

City of Walthourville

Larry D. Baker
Mayor

City: Making A Difference

City Council

Charlie L. Anderson, Sr.
Sarah B. Hayes
James Hendry
Bridgette Kelly
Lucivia L. Lovette

City Administration

Shana T. Moss, City Clerk
Anthony T. Burn, Fire Chief
Alfonza (Al) Hagan, Police Chief
Luke R. Moses, City Attorney

September 7, 2021

RE: Suspension and Termination of Anderson Deliford

At Anderson Deliford's request, I conducted an appeals hearing on August 12th, 2021, to investigate and determine whether the City of Walthourville was justified in placing Mr. Deliford on administrative leave and in terminating his employment, following said appeals hearing, with the City of Walthourville Police Department.

During the course of my investigation, I reviewed documents presented to me by Walthourville Police Chief Al Hagan related to Mr. Deliford's suspension and termination as well as exhibits presented by Mr. Deliford at his appeals hearing. Copies of said documents and exhibits are attached to this letter and incorporated by reference herein.

At the aforementioned appeals hearing, Mr. Deliford and Chief Hagan both presented testimony regarding the aforementioned disciplinary actions taken against Mr. Deliford.

After considering the aforementioned documents, exhibits, testimony, as well as the City's governing documents and personnel policy, it is my legal opinion that the City complied with its policies and acted lawfully in investigating alleged insubordination and misconduct by Mr. Deliford and in suspending and terminating Mr. Deliford. While Mr. Deliford has been terminated, but placed on administrative leave pending the results of his appeals hearing, it is my opinion that the City has acted within the bounds of its governing documents and the law in its suspension and termination of Mr. Deliford

Sincerely,

/s/ Luke R. Moses

Luke R. Moses
City Attorney, City of Walthourville"

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WALTHOURVILLE POLICE DEPARTMENT




Alfonza Hagan, Chief of Police

"Serving our community with honor, integrity, and respect"

MEMORANDUM

08/09/2021

To: Larry D. Baker, Mayor
City of Walthourville

From: Alfonza Hagan, Police Chief 
Walthourville Police Department

Ref: Recommendation of Termination

Subject: Anderson Deliford, Sergeant

Sir, I requested an internal investigation be conducted by the Liberty County Sheriff's Office as it relates to Sergeant Deliford being Untruthful in preparing his reports. I also investigated documented issues of insubordination.

On Friday, July 30, 2021, I received the investigative report from the Liberty County Sheriff's Office reference the internal investigation. The charges were sustained on Sergeant Deliford.

Mayor, you will find attached all the supporting documents show the reason I am requesting Sergeant Deliford be terminated from the Walthourville Police Department. Sergeant Deliford has lost the trust that he will be truthful when dealing with the citizens of the city.

*Walthourville Police Department
192 Talmadge Rd. P.O. Box K
Walthourville, Georgia 31333
Ph: 912-368-6525 Fax: 912-368-6511*



DISCIPLINARY ACTION RECORD

EMPLOYEE'S NAME: Sergeant Anderson Deliford EMPLOYEE NO: _____
DEPT. NAME: Walthourville Police Department SUPERVISOR'S NAME: Alfonza Hagan, Chief of Police DATE: 08/06/2021

Type of Action: (select one)

- Verbal Counseling
 Written Reprimand
 Suspended without pay Demotion Job Abandonment
 Termination

Employee will return to work on:

Type of Infraction (select one)

- Attendance Performance Safety Violation of S.O.P

Officer Deliford, I have repeatedly addressed with you the importance of you communicating with your supervisors and subordinates. You have continued to not respond when called by other officers. I have in the last two weeks sent two emails since it was discussed in the office meeting to respond to emails. You have failed since that time to respond to the emails as follows, the email advising to be on standby in case of weather damage and assistance to the citizens will be needed. Secondly, you failed to respond to the email relating to the "back to school" event. You later told Captain Reed you were not going to respond.

I have directed you on several occasions to correct the report #WPD21061959. You initially put false information in this report, when you stated the second arrest was by an unknown citizen, when you knew former Officer Nelson called you and told you he had the subject under arrest. You failed to report important information that you pulled your duty weapon and pointed it at the arrestee during the arrest, which would require you to submit a use of force report. Next, the counting of the money was incorrect in the report. I had to view the video to find that the money count was incorrect. You never documented what happened to the money after the arrest. I have asked you to correct those issues and even now you have not taken the time to correctly complete this report.

On Thursday, July 1, 2021, this ending your first day back to work from your suspension, with your shift starting on Wednesday, June 30th, 2021, you advised Captain Reed and I that you had worked 23 hours straight. The hours that you worked are in question. You submitted your timesheet on Wednesday, July 14, 2021. You did not show working 23 hours and you documented in the computer you worked 23 plus hours. I will note, you noticed the security cameras are now working and realized I was able to see you and you appeared to be asleep in the parking lot for approximately 3 hours. Also, a local citizen on this same morning stated he saw you asleep in your patrol vehicle, attempted to wake you up, but he could not. I personally spoke with that citizen, and he confirmed the conversation with Sgt. Mclean. Also, on your timesheet you put that you worked from 12 p.m. on that Thursday until 1p.m. on the 2nd of July giving you 13 hours worked. You must remember, you sent a text to everyone, except the captain, that you might be off because you had worked all those hours ending on the 1st of July. Also, you probably would not be in that day to work your shift. I asked you if you had contacted the captain and you said you did. Upon checking, it was found you did not put the captain on the text. Again, you were untruthful.

On Friday, July 9th, 2021, at approximately 5:30 p.m., I observed you sitting behind the Savannah Technical building. I stopped and spoke to make sure you knew I had seen you. A short time later, I texted you and advised you to return to the city of Walthourville. You texted me back and stated, "I am in the city Sir." I told you we would not debate the issue and we would address it on Monday. A short time later, you called me and asked me "Chief, have I missed something?" I asked what do you mean? You then said that Savannah Tech is in the city limits of Walthourville, I told you it was not. You then said Barry McCaffrey Street across the road was in the city of Walthourville. I advised you to get back into the city of Walthourville where you were being paid to work.

Officer Deliford, you made an arrest of a subject on a domestic simple assault and swore on a warrant when you were not present to witness an assault. The alleged assaulted should have taken that warrant.

On Wednesday, July 14th, 2021, you turned in your timesheet which appeared to be clearly inaccurate. I reviewed your timesheet. I met with Major Kirkendall of the Liberty County Sheriff's Department and requested assistance from them conducting an internal investigation into you submitting a false document (timesheet).



On Tuesday, July 6th, 2021, I received an invoice from "Kadee's Korner" in Ludowici, Georgia. On that invoice, were two (2) hats \$20.00 each totaling \$40.00. You were advised not to make any purchases without a request form or discussing it with me.

On Monday, July 9th, 2021, upon being advised that you were being placed on administrative leave. While I was in training, I asked Captain Christopher Reed to advise you that you were being placed on administrative leave pending an internal investigation. During that meeting, you were presented with the disciplinary form to sign only to acknowledge you were advised of the investigation. Again, you were insubordinate when you refused to sign.

On Thursday, July 22nd, 2021, you called the office at 10:18 a.m. when you were advised to call in each day by 10:00 a.m. Again, an act of insubordination.

On Friday, July 23, 2021, you called the office at 11:21 a.m. when you were advised to call in each day by 10:00 a.m., Again an act of insubordination.

On Wednesday, July 28, 2021, you did not call the office until 2:35 p.m. stating you had called at 9:50 a.m. and stated no one answered. You did not attempt to call me as the directive stated. Again, an act of insubordination.

