



RICHMOND COUNTY SHERIFF'S OFFICE

Sheriff Richard Roundtree

Law Enforcement Center

400 Walton Way

Augusta, GA 30901

Phone: 706.821.1000 Fax: 706.821.1064

19-12-07

DEPUTY: Leslie Gaiter **EMPLOYEE ID:** 16546

DATE OF VIOLATION: 12/04/19

VIOLATION OF S.O.P. #: Unsatisfactory Performance 4.26 (Patrol Vehicle Accident 5.2-10.1)

On 12/04/19 at 0941 hours Deputy Gaiter was traveling east on I-520 exit ramp 9 at Mike Padgett Hwy in the right turn only lane. The vehicle in front of him made a sudden stop for traffic causing the front of his vehicle to strike the rear of the vehicle in front of him. Deputy Gaiter was found at fault for following too closely see case number [REDACTED]. This is Deputy Gaiter first at fault accident.

DISCIPLINARY ACTION INITIATED BY: Cpl. Byrmie Hardin A588/C23

DATE: 12/04/19

PROPOSED ACTION: Written Warning

REVIEWED BY: (IF APPLICABLE)

CORPORAL: [Signature]

DATE: 12/04/19 Agree Disagree

SERGEANT: _____

DATE: _____ Agree Disagree

LIEUTENANT: [Signature]

DATE: 12/07/19 Agree Disagree

CAPTAIN: _____

DATE: _____ Agree Disagree

MAJOR: _____

DATE: _____ Agree Disagree

COLONEL: _____

DATE: _____ Agree Disagree

CHIEF DEPUTY: _____

DATE: _____ Agree Disagree

SHERIFF: _____

DATE: _____ Agree Disagree

Recommendation

FINAL DISPOSITION: _____

EMPLOYEE'S SIGNATURE: [Signature]



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18-04-05

DEPUTY: Leslie Gaiter EMPLOYEE ID: lg16546
 DATE OF VIOLATION: February 24, 2018
 VIOLATION OF S.O.P. #: 4.26 Unsatisfactory Performance (Report Writing)


On March 21, 2018 at 14:30hrs I received a phone call from a [REDACTED] in reference in locating her accident report under case # [REDACTED] [REDACTED] stated that on February 24, 2018 she was involved in a motor vehicle accident and deputy Leslie Gaiter unit 1211 was the responding officer. She further advised that she could not process her insurance claims without a report. After an intensive search, the report could not be located. Further inquiry revealed that dep. Gaiter had not completed a report.

On March 23, 2018 a report was completed and a redacted copy was made available to [REDACTED]. Deputy Gaiter for unknown reason you failed to complete an accident report. This is a violation of the Sheriff's Office policy as well as substandard work. If there is not a drastic change in your work behavior I will be forced to suggest that you be transferred to a position that is less arduous with regards to your abilities to complete a task. Dep. Gaiter this is the very last time that there will be a discussion in reference to you not completing or turning in paperwork. Based on this incident and your past performances I am recommending a one day suspension.

DISCIPLINARY ACTION INITIATED BY: Lt. Charles A. Mitchell III A-1/B001 

DATE: March 28, 2018

PROPOSED ACTION: 1 Day Suspension

| <u>REVIEWED BY: (IF APPLICABLE)</u> | | <u>DATE:</u> | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | <u>Recommendation</u> |
|-------------------------------------|---|---------------------|---|-----------------------|
| CORPORAL: | _____ | _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| SERGEANT: | _____ | _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| LIEUTENANT: | _____ | _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| CAPTAIN: |  | DATE: <u>032818</u> | <input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| MAJOR: | _____ | _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| COLONEL: | _____ | _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| CHIEF DEPUTY: | _____ | _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| SHERIFF: | _____ | _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |

FINAL DISPOSITION: _____

EMPLOYEE'S SIGNATURE:  _____



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16-11-25

DEPUTY: Leslie Gaiter **EMPLOYEE ID:** 16546

DATE OF

VIOLATION: 11/10/16

VIOLATION OF S.O.P. #: Unsatisfactory Performance 4.26

Upon reviewing the video of an arrest made by you on 11/10/16, it appears that you initiated the confrontation by continuing to pursue the eventual arrestee even though he was backing away as you instructed. The video shows you becoming agitated by his continued use of curse words and the fact that he was recording the encounter on his cell phone. The suspect was in his own yard, was not the focus of the original incident that brought you there, and was at a distance from where you were conducting your investigation that he was not interfering with it.

