009

HENRY COUNTY POLICE DEPARTMENT
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF 1

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
Webster, Teirrah A	Sergeant	3782	01-28-2016 1258 hours
DIVISION	**ASSIGNMENT – SECTION**	**WATCH**	**DATE OF EMPLOYMENT**
UPD	North	Day	04-12-2004

I AM Teirrah Webster OF THE HENRY COUNTY POLICE DEPARTMENT. YOU ARE BEING QUESTIONING AS A DEFENDANT / WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS _____.

In the earlier part of the week in the month of January, I was in the precinct in the Sergeant's office when Valentine came in and asked Sgt. Mathis to come here to show him something. I completed my conversation with EWN Sergeants and went outside to see what Valentine had to show Sgt. Mathis. I saw Sgt. Mathis rolling a projectile round on the ground with his foot looking at it. Officer Valentine said you don't think someone had an accidental discharge. Sgt. Mathis looked around the area. I said I have not heard of anyone mentioning it and Sgt. Mathis said the same thing. I made the comment that New Years Eve was just a week and a half ago and there's no telling which direction that it came from and where it was shot from. It was determined that it was not an accidental. As Officer Valentine and Sgt. Mathis continued to talk, I said I'll let you handle that and walked back into the precinct.

I did not hear anything else about the found projectile until 01-23-16. On 01-23-16 Sgt. Mathis brought me up to date stating, in the future the round should have been collected and a report be made. I did not follow up with the incident.

FALSE STATEMENTS AND WRITINGS; CONCEALMENT OF FACTS (16-10-20) – A PERSON WHO KNOWINGLY AND WILLFULLY FALSIFIES, CONCEALS, OR COVERS UP BY ANY TRICK, SCHEME, OR DEVICE, A MATERIAL FACT; MAKES A FALSE FICTITIOUS, OR FRAUDULENT STATEMENT OR REPRESENTATION; OR MAKES USE ANY FALSE WRITING OR DOCUMENT, KNOWING THE SAME TO CONTAIN ANY FALSE, FICTITIOUS, OR FRAUDULENT STATEMENT OR ENTRY, IN ANY MATTER WITHIN THE JURISDICTION OF ANY DEPARTMENT OR AGENCY OF STATE GOVERNMENT OR OF THE GOVERNMENT OF ANY COUNTY, CITY, OR OTHER POLITICAL SUBDIVISION OF THIS STATE, SHALL UPON CONVICTION THEREOF, BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT LESS THAN ONE NOR MORE THAN FIVE YEARS, OR BOTH.

FALSE SWEARING (16-10-71) – (A) A PERSON TO WHOM A LAWFUL OATH OR AFFIRMATION HAS BEEN ADMINISTERED OR WHO EXECUTES A DOCUMENT KNOWING THAT IT PURPORTS TO BE AN ACKNOWLEDGEMENT OF A LAWFUL OATH OR AFFIRMATION, COMMITS THE OFFENSE OF FALSE SWEARING WHEN, IN ANY MATTER OR THING OTHER THAN A JUDICIAL PROCEEDING, HE KNOWINGLY AND WILLFULLY MAKES A FALSE STATEMENT. (B) A PERSON CONVICTED OF THE OFFENSE OF FALSE SWEARING SHALL BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR IMPRISONMENT FOR NOT MORE THAN FIVE YEARS OR BOTH.

I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

Sgt. Webster #3782 — EMPLOYEE'S SIGNATURE
T. Webster — EMPLOYER'S PRINTED NAME
_____ — WITNESS' SIGNATURE

Teirrah A Webster

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____
NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCDPS FORM 04-0009

H[illegible]RY COUNTY POLICE DEPARTM[illegible]T
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF 2

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
BOLTON, JASON	LIEUTENANT	585	01-27-16
DIVISION	**ASSIGNMENT – SECTION**	**WATCH**	**DATE OF EMPLOYMENT**
UPD		DWN	09-13-93

I AM _____ OF THE HENRY COUNTY BUREAU OF POLICE SERVICES. YOU ARE BEING QUESTIONING AS A DEFENDANT /WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS _____.