On April 5, 2021, you received a Letter of Caution as it relates to your treatment of subordinates. You were given thirty (30) days to seek out training as it relates to the Letter of Caution. You have not responded to me as it relates to locating the training or attempted to locate the training.

On Friday, July 30th, 2021, I received a copy of the Internal Investigation from the Liberty County Sheriff's Office. Attached is that report.

On Tuesday, August 3rd, I spoke with you about coming into the office to meet with me on Wednesday, August 4th at 2 p.m., and you stated you were out of town. When on administrative you are to be available to the department for eight hours of that day, yet you left town without notifying me.

Performance Improvement - Plan for Improvement (PIP). Include specific time frames, if applicable.

The employee must complete the following activities in order to meet the acceptable standards of performance or behavior. Failure to show satisfactory improvement will necessitate further disciplinary action which may result in eventual dismissal and may negatively affect your ability to receive unemployment compensation benefits.

Effective immediately, your tenure with the Walthourville Police department is being terminated. The violations have been outlined and you are being given a copy of the violation.

By city Policy you will have two working days from today to file and appeal with the City Clerk as it relates to your termination. I will be attaching a copy of the City's policy on appeals.

Supervisor	<u>Christopher Reed</u>	<u>Christopher Reed</u>	<u>8/6/2021</u>
	Signature	Print Name	Date
Department Head	<u>Alfonza Habaal</u>	<u>Alfonza Habaal</u>	<u>8/6/2021</u>
	Signature	Print Name	Date
Employee	<u>Advised not to sign anything</u>	<u>by MS. MUSS.</u>	<u>8/6/2021</u>
	Signature	Print Name	Date

Signature is an acknowledgement of the action. It is not an admission of the infraction. If you feel this action is unjust, you may complete an Appeal of Disciplinary Action form as outlined in the City's Appeal of Disciplinary Action policy and present it to your supervisor. Distribution: Original to Employee, Copy to Human Resources & Department; Copy of suspensions only to Payroll.
Rev: 1/22/18



Liberty County Sheriff's Office

Sheriff William N. Bowman
Liberty County Justice Center
201 S Main St #1300, Hinesville, GA 31313
Phone:(912) 876-2131 Fax: (912) 876-2179



Internal Affairs Investigation
IA-21-024
Sgt. Anderson Deliford, Walthourville P.D.
July 15, 2021

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Background

On July 15, 2021, Chief Hagan of the Walthourville Police Department requested assistance from the Liberty County Sheriff's Office Internal Affairs section. Chief Hagan asked that we begin an Internal Affairs Investigation into some time keeping discrepancies involving Sgt. Deliford. Major Kirkendall directed me to assist, and an Internal Affairs case was opened.

Chief Hagan told me that there have been several recent problems with Sgt. Deliford. He said that Deliford had recently been demoted from Lieutenant to Sergeant and suspended for two days without pay. Chief Hagan also said that Sgt. Deliford has been insubordinate on several occasions and that he would be addressing that issue himself.

Chief Hagan said that there is a discrepancy between Sgt. Deliford's time sheet and that actual hours he worked. As an example, he showed me Deliford's daily activity log which indicates he worked 23 hours and 12 minutes straight on June 30, 2021. His time sheet also shows 13 hours on July 1, 2021 although Deliford did not work at all that day.

Chief Hagan also showed me an incident report (WPD21061959) where Deliford writes in his narrative that a suspect had been detained by an unknown citizen when, in fact, the citizen in question was former WPD Officer Nelson, someone Sgt. Deliford had supervised in the past.

Investigation

On July 15, 2021, I initiated an Internal Affairs investigation into Chief Hagan's allegations.

I first interviewed Officer Adams of the Walthourville Police Department. He told me that the individual officers fill out their own time sheets and that, in the past, Sgt. Deliford (Lieutenant at the time) and Capt. Reed set the schedule.

Officer Adams said that when he was training with Deliford, they would usually spend about an extra hour at the P.D. before they got started. Adams said that he rode with Deliford for a short time and then was put in a car by himself. When they came on duty, Deliford would go to his normal hangout by the Liberty County Bus Barn where he would meet GSP Trooper Thurmond. Adams went on to say that when they would get dispatched to a call, Deliford would not respond right away, sometimes taking 30 minutes before going to the dispatched call.

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Adams said that on other occasions, they would go to Hinesville to get food for Deliford's "friend" at Central. He said they would usually spend at least an hour there talking to his friend, and that they would return to the city of Walthourville just in time to get off shift.

Adams then describes a traffic stop Deliford initiated in the parking lot of Parker's gas station in Walthourville. Adams said the stop was finished around 0150 and that their duty shift ended at 0100. He said the driver was sweating profusely and acting nervous, which made them suspect he had swallowed narcotics. He said Deliford took the driver to the ER to get checked out, and that the next day, Deliford told him he didn't get done until about 1100 so he wouldn't be coming in for his regular shift.

Adams also said that they would sometimes go to the GSP parking lot and talk for extended periods of time while he was on duty.

Adams said that one morning when he and Sgt. McLean came in at 0500, they saw a patrol vehicle in the parking lot at Walthourville PD. They initially thought it might be Capt. Reed, but it turned out to be Deliford. He said they got an alarm call on Cato Lane, and that when they returned, the car was still sitting in the same spot. Sometime after 8, they heard Deliford get on the radio saying he was taking two people for a First Appearance at the Jail. He said that Deliford made 2 arrests during night shift, and even though his shift ended at 0100, he remained on the clock, in the parking lot of the PD until that morning so he could take the two arrestees to jail. Adams said that it was not normal procedure and that any of them could have and would have secured warrants and done the First Appearance for Deliford had he asked.

Adams said he would not describe Deliford as honest and trustworthy. He told me about an incident where he gave Deliford some polo shirts to be embroidered, where Deliford lied to him about when he dropped the shirts off. Adams said he doesn't trust Deliford and that there have been several occasions where Deliford was on duty but claimed to be busy and that he didn't trust Deliford to back him up on calls.

On July 15, 2021, I spoke with Sgt. McLean. Sgt. McLean said he knew about incidents in the past where Deliford was untruthful about the hours he worked. He said that about two years ago, he would call Officer Heath to have him sign him in and then not show up for two hours. McLean said there were several occasions where Deliford claimed to be on duty when he wasn't. He also told me about occasions where Deliford called on duty but all the calls were going to the other officer working. McLean said he found out that Deliford would call in service and then hang out at Central for up to two hours.

Sgt. McLean said that under Chief Hagan, they could work up to 3 hours of overtime before they needed approval. He said that this meant they could work those three hours if they were busy doing Police Business, not just because they wanted to. He went on to say that working 23 hours because of First Appearances doesn't make sense, and that it was not common practice. The specific incident he was talking about was when Deliford was in his vehicle July 1, 2021 in the Walthourville parking lot. He had been scheduled to get off at 0100, but he stayed on duty till 1100 doing first appearances for the two people he arrested the night before. McLean said he initially thought the vehicle was Capt. Reed's but that he was able to identify it as Deliford's. He

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said he walked toward the driver's side of the car, but that the driver never reacted, so he turned around. He also said that a Citizen approached him the same day describing how he had seen Deliford fast asleep in his patrol car in the Parker's parking lot.

That same day, Deliford sent a group text saying that he worked 23 hours and that he would not be in for his regular shift. This group text excluded Capt. Reed. It should be noted that Deliford's time sheet shows he worked 13 hours on July 1st.

