

# Employment Record

**Name** \_\_\_\_\_ **Empl** 16546 **Computer #** C272 **Date of Hire** 06/07/2014 **Transferred/Rehired** \_\_\_\_\_

Gaiter, Leslie II

Date	Position	PCN	Department	Rate of Pay	Grade	Reason for Change
06/07/2014	Deputy "A"	SDR0313201	5041	\$1,342.01	43	Date of Hire
01/03/2015	Deputy		5041	\$1,418.93	43	Tier Level Increase
03/12/2016				\$1,447.31		Cost of Living
12/30/2017				\$1,542.48	0	Salary with 84 hours and 1.5% cola.
02/24/2018				\$1,596.47	0	2018 Cluster Increase
06/06/2018	DEPUTY	SDR8INQ178	5041	\$1,596.47	15	NEW PCN AND PAY GRADE
01/22/2019				\$1,644.36	0	CLUSTER INCREASE PART II
03/07/2020				\$1,726.58	0	SENIOR DEPUTY
06/27/2020				\$45,564.46	0	COLA INCREASE

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The City of Augusta
Human Resources Department
Request for Personnel Action (RPA)

Employee Name: Leslie Gaiter, II EMP I.D.: 16546 DEPT #: 5041 Proposed Effective Date: 3/7/2020

PART 1: TYPE OF REQUEST ---> #1: must fill out Part 2-A ONLY ---> #2-12: must fill out Part 2-B & Part 3 ---> #13: must fill out Part 2-C & Part 3 ---> #14: fill out Part 2 & 3

- 1. Name/Phone/Add 2. Reclassification 3. Position Abolishment 4. Transfer 5. Promotion 6. Demotion 7. Interim Appointment
8. Suspension 9. New Position 10. Work Hours 11. Rate of Pay 12. Budget # 13. Separation 14. Other:

PART 2: PREPARATION FOR PERSONNEL ACTION

A. PERSONAL INFORMATION

Name Change: Address: Employee Signature (required for personal information changes): Date: Home Phone #: Cell Phone #: Office Phone #:

B. POSITION INFORMATION

Table with columns: CHANGE FROM, CHANGE TO. Rows include Dept. #, Job Title, FLSA Status, Pay Class, Salary Grade, PCN, Daily Hours, Hourly Rate, Bi-Weekly Salary, Annual Salary, Supplemental Pay, Safety Sensitive, GL Account number.

C. SEPARATION INFORMATION

SEPARATION FROM SERVICE REASON: VQ 01 Resignation, VQ 02 Failure to Report to Work/AWOL, VQ 03 Lay-Off/RIF, VQ 04 Death, VQ 05 Loss of Job Requirements, VQ 06 Termination, VQ 07 Retirement. Date Hired, Last Day Worked, Separation Date, Terminated 3 days ADM Given, Proper Notice Given, Eligible for Re-Hire?

Employee Replaced (Name & I.D.):

PART 3: EXPLANATION FOR REQUEST

See Attached Documentation? [X] YES [ ] NO (if no, must give explanation for request)

Employee is a senior deputy. Job description attached. The Sheriff's Office has the funding.

PART 4: DEPARTMENT APPROVAL

This Request was Processed By: Bonnie Hayes Contact Phone #: 706-821-1095 Date Of Request: 2/18/2020
Department Director Signature: Robert Anderson Concurrence Date: 2/18/2020
Department Director Signature (2): Concurrence Date:
Administrator Signature (only required for ineligibility for rehire): Concurrence Date:
General Counsel Signature (only required for ineligibility for rehire): Concurrence Date:

If a transfer between departments, both director signatures required\*\*\*

BELOW IS FOR HUMAN RESOURCES ONLY

Distributed necessary copies to: [ ] PAYROLL [ ] BENEFITS Verified: [ ] Employee Information [ ] Position Information [ ] Separation Information

Received on (date): Effective on the PP begin/end date of: Processed By/Date:

Table with columns: EMP MGR/Date, HR MGR/Date, HR Comp/Date, EMP RELATIONS/Date, HR DIR/Date, City ADM/Date

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				<b>Reason for Change</b>

**ACKNOWLEDGEMENT OF RECEIPT OF THE RICHMOND COUNTY SHERIFF'S  
OFFICE UNIFORMED SERVICES AND REEMPLOYMENT RIGHTS ACT OF 1994  
("USERRA") POLICY**

1. The Undersigned Acknowledges that she/he is an Employee of the Richmond County Sheriff's Office
2. The Undersigned Employee Acknowledges that she/he has received a copy of the Richmond County Sheriff's Office Uniformed Services and Reemployment Rights Act of 1994 ("USERRA") Policy.
3. The Undersigned Employee Acknowledges that she/he has read the Richmond County Sheriff's Office USERRA Policy.
4. The Undersigned Employee Acknowledges that she/he has read the Richmond County Sheriff's Office USERRA Policy and understands the information in the Policy or that they have the right to speak with a Representative of the Richmond County Sheriff's Office should they have questions about the policy.
5. The Undersigned Employee Acknowledges that by signing this document they Acknowledge that they have received the Richmond County Sheriff's Office "USERRA" Policy and that a copy of this Acknowledgment will be placed in their personnel file with the Richmond County Sheriff's Office.

I have this 4th of March 2021, received a copy of the Richmond County Sheriff's Office "USERRA" Policy.



Signature  
Richmond County Sheriff's Office Employee

Leslie Gaiter

Printed Name

# Augusta, Georgia

## Job Description

Approved Title: Deputy  
 Working Job Title: Road Patrol Deputy  
 Department: Sheriff (5041)  
 Reports To: Sergeant

Job Code: 81NQ  
 Pay Grade: 15  
 Original Date Prepared: August 25, 1997

FLSA Classification: Non-exempt  
 Date Revised: June 14, 2018

Does the Position Have Direct Reports? Yes  No   
 If Yes, What is the Title of the Position that Reports to this Position:  
 Is the Position Safety Sensitive? Yes  No

**GENERAL SUMMARY:** Enforces federal, state, and local laws to protect lives and property within the guidelines of state and federal laws, traffic laws, local ordinances, and departmental policies and procedures. Reports to the Sergeant or other designated person, and works with co-workers, court systems, attorneys, judges, medical personnel, the public, and law enforcement officers to provide field operation support.

**KEY RESPONSIBILITIES AND PERFORMANCE STANDARDS**

Percentages	TYPICAL CLASS ESSENTIAL DUTIES:
35 %	Patrols assigned zone to detect and deter criminal activity and traffic violations, and responds to calls.
35 %	Conducts preliminary inquiries, field interviews, follow-up investigations, residential and commercial/industrial security checks, and secures crime scenes.
10 %	Apprehends, arrests, and processes offenders.
10 %	Provides assistance and backup support to other officers, first aid and CPR to victims, traffic direction and escorts, and assists motorists.
5 %	Testifies in judicial proceedings.
5 %	Inspects and maintains patrol car/motorcycle.
As Required	Performs other duties of a similar nature or level.

100% Total: 100 (This section's percentage must total 100%).

**POSITION SPECIFIC RESPONSIBILITIES MIGHT INCLUDE:**

- Patrolling assigned zone to detect and deter criminal activity.
- Establish departmental rapport, respect and trust with the residents and the employees of the areas patrolled.

**REQUIRED MINIMUM QUALIFICATIONS:**

**Education:** High School diploma, trade school, or G.E.D.

**Experience:** No experience required. Selected candidate will be trained to successfully perform the duties and responsibilities of this position. POST Certification required.

**Preferred Experience:** Previous experience in law enforcement, public safety or another related occupation.

**Knowledge/Skills/Abilities:**

- Considerable knowledge of the court system and procedures, and traffic investigation techniques and procedures.
- Familiarity with relevant federal and state laws, criminal and traffic codes, juvenile law, search and seizure laws, County ordinances, departmental policies and procedures, and geographical layout of the County.
- Proficiency in restraining persons without causing physical harm, and performing first aid and CPR.
- Good communication skills, both oral and written.
- Demonstrated ability to work independently.

**Skills:**

- Possess or have ability to meet current requirements set forth in the Georgia Mandate Law Enforcement Training Act/Peace Officer's Standards and Training Act.
- Possess or have ability to obtain a valid state operator/driver's license for the type vehicle or equipment operated.
- Mastery of operating a police car, firearms, and emergency equipment.
- Possess or have the ability to meet the standards of training to be Certified in the carrying and deployment of the Taser.

**Certification:** Georgia Post Mandate Peace Officer Certification

**Some positions may require:**

- Serve as Field Training Officer (Certification Required), and charged with training new patrol personnel.

**OTHER:**

Does this position require staff call up in an emergency situation? Yes  No   
 Is travel from office to other locations required of this position? Yes  No   
 If yes, what is the percentage of travel involved? Less than 50%? Yes  No  More than 50%? Yes  No

**PHYSICAL REQUIREMENTS:**

Depending upon area of assignment:  
 Positions in this class typically require: standing, walking, running, pushing, pulling, lifting, fingering, grasping, feeling, talking, hearing, seeing, restraining persons and repetitive motions. Work is performed in an office setting, an automobile, and field sites with exposure to noise, diseases, cold and inclement weather that may require the use of protective devices.

Light Work: Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for Sedentary Work and the worker sits most of the time, the job is rated for Light Work.

**FINANCIAL RESPONSIBILITY:**

Is this position involved in a budgetary or financial approval responsibility? Yes  No   
 If yes, please indicate size of budget or financial approval responsibility in annual dollar amount: \$ 0

**TRAINING & SUPERVISORY RESPONSIBILITY:**

How many people are being supervised or trained? None   
 One staff Yes  No  Two to five staff Yes  No  Six to ten staff Yes  No  More than ten staff Yes  No

The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees to this job.

**REVIEW/APPROVALS**

Leslie Coakley II 2/19/2020  
 Employee (Print Name) Date

Robert Partain 2/19/2020  
 Line or Staff Management Date

Robert Partain 2/19/2020  
 Department Director Date

\_\_\_\_\_  
 Compensation Administration Staff Date

\_\_\_\_\_  
 HR Director Date



**FINANCE DEPARTMENT  
RISK MANAGEMENT DIVISION**

**Donna Williams, CGFM  
Director of Finance  
Joseph Crozier, CM, CWCP  
Interim Risk Manager**

April 25, 2017

Leslie Gaiter  
16546  
Sheriff's Office  
Augusta, GA.