ON SATURDAY, JANUARY 23RD I WOKE UP TO A TEXT FROM CAPTAIN GRAY INQUIRING ABOUT AN ACCIDENTAL DISCHARGE FROM ONE OF THE TROOPS. I WAS UNAWARE OF AN AD, AND RESPONDED AS SUCH VIA TEXT. CAPTAIN GRAY THEN CALLED ME AND RELATED TO ME EVENTS AROUND A PROJECTILE LOCATED OUTSIDE 100 BY SGT. TIPPENS.

CAPTAIN GRAY BRIEFED ME ON WHAT HE HAD DISCOVERED UP TO THAT POINT, WHICH ENTAILED SGT. TIPPENS FINDING THE PROJECTILE AND SPEAKING WITH SGT. HUFFMAN ABOUT IT, AND SGT. HUFFMAN SEEMING TO HAVE SOME KNOWLEDGE OF AN AD, WHICH HE HAD HEARD ABOUT FROM OFFICER MURRY. CAPTAIN GRAY HAD THEN SPOKEN WITH OFFICER MURRY, WHO RELATED TO HIM THAT OFFICER VALENTINE HAD MENTIONED SOMETHING TO THE EFFECT OF OFFICER FRANKLIN'S ROOKIE POSSIBLY HAVING AN AD OUTSIDE THE PRECINCT. CAPTAIN GRAY HAD THEN SPOKEN WITH SGT. MATHIS AND LEARNED THAT OFFICER VALENTINE - ABOUT A WEEK PRIOR - HAD FOUND A PROJECTILE OUTSIDE 100 AND HAD TOLD SGTS WEBSTER AND MATHIS ABOUT IT.

I SPOKE WITH OFFICER VALENTINE, WHO TOLD ME THAT HE HAD FOUND A PROJECTILE ABOUT A WEEK BEFORE IN THE DRIVEWAY OUTSIDE THE SERGEANT'S OFFICE OF 100. HE STATED THAT HE BELIEVED THE PROJECTILE TO BE THAT OF A 9MM FMJ, NOT CONSISTENT WITH WHAT WE CARRY, AND THAT THE ROUND SEEMED TO HAVE FALLEN WITH LOW VELOCITY STRAIGHT DOWN. BASED ON THE TIME OF YEAR, HE SURMISED THAT IT WAS POSSIBLY FROM CELEBRATORY GUNFIRE ON NEW YEAR'S. HE BRIEFED SGTS WEBSTER AND MATHIS ABOUT IT, BUT THEN LEFT THE ROUND OUTSIDE WHERE HE HAD FOUND IT. HE DID NOT REMEMBER IF HE JOKED ABOUT IT BEING AN AD FROM FRANKLIN'S ROOKIE, BUT ACKNOWLEDGED THAT IT SOUNDED LIKE SOMETHING HE MIGHT SAY IN JEST.

I THEN SPOKE WITH OFFICER FRANKLIN, WHO ADVISED ME THAT HE WAS UNAWARE OF ANY ACCIDENTAL DISCHARGE, AND THAT IF HIS ROOKIE HAD HAD AN AD, HE ABSOLUTELY WOULD HAVE REPORTED IT AND NOT COVERED IT UP.

I THEN SPOKE WITH OIT JONATHAN STEPHENS, FRANKLIN'S PREVIOUS ROOKIE, WHO ALSO DENIED ANY KNOWLEDGE OF AN AD.

FALSE STATEMENTS AND WRITINGS; CONCEALMENT OF FACT (16-10-20) – A PERSON WHO KNOWINGLY AND WILLFULLY FALSIFIES, CONCEALS, COVERS UP BY ANY TRICK, SCHEME, OR DEVICE, A MATERIAL FACT; MAKES A FALSE FICTITIOUS, OR FRAUDULENT STATEMENT OR REPRESENTATION; OR MAKES USE ANY FALSE WRITING OR DOCUMENT, KNOWING THE SAME TO CONTAIN ANY FALSE, FICTITIOUS, OR FRAUDULENT STATEMENT OR ENTRY, IN ANY MATTER WITHIN THE JURISDICTION OF ANY DEPARTMENT OR AGENCY OF STATE GOVERNMENT OR OF THE GOVERNMENT OF ANY COUNTY, CITY, OR OTHER POLITICAL SUBDIVISION OF THIS STATE, SHALL UPON CONVICTION THEREOF, BE PUNISHED BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT LESS THAN ONE NOR MORE THAN FIVE YEARS, OR BOTH.

