

STEVE C. SIKES, SHERIFF



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Sheriff's Office

Liberty County, Georgia

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

CAPT. LISA BOYD
ASST. JAIL ADMINISTRATOR

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

October 18, 2016

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

On October 18, 2016, I spoke with Officers Gildon, Winchell, Myrick and Sgt. McEady. No one was familiar with the conversation that Deliford alleged took place between him and Lt. Markham.

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

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



Jeffrey S. Hein
Jail Administrator - Major
Liberty County Sheriff's Office

CC: Officer's File

LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Name: Deliford, Anderson Dept: 3326

10/18/2016

Type of Correction: () Spot Correction Verbal () Verbal Formal (XX) Written Formal

Observation: (X) Attendance () Disobedience () Work Quality () Safety () Other () Exemplary

Employee Action: Failure to Report for Duty while on Probation Date 10/15/2016

Agency Statement: Officer Deliford failed to provide notice of his National Guard drill to his supervisors. Officer Deliford has been counseled about this in the past by his chain of command. See attached writeup for further.

Employee Statement: _____

() I concur with agency statement () I disagree with agency statement

Employees may attach additional page(s) if needed

Decision: Officer Deliford was terminated from his employment with the Liberty County Sheriff's Office.

I have read this report and understand it.

Employee Signature _____ Date: _____

Supervisor Signature  _____ Date: 10/18/16

Reviewing Supervisor Signature  _____ Date: 10-18-16

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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

LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: Dellford, Anderson

Dept. LCSO

Date: 10/14/2016

Attendance Disobedience Work Quality Safety Other

Exemplary

Employee Action:

Date: 10/14/2016

Agency Statement:

Officer Dellford you're receiving this write up because of your breakdown in communication with your employer and/ or supervisor. On 14 October 2016; you came to work with your training schedule from your National Guard Unit stating you have drill from the 15-16 of Oct; We acknowledge your commitment to serve your country and community but it's your responsibility to provide us with the necessary paperwork; bringing paperwork the day before and asking to leave early is totally unacceptable when working with Law enforcement; we need more than a 4 hour notice to adjust the schedule; so that you may attend training events with your ARNG unit. On 7th Oct 2016; you told LT. Markham that your unit had issued a recall for you and that you had to report to your unit because of Hurricane Matthew; LT. Markham instructed you to email or bring in a copy of the orders or a memorandum stating you were on recall because of your early release from work this you failed to do. Again, waiting until the last minute to turn in paperwork for something that benefits you is not our responsibility nor will we continue to show support for your negligence any paperwork dealing with your ARNG unit need to be turned in 2 weeks prior to any training event.

Employee Statement:

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature Refused to Sign

Date 10-15-16 0210Am

Supervisor Signature St Mark

Date 10-14-16

Reviewing Supervisor Signature _____

Date _____

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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

LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Name: Deliford, Anderson

Dept: 3326

8/9/2016

Type of Correction: () Spot Correction Verbal () Verbal Formal (XX) Written Formal

Observation:(X) Attendance()Disobedience() Work Quality () Safety () Other () Exemplary

Employee Action: Failure to Report for Duty Date Various

Agency Statement: Officer Deliford has called and advised that he was not able to work on at least three separate occasions. Officer Deliford has been counsled about this in the past by his chain of command.

Employee Statement:

I concur with agency statement () I disagree with agency statement

Employees may attach additional page(s) if needed

Decision: Officer Deliford, you will be suspended without pay for one day day (08/09/2016). You will also be placed on ninety (90) probation and any negative write ups can result in your termination

I have read this report and understand it.

Employee Signature [Signature] Date: 8/11/16

Supervisor Signature [Signature] Date: 8/11/16

Reviewing Supervisor Signature _____ Date: _____

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: OFFICER DELIFORD

Dept. 3326

Date: 7/11/2016

Attendance Disobedience Work Quality Safety Other

Exemplary

Employee Action:

Date:

Agency Statement:

Failure to follow Standard Operating Procedures. Officer Deliford failed to verbally get in contact with his immediate supervisors (Lieutenant or Sergeant). Failing to speak with supervisor was suppose to contact next Supervisor in Chain of Command (Major or Captain). Officer Dellford failed to comply with (SOP). Officer Dellford sent a text message to Sergeant Chapman cell phone stating "Hey Sgt this is Dellford I have to take my car in to the dealer in the morning. I am not coming in for shift I called LT day but did not get her I have to have it down there by 0830 and don't know how long I am going to be there".

I Sgt Chapman did not receive the text message until the next morning after reporting for duty and conducting headcount and briefing the shift of up coming tasks and duties. Lt Anderson was briefed of the message and tried calling Officer Dellford numerous times was unable to reach him (VIA Telephone).

