

RICHMOND COUNTY SHERIFF'S OFFICE DISCIPLINARY REPORT

NAME OF EMPLOYEE: Joel Danko

DATE: Friday, January 05, 2001

DIVISION: Road Patrol North Precinct

RANK: Deputy

IMMEDIATE SUPERVISOR: Lt. Mark Lovering

4.4(B) MANNER OF CONDUCT (B)

VIOLATION TITLE AND CODE: ~~4.26 Unsatisfactory Performance~~ 4.9 Employee to be Truthful

DISCRIPTION OF VIOLATION (TO INCLUDE, DATE, TIME, LOCATION, WITNESSES, FACTS)

On Tuesday, January 2, 2001, Dep. Danko, along with Dep's Sanford Corbit and Jason DeArman were working a funeral at Woodlawn United Methodist Church, 2220 Walton Way, when someone transmitted over their CB radio in an inappropriate manner. The transmission was something to the affect of "someone kicking someone's ass." This transmission was also heard over the PA system in the church during the funeral. Upon investigation the three deputies in question told Maj. Weaver that it wasn't them and they didn't know who it was.

Upon further investigation, and several days later, Dep. Danko admitted to Maj. Weaver that he was the one who was talking on the CB. He stated that he said "someone needs to go help Dep. Toole before he gets his ass kicked". (Dep. Charles Toole was on a call at another location and was having a problem and had called for back up). Dep. Danko's actions were inappropriate and unprofessional. He was also untruthful when first questioned by Maj. Weaver

Witnesses: Maj. Richard Weaver
Capt. Mike Prickett


PREVIOUS VIOLATIONS, TITLE, CODE AND DATE:

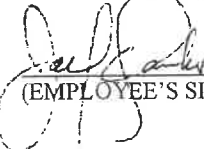
072499, 3.5 Reporting for Duty, Written Counseling.
041100, 4.26 Unsatisfactory Performance, Review Board

DISCIPLINARY ACTION: SENT TO DISCIPLINARY REVIEW BOARD | 011801
 DISMISSAL
 SUSPENDED FOR 10 DAY(S) | 012501
 WRITTEN WARNING/COUNSELING (ATTACH COPY)
 ORAL REPREAMAND

NAME AND RANK OF SUPERVISOR IMPOSING DISCIPLINARY ACTION


(SUPERVISOR'S SIGNATURE)


(RANK)

 JOEL DANKO
(EMPLOYEE'S SIGNATURE) 4831/204

DISTRIBUTION: SHERIFF
INTERNAL ARRAIRS
IMMEDIATE SUPERVISOR
EMPLOYEE
EMPLOYEE'S FILE

RICHMOND COUNTY SHERIFF'S DEPARTMENT

DISCIPLINARY REPORT

NAME OF EMPLOYEE: Joel Danko DATE: 041100
DIVISION: Road/B-North RANK: Deputy
IMMEDIATE SUPERVISOR: Lt. Mark Lovering; Sgt. Mike Anchor; Sgt. Steve Strickland
VIOLATION TITLE AND CODE: Unsatisfactory Performance (4.26)

DESCRIPTION OF VIOLATION (TO INCLUDE DATE, TIME, LOCATION, WITNESS(ES), FACTS)

On 041000 at 1502 hrs., you received a call to 1023 12th St. The call was in reference to a found child. During the course of the investigation, you were able to determine that the child had gotten on the wrong schoolbus and you were able to contact the school. You then turned the child over to a teacher, and cleared the call "code 3". When I advised you that a code 4 needed to be completed, you advised me on the North Tac that you failed to get any information to complete a report because you turned the child over to a teacher and that the child had not been reported missing. The topic of when to do a "code 4" has been covered numerous times, and this is an instance in which a code 4 (misc. report) should have been completed. Included in the report should have been the name of the child, the name of the teacher that the child was
PREVIOUS VIOLATION(S), TITLE, CODE AND DATE: _____ (OVER)

Reporting for Duty (3.5) (072499)

DISCIPLINARY ACTION: XXX SENT TO DISCIPLINARY REVIEW BOARD | 1042700
_____ DISMISSAL
_____ SUSPENDED FOR _____ DAY(S)
X WRITTEN WARNING/COUNSELING (ATTACH COPY) / 1042700
_____ ORAL REPRIMAND 6 MOS. PROBATION - ENDS 102700.