Sgt. McLean told me that he did not consider Deliford to be honest or trustworthy, nor did he consider him to be a good leader. He also talked about instances where he intentionally disobeyed Chief Hagan and Capt. Reed (Uniform regulations etc.) Sgt. McLean said he has spoken to H.R. about his concerns about Deliford being untruthful.

On July 19, 2021, I spoke with the clerk, Mrs. Barbara Cauley. She told me she enters the time sheet for the officers but that she does not track what time they work and for how many hours. She said that she checks the time sheets to make sure the math is correct, but that she does not keep track of their schedules. She did say that it was unusual for an officer to work 23 hours in one shift.

My next interview was with Sgt. Deliford (also on **July 19, 2021**). I explained to him what this investigation was about. I asked him about the daily activity log that shows him working more than 23 hours in one shift. When I asked him if that log was accurate, he said he wasn't sure, and that he would need to look at his time sheet. He did acknowledge that there was an occasion where he worked 23 hours in one shift. I asked him to tell me about that incident. He said that he was working a 1300 to 0100 shift, and that two domestic disturbances were dispatched near the end of the shift. The daily activity log shows the calls were dispatched at 2154 and 0002. Deliford said that he stayed on duty because if he went home, his reports wouldn't have gotten done and he would have missed the First Appearances for the two individuals he arrested. He went on to say that he sent a group text letting them know he would not be working his regular 1300-0100 shift because he had just gotten off at 1100.

Sgt. Deliford took this time to explain that when his shift is 1300-0100, he actually comes in at 1200. He said he uses that extra time as an admin hour, getting things ready to start his regular shift at 1300. He said that he has to go get his patrol car from another Officer's house, fuel up, get his things situated and so on.

Deliford said he got his reports done sometime that morning and then waited until the judge came in to handle the First Appearances. He acknowledged that he was aware he had 48 hours to get the warrants done, but again said he didn't want to go home and go to sleep for fear that he would over sleep.

I decided to ask Sgt. Deliford if he was familiar with Garrity, and he said that he was. I reminded him that he was required to answer my questions truthfully, and he said he understood. I asked him if he slept in the parking lot of the Walthourville Police Department parking lot, and his answer was "No, I don't think I did". He said he purposely parked under the camera, so this would not be an issue. He said during the time he was parked there, he was working on reports

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and warrants. He said that he may have nodded off, but that he did not remember doing so. I mentioned that Chief Hagan and Capt. Reed had been told by a citizen that Deliford was asleep in his vehicle at the Parker's gas station that night, and Deliford said that did not happen. I told Deliford that two Walthourville Officers said they believed he was sleeping in his patrol car in the WPD parking lot, and he denied that as well. He repeated that if he nodded off, he did not remember.

I then asked Deliford about the time sheet entry for July 1, 2021. The entry shows 13 hours although Deliford had just told me he took that day off because he had just worked 23 hours. He explained to me that he fills his time sheets out ahead of time, and that explained why that entry was there (he was scheduled to work 1300-0100 on the 1st of July). I read him the statement at the bottom of the time sheet that reads, in part, "The signature is an agreement that this time sheet is complete and accurate". He said he was aware, and that the incorrect time was simply an error.

I asked Sgt. Deliford if he was padding his time sheet to make up for time he missed while he was suspended, and he told me that money wasn't an issue and that he was not padding his time sheet. We discussed an entry on his time sheet for July 8th, where he shows that he worked 2.5 hours. Deliford told me that he had gone to Brunswick to check on new patrol cars, as he does every month. He also said the Chief was aware.

The interview then turned toward WPD Incident Report 21061959 (written by Deliford). Specifically, the narrative indicates that one of the offenders was apprehended by an unknown citizen when, in fact, he was apprehended by former WPD Officer Nelson. Deliford said that he put unknown citizen in the narrative in an effort to keep Nelson from having to be involved. Deliford said he briefed Capt. Reed about it and that Capt. Reed was ok with listing Nelson as unknown. We discussed the importance of truthfulness in police reports, and Deliford said he understood, but fell back on his assertion that he cleared this with Capt. Reed.

We briefly discussed the part of the report that shows one of the offenders had \$500 on him when he actually had \$531.25. I verified with booking at the Liberty County Jail that the offender, Mr. Bryant J. Warren, had \$531.25 on him when he was arrested. Deliford said that he corrected his report, but that someone else changed his report without his permission. He did say that he initially wrote \$500 in the report but that he did not know. He said he corrected it a few days later.

I asked Deliford to give me his take on what was going on with this investigation and his situation at the Walthourville Police Department in general. He told me that he feels like he's being "fucked with" at this point. He talks about the report that was changed by someone else, his suspension and demotion and his relationship with Captain Reed. I asked him if he was ever insubordinate to Chief Hagan, and Deliford described an incident where he was at Savannah Tech, and Chief Hagan told him to return to the city, meaning Walthourville. Deliford's reply was "I'm in the city" although he is aware Savannah Tech is in the city of Hinesville. Deliford said being there has never been a problem before, so he didn't see an issue with him sitting there. He also said that going out there has never been a problem before. We discussed an incident where Officer Adams requested a supervisor and Deliford took a very long time to respond to a

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call where a supervisor was requested. Deliford said that never happened and he has never not responded or responded late.

During my interview with Sgt. McLean, he mentioned that Deliford would have Officer Heath fill out his time sheets for him when he wasn't at work. When I asked Deliford about this, he denied it. He told me that never happened. He said they would turn each others time sheets in, but that he always filled out his own time sheet.

Still on the subject of insubordination, we discussed uniforms. Chief Hagan had told the officers that they were to wear the Class "B" type uniform which consists of pants and a short sleeve, button up shirt. Deliford said he complied to the best of his abilities. During this interview, Deliford was wearing a polo shirt. He said he was in the uniform he was supposed to be in. Deliford said he couldn't wear the Class "B" shirt because he did not have a badge. He also said they had not bought him new shirts.

I asked Deliford if he felt like there was tension at work, and he told me that unless it was something he wasn't aware of, there was not. He said he has been in trouble for not being a good supervisor, but that they weren't allowing him to supervise. He said he has come up with ideas, and that they were shot down, but that when Capt. Reed comes up with the same ideas, they are approved.

At the end of this interview, I gave Deliford a direct order not to discuss this investigation with anyone, including Chief Hagan, until the investigation was complete.

On July 26, 2001, I spoke with Captain Reed. I asked him if he told Deliford it was ok to list former WPD Officer Nelson as "unknown" on the report and Capt. Reed told me that was a blatant lie. Reed said Deliford called him and told him about the incident, but that he never discussed anything else with Deliford, including who was involved.

Capt. Reed said his relationship with Deliford is not good. He said that Deliford will not take directives from him, and that he wasn't sure why. Capt. Reed mentioned that Deliford had been having issues with former Officer Vega when he was still employed at WPD. Vega had told the PD that Deliford was creating a hostile work environment and he was recording his interactions with Deliford. Reed said he told Deliford about this and told him to be careful. This caused Deliford to contact the Mayor of Walthourville to set up a meeting to discuss this, and according to Capt. Reed, the relationship between him and Deliford has been difficult ever since. Capt. Reed had mentioned that when he went to Deliford's house (Deliford was off duty) to discuss the schedule, Deliford had been drinking. Capt. Reed believes that when he mentioned this as a matter of conversation, Deliford may have felt like Reed was trying to suggest he was an alcoholic. This contributed to the animosity from Deliford to Reed.

Captain Reed outlined other situations where Deliford was insubordinate. Captain Reed said that it seemed like that if the directive or order came from him, it would be a problem for Deliford.