Dear Deputy Gaiter,

The Safety Review Committee has reviewed your accident of 03/02/2017. It has been determined that you were at-fault in this accident. Damages totaled \$1,119.00. A damage assessment of \$111.90 has been assessed with 4 Points for Class 4 in accordance with the Penalties Matrix/ Safety Review Committee, Personnel Policy and Procedure Handbook, page 238. **(Total point accumulation at this time is 4)**

For payment of this assessment, please choose one of the following payment options. If you elect payment by payroll deduction, please sign and return the attached Payroll Deduction Form to the Risk Management Division within (7) seven working days from receipt of letter.

**OPTION 1: Automatic Deduction.** Damage assessment will be automatically deducted in (1) payment of \$100.00 and (1) final payment of \$11.90, 30 days from the date of this letter, **unless** Option 2 is selected.

**OPTION 2: Lump Sum payment.** If you choose this option please make your check payable to Augusta-Richmond County and your payment should be delivered or mailed to: Risk Management Division, Municipal Building 535 Telfair Street Suite 920, Augusta, Georgia 30901-2382 within 10 working days.

**OPTION 3: Payment(s) by payroll deduction.** Payments can be made on a bi-weekly basis in the amount of \$50.00 per pay period until the full assessment has been satisfied. If you choose this option, a payroll deduction form is enclosed indicating the total amount due, the number deductions to be made, the bi-weekly payment amount and the payroll deduction starting and ending dates. *Please sign and return the Payroll Deduction Form to the Risk Management Division with (7) seven working days from receipt of this letter.*

Any employee dissatisfied with the decision of the Safety Review Committee may within (10) ten days following the receipt of the findings of the Safety Review Committee, enter a written request for appeal to the Risk Management Manager, Risk Management Division. Your appeal request may be faxed to 706-821-2502.

Sincerely,

Joseph Crozier, Interim Risk Manager  
Safety Review Committee

Cc: Richard Roundtree / Sheriff  
Accident file  
Personnel file

## Bonnie Hayes

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**From:** Liz Chadell <echadell@gapost.org>  
**Sent:** Tuesday, June 30, 2015 11:43 AM  
**To:** Bonnie Hayes  
**Subject:** Re: Emailing: SSAADB528615062912190

All Fixed.. Have a great day.

On 6/29/2015 1:18 PM, Bonnie Hayes wrote:

The attachment is in reference to a misspelled name on a post record for Leslie Gaiter OKey# O154478.

Thanks for all of your help.

Bonnie

Please consider the environment before printing this email.

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This e-mail contains confidential information and is intended only for the individual named. If you are not the named addressee, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. The City of Augusta accepts no liability for the content of this e-mail or for the consequences of any actions taken on the basis of the information provided, unless that information is subsequently confirmed in writing. Any views or opinions presented in this e-mail are solely those of the author and do not necessarily represent those of the City of Augusta. E-mail transmissions cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender therefore does not accept liability for any errors or omissions in the content of this message which arise as a result of

the e-mail transmission. If verification is required, please request a hard copy version.

AED:104.1

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Liz Chadell  
Certification Specialist  
Certification and Training Division  
770-732-5604  
[echadell@gapost.org](mailto:echadell@gapost.org)



# 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

www.RCSOGA.org

April 28, 2015

Deputy Leslie Gaiter-III  
Richmond County Sheriff's Office  
Augusta, Georgia 30901

Deputy Gaiter:

I, as Sheriff of the Richmond County Sheriff's Office, do hereby very proudly issue this letter of acknowledgement to Deputy Leslie Gaiter III based on his actions in the arrest of three entering an auto suspects.

Dated this day, the Twenty-eighth day of April, Two Thousand and Fifteen.

On March 14, 2015, Deputy Leslie Gaiter viewed video footage of several vehicle break-ins which had occurred at #1 10<sup>th</sup> Street on a previous date. While the subjects in the video were not recognizable to him, he had noted that one of the persons in the video had a very distinctive walk. Later that afternoon while responding to a call in the East Boundary area, Deputy Gaiter observed several subjects exiting the Chevron Station. Deputy Gaiter observed that that not only did one of them have the same distinctive walk, but also had the same build and hair style as the subject in the video. Deputy Gaiter made contact with these subjects, who were not only three of the four subjects in the video but have also been connected to at least nine other cases in the Zone 1 area.

Due to Deputy Gaiter's attention to detail, three entering an auto suspects were arrested for numerous thefts which has been an ongoing issue for this zone. His actions are appreciated by this agency and the citizens of Richmond County.

Recognition issued by,

A handwritten signature in cursive script that reads "Richard Roundtree".

Richard Roundtree  
Sheriff



# 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

www.RCSOGA.org

July 15, 2014

Deputy Leslie Gaiter  
Richmond County Sheriff's Office  
Augusta, Georgia 30901

Deputy Gaiter:

I, as Sheriff of the Richmond County Sheriff's Office, do hereby very proudly issue this letter of acknowledgement to Deputy Leslie Gaiter based on his part in the apprehension of a convicted felon in possession of a firearm.

Dated this day, the Fifteenth day of July, Two Thousand and Fourteen.

On 070114 Deputy William Hultman was conducting a traffic stop on a blue Kia Armanti at the intersection of Piquet Avenue and Parks Avenue when Tyrone Teen, who was a passenger in the vehicle, fled as soon as the vehicle stopped. Teen exited the vehicle with a blue gym bag under his arm and ran East on Parks Avenue while being pursued by Deputy Hultman and Deputy Leslie Gaiter. Deputy Hultman went back to his vehicle in an attempt to cut Teen off. Deputy Gaiter, who was partnered with Deputy Brad Eagler, continued to pursue him on foot. Deputy Hultman and Deputy Gaiter quickly put out a description of the subject and Deputy Gaiter kept Teen in sight long enough for the deputies who came to assist to set up a perimeter and search for him. Teen was taken into custody behind a vacant residence on Old Savannah Road. Once Teen was in custody, a search began for the bag he was carrying when he fled. There was a fairly large area to search, but Deputy Hultman and the rest of the deputies on the scene searched diligently until the bag was located in an open field on the 900 block of Parks Avenue. The bag contained an Interdynamic 9mm semi-automatic handgun. During the course of his investigation Deputy Hultman learned that Teen was a convicted felon. The following deputies assisted in this search: Deputy Lucas Heise, Deputy Patrick Retort, Deputy Ronald Blanson, Deputy Tywann Brantley, Deputy Ty Dailey, Corporal Michael Humphreys, Deputy Billy Jones, Deputy Richard Palocsik, Deputy Jerry Martinez, Deputy Vonshay Felton, Deputy Rachel Hardin, Deputy Patricia Johnson and Deputy Gabriel Garner. Their actions are appreciated by this office and all of Richmond County.

Recognition issued by,

A handwritten signature in cursive script that reads "Richard Roundtree".

Richard Roundtree  
Sheriff





# 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

July 1, 2014

Deputy Hultman,

This letter is to commend you and every other deputy who participated in the apprehension of a convicted felon who was in possession of a firearm after he fled from a traffic stop you were conducting today (070114). Your diligence and excellent teamwork is exactly what Sheriff Roundtree praises the men and women of this department for whenever he speaks to the citizens of Richmond County.

The felon was a passenger in a blue Kia Amanti being driven by Marvin Hikeem Griffin. When Griffin stopped his vehicle at the intersection of Picquet Ave / Parks Ave, Tyrone Teen fled east on Parks Ave carrying a blue bag which was later found to contain an Interdynamic 9mm semi-automatic machine pistol.

You did an excellent job of getting the description of the subject out to the deputies who were coming to your aid as well as those who were already in the area. Deputy Leslie Gaiter, who was partnered with Deputy Brad Eagler, gave chase to the suspect and was able to keep him in sight long enough for additional deputies to reach the area and eventually find and apprehend this subject.

The additional deputies listed flooded the area quickly and safely to make sure this person had no avenue of escape.

You, along with all the other deputies involved, worked together flawlessly to apprehend both the driver and this passenger without anyone being injured and no property being damaged.

As a group, you all did an outstanding job in searching a rather large area for the weapon this subject discarded as he fled. This weapon could easily have not been found by you all and eventually fell into the hands some other criminal or even worse found by a child who could have been injured or injured some other child with it.

I am proud of you and I am sure that anyone who reads or hears about this situation will be equally proud.

Thank you and every deputy listed below for the excellent teamwork each of you displayed today.

Respectfully,

*Robert G. Watson*

Sgt. Robert G. Watson

Housing Squad B

Special Operations



# **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**

---

<b>Deputy Eagler</b>	<b>Deputy Heise</b>	<b>Deputy Retort</b>
<b>Deputy Blanson</b>	<b>Deputy Brantley</b>	<b>Deputy Dailey</b>
<b>Deputy Watkins</b>	<b>Deputy Hultman</b>	<b>Cpl. Humphries</b>
<b>Deputy Jones</b>	<b>Deputy Swint</b>	<b>Deputy Palocsik</b>
<b>Deputy Martinez</b>	<b>Deputy Saal</b>	<b>Deputy Felton</b>
<b>Deputy Hardin</b>	<b>Deputy Johnson</b>	<b>Deputy Garner</b>

**CC: Major Strickland**

**Lt. Prickett**

**Lt. Wylds**

**Lt. Blanchard**

**Sgt. Hitchcock**

**Sgt. Gray**



# 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

## POLICY RECEIPT ACKNOWLEDGEMENT

In August 2011, Chapter 19, "Persons with Mobility Devices," was developed, adopted, and implemented in the Richmond County Sheriff's Office Policy and Procedures Manual.

I am aware of this addition to the policy manual. I have been issued the policy, I have read the policy, and I understand the policy. I further understand that if a supervisor or member of the training staff have not already discussed the policy with me, it will be done within the near future.

I have received, read and understand the above referenced policy, which was adopted into the R.C.S.O. Policy & Procedures Manual as Chapter 19 in August of 2011:

Employee Signature

06/03/2014

Date

Leslie Gaiter

Printed Name

# RCSO

# PERFORMANCE

# APPRAISAL



Leslie Gaiter

2020

In 2017, the Richmond County Sheriff's Office declared in our Strategic Plan that our core values were Respect, Integrity, Teamwork and Excellence. Our overall mission is the reduction of gun violence in our community, to build trust and relationships in the community, invest in our human capital, to integrate, expand, and harness the use of technology for maximum effectiveness and efficiency, and to use SMART policing with Educational and Cyber Communities to maximize effectiveness and efficiency.