Lt Anderson finally made contact with Officer Dellford at approximately 11 to 1130am. "Officer Dellford stated that he did not have any transportation to get to work and he would be into work tomorrow."

Employee Statement:

I contacted LT Anderson by phone Sunday night when I could not get home I sent a text to Sgt Chapman so to the time giving the reason to why I was not coming in to shift.

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature A. Kraft

Date 20160712

Supervisor Signature Lt Anderson

Date 7-12-16

Reviewing Supervisor Signature Cpl Lisa Boyd


Date 7-12-16

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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

I RECEIVED ONE PHONE CALL FROM LT ANDERSONS
AT ABOUT 1430 AT THAT TIME I INFORMED HER ON
WHAT WAS GOING ON. SHE TOLD ME TO KEEP HER INFORMED
AND TO MAKE IT IN FOR SHIFE IN THE MORNING.

I DO NOT FEEL THAT I DISOBEYED (SOP) BY SENDING A TEXT TO MY
SERGEANT AFTER I CALLED THE LIEUTENANT OVER THE SHIFE AND DID
NOT GET THEM. I DID NOT RECEIVED NUMEROUS CALLS

A. DECI FOOL


LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: OFFICER DELIFORD

Dept. 3326

Date: 12/29/2015

Attendance Disobedience Work Quality Safety Other

Exemplary

Employee Action:

Date: 12/29/2015

Agency Statement:

ON THIS DATE I (LT.ANDERSON) IS GIVING OFFICER DELIFORD A COUNSEL STATEMENT" OFFICER DELIFORD CALLED IN SICK AND HAVE NOT BEEN EMPLOYED FOR NO MORE THAN A MONTH. WHILE ON SIX MONTH PROBATION NO OFFICER CAN CALL IN SICK OR TAKE LEAVE TIME . AND BE ADVISED WHEN YOU CALL IN YOU MUST CONTACT YOUR SUPERVISOR.

Employee Statement:

Will not accept know more

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature *A. Anderson*

Date *20150101*

Supervisor Signature *Id Anderson*

Date *1-1-16*

Reviewing Supervisor Signature *Cpt. Lisa Benz*

Date *1-5-16*

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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

Review:

LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: OFFICER ANDERSON, DELIFORD

Dept. 3326

Date: 4/4/2016

Attendance Disobedience Work Quality Safety Other Exemplary

Employee Action:

Date:

Agency Statement:

OFFICER DELIFORD IS IN VIOLATION OF PROBATION PERIOD, CALLING IN ON THE DAY THAT WE RETURN TO WORK, KNOWING THAT HE'S STILL ON PROBATION. OFFICER DELIFORD WILL BE BRIEFED ABOUT THIS.

Employee Statement:

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature _____

Date _____

Supervisor Signature L. Anderson

Date 4/4/16

Reviewing Supervisor Signature _____

Date _____

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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

LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: OFFICER DELIFORD Dept. 3326 Date: 12/29/2015

Attendance Disobedience Work Quality Safety Other

Exemplary

Employee Action: Date: 12/29/2015

Agency Statement:

ON THIS DATE I(LT.ANDERSON) IS GIVING OFFICER DELIFORD A COUNSEL STATEMENT" OFFICER DELIFORD CALLED IN SICK AND HAVE NOT BEEN EMPLOYED FOR NO MORE THAN A MONTH. WHILE ON SIX MONTH PROBATION NO OFFICER CAN CALL IN SICK OR TAKE LEAVE TIME . AND BE ADVISED WHEN YOU CALL IN YOU MUST CONTACT YOUR SUPERVISOR.

Employee Statement:

Will not happen know now

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature *A. Anderson* Date *20160101*

Supervisor Signature *Id Anderson* Date *1-1-16*

Reviewing Supervisor Signature *Cpt Lisa Boyd* Date *1-5-16*

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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

Review:

LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: OFFICER DELIFORD

Dept. 3326

Date: 7/11/2016

Attendance Disobedience Work Quality Safety Other

Exemplary

Employee Action:

Date:

Agency Statement:

Failure to follow Standard Operating Procedures. Officer Deliford failed to verbally get in contact with his immediate supervisors (Lieutenant or Sergeant). Failing to speak with supervisor was suppose to contact next Supervisor in Chain of Command (Major or Captain). Officer Deliford failed to comply with (SOP). Officer Deliford sent a text message to Sergeant Chapman cell phone stating "Hey Sgt this is Deliford I have to take my car in to the dealer in the morning. I am not coming in for shift I called LT day but did not get her I have to have it down there by 0830 and don't know how long I am going to be there".

I Sgt Chapman did not receive the text message until the next morning after reporting for duty and conducting headcount and briefing the shift of up coming tasks and duties. Lt Anderson was briefed of the message and tried calling Officer Deliford numerous times was unable to reach him (VIA Telephone).