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The interviews with Reed, Adams, McLean and Cauley were recorded and are attached to this report.

Findings

This Internal Investigation was initiated at the request of Chief Hagan of the Walthourville Police Department. Chief Hagan contacted Maj. Bill Kirkendall who, in turn, assigned me the case. I will address the allegations Chief Hagan made below.

ALLEGATION #1:

Sgt. Deliford is falsifying his time sheet, claiming hours that he did not work.

ADJUDICATION:

Sgt. Deliford claims that he was on duty from 1200 on June 30, 2021 to 1112 on July 1, 2021. He justifies this by saying he did not want to go home and sleep because he would not wake up. I find this to be unreasonable. Sgt. Deliford's shift ended at 0100. His activity log indicates that he cleared up from the first domestic of the night at 2314 and was dispatched to the second one at 0002. That is 47 minutes between calls, which Deliford should have used for writing his report. Even if he wasn't able to complete the report in that time, he had time to get it started. He cleared from the second domestic call at 0108. His shift was supposed to end at 0100 so it would be reasonable to complete his reports, clock out and go home. The Magistrate Judge is at the jail until noon each day, so even if Deliford went home at 0300, he could have gotten 8 hours of sleep and still been able to get the First Appearances done. He could have also asked one of the other officers to handle that for him, which is acceptable and not uncommon in most agencies. Furthermore, he had 48 hours to secure warrants, so he could have simply waited until the next day.

Sgt. Deliford instead chose to sit in the parking lot of the Walthourville Police Department for 6 or more hours, counting that time as "on duty" time. Deliford claims he was working on reports during that time but admits he may have dozed off.

Sgt. Deliford also conducted a traffic stop at 0141. At this point he was supposed to be off duty, so if he was busy working on reports, why was he on Airport Rd. making traffic stops? This is poor time management, to say the least.

Based on the above facts, I believe Sgt. Deliford was abusing overtime. Although I can not speak to his motivations for doing so, this allegation is **SUSTAINED**.

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ALLEGATION #2:

Sgt. Deliford intentionally put incorrect information into an incident report.

ADJUDICATION:

Sgt. Deliford listed a person he knew and had supervised as "unknown" in an official police report (WPD 21061959). The unknown person was Tory Nelson, a former officer at the Walthourville Police Department, and someone known to Sgt. Deliford. Deliford told me Capt. Reed had given him permission to do this. Capt. Reed vehemently denies this. Even if Capt. Reed had given Deliford a direct order to do so, the order would not have been a lawful and as an experienced officer and supervisor, Deliford should have recognized it as such. This allegation is **SUSTAINED**.

SUMMARY

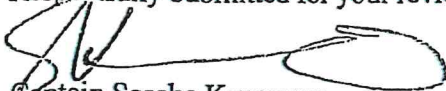
Sgt. Deliford has been with the Walthourville Police Department since October 9, 2017. He was promoted to the rank of Lieutenant on March 4, 2020, and then demoted to Sergeant on June 24 for disciplinary reasons.

Sgt. Deliford does not have a reputation for honesty and trustworthiness among the officers I spoke with at the Walthourville Police Department. His peers do not think of him as a good and effective leader.

Sgt. Deliford had significant errors on his time sheet. He also submitted an activity log that showed him on duty and working for over 23 hours. During a portion of that time (several hours) his patrol vehicle was stationary in the parking lot of the Walthourville Police Department. A citizen complained to Captain Reed that he had seen Deliford asleep in his patrol vehicle at the Parker's gas station, and two coworkers saw no movement from his vehicle during the time he was at the PD. When calls came out, he did not respond. Although I can not prove he was asleep during those hours, it certainly appears that way. Furthermore, had he gone home, he could have slept, off the clock, for several hours before he needed to see a Magistrate Judge. His decision making is questionable, especially as a leader in his agency.

Sgt. Deliford intentionally withheld pertinent information from an official police report. He admitted as much but claims his supervisor allowed it. His supervisor's statement refutes that. Sgt. Deliford has an explanation for his missteps, but none of them are reasonable.

Respectfully submitted for your review,



Captain Sascha Krumnow
Internal Affairs
7/30/2021



Liberty County Sheriff's Office

Sheriff William N. Bowman
Liberty County Justice Center
201 S Main St #1300, Hinesville, GA 31313
Phone:(912) 876-2131 Fax: (912) 876-2179



Internal Affairs Investigation

IA-21-024

Sgt. Anderson Deliford, Walthourville P.D.

July 15, 2021

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Background

On July 15, 2021, Chief Hagan of the Walthourville Police Department requested assistance from the Liberty County Sheriff's Office Internal Affairs section. Chief Hagan asked that we begin an Internal Affairs Investigation into some time keeping discrepancies involving Sgt. Deliford. Major Kirkendall directed me to assist, and an Internal Affairs case was opened.

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Chief Hagan also showed me an incident report (WPD21061959) where Deliford writes in his narrative that a suspect had been detained by an unknown citizen when, in fact, the citizen in question was former WPD Officer Nelson, someone Sgt. Deliford had supervised in the past.

Investigation

On July 15, 2021, I initiated an Internal Affairs investigation into Chief Hagan's allegations.

I first interviewed Officer Adams of the Walthourville Police Department. He told me that the individual officers fill out their own time sheets and that, in the past, Sgt. Deliford (Lieutenant at the time) and Capt. Reed set the schedule.

Officer Adams said that when he was training with Deliford, they would usually spend about an extra hour at the P.D. before they got started. Adams said that he rode with Deliford for a short time and then was put in a car by himself. When they came on duty, Deliford would go to his normal hangout by the Liberty County Bus Barn where he would meet GSP Trooper Thurmond. Adams went on to say that when they would get dispatched to a call, Deliford would not respond right away, sometimes taking 30 minutes before going to the dispatched call.

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Adams said that on other occasions, they would go to Hinesville to get food for Deliford's "friend" at Central. He said they would usually spend at least an hour there talking to his friend, and that they would return to the city of Walthourville just in time to get off shift.

Adams then describes a traffic stop Deliford initiated in the parking lot of Parker's gas station in Walthourville. Adams said the stop was finished around 0150 and that their duty shift ended at 0100. He said the driver was sweating profusely and acting nervous, which made them suspect he had swallowed narcotics. He said Deliford took the driver to the ER to get checked out, and that the next day, Deliford told him he didn't get done until about 1100 so he wouldn't be coming in for his regular shift.

Adams also said that they would sometimes go to the GSP parking lot and talk for extended periods of time while he was on duty.

Adams said that one morning when he and Sgt. McLean came in at 0500, they saw a patrol vehicle in the parking lot at Walthourville PD. They initially thought it might be Capt. Reed, but it turned out to be Deliford. He said they got an alarm call on Cato Lane, and that when they returned, the car was still sitting in the same spot. Sometime after 8, they heard Deliford get on the radio saying he was taking two people for a First Appearance at the Jail. He said that Deliford made 2 arrests during night shift, and even though his shift ended at 0100, he remained on the clock, in the parking lot of the PD until that morning so he could take the two arrestees to jail. Adams said that it was not normal procedure and that any of them could have and would have secured warrants and done the First Appearance for Deliford had he asked.

Adams said he would not describe Deliford as honest and trustworthy. He told me about an incident where he gave Deliford some polo shirts to be embroidered, where Deliford lied to him about when he dropped the shirts off. Adams said he doesn't trust Deliford and that there have been several occasions where Deliford was on duty but claimed to be busy and that he didn't trust Deliford to back him up on calls.