This letter of counsel, along with discussing this matter in person with you, is intended to bring to your attention that you cannot allow your personal feelings or anger at the actions of someone on the sidelines dictate how you perform your investigation. While there was no problem with the use of force portion after you advised the suspect that he was under arrest, the video gives the impression that you, and not the suspect were the aggressor leading up to the arrest.

DISCIPLINARY ACTION INITIATED BY: Sgt. Rick Shiflett B10

DATE: 12/02/16

PROPOSED ACTION: Letter of Counsel

REVIEWED BY: (IF APPLICABLE)

| | | | |
|---------------------------------------|------------------------------|---|-----------------------------------|
| CORPORAL: _____ | DATE: _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| SERGEANT: _____ | DATE: _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| LIEUTENANT: <u>[Signature]</u> | DATE: <u>12/05/16</u> | <input checked="" type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| CAPTAIN: _____ | DATE: _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| MAJOR: _____ | DATE: _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| COLONEL: _____ | DATE: _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| CHIEF DEPUTY: _____ | DATE: _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| SHERIFF: _____ | DATE: _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE: [Signature]



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16-06-12

DEPUTY: Leslie Gaiter **EMPLOYEE ID:** 16546

DATE OF VIOLATION: 06/05/16

VIOLATION OF S.O.P. #: 5.3-7 Use of Body worn Camera

Violation of General Order 15-004-Body Worn Camera Policy

On Sunday, June 5th, 2016 at approximately 2110 hrs, you were dispatched to 906 Molly Pond Rd. in reference to an assault. During the call, the suspect in the assault became obstructive which resulted in a Use of Force. I arrived on scene and inquired about the incident. You advised me that the battery to your BWC had died and you were unable to capture the incident as mandated by policy. You are reminded to keep you camera charged at all times as this incident certainly could have escalated and the video footage to suport the ends of justice would have been non-existent as turned out to be the case. If it wasn't for another Deputy's camera being activated, there would be no video footage of this incident. A check of Dep. Gaiters camera usage indicated that he had recorded 17 minutes of data before this incident occurred. Future violations may result in further disciplinary actions.

DISCIPLINARY ACTION INITIATED BY: Cpl. Eard Trimmingham/C-11

DATE: 06/06/16

C-11 Written warning

PROPOSED ACTION: A-1 Prior Written Warning 04/05/16 - PROPOSE: 2 day suspension.

REVIEWED BY: (IF APPLICABLE)

| | | |
|---------------------------------------|------------------------------|---|
| CORPORAL: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree |
| SERGEANT: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree |
| LIEUTENANT: <u>[Signature]</u> | DATE: <u>06-08-16</u> | <input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree |
| CAPTAIN: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree |
| MAJOR: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree |
| COLONEL: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree |
| CHIEF DEPUTY: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree |
| SHERIFF: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree |

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE: [Signature]



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22-04-25

DEPUTY: Leslie Gaiter **EMPLOYEE ID:** 16546
DATE OF VIOLATION: 02/24/2022
VIOLATION OF S.O.P. #: Unsatisfactory Performance 4.26