Although every division of the Sheriff's Office may have individual plans for accomplishing the strategic goals, every member of this agency is charged to embody our values to reach our goals.

Page 1: Specific Values. This page is to be completed for every employee.

**Respect;** is defined as a relation or reference to a particular thing or situation; an act of giving particular attention; high or special regard; the quality or state of being esteemed. Other words for respect are admiration, appreciation, esteem, estimation, favor, or regard. Respect is a noun or a verb so an individual can show respect or be respected.

**Integrity;** is a firm adherence to a code of especially moral or artistic values. Incorruptibility; soundness; completeness. It is also known as honesty, honor, and probity. Honor is a refusal to lie, steal or deceive in any way. Honor entails an active or anxious regard for the standards of one's profession, calling, or position. Integrity implies trustworthiness and incorruptibility to a degree that one is incapable of being false to a trust, responsibility, or pledge. Probity implies tried and proven honesty.

**Teamwork;** is work done by several associates with each doing a part, but all subordinating personal prominence to the efficiency of the whole. It is also known as collaboration, cooperation, and coordination.

**Excellence;** is the quality of being excellent, having an excellent or valuable quality, or showing virtue. Other terms for excellence are distinction, grace, merit, value, and virtue. The purpose of this employee evaluation is to insure that each member of the agency, regardless of the mission of their perspective units, embodies the values of this agency. The four main points of the evaluation require a simple yes or no answer on the behalf of the rater. Either answer will require an evaluation of what part the employee embodies, or lacks for a given value. Any rating that includes a "no" response requires the rater to identify steps to aid the employee in obtaining the values of the agency and to re-evaluate the employee on a quarterly basis until the employee succeeds at these goals. Any employee receiving a "no" rating in any one of these four categories is held from eligibility for advancement until the performance improves.

**RICHMOND COUNTY SHERIFF'S OFFICE  
PERFORMANCE APPRAISAL REPORT FORM**

4. Employee Name: Leslie Gaiter	5. Employee Classification/Title: Deputy CST Team 1
6. Division: Special Operations Division	

1. Type of Review  
xxx \_\_\_\_\_ Annual                      \_\_\_\_\_ Other

2. Review Period  
From: 1/1/20                      To: 12/31/20

3. Next Review Date  
12/31/21

Specific Values

**Respect**

Y  N

Deputy Gaiter shows respect to public, his peers, and supervisors.

**Integrity**

Y  N

Deputy Gaiter holds his integrity to a high standard when performing his duties.

**Teamwork**

Y  N

Deputy Gaiter is always willing to help his teammates complete their tasks by doing his part and even more if needed.

**Excellence**

Y  N

Deputy Gaiter displays a high moral standard while performing his duties for the Richmond County Sheriff's Office.

**General Factors**

**This section is for all line level personnel who are not in a supervisory capacity. These categories are wide ranging and generic to fit all positions.**

1. Ability to make sound decisions / effective under stress

Y  N

Deputy Gaiter appears to work well in stressful situations and usually makes good decisions.

2. Has initiative/accepts responsibility/volume of acceptable work

Y  N

Deputy Gaiter is proactive while on duty. He usually leads the team in arrests and will take any task given and complete it in a timely manor.

3. Work knowledge and job skill level / problem solving

Y  N

Deputy Gaiter displays a good knowledge for completing his daily tasks.

4. Accepts directions / constructive criticism

Y  N

Deputy Gaiter accepts instructions and constructive criticism well and he learns from his mistakes.

5. Accuracy, neatness, and thoroughness of work

Y  N

Deputy Gaiter performs his duties admirably. He writes good sound reports with only minor errors needed on occasion.

6. Observance of rules and safety practices

Y  N

Deputy Gaiter does practice good officer safety.

7. Attendance / uniform and grooming / equipment maintenance

Y  N

Deputy Gaiter is a dependable employee. He also keeps his issued equipment in good working order and reports all damaged and malfunctioning equipment.

### Supervisory Factors

This page is for supervisors with at least one direct report. The subjects are designed to identify supervisory skills and develop our supervisors. There is no need to complete the general factors page for supervisors.

1. Leadership

Y  N

2. Decision Making

Y  N

3. Credibility With Subordinates

Y  N

4. Ability to Plan and Schedule

Y  N

5. Resource Allocation

Y  N

6. Develops / Trains subordinates

Y  N

7. Evaluating Subordinates

Y  N

8. Delegation

Y  N

9. Job Knowledge/Skill

Y  N



**OVERALL PERFORMANCE SUMMARY**

Date: 12/18/2020 Immediate Supervisor's Signature: 

Date: 12/18/2020 Evaluation Meeting Conducted By: Jt. Michael

By: \_\_\_\_\_

By: \_\_\_\_\_

**Notes on evaluation meeting:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**REVIEW COMMENTS AND SIGNATURES**

**SECOND LEVEL REVIEW**

**Comments:**

Dep. Gaiter is an asset to the division. Dep. Gaiter has had several felony cases this year and has recovered several guns.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date: 12/15/20 Signature: Lt. Paul Johnson

Title: Lieutenant

**I understand the contents of this appraisal and it has been discussed with me.**

Date: 12/18/20 Signature: 

**Employee Comments:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# RCSO

## PERFORMANCE

## APPRAISAL



Leslie Gaiter

2019

In 2017, the Richmond County Sheriff's Office declared in our Strategic Plan that our core values were Respect, Integrity, Teamwork and Excellence. Our overall mission is the reduction of gun violence in our community, to build trust and relationships in the community, invest in our human capital, to integrate, expand, and harness the use of technology for maximum effectiveness and efficiency, and to use SMART policing with Educational and Cyber Communities to maximize effectiveness and efficiency.

Although every division of the Sheriff's Office may have individual plans for accomplishing the strategic goals, every member of this agency is charged to embody our values to reach our goals.

Page 1: Specific Values. This page is to be completed for every employee.

**Respect;** is defined as a relation or reference to a particular thing or situation; an act of giving particular attention; high or special regard; the quality or state of being esteemed. Other words for respect are admiration, appreciation, esteem, estimation, favor, or regard. Respect is a noun or a verb so an individual can show respect or be respected.

**Integrity;** is a firm adherence to a code of especially moral or artistic values. Incorruptibility; soundness; completeness. It is also known as honesty, honor, and probity. Honor is a refusal to lie, steal or deceive in any way. Honor entails an active or anxious regard for the standards of one's profession, calling, or position. Integrity implies trustworthiness and incorruptibility to a degree that one is incapable of being false to a trust, responsibility, or pledge. Probity implies tried and proven honesty.

**Teamwork;** is work done by several associates with each doing a part, but all subordinating personal prominence to the efficiency of the whole. It is also known as collaboration, cooperation, and coordination.

**Excellence;** is the quality of being excellent, having an excellent or valuable quality, or showing virtue. Other terms for excellence are distinction, grace, merit, value, and virtue. The purpose of this employee evaluation is to insure that each member of the agency, regardless of the mission of their perspective units, embodies the values of this agency. The four main points of the evaluation require a simple yes or no answer on the behalf of the rater. Either answer will require an evaluation of what part the employee embodies, or lacks for a given value. Any rating that includes a "no" response requires the rater to identify steps to aid the employee in obtaining the values of the agency and to re-evaluate the employee on a quarterly basis until the employee succeeds at these goals. Any employee receiving a "no" rating in any one of these four categories is held from eligibility for advancement until the performance improves.

**RICHMOND COUNTY SHERIFF'S OFFICE  
PERFORMANCE APPRAISAL REPORT FORM**

4. Employee Name: Leslie Gaiter	5. Employee Classification/Title: Deputy
6. Division: Field Operation/Special Operations CST	

1. Type of Review  
 x Annual \_\_\_\_\_ Other \_\_\_\_\_

2. Review Period  
 From: 1/1/19 \_\_\_\_\_ To: 12/9/19 \_\_\_\_\_

3. Next Review Date  
 12/9/20 \_\_\_\_\_

Specific Values Y  N   
**Respect**

Deputy Gaiter shows respect to public, his peers, and supervisors.

**Integrity** Y  N

Deputy Gaiter holds his integrity to a high standard when performing his duties.

**Teamwork** Y  N

Deputy Gaiter is always willing to help his teammates complete their tasks by doing his part and even more if needed.

**Excellence** Y  N

Deputy Gaiter displays a high moral standard while performing his duties for the Richmond County Sheriff's Office.

**General Factors**

**This section is for all line level personnel who are not in a supervisory capacity. These categories are wide ranging and generic to fit all positions.**

1. Ability to make sound decisions / effective under stress

Y  N

Deputy Gaiter appears to work well in stressful situations and usually makes good decisions.

2. Has initiative/accepts responsibility/volume of acceptable work

Y  N

Deputy Gaiter is proactive while on duty. He usually leads the team in arrest and will take any task given and complete it in a timely manor

3. Work knowledge and job skill level / problem solving

Y  N

Deputy Gaiter displays a good amount of knowledge for completing his daily tasks.

4. Accepts directions / constructive criticism

Y  N

Deputy Gaiter accepts instructions and constructive criticism well. He learns from his mistakes.

5. Accuracy, neatness, and thoroughness of work

Y  N

Deputy Gaiter performs his duties admirably. He writes good sound reports with only minor errors needed on occasion.

6. Observance of rules and safety practices

Y  N

Deputy Gaiter does practice good officer safety. Deputy Gaiter did have an at fault accident this year.

7. Attendance / uniform and grooming / equipment maintenance

Y  N

Deputy Gaiter is a dependable employee. He also keeps his issued equipment in good working order and reports all damaged and malfunctioning equipment.

### Supervisory Factors

This page is for supervisors with at least one direct report. The subjects are designed to identify supervisory skills and develop our supervisors. There is no need to complete the general factors page for supervisors.

1. Leadership

Y  N

2. Decision Making

Y  N

3. Credibility With Subordinates

Y  N

4. Ability to Plan and Schedule

Y  N

5. Resource Allocation

Y  N

6. Develops / Trains subordinates

Y  N

7. Evaluating Subordinates

Y  N


8. Delegation

Y  N

9. Job Knowledge/Skill

Y  N

**OVERALL PERFORMANCE SUMMARY**

Date: 122719 Immediate Supervisor's Signature:   
Date: \_\_\_\_\_ Evaluation Meeting Conducted By: \_\_\_\_\_  
By: \_\_\_\_\_  
By: \_\_\_\_\_

**Notes on evaluation meeting:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**REVIEW COMMENTS AND SIGNATURES**

**SECOND LEVEL REVIEW**

**Comments:**

I concur with this performance appraisal.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date: 12/11/19 Signature: Sgt. Michael "Dee" Humphreys Digitally signed by Sgt. Michael "Dee" Humphreys  
Date: 2019.12.11 16:17:36 -05'00'  
Title: Sergeant

I understand the contents of this appraisal and it has been discussed with me.