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I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

EMPLOYEE'S SIGNATURE	EMPLOYEE'S PRINTED NAME	WITNESS' SIGNATURE
Lt. J. Bolton	Lt. J. Bolton	

SWORN TO AND SUBSCRIBED BEFORE ME - THIS _____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCBPS FORM 04-0009

HENRY COUNTY POLICE DEPARTMENT
EMPLOYEE STATEMENT FORM

I.A. COMPLAINT NUMBER: _____ PAGE 1 OF 1

NAME (LAST, FIRST, MI)	RANK	I.D. NUMBER	DATE & TIME OF STATEMENT
Hobgood, Michael B	Lieutenant	1159	01/27/16 1730hrs
DIVISION	**ASSIGNMENT – SECTION**	**WATCH**	**DATE OF EMPLOYMENT**
Uniform Patrol	North	Eve	08/20/1996

I AM _____ OF THE HENRY COUNTY POLICE DEPARTMENT. YOU ARE BEING QUESTIONING AS A DEFENDANT / WITNESS IN AN OFFICIAL INVESTIGATION BY THE DEPARTMENT. ALSO PRESENT IS

_____.

On Saturday, January 23, 2016 at approximately 1304 hrs, I was contacted by Captain Gray. He asked me if I was aware of an incident involving an accidental discharge at the North Precinct. I told him that I had not heard of one. He asked if I knew about a spent bullet being found at the North Precinct. I replied, "No I do not". Captain Gray then informed me that he was looking into an incident that in all likelihood did not occur. He advised that during his investigation he had to question Sgt. Huffman and was disappointed in the manner with which Sgt. Huffman handled the situation and his questions.

After our discussion about the specifics, Captain Gray asked me to contact Sgt. Shannon and ask her to write a statement in regards to her knowledge of the night before (Friday, January 22, 2016). I contacted her and she was given the directive to write the statement on Sunday and to place it under Captain Gray's door.

To summarize, I was never contacted by Sgt. Huffman or anyone else related to an accidental discharge or spent round at the North Precinct prior to my discussion with Captain Gray.

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I HAVE READ OR HAD READ TO ME THE ABOVE STATEMENT. I SWEAR OR AFFIRM THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

Lt. Michael B. Hobgood 1159 — EMPLOYEE'S SIGNATURE

Lt. Michael B. Hobgood 1159 — EMPLOYEE'S PRINTED NAME

_____ — WITNESS' SIGNATURE

SWORN TO AND SUBSCRIBED BEFORE ME - THIS ____ DAY OF _____, 20____.

_____

NOTARY PUBLIC

MY COMMISSION EXPIRES: _____

HCBPS FORM 04-0009

HENRY COUNTY POLICE DEPARTMENT

DISCIPLINARY ACTION FORM

Last Name:Mathis	First Name:John	M.I.:W
Position:Sergeant	Date:1/27/16	
Supervisor Issuing Action: Lt. J. Bolton		

Check only one of the following:

[ ] Oral Reprimand [X] Written Reprimand

Matter being brought to attention:

[ ] Abuse of Leave Time [ ] Failure to Complete Assignment [ ] Lack of Initiative

[ ] Vehicle Maintenance [ ] Lack of Proper Documentation [ ] Tardiness

[ ] Uniform/Appearance (Not in compliance) [ ] Sub-Standard Report Writing [X] Other (explain)

Details: 105.01.1 APPROPRIATE ACTION REQUIRED

The demands for service are many, varied, and often extreme. Employees shall meet these challenges by responding in an appropriate manner to whatever situation they encounter by:

B. Taking action in each situation to provide the necessary service and insuring the notification of the proper supervisors when indicated by the circumstances.

On 01-15-16 Officer Valentine reported to you that he discovered a spent bullet projectile outside the precinct. While he believed the round was likely a 9mm FMJ, not consistent with our duty ammunition, the fact that such a projectile was located right outside the precinct should have warranted notification of your chain of command. The round was actually put back on the ground and was in turn "discovered" again later by different personnel, which began a somewhat lengthy and unecessary inquiry into the projectile's origins.