Lt Anderson finally made contact with Officer Deliford at approximately 11 to 1130am. "Officer Deliford stated that he did not have any transportation to get to work and he would be into work tomorrow."

Employee Statement:

I contacted LT ANDERSON BY PHONE SUNDAY NIGHT WHEN I COULD NOT GET HERE I SENT A TEXT TO SGT CHAPMAN DO TO THE TIME GIVING THE REASON TO WHY I WAS NOT COMING IN TO SHIFTE.

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature *A. Deliford*

Date 20160712

Supervisor Signature *Lt Anderson*

Date 7-12-16

Reviewing Supervisor Signature *Cpt. Lisa Boyd*

Date 7-12-16

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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

I RECEIVED ONE PHONE CALL FROM LT ANDERSONS
AT ABOUT 1430 AT THAT TIME I INFORMED HER ON
WHAT WAS GOING ON. SHE TOLD ME TO KEEP HER INFORMED
AND TO MAKE IT IN FOR SHIFE IN THE MORNING.

I DO NOT FEEL THAT I DISOBEYED (SOP) BY SENDING A TEXT TO MR/
SERGEANT AFTER I CALLED THE LIEUTENANT OVER THE SHIFE AND DID
NOT GET THEM. I DID NOT RECEIVED NUMEROUS CALLS

A. DELI FORD


LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Name: Deliford, Anderson

Dept: 3326

8/9/2016

Type of Correction: () Spot Correction Verbal () Verbal Formal (XX) Written Formal

Observation: (X) Attendance () Disobedience () Work Quality () Safety () Other () Exemplary

Employee Action: Failure to Report for Duty Date Various

Agency Statement: Officer Deliford has called and advised that he was not able to work on at least three separate occasions. Officer Deliford has been counsled about this in the past by his chain of command.

Employee Statement: _____

I concur with agency statement () I disagree with agency statement

Employees may attach additional page(s) if needed

Decision: Officer Deliford, you will be suspended without pay for one day day (08/09/2016). You will also be placed on ninety (90) probation and any negative write ups can result in your termination

I have read this report and understand it.

Employee Signature  Date: 8/11/16

Supervisor Signature _____ Date: 8/11/16

Reviewing Supervisor Signature _____ Date: _____

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: Deliford, Anderson

Dept. LCSO

Date: 10/14/2016

Attendance Disobedience Work Quality Safety Other

Exemplary

Employee Action:

Date: 10/14/2016

Agency Statement:

Officer Deliford you're receiving this write up because of your breakdown in communication with your employer and/ or supervisor. On 14 October 2016; you came to work with your training schedule from your National Guard Unit stating you have drill from the 15-16 of Oct; We acknowledge your commitment to serve your country and community but it's your responsibility to provide us with the necessary paperwork; bringing paperwork the day before and asking to leave early is totally unacceptable when working with Law enforcement; we need more than a 4 hour notice to adjust the schedule; so that you may attend training events with your ARNG unit. On 7th Oct 2016; you told LT. Markham that your unit had issued a recall for you and that you had to report to your unit because of Hurricane Matthew; LT. Markham instructed you to email or bring in a copy of the orders or a memorandum stating you were on recall because of your early release from work this you failed to do. Again, waiting until the last minute to turn in paperwork for something that benefits you is not our responsibility nor will we continue to show support for your negligence any paperwork dealing with your ARNG unit need to be turned in 2 weeks prior to any training event.

Employee Statement:

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature Refused to Sign

Date 10-15-16 0210Am

Supervisor Signature St Markl

Date 10-14-16

Reviewing Supervisor Signature _____

Date _____

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: OFFICER DELIFORD

Dept. 3326

Date: 12/29/2015

Attendance Disobedience Work Quality Safety Other

Exemplary

Employee Action:

Date: 12/29/2015

Agency Statement:

ON THIS DATE I (LT.ANDERSON) IS GIVING OFFICER DELIFORD A COUNSEL STATEMENT" OFFICER DELIFORD CALLED IN SICK AND HAVE NOT BEEN EMPLOYED FOR NO MORE THAN A MONTH. WHILE ON SIX MONTH PROBATION NO OFFICER CAN CALL IN SICK OR TAKE LEAVE TIME . AND BE ADVISED WHEN YOU CALL IN YOU MUST CONTACT YOUR SUPERVISOR.