Date: 12/27/19 Signature: 

**Employee Comments:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**RCSO**  
**PERFORMANCE APPRAISAL REPORT FORM**

1. Type of Review

  X   Annual  
       Other

2. Review Period

From:   December 15, 2017   To:   December 15, 2018  

3. Next Review Date

  December 15, 2019  

4. Employee Name: <b>Leslie Gaiter</b>	5. Employee Classification/Title: <b>Deputy / Private</b>
6. Division: <b>Field Operation / Zone 1</b>	

**DEFINITION OF RATINGS**

**Superior:**

Performance is consistently and significantly beyond established standards. Achieves performance objectives at a fully outstanding level and demonstrates exceptional skill levels.

**Exceeds Expectations:**

Performance is consistently above adequate skills. Achieves performance objectives, often beyond expectations.

**Meets Expectations:**

Performance consistently meets job requirements. Achieves performance objectives as stated.

**Needs Improvement:**

Performance in one or more skills is less than expected and needs improvement. Direction, supervision and learning are required if performance objectives are to be achieved.

**Unsatisfactory:**

Performance in several skills is substantially weak. Performance objectives are not met even with close supervision. Substantial improvement by the employee is required.



**RICHMOND COUNTY SHERIFF'S OFFICE  
ANNUAL EMPLOYEE PERFORMANCE EVALUATION**

**General Factors**

U= unsatisfactory NE=Needs Improvement ME=Meets Expectations EE=Exceeds Expectations S=Superior

- 1. Professionalism  U  NI  ME  EE  S
- 2. Attendance  U  NI  ME  EE  S
- 3. Observance of Rules and Safety Practices  U  NI  ME  EE  S
- 4. Economy of Time and Materials  U  NI  ME  EE  S
- 5. Initiative  U  NI  ME  EE  S
- 6. Ability to Make Sound Decisions  U  NI  ME  EE  S
- 7. Accepts Responsibility  U  NI  ME  EE  S
- 8. Accepts Directions/Constructive Criticism  U  NI  ME  EE  S
- 9. Interpersonal Skills/Attitude  U  NI  ME  EE  S
- 10. Volume of Acceptable Work  U  NI  ME  EE  S
- 11. Effectiveness Under Stress  U  NI  ME  EE  S
- 12. Uniform and Grooming  U  NI  ME  EE  S
- 13. Cooperation with Fellow Employees  U  NI  ME  EE  S
- 14. Proactive Contacts  Does Not Apply  U  NI  ME  EE  S
- 15. Performance in New Situations  U  NI  ME  EE  S
- 16. Work Knowledge and Job Skill Level  U  NI  ME  EE  S
- 18. Accuracy, Neatness, and Thoroughness of Work  U  NI  ME  EE  S
- 19. Written/Oral Expression  U  NI  ME  EE  S
- 20. Equipment Maintenance  U  NI  ME  EE  S

TOTAL: 20

		18	2
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**RICHMOND COUNTY SHERIFF'S OFFICE  
ANNUAL EMPLOYEE PERFORMANCE EVALUATION**

**Supervisory Factors**

U= unsatisfactory NE=Needs Improvement ME=Meets Expectations EE=Exceeds Expectations S=Superior

- |                                  |                            |                             |                             |                             |                            |
|----------------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|----------------------------|
| 1. Leadership                    | <input type="checkbox"/> U | <input type="checkbox"/> NI | <input type="checkbox"/> ME | <input type="checkbox"/> EE | <input type="checkbox"/> S |
| 2. Decision Making               | <input type="checkbox"/> U | <input type="checkbox"/> NI | <input type="checkbox"/> ME | <input type="checkbox"/> EE | <input type="checkbox"/> S |
| 3. Credibility With Subordinates | <input type="checkbox"/> U | <input type="checkbox"/> NI | <input type="checkbox"/> ME | <input type="checkbox"/> EE | <input type="checkbox"/> S |
| 4. Ability to Plan and Schedule  | <input type="checkbox"/> U | <input type="checkbox"/> NI | <input type="checkbox"/> ME | <input type="checkbox"/> EE | <input type="checkbox"/> S |
| 5. Job Knowledge/Skill           | <input type="checkbox"/> U | <input type="checkbox"/> NI | <input type="checkbox"/> ME | <input type="checkbox"/> EE | <input type="checkbox"/> S |
| 6. Resource Allocation           | <input type="checkbox"/> U | <input type="checkbox"/> NI | <input type="checkbox"/> ME | <input type="checkbox"/> EE | <input type="checkbox"/> S |
| 7. Professional Development      | <input type="checkbox"/> U | <input type="checkbox"/> NI | <input type="checkbox"/> ME | <input type="checkbox"/> EE | <input type="checkbox"/> S |
| 8. Evaluating Subordinates       | <input type="checkbox"/> U | <input type="checkbox"/> NI | <input type="checkbox"/> ME | <input type="checkbox"/> EE | <input type="checkbox"/> S |
| 9. Delegation                    | <input type="checkbox"/> U | <input type="checkbox"/> NI | <input type="checkbox"/> ME | <input type="checkbox"/> EE | <input type="checkbox"/> S |

TOTAL: \_\_\_\_\_

--	--	--	--	--	--

**RICHMOND COUNTY SHERIFF'S OFFICE  
ANNUAL EMPLOYEE PERFORMANCE EVALUATION**

**1. Record job strengths and superior performance incidents.**

Very pro- active in in his duties. Has a tremendous working knowledge of the people, both good and bad, living, or frequent visitors in the zone. Works hard the entire 12 hours during the shift and stays in constant moition. Has been involved in several felony arrest and recognized during comstat meetings for his performance. Seems to have solved the camera issues which have plagued him in the past.

**2. Record specific performance deficiencies or job behavior requiring improvement or correction.**

Deputy Gaiter can still be sidetracked by attempting to move on to a new task before finishing the one currently in front of him. There are times he has to go back and complete something that should have been taken care on the day it occurred.

**3. List goals and objectives for this employee and how and when they should be accomplished.**

**Goals and Objectives**

Deputy Gaiter is interested in a position with crime suppression.

**How to Accomplish**

Pay attention to detail, finish before moving on to the next task to insure that everything is in order. Attend any class available that would assist him in obtaining his current goal.

**OVERALL PERFORMANCE SUMMARY**

Given the performance dimension ratings and review of accomplishment of performance objectives, the employee's overall performance is rated as:

     Superior           Exceeds Expectations        X   Meets Expectations           Needs Improvement           Unsatisfactory

**Comments:**

Deputy Gaiter remains one of the harder working deputy's in this zone and would be a good fit for a position in Crime Suppression due to his self initiating abilities and pro active style of patrol.

**Actions for Improvement/Development:**

Deputy Gaiter is well aware of those things he needs to work on and it will be up to him to make these corrections.

Date: 12/15/18 Immediate Supervisor's Signature: [Signature]  
Date: \_\_\_\_\_ Evaluation Meeting Conducted By: \_\_\_\_\_  
By: \_\_\_\_\_  
By: \_\_\_\_\_

**REVIEW COMMENTS AND SIGNATURES**

**SECOND LEVEL REVIEW**

Comments: Deputy Gaiter is very proactive and handles a lot of calls.

Date: 12/19/18 Signature: [Signature]  
Title: \_\_\_\_\_

I understand the contents of this appraisal and it has been discussed with me.

Date: 12/19/18 Signature: [Signature]



**RCSO**  
**PERFORMANCE APPRAISAL REPORT FORM**

1. Type of Review

  X   Annual  
       Other

2. Review Period

From:   December 15, 2014   To:   December 15, 2015  

3. Next Review Date

  December 15, 2016  

4. Employee Name: <b>Leslie Gaiter</b>	5. Employee Classification/Title: <b>Deputy / Private</b>
6. Division: <b>Field Operation / Zone 1</b>	

**DEFINITION OF RATINGS**

**Superior:**

Performance is consistently and significantly beyond established standards. Achieves performance objectives at a fully outstanding level and demonstrates exceptional skill levels.

**Exceeds Expectations:**

Performance is consistently above adequate skills. Achieves performance objectives, often beyond expectations.

**Meets Expectations:**

Performance consistently meets job requirements. Achieves performance objectives as stated.

**Needs Improvement:**

Performance in one or more skills is less than expected and needs improvement. Direction, supervision and learning are required if performance objectives are to be achieved.

**Unsatisfactory:**

Performance in several skills is substantially weak. Performance objectives are not met even with close supervision. Substantial improvement by the employee is required.

**RICHMOND COUNTY SHERIFF'S OFFICE  
ANNUAL EMPLOYEE PERFORMANCE EVALUATION**

**General Factors**

U= unsatisfactory NE=Needs Improvement ME=Meets Expectations EE=Exceeds Expectations S=Superior

- 1. Professionalism  U  NI  ME  EE  S
- 2. Attendance  U  NI  ME  EE  S
- 3. Observance of Rules and Safety Practices  U  NI  ME  EE  S
- 4. Economy of Time and Materials  U  NI  ME  EE  S
- 5. Initiative  U  NI  ME  EE  S
- 6. Ability to Make Sound Decisions  U  NI  ME  EE  S
- 7. Accepts Responsibility  U  NI  ME  EE  S
- 8. Accepts Directions/Constructive Criticism  U  NI  ME  EE  S
- 9. Interpersonal Skills/Attitude  U  NI  ME  EE  S
- 10. Volume of Acceptable Work  U  NI  ME  EE  S
- 11. Effectiveness Under Stress  U  NI  ME  EE  S
- 12. Uniform and Grooming  U  NI  ME  EE  S
- 13. Cooperation with Fellow Employees  U  NI  ME  EE  S
- 14. Proactive Contacts  U  NI  ME  EE  S
- 15. Performance in New Situations  U  NI  ME  EE  S
- 16. Work Knowledge and Job Skill Level  U  NI  ME  EE  S
- 18. Accuracy, Neatness, and Thoroughness of Work  U  NI  ME  EE  S
- 19. Written/Oral Expression  U  NI  ME  EE  S
- 20. Equipment Maintenance  U  NI  ME  EE  S

Does Not Apply

**TOTAL:**

			19
--	--	--	----

**RICHMOND COUNTY SHERIFF'S OFFICE  
ANNUAL EMPLOYEE PERFORMANCE EVALUATION**

**Supervisory Factors**

U= unsatisfactory NE=Needs Improvement ME=Meets Expectations EE=Exceeds Expectations S=Superior

- 1. Leadership  U  NI  ME  EE  S
- 2. Decision Making  U  NI  ME  EE  S
- 3. Credibility With Subordinates  U  NI  ME  EE  S
- 4. Ability to Plan and Schedule  U  NI  ME  EE  S
- 5. Job Knowledge/Skill  U  NI  ME  EE  S
- 6. Resource Allocation  U  NI  ME  EE  S
- 7. Professional Development  U  NI  ME  EE  S
- 8. Evaluating Subordinates  U  NI  ME  EE  S
- 9. Delegation  U  NI  ME  EE  S

TOTAL: \_\_\_\_\_

--	--	--	--	--	--



**RICHMOND COUNTY SHERIFF'S OFFICE  
ANNUAL EMPLOYEE PERFORMANCE EVALUATION**

**1. Record job strengths and superior performance incidents.**

Promoted from a relief driver to an assigned vehicle on the mid- shift. Very pro- active in his duties . He is very familiar with the zone and the people who live in it. Has been involved in several felony arrest to include that of an armed robber from the Maxwell House apartments and the arrest of a convicted felon who was waving a gun around inside of Fantasy's. Great work ethics, generally learns from mistakes.