On July 15, 2021, I spoke with Sgt. McLean. Sgt. McLean said he knew about incidents in the past where Deliford was untruthful about the hours he worked. He said that about two years ago, he would call Officer Heath to have him sign him in and then not show up for two hours. McLean said there were several occasions where Deliford claimed to be on duty when he wasn't. He also told me about occasions where Deliford called on duty but all the calls were going to the other officer working. McLean said he found out that Deliford would call in service and then hang out at Central for up to two hours.

Sgt. McLean said that under Chief Hagan, they could work up to 3 hours of overtime before they needed approval. He said that this meant they could work those three hours if they were busy doing Police Business, not just because they wanted to. He went on to say that working 23 hours because of First Appearances doesn't make sense, and that it was not common practice. The specific incident he was talking about was when Deliford was in his vehicle July 1, 2021 in the Walthourville parking lot. He had been scheduled to get off at 0100, but he stayed on duty till 1100 doing first appearances for the two people he arrested the night before. McLean said he initially thought the vehicle was Capt. Reed's but that he was able to identify it as Deliford's. He

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said he walked toward the driver's side of the car, but that the driver never reacted, so he turned around. He also said that a Citizen approached him the same day describing how he had seen Deliford fast asleep in his patrol car in the Parker's parking lot.

That same day, Deliford sent a group text saying that he worked 23 hours and that he would not be in for his regular shift. This group text excluded Capt. Reed. It should be noted that Deliford's time sheet shows he worked 13 hours on July 1st.

Sgt. McLean told me that he did not consider Deliford to be honest or trustworthy, nor did he consider him to be a good leader. He also talked about instances where he intentionally disobeyed Chief Hagan and Capt. Reed (Uniform regulations etc.) Sgt. McLean said he has spoken to H.R. about his concerns about Deliford being untruthful.

On July 19, 2021, I spoke with the clerk, Mrs. Barbara Cauley. She told me she enters the time sheet for the officers but that she does not track what time they work and for how many hours. She said that she checks the time sheets to make sure the math is correct, but that she does not keep track of their schedules. She did say that it was unusual for an officer to work 23 hours in one shift.

My next interview was with Sgt. Deliford (also on **July 19, 2021**). I explained to him what this investigation was about. I asked him about the daily activity log that shows him working more than 23 hours in one shift. When I asked him if that log was accurate, he said he wasn't sure, and that he would need to look at his time sheet. He did acknowledge that there was an occasion where he worked 23 hours in one shift. I asked him to tell me about that incident. He said that he was working a 1300 to 0100 shift, and that two domestic disturbances were dispatched near the end of the shift. The daily activity log shows the calls were dispatched at 2154 and 0002. Deliford said that he stayed on duty because if he went home, his reports wouldn't have gotten done and he would have missed the First Appearances for the two individuals he arrested. He went on to say that he sent a group text letting them know he would not be working his regular 1300-0100 shift because he had just gotten off at 1100.

Sgt. Deliford took this time to explain that when his shift is 1300-0100, he actually comes in at 1200. He said he uses that extra time as an admin hour, getting things ready to start his regular shift at 1300. He said that he has to go get his patrol car from another Officer's house, fuel up, get his things situated and so on.

Deliford said he got his reports done sometime that morning and then waited until the judge came in to handle the First Appearances. He acknowledged that he was aware he had 48 hours to get the warrants done, but again said he didn't want to go home and go to sleep for fear that he would over sleep.

I decided to ask Sgt. Deliford if he was familiar with Garrity, and he said that he was. I reminded him that he was required to answer my questions truthfully, and he said he understood. I asked him if he slept in the parking lot of the Walthourville Police Department parking lot, and his answer was "No, I don't think I did". He said he purposely parked under the camera, so this would not be an issue. He said during the time he was parked there, he was working on reports

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and warrants. He said that he may have nodded off, but that he did not remember doing so. I mentioned that Chief Hagan and Capt. Reed had been told by a citizen that Deliford was asleep in his vehicle at the Parker's gas station that night, and Deliford said that did not happen. I told Deliford that two Walthourville Officers said they believed he was sleeping in his patrol car in the WPD parking lot, and he denied that as well. He repeated that if he nodded off, he did not remember.

I then asked Deliford about the time sheet entry for July 1, 2021. The entry shows 13 hours although Deliford had just told me he took that day off because he had just worked 23 hours. He explained to me that he fills his time sheets out ahead of time, and that explained why that entry was there (he was scheduled to work 1300-0100 on the 1st of July). I read him the statement at the bottom of the time sheet that reads, in part, "The signature is an agreement that this time sheet is complete and accurate". He said he was aware, and that the incorrect time was simply an error.

I asked Sgt. Deliford if he was padding his time sheet to make up for time he missed while he was suspended, and he told me that money wasn't an issue and that he was not padding his time sheet. We discussed an entry on his time sheet for July 8th, where he shows that he worked 2.5 hours. Deliford told me that he had gone to Brunswick to check on new patrol cars, as he does every month. He also said the Chief was aware.

The interview then turned toward WPD Incident Report 21061959 (written by Deliford). Specifically, the narrative indicates that one of the offenders was apprehended by an unknown citizen when, in fact, he was apprehended by former WPD Officer Nelson. Deliford said that he put unknown citizen in the narrative in an effort to keep Nelson from having to be involved. Deliford said he briefed Capt. Reed about it and that Capt. Reed was ok with listing Nelson as unknown. We discussed the importance of truthfulness in police reports, and Deliford said he understood, but fell back on his assertion that he cleared this with Capt. Reed.

We briefly discussed the part of the report that shows one of the offenders had \$500 on him when he actually had \$531.25. I verified with booking at the Liberty County Jail that the offender, Mr. Bryant J. Warren, had \$531.25 on him when he was arrested. Deliford said that he corrected his report, but that someone else changed his report without his permission. He did say that he initially wrote \$500 in the report but that he did not know. He said he corrected it a few days later.

I asked Deliford to give me his take on what was going on with this investigation and his situation at the Walthourville Police Department in general. He told me that he feels like he's being "fucked with" at this point. He talks about the report that was changed by someone else, his suspension and demotion and his relationship with Captain Reed. I asked him if he was ever insubordinate to Chief Hagan, and Deliford described an incident where he was at Savannah Tech, and Chief Hagan told him to return to the city, meaning Walthourville. Deliford's reply was "I'm in the city" although he is aware Savannah Tech is in the city of Hinesville. Deliford said being there has never been a problem before, so he didn't see an issue with him sitting there. He also said that going out there has never been a problem before. We discussed an incident where Officer Adams requested a supervisor and Deliford took a very long time to respond to a

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call where a supervisor was requested. Deliford said that never happened and he has never not responded or responded late.

During my interview with Sgt. McLean, he mentioned that Deliford would have Officer Heath fill out his time sheets for him when he wasn't at work. When I asked Deliford about this, he denied it. He told me that never happened. He said they would turn each others time sheets in, but that he always filled out his own time sheet.

Still on the subject of insubordination, we discussed uniforms. Chief Hagan had told the officers that they were to wear the Class "B" type uniform which consists of pants and a short sleeve, button up shirt. Deliford said he complied to the best of his abilities. During this interview, Deliford was wearing a polo shirt. He said he was in the uniform he was supposed to be in. Deliford said he couldn't wear the Class "B" shirt because he did not have a badge. He also said they had not bought him new shirts.