This Disciplinary Action is issued in compliance with ARTICLE XIII SECTION III of the HENRY COUNTY PERSONNEL POLICY MANUAL

Sgt. 3915 — 01/28/16
Signature of Person being Disciplined (Acknowledgement only) — Date

Lt. J. Bolton — 1/27/16
Supervisor Issuing Action — Date

Lt. J. Bolton — 1/27/16
Shift Commander — Date

Capt. J. Bolton — 1/29/16
Precinct Commander — Date

Division Commander — Date

Form HCPD-06-0005 rev. 2/13

105.01.1 APPROPRIATE ACTION REQUIRED

The demands for service are many, varied, and often extreme. Employees shall meet these challenges by responding in an appropriate manner to whatever situation they encounter by:

A. Being considerate of the rights, feelings, and interests of all persons.

B. Taking action in each situation to provide the necessary service and insuring the notification of the proper supervisors when indicated by the circumstances.

C. Requesting the assistance of supervisors when the appropriate action required is either not clear, not possible under the circumstances, or not within the scope of authority of the employee of whom the action was requested.

D. Performing official acts in a lawful, restrained, dignified, impartial, and reasonable manner.

105.01.2 DUTY TO ABIDE BY ALL LAWS AND ORDERS

Employees will abide by the laws, statutes, and ordinances of the federal, state, city, and county governments.

105.01.3 COOPERATION

A. Employees will promptly cooperate with other department employees and with the employees of any other public agency toward the accomplishment of any public responsibility.

B. Employees will fully cooperate with internal, administrative investigations as described in this manual.

C. Failure to cooperate, answer questions, respond to lawful orders, render material and relevant statements in an internal, administrative investigation when such orders, questions, and statements are directly related to job responsibilities is prohibited.

105.01.5 CONDUCT

A. Employees will conduct themselves in such a manner as to reflect a favorable image on themselves and the Department.

B. Employees will refrain from initiating or spreading gossip and rumors concerning another employee(s) within this department or other departments and agencies.

C. Employees will not act in an official or private capacity in such a manner as to bring discredit upon the Department or upon themselves. Such conduct is unbecoming and prohibited.

D. Any action in the form of intimidation, humiliation, insult, or subjecting someone to offensive physical or verbal abuse, or actions of a sexual, ethnic, racial, or religious nature is prohibited.

E. Failure to report an employee's violation of a law, rule or regulation, policy or procedure, or general order is prohibited. To this end, all such violations will be reported to the supervisor within the employee's chain of command. If the employee committing a violation is a supervisor, the reporting employee may circumvent the chain of command and tell the next appropriate supervisor.

105.01.8 INSUBORDINATION

No employee shall willfully disregard the expressed or implied directions of a supervisor, whether written or oral. Such willful disregard may be expressed or implied.

2-26-16 A. @ N. Pct

Tippens Called Capt Gray

- Huffman "Tread Lightly"

↳ Gray call Personal Phone (Huffman)

↳ Gray got Sgt. Shannon

↳ Gray got Huffman "Do I have to answer?"

Huffman said Murray told about possible AD.

1) Franklin Trainee Possible

2) Sgt. Mathis, Webster, Off. Valentine

Mathis left Round

↳ Reciever Written Reprimand from Lt. J. Bolton

3) Sgt's did not discuss w/ Lt's

Murray discussed w/ day shift.

Tippens go to Fowler? No (never tried)

Conduct charge?

No E-mails

Sgt. Huffman 1-17-16

Murray/Huffman work part time came up in conversation.
Thought it was common knowledge (assumed)

1-22-16 – Sgt. Tippen called + asked (Huffman did not have details)
Suggest day watch get involved.