**2. Record specific performance deficiencies or job behavior requiring improvement or correction.**

There is nothing that stands out as a real deficiency. He did forget to turn his camera on while responding to another deputy's call for help and at times will turn in a report where the narrative needs correcting mostly in the area of missing words or typo's.

**3. List goals and objectives for this employee and how and when they should be accomplished.**

**Goals and Objectives**

Deputy Gaiter is not interested in making a change from his current position and would like to continue honing his skills at this level. While not saying that he would not be interested in obtaining a promotion down the road, he feels that at this time he is better off to just concentrate on improving his performance in the position he currently holds.

**How to Accomplish**

Read the narrative portion of his reports more closely to catch those small mistakes and pay a little more attention to the detail of those reports. Should attend classes that he is interested in over the next year as this can only help improve on his performance.

**OVERALL PERFORMANCE SUMMARY**

Given the performance dimension ratings and review of accomplishment of performance objectives, the employee's overall performance is rated as:

     Superior         Exceeds Expectations      X   Meets Expectations         Needs Improvement         Unsatisfactory

**Comments:**

Overall performance is well within the parameters of what is expected and at times slightly higher.  
He stays active during the entire shift and follows the instructions given him and provides feedback.

**Actions for Improvement/Development:**

Deputy Gaiter could benefit from attending a report writing class as well as any other training that he feels would help further his career.

Date: 12/28/15    Immediate Supervisor's Signature: [Signature]  
Date: \_\_\_\_\_    Evaluation Meeting Conducted By: \_\_\_\_\_  
By: \_\_\_\_\_  
By: \_\_\_\_\_

**REVIEW COMMENTS AND SIGNATURES**

**SECOND LEVEL REVIEW**

**Comments:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date: 12.30.15    Signature: [Signature]  
Title: LIEUTENANT

I understand the contents of this appraisal and it has been discussed with me.

Date: 12/28/15    Signature: [Signature]  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# NEW HIRE PROCESS

[Start](#) | [Admin](#) | [Report](#) | [Training](#) | [Officers](#) | [Applications](#) | [Help](#) | [Logout](#)

### Add Officer Employment Status Change Request

[Return to Officer](#)

Officer Key O154478

Name LESLIE GAITHER II

New employment status change request for LESLIE GAITHER II added.

[Logout](#) | [Profile](#)

The current time is 9:13 am. Your session will expire after 20 minutes of inactivity.

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[Start](#) | [Admin](#) | [Report](#) | [Training](#) | [Officers](#) | [Applications](#) | [Help](#) | [Logout](#)

### Edit Officer Employment Status Change Request

[Return to this Officer's Demographics page](#)

**Identifying Information** Update information for this employment status change request record.

**Please Note : A status of Medical Disability is obtained with a new employment status change request record.**

**Officer** O154478 LESLIE GAITHER II

**Agency** RICHMOND COUNTY SHERIFFS OFFICE

**Start Date** June 7, 2014

**End Date** 00 / 00 / 0000 (mm/dd/yyyy)

**Rank\*** PEACE OFFICER

**Date of Rank** 00 / 00 / 0000 (mm/dd/yyyy)

**Status\*** Actively Employed in Law Enforcement

Update

Upload Description \*  Browse... Upload File

[Logout](#) | [Profile](#)

The current time is 9:13 am. Your session will expire after 20 minutes of inactivity.

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# EMPLOYEE INFORMATION SHEET:

**Name:** Leslie Gaiter, II  
**Address:** [REDACTED]  
**Phone:** [REDACTED]  
**SSN:** [REDACTED]

**Hire Date:** Saturday, June 7, 2014  
**Orientation:** Monday, June 9, 2014 at 9:00 A. M. (See Orientation sheet for location)  
**Date to Report:** Tuesday, June 10, 2014 at 8:00 A. M. – Training Center, 2098 Greenland Road, Blythe, GA  
**Assigned Shift:** B/Shift (Zone 1) – North Precinct, 2803 Wrightsboro Road (Daniel Village Shopping Center)  
**Supervisor:** Lt. James Wylds / 706-821-1680

**Salary (bi-weekly):** \$1,342.01      **Salary (annual):** \$34,892.26  
**First Check:** Friday, June 27, 2014  
**Computer #:** C272

## **P.O.S.T. PAPERWORK – Susan Epps (706-821-1120)**

**FINGERPRINTS & PHOTO** Jail Administration  
Charles B. Webster Detention Center, 1941 Phinizy Road

**ROAD DEPUTIES** Training Range (Weapon)

**UNIFORMS** Ttreon Bush (Quartermaster)  
Warehouse building behind Red Lobster-  
Enter through gates via Walton Way

**SWEARING-IN** Wednesday, June 4, 2014 at 9:30 A. M.      L.G.  
Judge Harry B. James, III  
Probate Court  
Augusta Judicial Center  
735 James Brown Blvd. Suite 1000  
(Do not wear uniform)

**NEW HIRE NOTIFICATION/CONFIRMATION**

**\*\*\*PLEASE COMPLETE ALL BLANKS\*\*\***

**TO: Employment Manager  
Human Resources**

**DATE: 05/28/2014**

**From: Sheriff \_\_\_\_\_  
(Department Name)**

**5041 \_\_\_\_\_  
(Department #)**

Payroll Class. Title	Deputy
Salary Grade	43
Annual Salary	\$34,892.26
Bi-Weekly Salary	\$1,342.01
	(% over entry) _____ **11% or more over entry requires submission of Commission Approval Letter
Hourly rate	\$16.78
Allowance (specify, example: clothing, car, etc.)	
Hours bi-weekly	80
E Time Pay Rule	12 Hr.; 30 Min. A/D

Leslie Gaiter, II

has been selected for consideration in the above mentioned vacancy. If hiring requirements are met, the Human Resources Department will advise as soon as possible. All new full-time employees will attend orientation on the Monday of the new pay period. Please circle the effective date (No employee will be entered on payroll or start work prior to orientation).

<u>2014</u>					
JANUARY	06	21	JULY	07	21
FEBRUARY	03	17	AUGUST	04	18
MARCH	03	17	31	SEPTEMBER	02 15 29
APRIL	14	28	OCTOBER	13	27
MAY	12	27	NOVEMBER	10	
JUNE	<u>09</u>	23	DECEMBER	08	

Ty Dailey  
(Replaced employee)

15369/SDR0313201  
Employee # and PCN

5041  
(Dept #)

*Ty Dailey*

Department Director's Signature

\*\*\*\*\*



AUGUSTA-RICHMOND COUNTY

HUMAN RESOURCES QUESTIONNAIRE

NAME: Leslie Gaiter, II HOME PHONE: [REDACTED]

ADDRESS: [REDACTED]

(STREET) (CITY) (STATE) (ZIP)

DATE OF BIRTH: [REDACTED] 1978 SEX:  MALE  FEMALE

SOCIAL SECURITY NUMBER: [REDACTED] U.S. CITIZEN  YES  NO

MARITAL STATUS:  SINGLE  MARRIED  DIVORCED

RACE:  WHITE  BLACK  ASIAN AMERICAN  HISPANIC  OTHER

CIRCLE HIGHEST SCHOOLING COMPLETED: GRADE SCHOOL: 4 5 6 7 8  
HIGH SCHOOL: 9 10 11 (12) GED  
COLLEGE: 1 2 3 4  
GRADUATE: 1 2 3

RELATIVES EMPLOYED WITH AUGUSTA-RICHMOND COUNTY: ( ) YES (X) NO  
IF YES, NAME: \_\_\_\_\_ RELATIONSHIP: \_\_\_\_\_

DEPARTMENT: \_\_\_\_\_

IN EMERGENCY NOTIFY: [REDACTED] [REDACTED]  
(NAME) (PHONE)

PREVIOUSLY EMPLOYED BY ANY DEPARTMENT IN AUGUSTA-RICHMOND COUNTY?  
(X) NO ( ) YES DATE LEFT: \_\_\_\_\_

[Signature]  
(SIGNATURE)

05/28/14  
(DATE)

FOR OFFICE USE ONLY: (TO BE COMPLETED BY PERSONNEL STAFF)

DATE OF EMPLOYMENT: \_\_\_\_\_ DEPARTMENT NUMBER: \_\_\_\_\_

POSITION TITLE: \_\_\_\_\_ CLASS CODE: \_\_\_\_\_ PAY CLASS: \_\_\_\_\_

SALARY: \_\_\_\_\_ GRADE: \_\_\_\_\_ ALLOWANCE: \_\_\_\_\_

STATUS: \_\_\_\_\_ HOURS PER DAY: \_\_\_\_\_ CALENDAR: \_\_\_\_\_

REPLACED: \_\_\_\_\_ EMPLOYEE NUMBER: \_\_\_\_\_

PCN: \_\_\_\_\_

TAX CODE: FEDERAL (S,M) \_\_\_\_\_ DEP: \_\_\_\_\_ STATE: (S, M, J, H) \_\_\_\_\_ DEP: \_\_\_\_\_  
ADDITIONAL: \_\_\_\_\_ ADDITIONAL: \_\_\_\_\_

ORIENTATION DATE: \_\_\_\_\_

SENT ORIENTATION SCHEDULE: \_\_\_\_\_



## GEORGIA CRIME INFORMATION CENTER AWARENESS STATEMENT

Access to Criminal Justice Information, as defined in GCIC Council Rule 140-1-.02 (amended), and dissemination of such information are governed by state and federal laws and GCIC Council Rules. Criminal Justice Information cannot be accessed or disseminated by any employee except as directed by superiors and as authorized by approved standard operating procedures which are based on controlling state and federal laws, relevant federal regulations, and the Rules of the GCIC Council.