NAME AND RANK OF SUPERVISOR IMPOSING DISCIPLINARY ACTION:

Sgt. Mike Anchor A077/B34
(SUPERVISOR'S SIGNATURE)

Sergeant
(RANK)

Joel Danko JOEL DANKO A831
(EMPLOYEE'S SIGNATURE) 204

DISTRIBUTION:

INTERNAL AFFAIRS
IMMEDIATE SUPERVISOR
EMPLOYEE
EMPLOYEE'S FILE

RICHMOND COUNTY SHERIFF'S DEPARTMENT

EMPLOYEE COUNSEL FORM

EMPLOYEE'S NAME: Joel Danko DIVISION: Road/B-North

VIOLATION TITLE AND CODE: Reporting For Duty 3.5

DATE OF VIOLATION: 072399 DATE OF COUNSEL: 072499

FOR THE PURPOSE OF AIDING THIS SUPERVISOR, AND TO IMPROVE THE PERFORMANCE OF THE RICHMOND COUNTY SHERIFF'S DEPARTMENT, THE FOLLOWING MATTER(S) HAVE BEEN DISCUSSED WITH THE ABOVE EMPLOYEE:

- 1) On the above date, you failed to report to muster. After muster, I called your residence and you stated that your alarm failed to go off and that you had intended to call in
- 2) sick, as your wife was at the E.R. all night. The policy is to call prior to the shift going in service. When the policy is deviated from, it causes an undue hardship on the
- 3) shift, as a beat is put out of service and personell are "shuffled" around. In the futu
you need to call prior to the shift going in service, and as close to 0500 hrs. as prac
(Deputy Danko did bring in a Dr.'s note indicating that he was at the E.R.)

EMPLOYEE'S RESPONSE: Next infraction will result in a written warning.

I HAVE READ AND UNDERSTAND THE ABOVE COUNSEL FORM.

Joel Danko 5612 DANKO AC31/2004 072499
(EMPLOYEE'S SIGNATURE) (DATE)

[Signature] 072499
(SUPERVISOR'S SIGNATURE) (DATE)
Sgt Mike [Signature]

DISTRIBUTION: INTERNAL AFFAIRS
EMPLOYEE'S FILE
IMMEDIATE SUPERVISOR
EMPLOYEE

RICHMOND COUNTY SHERIFF'S DEPARTMENT

EMPLOYEE WRITTEN WARNING

EMPLOYEE'S NAME: Joel Danko A831 DIVISION: Road Patrol C-North

VIOLATION TITLE AND CODE: Unsatisfactory Performance 4.26

DATE OF VIOLATION: 20-Sept.-04 DATE OF WARNING: 24-Sept.-04


LOCATION OF VIOLATION: 2803 Wrightsboro Road Daniel Village Substation

FOR THE PURPOSE OF AIDING THIS SUPERVISOR, AND TO IMPROVE THE PERFORMANCE OF THE RICHMOND COUNTY SHERIFF'S DEPARTMENT, THE FOLLOWING MATTER(S) HAVE BEEN DISCUSSED WITH THE ABOVE EMPLOYEE:

- 1) On 16-Sept.-04 I was advised by Deputy Danko, that he was going to be out of town on funeral leave the following two days the shift would be working.
- 2) On 20-Sept.-04 upon returning to work Deputy Danko's patrol vehicle could not be located even after checking the area of the substation and the Broad Street Shop. The vehicle was located after shift change parked at Deputy Danko's house.
- 3) Deputy Danko while off the following Friday and Saturday prior to the shift returning to work had time to drop his patrol vehicle off sometime Saturday after getting off from his special.

EMPLOYEE RESPONSE:

I HAVE READ AND UNDERSTAND THE ABOVE WRITTEN WARNING.


Deputy Joel P. Danko A831 24-Sept.-04
(EMPLOYEE'S SIGNATURE) (DATE)


Sgt. Robert A. Cross A171 24-Sept.-04
(SUPERVISOR'S SIGNATURE) (DATE)

DISTRIBUTION:

- INTERNAL AFFAIRS
- IMMEDIATE SUPERVISOR
- EMPLOYEE
- EMPLOYEE'S FILE

RICHMOND COUNTY SHERIFF'S DEPARTMENT

DISCIPLINARY REPORT

EMPLOYEE'S NAME: Joel Danko A-831 DATE: 15-Apr.-03

DIVISION: C-Shift North RANK: Private

IMMEDIATE SUPERVISOR: Lt. Larry Overstreet

VIOLATION TITLE AND CODE: Unsatisfactory Performance 4.26 C

DESCRIPTION OF VIOLATION (TO INCLUDE DATE, TIME, LOCATION, WITNESS(ES), FACTS)

1) On the 20-Mar.-03 Deputy Danko received a call to a disabled vehicle at the intersection of Washington Road and Pleasant Home Road.

2) Deputy Durrence cleared from a signal 8 at the KFC on Furys Ferry Road and advised that she would take the call. I checked with the dispatcher and was advised that Deputy Danko had received the call approx. 12 min. earlier. He was advised to respond to the call as he was dispatched.

3) When I questioned Deputy Danko about why he took so long to get to the call he had stated that he was setting down attempting to get some food to eat. He was not on his 10-10 at the time he got the call. He also advised that he was using the bathroom at the time.

4) I have spoken to Deputy Danko and advised him that when he is given a call he is to respond to it in a timely manner not to call other units to take the call for him.

5) After briefing Lt. Overstreet regarding the above listed information I was advised to do a disciplinary report on it by Lt. Overstreet. Deputy Danko along with the shift have been advised about the policy of responding to calls when dispatched to them.