I asked Deliford if he felt like there was tension at work, and he told me that unless it was something he wasn't aware of, there was not. He said he has been in trouble for not being a good supervisor, but that they weren't allowing him to supervise. He said he has come up with ideas, and that they were shot down, but that when Capt. Reed comes up with the same ideas, they are approved.

At the end of this interview, I gave Deliford a direct order not to discuss this investigation with anyone, including Chief Hagan, until the investigation was complete.

On July 26, 2001, I spoke with Captain Reed. I asked him if he told Deliford it was ok to list former WPD Officer Nelson as "unknown" on the report and Capt. Reed told me that was a blatant lie. Reed said Deliford called him and told him about the incident, but that he never discussed anything else with Deliford, including who was involved.

Capt. Reed said his relationship with Deliford is not good. He said that Deliford will not take directives from him, and that he wasn't sure why. Capt. Reed mentioned that Deliford had been having issues with former Officer Vega when he was still employed at WPD. Vega had told the PD that Deliford was creating a hostile work environment and he was recording his interactions with Deliford. Reed said he told Deliford about this and told him to be careful. This caused Deliford to contact the Mayor of Walthourville to set up a meeting to discuss this, and according to Capt. Reed, the relationship between him and Deliford has been difficult ever since. Capt. Reed had mentioned that when he went to Deliford's house (Deliford was off duty) to discuss the schedule, Deliford had been drinking. Capt. Reed believes that when he mentioned this as a matter of conversation, Deliford may have felt like Reed was trying to suggest he was an alcoholic. This contributed to the animosity from Deliford to Reed.

Captain Reed outlined other situations where Deliford was insubordinate. Captain Reed said that it seemed like that if the directive or order came from him, it would be a problem for Deliford.

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The interviews with Reed, Adams, McLean and Cauley were recorded and are attached to this report.

Findings

This Internal Investigation was initiated at the request of Chief Hagan of the Walthourville Police Department. Chief Hagan contacted Maj. Bill Kirkendall who, in turn, assigned me the case. I will address the allegations Chief Hagan made below.

ALLEGATION #1:

Sgt. Deliford is falsifying his time sheet, claiming hours that he did not work.

ADJUDICATION:

Sgt. Deliford claims that he was on duty from 1200 on June 30, 2021 to 1112 on July 1, 2021. He justifies this by saying he did not want to go home and sleep because he would not wake up. I find this to be unreasonable. Sgt. Deliford's shift ended at 0100. His activity log indicates that he cleared up from the first domestic of the night at 2314 and was dispatched to the second one at 0002. That is 47 minutes between calls, which Deliford should have used for writing his report. Even if he wasn't able to complete the report in that time, he had time to get it started. He cleared from the second domestic call at 0108. His shift was supposed to end at 0100 so it would be reasonable to complete his reports, clock out and go home. The Magistrate Judge is at the jail until noon each day, so even if Deliford went home at 0300, he could have gotten 8 hours of sleep and still been able to get the First Appearances done. He could have also asked one of the other officers to handle that for him, which is acceptable and not uncommon in most agencies. Furthermore, he had 48 hours to secure warrants, so he could have simply waited until the next day.

Sgt. Deliford instead chose to sit in the parking lot of the Walthourville Police Department for 6 or more hours, counting that time as "on duty" time. Deliford claims he was working on reports during that time but admits he may have dozed off.

Sgt. Deliford also conducted a traffic stop at 0141. At this point he was supposed to be off duty, so if he was busy working on reports, why was he on Airport Rd. making traffic stops? This is poor time management, to say the least.

Based on the above facts, I believe Sgt. Deliford was abusing overtime. Although I can not speak to his motivations for doing so, this allegation is **SUSTAINED**.

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ALLEGATION #2:

Sgt. Deliford intentionally put incorrect information into an incident report.

ADJUDICATION:

Sgt. Deliford listed a person he knew and had supervised as "unknown" in an official police report (WPD 21061959). The unknown person was Tory Nelson, a former officer at the Walthourville Police Department, and someone known to Sgt. Deliford. Deliford told me Capt. Reed had given him permission to do this. Capt. Reed vehemently denies this. Even if Capt. Reed had given Deliford a direct order to do so, the order would not have been a lawful and as an experienced officer and supervisor, Deliford should have recognized it as such. This allegation is **SUSTAINED**.

SUMMARY

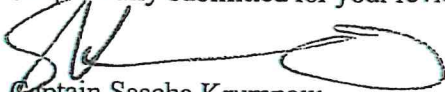
Sgt. Deliford has been with the Walthourville Police Department since October 9, 2017. He was promoted to the rank of Lieutenant on March 4, 2020, and then demoted to Sergeant on June 24 for disciplinary reasons.

Sgt. Deliford does not have a reputation for honesty and trustworthiness among the officers I spoke with at the Walthourville Police Department. His peers do not think of him as a good and effective leader.

Sgt. Deliford had significant errors on his time sheet. He also submitted an activity log that showed him on duty and working for over 23 hours. During a portion of that time (several hours) his patrol vehicle was stationary in the parking lot of the Walthourville Police Department. A citizen complained to Captain Reed that he had seen Deliford asleep in his patrol vehicle at the Parker's gas station, and two coworkers saw no movement from his vehicle during the time he was at the PD. When calls came out, he did not respond. Although I can not prove he was asleep during those hours, it certainly appears that way. Furthermore, had he gone home, he could have slept, off the clock, for several hours before he needed to see a Magistrate Judge. His decision making is questionable, especially as a leader in his agency.

Sgt. Deliford intentionally withheld pertinent information from an official police report. He admitted as much but claims his supervisor allowed it. His supervisor's statement refutes that. Sgt. Deliford has an explanation for his missteps, but none of them are reasonable.

Respectfully submitted for your review,



Captain Sascha Krumnow

Internal Affairs

7/30/2021



DISCIPLINARY ACTION RECORD

EMPLOYEE'S NAME: Sergeant Anderson Deliford EMPLOYEE NO: _____
 DEPT. NAME: Walthourville Police Chief Alfonza
Department SUPERVISOR'S NAME: Hagan DATE: 07/19/2021

Type of Action: (select one)

- Verbal Counseling
- Written Reprimand
- Admin Leave with pay Demotion Job Abandonment
- Termination

Employee will return to work on:

Type of Infraction (select one)

- Attendance Performance Safety Violation of City Policy

Sergeant Deliford You are being officially notified that as Chief of the Walthourville Police Department, I have requested assistance from the Liberty County Sheriff's Department to conduct an internal investigation. Sergeant Deliford your behavior has caused me to request this investigation. Sergeant Deliford effective immediately, you are being placed on administrative leave with pay. Your return to work depends on the outcome of the requested internal investigation. I am ordering you to cooperate fully and truthfully in this investigation. You are to cooperate fully with the Liberty County investigators, failing to do so, will constitute insubordination. You must turn in your badge, identification, computer and keys immediately.

Sergeant Deliford you must call the office each day while on suspension by 10:00 a.m., each day. You must speak with Ms. Barbara or I.