O.G.C.A. §35-3-38 establishes criminal penalties for specific offenses involving obtaining, using, or disseminating criminal history record information except as permitted by law. The same statute establishes criminal penalties for disclosing or attempting to disclose techniques or methods employed to ensure the security and privacy of information or data contained in Georgia criminal justice information systems.

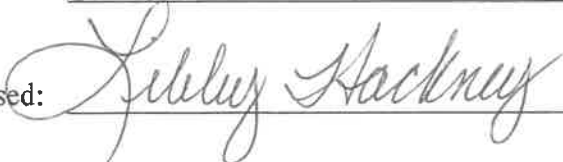
The Georgia Computer Systems Protection Act (O.C.G.A. §16-9-90 et seq) provides for the protection of public and private sector computer systems, including communications links to such computer systems. The Act establishes four criminal offenses, all major felonies, for violations of the Act: Computer Theft, Computer Trespass, Computer Invasion of Privacy, and Computer Forgery. The criminal penalties for each offense carries maximum sentences of fifteen 15 years in prison and/or fines up to \$50,000.00, as well as possible civil ramifications. The Act also establishes Computer Password Disclosure as a criminal offense with penalties of one (1) year in prison and/or a \$5000.00 fine.

The Georgia Criminal Justice Information System Network is operated by the Georgia Crime Information Center in compliance with O.C.G.A. §35-3-31. All databases accessible via CJIS Network terminals are protected by the Computer Systems Protection Act. Similar communications and computer systems operated by municipal/county governments are also protected by the Act.

By my signature below, I acknowledge that I have read and understand this Awareness Statement.

Print Name: Leslie Gaiter

Signed:  Date: 05/28/14

Witnessed:  Date: 05/28/2014

**SUBSTANCE ABUSE COVERAGE FORM**

I, Leslie Gaiter, II, have read and understand the below Richmond County Substance Abuse Policy.

I further understand that the use, possession, sale or distribution of alcohol, drugs, or controlled substances in the workplace is strictly prohibited.

For purposes of this policy "drugs or controlled substances" includes legal and illegal (street) drugs taken for non-medical reasons. It does not include prescription medication taken in accordance with a physician's instructions. I also understand that the presence of such substances in my system during work hours places unacceptable risk and burden on the safe and efficient operation of my job, and consequently, is strictly forbidden.

I also understand that if arrested and/or convicted for off-the-job drug and alcohol activities, including driving under the influence, some persons in some job assignments may have action taken against them, taking into consideration among other things, the nature of the charge, job assignment, and record with the County.

I also understand, in connection with the Richmond County Substance Abuse Program, that "for reasonable cause", (paragraph F page 2 - Annex B of the Safety/Risk Management Manual adopted April 29, 1987) I am subject to testing for the presence of drugs and alcohol in my system.

I fully understand that my cooperation with, and adherence to, Richmond County's Policies and Procedures regarding substance abuse are conditions of my continued employment and that, if I violate, or am insubordinate by refusing to cooperate with any of these policies and procedures, I am subject to discipline, up to and including discharge.

SIGNATURE: \_\_\_\_\_



DATE: \_\_\_\_\_

05/28/14

**AUGUSTA-RICHMOND COUNTY**  
**USE OF POLYGRAPH EXAMINATIONS**

**SECTION I: POLICY**

A. This policy is to be followed in the utilization of polygraph examinations whenever they are used as part of an investigation of alleged impropriety or misconduct by officers, employees, or agents of Richmond County, Georgia.

B. All Richmond County employees or agents are required to cooperate with supervisors and investigators in the process of conducting investigations of, incidents of, and reports alleging impropriety or misconduct on the part of any officer, employee, or agent including, but not limited to, the providing of written or oral testimony under oath and submission to an examination by polygraph.


C. Supervisory personnel investigating impropriety or misconduct by employees, investigators employed by Richmond County or investigative agents of other organizations and agencies specifically approved and commissioned to undertake an internal investigation of any Richmond County operated or funded activity, are authorized to employ polygraph examinations.


D. Polygraph examinations may be administered only by persons employed as polygraph examiners by a law enforcement agency or by persons licensed by the Georgia Board of Polygraph Examiners or licensed in some other state to conduct such examinations. The questions asked in any polygraph examination must relate narrowly and directly to the subject's participation in the alleged impropriety or misconduct under investigation or to his knowledge of information pertaining to such impropriety or misconduct.

E. Refusal of an order to submit to a polygraph examination under the circumstances covered in this policy shall be considered to be refusal to follow a direct order and shall constitute cause for initiation of adverse action based upon insubordination.

TO: WHOM IT MAY CONCERN  
SUBJECT: USE OF POLYGRAPH EXAMINATION

I, Leslie Gaiter, II an employee of Richmond County Georgia, have read Annex B to the Richmond County Policy and Procedures Manual, USE OF POLYGRAPH EXAMINATION. I understand the contents of this annex and how it applies to me in my employment by Augusta-Richmond County.

05/28/14  
\_\_\_\_\_  
(signature) (date)

05/28/2014  
\_\_\_\_\_  
(witness) (date)

## Direct Deposit Notification Form

To be signed by all new hires and rehires on or after November 15, 2011

In accordance with the Mandatory Direct Deposit policy approved by the Augusta Richmond Commission on November 15, 2011, any person hired or rehired as an employee of Augusta, Georgia on or after November 15, 2011 is required to accept all payroll related payments by direct deposit. The policy can be found on the Augusta Finance department's website.

I understand that as a condition of employment, I must comply with the policy and enroll in direct deposit on the first day of orientation. If I am unable to establish a bank account, I will provide a letter from a banking institution stating that fact. In that case, I agree to receive my payroll payments thru the debit card program administered by the institution where the Augusta payroll account resides, currently Bank of America (which may be subject to change).

Employee Name (please print) Leslie Gaiter

Employee Signature  Date 05/28/14

To be completed by Human Resources:

Employee ID number \_\_\_\_\_ Position title: \_\_\_\_\_

Department \_\_\_\_\_ Date of Hire: \_\_\_\_\_

This form to be filed in the employee's permanent file.



## Libby Hackney

---

**From:** William C. Probus  
**Sent:** Friday, May 02, 2014 1:33 PM  
**To:** Libby Hackney  
**Subject:** RE: PT

Thanks. Also, Leslie Gaiter passed firearms qualification today.

---

**From:** Libby Hackney  
**Sent:** Friday, May 02, 2014 12:12 PM  
**To:** William C. Probus; Michelle Thomas; Susan Epps  
**Subject:** PT

Hello!

TaTanisha Tucker Philpot (jail applicant) is scheduled for PT on Friday, May 16<sup>th</sup>. Thanks!

Libby S. Hackney  
Personnel Office  
Richmond County Sheriff's Office  
Phone: 706-469-3350  
Fax: 706-821-1060  
[www.RCSOGA.org](http://www.RCSOGA.org)



Please consider the environment before printing this email.

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This e-mail contains confidential information and is intended only for the individual named. If you are not the named addressee, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. The City of Augusta accepts no liability for the content of this e-mail or for the consequences of any actions taken on the basis of the information provided, unless that information is subsequently confirmed in writing. Any views or opinions presented in this e-mail are solely those of the author and do not necessarily represent those of the City of Augusta. E-mail transmissions cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender therefore does not accept liability for any errors or omissions in the content of this message which arise as a result of the e-mail transmission. If verification is required, please request a hard copy version.

AED:104.1



# RICHMOND COUNTY SHERIFF'S OFFICE

**Sheriff Richard Roundtree**

Law Enforcement Center  
400 Walton Way  
Augusta, Georgia 30901  
(706) 821-1000 FAX (706) 821-1064  
[www.augusta.gov](http://www.augusta.gov)

## New Hire Physical Testing and Qualification Assessment

Date: 032114

Time: 1300

Candidate: Leslie Gaiter II OKEY # O154478

Road Applicant

One Mile Run: 10:38 7

Sit-Ups: 31 7

Push-Ups: 26 7

50 Round Qualification: 380 *Failed*

## Libby Hackney

---

**From:** Libby Hackney  
**Sent:** Tuesday, March 18, 2014 3:31 PM  
**To:** William C. Probus; Michelle Thomas; Susan Epps  
**Subject:** PT & Qualification

Hello!

Mr. Leslie Gaiter, II (Road Applicant) is scheduled for PT & Qualification on Friday, April 4<sup>th</sup>. Thanks!

Okey # O154478

Libby S. Hackney  
Personnel Office  
Richmond County Sheriff's Office  
Phone: 706-469-3350  
Fax: 706-821-1060  
[www.RCSOGA.org](http://www.RCSOGA.org)







Leslie Gaiter II

I want to work for the Richmond County Sheriff's Office because I feel that you can gain a lot of experience. I think the department is moving in a great direction. I look forward to facing the challenges and meeting the people of this community. It is going to be challenging starting with a new agency but I always push myself past my limits. If I am hired I will represent the agency to the highest standards. There are also lots of divisions within the department and I would like to learn about them. I know that this agency is very busy and the call volume is high. I will take a call for another officer and I don't mind being busy.

On dayshift in Americus you will respond to at least 12 calls. You might pull a case for 5 of those calls. You will probably work at least one accident. On nightshift you will probably have 10 calls. You might generate 3 reports. We do have nights and days where you don't stop answering calls. I prefer the busy days. We also have to do our own processing when we arrest someone.