6) On 17-Apr.-03 this report was changed to a oral reprimand per Lt. Overstreet after talking with Deputy Danko who advised that this matter would not happen again.

PREVIOUS VIOLATION(S), TITLE, CODE AND DATE: None in file

DISCIPLINARY ACTION: XX

X

SENT TO DISCIPLINARY REVIEW BOARD 1052203
DISMISSAL
SUSPENDED FOR DAY(S)
WRITTEN WARNING/COUNSELING (ATTACH COPY) 1052303
ORAL REPRIMAND

NAME AND RANK OF SUPERVISOR IMPOSING DISCIPLINARY ACTION:

Sgt. Robert A. Cross
Sgt. Robert A. Cross A-171/B9
(SUPERVISOR'S SIGNATURE)

Sergeant
(RANK)

Joel Danko A-831/314
(EMPLOYEE'S SIGNATURE)

DISTRIBUTION:
SHERIFF
INTERNAL AFFAIRS
IMMEDIATE SUPERVISOR
DEPUTY
PERSONNEL FILE

Handwritten initials

RICHMOND COUNTY SHERIFF'S DEPARTMENT

DISCIPLINARY REPORT

CONTINUATION OF DESCRIPTION OF VIOLATION:

7) On 25-Apr.-03 Captain Prickett asked regarding his copy of this disciplinary report. I advised him that it was done as a oral reprimand. He stated that it needed to be sent to the review board.

Sgt. Robert A. Cross
Sgt. Robert A. Cross B9/A171

(SUPERVISOR'S SIGNATURE)

Richmond County Sheriff's Office Disciplinary Report

Name of Deputy: Joel Danko Date: April 29, 2008

Division: CID / NARCOTICS Rank: INV

Immediate Supervisor: SGT GREG MEAGHER / SGT. ALLAN ROLLINS

Violation Title and Code: 4.1.1 (A) MANNER OF CONDUCT 4.4A

Description of Violation to Include Date, Time, Location, Witnesses & Facts: April 24, 2008, Investigators Danko and Ryals were in the front seat of an unmarked car with Hambrick and Cowell in the back seat. Ryals and Danko were arguing and playing, giving each other a hard time. During the exchange of words Danko stated to Ryals "you know if I'm a blue eyed Nigger you're a white nigger who always wants something for nothing". When questioned about the wording, it was discovered that while several investigators were at a recent search warrant, a suspect called Inv. Danko a "blue eyed nigger" and also called Inv. Williams an "Uncle Tom". This was confirmed by Inv. Williams. Inv. Shaheed who was not present during the argument, overheard conversations about the argument later that evening. Inv. Shaheed wrote an email to Sgt Rollins who was off duty the last three days of this week, and to Capt. Hart stating that he had heard of the incident while listening to the Investigators discuss the incident in the squad bay and thought that it needed to be addressed by the supervisors of this division.

On April 25, 2008, Sgt Meagher had a meeting with all parties including Inv. Shaheed. At this meeting Sgt. Meagher advised that the type of language and the racial slur used would not be tolerated. No racial slurs by any person would be tolerated by any member of this division in the office or in the street and this type of language would not be tolerated even in a joking manner. Sgt Meagher then asked all parties if they had anything to say. Danko stated that he apologized to Ryals for the argument and for the use of "the" word. He was arguing but did not mean it as a racial slur. He then apologized to Shaheed, stating if he said anything that offended him he was deeply sorry, Danko then apologized to the group. Ryals stated that he accepted the apology. When asked by Sgt. Meagher both Cowell and Hambrick stated that they were in the back talking to each other and had toned out the arguing thus not hearing the word. Shaheed stated that he put up with this kind of behavior for 20 years and would not put up with it here. Sgt Meagher then excused all officers except Ryals and Danko and worked on clearing the air and working out their differences. This was accomplished.

Later at dinner with all officers from this division, Danko again apologized to the unit as a whole. This apology was accepted by the group, who are now back to working as a cohesive group again.

Capt. Hart talked with Inv. Shaheed who advised that he was satisfied that the incident had been handled properly within the division.

All investigation and counseling conducted by Sgt. Meagher was under the direct instruction and supervision of Capt. Hart and Lt. Partain, who conveyed the wish that this be handled with a warning which would be placed in Inv. Danko's file.

On April 28, 2008, Sgt. Meagher was advised that the Sheriffs Administration wished the case be presented to the Review Board.

Disciplinary Action: / Sent to Disciplinary Review Board/ 051508
 / Dismissal/
 X Suspended for 2 Day(s)/ 051908
 / Written Warning\Letter of Counsel/
 / Unfounded/

Name and Rank of Supervisor Imposing Disciplinary Action:

Sgt. J. McCall

Internal Affairs

(Supervisor's Signature)

(Date)

Joseph J. [Signature]

(Employee's Signature)

Distribution:

- Employee's File**
- Employee**
- Immediate Supervisor**
- Internal Affairs**