Supervisor	<u>Christopher Reed</u>	<u>Christopher Reed</u>	<u>7/19/2021</u>
	Signature	Print Name	Date
Department Head	<u>Alfonza Hagan</u>	<u>Alfonza Hagan Chief</u>	<u>7/19/2021</u>
	Signature	Print Name	Date
Employee	<u>Refused To Sign</u>		<u>7/19/2021</u>
	Signature	Print Name	Date

Signature is an acknowledgement of the action. It is not an admission of the infraction. If you feel this action is unjust, you may complete an Appeal of Disciplinary Action form as outlined in the City's Appeal of Disciplinary Action policy and present it to your supervisor. Distribution: Original to Employee, Copy to Human Resources & Department; Copy of suspensions only to Payroll.
 Rev: 1/22/18



DISCIPLINARY ACTION RECORD

EMPLOYEE'S NAME: ANDERSON DELIFORD EMPLOYEE NO: *6/24/20*
 DEPT. NAME: Walthourville P.D. SUPERVISOR'S NAME: Captain Chris Reed DATE: 02/10/2021

Type of Action: (select one)

Verbal Counseling
 Written Reprimand
 Suspended without pay Demotion Job Abandonment
 Termination

Employee will return to work on:
 Type of Infraction (select one)

Attendance Performance Safety Violation of City Policy

Officer Deliford, I have had to address on several occasions with you not following specified orders given to you by myself, Chief Alfonza Hagan and/or Captain Chris Reed.

1. Just recently, had an email sent out for all officers to be sure and download their body worn cameras at the end of their three (3) day shift. You have failed to do so and states when I called on June 15, 2021 that it was downloading, which I find to be inaccurate.
2. I personally handed you a residence check form to have everyone to keep a check on. This was given to you on June 10, 2021. I found that it had not been done and the residents are due to return home on June 16, 2021. If something had happened at the residence, we would be liable because we assured the residents we would keep a check on the residence.
3. In the month of May, I gave you a phone number for Ms. Shelby Lee. I asked you to return her call to clear up an issue with her reference a case you were involved. I later asked you if you had contacted Ms. Lee, you told me you had. Ms. Lee called again on Wednesday, June 23, 2021 at approximately 12:30 pm. Ms. Lee stated she had not heard from you and that her case is due in court next week. Ms. Barbara has made it clear that she left you several messages to call Ms. Lee and you stated you had, which we now know is not true.
4. Your report dated June 13, 2021 of two arrests of subjects on a motor cycle are clearly poorly written and was not submitted in a timely manner. I advised you to make the corrections to that report prior to leaving town. You did not do as instructed. You returned to work on Tuesday, June 22, 2021 and worked a complete shift without correcting the report.
5. You made an arrest on Sunday, June 13, 2021, and in that case, evidence was seized, you did place it in the temporary evidence locker, but you did not properly receipt that evidence. I advised you do do so, but again, you did not do as I asked. On Tuesday, June 22, 2021, Captain Reed gave a short class on proper documentation and handling of evidence.

Officer Deliford you have continuously defied my direct orders and chose on several occasions to address issues at a time of your own choosing. Officer Deliford, this departments mission is to serve all citizens in a professional and timely manner. All supervisors are expected to carry out the mission of this department with the team in mind.

Officer Deliford, you are being suspended for the next three working days without pay. Your suspension will be as follows: Friday, June 25th, Saturday, June 26th, and Sunday, June 27th, 2021.

Officer Deliford, you are also being demoted from the rank of lieutenant to the rank of Sergeant. Upon your scheduled return, on June 30th, 2021, you will return to duty as a Sergeant in Walthourville Police Department. Should you have any questions, my door is always open to you. I have very high expectations for you, but you must make a decision whether you have those same expectations.

CR *AK*



Performance Improvement - Plan for Improvement (PIP). Include specific time frames, if applicable.

Officer Deliford, this is one of my hardest decisions, but all decisions must be made for the good of the department. I pray you don't allow this decision to further derail your career. With a positive attitude you can overcome this action. Please let me know how I can help to improve your work and career advancement.

Officer Deliford, you have violated the following: Department Policies code of conduct Chapter 4 and Evidence collection Chapter 27.

Code of conduct Chapter 4

- 31 Duty to read/understand/comply with orders – Failure to read, understand, comply or maintain a working knowledge of all laws, rules and regulations, general and special orders, policies and procedures of the Department, written or verbal order of a Superior/Supervisor is prohibited. To this end, it shall be considered Neglect of Duty to fail to inquire of a Superior or Supervisor until the matter is resolved any question as to the meaning of applications of any law, rule or regulations, general or special order, policy or procedure, written or verbal.
- 32 Prompt performance of Duty – Failure to promptly perform as directed all lawful duties required by constituted authority, notwithstanding the general assignment of duties and responsibilities, is prohibited.

Evidence collection Chapter 27.

B-It is the responsibility of the first officer at the scene of a crime to secure that scene from all nonessential personnel. The scene of a crime must be secured as soon as possible to prevent the loss of evidence. The officer securing the scene should initiate a log sheet on a supplemental report form, listing the time, name and reason for all personnel who enter the crime scene. All personnel at the scene will not disturb, touch or handle physical evidence, unless a danger exists that the evidence will be lost or destroyed prior to processing by an evidence technician, detective or if an accident scene, traffic officer. Should such a situation arise, it becomes the responsibility of the officer to mark, seal, tag and preserve the evidence.

Investigators respond to a crime scene or incident, they will be responsible for photographing, collecting, preserving, transporting and submitting all evidence to the property room; Whenever the scene is processed by a patrol officer or traffic officer, all evidence obtained will be marked, sealed, tagged and placed in the property room or temporary evidence locker by that officer as soon as possible and prior to the end of the assigned shift.

The standard laboratory request form will be completed for all evidence that requires comparison or analysis. This request will be submitted with the evidence as it is turned over to the GBI Crime Laboratory. The procedures used for the collection and preservation of all evidence will be in conjunction with procedures established by the GBI Crime Laboratory.

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Corrective behavior immediately expected: I expect you to follow my directives of logging your daily activity, staying in contact with me and or your captain to report issues in a timely manner. I expect when you are on duty to be accessible to the other officers for advise and training. I expect if you are not comfortable with writing reports, please ask and I will gladly assist. I expect you to write your reports just as they occur. I expect you and the captain to interact in a professional manner, the negative reactions are noticed by your subordinants. You are in charge of the FTO program, but in six months I have not received any reports of updates on any officer in training. I expect at least bi-weekly updates on officers in training. All the aforementioned issues must be self corrected. I must see an obvious correction of behavior in the next sixty days.

I want you to understand you are still in a position of leadership and I expect you to lead. Leadership is more than just writing traffic citations.

I want you to identify a class on report writing and schedule to attend, I expect this to be done within thirty days and notify me or the captain when you will be attending that class.

Supervisor	<u>Chris Reed</u> Signature	<u>Chris Reed</u> Print Name	<u>6/24/2021</u> Date
Department Head	<u>[Signature]</u> Signature	<u>ALFONZA HALAW, Chief</u> Print Name	<u>6/24/2021</u> Date
Employee	<u>[Signature]</u> Signature	<u>Anderson DeLeon</u> Print Name	<u>6-24-2021</u> Date

Signature is an acknowledgement of the action. It is not an admission of the infraction. If you feel this action is unjust, you may complete an Appeal of Disciplinary Action forms outlined in the City's Appeal of Disciplinary Action policy and present it to your supervisor. Distribution: Original to Employee, Copy to Human Resources & Department; Copy of suspensions only to Payroll.
Rev: 1/22/18



DISCIPLINARY ACTION RECORD

EMPLOYEE'S NAME: Anderson Deliford EMPLOYEE NO: _____

DEPT. NAME: Police Department SUPERVISOR'S NAME: Chris Reed DATE: June 22, 2021

Type of Action: (select one)

- Verbal Counseling
- Written Reprimand
- Suspended without pay Demotion Job Abandonment
- Termination

Employee will return to work on:

Type of Infraction (select one)

- Attendance Performance Safety Violation of City Policy

On June 13, 2021 you conducted a traffic stop involving an arrest and collection of evidence. On June 15, 2021 this report was disapproved. On June 17, 2021 Chief Alfonza Hagan and I spoke with you in reference to filling out the evidence voucher and turning in the evidence. To date you have not corrected the report nor have you complied with filling out the evidence voucher and turning in the evidence as instructed. Lt. Deliford you have been in law enforcement long enough to know the importance of report writing and evidence chain of custody.