Munday 240



**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

**APPLICATION SCREENING FORM**

Applicant's Name: GATER, LESLIE

Position Applied For: \_\_\_\_\_

**RATING TRAITS/CHARACTERISTICS**

POSITIVES

- Meets Job Requirements
- Educational Level
- Physical Fitness
- Prior Experience
- Military Service (Honorable)
- Special Skills
- Related Certifications

NEGATIVES

- Typos on Application
- Large Breaks in Work History
- Minimum/Low Compass Score
- Bad Driving Record
- Criminal History

**Additional Comments:**

Concerns about past Driving Record  
Concerns about weight (5'09" / 250 lbs)

**Recommendation (Check One Box Only):**

	Member 1	Member 2	Member 3	MEMBER 4
Proceed To Interview	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Maybe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No Further Process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ranking **1** **1** **1**  
(1 -5 Scale - 5 Being the Highest)

1) <u>Kendal Peckham</u>	<u>[Signature]</u>
PRINTED NAME	SIGNATURE
2) <u>Patrick Blanchard</u>	<u>[Signature]</u>
PRINTED NAME	SIGNATURE
3) <u>James L. Overstreet</u>	<u>[Signature]</u>
PRINTED NAME	SIGNATURE
4) <u>Scott Redmon</u>	<u>[Signature]</u>
PRINTED NAME	SIGNATURE

*Acad*

# Application Process II

Last Name	First Name	Middle Name	Suf
Gaiter	Leslie		II
SS#	DL#	DOB:	
[REDACTED]	GA053610616	[REDACTED] 1978	
Interview (Date):	03/10/2014		Interviewed By: <i>Acad</i>
Remarks:	Continue Process (4) - See interview notes		
POST (Date):	2/7/2014		0154478
Remarks:	in good standing.		
Entrance Exam (Date):	N/A	Score:	
Polygraph (Date):	3/14/14	Examiner:	<i>[Signature]</i>
Remarks:	NSR - <i>[Signature]</i>		
Range:	PRÉQUAL. Passed 05/02/2014, pw Lt. Probus -		
Background by:	Sgt. BEN RAHN		
Remarks:	appears to be a good applicant. Already POST CERT + according to supervisor is pro-active 03/18/2014		
Drug Screen:	<input type="checkbox"/>	Physical	<input type="checkbox"/>
No Further Proces	<input type="checkbox"/>		
Approved Hire:	<input type="checkbox"/>		



# Application for Employment City of Augusta

HUMAN RESOURCES DEPARTMENT

ROOM 601, MUNICIPAL BUILDING, AUGUSTA, GEORGIA 30911

www.co.richmond.ga.us JOB LINE# (706) 821-2305 PHONE: (706) 821-2303 FAX: (706) 821-2867

*\* Incorrect spelling on  
just certification Leslie Gaither I*

In order to be considered for a position, applications must be complete. You must PRINT, SIGN and DATE your application in INK.

Position Applying For	ROAD PATROL DEPUTY	Date	02/06/14
Name Last	GAITER II	First	LESLIE
MI		MI	
Current Address	[REDACTED]	City	[REDACTED]
State	[REDACTED]	Zip Code	[REDACTED]
Telephone Number(s)	[REDACTED]	[REDACTED]	[REDACTED]

Have you ever been employed with the City of Augusta or Richmond County before?  Yes  No

If yes, Date \_\_\_\_\_ Position \_\_\_\_\_

On what date would you be available for work? UPON REQUEST

If you are under 18 years of age, can you provide required proof of your eligibility to work?  Yes  No  N/A

If you are required to register with the Selective Service, can you show proof of registration? (Required of males ages 18 - 26.)  Yes  No  N/A

Are you currently employed?  Yes  No

May we contact your present employer?  Yes  No

Are you legally eligible to work in the U.S.?  Yes  No

Do you have any relatives employed with us?  Yes  No

If yes, Name \_\_\_\_\_ Relation \_\_\_\_\_ Dept \_\_\_\_\_

If yes, Name \_\_\_\_\_ Relation \_\_\_\_\_ Dept \_\_\_\_\_

Have you ever been convicted of, plead guilty or no contest to a misdemeanor?  Yes  No

If yes, please give date and explanation.

Have you ever been convicted of, plead guilty or no contest to a felony?  Yes  No

If yes, please give date and explanation.

\*A misdemeanor or felony conviction will not necessarily disqualify a job candidate from being considered for a position, unless applicable by law.

## Education

High School				
School Name and Address				Did you graduate?
NORTH GWINNETT HIGH SCHOOL 20 Levelcreek Rd Suwanee GA				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If not a high school graduate, do you have a GED?				<input type="checkbox"/> Yes <input type="checkbox"/> No
Technical or Business Schools				
School Name and Address	Number of years attended	Course of study	Did you graduate?	Degree obtained
N/A			<input type="checkbox"/> Yes <input type="checkbox"/> No	
N/A			<input type="checkbox"/> Yes <input type="checkbox"/> No	
Colleges/Universities				
School Name and Address	Number of years attended	Course of study	Did you graduate?	Degree obtained
N/A			<input type="checkbox"/> Yes <input type="checkbox"/> No	
N/A			<input type="checkbox"/> Yes <input type="checkbox"/> No	
N/A			<input type="checkbox"/> Yes <input type="checkbox"/> No	
N/A			<input type="checkbox"/> Yes <input type="checkbox"/> No	
N/A			<input type="checkbox"/> Yes <input type="checkbox"/> No	

## WE ARE AN EQUAL OPPORTUNITY EMPLOYER

Augusta is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, gender, age, national origin or disability. Applications are kept on file for 90 days.



## Application for Employment City of Augusta

**References:** List three (3) personal references who are not related to you and are not previous employers.

Name	Address	Phone Number	Years Known
Kelly Potter			5
Steven Hilliard			5
Darrell Ambros			4

**Employment History:** List most recent or current job first: (please cover last eight (8) years, attach additional page if needed.)

Name of Organization AMERICUS POLICE DEPT.	Telephone (229) 924-3677	Dates Employed From mo/yr 06/09 To mo/yr PRESENT
Number and Street 119 S. Lee St.	City State Zip Code Americus GA 31709	May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Official Job Title Police Officer	Name of Supervisor Mark McCordle	Pay (hourly rate/salary) Starting \$12.24 Final \$13.26

Describe Specific Job Duties

*I am currently assigned to the road patrol division and I respond to 911 service calls.*

Reason for Leaving *I would like to work for a larger agency.*

Name of Organization Allied Barton Security	Telephone (404) 898-1600	Dates Employed From mo/yr 07/04 To mo/yr 06/09
Number and Street 1438 W Peachtree St	City State Zip Code Atlanta GA 30309	May we contact this employer? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Official Job Title Security Officer	Name of Supervisor Greg Williams	Pay (hourly rate/salary) Starting \$9.00 Final \$10.00

Describe Specific Job Duties

*I watched a camera system and worked as security in a mailroom.*

Reason for Leaving *I became a police officer*

Name of Organization	Telephone ( )	Dates Employed From mo/yr To mo/yr
Number and Street	City State Zip Code	May we contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No
Official Job Title	Name of Supervisor	Pay (hourly rate/salary) Starting Final

Describe Specific Job Duties

Reason for Leaving

List any additional training, skills or equipment you are skilled in operating related to the position in which you are applying. (This may include computer applications, typing speed, a CDL license, or any other skills.) *GA POST CERTIFIED, SFST, Infox 5000 certified, laser certified, GIC terminal certification, Live Scan and 4 years as a certified officer.*

### Authorization and Release

My signature on this application form attests to the fact that all information included is true to the best of my knowledge. I am aware that falsification/misrepresentation on any part of this application form and attached resume or credentials may disqualify me for employment or result in immediate dismissal, regardless of when discovered. I understand that any employment pursuant to this application shall be subject to the condition that I pass the pre-employment drug screening urinalysis test and that information regarding use of drugs may be disclosed to the appropriate county representative as a part of the employment process. I further understand that a post-offer of employment physical examination is also required for certain positions, and in those cases, employment is conditional upon successfully passing the examination. All medical information will be classified as confidential.

*[Handwritten Signature]*

# North Greenville High School

SUWANEE, GEORGIA

The Graduate Class

## Leslie Gaiter II

has satisfactorily completed the Course of Study prescribed for graduation  
by the Board of Education and is therefore entitled to this

### Diploma

Given in the year Nineteen hundred and ninety-seven.



*J. Alvin Wilkerson*  
Superintendent of Schools

*Daniel P. Seckinger*  
Chairman Board of Education

*Franklin F. Lewis*  
Principal



900 SOUTH GA TECH PARKWAY  
 AMERICUS, GA 31709-8167  
 PHONE 229.931.2394  
 800.928.0283  
 FAX 229.931.2924  
 www.southgatech.edu

Oracle Fusion Middleware Forms Services: Open > SOAIFST

File Edit Options Block Item Record Query Tools Help

Test Score Information (Source): 02 (PRDA)

ID: 900051576 | Gaiter, Leslie

Test Code	Description	Test Score	Test Date	Admission Request	Source	Equivalency Indicator	Revised or Recentered
COM1	Compass Reading	71	24-SEP-2009			<input type="checkbox"/>	<input type="checkbox"/>
COM2	Compass Writing	43	24-SEP-2009			<input type="checkbox"/>	<input type="checkbox"/>
COM3	Compass Math	26	24-SEP-2009			<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>
						<input type="checkbox"/>	<input type="checkbox"/>

COM1 Scores must be 2 - NUMERIC characters in range of 15 - 99

Test code; press LIST for valid codes.  
 Record: 1/3 | | | | <OSC>



*The State of Georgia*

**PEACE OFFICER STANDARDS**

AND

**TRAINING COUNCIL**

*Hereby recognizes the accomplishments of*

**Lester Gathers II**

**Basic Peace Officer**

For completing the requirements established in the Peace Officer Standards and Training Act. Therefore, in recognition of this achievement, the following Basic Certification Number is hereby awarded as proof of this attainment:

**PBLE100360S**

Issue Date:  
04/12/2010

# *Georgia Peace Officer Standards and Training Council*

**P.O. Box 349  
Clarkdale, Ga 30111**

Website:  
**WWW.GAPOST.ORG**

Telephone: (770) 732-5974  
FAX: (770) 732-5952



*Dear Officer Leslie Gaither, II:*

*Congratulations on receiving your Georgia Peace Officer Certification! Your hard work and commitment to successfully complete the requirements and meet the qualifications is hereby officially recognized.*

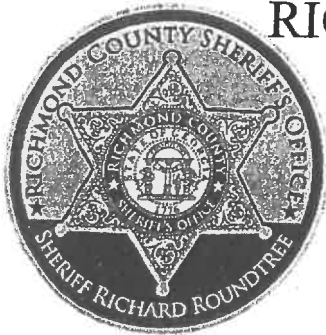
*This certification brings new responsibilities relating to your personal behavior and actions. My sincere hope is that you will come to thoroughly understand the importance of maintaining the highest personal standards. Becoming familiar with Georgia Law, O.C.G.A. 35-8 amended, and the POST rules will be a good starting point. You can expect that Georgia laws applying to this certification will be enforced by the Georgia Peace Officer Standards and Training Council, and your obligations will be earnestly demanded by Georgia's citizens, your co-workers, and this Council. There will be consequences for any violations of Georgia Law, POST rules and your own agency's policies and procedures. POST rules dictate the necessary notifications related to any violations.*

*Please take time to familiarize yourself with the requirements related to the maintenance of your certification. Learn how and when to make notifications regarding changes in your status. The POST web site, [www.gapost.org](http://www.gapost.org), is a quick and easy reference, and the Georgia Peace Officer Standards and Training Council staff will gladly assist you with any details regarding your certification.*

*You are to be commended for your dedication to a very honorable and worthy profession. You have my genuine support and best wishes for a very successful career!*

*Again, best wishes for a successful career.*

  
\_\_\_\_\_  
Ken Vance, Executive Director



# 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

## CRIMINAL AND DRIVER HISTORY WAIVER

In the event my application is selected as a potential candidate for employment with the Richmond County Sheriff's Office, I hereby give my consent for full and complete disclosure of my driver's history and criminal history.

