



*Captain Edwin Ivey*  
*Jail Division Commander*  
*Haralson County Sheriff's Office*  
Phone (770) 646-2011 • Fax (770) 537-6177

## NOTICE OF PROPOSED ADVERSE ACTION

BY: Captain Edwin Ivey – Jail Division Commander  
FOR: Detention Officer Brittany Grier

March 3<sup>rd</sup>, 2021

On February 19<sup>th</sup>, 2021, I was approached by Sergeant Heather Browning regarding Detention Officer Brittany Grier's conduct during phone calls to current inmate Dustin Mullins. Sergeant Browning had located the phone calls during an on-going investigation that she was assisting me with regarding inmate Mullins. These phone calls occurred on the following dates and times:

- Friday, February 12<sup>th</sup>, 2021 at 19:02 (duration of 11:23).
- Thursday, February 18<sup>th</sup>, 2021 at 18:34 (duration of 11:20).
- Thursday, February 18<sup>th</sup>, 2021 at 20:53 (duration of 5:35).

The female on the phone calls had speech patterns and vocal inflections like Grier, and the phone calls occurred during Grier's scheduled off days. The calls, at various points, referenced the desired sexual activity between both parties (Mullins and Grier), and involved proclamations of love between them both. Investigator Heather Mecillas assisted with this investigation, subpoenaing records for the phone number that was called [REDACTED]. Upon eventual receipt of the information, it was discovered that the number came back to a registered user of the Text Now phone call application, registered under username brittany [REDACTED].

Detention Officer Grier is found to be in violation of the following Haralson County Sheriff's Office Policies:

- Code of Ethics (Policy 3-3) #6: Prohibited Association – Except as required for performance of their duties, employees of the department are prohibited from frequenting places that may compromise the departments image. In addition, officers shall not associate with persons or organizations, which would be detrimental to the image of the department. This includes persons who have been convicted of a felony within the last five years or who are under criminal investigation or indictment, or who have an open and notorious reputation in the community for felonious activity.
- Code of Ethics (Policy 3-3) #12: Professional Image – Employees of the department are to work diligently to maintain a professional image. Any behavior that would violate the public trust is prohibited.



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- Code of Ethics (Policy 3-3) #19: On and Off Duty Conduct – Engaging in conduct on or off duty which adversely affects the morale or efficiency of the department, or has a tendency to destroy the confidence and respect of the public for the department, is prohibited.
- Code of Ethics (Policy 3-3) #28: Relationships – Employees shall not fraternize, cohabitate, or engage in sexual activity with an inmate. Nor shall they engage in any sexual activity with any staff member or inmate during duty hours within the premises of the jail or on jail property.
- Code of Conduct (Policy 3-4) #10: – Under no circumstances will employees of the Sheriff's Office initiate and/or respond to efforts to promote social and/or personal relationships with: Individuals under criminal investigation or indictment; Arrestees; Current inmates or individuals encountered as a result of an employee's job assignments.

Proposed Adverse Action:

- *Termination of Employment*

Effective Date of Proposed Adverse Action:

- This termination will become effective on Wednesday, March 3<sup>rd</sup>, 2021 at 6:00 p.m.

Employee Response:

Per Haralson County Sheriff's Office Policy 3-1: Dismissal, Demotion and Suspension:

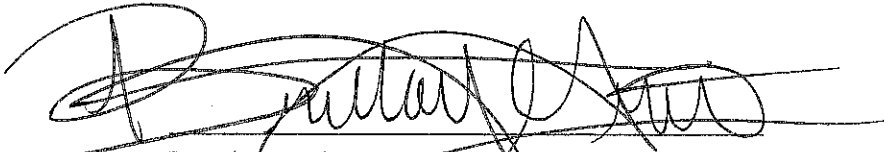
Dismissal, demotion and suspension of employees may be effected by the department head if an employee's performance of duty or conduct is unsatisfactory. Except under emergency circumstances, such employee shall be fully and promptly informed of the charges. The employee is granted a reasonable opportunity to respond to the next higher authority and advised as to his or her right to appeal such action through administrative procedures.

- Deadline to respond to the Sheriff – Monday, March 8<sup>th</sup>, 2021 by 3:00 p.m.

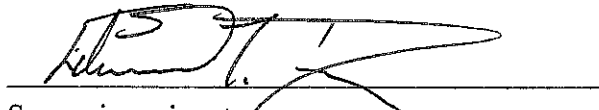
*Failure to respond to the Sheriff by this date and time will result in a waiver of all further appeal rights.*



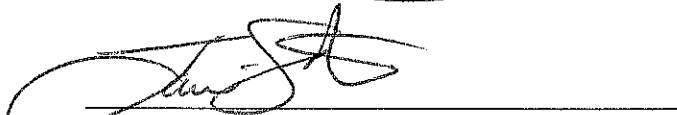
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Employee signature

3-3-2021  
Date

  
Supervisor signature

03/03/2021  
Date

  
Chief Deputy signature

3/3/2021  
Date



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### ADENDUM – ADVERSE ACTION

BY: Captain Edwin Ivey – Jail Division Commander  
FOR: Detention Officer Brittany Grier

March 8<sup>th</sup>, 2021

On March 3<sup>rd</sup>, 2021, at approximately 18:00 hours, I conducted an interview with D/O Grier and served her with the Proposed Adverse Action paperwork. The interview was audio recorded.

Grier was read aloud, then self-read and signed, her advisement of Garrity Warnings (*Garrity v. New Jersey*). Grier at first denied any involvement in the listed violations, and adamantly denied knowledge of who might be on the recorded conversations, but after confirming that her Text Now account and her Gmail email had been used, she changed her statements and advised that her cousin (Shaneka) might have used her information, and then stated that her cousin had used her information to open the Text Now account and communicate with the inmate.