On 02/24/2022, Deputy Leslie Gaiter assisted on a traffic stop where numerous items of clothing were located in the vehicle with department store tags attached from stores in Columbia County. The driver gave a false name and DOB that had previous shoplifting charges, so deputies contacted the Columbia County Sheriff's Office to inquire about recent shoplifting cases. Dep. Gaiter was advised that a CCSO investigator would contact him, so Dep. Gaiter seized the items to turn in to the Property Room during the investigation. The CCSO investigator did not make contact with Dep. Gaiter, and Dep. Gaiter failed to turn the property into the Property Room. Dep. Gaiter inventoried some of the items and documented the items on two Property Receipts, but he did not complete the inventory. Dep. Gaiter did not submit a Case Report or the Property Receipts. On 03/02/2022, Dep. Gaiter transferred the items from his patrol car to his personal vehicle, and he deposited the items into two Better World Recycling bins in front of Walmart, 3338 Wrightsboro Rd. The driver from the traffic stop contacted the Property Room on 03/29/2022, to inquire on the status of the property. I contacted the subject to ascertain if she can advise exactly what items were seized, and she advised that she is unaware of the number and price of each of the items that were seized. I contacted Better World Recycling in an attempt to retrieve the items, but the donation boxes were emptied on 03/23/2022, and the contents transported to North Carolina. Dep. Gaiter was recently counseled, on 02/15/2022, for not submitting a report in a timely manner. I have spoken with Dep. Gaiter in reference to not submitting reports and not handling seized property properly. Dep. Gaiter understands the severity of this situation.

DISCIPLINARY ACTION INITIATED BY: Lt. Harold Hitchcock A268/A-11

DATE: 03/31/2022

PROPOSED ACTION: Three Days SWOP and Reimburse the complaint.

REVIEWED BY: (IF APPLICABLE)

Recommendation

| | | | |
|---|------------------------------|---|-------|
| CORPORAL: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| SERGEANT: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| LIEUTENANT: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| CAPTAIN: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| MAJOR: _____ | DATE: _____ | <input type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| COLONEL: <i>[Signature]</i> | DATE: <u>04/6/22</u> | <input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| CHIEF DEPUTY: <i>[Signature]</i> | DATE: <u>4/16/22</u> | <input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |
| SHERIFF: <i>[Signature]</i> | DATE: <u>04/22/22</u> | <input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree | _____ |

FINAL DISPOSITION: As stated Above



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SHERIFF'S SIGNATURE:

A handwritten signature in black ink, appearing to read "Richard Roundtree", is written over a horizontal line.





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22-02-15

DEPUTY: Leslie Gaiter **EMPLOYEE ID:** 16546

DATE OF VIOLATION: 2/14/2022

VIOLATION OF S.O.P. #: Unsatisfactory Performance {4.26} / FAILURE TO COMPLETE REPORT

On February 14th, 2022 I, Cpl. Aaron C. Phillips received a complaint that Deputy Leslie Gaiter had failed to complete a crash report in which he investigated on October 4th, 2021. Upon review, it was found that Deputy Gaiter still had the report in his que for GEARS which was incomplete. Deputy Gaiter stated he was unable to complete or send the report because his computer did not have the newest program version of GEARS. Deputy Gaiter then had to be helped to complete the report for approval.

Deputy Gaiter was asked why he did not make contact with a supervisor or the I.T. department to have this issue resolved in a timely manner, to which he stated he forgot about the report. Deputy Gaiter has been counseled regarding this incident and the policy and procedures for completion of paperwork was reviewed.

DISCIPLINARY ACTION INITIATED

BY: Cpl. Aaron C. Phillips, C-23

DATE: 2/15/2022

PROPOSED ACTION:

Written Warning

REVIEWED BY: (IF APPLICABLE)

| | | | | | |
|----------------------|--------------------|--------------|-----------------|---|-----------------------------------|
| CORPORAL: | _____ | DATE: | _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| SERGEANT: | <u>[Signature]</u> | DATE: | <u>02/16/22</u> | <input checked="" type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| LIEUTENANT: | <u>[Signature]</u> | DATE: | <u>02/14/22</u> | <input checked="" type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| CAPTAIN: | _____ | DATE: | _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| MAJOR: | _____ | DATE: | _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| COLONEL: | _____ | DATE: | _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| CHIEF DEPUTY: | _____ | DATE: | _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| SHERIFF: | _____ | DATE: | _____ | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |

SHERIFF'S OR DESIGNEE RECOMMENDATION:

EMPLOYEE'S SIGNATURE: [Signature]