I understand that any information obtained from the criminal and driver histories, upon this release authorization, will be considered in determining my suitability for employment.

I authorize the disclosure of the aforementioned information to any person(s) deemed by the Richmond County Sheriff's Office to be a participant in the determination process of my employment suitability.

- Have you ever been arrested for ANY criminal or traffic charge?  Yes  No

If so, explain: \_\_\_\_\_

- In what states have you possessed a Driver's License in the past 10 years?

State: GA From 12/97 To Current

State: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

State: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

- Have you ever served in the Military/Reserves?  Yes  No

Branch: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

If yes, did you have a Military Driver's License?  Yes  No

Years: From \_\_\_\_\_ To \_\_\_\_\_

*Leslie Garter*

SIGNATURE OF APPLICANT

Leslie Garter

PRINTED NAME OF APPLICANT

*Shelby S. Stackney*

NOTARY PUBLIC

Notary Public, Richmond County, Georgia  
My Commission Expires Feb. 20, 2017

COMMISSION EXPIRES

DATE

*02/06/2014*

\_\_\_\_\_

SOCIAL SECURITY NUMBER

\_\_\_\_\_78

DATE OF BIRTH

B

RACE

M

SEX

508

HEIGHT

260

WEIGHT

Leslie Garter

LIST ALL NAMES (MAIDEN/MARRIED/ALIASES) USED BY APPLICANT

*02/06/14*

DATE



# Data Report System

## Individual Officer Profile

Created: 02-07-2014 01:28

Requested by: Bonnie Hayes

Officer Key        **O154478**  
 Officer Name     **LESLIE GAITHER II**  
 Race               **Black or African American (Not Hispanic or Latino)**  
 Height            **5' 9"**  
 Weight            **250**  
 Hair Color        **Black**  
 Eye Color        **Brown**  
 Education        **High School Diploma**  
 Status            **In Good Standing**

### Officer Certifications

Certification	Description	Certification Type	Status
PBLE100360S	BASIC LAW ENFORCEMENT	Basic	Active

### Officer Legacy Certifications

Certification	Description	Certification Type	Status
P2LE0609179	P2 ISSUED LAW ENF OFC	Authorization to Attend Academy	Active

### Instructor Certifications

None Found

### Employment History

Agency	Rank	Start Date	End Date	Status
AMERICUS POLICE DEPARTMENT	Peace Officer	June 15, 2009		Actively Employed in Law Enforcement

### Sanctions

None Found

### Investigations

None Found

### Training History

Date	Number	Course	Hours
December 10, 2013	IDG16G	TASER RECERTIFICATION	4
November 19, 2013	UFR00F	FIREARMS REQUALIFICATIONS	4
November 13, 2013	IFM23F	FUNDAMENTALS OF SHOOTING	6
November 5, 2013	IFM22G	USE OF DEADLY FORCE	2
September 6, 2013	IGB20G	GCIC INQUIRY TERMINAL OPERATOR CERTIFICATION	18
July 2, 2013	IGM06G	UNDERSTANDING C.J.C.C.	2
April 16, 2013	IBS04G	SEX OFFENDER TRAINING	2

March 21, 2013	IGW01G	MENTAL HEALTH	2
February 21, 2013	IGB08G	HOW TO READ A "RAP" SHEET	2
January 24, 2013	IKV12G	ACTIVE SHOOTER RESPONSE	2
			2013 Total Hours : 44
December 18, 2012	IDG16G	TASER RECERTIFICATION	4
November 6, 2012	IFM22G	USE OF DEADLY FORCE	2
October 9, 2012	IBN01G	EVIDENCE AND PROPERTY MANAGEMENT	2
May 22, 2012	ICD06G	L.E. RESPONSE TO D.V. CALLS	3
May 17, 2012	NSD02G	DEFENSIVE DRIVING/NAT. SAFETY COUNCL	6
April 26, 2012	UFR00F	FIREARMS REQUALIFICATIONS	4
April 3, 2012	AWI01G	INTOXIMETER MODEL 5000 CERTIFICATION	16
March 8, 2012	IDS05G	EVICTON SAFETY	2
February 10, 2012	IGB13G	SECURITY AND INTEGRITY OF CHRI	4
January 31, 2012	ITM07G	STOP STICK TRAINING	3
			2012 Total Hours : 46
December 6, 2011	IXM13G	RURAL PATROL DRUG INVESTIGATIONS	4
November 17, 2011	IGK00G	ETHICS AND PROFESSIONALISM	4
November 8, 2011	IDG16G	TASER RECERTIFICATION	6
October 21, 2011	ILV00G	USE OF FORCE	1
October 21, 2011	IFM22G	USE OF DEADLY FORCE	2
October 20, 2011	UFR00F	FIREARMS REQUALIFICATIONS	4
May 13, 2011	IFM03F	FIREARMS MAINTENANCE	1
March 29, 2011	IFO00F	OFFICER SURVIVAL	16
February 10, 2011	IGM47G	TWELVE CRITICAL TASKS (GACP)	4
February 10, 2011	ITM13G	VEHICLE PURSUITS	4
			2011 Total Hours : 46
December 17, 2010	ILU00G	Legal Update	1
December 14, 2010	IGE03G	ALCOHOL & DRUG AWARENESS	2
November 23, 2010	IFR02F	FIREARMS REQUAL& USE OF DEADLY FORCE (2 Hrs)	4
October 12, 2010	NSD02G	DEFENSIVE DRIVING/NAT. SAFETY COUNCL	6
August 17, 2010	IPS00G	STRESS AWARENESS	2
August 10, 2010	IGW00G	MENTAL HEALTH, MENTAL RETARDATION	2
August 10, 2010	IZA00G	ANIMAL CONTROL	1
June 15, 2010	IBN01G	EVIDENCE AND PROPERTY MANAGEMENT	2
June 8, 2010	IDS05G	EVICTON SAFETY	3
May 18, 2010	ICD00G	DOMESTIC VIOLENCE	4
April 27, 2010	IHN00G	Environmental Crimes	2
March 5, 2010	BML09G	BASIC L.E. TRAINING COURSE (TCSG)	700
			2010 Total Hours : 729
December 31, 2009	PAV14E	NO WAIVER NECESSARY - NOT EMPLOYED AS PEACE OFC THIS YR	20
2009 Total Hours : 20			

### Summary of Hours for 5 Years

Year Hours

2013	44
2012	46
2011	46
2010	729
2009	20
<b>Grand Total of Hours (all years and courses)</b>	<b>885</b>



# 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

**DATE: MARCH 18, 2014**

**RE: LESLIE GAITER, APPLICANT**

**EMPLOYERS: SGT. GLEN RAHN MADE CONTACT WITH THE FOLLOWING EMPLOYER(S):**

**AMERICUS POLICE DEPARTMENT  
119 S. LEE STREET  
AMERICUS, GA 31709**

Contact was made with Lt. Mark McCardle. Lt. McCardle advised that Gaiter is a very good police officer. He has a great memory, is good at developing informants, good at paper work and is pro-activate. He is not afraid to ask for help, is willing to learn and believes he would be an asset to our agency.

**ALLIED BARTON SECURITY  
3481 MIKE PADGETT HWY  
AUGUSTA, GA 30906**

Contact was attempted to the listed business. Sgt. Rahn left a message for HR director, Claire Bowser to contact him. An evaluative background form was mailed to the above address. A response is pending and will be noted in file upon receive.



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Augusta, GA 30901

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## REFERENCES

1. Kelly Potter [REDACTED] - Contact was attempted to listed phone number two times. Sgt. Rahn left a message for Potter to contact Inv. Rahn. Potter has not returned the phone call.
2. Steven Hilliard [REDACTED] - Contact was attempted to the listed phone number two times. Sgt. Rahn noted the phone had a voice mailbox that had not been set up.
3. Darrell Ambos [REDACTED] - Contact was made with Ambos. Ambos stated he has known Gaiter for 3-4 years and works with him at the Police Dept. Ambos advised he is an outstanding officer, is a hard worker, very professional and gets along with peers and supervisors.

Sgt. Rahn could not locate any social media on Gaiter. A search of TLO database observed no Liens, or bankruptcies for Gaiter. [REDACTED]

Submitted by:

A handwritten signature in black ink, appearing to read "G. Rahn".

Sgt. Glen Rahn  
Internal Affairs  
400 Walton Way  
Augusta, GA 30901  
706.821.1604





# 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

March 18, 2014

Sgt. Glen Rahn  
Richmond County Sheriff's Office  
400 Walton Way  
Augusta, GA 30901  
706.821.1604 Office  
706.821.1462 Fax

Allied Barton Security  
1438 W Peachtree St  
Atlanta, GA 30309

To Whom it may Concern,

This letter is in regards to applicant Leslie Gaiter. Mr. Gaiter has applied with our agency for the position of Deputy. We are currently considering Mr. Gaiter's application and would like for you to take a few minutes of your time to complete the attached Evaluative Form. After completing the form, please fax, email, or mail the form back to our office. Thank you for your time and cooperation.

Respectfully,

Sgt. Glen Rahn  
grahn@augustaga.gov  
Internal Affairs Division