Performance Improvement - Plan for Improvement (PIP). Include specific time frames, if applicable.

The employee must complete the following activities in order to meet the acceptable standards of performance or behavior. Failure to show satisfactory improvement will necessitate further disciplinary action which may result in eventual dismissal and may negatively affect your ability to receive unemployment compensation benefits.

Familiarize yourself with Department SOP Evidence collection

Supervisor	<u>Chris Reed</u>	Chris Reed	06-22-21
	Signature	Print Name	Date
Department Head	<u>Alfonza Hagan</u>	Alfonza Hagan	06-22-21
	Signature	Print Name	Date
Employee	<u>Anderson Deliford</u>	Anderson Deliford	06-22-21
	Signature	Print Name	Date

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 Rev: 1/22/18



DISCIPLINARY ACTION RECORD

EMPLOYEE'S NAME: Anderson Deliford EMPLOYEE NO: _____

DEPT. NAME: Police department SUPERVISOR'S NAME: Chris Reed DATE: May 28, 2021

Type of Action: (select one)

- Verbal Counseling
- Written Reprimand
- Suspended without pay Demotion Job Abandonment
- Termination

Employee will return to work on:

Type of Infraction (select one)

- Attendance Performance Safety Violation of City Policy

See attached

Performance Improvement - Plan for Improvement (PIP). Include specific time frames, if applicable.

The employee must complete the following activities in order to meet the acceptable standards of performance or behavior. Failure to show satisfactory improvement will necessitate further disciplinary action which may result in eventual dismissal and may negatively affect your ability to receive unemployment compensation benefits.

You will use your chain of command.

You communicate with immediate supervisor.

You will complete assigned task in a timely manner.

Supervisor	<u>Chris Reed</u> Signature	Chris Reed	05-28-21
		Print Name	Date
Department Head	<u>Alfonza Hagan</u> Signature	Alfonza Hagan	05-28-21
		Print Name	Date
Employee	<u>Anderson Deliford</u> Signature	Anderson Deliford	05-28-21
		Print Name	Date

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Rev: 1/22/18



WALTHOURVILLE POLICE DEPARTMENT



Alfonza Hagan, Chief of Police

Christopher Reed, Assistant Chief of Police

"Serving our community with honor, integrity, and respect"

To: Lt. Anderson Deliford
From: Captain Chris Reed
Through: Chief Alfonza Hagan
May 19, 2021

Lt. Anderson Deliford this is a written disciplinary notice for failure to communicate.

On May 19, 2021 you were scheduled to work 1300-0100 hours. After a period of time Officers noticed that you had not arrived at work or called in for service. A concern for your health grew because this is not normal for you not to arrive at work in a timely manner.

On May 19, 2021, at 1519 hours, I arrived at your residence to conduct a welfare check. Upon my arrival I told you I was checking on you due to you not arriving at work on time. You told me that you were coming to work at 1700 hours, Lt. you are scheduled to work 1300-0100 hours, at no time did you discuss with me or Chief Hagan a schedule change. Your failure to communicate this schedule change left this schedule open with an officer in the field training program working and looking for you. Your failure to communicate with the officer left the officer unsure of his assignment for the day. Although Sgt. Wayne McLean was working and was able to supervise the officer you failed to communicate with Sgt. McLean that you needed him to do so.

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Walthourville, Georgia 31333
Ph: 912-368-6525 Fax: 912-368-6511

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WALTHOURVILLE POLICE DEPARTMENT



assignment for the day. Although Sgt. Wayne McLean was working and was able to supervise the officer you failed to communicate with Sgt. McLean that you needed him to do so. Furthermore, you discussed that you will be taking off on tomorrows date for graduation. I recall this was discussed weeks prior and at that time I advised you to insure you turned in leave a form(s) which you have not to this date. Lt. this is a failure to communicate on your part without written notification I nor the chief are aware that the shift will be open tomorrow. In the future all leave forms need to be turned in, in a timely manner unless it is an emergency. Lt. Deliford communication to me and the chief has been expressed with you on numerous occasions although you have gotten better this is taking step backwards. Lt. communication is the key if we as leaders do not communicate, we are failing one another.

Chris Reed

Chris Reed
Captain

Interim Chief [Signature]
[Signature]



DISCIPLINARY ACTION RECORD

EMPLOYEE'S NAME: ANDERSON DELIFORD EMPLOYEE NO: 128
DEPT. NAME: Walthourville P.D. SUPERVISOR'S NAME: Captain Chris Reed DATE: 02/10/2021 *JK*
4/5/2021

Type of Action: (select one)

- Verbal Counseling
 Written Reprimand
 Suspended without pay Demotion Job Abandonment
 Termination

Employee will return to work on:

Type of Infraction (select one)

- Attendance Performance Safety Violation of City Policy

LETTER OF CAUTION

Lt. Anderson Deliford, It has also been brought to my attention the way deal with your subordinates in a militaristic manner, which is outside of policy. This behavior has been witnessed by several city employees as well as subjects outside this department. I have had several counseling sessions with you as it relates to language with subordibnates and citizens of Walthourville. I am cautioning you to be sure that you always present yourself in a positive light, which reflects positively on the City of Walthourville and Police Department.

As I have stated in our previous meetings, I have received several complaints, with none substantiated. I want you to beware the complaints are being made, I expect you to adjust your actions accordingly.

For the above stated reasons, I am am giving you this letter of caution.

Officer Johnson in his complaint, stated you were very disrespectful to him during his and your conversation. I also received a complaint that you were heard by five (5) or more city employees on a phone call, that you used profane language to a sudordinate. I spoke with that subordinate and He denies that profane language was used, but I want to make sure we are not creating an environment of intimidation or a code blue environment in this department, neither will be tolerated.

I will be removing you as a day to day FTO trainer, but the overall responsibility will be on you as a Lieutenant.

Performance Improvement - Plan for Improvement (PIP). Include specific time frames, if applicable.

I am advising Lt. Deliford to understand that police supervision and military supervision are not the same.

I am advising Lt. Deliford to review the department S.O.P #34 (Code of Conduct), as it relates to conduct unbecoming of an officer.

I am advising Lt. Deliford to review the City's personnel policy Section B (Behavior) item #9 on page 21, as it relates to profane and vulgar language.

I want Lt. Deliford to seek out and attend a class on legal liability in the workplace, and Effective work place communication. I expect Lt. Deliford to have this done Immediatly. We will have a 30 day review after the signing of this letter.



Supervisor	<u>Chris Reed</u> Signature	<u>Chris Reed</u> Print Name	<u>4/5/2021</u> Date
Department Head	<u>[Signature]</u> Signature	<u>ALFONZA HAGAN</u> Print Name	<u>4/5/2021</u> Date
Employee	<u>[Signature]</u> Signature	<u>Anderson DeLORD</u> Print Name	<u>4/5/2021</u> Date

Signature is an acknowledgement of the action. It is not an admission of the infraction. If you feel this action is unjust, you may complete an Appeal of Disciplinary Action form as outlined in the City's Appeal of Disciplinary Action policy and present it to your supervisor. Distribution: Original to Employee, Copy to Human Resources & Department; Copy of suspensions only to Payroll.
Rev: 1/22/18