Huffman/Gray

Started conversation inside with Gray

Walked outside to talk to Capt. Gray

1-17 · Fail to supervise

When ask "Do I have to Ans" - Could be Insubordination

Chief Nichols notes

(over)

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THIS IS INTENDED TO
HAVE A BREAK
BETWEEN REPORTS

HENRY COUNTY POLICE DEPARTMENT

DISCIPLINARY ACTION FORM

Last Name:Huffman	First Name:Charles	M.I.:E
Position:Sergeant	Date:8/17/16	
Supervisor Issuing Action: Lt. Michael Hobgood		

Check only one of the following:

[ ] **Oral Reprimand** [X] **Written Reprimand**

Matter being brought to attention:

[ ] **Abuse of Leave Time** [ ] **Failure to Complete Assignment** [ ] **Lack of Initiative**

[ ] **Vehicle Maintenance** [ ] **Lack of Proper Documentation** [ ] **Tardiness**

[ ] **Uniform/Appearance (Not in compliance)** [ ] **Sub-Standard Report Writing** [X] **Other (explain)** _____

Details:See attached memorandum.

This Disciplinary Action is issued in compliance with ARTICLE XIII SECTION III of the HENRY COUNTY PERSONNEL POLICY MANUAL

Sgt C Huffman 9-29-16
Signature of Person being Disciplined (Acknowledgement only) Date

Lt. Michael B. Hobgood 9/12/16
Supervisor Issuing Action Date

Lt. Michael B. Hobgood 9/12/16
Shift Commander Date

Capt. Capt. Gray 9/29/16
Precinct Commander Date

9/30/2016
Division Commander Date

Form HCPD-06-0005 rev. 2/13

HENRY COUNTY POLICE DEPARTMENT

108 S. Zack Hinton Pkwy. • McDonough, Georgia 30253
Phone (770)288-8200 • Fax (770) 288-8400

Keith Nichols
Chief of Police

MEMORANDUM

To: Captain S. Gray

From: Lieutenant M. Hobgood

Date: August 23, 2016

Re: Prisoner Escape (Case #16-016146)

On Wednesday 8-17-16, Sgt. Huffman was working court bailiff at the City of Stockbridge Municipal Court. The suspect (Kristi Leigh Hodges W/F DOB 38) was sentenced to serve 90 days in the Henry County Jail by Judge M. McCord for violation of probation. The suspect was handcuffed and escorted outside of the court room to complete the arrest and booking form, gather property, and to be placed in the holding cells. Around 10:45am, Hodges asked Sgt. Huffman if she could use the bathroom before being placed in the holding cell. He escorted her to the bathroom door. While she was in the bathroom, he stood away from the door to keep a visual on the entrance's metal detector and Officer Duncan. Officer Duncan was completing paperwork for other individuals that were sentenced to incarceration as well. On court video, the suspect was able to exit the bathroom without detection and exit the courthouse through the side door. She was then caught on camera running across the parking lot, partially unrestrained.

Within 10 minutes, Sgt. Huffman noticed the suspect was no longer in the bathroom. Sgt. Huffman then contacted E911, Sgt. Duffy, Lt. Maddox, and Capt. Gray (see timeline for individual times). Sgt. Huffman established an Incident Command Post in the court parking lot. Officer Duncan and H.C.P.D. Day Watch units were notified by radio and sent to her address at 768 Swan Lake Road Stockbridge, GA. Hodges was not at her residence. Hodges' vehicle was located in the parking lot of the courthouse parked in a handicap parking space. During the inventory of the vehicle, Sgt. Huffman located Methamphetamine, Oxycodone, Hydrocodone and a hypodermic needle located in a black and white makeup bag, in a large black purse, located on the front passenger seat. These items were collected, logged in evidence, and the vehicle was towed by Corner Lot Towing. A hold was placed on the vehicle.

During the search for Hodges, it was determined by video surveillance from 4566 N. Henry Blvd First Baptist Church of Stockbridge that Hodges broke one of the windows to First Baptist Church of Stockbridge and entered the building. While in the building, she damaged several ceiling tiles. Around 4:00pm, Judge Shannon granted a warrant for possession of Methamphetamine, Oxycodone, Hydrocodone, Escape, and Criminal Damage to Property. Around the same time, Hodges was located off of Duvall Drive in Stockbridge and transported to Piedmont Henry Hospital for minor injuries that occurred during her escape. Hodges was cleared from Piedmont Henry Hospital and Sgt. Huffman transported her to the Henry County Jail.