Employee Statement:

Will not happen know now

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature *A. Anderson*

Date *20150101*

Supervisor Signature *Id Anderson*

Date *1-1-16*

Reviewing Supervisor Signature *Cpt. Lisa Boyd*

Date *1-5-16*

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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Review:

LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: OFFICER DELIFORD

Dept. 3326

Date: 7/11/2016

Attendance Disobedience Work Quality Safety Other Exemplary

Employee Action:

Date:

Agency Statement:

Failure to follow Standard Operating Procedures. Officer Deliford failed to verbally get in contact with his immediate supervisors (Lieutenant or Sergeant). Failing to speak with supervisor was suppose to contact next Supervisor in Chain of Command (Major or Captain). Officer Delliford failed to comply with (SOP). Officer Delliford sent a text message to Sergeant Chapman cell phone stating "Hey Sgt this is Deliford I have to take my car in to the dealer in the morning. I am not coming in for shift I called LT day but did not get her I have to have it down there by 0830 and don't know how long I am going to be there".

I Sgt Chapman did not receive the text message until the next morning after reporting for duty and conducting headcount and briefing the shift of up coming tasks and duties. Lt Anderson was briefed of the message and tried calling Officer Deliford numerous times was unable to reach him (VIA Telephone).

Lt Anderson finally made contact with Officer Deliford at approximately 11 to 1130am. "Officer Delliford stated that he did not have any transportation to get to work and he would be into work tomorrow."

Employee Statement:

I contacted LT ANDERSON BY PHONE SUNDAY NIGHT WHEN I COULD NOT GET HERE I SENT A TEXT TO SGT CHAPMAN DO TO THE TIME GIVING THE REASON TO WHY I WAS NOT COMING IN TO SHIFL.

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature A. Deliford

Date 20160712

Supervisor Signature Lt Anderson

Date 7-12-16

Reviewing Supervisor Signature Cpl Lisa Daryl

Date 7-12-16

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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I RECEIVED ONE PHONE CALL FROM LT ANDERSONS
AT ABOUT 1230 AT THAT TIME I INFORMED HER ON
WHAT WAS GOING ON. SHE TOLD ME TO KEEP HER INFORMED
AND TO MAKE IT IN FOR SHIFE IN THE MORNING.

I DO NOT FEEL THAT I DISOBEYED (SOP) BY SENDING A TEXT TO MY
SERGEANT AFTER I CALLED THE LIEUTENANT OVER THE SHIFE AND DID
NOT GET THEM. I DID NOT RECEIVE NUMEROUS CALLS

A. DELI FODS
Amy

LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Name: Deliford, Anderson Dept: 3326

8/9/2016

Type of Correction: () Spot Correction Verbal () Verbal Formal (XX) Written Formal

Observation:(X) Attendance()Disobedience() Work Quality () Safety () Other () Exemplary

Employee Action: Failure to Report for Duty Date Various

Agency Statement: Officer Deliford has called and advised that he was not able to work on at least three separate occasions. Officer Deliford has been counsled about this in the past by his chain of command.

Employee Statement:

(X) I concur with agency statement () I disagree with agency statement

Employees may attach additional page(s) if needed

Decision: Officer Deliford, you will be suspended without pay for one day day (08/09/2016). You will also be placed on ninty (90) probation and any negative write ups can result in your termination

I have read this report and understand it. Employee Signature [Signature] Date: 8/11/16 Supervisor Signature [Signature] Date: 8/11/16 Reviewing Supervisor Signature _____ Date: _____

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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LIBERTY COUNTY SHERIFF'S OFFICE

EMPLOYEE OBSERVATION REPORT

Spot Correction Verbal Verbal Formal Written Formal

Name: Delliford, Anderson

Dept. LCSO

Date: 10/14/2016

Attendance Disobedience Work Quality Safety Other

Exemplary

Employee Action:

Date: 10/14/2016

Agency Statement:

Officer Delliford you're receiving this write up because of your breakdown in communication with your employer and/ or supervisor. On 14 October 2016; you came to work with your training schedule from your National Guard Unit stating you have drill from the 15-16 of Oct; We acknowledge your commitment to serve your country and community but it's your responsibility to provide us with the necessary paperwork; bringing paperwork the day before and asking to leave early is totally unacceptable when working with Law enforcement; we need more than a 4 hour notice to adjust the schedule; so that you may attend training events with your ARNG unit. On 7th Oct 2016; you told LT. Markham that your unit had issued a recall for you and that you had to report to your unit because of Hurricane Matthew; LT. Markham instructed you to email or bring in a copy of the orders or a memorandum stating you were on recall because of your early release from work this you failed to do. Again, waiting until the last minute to turn in paperwork for something that benefits you is not our responsibility nor will we continue to show support for your negligence any paperwork dealing with your ARNG unit need to be turned in 2 weeks prior to any training event.

Employee Statement:

I concur with agency statement I disagree with agency statement

Employees may attach additional page(s) if needed.

Decision:

I have read this report and understand it.

Employee Signature Refused to Sign

Date 10-15-16 0210Am

Supervisor Signature St Markl

Date 10-14-16

Reviewing Supervisor Signature _____

Date _____

Observation reports will be completed by supervisors in a timely manner, discussed with the employee and signed.

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