Grier went on to state that the inmate (Mullins) had been wanting to talk to a “black girl” and so she said that she would connect him with her cousin who was “like that” (alluding to involved in criminal activity). I gave Grier an opportunity to corroborate her claims about her cousin by calling her (on speakerphone), but her cousin seemed confused about who she was supposedly talking to and what was going on with the inmate. The cousin stated she got a fake number (after Grier told her to state that), but after a few questions, the cousin stopped responding to me and refused to speak further (giving me the wrong name for the inmate, unable or unwilling to provide the Text Now number, asking if she had to talk to me, et cetera). The call was disconnected.

Detention Officer Grier was confirmed to be in violation of the previously listed Haralson County Sheriff's Office Policies, either directly by the initial evidence, or by her actions as a liaison between inmates and family members, creating a social/personal relationship in violation of policy. D/O Grier was provided the deadline for appeal.

After D/O Grier's appeal, and review of the interview and audio recordings of inmate conversations, Sheriff Stacy Williams affirmed the termination from employment.

Captain Edwin Ivey



*Sheriff Stacy R. Williams*  
*Haralson County*  
*Office of the Sheriff*  
*Phone (770) 646-2011 • Fax (770) 537-6177*

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*Jail Division Commander – Edwin Ivey*

### **Employment Report**

To: Sandi Couch, Deputy Clerk  
Haralson County Commissioner's Office

From: Captain Edwin Ivey, Jail Division Commander  
Haralson County Sheriff's Office

Ref: Termination of Employment

Date: Wednesday, March 3<sup>rd</sup>, 2021

Effective March 3<sup>rd</sup>, 2021, Detention Officer Brittany Grier is terminated from employment with the Haralson County Sheriff's Office. Ofc. Grier is being terminated on disciplinary grounds for violations of the Haralson County Sheriff's Office policy, Code of Ethics, and Code of Conduct.

These violations include:

- Code of Ethics (Policy 3-3) #6: Prohibited Association
- Code of Ethics (Policy 3-3) #12: Professional Image
- Code of Ethics (Policy 3-3) #19: On and Off Duty Conduct
- Code of Ethics (Policy 3-3) #28: Relationships
- Code of Conduct (Policy 3-4) #10: Inmate Relationships

Please see the attached Haralson County Payroll Change Notice.

Let me know if you have any questions.

Respectfully,

Captain Edwin Ivey

# HARALSON COUNTY TERMINATION REPORT

Last Name Gunter First Brittany Middle Initial S.  
Department Sheriff's Office Termination Effective Date 03/03/2021  
Social Security Number [REDACTED]

Type Separation (Check One)  
Resignation \_\_\_\_\_ Dismissal  Mutual Agreement \_\_\_\_\_ Other \_\_\_\_\_

Reason for Separation (Check One)  
Absenteeism \_\_\_\_\_ Changing Job \_\_\_\_\_ Family \_\_\_\_\_ Health \_\_\_\_\_  
Incompetence \_\_\_\_\_ Reduction in Force \_\_\_\_\_ Other Criminal Associations

Employee Evaluation (Check appropriate boxes)

	Unsatisfactory	Fair	Satisfactory	Good
Excellent				
Attendance			<input checked="" type="checkbox"/>	
Cooperation	<input checked="" type="checkbox"/>			
Initiative	<input checked="" type="checkbox"/>			
Job Knowledge		<input checked="" type="checkbox"/>		
Quality of Work	<input checked="" type="checkbox"/>			

Recommendation:  
Without Reservation \_\_\_\_\_  
With Some Reservation \_\_\_\_\_  
Would not recommend

Rehire:  
Yes \_\_\_\_\_  
No

Additional Comments:  
Criminal associations and policy violations. See attached Employment Report.

Department Head Signature: [Signature] Date 3-3-21

\*\*\*Please be certain that all fields are filled out. If there is a letter of resignation attach it and send promptly to the Haralson County Commissioner's Office.

**PAYROLL CHANGE NOTICE**

**TO: PAYROLL DEPARTMENT**

PLEASE ENTER THE FOLLOWING CHANGE(S) IN YOUR RECORDS TO TAKE

EFFECT 03/03/2021 (Date)

EMPLOYEE Brittany Guier

SOCIAL SECURITY # [REDACTED]

CHECK ALL BOXES NEEDED	FROM	TO
Department		
<input checked="" type="checkbox"/> Job	Terminated	
Shift		
Rate		
Rehire		

- |   |  |
|---|--|
| <input type="checkbox"/> HIRED              | <input type="checkbox"/> PROBATIONARY PERIOD COMPLETED |
| <input type="checkbox"/> REHIRED            | <input type="checkbox"/> LENGTH OF SERVICE INCREASE    |
| <input type="checkbox"/> PROMOTION          | <input type="checkbox"/> RE-EVALUATION OF EXISTING JOB |
| <input type="checkbox"/> DEMOTION           | <input type="checkbox"/> RESIGNATION                   |
| <input type="checkbox"/> TRANSFER           | <input type="checkbox"/> RETIREMENT                    |
| <input type="checkbox"/> MERIT INCREASE     | <input type="checkbox"/> LAYOFF                        |
| <input type="checkbox"/> PAYROLL DEDUCTIONS | <input checked="" type="checkbox"/> DISCHARGE          |

LEAVE OF ABSENCE FROM \_\_\_\_\_ UNTIL \_\_\_\_\_  
DATE DATE

OTHER (explain) See attached Employment Report.

CHANGE AUTHORIZED BY: [Signature] DATE 03/03/2021

CHANGE APPROVED BY: [Signature] DATE 3-3-21