Since the escape of Ms. H ges, I have talked with Sgt. Huffman a. Officer Rommelman (who works as the coordinator for the court's security) about ways to improve security of prisoners. We have also discussed ways to prevent the escape of prisoners in the future. This was the first court date, since the transition of all misdemeanor violations in the city being moved to Henry County State Court. This court date was unusually hectic because there were a large number of cases that were all being handled on one court calendar date and time.

Sgt. Huffman violated two Henry County Police Department Standard Operating Policies and Procedures:

307.01(E) – Standard Prisoner Transport
When walking a prisoner from one location to another, the officer will walk behind the prisoner and off to the side so that the officer's firearm will be on the side away from the prisoner. The officer will be close enough to the prisoner to maintain control and prevent attack or escape.
Sgt. Huffman did not maintain a close enough proximity to allow him to maintain control over the entrance/exit and monitor of the bathroom where the prisoner was allowed to go.

307.08 – Escape
It is the responsibility of each officer who takes custody of any prisoner to take all prudent and reasonable action to prevent the escape of the prisoner.
Sgt. Huffman did not take reasonable action to prevent the prisoner from escaping. He was inattentive to the prisoner's behavior, while devoting his attention to less pressing tasks.

Sgt. Huffman allowed a prisoner to escape, due to his inattentiveness to this duty. His lapse was not only a policy violation, but is also a safety issue. Sgt. Huffman served a day of suspension earlier this year, due to failing to act/cooperate in an investigation. It is my recommendation, Sgt. Huffman be given a Personnel Conduct Report for these violations and serve a 20 hour suspension.

HENRY COUNTY POLICE DEPARTMENT

108 S. Zack Hinton Pkwy. • McDonough, Georgia 30253
Phone (770)288-8200 • Fax (770) 288-8400

Keith Nichols
Chief of Police

Timeline for Escaped Prisoner Case #16-016146

09:20 City of Stockbridge Municipal Court convenes. Suspect (Kristi Leigh Hodges W/F DOB 1988) is present on a Violation of Probation charge. Found guilty, 90 day sentence.

10:46 Suspect asks to use the restroom. Sgt. Huffman escorts her to the female restroom door while still restrained, with handcuffs in the front.

10:48 Suspect exits the restroom door. Suspect then turns from Sgt. Huffman's direction and walks out of the building. She then begins to run across the parking lot unrestrained.

10:58 Sgt. Huffman notifies E911 of escape, suspect, and assumes Incident Command in City Court Parking Lot.

10:59 Vehicles arrive at Suspect's residence at 768 Swan Lake Drive. Suspect is not located nor her vehicle at the residence.

11:11 Sgt. Huffman notifies sergeant on duty by cell phone – Sgt. J. Duffey.

11:14 Sgt. Huffman notifies lieutenant on duty by cell phone – Lt. J. Maddox.

11:20 Sgt. Huffman notifies north precinct commander by cell phone – Capt. S. Gray.

11:39 Sgt. Duffey notifies Stockbridge Elementary School of lock down, as well as City Hall. SRO Supervisor decides to go to a soft lock down of schools and bus buildings.

11:45 Suspect's vehicle located in court parking lot in a handicapped spot.

11:51 Suspect is last seen in the area of N. Lee St.

11:58 K-9 is requested by Lt. Maddox.

12:59 Sgt. R. Patten locates busted window on the back of First Baptist Church of Stockbridge on N. Lee St.

13:00 Most units begin to call out at church location.

13:13 Sgt. Huffman calls for a wrecker for suspect's vehicle.

14:14 Lt. Maddox advises the video from the church shows suspect left building. She has gotten one handcuff off and separated it from the pair. Lt. Maddox gives updated description and notifies all that suspect may be injured.

14:57 Sgt. Huffman advises E911 to notify Piedmont Henry to advise in the event that the suspect arrives for treatment.

15:40 Suspect spotted in the area of Duvall Drive.

15:46 Suspect spotted by units.

15:47 Lt. Hobgood, Ofc. Bryant, and Ofc. Scott takes suspect into custody in creek bed at the end of Duvall Drive.

16:16 Suspect transported to Piedmont Henry for minor injuries incurred in the woods.

18:47 Suspect cleared by the hospital and in route to jail.

19:01 Suspect turned over to the custody of the Henry County Sheriff's Office.